

**SIDE LETTER AGREEMENT
BETWEEN THE COUNTY OF KERN
AND
THE SERVICE EMPLOYEES' INTERNATIONAL UNION**

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 the SEIU (collectively referred to herein as the "Parties") most recent Memorandum of Understanding ("MOU") providing for wages, hours, and terms and conditions of employment is set to expire 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 Cost-of-Living Adjustment ("COLA") to be effective 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 an additional COLA for all SEIU members during 2024.
2. Employees covered by the SEIU MOU shall receive an additional COLA of two percent (2.0%) of their base salary, which is represented by an adjustment in salary range of 0.4 for each covered classification. This additional COLA shall take effect July 13, 2024.
3. If the Parties reach agreement on a successor MOU prior to implementation of this additional COLA, 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.

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**SERVICE EMPLOYEES'
INTERNATIONAL UNION, LOCAL 521:**




Yvonne Davila
Regional Director, SEIU, Local 521

COUNTY OF KERN:



JUN 04 2024

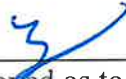
Chairman, Board of Supervisors



Elsa Martinez
Interim County Administrative Officer



Tracey Eldridge
Chief Human Resources Officer



Approved as to Form
Kate Zimmermann
Deputy County Counsel