Kern County
Agt. # 1214-2024

SIDE LETTER AGREEMENT NO. 2
BETWEEN THE COUNTY OF KERN
AND
THE SERVICE EMPLOYEES' INTERNATIONAL UNION EXTRA-HELP

WHEREAS, the County and Kern ("County") and the Service Employees' International Union ("SEIU") desire to maintain effective employer-employee relations for represented employees of the County of Kern; and

WHEREAS, representatives of the County and SEIU (collectively referred to herein as the "Parties") most recent Memorandum of Understanding ("MOU") providing for wages, hours, and terms and conditions of employment expired on June 30, 2024;

WHEREAS, the Parties have begun negotiations over a successor MOU, but have not reached a full tentative agreement;

WHEREAS, the Parties have met and conferred in good faith and reached separate agreement over the implementation of a salary adjustment for affected extra-help classifications to ensure parity with their permanent counterpart, to be effective retroactively to July 13, 2024;

NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

1. While the Parties continue to negotiate over a successor MOU, the Parties agree to implement a salary adjustment for extra-help classifications titled, Youth Services Officer Cook, Youth Services Officer I, Youth Servies Officer Maintenance Worker, Probation Supervisor, and the Deputy Probation Officer I/II/III series to ensure salary range parity with their permanent counterpart.

2. Incumbents within the affected classifications shall receive a salary adjustment of five percent (5.0%) of their base salary, which is represented by an adjustment in salary range of 1.0 for each covered classification. This salary adjustment shall be effective retroactively to July 13, 2024, which will be represented for each classification as follows:

Item No.	Classification	Current Range	New Range
8416	Youth Services Officer Cook	57.4	58.4
8421	Youth Services Officer I	57.4	58.4
8419	Youth Services Officer Maintenance Worker	59.9	60.9
8431	Probation Supervisor	66.4	67.4
8410	Deputy Probation Officer I	59.5	60.5
8412	Deputy Probation Officer II	62.6	63.6
8414	Deputy Probation Officer III	64.5	65.5

3. If the Parties reach agreement on a successor MOU prior to implementation of this salary adjustment, this Side Letter Agreement will be incorporated into such successor MOU and implemented in addition to those other terms and conditions agreed upon by the Parties.

4. This Side Letter Agreement does not alter, modify, or limit in any way the parties' ability to hold to or make separate proposals for compensation as part of the ongoing successor MOU negotiations.

SERVICE EMPLOYEES'
INTERNATIONAL UNION, LOCAL 521:

Yvonne Davila
Regional Director, SEIU, Local 521

COUNTY OF KERN:

NOV 0 5 2024

Chairman, Board of Supervisors

Tracey Eldridge
Chief Human Resources Officer

Approved as to Form
Kate Zimmermann
Deputy County Counsel