

August 11, 2026

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

**PROPOSED MEMORANDUM OF UNDERSTANDING BETWEEN KERN LAW ENFORCEMENT
ASSOCIATION AND THE COUNTY OF KERN PROVIDING CHANGES TO WAGES, HOURS, AND TERMS
AND CONDITIONS OF EMPLOYMENT EXPIRING JUNE 30, 2027.**
Fiscal Impact: Approximately \$157,00 Not Budgeted; Discretionary

The County's most recent Memorandum of Understanding (MOU) with the Kern Law Enforcement Association (KLEA) expired on June 30, 2026. This proposed MOU (attached) with KLEA would cover the period from July 1, 2026 through June 30, 2027.

The substantive changes provided in this MOU are:

- Increase of \$250 annually to Uniform Allowance
- Addition of a Floating Personal Holiday
- A salary adjustment reopener in 2027
- Incorporating a Housing Allowance Side Letter into the MOU
- Including paid military leave, on duty holidays, and jury duty as hours worked for calculation of overtime
- Revisions to Filed Training Officer program
- Increasing bilingual pay from \$25 to \$35 for verbal and \$50 to \$70 for written skills and adding threshold languages

The intent of these proposed changes is to continue a number of initiatives that the County Administrative Office and the Sheriff's Office have established in order to assist the Sheriff's Office in retaining and recruiting staff in all KLEA-represented classifications. Revenue from Measure K will continue to support these efforts.

This proposed MOU also incorporates benefits that have been provided to other non-safety bargaining units during the term of KLEA's prior contract; specifically, a floating holiday and changes to bilingual pay.

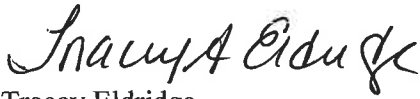
Finally, as the future fiscal landscape of the County is uncertain, the short-term nature of the proposed agreement and the inclusion of a salary reopener in 2027 provide flexibility to address compensation both throughout the contract and in the near future during negotiations for the next successor agreement.

The total fiscal impact of the contract is approximately \$157,000 annually, with \$149,000 cost increase at the Sheriff's Office and \$8,000 at the District Attorney's Office

County Counsel has approved the proposed MOU as to form.

Therefore, **IT IS RECOMMENDED** that your Board approve and authorize the Chairman to sign the Memorandum of Understanding with KLEA for Bargaining Units L and 8, and direct the Auditor-Controller-County Clerk, Chief Human Resources Officer and the Kern County Employee's Retirement Association to implement the changes.

Sincerely,

A handwritten signature in black ink, appearing to read "Tracey Eldridge". The signature is fluid and cursive, with a large initial 'T' and 'E'.

Tracey Eldridge
Chief Human Resources Officer

Attachment

Cc: Cynthia Zimmer, Kern County District Attorney
Donny Youngblood, Sheriff-Coroner-Public Administrator
Aimee Espinosa, Auditor-Controller-County Clerk
Dominic Brown, Executive Director of KCERA
Michael Cruz, Kern Law Enforcement Association