

KERN COUNTY WATER AGENCY

Stuart T. Pyle Water Resources Center

3200 Rio Mirada Drive

Bakersfield, California

Notice of SPECIAL BOARD OF DIRECTORS MEETING

July 1, 2026

Conference Line: [+1\(669\)444-9171](tel:+1(669)444-9171)

Meeting ID: 915 6345 2292

Passcode: 524037

Join Zoom Meeting

<https://kcwa.zoom.us/j/91563452292>

Meeting ID: 915 6345 2292

AGENDA

- I. Call to Order – 9:00 a.m.
- II. Directors' Forum
- III. Public Comment
Anyone may comment on any subject within Agency jurisdiction whether or not it is on the agenda. Time for such comment may be limited.
- IV. Public Hearing – Vacancy Disclosure within the Kern County Water Agency (AB 2561)
- V. Public Hearing – Continued Public Hearing and Adoption of the Proposed Fiscal Year 2026-27 Budget
- VI. Adjournment

NOTICE: This meeting is being conducted partially by telephone conference. Telephone conference locations are as follows:

14600 Malaga Rd.
Bakersfield, CA 93307

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DECLARATION OF POSTING: I declare under penalty of perjury, that I am employed by the Kern County Water Agency and that I posted the foregoing Agenda at the Agency Office on June 30, 2026.


Stephanie N. Prince, Board Secretary

Requests for a disability-related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Secretary in advance of the meeting to ensure availability of the requested service or accommodation.



Kern County Water Agency Annual Vacancy Report

Pursuant to Government Code Section 3502.3 (AB 2561)

Date of Public Hearing: 07/01/2026

Introduction

In compliance with Government Code Section 3502.3, as enacted by AB 2561 and effective January 1, 2025, the Kern County Water Agency (Agency) provides this annual report on job vacancy status, recruitment and retention efforts. This report is presented during a public hearing held in advance of the adoption of the Agency's annual budget.

Background

AB 2561 requires public agencies to present the status of vacancies and recruitment and retention efforts and identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process during a public hearing before the agency's governing body at least once per fiscal year. If the governing body adopts an annual or multiyear budget during the fiscal year, this presentation must occur prior to the adoption of the final budget. AB 2561 also requires public agencies to allow recognized employee organizations for bargaining units to make a presentation during the public hearing.

Staffing Status & Bargaining Units

The Agency currently has a total of 56 filled positions and 11 vacancies. The Agency has two bargaining units: 1) Service Employees International Union, Local 521 (SEIU), which represents the General Bargaining Unit employees, comprised of non-management employees; and 2) Middle Managers Bargaining Unit, comprised of middle management employees.

At the time the Annual Vacancy Report was initially prepared, the Agency's new Staffing Plan had not been reviewed by the Board. That review occurred at the June 25, 2026 Board of Directors' meeting. Phase 1 positions under that plan, which are proposed to be hired by June 30, 2027, are now considered to be vacancies under this revised report. Those new positions result in the following staffing levels and vacancies:

- **General Bargaining Unit** – 37 filled positions; five vacancies; 11.9% vacancy rate.
Vacant positions: 1) Automation Specialist; 2) Electrical Engineer; 3) Management Assistant; 4) Records Analyst; and 5) Water Resources Planner
- **Middle Managers Bargaining Unit** – Seven filled positions; four vacancies; 63.7% vacancy rate.
Vacant positions: 1) Asset Manager; 2) Data & Analysis Manager; 3) Infrastructure & Energy Planner; and 4) Operations Supervisor
- **Unrepresented Confidential Non-Managers** – Two filled positions; one vacancy; 33.3% vacancy rate.
Vacant position: 1) Executive Assistant.
- **Unrepresented Confidential Middle Managers** – Three employees; zero vacancies; 0% vacancy rate.
- **Executive Managers** – Seven employees; one vacancy; 12.5% vacancy rate.
Vacant position: 1) Assistant General Manager.

Recruitment Efforts

Human Resources is responsible for overseeing the recruitment process for Agency positions, which includes advertising, pre-employment testing and interviews. The Agency plans to fill all 11 vacancies within the next fiscal year, as time permits. The total number of applicants for the Agency's vacancies is currently none, since the Agency's Staffing Plan was reviewed by the Agency's Board of Directors on June 25, 2026 and applications have not yet been solicited. The average number of days to complete the hiring process is unknown at this time, as it depends on the number and quality of applicants. Compensation will be offered within established ranges, depending on applicants' qualifications.

Over the years, the Agency has implemented several changes to streamline the Agency's recruitment process to aid in attracting and retaining qualified applicants, including:

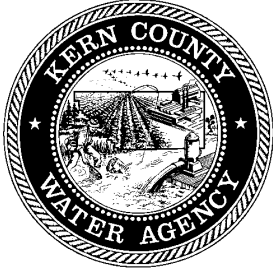
- Using an online recruiting platform, NeoGov, to assist with applicant tracking and communications
- Enhancing the Career page on the Agency's website
- Enhancing the Agency's presence on LinkedIn to post jobs and provide more information on Agency activities
- Expanding job advertising to additional newspapers, online job boards and direct mailers
- Adding remote pre-employment testing options for candidates
- Extending application deadlines, as needed

The Agency will continue to evaluate if any further changes to the recruitment process are necessary and will implement any changes accordingly.

Retention Efforts

The Agency's retention rate for 2025 is 91%, which is considered very good in the industry. The Agency is focused on efforts to maintain and further increase employee retention and engagement, including:

- Providing competitive salaries and benefits
- Providing generous time off policies
- Offering continuing education and training opportunities
- Offering flexible work schedules to improve work-life balance
- Providing service awards when employees reach certain years-of-service milestones
- Sending announcement memos and holding quarterly staff meetings that recognize new hires, staffing changes and/or other life events
- Scheduling various employee functions and activities



MEMORANDUM

TO: Board of Directors 20.2.1
Agenda Item No. V.

FROM: Audrey Garcia

DATE: July 1, 2026

SUBJECT: Continued Public Hearing and Adoption of the Proposed Fiscal Year 2026-27 Budget

Issue:

Consider approval of the Fiscal Year 2026-27 Budget.

Recommended Motion:

Adopt Resolution No. 24-26 approving the Kern County Water Agency's Fiscal Year 2026-27 Budget.

Discussion:

Section 7.6 of the Kern County Water Agency (Agency) Act requires the Agency Board of Directors (Board) to hold a public hearing before approving a budget. The public hearing notice to consider the Fiscal Year 2026-27 Preliminary Budget (Budget) was published as prescribed by law. The public hearing to discuss and consider the Budget was opened at the May 28, 2026 Board meeting. The hearing was continued from June 25, 2026, to July 1, 2026. To date, no public comments have been made on the Budget.

Sufficient opportunity has been provided for input from directors and staff. A draft of the Proposed Budget was previously admitted into the hearing record as Exhibit 2. Recommended changes to the Budget may be found on Exhibit A to Resolution No. 24-26

Staff recommends receiving and considering any and all public comments which may be presented at today's hearing, closing the hearing and adopting Resolution No. 24-26 thereby formally adopting the Agency's Fiscal Year 2026-27 Budget.

BEFORE THE BOARD OF DIRECTORS
OF THE
KERN COUNTY WATER AGENCY

In the matter of:

ADOPTING KERN COUNTY *
WATER AGENCY FISCAL *
YEAR 2026-27 BUDGET *

I, Stephanie N. Prince, Secretary of the Board of Directors of the Kern County Water Agency, of the County of Kern, State of California, do hereby certify that the following resolution proposed by Director _____, and seconded by Director _____, was duly passed and adopted by said Board of Directors at an official meeting hereof this 1st day of July, 2026, by the following vote, to wit:

Ayes:

Noes:

Absent:

Secretary of the Board of Directors
of the Kern County Water Agency

Resolution No. 24-26

WHEREAS, the Board of Directors (Board) of the Kern County Water Agency (Agency) has the responsibility to adopt a budget for the Agency each fiscal year; and

WHEREAS, Agency staff prepared a Preliminary Budget for Fiscal Year 2026-27; and

WHEREAS, section 7.6 of the Agency Act provides, in part, that the Board shall not approve an Agency budget unless the Board has first conducted a public hearing; and

WHEREAS, the Secretary of the Board duly advertised a public hearing for the purpose of receiving public input on the budget; and

WHEREAS, the Agency conducted public hearings for the Fiscal Year 2026-27 Budget on May 28, 2026 and June 25, 2026, which hearing was continued to July 1, 2026; and

NOW, THEREFORE, BE IT RESOLVED, by the Board of Directors of the Kern County Water Agency that:

1. The foregoing recitals are true and correct.
2. The Kern County Water Agency Fiscal Year 2026-27 Preliminary Budget as presented and submitted at the May 28, 2026 budget hearing, together with the recommended changes in Exhibit A, as attached, be adopted as the Kern County Water Agency's Fiscal Year 2026-27 Budget.

Exhibit A
Recommended Changes
to the
Kern County Water Agency
FY 2026-27 Preliminary Budget (In Dollars)

A	B	C	D	E	F	G	H	I
Fiscal Year	Fund	Cost Center	Object Code	Current Amount	Proposed Amount	Favorable / (Unfavorable)		
1	2026-27	General Fund	01 - Revenues/Transfers	7098 - Transfers to Other Funds	8,210,656	8,333,786	(123,130)	exp 1
2	2026-27	General Fund	Increase to Reserves & Designations		39,690,489	39,567,359	123,130	exp 2
3						-		3
4								4
5	2026-27	State Contract Payment Fund	16 - State Activities	5550 - Associations and Professional Memberships	1,106,700	1,323,730	(217,030)	exp 5
6	2026-27	State Contract Payment Fund	18 - Bay-Delta Activities	5550 - Associations and Professional Memberships	720,600	626,700	93,900	exp 6
7	2026-27	State Contract Payment Fund	16 - State Activities	7099 - Transfers from Other Funds	3,442,320	3,659,350	217,030	rev 7
8	2026-27	State Contract Payment Fund	18 - Bay-Delta Activities	7099 - Transfers from Other Funds	2,286,230	2,192,330	(93,900)	rev 8
9						-		9
10								10
11	2026-27	Water Management	29 - Water Management	4700 - Investment Income	300,000	750,000	450,000	rev 11
12	2026-27	Water Management	Increase to Reserves & Designations		27,456,757	27,906,757	(450,000)	exp 12
13						-		13
14								14
15	2025-26	Improvement District No. 4	47 - Treated Water	5300 - Power for Operations	900,000	865,000	35,000	exp 15
16	2026-27	Improvement District No. 4	45 - Surface Water Supply	5130 - CVC O&M Costs	1,222,200	1,302,860	(80,660)	exp 16
17	2026-27	Improvement District No. 4	43 - Groundwater Banking	4430 - Exchange/Conveyance Fees	7,185,000	8,185,000	1,000,000	rev 17
18	2026-27	Improvement District No. 4	43 - Groundwater Banking	5101 - Groundwater Extraction Fees	310,520	1,310,520	(1,000,000)	exp 18
19	2026-27	Improvement District No. 4	47 - Treated Water	5300 - Power for Operations	1,038,000	665,000	373,000	exp 19
20	2026-27	Improvement District No. 4	47 - Treated Water	5720 - Structures & Improvements	770,000	1,615,000	(845,000)	exp 20
21	2026-27	Improvement District No. 4	47 - Treated Water	5740 - Electrical & Mechanical	1,279,000	479,000	800,000	exp 21
22	2026-27	Improvement District No. 4	48 - Distribution	4402 - Participant's Power Costs	5,294,000	4,498,880	(795,120)	rev 22
23	2026-27	Improvement District No. 4	48 - Distribution	5300 - Power for Operations	5,294,000	4,498,880	795,120	exp 23
24	2026-27	Improvement District No. 4	Increase to Reserves & Designations		183,284	465,624	(282,340)	exp 24
25						-		25
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Exhibit A
 Recommended Changes
 to the
 Kern County Water Agency
 FY 2026-27 Preliminary Budget (In Dollars)

A	B	C	D	E	F	G	H	I
Changes to Exhibit Section of the FY 2026-27 Preliminary Budget:								
Fiscal Year	Fund	Cost Center	Assoc. & Prof. Memberships Exhibit "A" Description (5550)	Current Amount	Proposed Amount	Decrease / (Increase)		Item No.
2026-27	State Contract Payment Fund	16 - State Activities	State Water Contractors, Inc.*	1,098,500	1,315,530	(217,030)		1
2026-27	State Contract Payment Fund	18 - Bay-Delta Activities	State Water Contractors, Inc.*	709,400	615,500	93,900		2
Fiscal Year	Fund	Cost Center	Structures & Improvements Exhibit "G" Description (5720)	Current Amount	Proposed Amount	Decrease / (Increase)		Item No.
2026-27	Improvement District No. 4	47 - Treated Water	Laboratory Retrofit/Expansion*	-	845,000	(845,000)		3
Fiscal Year	Fund	Cost Center	Electrical & Mechanical Equipment Exhibit "I" Description (5740)	Current Amount	Proposed Amount	Decrease / (Increase)		Item No.
2026-27	Improvement District No. 4	47 - Treated Water	1.75MG Generator Repairs*	800,000	-	800,000		4

