

**AMENDMENT NO. 1 TO
SIDE LETTER AGREEMENT
BETWEEN THE COUNTY OF KERN AND THE
KERN COUNTY FIRE FIGHTERS UNION, IAAF LOCAL 1301**

WHEREAS, the County of Kern (“County”) and the Kern County Fire Fighters Union, IAAF Local 1301 (“KCFFU”) desire to maintain effective employer-employee relations for employees of the Kern County Fire Department; and

WHEREAS, representatives of the County and the KCFFU (collectively referred to herein as the “Parties”) have discussed the need to increase the paramedic pay available to employees within the Kern County Fire Department who provide paramedic services and work at Station 25 in the unincorporated community of Buttonwillow;

WHEREAS, the Parties have an agreement that expired September 30, 2017, and have not yet engaged in negotiations for a successor collective bargaining agreement, but have agreed to separately consider paramedic pay for the paramedic firefighters at Station 25;

WHEREAS, the Parties have met and conferred in good faith and jointly agreed to a Side Letter Agreement (No. 014-2019) to provide paramedic pay for staff assigned to Station 25 until June 30, 2021;

WHEREAS, the Parties have met and conferred in good faith and jointly agree to this Amendment to extend the term of the Side Letter through June 30, 2023, limit the Station 25 pool to five paramedic firefighters and add paramedic pay for one Fire Captain, unless otherwise incorporated into any successor collective bargaining agreement between the Parties.

NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

The Parties amend the Side Letter Agreement (No. 014-2019) retroactive to July 1, 2021 as follows:

1. The County will pay the three firefighters and one captain regularly scheduled and assigned to work as certified paramedics at Station 25 a special assignment pay equivalent to 15% of their base salary.
2. The County, and at the discretion of the Fire Chief, will seek to establish a pool of up to five certified paramedic firefighters who may be called upon to backfill vacancies occurring at Station 25.
6. The terms contained in this Side Letter Agreement shall be in effect from the date of execution of the Agreement by the Board of Supervisors through June 30, 2023. Upon expiration of this Side Letter Agreement, the previous terms and conditions related to Paramedic Pay shall be in effect.

The Parties agree that the remaining terms of the Side Letter Agreement are unchanged and still in effect.

COUNTY OF KERN:

By:  JUL 27 2021
Phillip Peters, Chair
Board of Supervisors

KERN COUNTY FIRE FIGHTERS UNION, IAAF LOCAL 1301

By: 
David Nelson, KCFFU, IAAF Local 1301

APPROVED AS TO CONTENT:

By: 
Devin Brown, Chief Human Resources Officer

By: 
Aaron Duncan, Fire Chief and Director of Emergency Services

APPROVED AS TO FORM:
Office of the County Counsel

By: 
Stephanie Bouey, Deputy County Counsel