

SUMMARY OF PROCEEDINGS

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

Regular Meeting*Monday, February 9, 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**COMMISSION RECONVENED; PRESIDENT AGBALOG REPORTED NO REPORTABLE ACTION ON CLOSED SESSION ITEMS****ROLL CALL:****PRESENT**—Commissioners Agbalog, Bowers, Chavez, Johnson, and Price**ABSENT**—None

OTHERS: Robyn Lipscomb, Katie Rivera, Tracey Eldridge, Michael Goulart, Brenda Guerra, Michelle Venegas, Bryan Alba, Monica Goodell-Thatcher, and others.

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/Jo; ALL AYES

***2. Approval of Minutes:** Regular Meeting January 12, 2026, and Special Meeting February 2, 2026.

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

9266	Contract Specialist
9692	Building Inspector Specialist
9939	Youth Services Officer - Probation

9940	Youth Services Officer Cook - Probation
9944	Fiscal Support Supervisor - Probation
9945	Contract Administrator-DP-ETR
9949	Fire Dispatch Assistant - Shift
9950	Property Control Officer
9951	Public Works Maintenance Technician I/II
9952	Assistant Director of Planning and Natural Resources
9953	Substance Use Disorder Specialist
9954	Deputy County Counsel I/II/III/IV/V
9955	Automotive Mechanic I/II
9956	Departmental Aide - Part-Time - Shift - Boron
9957	Veterans Service Assistant
9958	Departmental Aide - Part-Time - Shift
9959	Senior Legal Secretary - DP - DA
9960	Legal Process Technician
9961	Technical Support Engineer
9962	Maintenance Plumber
9963	Contracts Administration Assistant
9964	Office Services Technician-Bilingual-Mojave
9965	Paralegal/Senior Paralegal
9966	Airport Police Officer I/II - Shift
9967	Social Service Worker I
9968	Senior Administrative and Fiscal Services Officer
9969	Social Service Worker IV/V
9970	Supervising Fire Investigator
9971	Social Service Worker IV/V- East Kern Region
9972	Technical Support Engineer I - DP - Sheriff

4. **New Specification(s):** The Following job specification(s) have been created and approved by the Chief Human Resources Officer (CHRO) and are submitted for the Commission's review in accordance with Civil Service Rule 204.21.
 - a. Senior Kern360 Information Systems Analyst, Item No. 2331; Michelle Venegas presented; **APPROVED; Bo/Jo; ALL AYES**
5. **Revised Specification(s):** The following job specification(s) have been revised and approved by the Chief Human Resources Officer and are submitted for the Commission's review in accordance with Civil Service Rule 204.21
 - a. Sheriff's Commander, Item No. 4452; Brenda Guerra presented; **APPROVED; Bo/Pr; ALL AYES**
6. **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.

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 Bower congratulated President Agbalog and Commissioner Johnson for their recognition with Kern Community College District.

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. 2024-0004—**NO REPORTABLE ACTION.**
10. PUBLIC EMPLOYEE – Schedule Hearing Dates
(Department of Human Services) – Case No. 2026-0004—**NO REPORTABLE ACTION.**

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

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 1115 Truxtun Avenue Bakersfield, California 93301

Special Meeting
Monday, February 2, 2026
5:00 pm

Commissioners: Agbalog, Bowers, Chavez, Johnson, and Price
ROLL CALL: All Present

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

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

PUBLIC SESSION

1. Public Presentations: None

CLOSED SESSION (Government Code § 54957)

2. PUBLIC EMPLOYEE – Discipline/Dismissal/Release
Kern County Sheriff's Office – Case No. 2021-0106 **NO REPORTABLE ACTION.**
3. Adjourned to Regular Meeting to be held on Monday, February 9, 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
9266	Contract Specialist	1/30/2026	2/5/2024	MES	Open	1/29/2024
9692	Building Inspector Specialist	1/22/2026	Continuous	RoM	Open	1/22/2026
9939	Youth Services Officer - Probation	1/5/2026	1/23/2026	TN	Open	12/17/2025
9940	Youth Services Officer Cook - Probation	1/5/2026	1/16/2026	TN	Open	12/17/2025
9944	Fiscal Support Supervisor - Probation	1/12/2026	1/23/2026	TN	Open	1/6/2026
9945	Contract Administrator-DP-ETR	1/12/2026	1/16/2026	DMR	DP	1/9/2026
9949	Fire Dispatch Assistant - Shift	1/13/2026	1/20/2026	CMR	Open	1/12/2026
9950	Property Control Officer	1/12/2026	1/26/2026	NAA	Open	1/12/2026
9951	Public Works Maintenance Technician I/II	1/13/2026	Continuous	RoM	Open	1/12/2026
9952	Assistant Director of Planning and Natural Resources	1/14/2026	1/21/2026	MGV	Open	1/13/2026
9953	Substance Use Disorder Specialist	1/16/2026	1/30/2026	MGV	Open	1/13/2026
9954	Deputy County Counsel I/II/III/IV/V	1/14/2026	Continuous	DMR	Open	1/13/2026
9955	Automotive Mechanic I/II	1/14/2026	1/28/2026	NAA	Open	1/14/2026
9956	Departmental Aide - Part-Time - Shift - Boron	1/14/2026	1/29/2026	KB	Open	1/14/2026
9957	Veterans Service Assistant	1/14/2026	1/29/2026	KB	Open	1/14/2026
9958	Departmental Aide - Part-Time - Shift	1/14/2026	1/29/2026	KB	Open	1/14/2026
9959	Senior Legal Secretary - DP - DA	1/16/2026	1/23/2026	CMR	DP	1/15/2026
9960	Legal Process Technician	1/16/2026	1/30/2026	CMR	Open	1/15/2026
9961	Technical Support Engineer	1/16/2026	1/23/2026	MGV	Open	1/15/2026
9962	Maintenance Plumber	1/20/2026	2/2/2026	DMR	Open	1/15/2026
9963	Contracts Administration Assistant	1/19/2026	2/2/2026	MGV	Open	1/16/2026
9964	Office Services Technician-Bilingual-Mojave	1/19/2026	2/2/2026	JAP	Open	1/15/2026
9965	Paralegal/Senior Paralegal	1/20/2026	Continuous	DMR	Open	1/16/2026
9966	Airport Police Officer I/II - Shift	1/20/2026	Continuous	RoM	Open	1/16/2026
9967	Social Service Worker I	1/20/2026	2/13/2026	KAS	Open	1/20/2026
9968	Senior Administrative and Fiscal Services Officer	1/21/2026	2/4/2026	MGV	Open	1/20/2026
9969	Social Service Worker IV/V	1/22/2026	2/5/2026	JAP	Open	
9970	Supervising Fire Investigator	1/23/2026	1/30/2026	BLG	DP	1/21/2026
9971	Social Service Worker IV/V- East Kern Region	1/26/2026	2/9/2026	JAP	Open	1/23/2026
9972	Technical Support Engineer I - DP - Sheriff	1/28/2026	1/30/2026	NAA	DP	1/28/2026

Green Exam #: Change to existing exam #

Grey line: History

White line: Most up to date information for exam #

Blue "Continuous" and Red "?": informational purposes

Yellow "Hold": on hold

Dates that ALL exams were closed:

7/25/2019

3/16/2020



Tracey A. Eldridge
CHIEF HUMAN RESOURCES OFFICER



February 9, 2026

Civil Service Commission
Kern County Administrative Center
1115 Truxtun Avenue
Bakersfield, CA 93301

PROPOSED NEW SPECIFICATION TITLED SENIOR KERN360 INFORMATION SYSTEMS ANALYST

The Human Resources Division requests approval of the development of a new specification titled Senior Kern360 Information Systems Analyst.

The proposed newly created specification is assigned to the Auditor-Controller's Office. This specification will play a vital role in ensuring the new Kern 360 Enterprise Resource Planning ("ERP") system, Workday, receives continuous maintenance and enhancements to meet the needs of our stakeholders. This specification will be functioning in a supervisory capacity while also providing oversight, development, and optimization of Workday configurations for the Integrations, Security, and Reporting units for Kern360. This position will also be responsible for providing recommendations to the Kern 360 Support Manager on system capabilities, best practices, and process improvements.

This specification is an unrepresented Mid-Management level position.

Therefore, IT IS RECOMMENDED that the proposed new specification be REVIEWED, RECEIVED AND APPROVED.

Sincerely,

A handwritten signature in blue ink that reads "Tracey A. Eldridge". The signature is fluid and cursive, with the first and last names being more prominent.

Tracey A. Eldridge
Chief Human Resources Officer

cc: Aimee Espinoza, Auditor-Controller

GROUND  BOUNDLESS

Senior Kern360 Information Systems Analyst
Bargaining Unit: D
Salary Range: 71.4 (\$8,045 - \$9,614 /mo.)

Definition:

The Senior Kern360 Information Systems Analyst serves as the senior-level role responsible for the oversight, development, and optimization of Workday configurations for the Integrations, Security, and Reporting units for Kern360.

The Senior Kern360 Information Systems Analyst is distinguished from the Kern360 Information Systems Analyst by its supervisory responsibility, high-level system oversight, cross-functional collaboration, and advanced analytical work. This position is expected to work closely with the Kern360 Support Manager and will be tasked with leading strategic projects, resolving escalated issues, and aligning system capabilities with organizational goals.

Essential Functions:

- Supervises and mentors Kern 360 Information Systems Analysts, and assigns tasks, reviews work products and ensures quality and compliance with organizational standards.
- Acts as the escalation point for complex system issues, collaborating with the Kern360 Support Manager to resolve challenges and prioritize system improvements.
- Partners with the Kern360 Support Manager to lead strategic projects and initiatives related to system modules, such as Security, Reporting, and Integrations, ensuring alignment with organizational objectives.
- Works closely with the Kern360 Support Manager to identify and implement innovative solutions that enhance and optimize system functionality.
- Represents the Information Systems team in cross-functional discussions, providing updates to the Kern360 Support Manager and ensuring smooth communication across team.
- Acts as the subject matter expert (SME) for Systems modules, advising the Kern360 Support Manager on system capabilities, best practices, and high-level process improvements.
- Oversees the testing, validation, and implementation of major system updates in coordination with the Kern360 Support Manager.
- Designs and oversees advanced system analytics and dashboards, collaborating with the Kern360 Support Manager to align reporting capabilities with strategic workforce goals.
- Provides ongoing training and professional development for Information Systems Analysts, fostering a culture of continuous improvement and collaboration.
- Supports the Kern360 Support Manager by preparing data, reports, and recommendations for meetings with County leadership, technical teams, and external vendors.

Core Competencies:

- Technical Proficiency
- Analytical and Problem-Solving Skills
- Strong Verbal and Written Communication
- Attention to Detail
- Project Management and Prioritization
- Collaboration and Cross-Functional Engagement
- Data and Security Awareness
- Ability to Learn and Adapt

Employment Standards:

Graduation from an accredited college or university with a bachelor's degree, including fifteen (15) semester or twenty-five (25) quarter units in computer science or management information systems AND two (2) years of full-time paid experience programming in an information systems environment, one (1) year of which must have been in a lead or project management position in an information systems environment.

OR

Completion of sixty (60) semester or ninety (90) quarter units from an accredited college or university, including fifteen (15) semester or twenty-five (25) quarter units in computer science or management information systems AND four (4) years of full-time paid experience programming in an information systems environment, one (1) year of which must have been in a lead or project management position in an information systems environment.

OR

Completion of an accredited technical or vocational training program in computer science, computer office automation technology, computer systems technology or closely related field AND five (5) years of full-time paid experience programming in an information systems environment, one (1) year of which must have been in a lead or project management position in an information systems environment.

OR

Six (6) years of full-time paid experience programming in an information systems environment, one (1) year of which must have been in a lead or project management position in an information systems environment.

Supplemental

A background check may be conducted for this classification.

All Kern County employees are designated "Disaster Service Workers" through state and local laws (CA Government Code Sec. 3100-3109 and Ordinance Code Title 2-Administration, Ch. 2.66 Emergency Services). As Disaster Service Workers, all County employees are expected to remain at work, or to report for work as soon as practicable, following a significant emergency or disaster.


DEPARTMENT HEAD

1/21/2026
DATE


CHIEF HUMAN RESOURCES OFFICER

1/21/26
DATE

Item #	2331
EEO Code – Job Category A = Official & Administrative B = Professional C = Technician D = Protective Services E = Para Professional F = Office & Clerical G = Skilled Craft H = Services & Maintenance O = Other	B
Basis of Pay (Bi-Weekly/Hourly)	Bi-weekly
Approved Salary Range	71.4
Rate of Compensation Code 0 = No Provisional 1 = Range & Step 2 = Flat Unit Rate 3 = Flat Hourly 4 = Flat Bi-Weekly	1
Salary Ordinance Code 0 = Elected Officials 1 = Bi-Weekly Salary	1
Job Level Code 1 = Entry 2 = Intermediate 3 = Supervisor 4 = Executive	3
Bargaining Unit	D
HR Analyst	Michael Johnston
Reviewed By	Michael Goulart
CAO Analyst	Alex Alva
Chief HR Officer	Tracey A. Eldridge
FLSA	Exempt
Civil Service (Yes/No)	Yes
Retirement = General/Safety	General
Creation Date	February 2026



February 9, 2026

Civil Service Commission
1300 18th Street, First Floor
Bakersfield, CA 93301

PROPOSED REVISED JOB SPECIFICATION FOR SHERIFF'S COMMANDER

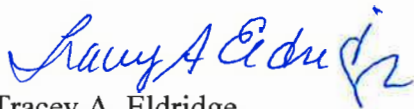
The Kern County Sheriff's Office (KCSO) requests approval of the attached revisions to the Sheriff's Commander job specification.

The proposed revisions include minor formatting, grammar, and language updates to ensure consistency throughout sworn job specifications. The addition of the clarifying language under the employment standards will allow the Sheriff's Office to receive a larger pool of qualified candidates who possess expertise and understanding of KCSO's policies which are currently under thorough review and ongoing revisions.

The Kern County Sheriff's Command Association is in support of the revisions.

Therefore, IT IS RECOMMENDED that the proposed revised specification titled Sheriff's Commander be REVIEWED, RECEIVED AND APPROVED.

Sincerely,



Tracey A. Eldridge
Chief Human Resources Officer

cc: Donny Youngblood, Sheriff-Coroner-Public-Administrator

Sheriff's Commander
Bargaining Unit: R
Salary Range 80.9 (\$12,920-\$15,439/mo.)

Definition:

Under direction, ~~assists a Chief Deputy Sheriff in managing~~ manages the activities of a major organizational division or operation ~~within~~ in an assigned Bureau of the Sheriff's Office.

This classification is a management level position in the Sheriff's Office and reports directly to a Chief Deputy Sheriff. Incumbents perform the full range of sworn peace officer duties, including administrative and supervisory work. ~~assisting Chief Deputies in the management of bureau operations and special projects.~~ Considerable judgment and initiative are required in determining facts, interpreting and applying the law in making decisions, ~~with~~ occasionally referenc~~ing~~ing to higher authority.

Incumbents effectively interact and collaborate with the public, community-based organizations, and other governmental entities to identify problems, develop solutions, and effectively carry out law enforcement functions.

Incumbents will be required to work any shift, weekends and holidays and will be required to work in outlying County areas depending on assignment.

Essential Functions:

- Plans, directs, coordinates, and supervises the major law enforcement activities of assigned divisions and operations of the ~~Sheriff's Office~~ department.;
- ~~Manages~~ ~~Instructs~~ assigned personnel in the maintenance of order, law enforcement, prevention of crime, protection of life and property, and identification and records procedure; ~~establishes work performance standards.~~;
- Participates in law enforcement, and jail management ~~and/or specific divisional assignment~~ conferences as required;
- ~~E~~establishes and maintains functional working relationships with other county departments and governmental agencies.;
- Reviews and updates policies and procedures for assigned divisions and operations; coordinates operational and policy implementation; prepares and edits comprehensive reports; handles specialized and more complex tasks as required.;
- Assists with the development of divisional budget and management of allocated funds.;
- Maintains proper staffing levels; in assigned division ~~when assigned to a jail division.~~;
- ~~M~~anages facility operations in compliance with applicable laws and regulations. ~~when assigned to a jail division.~~;
- Reviews complaints and takes appropriate action.;
- Coordinates and oversees all assigned programs, services, and contracts within assigned division.;

- Confers with the Sheriff, Undersheriff and Chief Deputy Sheriffs on general departmental policies and procedures-;
- Develops and maintains good relations with the general public; and interacts with the public to resolve issues, gain compliance and build trust.;
- Practices community-based policing and conflict de-escalation-;
- Enforces laws equally and upholds the rights of all people, regardless of their race/ethnicity, gender, nationality, religion, disability, citizenship status, sexual orientation or association with a person or group with one or more of these actual or perceived characteristics-;
- Maintains personal and professional integrity by carrying out all duties in a manner commensurate with the Law Enforcement Code of Ethics-;
- Performs other job-related duties as assigned.

Employment Standards:

~~Successful completion of the probationary period as a Sheriff's Lieutenant.~~ **Currently employed as a Kern County Sheriff's Lieutenant who has successfully completed the probationary period in this classification.**

Knowledge of: the principles of law enforcement, supervision, management and budgeting; detentions, proper and effective methods of deploying deputies and support personnel in actual and anticipated emergencies; criminal law with particular emphasis on the apprehension, arrest and prosecution of law violators; the Code of Civil Procedure and the Civil Code of California; law enforcement identification and records procedures; behavior of inmates in a custodial setting, including the rules, regulations and guidelines applicable to the confinement and supervision of inmates; and principles of community-based policing.

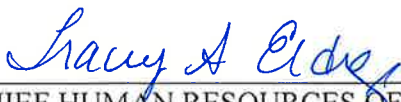
Ability to: identify, analyze and effectively solve law enforcement and jail issues pertaining to operations management; supervise, instruct and advise subordinates in all pertinent phases of law enforcement and jail operations and procedures; effectively deploy and review the work of subordinates; conduct special studies and prepare comprehensive reports-; and establish and maintain effective public relations-; and establish effective interpersonal relationships at **across** all organizational levels and with the public.

Supplemental:

All Kern County employees are designated "Disaster Service Workers" through state and local laws (CA Government Code Sec.3100-3109 and Ordinance Code Title 2-Administration, Ch. 2.66 Emergency Services). As Disaster Service Workers, all County employees are expected to remain at work, or to report for work as soon as practicable, following a significant emergency or disaster.


DEPARTMENT HEAD

1/27/24
DATE


CHIEF HUMAN RESOURCES OFFICER

1/29/24
DATE

Item #	4452
EEO Code – Job Category A = Official & Administrative B = Professional C = Technician D = Protective Services E = Para Professional F = Office & Clerical G = Skilled Craft H = Services & Maintenance O = Other	A
Basis of Pay (Bi-Weekly/Hourly)	Bi-Weekly
Approved Salary Range	80.9
Rate of Compensation Code 0 = No Provisional 1 = Range & Step 2 = Flat Unit Rate 3 = Flat Hourly 4 = Flat Bi-Weekly	1
Salary Ordinance Code 0 = Elected Officials 1 = Bi-Weekly Salary	1
Job Level Code 1 = Entry 2 = Intermediate 3 = Supervisor 4 = Executive	4
Bargaining Unit	R
HR Analyst	B Guerra
Reviewed By	M Goulart
CAO Analyst	K Ayala
Chief HR Officer	T Eldridge
FLSA	Yes
Civil Service (Yes/No)	Yes
Retirement = General/Safety	Safety
Creation Date	