



September 10, 2024

Board of Supervisors  
Kern County Administrative Center  
1115 Truxtun Avenue  
Bakersfield, CA 93301

**PROPOSED MEMORANDUM OF UNDERSTANDING BETWEEN  
KERN COUNTY AND KERN COUNTY PROBATION MANAGEMENT ASSOCIATION  
Fiscal Impact: \$564,628 [FY 2024-25 \$328,000]; General Fund; Not Budgeted; Discretionary**

Kern County's 2021-2026 Strategic Plan includes the key objective "*Be a Model of Excellence in Managing Our Business and Workforce.*" Included under that objective are the goals of attracting, developing, and retaining top talent across all business areas of the County. The plan identifies the need to ensure competitive compensation practices and to reform our countywide components system to enable regular cost of living adjustments (COLAs). The proposed Memorandum of Understanding (MOU) with the Kern County Probation Management Association (KCPMA) makes a significant step toward achieving these objectives for the employees they represent.

The current MOU with KCPMA expired on June 30, 2024. The parties began successor MOU negotiations on April 5, 2024, and reached a tentative agreement on August 26, 2024. KCPMA conducted a successful ratification vote of the tentative agreement, and the parties jointly propose the attached successor MOU for Board of Supervisors approval.

The key substantive changes made in the proposed MOU are:

- Contract term through June 30, 2027
- 5% salary increase retroactively effective to July 13, 2024
- 4% salary increase effective July 12, 2025
- Salary reopener in 2026
- Cash out of up to 40 hours of vacation or compensation time off (CTO) annually
- Tiered Deferred Compensation match

The fiscal impact of the proposed three-year MOU is approximately \$564,628 in the Kern County Probation Office budget unit. County Counsel has approved the proposed Memorandum of Understanding as to form.

Therefore, IT IS RECOMMENDED your Board approve and authorize the Chairman to sign the attached Memorandum of Understanding with Kern County Probation Management Association for wages, hours, and terms and conditions of employment through June 30, 2027, and direct the Human Resources Division to implement the changes.

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Sincerely,



Tracey A. Eldridge  
Chief Human Resources Officer

cc: Elsa Martinez, Interim County Administrative Officer  
William Dickinson, Chief Probation Officer  
KCPMA