



August 19, 2025

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

**PROPOSED MEMORANDUM OF UNDERSTANDING WITH KERN COUNTY PROSECUTORS'  
ASSOCIATION FOR WAGES, HOURS AND TERMS AND CONDITIONS OF EMPLOYMENT FOR  
BARGAINING UNIT P**

**Fiscal Impact: \$1,513,000; General Fund; Not Budgeted; Discretionary**

The Human Resources Division requests your Board's approval of the Memorandum of Understanding (MOU), between the County of Kern and the Kern County Prosecutors' Association (KCPA).

The current MOU expired on July 1, 2025. Through a series of negotiations, the parties have reached a tentative agreement and KCPA membership have ratified that tentative agreement. The parties jointly propose the attached successor MOU for Board of Supervisors approval.

The key substantive changes made in the proposed MOU are:

- Contract term through June 30, 2027
- 6% salary increase effective August 23, 2025
- Provide the option of a Vacation Pay Out up to 40 hours of accrued vacation to be paid in November 2025
- One floating personal holiday that must be used within the calendar year
- Addition of five threshold languages to be eligible for bilingual pay and an increase in Bilingual Pay to \$35 for verbal and \$70 for written designated positions

The fiscal impact of the proposed two-year MOU is approximately \$1,513,000 . County Counsel has approved the proposed Memorandum of Understanding as to form.

Therefore, **IT IS RECOMMENDED** that your Board approve and authorize the Chairwoman to sign the attached Memorandum of Understanding with the Kern County Prosecutors' Association through June 30, 2027, and direct the Human Resources Division to implement changes.

Sincerely,



Tracey A. Eldridge  
Chief Human Resources Officer

cc: Cynthia Zimmer, District Attorney  
Toni Kendrick, Director of Child Support Services