

Appendix A - Availability Pay & Standby Pay
Classifications As of October 2, 2025 (Subject to
Change)

Classifications eligible in all County departments for a biweekly allowance equal to five percent (5%) of their biweekly base salary:

Technical Support Specialist I/II/III (Replaces Help Desk Technician I/II/III, Computer Operator, & Supervising Computer Operator classifications)
Technical Support Engineer I/II (Replaces Information Systems Specialist I-III & Senior Information Specialist classifications)
Help Desk Supervisor
Local Area Network Systems Administrator
Network Systems Administrator
Programmer I/II
Systems Analyst I/II
Systems Programmer I/II
Technical Services Supervisor
Technology Services Supervisor
Telecommunications Network Administrator
Database Analyst I/II (Added October 2023)
Geographic Information Systems Programmer/Analyst (Added October 2023)
Geographic Information Systems Specialist (Added October 2023)
Geographic Information Systems Technician I/II (Added October 2023)
Information Security Administrator (Added October 2023)
Information Security Analyst (Added October 2023)
Senior Systems Analyst (Added October 2023)
Systems Programmer I/II (Added October 2023)

Classifications eligible for a biweekly allowance equal to five percent (5%) of their biweekly base salary:

1. Kern County Sheriff's Office

Network Systems Administrator
Technical Services Supervisor
Information Systems Specialist I-DT, II-DT, III
Senior Information Specialist
Sheriff's Civil Litigation Coordinator
Deputy Coroner
Supervising Deputy Coroner
Evidence Technician
Aircraft Mechanic
Supervising Aircraft Mechanic
Maintenance Worker IV
Maintenance Supervisor (added November 2016)
Sheriff's Dispatch Assistant, if assigned to the Tactical Dispatch Team
Sheriff's Dispatch Supervisor, if assigned to the Tactical Dispatch Team
Sheriff's Dispatcher I, II, if assigned to the Tactical Dispatch Team
Sheriff's Senior Dispatcher, if assigned to the Tactical Dispatch Team
Departmental Public Information Officer
Technical Support Specialist II/III (added March 2020)
Technical Support Engineer I/II (added March 2020)

Structural Maintenance Superintendent (added June 2021)
Maintenance Electrician (added June 2021)
Maintenance Plumber (added June 2021)
Air Conditioning Mechanic (added June 2021)

2. General Services Division

Communications Technician II (added December 2016)
Communications Technician III
Supervising Communications Technician
Telecommunications Engineer
Graphic Artist
Video Services Producer
Maintenance Worker I, II, III, IV, V
Maintenance Carpenter
Air Conditioning Mechanic
Maintenance Electrician
Maintenance Painter
Maintenance Supervisor
Fiscal Support Supervisor (added April 2017)
Maintenance Worker I-IV
Maintenance Electrician (added August 2016)
Maintenance Plumber (added August 2016)
Building Services Worker (added October 2025)

3. Public Health Services

EMS Coordinator
Senior EMS Coordinator
Environmental Health Technician II (added February 2018)
Public Health Epidemiologist (added March 2020)
Facilities and Services Specialist (added November 2022)
Public Health Fleet Specialist (added January 2024)
Public Health Nurse I (added September 2024)
Public Health Nurse II (added September 2024)
Supervising Public Health Nurse (added September 2024)

4. Public Works Department

Waste Management Supervisor
Waste Management Technician II (added July 2017)
Wastewater Treatment Plant Operator I, II, III, Trainee
Wastewater Specialist I, II
Sewer Maintenance Worker I, II
Supervising Disposal Gate Attendant
Waste Management Specialist
Waste Management Supervisor
Supervising Building Inspector
Supervising Building Inspector (C)
Building Inspector Specialist
Building Inspector Specialist (C)
Building Inspector
Building Inspector (C)
Engineering Aide I, II, III

Engineering Technician I, II, III
Engineering Technician I, II, III (C)
Engineer
Engineer (C)
Senior Engineer
Senior Engineer (C)
Public Works Maintenance Worker I, II, III (C)
Public Works Maintenance Supervisor (Foreman)
Public Works Maintenance Superintendent
Highway Painter
Senior Highway Painter
Supervising Maintenance Painter (added November 7, 2018) Traffic
Signal Technician I, II, Senior (added November 7, 2018)
Supervising Heavy Equipment Mechanic (added November 7,
2018) Administrative Coordinator (added April 13, 2019)
Automotive Parts Storekeeper (added May 22, 2023)
Warehouse Supervisor (added May 22, 2023)
Auto Service Worker (Added August 14, 2023)
Heavy Equipment Mechanic (Added September, 2023)
Code Compliance Officer (Added November 2023)
Code Compliance Supervisor (Added November 2023)

5. Kern County District Attorney

Criminalist I, II, III
Supervising Criminalist

6. Kern County Fire Department

Programmer I, II
Systems Analyst
Senior Information Systems Specialist
Information Systems Specialist
Supervising Aircraft Mechanic
Aircraft Mechanic
Fire Equipment Mechanic
Supervising Heavy Equipment Mechanic
Equipment Maintenance Superintendent
Structural Maintenance Superintendent (added May 2016)
Maintenance Worker III and IV (added May 2016)
Groundskeeper III (added May 2016)
Light Vehicle Driver (added May 2016)
Fire Equipment Technician (added May 2016)
Fire Dispatcher (added May 2016)
Supervising Fire Dispatcher (added May 2016)
Storekeeper (added April 13, 2019)
Warehouse Supervisor (added April 13, 2019)
Technical Support Specialist II/III (added March 2020)
Technical Support Engineer I/II (added March 2020)
Fire Dispatch Assistant (Added May 22, 2023)

7. Behavioral Health and Recovery Services

Recovery Specialist
Behavioral Health Therapist
Behavioral Health Nurse
Staff Nurse
Behavioral Health Unit Supervisor II
Behavioral Health Unit Supervisor I (October 2022)
Electronic Health Records Specialist (October 2022)
LAN System Administrator
Senior Information Specialist
Technology Services Supervisor (added October 2017)
Network Systems Administrator (added November 7, 2018)
Maintenance Worker (added April 13, 2019)
Technical Support Engineer I (added October 2022)
Technical Support Engineer II (added March 2020)
Facility and Services Specialist (added September 2020)
Substance Use Disorder Specialist II (added September 2020)
Pre-Licensed Psychologist (added September 2020)

8. Parks (merged with General Services Division)

9. Department of Human Services

Maintenance Worker I-IV (added May 2016)
Maintenance Supervisor (added October 2017)
Technical Support Engineer I/II (added April 2022)
Technology Services Supervisor (added April 2022)
Supervising Building Services Worker (added December 2024)
Safety Specialist (Added September 2025)

10. Information Technology Services Division

Computer Operator
Supervising Computer Operator
Technology Services Supervisor
Network Systems Administrator
Senior Information Systems Specialist
Local Area Network Systems Administrator
Help Desk Technician I, II, III (added November 7, 2018)
Help Desk Supervisor (added November 7, 2018)
Information Systems Specialist I, II, III (added November 7, 2018)
Senior Information Systems Specialist (added November 7, 2018)
Local Area Network Administrator (added November 7, 2018)
Network Systems Administrator (added November 7, 2018)
Technology Services Supervisor (added November 7, 2018)
Telecommunications Network Administrator (added November 7, 2018)
Systems Programmer I, II (added November 7, 2018)
Systems Analyst I, II (added April 13, 2019)
Technical Support Engineer I/II (added March 2020)
Technical Support Specialist I/II/III (added March 2020)

Classifications eligible for Standby Pay to receive one-quarter of his/her hourly pay for the hours required to be available:

11. Public Health Services

Hazardous Material Specialists I, II, III, IV
Environmental Health Specialist I, II, III, IV

12. Aging and Adult Services

Deputy Conservator
Social Service Worker I, II, III, IV, V

13. Animal Services

Shelter Supervisor
Senior Animal Control Officer
Animal Control Officer

14. Department of Human Services

Social Worker I, II, III, IV, V
Social Service Supervisor I, II
Human Services Program Specialist (added December 2018)

15. Behavioral Health and Recovery Services

For the following units: PEC/CSU, ACT, DBT, MIST, MET, Crisis Walk in Center, 24/7 Crisis Hotline:
Clinical Supervisor (added May 2016)
Behavioral Health Unit Supervisor I (added October 2022)
Behavioral Health Unit Supervisor II (added May 2016)
Behavioral Health Nurse (added May 2016)
Behavioral Health Therapist (added May 2016)
Behavioral Health Recovery Specialist I/II/III (added May 2016)
Electronic Health Record Specialist (Added April 2023)
Senior Electronic Health Record Specialist (Added April 2023)
Electronic Health Record Specialist Supervisor (Added April 2023)
Program Support Supervisor (Added June 2023)

16. General Services

For the following classifications assigned to the after-hours team on a rotating basis (the after-hours team shall consist of 6-8 individuals earning the biweekly allowance equal to 5% of their biweekly base salary and one individual shall act as the lead for the team and will earn one-quarter of his/her hourly pay for the hours required to be available only while assigned as lead):

Maintenance Worker (series) (added June 2021)
Maintenance Electrician (added June 2021)
Maintenance Carpenter (added June 2021)
Maintenance Plumber (added June 2021)

Air Conditioning Mechanic (added June 2021)
Parks Supervisor (added June 2021)

For the following classifications assigned to the after-hours Communications team on a rotating basis (the after-hours Communications Team shall not exceed 8 individuals earning the biweekly allowance equal to 5% of their biweekly base salary and one individual shall act as the lead for the team and will earn one-quarter of his/her hourly pay for the hours required to be available only while assigned as lead):

Communications Technician II (added September 2023)
Communications Technician III (added September 2023)
Supervising Communications Technician (added September 2023)
Telecommunications Engineer (added September 2023)

Classifications eligible for biweekly allowance set forth in agreement for rental rates:

1. General Services Division

Park Caretaker
Groundskeeper I, II, III
Maintenance Worker I, II, III, IV
Equipment Operator
Park Supervisor
Area Park Supervisor