

Proposal from SEIU 521 to Kern County

SEIU reserves the right to add, modify, and delete to the following proposal.

Proposal 36

Section Salary Adjustments

6.

- A. During the term of this Agreement, Kern 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 with the pay period following July 1, 2024 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.
 2. Advancement between steps is not based upon employee performance.
 3. The implementation of this Base COLA Salary Schedule is not intended to limit or prevent the negotiation of additional COLAs
- C. Additional COLAs
1. Effective with the pay period following July 1, 2024, employees covered by this MOU will receive an additional COLA of **seven percent (6%)** of their base salary, which will be represented by an increase in salary range of **1.4** for each classification. The County agrees to reopen negotiations on this section if another bargaining unit negotiates a COLA higher than **seven percent (6%)**
 2. Effective with the pay period following July 1, 2025, employees covered by this MOU will receive an additional COLA of **seven percent (6%)** of their base salary, which will be represented by an increase in salary range of **1.4** for each classification. The County agrees to reopen negotiations on this section if another bargaining unit negotiates a COLA higher than **seven percent (6%)**
 3. Effective with the pay period following July 1, 2026, employees covered by this MOU will receive an additional COLA of **seven percent (5%)** of their base salary, which will be represented by an increase in salary range of **1.4** for each classification. The County agrees to reopen negotiations on this section if another bargaining unit negotiates a COLA higher than **seven percent (5%)**
 4. For classifications where the sum of the COLA and any additional salary adjustments made effective on July 1 2024 do not cumulatively result in a wage increase of at least **\$1.50 per hour** for Step 1 of the Classification in year one of the Agreement, the salary range for that classification

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shall be realigned to achieve a minimum **\$1.50 per hour raise at Step 1** in year one with the range adjusted as necessary to retain the 2% increment between each of the steps.

5. For classifications where the sum of the COLA and any additional salary adjustments made effective on July 1 2025 do not cumulatively result in a wage increase of at least **\$1.50 per hour** for Step 1 of the Classification in year one of the Agreement, the salary range for that classification shall be realigned to achieve a minimum **\$1.50 per hour raise at Step 1** in year one with the range adjusted as necessary to retain the 2% increment between each of the steps.
6. For classifications where the sum of the COLA and any additional salary adjustments made effective on July 1 2026 do not cumulatively result in a wage increase of at least **\$1.50 per hour** for Step 1 of the Classification in year one of the Agreement, the salary range for that classification shall be realigned to achieve a minimum **\$1.50 per hour raise at Step 1** in year one with the range adjusted as necessary to retain the 2% increment between each of the steps.