

October 27, 2026

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

**PROPOSED SALARY RANGE ADJUSTMENT FOR PUBLIC HEALTH OFFICER, ITEM NO. 0439, FROM
SALARY RANGE 80.7 TO 89.6, EFFECTIVE OCTOBER 31, 2026
Fiscal Impact: \$139,962 Department of Public Health: Not Budgeted; Discretionary**

The Human Resources Division requests your Board's approval of proposed salary range adjustment for the Public Health Officer, Item No. 0439, job classification.

The Director of Public Health, Brynn Carrigan, notified the Human Resources Division of the departments intent to utilize the Public Health Officer classification to perform state mandated duties for the Public Health Office and the Kern County Emergency Medical Services (EMS) Medical Director. This classification is responsible for declaring local health emergencies; providing oversight of Nurse Practitioners/Physician Assistants; and reviewing and recommending changes to the EMS system policy, procedures, and protocols. Through discussions with the department and completion of a classification and compensation review, it was identified that the Public Health Officer and EMS Medical Director compensation is below that of our comparable counties. This position was previously filled by a contracted employee, and this classification did not receive salary increases afforded to other Management classifications.

Recommended Salary Adjustment:

To ensure the department can recruit and retain a Public Health Officer, the Human Resources Division is recommending the following salary adjustment:

Item No.	Classification Title	Current Range	Proposed Range
0439	Public Health Officer	80.7	89.6

The biweekly salary at step 10 is \$10,960.92. The estimated fiscal impact of the proposed increase is \$139,962 annually to the General Fund. This is a management classification.

Therefore, **IT IS RECOMMENDED** that your Board approve the proposed salary range adjustment for the Public Health Officer Classification Item No. 0439 to Range 89.6, effective October 31, 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: Brynn Carrigan, Director of Public Health Services