

Proposal from SEIU 521 to Kern County

SEIU reserves the right to add, modify, and delete to the following proposal.

34

Section Salary Adjustments

6.

- A. During the term of this Agreement, Kern County will continue payment of the biweekly "New Employee Premium Pay", equal to 6% of base salary for those employees hired on or after October 27, 2007, and who are earning retirement service credit under Government Code section 31676.0 I commonly referred to as 1.62% at age 65. The New Employee Premium Pay shall be calculated by multiplying the employee's hourly rate times the amount of hours the employee is paid for during the pay period including hours worked and paid time off but excluding overtime. Notwithstanding the foregoing and in addition to the provisions contained in Article VI, Section 2, employees will not receive the New Employee Premium Pay if, for any reason, the employee is earning service credit under the higher 3% at age 60 defined benefit formula.
- B. Base Cost of Living Adjustment (COLA) Salary Schedule
1. Effective with the pay period following July 1, 2024 and the beginning of the pay period following July 1st of each subsequent year, all employees will move to the next higher base COLA step in the associated range for their classification until they reach Step 10.
 2. Advancement between steps is not based upon employee performance.
 3. The implementation of this Base COLA Salary Schedule is not intended to limit or prevent the negotiation of additional COLAs
- C. Additional COLAs
1. Effective with the pay period following July 1, 2024, employees covered by this MOU will receive an additional COLA of at **seven percent (7%)** of their base salary, which will be represented by an increase in salary range of **1.4** for each classification. The County agrees to reopen negotiations on this section if another bargaining unit negotiates a COLA higher than **seven percent (7%)**
 2. Effective with the pay period following July 1, 2025, employees covered by this MOU will receive an additional COLA of at **seven percent (7%)** of their base salary, which will be represented by an increase in salary range of **1.4** for each classification. The County agrees to reopen negotiations on this section if another bargaining unit negotiates a COLA higher than **seven percent (7%)**
 3. Effective with the pay period following July 1, 2026, employees covered by this MOU will receive an additional COLA of at **seven percent (7%)** of their base salary, which will be represented by an increase in salary range of **1.4** for each classification. The County agrees to reopen negotiations on this section if another bargaining unit negotiates a COLA higher than **seven percent (7%)**
 4. For classifications where the sum of the COLA and any additional salary adjustments made effective on July 1 2024 do not cumulatively result in a wage increase of at least **\$1.50 per hour** for Step 1 of the Classification in year one of the Agreement, the salary range for that classification shall be realigned to achieve a minimum **\$1.50 per hour raise at Step 1** in year one with the range adjusted as necessary to retain the 2% increment between each of the steps.

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5. For classifications where the sum of the COLA and any additional salary adjustments made effective on July 1 2025 do not cumulatively result in a wage increase of at least \$1.50 per hour for Step 1 of the Classification in year one of the Agreement, the salary range for that classification shall be realigned to achieve a minimum \$1.50 per hour raise at Step 1 in year one with the range adjusted as necessary to retain the 2% increment between each of the steps.
6. For classifications where the sum of the COLA and any additional salary adjustments made effective on July 1 2026 do not cumulatively result in a wage increase of at least \$1.50 per hour for Step 1 of the Classification in year one of the Agreement, the salary range for that classification shall be realigned to achieve a minimum \$1.50 per hour raise at Step 1 in year one with the range adjusted as necessary to retain the 2% increment between each of the steps.

County of Kern and SEIU Local 521
June 13, 2024

County Proposal #1

Salary Adjustments

A. During the term of this Agreement, Kern County will continue payment of the biweekly "New Employee Premium Pay", equal to 6% of base salary for those employees hired on or after October 27, 2007, and who are earning retirement service credit under Government Code section 31676.01 commonly referred to as 1.62% at age 65. The New Employee Premium Pay shall be calculated by multiplying the employee's hourly rate times the amount of hours the employee is paid for during the pay period including hours worked and paid time off but excluding overtime. Notwithstanding the foregoing and in addition to the provisions contained in Article VI, Section 2, employees will not receive the New Employee Premium Pay if, for any reason, the employee is earning service credit under the higher 3% at age 60 defined benefit formula.

B. Base Cost of Living Adjustment (COLA) Salary Schedule

1. Effective January 1, 2022, a 10-step Base COLA Salary Schedule included in Appendix B to this MOU is adopted for all employees covered by this MOU.

~~2. The 10-step Base COLA Salary Schedule has 2% incremental growth between each COLA step.~~

~~3. Base COLA Step 1 begins 5% higher and equivalent to current step B.~~

~~4. All current employees will be transitioned to the new salary schedule with the pay period beginning January 1, 2022, at the following salary ranges for their current classification and as indicated in subsections 3-8 below.~~

~~5. Employees at current Step A will be placed at Step 1 in the associated range for their classification.~~

~~6. Employees at current Step B will be placed at Step 3 in the associated range for their classification.~~

~~7. Employees at current Step C will be placed at Step 5 in the associated range for their classification.~~

~~8. Employees at current Step D will be placed at Step 7 in the associated range for their classification.~~

~~9. Employees at current Step E will be placed at Step 9 in the associated range for their classification.~~

~~10. Employees at current Step C or D, except those receiving an adjustment as agreed in Subsection D below, with a future increment date of January 2, 2022, through February 21, 2022, will be placed in the new salary schedule as if they had received that increment prior to the implementation.~~

~~I1. Employees at current Step B, except those receiving an adjustment as agreed in subsection D below, with a future increment date of January 2, 2022, through February 7, 2022, will be placed in the new salary schedule as if they had received that increment prior to the implementation.~~

I2. Effective with the pay period following July 1, 2024² and the beginning of the pay period following July 1st of each subsequent year, all employees will move to the next higher base COLA step in the associated range for their classification until they reach Step 10. Including Departmental Aid and all represented part time employees.

~~I2.~~

~~3. Advancement between steps is not based upon employee performance.~~

I4. The implementation of this Base COLA Salary Schedule is not intended to limit or prevent the negotiation of additional COLAs.

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A. Additional COLAs

- I. Effective with the pay period following July 1, 2024~~2~~, employees covered by this MOU will receive an additional COLA of at least two ~~and one-half~~ percent (2.00~~5~~%) of their base salary, which will be represented by an increase in salary range of 0.4 for each classification. The County agrees to reopen negotiations on this section if another bargaining unit negotiates a COLA higher than two ~~and one-half~~ percent (2.00~~5~~%).

- ~~2.~~ 2. The County agrees to reopen negotiations for an additional COLA that could take effect ~~on pay period following~~ July 1, 2025, 2026, and 2027~~3~~. Such negotiations would start no earlier than January ~~1, 2023, 1st~~ of each year.
- ~~3.~~ 3. Effective with the pay period July 1, 2024 employees covered by this MOU will receive a 7 percent COLA and July 2025 7 percent COLA and July 2026 7 percent COLA.

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Additional Salary Adjustments

- ~~1. Effective with the pay period following adoption of this Agreement, equity adjustments for the classifications included in Appendix C shall be made.~~
- ~~2. Effective with the pay period following adoption of this Agreement, minimum wage adjustments and compaction adjustments for the classifications included in Appendix D shall be made.~~

Classification & Compensation

~~The County and the Union agree to meet and confer regularly during the first 6 months of this Agreement to review and propose potential changes to salary range, job specification, and flexible classification series eligibility for classifications that have been identified as difficult to recruit and retain, including:~~

- ~~1. Social Service Workers I-V~~
- ~~2. Human Service Technicians I-III~~
- ~~3. Deputy Public Defenders I-V~~
- ~~4. Public Works Maintenance Workers I-III~~
- ~~5. Sheriff's Aides~~
- ~~6. Fire and Sheriff Dispatchers~~
- ~~7. Legal Secretaries~~
- ~~8. Child Support Customer Service Representatives~~
- ~~9. Deputy Coroners~~
- ~~10. Departmental Analysts~~
- ~~11. Administrative Coordinators~~
- ~~12. Accountant and Fiscal Support Series~~
- ~~13. Behavioral Health and Public Health Nurses~~
- ~~14. Electronic Health Record Specialists~~

~~The parties may mutually agree to identify additional classifications for review.~~

~~The County shall prepare a total compensation study using its list of comparable counties for each classification and provide the study to the Union at least 1 week prior to the scheduled meeting in which the classification is to be discussed.~~

~~Upon agreement, the parties shall bring any proposed changes to the Board of Supervisors and Civil Service Commission, as applicable, for adoption.~~

Tentative Agreement:

Kern County:

SEIU Local 521:

Tracey Eldridge

Date

Yvonne Davila

Date