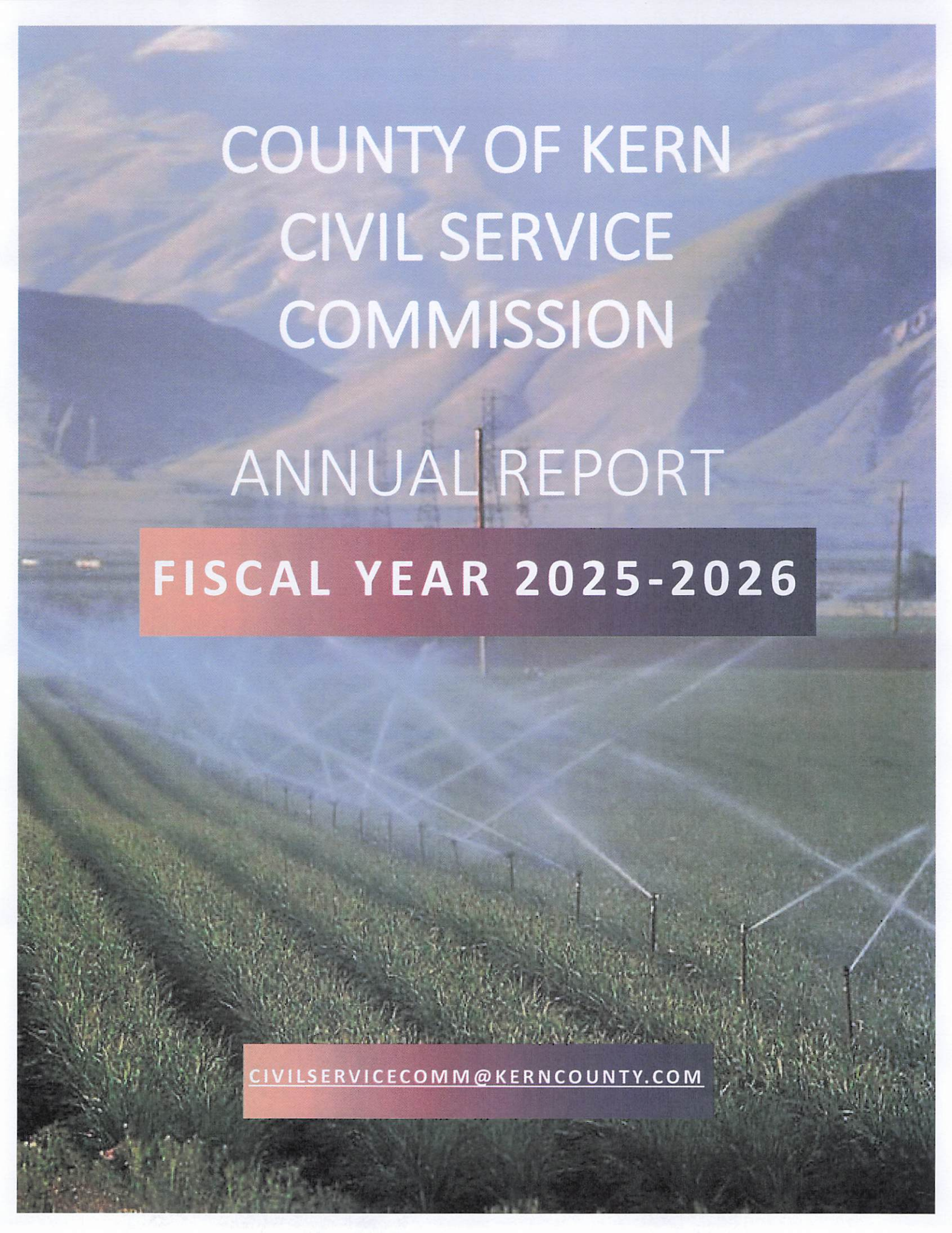




COUNTY OF KERN CIVIL SERVICE COMMISSION

ANNUAL REPORT

FISCAL YEAR 2025-2026

CIVILSERVICECOMM@KERNCOUNTY.COM



COMMISSION ESTABLISHED BY CIVIL SERVICE ORDINANCE

The voters of Kern County Adopted a Civil Service Ordinance in 1956 under the authority of Civil Service Enabling Law as set forth in the government Code of the State of California. The Civil Service System provides for employment on a merit basis and equitable and uniform procedures for dealing with personnel matters through a Civil Service Commission.

To administer its Civil Service System, the Board of Supervisors appoints citizens to serve as Commissioners. The Civil Service Commission maintains the integrity of Kern County's Civil Service System. It is an independent ruling body, which conducts appeal hearings on disciplinary matters and administers the Rules of the Civil Service System for the benefit of County departments, employees, and citizens.



COMMISSION PRIORITIES

The Kern County Civil Service Commission presents its Fiscal Year 2025-2026 annual report. This report intends to provide an overview of the activities & accomplishments of the Commission.



CSC RULES

The Civil Service Commission evaluates the Civil Service Rules on a continual basis and makes revisions as needed to ensure the rules reflect the latest processes and technologies. There were two Civil Service Rule amendments in Fiscal Year 2025-2026.



COMMISSION OUTREACH

- The Civil Service Commission website provides agendas, reports, and minutes.
- Department visits build rapport and maintain Commission accessibility with stakeholders.

CIVIL SERVICE COMMISSION

The Civil Service Commission consists of five members appointed by the Kern County Board of Supervisors; President Romeo Agbalog was appointed by Supervisorial District 1—now Chairman Peters; Vice President Jeremy Price was appointed by supervisorial District 2—now Chris Parlier; Commissioner Michael Bowers was appointed by District 3 Supervisor Jeff Flores; Commissioner NaTasha Johnson was appointed by District 4 Supervisor David Couch; and Commissioner Elizabeth Chavez was appointed by District 5 Supervisor Leticia Perez. The Commission operates as a governing body in monitoring the provisions of the Kern County Civil Service Ordinance, including Civil Service Rules and Regulations. Commissioners have responsibility for considering such personnel matters as classification, development and maintenance of examination procedures, employee appeals and applicant complaints.

APPEALS

Civil Service Rule (CSR) 1705.00 sets forth the procedures to be followed any time an appointing authority takes action to dismiss, suspend, or reduce in rank or compensation any regular, non-probationary officer or employee in the classified civil service. The officer or employee may, within ten (10) business days after presentation to him of the order, appeal through the Director to the Commission from the order (CSR 1730.00). The Commission shall commence a hearing and affirm, modify, or revoke the order. The Appellant may appear personally, produce evidence, and have counsel and a public hearing (CSR 1735.10).

Civil Service Rule (CSR) 1800.00 sets forth the complaint procedures to be followed any time an employee believes they have experienced unlawful discrimination or harassment treatment in the workplace. The complainant may file a complaint within 180 days of the occurrence of the acts giving rise to the complaint. Upon completion of the complaint investigation, the complainant or the affected County department have 20 calendar days to review and either accept or reject the findings and recommendations. If either party rejects the findings and recommendations, they may file a request for an evidentiary hearing before the Civil Service Commission.

In addition to disciplinary and evidentiary appeal requests, the Commission receives and considers other appeal requests, some of which could include reinstatement to re-employment or lay-off re-employment lists and removal from eligible and certification lists.

COMMISSIONERS



**Supervisory District 1 –
Romeo Agbalog – President**
President Agbalog was
appointed to the Commission
in 2010



**Supervisory District 2 –
Jeremy Price – Vice President**
Vice President Price was
appointed to the Commission
in 2015



**Supervisory District 3 –
Michael Bowers –
Commissioner**
Bowers was
appointed to the
Commission
in 2023

**Supervisory District 4 –
NaTasha Johnson –
Commissioner**
Commissioner Johnson was
appointed to the Commission
in 2023



**Supervisory District 5 –
Elizabeth Chavez –
Commissioner**
Commissioner Chavez was
newly appointed to the
Commission in 2026



RESULTS FROM LAST YEAR

EMPLOYEE APPEALS

The Commission meets regularly on the second Monday of each month with special meetings scheduled as necessary. During the reporting period, the Civil Service Commission reserved 79 evenings to facilitate Kern County’s civil service system. The Commission conducted a total of 20 hearings, 11 regular meetings, and 5 special meetings to conduct the business directed to the Civil Service Commission and consider employee appeals.

CLASSIFICATION ACTIVITY

Standard classification activity included 35 items that were considered by the Commission during this fiscal year.

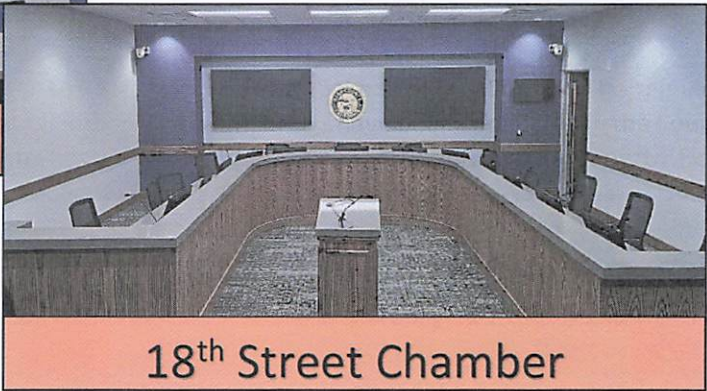
CIVIL SERVICE RULE REVIEWS		DATE
906.4	Voluntary Demotion Defined	September 8, 2025
1725	Order of Dismissal, Suspension, Reduction Notification	January 12, 2026

CIVIL SERVICE COMMISSION OFFICE RELOCATED

The Civil Service Commission Office is located at 1300 18th Street, First Floor, Bakersfield, California. The regularly scheduled meetings are typically held in the 18th Street Chamber, and our hearings have been conducted in the County Counsel Hearing Room at the Kern County Administrative Center located at 1115 Truxtun Avenue, Fourth Floor Bakersfield, California.



1300 18th Street



18th Street Chamber

COMMISSION ACTIVITY

Activity	New Specs	Revised Specs	Abolish Lists	Rules	Hearings Scheduled	Nights Scheduled	Visits / Meetings
July	1557	993			2023-0020	3	
	1556	992			2023-0006	2	
	1555	4172			2023-0013	2	
		4171			2023-0014	2	
		3061					
		4426					
		4421					
August		4646			2023-0106	2	
					2023-0013	1	
					2023-0014	1	
					2023-0004	4	
September		472		906.4	2024-0024	2	CSCO
		645			2024-0106	5	
October		644	9610		2023-0004	2	FJC
		5130			2021-0106	3	
		5096					
November	4418				2021-0106	2	
					2024-0024	1	
					2024-0693	3	
December	5011		9641		2024-0024	2	
					2021-0106	1	
					2023-0004	1	
January				1725	2024-0211	4	
					2021-0106	2	
February	2331	4452			2025-0154	3	
					2021-0106	1	
					2024-0004	1	
					2026-0004	1	
March	31	993			2025-0106	6	
		992			2023-0004	1	
		991					
April		1173		1725	2026-0004	3	1
May		5363			2026-0011	3	1
		5360			2025-0106	2	
June	3248	2274			2025-0106	1	1
	4342	2276			2026-0018		
	4914	2268			2026-0024		
		2353			2026-0025	1	
		439			2026-0011	1	
2025/26 Totals	10	25	2	3	20	81	5