

October 27, 2026

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

**PROPOSED AMENDMENT NO. 1 TO AGREEMENT 426-2024 WITH KERN COUNTY PROBATION
OFFICERS ASSOCIATION TO PROVIDE A PERSONAL HOLIDAY**
Annual Fiscal Impact: \$1.7 Million; Estimated; Budgeted; Discretionary

The Human Resources Division requests your Board's approval of Amendment No. 1 to the Memorandum of Understanding (MOU), Agreement 426-2024, with the Kern County Probation Officers Association (KCPOA).

The MOU between the parties expires June 30, 2027. All other associations and unrepresented employees except KCPOA and Kern County Probation Managers Association have received the Personal Holiday over the last year of negotiations. The Human Resources Division is asking your Board to extend the Personal Holiday to KCPOA with the approval of Amendment No. 1. The Personal Holiday will mirror all other associations and unrepresented employees, one Personal Holiday per year with no cash value.

Therefore, **IT IS RECOMMENDED** that your Board approve proposed Amendment No. 1 to Agreement 426-2024 with the Kern County Probation Officers Association providing one Personal Holiday, effective October 31, 2026 and direct the Human Resources Division to implement.

Sincerely,

A handwritten signature in black ink, appearing to read "Tracey A. Eldridge".

Tracey A. Eldridge
Chief Human Resources Officer

cc: Elaine Moore, Chief Probation Officer
Miguel Ojeda, President of KCPMA

**AMENDMENT NO. 1 TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF KERN
AND
KERN COUNTY PROBATION OFFICERS' ASSOCIATION FOR
BARGAINING UNITS Q, Y**

This Amendment No. 1 to the Memorandum of Understanding between the County of Kern and Kern County Probation Officers' Association for Bargaining Units Q and Y, entered __, 2026, between the COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Probation Officers' Association (hereafter "KCPOA"), after having met and conferred in good faith;

WITNESSETH:

WHEREAS, the County and KCPOA entered into a Memorandum of Understanding (Kern County Agt. 426-2024 (hereafter "MOU") effective from July 1, 2024, through June 30, 2027; and

WHEREAS, in accordance with the MOU, representatives of County and KCPOA jointly propose the following changes to the current MOU.

NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

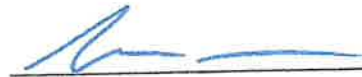
1. The parties agree that Article IV, Paid Leave, shall be amended to add the following Personal Holiday.

Section 9. Personal Holiday - Each employee will be provided with one floating holiday that must be used in the calendar year assigned with no cash value upon termination. Cannot be used in less than a workday increment, cannot be used in lieu of sick leave, cannot be used considered as hours worked for determination of holiday pay. Value is of scheduled day (example: if an employee scheduled for 8 or 12 hours, value of personal holiday is equal to scheduled day). The Personal Holiday is exempt from the calculation of overtime.

2. Except as amended herein, each and every term of the MOU shall remain in full force and effect.

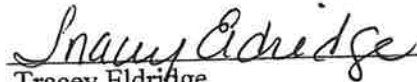
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KCPOA:



Miguel Ojeda
President, KCPOA

COUNTY OF KERN:


Phillip Peters
Board of Supervisors
Tracey Eldridge
Chief Human Resources Officer
Approved as to Form
County Counsel