

SUMMARY OF PROCEEDINGS

CIVIL SERVICE COMMISSION – COUNTY OF KERN
1300 18th Street, First Floor
Bakersfield, CA 93301

Regular Meeting
Monday, August 10, 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, & Price
ABSENT—Commissioner Johnson

OTHERS: Robyn Lipscomb, Katie Rivera, Tracey Eldridge, Michael Goulart, Tiffany Nacke, Cassandra Ramirez, Deonka Rufus, Sarah Harrington, Brenda Guerra, Nesrine Annan, Michael Johnston, Michael Morea, and others.

PUBLIC SESSION

1. **Public Presentations:** None.

***CONSENT AGENDA:** No public comment; **APPROVED; Pr/Bo; 4 AYES, 1AB;**

*2. **Approval of Minutes:** Regular Meeting July 13, 2026.

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

10091	Fiscal Support Technician - Bilingual
10092	Health Education Assistant
10093	Animal Control Officer - Shift
10094	Contract Specialist-DP-CAO-General Services
10095	Assistant Agricultural Commissioner/Sealer of Weights and Measures - DP
10096	Fire Equipment Service Worker
10097	Human Services Technician I/II - Bilingual - Mojave
10098	Human Services Technician I/II - Bilingual - Delano
10099	Office Services Specialist - Bilingual - Taft
10100	Environmental Health Specialist - In Training
10101	Sheriff's Sergeant - DP
10102	Deputy Director of Agriculture & Measurement Standards - DP
10103	Probation Division Director
10104	Maintenance Supervisor

4. **Revised Specification(s):** The following job specifications have been revised and approved by the CHRO and are submitted for the Commission's review in accordance with Civil Service Rule 204.21.
 - a. Health Plan Services Manager, Item No. 0457; Assistant Chief Human Resources Officer Michael Goulart presented; No public comment; **APPROVED; Bo/Ch 4 AYES; 1 AB**
 - b. Per Diem Background Investigator, Item No. 4419; Human Resources Analyst Tiffany Knacke presented; No public comment; **APPROVED; Bo/Ch 4 AYES; 1 AB**
5. **Commission Officer Items/Report:** Civil Service Officer advised the Commission of upcoming ITS Password Policy effective 8/24/26; the proposed updates to the Policy and Procedure Manual; and the ITS training series on Copilot 365.
6. **Human Resources Division Items/Report:** Assistant Chief Human Resource Officer, Michael Goulart advised the Commission that the 1800 complaint previously outside of timeline has been completed and submitted to county counsel.
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)). None.

ADJOURN TO CLOSED SESSION:

CLOSED SESSION (Government Code § 54957)

8. PUBLIC EMPLOYEE – Schedule Hearing Dates
Sheriff's Office – Case No. 2026-0017; **CONTINUED TO 9/14/2026**
9. PUBLIC EMPLOYEE – Re-schedule Hearing Dates
Fire Department – Case No. 2026-0010; **SCHEDULED FOR OCTOBER 20-22, 2026**
10. PUBLIC EMPLOYEE – Discipline/Dismissal/Release
Sheriff's Office – Case No. 2023-0004; **NO REPORTABLE ACTION**

COMMISSION RECONVENED FROM CLOSED SESSION; ADJOURNED TO SPECIAL MEETING MONDAY, AUGUST 24, 2026, AT 5:30 P.M. AT **1115 TRUXTUN AVENUE, FOURTH FLOOR, BAKERSFIELD, CALIFORNIA 93301.**

SUMMARY OF PROCEEDINGS

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

Regular Meeting
Monday, July 13, 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, Chavez, Johnson, & Price

ABSENT—Commissioner Bowers

OTHERS: Robyn Lipscomb, Katie Rivera, Michael Goulart, Katie Barnett, Bryan Alba, Deonka Rufus, Sarah Harrington, Annette Olga, Brenda Guerra, Nesrine Annan, Javier Martinez, Barry Colonna, Michael Johnston, Jedidiah Slayton, Michael Morea, Bryn Allard, Josh Stinnet and others.

PUBLIC SESSION

1. Public Presentations: None.

***CONSENT AGENDA:** No public comment; **APPROVED; Pr/Jo; 4 AYES, 1AB;**

***2. Approval of Minutes:** Regular Meeting June 8, 2026.

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

10052	Deputy County Counsel I/II/III/IV/V
10053	Geographic Information Systems Programmer/Analyst - DP - CAO/ITS
10054	Administrative Services Officer
10055	Social Service Worker I/II
10056	Light Vehicle Driver – Shift
10057	Public Health Nurse I/II
10058	Assistant County Counsel-DP-County Counsel
10059	Office Services Assistant
10060	Office Services Assistant – Bilingual
10061	Staff Development Specialist - Department Promotional
EH10062	Departmental Analyst - Extra Help
EH10062	Departmental Analyst - Extra Help

10063	Sheriff's Records Specialist - Shift – Boron
10064	Sheriff's Records Specialist - Shift - Lake Isabella
10065	Graphic Artist – Shift
10065	Graphic Artist – Shift
10066	Local Area Network Systems Administrator
10067	Technology Services Supervisor - Department Promotional – CAO/ITS
10068	Engineer / Senior Engineer
10069	Code Compliance Officer
10070	KCERA Deputy Chief Financial Officer - DP
10071	KCERA Deputy Chief Member Services Officer - DP
10080	Behavioral Health Nurse I/II/III
10081	Behavioral Health Planning Analyst
10082	Human Services Finance Director
10083	Deputy Chief Probation Officer
10084	Buyer I/II
10085	Building Services Worker
10086	Heavy Equipment Mechanic
10087	Geographic Information Systems (GIS) Technician I/II
10088	Behavioral Health Recovery System Administrator
10089	Sheriff's Program Technician
10090	KCERA Accountant I/II/Senior

4. **New Specification(s):** The following job specifications 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. Sheriff's First Responder Paramedic, Item No. 3284; Deputy Chief Human Resource Officer (DCHO) Brenda Guerra presented; No public comment; **APPROVED; Pr/Jo; 4 AYES; 1 AB**
5. **Revised Specification(s):** The following job specifications have been revised and approved by the CHRO and are submitted for the Commission's review in accordance with Civil Service Rule 204.21.
- a. Senior Emergency Medical Services Coordinator, Item No. 2003; Deputy Chief Human Resource Officer (DCHO) Brenda Guerra presented; No public comment; **APPROVED; Pr/Ch 4 AYES; 1 AB**
 - b. Sheriff's Medical Transcriptionist, Item No. 3198; Senior Human Resource Analyst (SHRA) Nesrine Annan presented; No public comment; **APPROVED; Pr/Jo 4 AYES; 1 AB**
 - c. Fire Helicopter Pilot Series; Deputy Chief Human Resource Officer (DCHO) Brenda Guerra presented; No public comment; **APPROVED; Jo/Ch 4 AYES; 1 AB**
 - i. Helicopter Pilot, Item No. 4471
 - ii. Supervising Helicopter Pilot, Item No. 4478

6. **Commission Officer Items/Report:** Civil Service Officer provided updates to the Commission, and the public, regarding new Brown Act SB707 processes; Public Hearing AB 2561 information; and 18th Street Chamber security updates.
7. **Human Resources Division Items/Report:** Assistant Chief Human Resource Officer, Michael Goulart advised the Commission that there is currently one 1800 complaint currently outside of timeline, the original due date of 4/28/26 was extended to 5/20/26 then 6/12/26 and is now due 7/17/26 the complainant has been informed of delays.
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)). None.

ADJOURN TO CLOSED SESSION:

CLOSED SESSION (Government Code § 54957)

9. PUBLIC EMPLOYEE – Discipline/Dismissal/Release;
Fire Department – Case No. 2026-0011; **NO REPORTABLE ACTION**
10. PUBLIC EMPLOYEE – Discipline/Dismissal/Release
Kern County Sheriff's Office – Case No. 2022-0105; **NO REPORTABLE ACTION**

COMMISSION RECONVENED FROM CLOSED SESSION; ADJOURNED TO SPECIAL MEETING MONDAY, AUGUST 4, 2026, AT 5:30 P.M. AT **1115 TRUXTUN AVENUE, FOURTH FLOOR, BAKERSFIELD, CALIFORNIA 93301.**

Test Schedule						
Exam #	Recruitment Title	Open Date	Close Date	Recruiter Assigned	Action	Request Date
10091	Fiscal Support Technician - Bilingual	7/6/2026	Continuous	ARY	Open	7/2/2026
10092	Health Education Assistant	7/9/2026	7/15/2026	KB	Open	7/8/2026
10093	Animal Control Officer - Shift	7/13/2026	7/24/2026	RoM	Open	7/9/2026
10094	Contract Specialist-DP-CAO-General Services	7/13/2026	7/17/2026	DMR	DP	7/9/2026
10095	Assistant Agricultural Commissioner/Sealer of Weights and Measures - Department Promotional	7/14/2026	7/16/2026	RoM	DP	7/13/2026
10096	Fire Equipment Service Worker	7/15/2026	Continuous	TN	Open	7/13/2026
10097	Human Services Technician I/II - Bilingual - Mojave	7/20/2026	Continuous	JAP	Cancelled	7/15/2026
10098	Human Services Technician I/II - Bilingual - Delano	7/20/2026	Continuous	JAP	Cancelled	7/15/2026
10099	Office Services Specialist - Bilingual - Taft	7/17/2026	Continuous	JAP	Open	7/15/2026
10100	Environmental Health Specialist - In Training	7/20/2026	7/31/2026	ARY	Open	7/16/2026
10101	Sheriff's Sergeant - DP	7/20/2026	7/31/2026	NAA	DP	7/17/2026
10102	Deputy Director of Agriculture & Measurement Standards - Department Promotional	7/22/2026	7/24/2026	RM	DP	7/17/2026
10103	Probation Division Director	7/24/2026	7/31/2026	TN	Open	7/23/2026
10104	Maintenance Supervisor	7/27/2026	8/7/2026	DMR	Open	7/24/2026
10105	Senior Legal Process Technician - DP - Sheriff	7/29/2026	8/7/2026	NAA	DP	7/28/2026
10106	Senior Emergency Medical Services Coordinator - Shift - Sheriff	7/29/2026	8/12/2026	CMR	Open	7/28/2026
10107	Sheriff's Medical Transcriptionist - Shift	7/29/2026	8/12/2026	CMR	Open	7/28/2026
10108	Sheriff's First Responder Paramedic - Shift	7/29/2026	8/12/2026	CMR	Open	7/28/2026
10110	Senior Building Services Worker - DP - Airports	7/30/2026	8/3/2026	RoM	DP	7/29/2026

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



Human
Resources

Tracey A. Eldridge
CHIEF HUMAN RESOURCES OFFICER



August 10, 2026

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

PROPOSED REVISED JOB SPECIFICATION FOR HEALTH PLAN SERVICES MANAGER

The Human Resources Division requests approval of the attached revisions to the Health Plan Services Manager job specification.

The Health Plan Services Manager will be responsible for the day-to-day operations and administration of the County health plan. Most notably, this position focuses on health plan fiscal operations, health plan administration, contract development, resolution of member issues and complaints, and the coordination of activities with outside agencies and contracted vendors.

To ensure the County attracts and hires applicants with the necessary education and experience for this position, the Human Resources Division is now proposing revisions to the employment standards and definition of the job specification. Currently, Health Plan Services Manager requires candidates to possess five (5) years of fiscal or senior administrative experience in a hospital, medical office, or health plan setting. The Human Resources Division is now proposing to increase the employment standard to nine (9) years of qualifying experience. Additionally, the definition of the job specification did not include the Chief Human Resources Officer as a classification this position may report to.

The Health Plan Services Manager is an unrepresented mid-management specification.

Therefore, IT IS RECOMMENDED that the proposed revised specification titled Health Plan Services Manager be REVIEWED, RECEIVED, AND APPROVED.

Sincerely,

A handwritten signature in black ink that reads "Tracey A. Eldridge".

Tracey A. Eldridge
Chief Human Resources Officer

GROUND  BOUNDLESS

Health Plan Services Manager

Bargaining Unit: D

Salary Range: 69.6 (\$7,354-\$8,788/mo.) 74.6 (\$9,437 - \$11,277/mo.)

Definition:

Under general direction of the **Chief Human Resources Officer and/or** Assistant Chief Human Resources Officer, plans, organizes controls and directs the daily operations of the health plan administration function of the Human Resources Division.

This position is distinguished by its responsibility to manage the daily activities of Health & Wellness team. The incumbent will focus on health plan fiscal operations, health plan administration, contract development, resolution of member issues and complaints, coordination of activities with other agencies and contracted vendors, and assigning work and supervise staff as necessary to achieve program goals and objectives. The incumbent is expected to operate autonomously under general guidance in handling complex assignments and in representing the unit and health plans to County employees, departments, other governmental and private entities, and the general public.

Essential Functions:

- Supervises and evaluates the performance of assigned staff, interviews and selects employees and recommends appointments, transfers, reassignment, termination and disciplinary actions.
- Assigns employees duties and reviews work for accuracy, completeness and compliance with established standards, requirements, procedures, and regulations.
- Provides team leadership and participates in developing new techniques and applying new knowledge to achieve improvements in effectiveness and quality.
- Develops and implements operational policies and procedures per County and outside regulations such as the Affordable Care Act.
- Assists with development of divisions' budget.
- Coordinates fiscal activities within the division including weekly/monthly/quarterly billing, claim payments, transfers, and reconciliation.
- Maintains current knowledge of laws, codes, rules, regulations and pending legislations regarding health plan administration for both active employees and retirees.
- Develops, implements, and evaluates programs, ensuring objectives consistent with the overall mission and goals of the unit and department.
- Reviews and evaluates data to identify opportunities for program improvement, implements performance improvement projects.
- Leads negotiations and drafting of agreements with outside vendors and health care providers.
- Ensures monitoring of contracted vendors to ensure satisfactory performance.
- Makes presentations and prepares reports and correspondence.
- Serves as main contact with other departments, organizations, agencies, employers, outside vendors, health care providers, employees, plan members, and the general public in answering questions, resolving complaints, and promoting programs.
- Performs other related duties as required.

Employment Standards:

Minimum Qualifications:

- Bachelor's Degree from an accredited college or university which provided for acquisition of the required knowledge, skills, and abilities
- **Nine (9)** ~~Five (5)~~ years of fiscal or senior administrative experience in a hospital, medical office, or health plan setting. ~~Hospital, medical office, or health plan experience must be attained in the last three (8) years.~~ **Qualifying experience must include two (2) years as a supervisor/manager.**

Qualifying related work experience may include: health plan **administrator** ~~administer~~, health plan program manager; medical office administration; negotiation of health care provider reimbursement agreements; public relations; labor relations; budget input and monitoring; management and supervision of staff. ~~Health plan administration experience is preferred.~~

Knowledge of: leadership principles; supervisory principles; research methodologies; report writing techniques; public relations principles; HIPAA privacy and security regulations; medical and insurance terminology; personnel administration; and standard office procedures.

Ability to: collecting and analyzing program data; conducting statistical analysis; preparing reports and documentation; preparing and giving presentations; solving problems; interpreting applicable local, state, and federal rules, regulations, and guidelines; mentoring and providing leadership; acquiring subject matter expertise in functional areas; providing subject matter expertise; monitoring and evaluating work; prioritizing and assigning work; mediating conflict; establishing and maintaining effective, cooperative working relationships; and communicating both orally and in writing sufficient to exchange or convey information and to receive work direction.

Some positions may require possession of a valid California Motor Vehicle Driver's License.

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.

Inamy A Eidug
DEPARTMENT HEAD

7.31.26
DATE

Inamy A Eidug
CHIEF HUMAN RESOURCES OFFICER

7.31.26
DATE

Item #	0457
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	74.6
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 Goulart
Reviewed By	Tracey Eldridge
CAO Analyst	Alex Alva
Chief HR Officer	Tracey Eldridge
FLSA	No
Civil Service (Yes/No)	Yes
Retirement = General/Safety	General
Creation Date	August 2026



Tracey A. Eldridge
CHIEF HUMAN RESOURCES OFFICER



August 10, 2026

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

PROPOSED REVISED JOB SPECIFICATION FOR PER DIEM BACKGROUND INVESTIGATOR

The Human Resources Division requests approval of the attached revisions to the Per Diem Background Investigator job specification. The Human Resources Division has prepared these revisions at the request of both the Sheriff's Office and the Probation Department.

The proposed revisions to the Per Diem Background Investigator job specification will improve recruitment efforts while ensuring the position continues to attract qualified candidates. Specifically, the requirement to possess a valid, active Peace Officer Standards and Training (POST) certificate has been removed, as it has unnecessarily limited the applicant pool by excluding individuals who otherwise possess the knowledge, skills, and experience necessary to successfully perform the duties of the position. Probation has requested to remove the substitution requirement. Additional revisions have been made to update outdated language without substantially changing the scope or intent of the classification.

This specification is unrepresented.

Therefore, IT IS RECOMMENDED that the proposed revised specification for Per Diem Background Investigator be REVIEWED, RECEIVED AND APPROVED.

Sincerely,

A handwritten signature in cursive script that reads "Tracey A. Eldridge".

Tracey A. Eldridge, Chief Human Resources Officer

cc: Donny Youngblood, Kern County Sheriff
cc: Elaine Moore, Chief Probation Officer

Per Diem Background Investigator
Bargaining Unit: U
Salary Range: Flat Bi-weekly (\$3,019.20)

Description-Definition:

Under supervision, obtains information on potential employees required to determine suitability for employment and to do related work as required.

Distinguishing Characteristics

This classification is characterized by the responsibility to conduct pre-employment background investigations for both safety and general positions, including **performing** reference interviews in the field. -This position is precluded from performing law enforcement duties. -Incumbents hired into these positions are not guaranteed any specific number of work hours per biweekly pay period, and management has the authority to relieve them from duty when there is insufficient work.

Essential Functions:

- Conducts personal interviews with potential employees; explains **the** background **investigation** process; reviews **P**ersonal **H**istory **S**tatements and determines **applicant** suitability ~~for employment~~ based on departmental standards and **applicable** legal requirements;
- Using departmental guidelines and established background procedures, conducts **comprehensive** background investigations on potential employees, ~~which~~ **This** includes interviews **ing** with personal references and prior employers, ~~checks~~ **and completing** credit, ~~and~~ criminal history, educational ~~achievements~~, birth, ~~and~~ age **verification**, military, and DMV records **checks as required per guidelines**;
- Prepares written reports which support either **the** hiring or disqualification of potential employees;
- May be required to testify ~~as to~~ **regarding the** content and validity of **investigative** reports ~~in an~~ **during** appeal hearings;
- Performs other related duties as required but is precluded from performing law enforcement duties.

Employment Standards:

High School Diploma, G.E.D. or equivalent, a minimum of three (3) years of investigative experience with a law enforcement agency. ~~AND possession of a Basic or higher P.O.S.T. Certificate.~~

New-Revised Job Specification

Js4419

~~January 2016~~ **August 2026**

Item No. 4419

For assignments at the Probation Department: Completion of a Standards and Training for Corrections Probation Officer Core Course and five (5) years of experience equivalent to a Deputy Probation Officer ~~may be substituted for the requirements listed above.~~

May require the completion of a California P.O.S.T. background school to conduct backgrounds on sworn personnel.

Possession of a valid California Motor Vehicle Driver's License is required at the time of appointment.

Knowledge of: Research methods and procedures ~~used in conducting~~ necessary to the completion of comprehensive background investigations; applicable Federal, State and local laws and regulations; investigative principles and techniques; **effective** interview techniques and proper report writing; **and** basic principles and practices of personnel management related to applicant recruitment and selection ~~procedures~~ **standards**.

Ability to: Establish cooperative **working** relationships with other agencies and outside entities; maintain confidentiality; read and write at a level necessary to perform the duties of a Background Investigator; effectively communicate information to co-workers, superiors and the public; **prepare** ~~write clear,~~ **and** concise reports; **and** understand and follow directions.

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.

E. J. Moore
DEPARTMENT HEAD

8.5.26
DATE

Nancy Eldridge
CHIEF HUMAN RESOURCES OFFICER

8.5.26
DATE

Item #	4419
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)	Hourly
Approved Salary Range	37.74
Rate of Compensation Code 0 = No Provisional 1 = Range & Step 2 = Flat Unit Rate 3 = Flat Hourly 4 = Flat Bi-Weekly	3
Salary Ordinance Code 0 = Elected Officials 1 = Bi-Weekly Salary	1
Job Level Code 1 = Entry 2 = Intermediate 3 = Supervisor 4 = Executive	2
Bargaining Unit	U
HR Analyst	Tiffany Nacke
Reviewed By	Brenda Guerra
CAO Analyst	Kaler Ayala
Chief HR Officer	Tracey A. Eldridge
FLSA	Non-Exempt
Civil Service (Yes/No)	Yes
Retirement = General/Safety	General
Creation Date	August 2026


DEPARTMENT HEAD

8/5/26
DATE


CHIEF HUMAN RESOURCES OFFICER

8.5.26
DATE

Item #	4419
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FLSA	Non-Exempt
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Retirement = General/Safety	General
Creation Date	August 2026