

KERN COUNTY PROBATION DEPARTMENT

Elaine D. Moore
Chief Probation Officer



October 27, 2026

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

PROPOSED ADDITION AND DELETION OF POSITIONS (Fiscal Impact: \$14,870 Savings; General Fund; Not Budgeted; Discretionary)

The Kern County Probation Department is requesting staffing enhancements to the Department's "Achievement, Perseverance, and Excellence" (APEX Academy) youth custody program at the Kern Crossroads Facility (Crossroads). Probation requests the addition of one (1) Assistant Probation Division Director position, Item Number 0888, effective October 31, 2026, and deletion of two (2) Deputy Probation Officer I positions, Item Number 3470, effective October 31, 2026.

Currently, the Department operates two distinct custody programs at the Kern Crossroads Facility: Crossroads, a one-year commitment program which primarily houses juvenile offenders, and the "Achievement, Perseverance, and Excellence" (APEX) Academy, which houses youth up to age 25 for up to seven years. APEX was established as a result of Senate Bill (SB) 92 with subsequent funding provided through SB 823. SB 92 requires that as of July 1, 2021, all youth commitments would be placed in county-based custody, with full closure of the State Department of Juvenile Justice (DJJ) as of July 1, 2023. The youth in APEX are the most serious, violent, and sophisticated within the juvenile justice system and require distinct programming needs and operational responsibilities. This has doubled the youth population at the Kern Crossroads Facility and exponentially increased the security, legal, and oversight responsibilities.

An Assistant Probation Division Director specifically assigned to lead APEX would oversee planning, transportation, supervision, security, documentation, and implementation within applicable court and departmental requirements. This work would support structured opportunities for education, employment readiness, family engagement, and reentry, with ongoing evaluation of participation, outcomes, and safety.

The request to add one (1) Assistant Probation Division Director and delete two (2) Deputy Probation Officers intends to realign responsibilities to more accurately reflect the operational needs, scope of duties, program differences of distinct youth detention programs with different custody populations.

The County Administrative Office concurs with this request.

Therefore, IT IS RECOMMENDED that your Board approve the addition of one (1) Assistant Probation Division Director position, Item Number 0888, and deletion of two (2) Deputy Probation Officer I positions, Item Number 3470, effective October 31, 2026, and refer the matter to the Human Resources Division to amend the Departmental Positions and Salary Schedule.

Sincerely,

A handwritten signature in blue ink that reads "Elaine D. Moore".

Elaine D. Moore
Chief Probation Officer

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cc: County Administrative Office
Human Resources Division