County of Kern and SEIU Local 521
July 13, 2024

County Proposal #2
Clean-Up Language

Salary Adjustments

A. During the term of this Agreement, Kem 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 January l, 2022, a l 0-step Base COLA Salary Schedule included in Appendix B to this MOU is adopted for all employees covered by this MOU.

2. Effective with the pay period following July 1, 2022 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.

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

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

A. Additional COLAs

1. Effective with the pay period following July I, 2024, employees covered by this MOU will receive an additional COLA of at least two percent (2.00%) of their base salary, which will be represented by an increase in salary range of 0.5 for each classification. The County agrees to reopen negotiations on this section if another bargaining unit negotiates a COLA higher than two percent (2.00%).

2. The County agrees to reopen negotiations for an additional COLA that could take effect pay period following July 1, 2025, 2026, and 2027. Such negotiations would start no earlier than January 1st of each year.

Tentative Agreement:

Kern County:		SEIU Local 521:	
_____		_____	
Tracey Eldridge	Date	Yvonne Davila	Date