

SUMMARY OF PROCEEDINGS

CIVIL SERVICE COMMISSION – COUNTY OF KERN
1115 Truxtun Avenue, Fourth Floor
Bakersfield, CA 93301

Regular Meeting

Monday, January 12, 2026
5:30 p.m.

COMMISSION RECONVENED

NOTE: Ag, Bo, Ch, Jo and Pr are abbreviations for Commissioners Agbalog, Bowers, Chavez, Johnson and Price. Example, Jo/Bo denotes Commissioner Johnson made the motion and Commissioner Bowers seconded the motion. The abbreviations “ab” means absent and “abd” signifies abstained.

COMMISSIONER ACTION IS SHOWN IN CAPITALS AFTER EACH ITEM**ROLL CALL:****PRESENT**—Commissioners Agbalog, Bowers, Chavez, Johnson, and Price**ABSENT**—None**PUBLIC SESSION****1. Public Presentations:** None.

***CONSENT AGENDA:** All items listed with asterisk (*) are considered routine and non-controversial by Commission staff. Consent items will be considered first and may be approved by one motion if no member of the Commission or public comments were submitted for discussion. If discussion is desired, the item will be removed from the consent agenda and will be considered in listed sequence.

APPROVED; Bo/Pr; ALL AYES

***2. Approval of Minutes:** Special Meetings December 15, 2025; and January 5, 2026.

***3. Examination Schedule:** The following examinations have been scheduled in accordance with Civil Service Rules and established procedures.

9918	Crime Prevention Specialist - DP - Sheriff
9919	Office Services Specialist - Shift
9920	Office Services Assistant - Part-Time - Shift - Ridgecrest - Department Promotional - Library
9921	Deputy County Administrative Officer - Department Promotional - CAO
9922	Program Coordinator-DP-General Services
9923	Senior Human Resources Specialist - Non-Confidential
9924	Public Health Nurse I/II
9925	Human Resources Analyst
9926	Office Services Coordinator - Shift
9927	Investigative Technician I/II
9928	Contract Administrator
9929	Fire Battalion Chief - Department Promotional
9930	Fire Captain - Department Promotional
9931	Fire Engineer - Department Promotional

- 9932 Emergency Services Manager
- 9933 Human Services Technician I/II - Bilingual - Outlying Areas
- 9934 Victim/Witness Services Specialist I/II
- 9935 District Attorney's Lieutenant - Department Promotional
- 9936 Firefighter Recruit - Department Promotional
- 9937 Sheriff's Commander - DP
- 9938 Sheriff's Lieutenant - DP

4. **CSC Hearing Information Form:** Review proposed form for Departments to report Dismissals, Suspensions or Reductions to the Commission Office; **APPROVED; Bo/Jo; ALL AYES**
5. **Commission Officer Items/Report:** Civil Service Officer to present to the Commission and to the public, information, announcements, and items pertaining to the Officer's activities. None.
6. **Human Resources Division Items/Report:** Chief Human Resources Officer to present to the Commission and to the public, information, announcements, and items pertaining to the Human Resources Division that are pertinent to Commission business.
CHRO Eldridge welcomed Commissioner Chavez and expressed that she looks forward to working with her again.
7. **Commission Member Presentations or Announcements:** On their own initiative, Commission members may make a brief announcement or a brief report on their own activities (Government Code § 54954.2 (a)). President Agbalog introduced and welcomed Commissioner Chavez as did Commissioner Bowers, Price and Johnson.
8. **Request for Reinstatement on Re-employment List:** Request for waiver in accordance with Civil Service Rule 505.21; Former Fiscal Support Specialist (Public Health) Rosie Lancaster—Case No. 2025-0105 requested reinstatement on the re-employment list; **GRANTED; Bo/Pr; 3 AYES; 2 NAYES-Ch, Jo**

ADJOURN TO CLOSED SESSION: The Commission will adjourn to closed session to consider the appointment, employment, evaluation of performance, discipline, or dismissal of public employees or to hear complaints or charges brought against employees by another person or employee. If an employee chooses to have his or her matter heard in public session, it will be heard at this time, prior to adjournment to closed session.

CLOSED SESSION (Government Code § 54957)

- ~~9. PUBLIC EMPLOYEE—Schedule Hearing Dates
(Kern County Sheriff's Office)—Case No. 2025-0101—WITHDRAWN.~~
10. PUBLIC EMPLOYEE – Requesting Continuance
(Kern County Sheriff's Office) – Case No. 2024-0211—**NO REPORTABLE ACTION.**
11. PUBLIC EMPLOYEE – Discipline/Dismissal/Release
(Kern County Sheriff's Office) – Case No. 2021-0106—**NO REPORTABLE ACTION.**

COMMISSION RECONVENED FROM CLOSED SESSION; ADJOURNED TO SPECIAL MEETING
MONDAY, FEBRUARY 2, 2026, AT 5:00 P.M. AT **1115 Truxtun Avenue, Fouth Floor**
Bakersfield, CA 93301.

SUMMARY OF PROCEEDINGS**CIVIL SERVICE COMMISSION – COUNTY OF KERN**

**1300 18th Street, First Floor
Bakersfield, California 93301**

Special Meeting

Monday, December 15, 2025

5:30 p.m.

COMMISSIONERS: Agbalog, Johnson, Bowers, Price

ROLL CALL: 3 Present; 1 Absent, Johnson; 1 Vacant

OTHERS: Katie Rivera, Robyn Lipscomb, Carmen Gonzalez, Michael Goulart, Rocio Mosqueda, Nesrine Annan, and others.

NOTE: Ag, Pr, Jo and Bo are abbreviations for Commissioners Agbalog, Price, Johnson and Bowers. Example, Jo/Bo denotes Commissioner Johnson made the motion and Commissioner Bowers seconded the motion. The abbreviations “ab” means absent and “abd” signifies abstained.

COMMISSIONER ACTION IS SHOWN IN CAPITALS AFTER EACH ITEM**COMMISSION RECONVENED****PUBLIC SESSION****1. Public Presentations:** None

***CONSENT AGENDA:** All items listed with asterisk (*) are considered routine and non-controversial by Commission staff. Consent items will be considered first and may be approved by one motion if no member of the Commission or public comments were submitted for discussion. If discussion is desired, the item will be removed from the consent agenda and will be considered in listed sequence. **APPROVED; Bo/Pr; 3 AYES; 1 AB, Jo**

***2. Approval of Minutes:** Regular Meeting on *Monday, November 10, 2025; Special Meetings November 17, 2025; and December 1, 2025.*

***3. Examination Schedule:** The following examinations have been scheduled in accordance with Civil Service Rules and established procedures.

9898	Airports Maintenance Worker
9901	Assistant Program Director - DP - DHS
9902	Sheriff's Litigation and Public Records Coordinator
9903	Assessment Technician-Bilingual
9904	Deputy County Counsel I/II/III/IV/V
9905	Behavioral Health Recovery Specialist Aide
9906	Supervising Buyer
9907	Auditor-Appraiser I/II/III
9908	Information Technology Services Manager
9909	Fiscal Support Specialist-Department Promotional-Planning
9910	Permit Specialist I/II
9911	Supervising Planner

- 9912 Fiscal Support Specialist-Bilingual
- 9913 District Attorney's Investigator
- 9914 Senior Nutrition Site Coordinator
- 9915 Senior Youth Services Officer - DP - Probation
- 9916 Technical Support Engineer - DP - Sheriff
- 9917 Program Support Supervisor-DP-ETR

4. **New Specification(s):** The Following job specification has been created and approved by the Chief Human Resources Officer (CHRO) and is submitted for the Commission's consideration in accordance with Civil Service Rule 204.2.
 - a. Permit Navigator—Public Works, Item No. 5011
Human Resource Analyst (HRA) Rocio Mosqueda presented; No public comment.
APPROVED; Bo/Pr; 3 AYES; 1 AB, Jo
5. **Request to Abolish Eligible Lists:** The following eligible lists and associated certifications are submitted for the Commission's abolishment in accordance with Civil Service Rule 502.10.
APPROVE
 - a. Sheriff's Commander— Department Promotional, Exam No, 9641; No public comment;
APPROVED; Bo/Ag; 2 AYES; 1 NAY, Pr; 1 AB, Jo
6. **Commission Officer Items/Report:** Civil Service Officer presented to the Commission updates on Chamber systems, fuel entry, and current need for archive specifications from M Street; President Agbalog asked Michael Goullart, ACHM, explained that the archived specifications are obsolete and that he had emailed the Commission Officer as to her need or function for them but did not get a response. President Agbalog asked Lipscomb if the Commission had had possession of them previously, Lipscomb confirmed. President Agbalog asked that HR and Commission Counsel work out a way to have them delivered to the Commission Office.
7. **Human Resources Division Items/Report:** Chief Human Resources Officer to present to the Commission and to the public, information, announcements, and items pertaining to the Human Resources Division that are pertinent to Commission business. None.
8. **Commission Member Presentations or Announcements:** On their own initiative, Commission members may make a brief announcement or a brief report on their own activities (Government Code § 54954.2 (a)). Commissioner Bowers stated his thanks to the Department of Human Services (DHS), explaining disenrollment was not allowed during the COVID 19 health emergency, but now it is. He explained that disenrollment will have major consequences as particularly individuals between 20-30 are not likely to continue health insurance unless they have an ongoing condition. Commissioner Bowers further explained that these individuals will now be directed to emergency rooms which are extraordinarily more expensive than a visit to an urgent care center or other safety net provider. While no one was present from DHS he wanted to thank them for all their diligent efforts to keep our most vulnerable populations covered.

CLOSED SESSION (Government Code § 54957) NO CLOSED SESSION ITEMS SCHEDULED FOR THIS MEETING.

9. **ADJOURNED TO SPECIAL MEETING; Monday, January 5, 2026, AT 5:15 P.M. at 1115 Truxtun Avenue, Bakersfield, CA**

SUMMARY OF PROCEEDINGS**CIVIL SERVICE COMMISSION – COUNTY OF KERN
1115 Truxtun Avenue
Bakersfield, California 93301**

Special Meeting
Monday, January 5, 2026
5:15 pm

Commissioners: Agbalog, Johnson, Bowers, and Price
ROLL CALL: 4 Present; 1 Vacant

OTHERS: Kathleen Rivera, Robyn Lipscomb, Kate Zimmermann, Jose Grande, Steven Alvarado, and others.

NOTE: Ag, Pr, Bo, and Jo are abbreviations for Commissioners Agbalog, Price, Bowers, and Johnson. Example, Jo/Bo denotes Commissioner Johnson made the motion and Commissioner Bowers seconded the motion. The abbreviations “ab” means absent and “abd” signifies abstained.

COMMISSIONER ACTION IS SHOWN IN CAPITALS AFTER EACH ITEM**PUBLIC SESSION**

1. Public Presentations: None
2. Election of 2026 Civil Service Commission Officers:

President Agbalog was elected to the role of President; Pr/Bo – 3 ayes; 1 abd, Ag
Commissioner Price was elected to the role of Vice President; Bo/Jo – 3 ayes; 1 abd, Pr

CLOSED SESSION (Government Code § 54957)

3. PUBLIC EMPLOYEE – Discipline/Dismissal/Release
Kern County Sheriff’s Office – Case No. 2021-0106 **NO REPORTABLE ACTION.**
4. Adjourned to Regular Meeting to be held on Monday, January 12, 2026, at 5:30 p.m. in the County Counsel Hearing Room, located at the Kern County Administrative Office 1115 Truxtun Avenue, Fourth Floor, Bakersfield, California 93301

Test Schedule								
Exam #	Recruitment Title	Open Date	Close Date	Recruiter Assigned	Action	Request Date	Requestor	WTS Report
9918	Crime Prevention Specialist - DP - Sheriff	12/1/2025	12/8/2025	NAA	DP	12/1/2025	NAA	12/1/2025
9919	Office Services Specialist - Shift	12/4/2025	12/17/2025	KB	Open	12/4/2025	KB	12/1/2025
9920	Office Services Assistant - Part-Time - Shift - Ridgecrest - Department Promotional - Library	12/4/2025	12/8/2025	KB	DP	12/4/2025	KB	12/1/2025
9921	Deputy County Administrative Officer - Department Promotional - CAO	12/8/2025	1/2/2026	KAS	DP	12/2/2025	KAS	12/1/2025
9922	Program Coordinator-DP-General Services	12/8/2025	12/12/2025	DMR	DP	12/4/2025	DMR	12/1/2025
9923	Senior Human Resources Specialist - Non-Confidential	12/8/2025	12/22/2025	JAP	Open	12/4/2025	JAP	12/1/2025
9924	Public Health Nurse I/II	12/8/2025	12/22/2025	JAP	Open	12/4/2025	JAP	12/1/2025
9925	Human Resources Analyst	12/8/2025	12/12/2025	KB	Open	12/8/2025	KB	12/8/2025
9926	Office Services Coordinator - Shift	12/8/2025	12/12/2025	KB	Open	12/8/2025	KB	12/8/2025
9927	Investigative Technician I/II	12/9/2025	12/22/2025	CMR	Open	12/8/2025	CMR	12/8/2025
9928	Contract Administrator	12/8/2025	12/22/2025	DG	Open	12/8/2025	DG	12/8/2025
9929	Fire Battalion Chief - Department Promotional	12/12/2025	12/18/2025	CMR	DP	12/9/2025	CMR	12/8/2025
9930	Fire Captain - Department Promotional	12/12/2025	12/18/2025	CMR	DP	12/9/2025	CMR	12/8/2025
9931	Fire Engineer - Department Promotional	12/12/2025	12/18/2025	CMR	DP	12/9/2025	CMR	12/8/2025
9932	Emergency Services Manager	12/15/2025	Continuous	BLG	Open	12/12/2025	BLG	12/8/2025
9933	Human Services Technician I/II - Bilingual - Outlying Areas	12/15/2025	Continuous	DG	Open	12/15/2025	DG	12/15/2025
9934	Victim/Witness Services Specialist I/II	12/16/2025	12/22/2025	CMR	Open	12/15/2025	CMR	12/15/2025
9935	District Attorney's Lieutenant - Department Promotional	12/16/2025	12/22/2025	CMR	DP	12/15/2025	CMR	12/15/2025
9936	Firefighter Recruit - Department Promotional	12/17/2025	12/19/2025	CMR	DP	12/16/2025	CMR	12/15/2025
9937	Sheriff's Commander - DP	12/16/2025	12/22/2025	NAA	DP	12/16/2025	NAA	12/15/2025
9938	Sheriff's Lieutenant - DP	12/16/2025	12/22/2025	NAA	DP	12/16/2025	NAA	12/15/2025

CIVIL SERVICE COMMISSION HEARING INFORMATION FORM

Department: _____

Skelly Hearing Officer: _____

IA Number or Employee Initials: _____

Employee's Position at Time of Notice of Discipline: _____

Level of Discipline Imposed:

☐ Suspension

☐ Demotion

☐ Termination

Employee Status:

☐ Permanent

☐ Extra Help

If Permanent, was the employee on probation:

☐ Yes

☐ No

REPRESENTATION

Representative Contact Information (if represented):

Name: _____

Phone: _____

Email: _____

NOTICE OF DISCIPLINE

Date of Service of Notice of Discipline: _____

Type of Service:

☐ Hand Delivery

☐ Mail

NODA Attached:

☐ Yes

☐ No

Deadline for Employee to Request CSC Appeal: _____

Submitted By/Title : _____

Signature : _____ **Date:** _____

November 18, 2025

All Directors and Department Heads,

ORDER OF DISMISSAL, SUSPENSION, OR REDUCTION PROCESS

Many Departments are not appropriately notifying the Commission when providing an Employee an Order of Dismissal, Suspension, or Reduction. Please be sure that your Department Human Resources staff are aware of the necessity to notify the Commission and your County Counsel at the same time you notify County Human Resources.

1725.00 ORDER OF DISMISSAL, SUSPENSION, OR REDUCTION

Disciplinary action against any officer or employee in the classified civil service for one (1) or more of the causes for discipline specified in this Rule shall become effective upon execution of a written order by the appointing authority stating specifically the reasons for the action. The order shall be immediately filed with the Director, and a copy thereof shall be furnished to the person to be dismissed, suspended, or reduced, and to the Commission.

It is also necessary that you provide appropriate contact information when providing an Employee with an Order of Dismissal, Suspension, or Reduction.

The Civil Service Commission can be contacted at CivilServiceComm@kerncounty.com, or the Civil Service Commission Officer may be contacted directly at lipscombrobby@kerncounty.com, or both. It is important to remember this step as it allows the Commission to verify timelines are met for any possible appeals.

Please direct any questions or concerns in observing this process to Robyn Lipscomb, Civil Service Commission Officer.

Sincerely,



Romeo Agbalog
President
Kern County Civil Service Commission