

The County of Kern & SEIU MOU Negotiations
August 21, 2024
County's Response to SEIU's Proposal #1

Add the following to the MOU:

Article V- Compensation

Section 23 – Public Defender Supervisory Pay

The County shall compensate all Public Defenders who have been assigned by the Public Defender and/or his/her designee to supervise a permanent unit within the Public Defender's Office a special assignment pay equivalent to 10% of the assigned employees base salary. Such premium compensation shall only be paid during the period in which the employee is assigned to this supervisory role. The Public Defender shall have full and complete discretion to assign and reassign staff into and from supervisory roles as needed within the department, and as authorized by the Board of Supervisors.

Section 24 – Public Defender Professional Fees

The County agrees to pay 100% of State Bar dues for each qualified represented employee.

Section 25- Public Defender Development Allowance

The County shall provide each qualified employee covered by this MOU with an annual allowance of \$1,000 to cover the costs of continuing legal education programs, for membership in local or specialized Bar Association groups, and/or for the purchase of prior approved educational materials including, but not necessarily limited to; books, audio/video tapes, software programs. Prior approval by the Public Defender is required and employee will be reimbursed for their approved purchases.

*All TA's will be included in the adoption of the MOU by the Board of Supervisors and not effective until such date as defined in the MOU adoption.

Tentative Agreement:

For the County:

For SEIU:

 5.20.25
Tracey A. Eldridge, CHRO Date


Yvonne Davila, SEIU Lead Negotiator Date