

## KCSCA 1 and 3 Proposal Summary

### Proposed Contract Term through June 30, 2022

- Salary range adjustments to become highest paid local law enforcement in Kern County and include Fitness Pay (where applicable) and Kern Flex into an elevated base salary range as follows:

Classification	Range	A Step	B Step	C Step	D Step	E Step
Sheriff's Lieutenant	74.4	\$4,088.34	\$4,297.41	\$4,517.17	\$4,701.06	\$4,941.47
Sheriff's Commander	76.4	\$4,517.17	\$4,748.19	\$4,966.18	\$5,220.14	\$5,487.10
Chief Deputy Sheriff	79.4	\$5,246.24	\$5,514.53	\$5,796.55	\$6,092.97	\$6,404.55
DA Lieutenant	74.4	\$4,088.34	\$4,297.41	\$4,517.17	\$4,701.06	\$4,941.47
Assistant Chief DA Investigator	76.4	\$4,517.17	\$4,748.19	\$4,966.18	\$5,220.14	\$5,487.10
Chief DA Investigator	79.4	\$5,246.24	\$5,514.53	\$5,796.55	\$6,092.97	\$6,404.55

- Addition of 5% P.O.S.T. Supervisory Certificate Pay for DA Lieutenants
- Addition of 5% P.O.S.T. Management Certificate Pay for all employees
- A \$400 increase in Uniform Allowance for Sheriff's employees and new \$650 Uniform Allowance for DA's employees
- Changing Chief DA Investigator to at-will position
- Minimum qualification of P.O.S.T. Supervisory Certificate for Sheriff's Lieutenants
- Addition of Winter Recess and Veteran's Day holiday