

September 1, 2026

Board of Supervisors
Kern County Administrative Center
1115 Truxtun Avenue
Bakersfield, CA 93311

**PROPOSED SALARY RANGE ADJUSTMENT FOR SENIOR AIRPORT MAINTENANCE WORKER,
ITEM NO. 4910, FROM SALARY RANGE 57.8 TO 59.4, EFFECTIVE SEPTEMBER 5, 2026
Fiscal Impact: \$7,287 Kern County Airports: Not Budgeted; Discretionary**

The Human Resources Division requests your Board's approval of proposed salary range adjustment for the Senior Airport Maintenance Worker, Item No. 4910, job classification.

The Director of Airports, Bill LaManque, notified the Human Resources Division of a potential salary parity discrepancy regarding their Senior Airport Maintenance Worker classification. Through discussions with the department and completion of a classification and compensation review, it was identified that the Senior Airport Maintenance Worker classification does perform essential functions that are similar to the Maintenance Electrician classification.

Recommended Salary Adjustment:

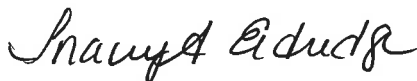
To ensure parity with the Maintenance Electrician classification and ensure the department can continue to recruit and retain talent within the Airport Maintenance Worker classification series, the Human Resources Division is recommending the following salary adjustment:

Item No.	Classification Title	Current Range	Proposed Range
4910	Senior Airport Maintenance Worker	57.8	59.4

The estimated fiscal impact of the proposed increase is \$7,287 annually to the General Fund. SEIU Local 521 concurs with the proposed salary adjustment.

Therefore, **IT IS RECOMMENDED** that your Board approve the proposed salary range adjustment, effective September 5th, 2026, and direct the Human Resources Division to amend the Departmental Positions and Salary Schedule and process any necessary payroll transactions.

Sincerely,



Tracey A. Eldridge
Chief Human Resources Officer

cc: Bill LaManque, Director of Airports