

**Side Letter Agreement No. 3  
Between the County of Kern  
And  
The Kern County Detention Officers' Association**

Kern County  
Agt. # 450-2023

This Side Letter Agreement ("Agreement"), entered on JUL 25 2023 between COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and KERN COUNTY DETENTION OFFICERS' ASSOCIATION (hereafter "KCDOA"), (hereafter collectively referred to as "the parties") after having met and conferred in good faith, mutually agree to the following:

1. The parties have previously agreed to and executed the County and KCDOA Memorandum of Understanding ("MOU") (Agreement #688-2021, dated November 9, 2021) that covers terms and conditions of employment for represented employees.
2. The Parties agree to the new hybrid work schedule as detailed in Attachment A.
3. Overtime holdovers or early call-ins will now be based on department need utilizing seniority on a rotational basis as the primary selection criteria.
4. This Agreement shall be effective July 15, 2023.
5. Except as specifically provided herein, all provisions, terms, and conditions in the current or successor MOU between County and KCDOA, as amended, shall remain in full force and effect. If, however, 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.

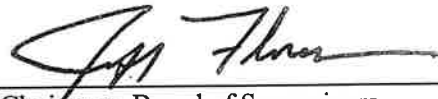
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**KCDOA:**



Brian Andrews  
President, KCDOA

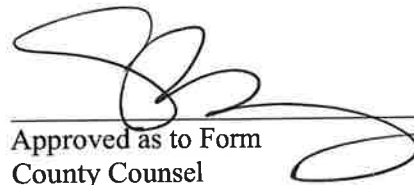
**COUNTY OF KERN:**



Chairman, Board of Supervisors



Devin Brown  
Chief Human Resources Officer



Approved as to Form  
County Counsel

**LERDO PRE-TRIAL SECTION  
DRAFT SHIFT BID ROSTER**

SQUAD 1 WED, THURS, FRI/E/O SAT 0700-1900		SQUAD 2 E/O SAT, SUN, MON, TUES 0700-1900		SQUAD 3 WED, THURS, FRI/E/O SAT 1900-0700		SQUAD 4 E/O SAT, SUN, MON, TUES 1900-0700		SQUAD 6 SUN, MON, TUES, WED 23-07 THURS 23-09		ADMINISTRATION MON-FRI 0700-1500	
Sgt.	Sr.	Sgt.	Sr.	Sgt.	Sr.	Sgt.	Sr.	Sgt.	Sr.	Sgt.	Sr.
1.F	1.F	1.F	1.F	1.F	1.F	1.F	1.F	1.	U1		
2.F	2.F	2.F	2.F	2.F	2.F	2.F	2.F	2.	U2		
3.F	3.F	3.F	3.F	3.F	3.F	3.F	3.F	3.	L1		
4.F	4.F	4.F	4.F	4.F	4.F	4.F	4.F	4.	L2		
5.	5.	5.	5.	5.	5.	5.	5.	5.	IDA 3		
6.	6.	6.	6.	6.	6.	6.	6.	6.	IDA 4		
7.	VAC	7.	7.	7.	7.	7.	7.	VAC			
8.	VAC	8.	8.	8.	8.	8.	8.	VAC			
9.		9.	9.	9.	9.	9.	9.				
10.		10.	10.	10.	10.	10.	10.				
11.		11.	11.	11.	11.	11.	11.				
12.		12.	12.	12.	12.	12.	12.				
13.		13.	13.	13.	13.	13.	13.				
14.		14.	14.	14.	14.	14.	14.				
15.		15.	15.	15.	15.	15.	15.				
16.		16.	16.	16.	16.	16.	16.				
17.	VAC	17.	VAC	17.	VAC	17.	VAC				
18.	VAC	18.	VAC	18.	VAC	18.	VAC				
19.	VAC	19.	VAC	19.	VAC	19.	VAC				
20.	VAC	20.	VAC	20.	VAC	20.	VAC				
21.		21.	21.	21.	21.	21.	21.				
DETENTIONS DEPUTIES											
SHERIFF'S AIDES											
SQUAD 1		SQUAD 2		SQUAD 3		SQUAD 4		SQUAD 4		SQUAD 4	
1.		1.		1.		1.		1.			
2.		2.		2.		2.		2.			
3.		3.		3.		3.		3.			
4.		4.		4.		4.		4.			
5.		5.		5.		5.		5.			
6.		6.		6.		6.		6.			
7.	VAC	7.	VAC	7.	VAC	7.	VAC	7.	VAC		
8.	VAC	8.	VAC	8.	VAC	8.	VAC	8.	VAC		
EXTRA HELP											
TOTAL:											
										SECURITY:	95/19
										SUPPORT:	6/0
										TOTAL:	101 / 19
										SA	31/7
										TOTAL:	27/7
										ALLOCATED / VAC	

Attachment A

**LERDO JUSTICE SECTION  
DRAFT SHIFT BID ROSTER**

SQUAD 1 WED, THURS, FRI/E/O SAT 0700-1900		SQUAD 2 E/O SAT, SUN, MON, TUES 0700-1900		SQUAD 3 WED, THURS, FRI E/O SAT 1900-0700		SQUAD 4 E/O SAT, SUN, MON, TUES 1900-0700		SQUAD 6 SUN, MON, TUES, WED 23-07 THURS 23-09		ADMINISTRATION MON-FRI 0700-1500	
Sgt.	Sr.	Sgt.	Sr.	Sgt.	Sr.	Sgt.	Sr.	Sgt.	Sr.	Sgt.	Sr.
1.		1.		1.		1.		1.		U1	
2.		2.		2.		2.		2.		U2	
3.		3.		3.		3.		3.		L1	
4.		4.		4.		4.		4.		C1	
5.		5.		5.		5.		5.		JUSTICE PROP ROOM	
6.		6.		6.		6.		6.		SA	
7.		7.		7.		7.		7.		CLERICAL	
8.		8.		8.		8.		8.			
9.		9.		9.		9.		9.			
10.		10.		10.		10.		10.			
11.		11.		11.		11.		11.			
12.		12.		12.		12.		12.			
13.		13.		13.		13.		13.			
14.		14.		14.		14.		14.			
15.		15.		15.		15.		15.			
16.		16.		16.		16.		16.			
<b>DETENTIONS DEPUTIES</b>											
<b>SHERIFF'S AIDES</b>											
SQUAD 1		SQUAD 2		SQUAD 3		SQUAD 4					
1.		1.		1.		1.					
2.		2.		2.		2.					
3.		3.		3.		3.					
4.		4.		4.		4.					
5.		5.		5.		5.					
6.		6.		6.		6.					
<b>EXTRA HELP</b>											
		J. MILLER		EH		EH					
<b>TOTALS</b>											
TOY IN											
ALLOCATED / VAC											
SECURITY: 75/14											
SUPPORT: 4/0											
TOTAL: 79/14											
ALLOCATED / VAC											
SA 24/4											
TOTAL: 20/4											