

**Side Letter Agreement  
Between the County of Kern  
and  
Kern County Probation Management Association  
For Bargaining Unit O**

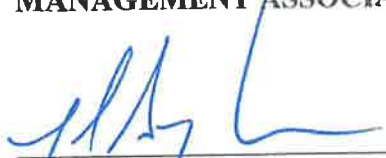
Kern County  
Agt. # 1274-2024

This Side Letter Agreement (“Agreement”), entered on DEC 10 2024 between COUNTY OF KERN (hereafter “County”), a political subdivision of the State of California, and KERN COUNTY PROBATION MANAGEMENT ASSOCIATION (hereafter “KCPMA”), (hereafter collectively referred to as “the Parties”) after having met and conferred in good faith, mutually agree to change employee benefits, as follows:

1. To modify provisions regarding the Post Employment Health Plan currently provided for in the Memorandum of Understanding between County and KCPMA (expiring June 30, 2027, Article IX – Benefits, Section 7, paragraph D, to provide that contributions of the eligible sick leave balance payout shall be made at the rate of 25%, retroactively effective November 30, 2024.
2. All of the terms and provisions of this Agreement shall remain in full force and effect until superseded by successor agreements between the Parties. Additionally, none of the terms or provisions of this Agreement shall, in any manner whatsoever, be modified, waived, changed, breached, or terminated without written mutual agreement of the Parties.

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**KERN COUNTY PROBATION  
MANAGEMENT ASSOCIATION:**



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Frank Herrera  
President, KCMPPA

**COUNTY OF KERN:**



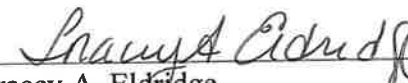
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Chairman, Board of Supervisors



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Nancy Anderson  
County Administrative Officer



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Tracey A. Eldridge  
Chief Human Resources Officer



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Approved as to From  
County Counsel