

The following is a snapshot of what the Kern County Board of Supervisors offered KLEA in recent contract negotiations. If you'd like to take a more detailed look at the contract negotiations between the two parties, you can [view the actual documents here](#).

### Term

- **Contract through December 2019**
  - Agreed to sit down January 1, 2019 to discuss additional wage increase

### Recruitment

- **Increase Deputy I (entry level Deputy) pay 12%**
  - Building on agreement from 2017, allowing deputy 1 to progress to deputy 2 after one year of service, with a 5% bump in salary
  - Continued 5% annual salary step increases for 5 consecutive years.
  - Pensionable

### Retention

- **Annual Bonuses for Deputies beginning at 8 years of service:**
  - 2.5% of base annual salary in years 8 and 9
  - 5.0% of base annual salary in year 10 and 11
  - 7.5% of base annual salary in year 12 through 14
  - 10.0% of base annual salary in years 15 and beyond
  - Paid annually on first paycheck in November
  - Non-Pensionable
- **Uniform allowance increase of \$100 for a total of \$1,000 annually**

### Helping pay for it

- **Eliminate fitness pay for new-hires**
  - Current employees retain fitness pay
- **Align overtime compensation with Fair Labor Standards Act**
  - Overtime continues to be compensated at time and a half for all hours worked in excess of 80 hours in a 14-day work period.
    - Employees working an 84-hour shift schedule will continue to have overtime compensated at time and a half for all hours worked in excess of 84 hours in a 14-day work period.
  - Except for paid holiday time off, only paid productive time actually worked will count as hours worked for the purpose of computing overtime.
  - Overtime guaranteed to be compensated time and a half:
    - Any overtime worked by employees called out on any incident (SWAT, BOMB, CNT, Homicide, Riot, etc.), including time writing reports and completing other work relating to the call-out incident.
    - Any overtime worked by employees mandated to holdover or come in early due to minimum staffing.
    - Any overtime worked, coded, and funded within designated non-general fund revenue sources.