

**AMENDMENT NO. 3 TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF KERN
AND
KERN COUNTY LAW ENFORCEMENT OFFICERS ASSOCIATION
FOR BARGAINING UNITS L, 8**

Kern County
Agt. # 1045-2025

This Amendment No. 3 (“**Amendment No. 3**”) to the Memorandum of Understanding between the County of Kern and Kern Law Enforcement Association for Bargaining Units L and 8, is made and entered into on 16 day of Dec, 2025, (“**Effective Date**”) between the COUNTY OF KERN (hereafter “**County**”), a political subdivision of the State of California, and Kern Law Enforcement Association (hereafter “**KLEA**”), after having met and conferred in good faith:

WITNESSETH:

WHEREAS, the County and KLEA entered into a Memorandum of Understanding (Kern County Agt. 446-2023) (hereafter “**MOU**”) effective from July 25, 2023, through June 30, 2026; and

WHEREAS, Amendment No. 1 to the MOU, (Agt. No. 195-2023), was approved on April 18, 2023, to address increases in the cost of living affecting KLEA members; and

WHEREAS, Amendment No. 2 to the MOU, (Agt. No. 289-2024), was approved on June 4, 2024, to address increases in the cost of living affecting KLEA members; and

WHEREAS, the County and KLEA desire to amend this MOU to allow non-worked paid holidays to be included as hours worked for purposes of computing overtime; and

WHEREAS, in accordance with the MOU, representatives of County and KLEA jointly propose the following changes to the current MOU.

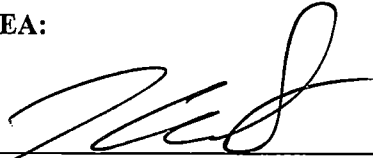
NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

1. The parties agree that Article IV Premium Pay, Section 1, Subdivision B of the MOU shall be amended to read:
 - B. Hours Worked – With the exception of jury duty and holiday hours, non-productive paid hours such as vacation, sick leave, compensatory time off etc., shall not count as hours worked under this section. Work time spent on jury duty and all holiday hours shall be considered hours worked under this section.

The remainder of this page is intentionally left blank.

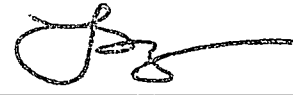
IN WITNESS TO WHICH, each party to this Amendment No. 3 to the current MOU has signed on the date indicated, and agrees for itself, its membership, its employees, officers, partners and successors, to be fully bound by all terms and conditions of this Amendment No. 3.

KLEA:

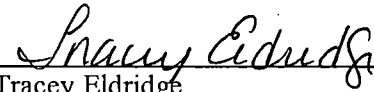


Jeff Colbert,
President, KLEA

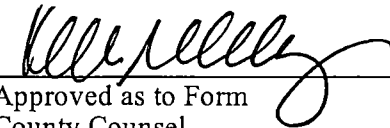
COUNTY OF KERN:



Leticia Perez
Chairman, Board of Supervisors



Tracey Eldridge
Chief Human Resources Officer



Approved as to Form
County Counsel