

Proposal from SEIU 521 to Kern County

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

New Section**Outclass Pay**

The County and the Union agree that it is the intent whenever possible, to avoid working an employee out of classification for a prolonged period of time.

Section 1. Acting/Interim Pay- The County and the Union agree that when employee is assigned duties and responsibilities of another position for a period of time not to exceed 5 days. The compensation for the acting/interim pay shall be within the salary range of the class working or assigned with a minimum of 5% of base salary.

Section 2. Temporary Assignment- The County and the Union agree that assigning an employee to perform the duties of a higher class will occur only to meet work requirements. When performing duties assigned by the Supervisor, the employee shall be compensated for the full workday at base rate of higher classification or 5% above current step whichever is higher.

Lead Pay

Section 3. The County and the Union agree that when an employee is assigned as follows, they shall receive a five percent (5 %) increase during the period of such lead assignment:

A. When any employee is responsibility over any work release, community service workers or community volunteers.

B. When any employee is assigned lead worker responsibility over two (2) or more employees including extra help.

Two (2) means, an employee group of two (2) including the lead worker.

Training Pay

Any time any employee is asked to train, mentor, or be shadowed shall be compensated for performing duties assigned by the Supervisor, the employee shall be compensated for the full workday at base rate of 5% of their base salary.