

Service Employees' International Union Local 521 (SEIU)
MOU Negotiations 2019-2021

County Proposal

Date: November 10, 2021

Bargaining Units: 1-6

MOU Section: Article V, Section 7 – Classification & Compensation

Section 7. Classification & Compensation

- A. The County and the Union agree to meet and confer regularly during the first six 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.

- B. 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 one week prior to the scheduled meeting in which the classification is to be discussed.
- C. 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

Chief Negotiator

Date

SEIU

Chief Negotiator

Date