

Proposal from SEIU 521 to Kern County  
SEIU reserves the right to add or modify or delete to the following proposal.

Supervisory and Specialized Unit Assignment Pay

The County shall compensate all Deputy Public Defender Attorneys who have been assigned by the Public Defender and/or their designee to supervise a permanent unit with the Public Defender's Office or assigned/certified to cases within the Public Defender's Office identified below shall receive a special assignment pay equivalent to the following percentage of the assigned employee's base salary:

- |  |       |
|--|-------|
| 1. Supervisory Assignment                                | 10.0% |
| 2. Death Penalty Qualified Certification                 | 7.5%  |
| 3. Probate Certification                                 | 7.5%  |
| 4. State Bar Specialist Certification                    | 5.0%  |
| 5. Juvenile Representation Certification                 | 5.0%  |
| 6. Outlying Branch Court                                 | 5.0%  |
| 7. Enhanced Mandatory Continuing Education Certification | 5.0%  |

Such premium compensation shall only be paid during the period in which the employee is assigned to these specialized roles. The Public Defender shall have full and complete discretion to assign and reassign staff into and from these specialized roles as needed within the department, and as authorized by the Board of Supervisors. The reassignment of staff and/or subsequent loss of these special assignment pays are not grievable.

Recruitment Bonus

The County will provide all employees hired on or after \_\_\_\_\_ in a permanent capacity as a Deputy Public Defender a \$15,000 non-pensionable recruitment bonus. The bonus shall be payable in full upon appointment by the Public Defender subject to completion of a five-year term of service with the hiring department.

Appointees who do not complete the agreed upon term of service shall be subject to repayment of the bonus with the following amortization schedule:

1. Less than one year of service - \$15,000
2. Less than two years of service - \$12,000
3. Less than three years of service - \$9,000
4. Less than four years of service - \$6,000
5. Less than five years of service - \$3,000

Appointees shall acknowledge in writing the terms and conditions required for the bonus prior to receipt of payment.

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This subsection shall not apply to appointees who are current County employees, employed as an attorney, or who have been previously employed by the County as an attorney within three years of their appointment.

Professional Development Allowance

The County shall provide each employee covered by this MOU with an annual allowance of \$1,000 to cover the cost of continuing legal education programs, for membership in local or specialized Bar Association groups, and/or for the purchase of approved educational materials including, but not necessarily limited to; books, audio/video tapes, software programs.

The professional development allowance will be payable bi-weekly with the annual allowance divided by 26.089.

Except as amended herein, each term of the Agreement shall remain in full force and effect.