



June 17, 2025

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Board of Supervisors
Kern County Administrative Center
1115 Truxtun Avenue
Bakersfield, CA 93301

**PROPOSED MEMORANDUM OF UNDERSTANDING WITH
SERVICE EMPLOYEES' INTERNATIONAL UNION LOCAL 521 FOR WAGES, HOURS AND TERMS AND
CONDITIONS OF EMPLOYEMENT FOR BARGAINING UNITS 1-6, A, B, E, G, H, J, and S
THROUGH JUNE 30, 2026**

Fiscal Impact: \$39.6 Million Estimated; Budgeted; Discretionary

The Human Resources Division requests your Board's approval to the Memorandum of Understanding ("MOU"), between the County of Kern and the Service Employees International Union Local 521 (SEIU).

The current MOU expired on June 30, 2024. After lengthy negotiations, the parties have reached a tentative agreement and SEIU membership have ratified that tentative agreement. The parties jointly propose the attached successor MOU for Board of Supervisors approval.

The key substantive changes provided in this MOU include:

- Contract term through June 30, 2026
- 6% Salary increase effective June 28, 2025
- Equity adjustments and reclasses for over 30 classifications totaling over \$3.3 million
- \$1,500 one-time cash payment
- Combine SEIU Local 521, Extra Help and SEI Criminal Justice Unit into one MOU
- Addition of 5 languages to bilingual pay and an increase in the special pay
- Increases to Tool and Uniform Allowances
- Addition of Boot Allowance for General Services and Public Works
- Addition of a Personal Holiday with no cash value
- Incorporation of other previous sides letter agreements
- Incorporation of tentative agreements regarding Public Defender items and repayment of overpayments
- Clearer and updated definitions of Availability Pay and Standby Pay
- Field Officer Training Pay for Park Rangers
- Addition of Climbing/Rescuer Certification pay for specific classifications

The estimated cost of the proposed MOU is \$39.6 million, of which \$10.1 million is one-time cost. The County Administrative Office will incorporate the cost in the FY 2025-26 departmental budgets.

County Counsel has approved the Memorandum of Understanding as to form.

GROUND  BOUNDLESS

Therefore, IT IS RECOMMENDED that your Board approve the proposed Memorandum of Understanding with Service Employees International Union Local 521 for wages, hours, and terms and conditions of employment through June 30, 2026, and authorize the Chairman to sign, and direct the Human Resources Division to amend the Departmental Positions and Salary Schedule and process any necessary payroll transactions.

Sincerely,

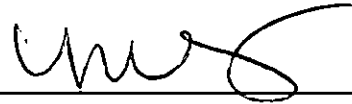
A handwritten signature in cursive script, appearing to read "Tracey A. Eldridge".

Tracey A. Eldridge
Chief Human Resources Officer

cc: SEIU Local 521

CERTIFICATE OF DELIVERY OF DOCUMENT

I am employed by the County of Kern as a Deputy Clerk of the Board of Supervisors. On June 19, 2025, I delivered a copy of the document entitled Kern County Agreement No. 323-2025 to the Chairman of the Kern County Board of Supervisors.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end, positioned above a solid horizontal line.

Deputy Clerk of the Board