

**Side Letter Agreement**  
**Between the County of Kern**  
**and**  
**Kern Law Enforcement Association**

Kern County  
Agt. # 521-2020

This Side Letter Agreement (“Agreement”), entered into this 18<sup>th</sup> day of August, 2020 between COUNTY OF KERN (hereafter “County”), a political subdivision of the State of California, and KERN LAW ENFORCEMENT ASSOCIATION (hereafter “KLEA”), (hereafter collectively referred to as “the Parties”) after having met and conferred in good faith, mutually agree to changes in terms and conditions of employment as follows:

1. The Parties have previously agreed to and executed the Memorandum of Understanding (Agreement #596-2019 dated September 17, 2019) that covers terms and conditions of employment for represented employees.
2. The Parties have since met and conferred in good faith to address continued challenges related to recruitment of Deputy Sheriff Personnel.
3. The parties agree to implement a non-pensionable recruitment bonus not to exceed \$25,000 for all new Kern County employees laterally appointed (already in possession of Basic POST) into the Deputy Sheriff classification. The schedule for the recruitment bonus shall be:
  - a. \$3,000 upon appointment to a permanent Deputy Sheriff position;
  - b. \$2,000 upon satisfactory completion of the one-year probationary period;
  - c. \$5,000 upon completion of two years of continuous service with the Kern County Sheriff’s Office;
  - d. \$5,000 upon completion of three years of continuous service with the Kern County Sheriff’s Office;
  - e. \$5,000 upon completion of four years of continuous service with the Kern County Sheriff’s Office;
  - f. \$5,000 upon completion of five years of continuous service with the Kern County Sheriff’s Office.
4. This Agreement shall be effective on the date of approval and execution by the Board of Supervisors and expire on June 30, 2022, unless otherwise agreed to by the parties.
5. Except as specifically provided herein, all provisions, terms, and conditions in the current or successor Memorandum of Understanding between County and KLEA shall remain in full force and effect. If any specific provision, term, or condition contained herein is in direct conflict with any provision, term, or condition of the current or successor MOU, the specific provision of this Agreement shall control.
6. No provision, term, or condition of this Agreement shall be modified, waived, changed, breached, or terminated without written mutual agreement of the Parties.

**KERN LAW ENFORCEMENT  
ASSOCIATION:**



Marcus Moncur  
President, KLEA

**COUNTY OF KERN:**



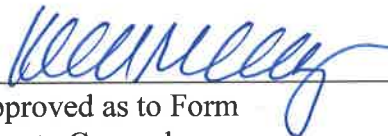
Chair, Board of Supervisors



Devin Brown  
Chief Human Resources Officer



Doug Jauch  
Undersheriff, Kern County Sheriff's Office



Approved as to Form  
County Counsel