

The County of Kern & SEIU MOU Negotiations

November 18, 2024

Kern County Proposal #3

Last, Best, and Final Offer

***Proposals are presented as a package deal**

Proposal #2 – Clean up language

Sent to SEIU on 6/13/2024

Proposal #3 - Salary

Total County Cost of Proposal for Y1 = \$18,120,573.69

Total County Cost of Proposal for Y2 (Cumulative of Year 1) = \$36,241,147.38

Total County Cost for 2 years = \$36.2M

***All salary increases are post-COLA ranges that were effective July 13, 2024**

Contract Term – 3 years, set to expire June 30, 2027

Salary – Total Cost \$36.2M

Year 1 - 3% increase effective pay period following Board approval

Year 2 - 3% increase effective pay period 2025-14, 7/12/2025 payable 8/5/2025

Year 3 – Salary reopener

Vacation Pay Out – Proposal is one option at SEIU’s choosing, each total \$2.8M

Option 1 – Onetime cash out of 30 hours of vacation for those employees that would have 30 hours remaining vacation in vacation accruals at time of cash out request – Estimate 2,627 SEIU members eligible (50.48%)

Option 2 – Onetime cash payment option of \$500 for all 5,204 SEIU members

DHS Reclass – County Cost \$1M for Y1

Human Services Aide 52.6 to Youth Care Associate 55.4 (3 incumbents) (Step 1 - \$18.11 to \$20.82; 15% increase)

Human Services Aide 52.6 to Youth Care Specialist 57.4 (23 incumbents) (Step 1 - \$18.11 to 23.01; 27% increase)

Group Counselor I 53.8 to Youth Care Associate 55.4 (23 incumbents) (Step 1 - \$19.23 to \$20.82; 8% increase)

Group Counselor II 55.8 to Youth Care Specialist 57.4 (7 incumbents) (Step 1 - \$21.24 to \$23.01; 8% increase)

Group Counselor III 58.1 to Youth Care Supervisor 59.4 (6 incumbents) (Step 1 - \$23.82 to \$25.42; 6.5% increase)

Library Reclass and Salary Increases– County Cost \$457,936 for Y1

Librarian I (58.8, 3 incumbents), Librarian II (59.8, 1 incumbents), Librarian III (61.3 incumbents) - Reclass to Librarian (62.6) and Senior Librarian (63.8) (\$24.67 to \$29.82 – 21% increase; and \$27.95 to \$31.66; 13.50% increase)

Library Associate 53.4 to 56.2 (Step1 \$18.85 to \$21.67; 15% increase)

Equipment Mechanic Salary Changes – County Cost \$399,963 for Y1

Employees will move from current step to same step at new range

Heavy Equipment Mechanic from 58.7 to 60.9 (19 incumbents at PW)
(Step 1 - \$24.55 to \$27.40; 11.50% increase)

Fire Heavy Equipment Mechanic from 58.7 to 60.9 (12 incumbents at Fire) (Step 1 - \$24.55 to \$27.40; 11.50% increase)

Supervising Heavy Equipment Mechanic from 62.5 to 64.8 (2 incumbents at PW and 3 at Fire) (Step 1 - \$29.67 to \$33.28; 11.50% increase)

Equipment Maintenance Superintendent, from 65. To 67.3 (1 incumbent at Fire)
(Step 1 - \$33.61 to \$37.70, 11.50%; 11.50% increase)

Various Salary Increases – County Cost \$1.1M for Y1

Employees will move from current step to same step at new range

Security Attendant from 50.7 to 54.6 (\$63,445 with 5 incumbents) (Step 1 -\$16.47 to \$20.01; 21.50% increase)

Technology Services Supervisor from 69.6 to 70.2 (\$20,745 with 13 incumbents)
(Step 1 - \$42.48 to \$43.57; 2.55% increase)

Deputy Clerk of the Board from 56.8 to 60.6 (\$9,2466.70 with 5 incumbents) (Step 1 - \$22.33 to \$26.99; 9%)

Election Processing Coordinator from 60.3 to 62 (\$6,371.71 with 3 incumbents)
(Step 1 - \$26.59 to \$28.94; 8.50% increase)

Administrative Coordinator from 60.3 to 62 (\$795,090 with 85 incumbents) (Step 1 - \$26.59 to \$28.94; 8.50% increase)

Sr HR Specialist from 59 to 60 (\$81,532 with 17 incumbents) (Step 1 - \$24.92 to \$26.19; 5% increase)

Fiscal Support Supervisor from 59.6 to 60 (\$70,056 with 36 incumbents) (Step 1 - \$25.68 to \$26.17; 2% increase)

Office Services Coordinator from 57.1 to 59 (\$93,280 with 11 incumbents) (Step 1 - \$22.67 to \$24.92; 9.50% increase)

County Proposal #4 – Rights of Parties

Sent to SEIU on 8/13/2024

Tentative Agreement:

For the County:

For SEIU:

Tracey A. Eldridge, CHRO Date

Yvonne Davila, SEIU Lead Negotiator Date