

October 27, 2026

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

**PROPOSED AMENDMENT NO. 1 TO AGREEMENT NO 512-2024 WITH THE KERN COUNTY
PROBATION MANAGERS ASSOCIATION TO PROVIDE A PERSONAL HOLIDAY
Annual Fiscal Impact: \$71,500; Estimated; Budgeted; Discretionary**

The Human Resources Division requests your Board's approval of Amendment No. 1 to the Memorandum of Understanding (MOU) between the County of Kern and the Kern County Probation Managers' Association (KCPMA), Kern County Agreement 512-2024.

The MOU between the parties expires June 30, 2027. All other associations and unrepresented employees except KCMPPA and Kern County Probation Officers 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 KCPMA 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 No. 512-2024 with Kern County Probation Managers providing one Personal Holiday, effective October 31, 2026 and direct the Human Resources Division to implement.

Sincerely,



Tracey A. Eldridge
Chief Human Resources Officer

cc: Elaine Moore, Chief Probation Officer
Frank Herrera, President of KCPMA

**AMENDMENT NO. 1 TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF KERN
AND
KERN COUNTY PROBATION MANAGERS ASSOCIATION FOR
BARGAINING UNITS O**

This Amendment No. 1 to the Memorandum of Understanding between the County of Kern and Kern County Probation Managers Association for Bargaining Unit O, entered _____, 2026, between the COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Probation Managers Association (hereafter "KCPMA"), after having met and conferred in good faith;

WITNESSETH:

WHEREAS, the County and KCPMA entered into a Memorandum of Understanding (Kern County Agt. 512-2024 (hereafter "MOU") effective from September 10, 2024, through June 30, 2027; and

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

NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

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

Section 8. 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.

REMAINDER OF PAGE LEFT INTENTIONALY BLANK

KCPMA:



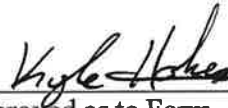
Frank Herrera
President, KCPMA

COUNTY OF KERN:

Phillip Peters
Board of Supervisors



Tracey Eldridge
Chief Human Resources Officer



Approved as to Form
County Counsel