

**AMENDMENT NO. 1 TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF KERN  
AND  
KERN COUNTY PROBATION MANAGERS' ASSOCIATION  
FOR BARGAINING UNIT O**

This Amendment No. 1 to the Agreement between the County of Kern and Kern County Probation Managers' Association for Bargaining Unit O, entered APR 18 2023, between the COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Probation Managers' Association (hereafter "KCPMA"), after having met and conferred in good faith:

WITNESSETH:

WHEREAS, the County and KCPMA entered into a Memorandum of Understanding (Kern County Agt. 689-2021) (hereafter "MOU") effective from November 9, 2021 through June 30, 2024; and

WHEREAS, the MOU provides for a reopener to negotiate an additional cost of living adjustment to take effect July 1, 2023; and

WHEREAS, County and KCPMA met and conferred in good faith over the reopener for an additional cost of living adjustment in 2023 to address increases in the cost of living affecting KCPMA members;

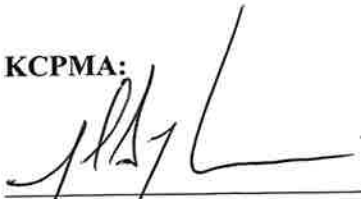
WHEREAS, in accordance with the Agreement, representatives of County and KCPMA jointly propose the following changes to the current Agreement.

**NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:**

1. The parties agree that Article VIII, Section 4, Subdivision B.2 shall be replaced with:
  - Section 4. Salary Adjustments
  - B. Additional COLAs
2. Employees covered by this MOU shall receive an additional COLA of four percent (4.0%) of their base salary, which is represented by an adjustment in salary range of 0.8 for each covered classification. This additional COLA shall take effect the pay period beginning July 1, 2023.
2. Except as amended herein, each and every term of the Agreement shall remain in full force and effect.

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KCPMA:

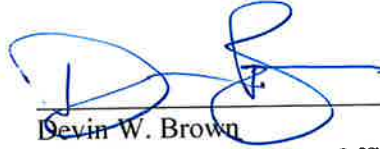


Frank Herrera,  
President, KCPMA

COUNTY OF KERN:



Chairman, Board of Supervisors



Devin W. Brown  
Chief Human Resources Officer



Approved as to Form  
County Counsel