

Kern County HR

County Administrative Office

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Ryan J. Alsop
County Administrative Officer

Devin Brown
Chief Human Resources Officer

September 17, 2019

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

**PROPOSED RETROACTIVE MEMORANDUM OF UNDERSTANDING WITH KERN LAW ENFORCEMENT
ASSOCIATION FOR BARGAINING UNITS L AND 8 FROM SEPTEMBER 14, 2019 THROUGH JUNE 30, 2020
WITH CHANGES TO WAGES, HOURS, AND TERMS AND CONDITIONS OF EMPLOYMENT
Fiscal Impact: Approximately \$3.2 Million (\$200,000 in Budget Unit 2180 and \$3 M in Budget Unit 2210)**

The County's most recent Memorandum of Understanding (MOU) with the Kern Law Enforcement Association (KLEA) expired on December 31, 2017. This proposed MOU (attached) with KLEA would cover the period from September 14, 2019 through June 30, 2020.

The substantive changes provided in this MOU are:

- A revised salary schedule with increased salary ranges for all represented classifications
- Reclassification of all employees within the new salary ranges at steps that provide immediate increases in base salary from 0.5-10%
- Eligibility for a future step increment for Senior Deputies and Sheriff's Sergeants
- Discontinuance of Fitness Incentive Pay program with inclusion of 4% into new salary range
- Addition of a 5% Supervisory P.O.S.T. Certificate Pay for all eligible employees
- Recruitment bonus of \$10,000 spread over four years for new Deputy Sheriffs
- Increase of \$400 annually to Uniform Allowance
- Addition of Veteran's Day as a paid holiday
- Addition of Winter Recess for 2019
- Revisions to the Catastrophic Leave Pay program
- A salary adjustment reopener at any time during the term of the MOU.

The intent of these proposed changes is to bring our sworn law enforcement staff to a compensation level that is competitive with comparable counties in the Central Valley and is the highest among local Kern County law enforcement agencies. These changes are crucial and necessary to assist the Sheriff's Office in retaining and recruiting staff in all of its KLEA-represented classifications.

This proposed MOU also incorporates many of the benefits provided to other non-safety bargaining units during the term of KLEA's prior contract; specifically, Veteran's Day, Catastrophic Leave Pay changes, and Winter Recess.

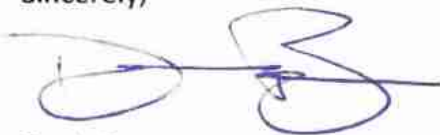
Finally, in order to permit the parties to have additional flexibility to address compensation throughout the term of the contract, the MOU permits each party to reopen the agreement to propose further salary adjustments.

The total fiscal impact of the contract is approximately \$200,000 to the District Attorney's Office and \$3 million to the Kern County Sheriff's Office. As new Deputies are hired, the cost of the agreement will also include the additional expenditure of funds from designation for the \$10,000 recruitment bonuses.

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 MOU with KLEA for bargaining units L and 8, and direct the Auditor-Controller-County Clerk, Chief Human Resources Officer, and the Kern County Employees' Retirement Association to implement the changes.

Sincerely,



Devin Brown
Chief Human Resources Officer

Attachment

cc: Cynthia J. Zimmer, Kern County District Attorney
Donny Youngblood, Sheriff-Coroner-Public Administrator
Mary Bedard, Auditor-Controller-County Clerk
Dominic Brown, Executive Director of KCERA
Richard Anderson, Kern Law Enforcement Association