

Proposal from SEIU 521 to Kern County

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

Longevity Pay

Permanent full-time and permanent part-time employees who have completed 5 years of continuous County service shall receive an additional 2.5% longevity pay on base wages.

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Permanent full-time and permanent part-time employees who have completed 10 years of continuous County service shall receive an additional 2.5% longevity pay on base wages (total 5%).

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Permanent full-time and permanent part-time employees who have completed 15 years of continuous County service shall receive an additional 2.5% longevity pay on base wages (total 7.5%).

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Permanent full-time and permanent part-time employees who have completed 20 years of continuous County service shall receive an additional 2.5% longevity pay on base wages (total 10%).

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Permanent full-time and permanent part-time employees who have completed 25 years of continuous County service shall receive an additional 2.5% longevity pay on base wages (total 12.5%).

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Permanent full-time and permanent part-time employees who have completed 30 years of continuous County service shall receive an additional 2.5% longevity pay on base wages (total 15%).

For subsections A, B, C, and D, continuous County service shall have the same meaning as presently used in applying vacation seniority date.

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For subsection E above, the term "years of service" shall mean years of service for the County of Kern as calculated by the Kern County Employees' Retirement Board in determining eligibility for retirement.

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An employee, who during the term of this Agreement reaches an anniversary date for longevity pay, shall receive such pay beginning with the first payroll period following their anniversary date.