

Kern County/SEIU
2021 Collective Bargaining Agreement Negotiations

Revised County Last, Best, and Final Offer

Date: November 10, 2021

Bargaining Units: Units 1-6 and J

1. Proposed Contract Term through June 30, 2024
2. January 2022 – a new 10-Base COLA step salary schedule for all covered employees (see revised attachment A and attachment B)
 - a. Effective with pay period beginning January 1, 2022, or final adoption by the Board of Supervisors, whichever occurs later
 - i. Step A = Step 1, Step B = Step 3, Step C = Step 5, Step D = Step 7, Step E = Step 9
 - b. Ten Base COLA steps with 2% incremental growth between each COLA step
 - c. Base COLA Step 1 begins 5% higher and equivalent to current Step B
 - d. Each subsequent July all employees graduate to next step with the until they reach Base COLA Step 10
 - e. Base COLA steps are not based upon employee performance
 - f. The implementation of the Base COLA schedule is not intended to limit or prevent the negotiation of additional COLAs
3. July 2022 – a 2.5% additional COLA
4. July 2023 – reopener to discuss an additional COLA for July 2023 starting in January 2023
5. Minimum wage salary adjustments effective January 1, 2022, or final adoption by the Board of Supervisors, whichever occurs later, with new Base COLA salary schedule (see attachment C)
6. Additional equity salary adjustments effective the pay period following final adoption by the Board of Supervisors (see attachment D)
7. Elimination of Retention Bonus and Me-Too language in Article V, Section 6
8. Revised Classification and Compensation, Article V, Section 7 (see attachment E)
9. Probation Program Specialist Training Pay
10. Removal of Ag Biologist/WM Inspector Series from Uniform Allowance, Article VI, Section 5B
11. Winter Recess in December 2021, 2022, and 2023 expiring with term of agreement
12. Elimination of Service Awards, Article II, Section 2
13. All tentative agreements signed by the parties through November 30, 2020
14. All side letter agreements between the parties prior to August 18, 2021
15. Increase in life insurance from \$10,000 to \$20,000 per employee

Tentative Agreement Date: _____

For the County:

For the SEIU:

Devin Brown

Teneya Johnson