

Tentative Agreement Ratification Meeting Presentation

Wednesday, January 8, 2025





President's Welcome





Agenda

- Classification Review/Salary Study
- Classification Review/Salary Study Q&A
- Tentative Agreement
- Tentative Agreement Q&A
- Ratification Voting Schedule
- General Q&A
- Session Closing



Classification Review & Salary Study





Purpose of the Classification Review/Salary Study

- To maintain equity and consistency among positions. ([19.2.2](#))
- To re-align the “areas, knowledge, experience, skills, and duties” of the job description with the actual work being done. ([19.5.1](#))
- To align compensation with the market to ensure that Classified Professionals are being paid a fair and competitive wage.
- Workload/volume of work is not part of the review or study.

Classification Study Timeline Overview

Timeline	Event/Phase
Fall 2017	Classification Study Negotiated
Spring 2018	Initial RFP Announced and JB Rewards selected
Spring 2019	Contract with JB Rewards Terminated by Mutual Agreement
Fall 2019	RFP Re-Announced and Segal Selected
Spring 2020	<ul style="list-style-type: none">● District-Wide Early Retirement Incentive Resulted in Loss of 100+ Positions● Commencement of COVID-19 Pandemic
Summer 2020-Fall 2020	Employee Position Description Questionnaires Completed
Fall 2020-Fall 2021	Job Descriptions Drafted by Segal and Review by Internal Classification Review Group (180+ Classifications, 400+ Unit Members)
Fall 2021-Fall 2023	1st and 2nd Drafts of Job Descriptions Reviewed with Input from Unit Members and Supervisors
Summer 2023	Benchmark Classifications and Comparable Entities Identified
Fall 2023-Spring 2024	<ul style="list-style-type: none">● Job Description Appeals Completed● Ongoing Classification Tool Developed and Refined● Final Report Developed and Proposed Salary Schedule Options Created● Classification Study and Ongoing Review Process Negotiated
Fall 2024	Salary Schedule Negotiations which includes salary grade placements based upon Market Study.

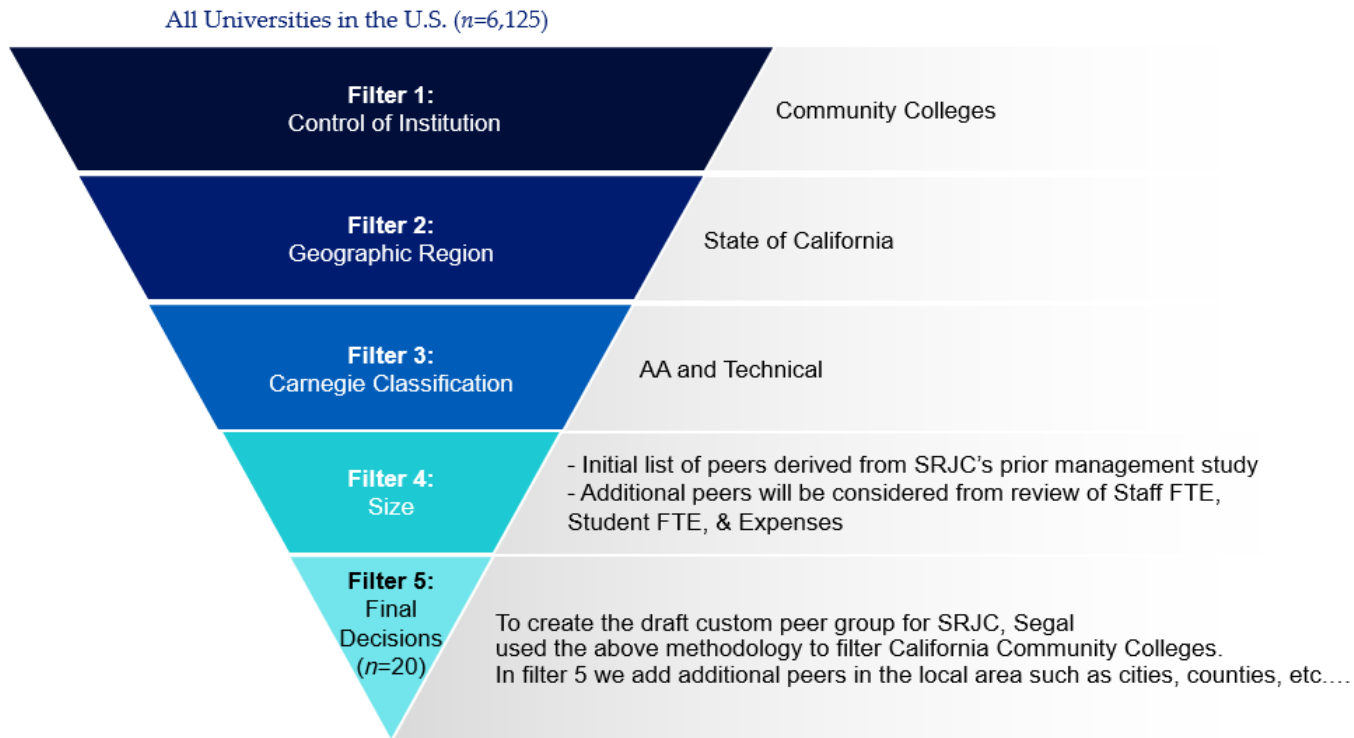


Comparable Entities

- How were the comparable entities selected?
 - Per Segal's RFP, comparable entities "include similar community college districts and public sector entities that are geographically proximate to the District and are likely to have matching jobs" and "might also include public sector employers outside of the immediate commuting area, but that are similar to the District in terms of size, scope, population, or other characteristics."

2023 Proposed Custom Peer Group

Santa Rosa Junior College Filter Selection Methodology for Staff



SRJC Classified Salary Study Comparable Entities

Survey Invitee #	Institution Name	Location	Geo. Region	Carnegie Classification	Student FTE	Student-to-faculty ratio	Staff FTE	Instruct. FTE	Total Expenses
MANAGEMENT TEAM STUDY COMPARABLE ENTITIES									
1	Cerritos College	Norwalk, California	Far West	AA: High Transfer-High Traditional	10,737	26	347	469	\$220,983,839
2	El Camino Community College District	Torrance, California	Far West	AA: High Transfer-High Traditional	11,032	25	466	517	\$314,222,955
3	Long Beach City College	Long Beach, California	Far West	AA: High Transfer-High Traditional	12,623	27	546	509	\$311,212,613
4	Mt San Antonio College	Walnut, California	Far West	AA: Mixed Transfer/Career & Technical-High Traditional	14,212	21	724	655	\$421,490,403
5	Palomar College	San Marcos, California	Far West	AA: Mixed Transfer/Career & Technical-High Traditional	9,439	22	427	480	\$238,466,805
6	Pasadena City College	Pasadena, California	Far West	AA: High Transfer-High Traditional	11,874	21	416	560	\$275,024,180
7	Santa Monica College	Santa Monica, California	Far West	BA/AA: Associate's Dominant	14,702	27	519	617	\$399,809,010
8	Southwestern College	Chula Vista, California	Far West	AA: High Transfer-High Traditional	9,353	22	489	419	\$235,676,517
For Reference	Santa Rosa Junior College	Santa Rosa, California	Far West	AA: High Transfer-Mixed Traditional/Nontraditional	7,839	17	452	545	\$223,173,915
For Reference				25 th percentile	9,375	21	433	472	\$236,374,089
For Reference				50 th percentile	10,885	22	478	513	\$262,400,523
For Reference				75 th percentile	12,436	26	539	556	\$313,470,370
For Reference				SRJC as a % of 50 th	72.00%	77.30%	94.70%	106.20%	85.10%
NON-HIGHER EDUCATION COMPARABLE ENTITIES									
Survey Invitee #	Institution Name	Peer Type							
9	City of Santa Rosa	City							
10	Sonoma County	County							
11	Santa Rosa City Schools	School District							
ADDITIONAL COMPARABLE ENTITIES									
Survey Invitee #	Institution Name	Location	Geo. Region	Carnegie Classification	Student FTE	Student-to-faculty ratio	Staff FTE	Instruct. FTE	Total Expenses
12	Riverside City College	Riverside, California	Far West	AA: High Transfer-High Traditional	9,376	23	296	426	\$252,751,575
13	Butte College	Oroville, California	Far West	AA: High Career & Technical-High Traditional	5,892	21	387	312	\$238,068,704
14	Glendale Community College	Glendale, California	Far West	AA: High Transfer-High Traditional	7,552	24	342	360	\$218,887,115
15	San Joaquin Delta College	Stockton, California	Far West	AA: Mixed Transfer/Career & Technical-High Traditional	10,190	35	312	319	\$207,795,496
16	Chaffey College	Rancho Cucamonga, California	Far West	AA: High Transfer-High Traditional	9,546	21	351	520	\$206,559,283
17	Orange Coast College	Costa Mesa, California	Far West	AA: High Transfer-High Traditional	9,768	26	348	422	\$191,995,899
18	Santa Barbara City College	Santa Barbara, California	Far West	AA: High Transfer-High Traditional	7,942	34	307	341	\$183,939,736
19	Sierra College	Rocklin, California	Far West	AA: Mixed Transfer/Career & Technical-High Traditional	8,984	23	303	420	\$167,394,549
20	Sonoma State University	Rohnert Park, California	Far West	Master's: Larger Programs	6,601	20	640	332	\$249,776,866
For Reference	Santa Rosa Junior College	Santa Rosa, California	Far West	AA: High Transfer-Mixed Traditional/Nontraditional	7,839	17	452	545	\$223,173,915



Benchmark Positions & Market Data

- What is a benchmark position?
 - “A benchmark position is one that has a standard and consistent set of responsibilities from one organization to another and for which data is available in valid and reliable salary surveys.”
(hr.lehigh.edu)
- How were the benchmark positions selected?
 - Per Segal’s RFP, the benchmark positions were selected to “capture a broad array of occupational groups, departments, and pay levels throughout the District.”
 - Segal suggested initial benchmark positions and the District and SEIU negotiated the final 100.

Market Assessment - Methodology

- **Comparable Entities:** Segal, in consultation with SRJC's Human Resources team, designed a customized survey that was distributed to 20 comparable organizations¹ representing institutions as well as other public sector entities across California. Of the 20 organizations, 11 participated as listed below:
 - 8 comparable institutions
 - 1 school district
 - 2 public sector comparable entities
 - **Market Competitiveness:** Segal defines market competitiveness to be within 95% to 105% of the market. Benchmark jobs that fall within this market competitive corridor are noted in **black**, jobs below 95% are noted in **red**, and jobs above 105% are noted in **blue**.
- **Market Matching:** Job purpose statements were written for each benchmark job title and provided to comparable entities for matching purposes
 - Jobs are matched base on job content and not job titles, which can vary significantly from organization to organization
 - Use of “70% match” rule where predominance of core responsibilities are matched and a minimum of four matches required for use in analysis
 - Market matches were vetted through Segal's quality review process and SRJC project team

GENERAL INFORMATION

Organization Name

Name

Title

Email

Phone

Address 1

Address 2

City

State

Zip

BACKGROUND INFORMATION

Full-Time Equivalent Employees (FTEs) as of July 1, 2023

Wages & Salaries Budget Within Your Current Fiscal Year

What is the Month in Which your Fiscal Year Begins?

Survey Instructions:

This survey covers pay policies, practices and salaries. Please answer questions related to pay practices and salaries.

Tab 1 contains questions regarding pay practices information

Tab 2 contains a form to provide your organization's matching salary information for general employees and includes the job summaries to assist in matching the positions.

Please read each benchmark job description fully and match your organization's position as closely as possible. As a rule of thumb, if incumbents in your matching job spend at least 75% of their time performing the duties described in the survey job summary and your job requires essentially the same education and experience, your job would be considered an equal match.

Instruction: Please answer each question below, as applicable.

PAY GRADE/PAY RANGE INFORMATION

1. What type(s) of pay structure(s) cover the job titles in your organization? Place an X in all applicable boxes.

Grade and Step

Grades, No Steps (Range minimums and maximums only)

No Ranges (flat rates only)

Please provide any additional information regarding the pay grades used below (for example - differences among job titles).

2A. How do employees progress through the pay range for their current job title? Place an X in all applicable boxes.

Longevity or time in job increases (eg. Established annual date)

Merit/Performance Increases (varies by performance rating)

Market Data Adjustments

Cost of living (CPI) adjustments, General Wage Increases (GWI) or some other index; please specify

Budget process / financial ability

Please provide any additional information regarding pay adjustments below (for example - differences among job titles).

2B. Total Salary Budget Increase (%) scheduled for each fiscal year. If unknown, please write "unknown."

	Prior Fiscal Year (Actual)	Current Fiscal Year (Actual)	Next Fiscal Year (Anticipated)
Non-Exempt Hourly Union			
Exempt Unionized			

Please provide any additional unions with different increase amounts below

3A. Which of the following do you use to adjust pay ranges/grades? Place an X in all applicable boxes.

Market Data (please specify when study was last completed if market data is used to adjust pay ranges/grades)

Cost of living (CPI) adjustment, General Wage Increase (GWI) or some other index; please specify

Budget process / financial ability

Collective Bargaining Agreement

Please provide any additional information regarding pay adjustments below (for example - differences among job titles).

See additional information in response to 2A.

3B. Please indicate the pay range/grade increases (%) scheduled for each fiscal year. If unknown, please write "unknown."

	Prior Fiscal Year (Actual)	Current Fiscal Year (Actual)	Next Fiscal Year (Anticipated)
Non-Exempt Hourly Union			
Exempt Unionized			

Please provide any additional unions with different increase amounts below

4. Does employee pay increase by the same amount when the pay structure amounts are increased? Please indicate "Yes" or "No."

Please provide any additional information regarding employee pay increasing the same amount as pay structure amounts below.

SUPPLEMENTAL PAY

5. Does your organization provide additional pay/allowances/stipends/reimbursements for any of the following?

	Yes or No?	If Yes, Amount (\$ or %)?	Additional Information
Bilingual Pay			
Commuter or Parking Allowance			
Education/Tuition Assistance/Reimbursement			
Employee Certification/Additional Education			
Personal Automobile Usage Stipend/Reimbursement			
Professional Membership Fees			
Retention Bonus			
Shift Differential			
Sign On Bonus			
Special Assignment			
Uniform/Tool Allowance			
Wellness Program Participation Stipend			

Please provide any additional comments regarding other supplemental pay.

#	Survey Job Title	Description of Work	Matching Title	FLSA Status (Exempt or Non-Exempt)	Full Time Work Week Definition (40, 35, etc.)	Degree of Match	Pay Ranges Effective July 1, 2023		
						("+" means my organization's job has greater responsibilities; "=" means my organization's job has equal responsibilities; "-" means my organization's job has less responsibilities)	ANNUAL Base Pay Range Minimum	ANNUAL Base Pay Range Maximum	Actual Average ANNUAL Pay Rate (base pay)
1	Accompanist/Vocal Coach	<p>Assists students in preparing for recitals and assessments by providing accompanist and vocal coaching services. Supports faculty with tasks such as preparing recordings, practice files, and other digital media. Performs in recitals and concerts.</p> <p>Qualifications: Bachelor's degree in Music or a closely related field of study required. 3+ years of related experience with musical accompaniment.</p>		[Please Select]		[Please Select]			

Appendix

Comparable Entities

- The custom survey document was sent to the following comparable employers:

Peer Employer	Responded to Survey?
Butte College	Data collected from available information online
Cerritos College	No participation
Chaffey College	Data collected from available information online
City of Santa Rosa	No participation
El Camino Community College District	No participation
Glendale Community college	No participation
Long Beach City College	Data collected from available information online
Mt. San Antonio College	No participation
Orange Coast College	No participation
Palomar College	Data collected from available information online

Peer Employer	Responded to Survey?
Pasadena City College	No participation
Riverside City College	No participation
San Joaquin Delta College	No participation
Santa Barbara City College	No participation
Santa Monica College	Entity completed survey
Santa Rosa City Schools	No participation
Sierra College	Data collected from available information online
Sonoma County	Data collected from available information online
Sonoma State University	No participation
Southwestern College	Data collected from available information online

Market Data

Benchmark ID	Benchmark Title	SRJC Data			Custom Survey Data Average					SRJC as % of Overall Market		
		SRJC Min	SRJC Mid	SRJC Max	Custom Survey Matches	Custom Survey Min	Custom Survey Mid	Custom Survey Max	Custom Survey Average Annualized Salary	SRJC as % of Overall Min	SRJC as % of Overall Mid	SRJC as % of Overall Max
1	Accompanist & Vocal Coach	\$72,156	\$79,944	\$87,732	3	\$61,948	\$70,650	\$79,352	\$78,114	116%	113%	111%
2	Account Specialist	\$60,516	\$67,032	\$73,548	5	\$57,789	\$66,041	\$74,293	\$70,854	105%	102%	99%
3	Accountant	\$81,924	\$90,738	\$99,552	7	\$74,655	\$85,409	\$96,163	\$94,950	110%	106%	104%
4	Administrative Assistant I	\$51,504	\$57,048	\$62,592	7	\$50,201	\$57,643	\$65,086	\$65,012	103%	99%	96%
5	Administrative Assistant II	\$57,180	\$63,360	\$69,540	6	\$54,969	\$63,396	\$71,824	\$64,260	104%	100%	97%
6	Administrative Assistant III	\$63,888	\$70,800	\$77,712	8	\$60,660	\$69,442	\$78,225	\$69,198	105%	102%	99%
7	Admissions & Records Evaluation Specialist I	\$60,516	\$67,032	\$73,548	4	\$59,995	\$66,960	\$73,925	\$76,284	101%	100%	99%
8	Admissions & Records Specialist	\$60,516	\$67,032	\$73,548	5	\$55,373	\$63,407	\$71,440	\$70,854	109%	106%	103%
9	Advisor, Student Life Act & Mktg Programs	\$76,728	\$85,008	\$93,288	3	\$74,888	\$82,429	\$89,970		102%	103%	104%
10	Articulation Specialist	\$76,728	\$85,008	\$93,288	3	\$65,881	\$73,871	\$81,862	\$78,164	116%	115%	114%
11	Automotive & Equipment Mechanic	\$72,156	\$79,944	\$87,732	6	\$67,420	\$77,001	\$86,582		107%	104%	101%
12	Budget Specialist, Categorical Programs	\$63,888	\$70,800	\$77,712	5	\$67,959	\$77,619	\$87,279	\$86,124	94%	91%	89%
13	Buyer	\$67,764	\$75,084	\$82,404	7	\$63,568	\$72,725	\$81,883	\$76,284	107%	103%	101%
14	Buyer, Senior	\$72,156	\$79,944	\$87,732	5	\$67,500	\$78,131	\$88,762	\$92,724	107%	102%	99%
15	Carpenter	\$72,156	\$79,944	\$87,732	4	\$67,826	\$78,012	\$88,199	\$88,308	106%	102%	99%
16	Child Care Chef	\$49,032	\$54,330	\$59,628	2	\$54,311	\$60,756	\$67,201		90%	89%	89%
17	Child Care Site Supervisor	\$72,156	\$79,944	\$87,732	0	N/A	N/A	N/A		N/A	N/A	N/A
18	College Nurse Practitioner	\$100,116	\$110,916	\$121,716	6	\$118,781	\$135,566	\$152,351	\$162,414	84%	82%	80%
19	Community Safety Officer	\$54,144	\$59,988	\$65,832	3	\$53,376	\$61,661	\$69,946	\$64,260	101%	97%	94%
20	Coordinator, Academic Evaluations	\$72,156	\$79,944	\$87,732	5	\$65,480	\$76,232	\$86,985	\$82,020	110%	105%	101%
21	Coordinator, Admissions & Records	\$72,156	\$79,944	\$87,732	6	\$64,281	\$74,215	\$84,149	\$74,394	112%	108%	104%
23	Coordinator, Custodial Services	\$60,516	\$67,032	\$73,548	4	\$51,232	\$58,951	\$66,671	\$59,778	118%	114%	110%
24	Coordinator, Facilities Maintenance Operations	\$63,888	\$70,800	\$77,712	4	\$54,280	\$62,182	\$70,084		118%	114%	111%
26	Coordinator, International Student Program	\$76,728	\$85,008	\$93,288	4	\$70,227	\$79,127	\$88,026		109%	107%	106%
27	Coordinator, Marketing & Communications	\$72,156	\$79,944	\$87,732	5	\$72,805	\$82,429	\$92,054		99%	97%	95%
28	Coordinator, Marketing & Social Media	\$72,156	\$79,944	\$87,732	4	\$71,393	\$80,541	\$89,688		101%	99%	98%
29	Coordinator, Purchasing	\$76,728	\$85,008	\$93,288	3	\$69,515	\$77,777	\$86,040	\$102,278	110%	109%	108%
30	Coordinator, Scheduling	\$72,156	\$79,944	\$87,732	3	\$76,377	\$86,894	\$97,411		94%	92%	90%
31	Coordinator, Science Labs	\$76,728	\$85,008	\$93,288	3	\$68,087	\$78,676	\$89,266	\$80,100	113%	108%	105%
32	Coordinator, Student Academic Records	\$72,156	\$79,944	\$87,732	3	\$61,734	\$72,061	\$82,388		117%	111%	106%
33	Coordinator, Student Financial Services	\$76,728	\$85,008	\$93,288	4	\$66,286	\$76,263	\$86,240	\$80,100	116%	111%	108%
35	Coordinator, Student Success Program	\$76,728	\$85,008	\$93,288	4	\$62,749	\$72,325	\$81,902		122%	118%	114%
36	Copy Center Specialist	\$63,888	\$70,800	\$77,712	3	\$58,623	\$65,479	\$72,336	\$74,394	109%	108%	107%
22	Culinary Operations Specialist	\$60,516	\$67,032	\$73,548	1	\$62,435	\$70,714	\$78,993		97%	95%	93%
37	Curriculum Specialist	\$63,888	\$70,800	\$77,712	5	\$64,994	\$75,679	\$86,364	\$78,114	98%	94%	90%
38	Custodial Technician	\$54,144	\$59,988	\$65,832	7	\$46,598	\$53,019	\$59,440	\$54,222	116%	113%	111%
39	Electrician	\$72,156	\$79,944	\$87,732	5	\$71,163	\$81,261	\$91,359	\$92,724	101%	98%	96%
40	Emergency Management Specialist	\$87,468	\$96,888	\$106,308	3	\$85,596	\$95,393	\$105,189	\$92,724	102%	102%	101%
41	EOPS & CARE Specialist	\$57,180	\$63,360	\$69,540	3	\$60,641	\$67,792	\$74,944	\$76,284	94%	93%	93%
42	Executive Assistant	\$67,764	\$75,084	\$82,404	8	\$69,124	\$79,460	\$89,795	\$78,114	98%	94%	92%
43	Family Service Worker	\$51,504	\$57,048	\$62,592	1	\$44,064	\$48,854	\$53,644		117%	117%	117%
45	Financial Aid Program Specialist	\$67,764	\$75,084	\$82,404	5	\$59,955	\$70,061	\$80,167		113%	107%	103%
46	Financial Aid Technician II	\$57,180	\$63,360	\$69,540	4	\$60,806	\$68,223	\$75,640	\$76,294	94%	93%	92%
47	Grounds Maintenance Technician I	\$51,504	\$57,048	\$62,592	6	\$48,504	\$55,969	\$63,435	\$58,290	106%	102%	99%
48	Grounds Maintenance Technician II	\$54,144	\$59,988	\$65,832	8	\$52,060	\$59,562	\$67,065	\$65,904	104%	101%	98%
49	Health Promotion Specialist	\$76,728	\$85,008	\$93,288	2	\$72,147	\$84,435	\$96,723		106%	101%	96%
50	Health Services Specialist	\$72,156	\$79,944	\$87,732	6	\$63,489	\$72,313	\$81,138	\$64,260	114%	111%	108%
51	Help Desk Technician	\$63,888	\$70,800	\$77,712	5	\$65,919	\$76,600	\$87,281		97%	92%	89%
52	Human Resources Technician	\$63,888	\$70,800	\$77,712	5	\$65,547	\$76,836	\$88,125	\$67,476	97%	92%	88%

SRJC Data					Custom Survey Data Average					SRJC as % of Overall Market		
Benchmark ID	Benchmark Title	SRJC Min	SRJC Mid	SRJC Max	Custom Survey Matches	Custom Survey Min	Custom Survey Mid	Custom Survey Max	Custom Survey Average Annualized Salary	SRJC as % of Overall Min	SRJC as % of Overall Mid	SRJC as % of Overall Max
53	HVAC & Controls Technician	\$72,156	\$79,944	\$87,732	5	\$72,048	\$82,373	\$92,698	\$92,724	100%	97%	95%
54	Instructional Assistant & Tutor	\$57,180	\$63,360	\$69,540	7	\$53,642	\$61,729	\$69,816	\$59,778	107%	103%	100%
55	Instructional Designer	\$87,468	\$96,888	\$106,308	4	\$87,581	\$101,056	\$114,531	\$118,344	100%	96%	93%
56	Instructional Systems Administrator	\$87,468	\$96,888	\$106,308	3	\$85,178	\$99,422	\$113,667	\$92,724	103%	97%	94%
57	Instructional Technology Specialist	\$87,468	\$96,888	\$106,308	5	\$75,312	\$85,785	\$96,258	\$82,020	116%	113%	110%
59	Job Developer	\$76,728	\$85,008	\$93,288	5	\$70,062	\$81,081	\$92,101	\$92,724	110%	105%	101%
60	Kinesiology Athletics & Dance (KAD) Equipment Technician	\$67,764	\$75,084	\$82,404	4	\$52,179	\$59,554	\$66,930	\$64,260	130%	126%	123%
61	Laboratory Assistant, Public Safety	\$57,180	\$63,360	\$69,540	3	\$55,924	\$64,923	\$73,922		102%	98%	94%
62	Library Services Specialist II	\$57,180	\$63,360	\$69,540	6	\$56,596	\$65,115	\$73,633	\$72,654	101%	97%	94%
63	Locksmith	\$72,156	\$79,944	\$87,732	3	\$69,624	\$80,369	\$91,114	\$88,308	104%	99%	96%
64	Maintenance Generalist	\$67,764	\$75,084	\$82,404	5	\$54,434	\$61,885	\$69,337	\$72,654	124%	121%	119%
65	Media Production Technician	\$60,516	\$67,032	\$73,548	4	\$68,015	\$78,546	\$89,076	\$76,284	89%	85%	83%
66	Media Systems Technician	\$67,764	\$75,084	\$82,404	5	\$73,631	\$83,763	\$93,896	\$92,724	92%	90%	88%
67	Medical Assistant	\$63,888	\$70,800	\$77,712	3	\$58,256	\$65,129	\$72,002		110%	109%	108%
68	Network Administrator	\$81,924	\$90,738	\$99,552	7	\$88,593	\$101,494	\$114,395	\$102,228	92%	89%	87%
69	Outreach Specialist, Adult Education	\$63,888	\$70,800	\$77,712	4	\$62,789	\$72,271	\$81,753	\$78,114	102%	98%	95%
71	Payroll Specialist	\$67,764	\$75,084	\$82,404	7	\$64,369	\$74,053	\$83,737	\$74,394	105%	101%	98%
72	Photography Laboratory Technician	\$57,180	\$63,360	\$69,540	7	\$63,466	\$72,805	\$82,144	\$74,394	90%	87%	85%
73	Plumber	\$72,156	\$79,944	\$87,732	5	\$72,248	\$82,473	\$92,698	\$92,724	100%	97%	95%
74	Police Dispatcher & Records Tech.	\$63,888	\$70,800	\$77,712	4	\$63,152	\$72,419	\$81,685	\$69,198	101%	98%	95%
75	Police Officer	\$76,728	\$85,008	\$93,288	4	\$75,649	\$87,047	\$98,445	\$92,646	101%	98%	95%
76	Police Systems Administrator	\$76,728	\$85,008	\$93,288	1	\$92,543	\$102,520	\$112,496		83%	83%	83%
77	Programmer Analyst	\$87,468	\$96,888	\$106,308	6	\$91,966	\$103,903	\$115,840	\$109,920	95%	93%	92%
78	Programmer Analyst, Senior	\$93,516	\$103,608	\$113,700	6	\$107,253	\$123,872	\$140,491	\$127,248	87%	84%	81%
79	Research Analyst	\$76,728	\$85,008	\$93,288	5	\$82,802	\$93,954	\$105,105	\$99,696	93%	90%	89%
80	Research Technician	\$60,516	\$67,032	\$73,548	2	\$72,749	\$80,912	\$89,074	\$82,020	83%	83%	83%
81	Scheduling Specialist	\$57,180	\$63,360	\$69,540	4	\$66,616	\$77,585	\$88,554	\$74,394	86%	82%	79%
82	Scholarship Technician	\$63,888	\$70,800	\$77,712	2	\$62,011	\$68,897	\$75,784	\$76,284	103%	103%	103%
83	Science Laboratory Instructional Assistant	\$67,764	\$75,084	\$82,404	8	\$59,606	\$68,139	\$76,672	\$74,394	114%	110%	107%
84	Senior Designer	\$81,924	\$90,738	\$99,552	5	\$74,194	\$86,123	\$98,053	\$102,228	110%	105%	102%
85	Service Facilitator	\$51,504	\$57,048	\$62,592	4	\$47,755	\$55,193	\$62,630	\$56,934	108%	103%	100%
86	Sign Language Interpreter	\$87,468	\$96,888	\$106,308	2	\$94,500	\$119,941	\$114,864	\$119,941	93%	81%	93%
89	Student Success Specialist I	\$57,180	\$63,360	\$69,540	6	\$56,939	\$64,646	\$72,353	\$62,766	100%	98%	96%
90	Systems Administrator	\$81,924	\$90,738	\$99,552	7	\$99,873	\$114,796	\$129,720	\$121,188	82%	79%	77%
91	Testing Specialist	\$57,180	\$63,360	\$69,540	3	\$55,110	\$64,208	\$73,305		104%	99%	95%
92	Theatre Arts Production Specialist	\$76,728	\$85,008	\$93,288	6	\$65,689	\$76,036	\$86,384	\$76,284	117%	112%	108%
93	Tree Maintenance Worker	\$54,144	\$59,988	\$65,832	2	\$58,047	\$64,508	\$70,970	\$65,904	93%	93%	93%
87	Warehouse Assistant	\$63,888	\$70,800	\$77,712	4	\$52,222	\$60,088	\$67,954	\$65,904	122%	118%	114%
88	Warehouse Specialist	\$63,888	\$70,800	\$77,712	7	\$56,368	\$64,706	\$73,045	\$72,654	113%	109%	106%
94	Web Developer	\$93,516	\$103,608	\$113,700	8	\$87,163	\$99,994	\$112,825	\$102,228	107%	104%	101%



Salary Schedules



Tentative 2024-25 Salary Schedule

Effective January 1, 2025 - June 30, 2025 (Pending ratification and Board approval)

Final numbers may vary slightly due to rounding. These numbers include the 3.85% COLA.

New Grade	HOURLY					(Old Step)	MONTHLY					GRADE COMPARISON	
	A (1)	B (2)	C (3)	D (4)	E (5)		A (1)	B (2)	C (3)	D (4)	E (5)	New Grade	Old Grade
C01	\$22.81	\$23.95	\$25.15	\$26.41	\$27.73		\$3,953	\$4,152	\$4,359	\$4,578	\$4,807	C01	E
C02	\$23.84	\$25.03	\$26.30	\$27.61	\$29.01		\$4,132	\$4,338	\$4,558	\$4,786	\$5,029	C02	F
C03	\$24.95	\$26.20	\$27.51	\$28.89	\$30.33		\$4,325	\$4,542	\$4,768	\$5,007	\$5,257	C03	G
C04	\$26.09	\$27.40	\$28.77	\$30.22	\$31.72		\$4,522	\$4,750	\$4,987	\$5,238	\$5,498	C04	H
C05	\$27.40	\$28.77	\$30.22	\$31.72	\$33.30		\$4,750	\$4,987	\$5,238	\$5,498	\$5,772	C05	I
C06	\$28.81	\$30.25	\$31.78	\$33.36	\$35.03		\$4,994	\$5,244	\$5,508	\$5,783	\$6,071	C06	J
C07	\$30.42	\$31.97	\$33.56	\$35.25	\$36.99		\$5,273	\$5,541	\$5,817	\$6,110	\$6,412	C07	K
C08	\$32.19	\$33.80	\$35.50	\$37.26	\$39.13		\$5,580	\$5,859	\$6,154	\$6,459	\$6,782	C08	L
C09	\$33.99	\$35.70	\$37.51	\$39.38	\$41.34		\$5,892	\$6,188	\$6,502	\$6,826	\$7,166	C09	M
C10	\$36.05	\$37.87	\$39.76	\$41.74	\$43.84		\$6,249	\$6,564	\$6,891	\$7,235	\$7,599	C10	N
C11	\$38.39	\$40.30	\$42.31	\$44.44	\$46.67		\$6,654	\$6,985	\$7,334	\$7,703	\$8,090	C11	O
C12	\$40.82	\$42.88	\$45.01	\$47.27	\$49.63		\$7,076	\$7,432	\$7,802	\$8,193	\$8,602	C12	P
C13	\$43.59	\$45.75	\$48.04	\$50.44	\$52.96		\$7,555	\$7,929	\$8,327	\$8,743	\$9,180	C13	Q
C14	\$46.53	\$48.85	\$51.30	\$53.86	\$56.56		\$8,065	\$8,467	\$8,891	\$9,335	\$9,803	C14	R
C15	\$49.75	\$52.24	\$54.87	\$57.61	\$60.49		\$8,623	\$9,054	\$9,510	\$9,986	\$10,484	C15	S
C16	\$53.26	\$55.93	\$58.73	\$61.66	\$64.76		\$9,232	\$9,694	\$10,180	\$10,687	\$11,224	C16	T
C17	\$56.98	\$59.83	\$62.83	\$65.97	\$69.27		\$9,877	\$10,371	\$10,890	\$11,435	\$12,007	C17	U
C18	\$59.83	\$62.82	\$65.96	\$69.26	\$72.73		\$10,371	\$10,889	\$11,434	\$12,006	\$12,606	C18	
C19	\$62.82	\$65.96	\$69.26	\$72.73	\$76.36		\$10,889	\$11,434	\$12,006	\$12,606	\$13,236	C19	
C20	\$65.96	\$69.26	\$72.73	\$76.36	\$80.18		\$11,434	\$12,006	\$12,606	\$13,236	\$13,898	C20	
C21	\$69.26	\$72.73	\$76.36	\$80.18	\$84.19		\$12,006	\$12,606	\$13,236	\$13,898	\$14,593	C21	
C22	\$72.73	\$76.36	\$80.18	\$84.19	\$88.40		\$12,606	\$13,236	\$13,898	\$14,593	\$15,322	C22	
C23	\$76.36	\$80.18	\$84.19	\$88.40	\$92.82		\$13,236	\$13,898	\$14,593	\$15,322	\$16,089	C23	
C24	\$80.18	\$84.19	\$88.40	\$92.82	\$97.46		\$13,898	\$14,593	\$15,322	\$16,089	\$16,893	C24	
C25	\$84.19	\$88.40	\$92.82	\$97.46	\$102.33		\$14,593	\$15,322	\$16,089	\$16,893	\$17,738	C25	
C26	\$88.40	\$92.82	\$97.46	\$102.33	\$107.45		\$15,322	\$16,089	\$16,893	\$17,738	\$18,625	C26	

2024-2025 Salary Schedule

Effective July 1, 2024 - December 31, 2024

These numbers include the 3.85% COLA. Implemented retroactively as a result of the 11/19/24 MOU.

Grade	HOURLY						MONTHLY					Grade
	Step 1	Step 2	Step 3	Step 4	Step 5		Step 1	Step 2	Step 3	Step 4	Step 5	
A	\$19.45	\$20.42	\$21.45	\$22.52	\$23.67		\$3,371	\$3,539	\$3,718	\$3,903	\$4,103	A
B	\$20.37	\$21.40	\$22.48	\$23.61	\$24.80		\$3,531	\$3,710	\$3,897	\$4,093	\$4,299	B
C	\$21.08	\$22.14	\$23.26	\$24.42	\$25.64		\$3,654	\$3,837	\$4,032	\$4,233	\$4,444	C
D	\$21.88	\$22.99	\$24.15	\$25.35	\$26.61		\$3,792	\$3,985	\$4,186	\$4,394	\$4,612	D
E	\$22.81	\$23.95	\$25.15	\$26.41	\$27.73		\$3,953	\$4,152	\$4,359	\$4,578	\$4,807	E
F	\$23.84	\$25.03	\$26.30	\$27.61	\$29.01		\$4,132	\$4,338	\$4,558	\$4,786	\$5,029	F
G	\$24.95	\$26.20	\$27.51	\$28.89	\$30.33		\$4,325	\$4,542	\$4,768	\$5,007	\$5,257	G
H	\$26.09	\$27.40	\$28.77	\$30.22	\$31.72		\$4,522	\$4,750	\$4,987	\$5,238	\$5,498	H
I	\$27.40	\$28.77	\$30.22	\$31.72	\$33.30		\$4,750	\$4,987	\$5,238	\$5,498	\$5,772	I
J	\$28.81	\$30.25	\$31.78	\$33.36	\$35.03		\$4,994	\$5,244	\$5,508	\$5,783	\$6,071	J
K	\$30.42	\$31.97	\$33.56	\$35.25	\$36.99		\$5,273	\$5,541	\$5,817	\$6,110	\$6,412	K
L	\$32.19	\$33.80	\$35.50	\$37.26	\$39.13		\$5,580	\$5,859	\$6,154	\$6,459	\$6,782	L
M	\$33.99	\$35.70	\$37.51	\$39.38	\$41.34		\$5,892	\$6,188	\$6,502	\$6,826	\$7,166	M
N	\$36.05	\$37.87	\$39.76	\$41.74	\$43.84		\$6,249	\$6,564	\$6,891	\$7,235	\$7,599	N
O	\$38.39	\$40.30	\$42.31	\$44.44	\$46.67		\$6,654	\$6,985	\$7,334	\$7,703	\$8,090	O
P	\$40.82	\$42.88	\$45.01	\$47.27	\$49.63		\$7,076	\$7,432	\$7,802	\$8,193	\$8,602	P
Q	\$43.59	\$45.75	\$48.04	\$50.44	\$52.96		\$7,555	\$7,929	\$8,327	\$8,743	\$9,180	Q
R	\$46.53	\$48.85	\$51.30	\$53.86	\$56.56		\$8,065	\$8,467	\$8,891	\$9,335	\$9,803	R
S	\$49.75	\$52.24	\$54.87	\$57.61	\$60.49		\$8,623	\$9,054	\$9,510	\$9,986	\$10,484	S
T	\$53.26	\$55.93	\$58.73	\$61.66	\$64.76		\$9,232	\$9,694	\$10,180	\$10,687	\$11,224	T
U	\$56.98	\$59.83	\$62.83	\$65.97	\$69.27		\$9,877	\$10,371	\$10,890	\$11,435	\$12,007	U

2023-2024 Salary Schedule

Effective July 1, 2023 - June 30, 2024

Grade	HOURLY						MONTHLY					Grade
	Step 1	Step 2	Step 3	Step 4	Step 5		Step 1	Step 2	Step 3	Step 4	Step 5	
A	\$18.73	\$19.66	\$20.65	\$21.68	\$22.79		\$3,246	\$3,407	\$3,580	\$3,758	\$3,950	A
B	\$19.62	\$20.61	\$21.65	\$22.74	\$23.88		\$3,400	\$3,572	\$3,752	\$3,941	\$4,139	B
C	\$20.30	\$21.31	\$22.40	\$23.52	\$24.69		\$3,518	\$3,694	\$3,882	\$4,076	\$4,279	C
D	\$21.06	\$22.14	\$23.25	\$24.41	\$25.62		\$3,651	\$3,837	\$4,030	\$4,231	\$4,441	D
E	\$21.96	\$23.07	\$24.21	\$25.43	\$26.70		\$3,806	\$3,998	\$4,197	\$4,408	\$4,628	E
F	\$22.95	\$24.10	\$25.32	\$26.59	\$27.94		\$3,978	\$4,177	\$4,389	\$4,608	\$4,842	F
G	\$24.02	\$25.23	\$26.49	\$27.81	\$29.20		\$4,164	\$4,373	\$4,591	\$4,821	\$5,062	G
H	\$25.12	\$26.38	\$27.70	\$29.09	\$30.54		\$4,354	\$4,573	\$4,802	\$5,043	\$5,294	H
I	\$26.38	\$27.70	\$29.09	\$30.54	\$32.07		\$4,573	\$4,802	\$5,043	\$5,294	\$5,558	I
J	\$27.74	\$29.13	\$30.59	\$32.12	\$33.72		\$4,808	\$5,049	\$5,303	\$5,568	\$5,845	J
K	\$29.29	\$30.78	\$32.31	\$33.94	\$35.62		\$5,077	\$5,335	\$5,601	\$5,883	\$6,174	K
L	\$31.00	\$32.54	\$34.18	\$35.88	\$37.67		\$5,373	\$5,641	\$5,925	\$6,219	\$6,530	L
M	\$32.73	\$34.37	\$36.12	\$37.92	\$39.81		\$5,673	\$5,958	\$6,260	\$6,572	\$6,900	M
N	\$34.71	\$36.46	\$38.28	\$40.19	\$42.21		\$6,017	\$6,320	\$6,635	\$6,966	\$7,317	N
O	\$36.96	\$38.80	\$40.74	\$42.79	\$44.94		\$6,407	\$6,726	\$7,062	\$7,417	\$7,790	O
P	\$39.31	\$41.29	\$43.34	\$45.51	\$47.79		\$6,813	\$7,156	\$7,512	\$7,889	\$8,283	P
Q	\$41.97	\$44.05	\$46.26	\$48.57	\$51.00		\$7,274	\$7,635	\$8,018	\$8,418	\$8,839	Q
R	\$44.80	\$47.04	\$49.39	\$51.85	\$54.46		\$7,766	\$8,153	\$8,561	\$8,988	\$9,439	R
S	\$47.90	\$50.30	\$52.83	\$55.47	\$58.24		\$8,303	\$8,718	\$9,157	\$9,615	\$10,095	S
T	\$51.28	\$53.85	\$56.55	\$59.37	\$62.35		\$8,889	\$9,334	\$9,802	\$10,290	\$10,807	T
U	\$54.87	\$57.61	\$60.50	\$63.53	\$66.70		\$9,510	\$9,986	\$10,486	\$11,011	\$11,561	U



Classification Review/Salary Study Results



**Tentative Classification Review/Salary Study Results
Pending Ratification and Board Approval**

Old Classification	New Classification	Old Grade	New Grade
Accompanist/Coach	Accompanist/Vocal Coach	O	C11
Account Specialist	Account Specialist	L	C09
Account Technician I	Eliminated	G	N/A
Account Technician II	Eliminated	H	N/A
Accountant	Accountant	Q	C13
Administrative Assistant I	Administrative Assistant I	I	C06
Administrative Assistant II	Administrative Assistant II	K	C08
Administrative Assistant III	Administrative Assistant III	M	C10
Admissions and Records Evaluation Specialist I	Admissions and Records Evaluation Specialist I	L	C09
Admissions and Records Evaluation Specialist II	Admissions and Records Evaluation Specialist II	N	C11
Admissions and Records Specialist	Admissions and Records Specialist	K	C08
Admissions and Records Specialist	Admissions and Records Specialist	Z-L	C08
Advisor, Student Life Accounts & Marketing Programs	Advisor, Student Life Accounts & Marketing Programs	P	C12
Alternate Media Specialist	Alternate Media Specialist	N	C10
Art Gallery Specialist	Art Gallery Specialist	L	C09
Articulation Specialist	Articulation Specialist	P	C12
Assistive Technology Specialist	Eliminated	M	N/A
Auto Shop Assistant	Auto Shop Assistant	G	C03
Auto Shop Assistant	Auto Shop Assistant	Z-I	Z-C05
Automotive/Equipment Mechanic	Automotive/Equipment Mechanic	O	C11
Box Office Technician	Box Office Technician	J	C06
Budget Specialist, Categorical Programs	Budget Specialist, Categorical Programs	M	C11
Building Maintenance Generalist	Maintenance Generalist	M	C09
Buyer	Buyer	N	C10
Buyer, Senior	Buyer, Senior	O	C11
Career Services Advisor	Career Services Advisor	O	C11
Carpenter	Carpenter	O	C12
Ceramics Laboratory Technician	Ceramics Laboratory Technician	J	C10
Child Care Associate Teacher	Child Care Associate Teacher	I	C05
Child Care Master Teacher	Child Development Lab Specialist	M	C09
Child Care Site Supervisor	Child Care Site Supervisor	O	C11
Child Care Teacher	Child Care Teacher	K	C07
Clerical Assistant	Eliminated	G	N/A
College Nurse	College Nurse	P	C13
College Nurse Practitioner	College Nurse Practitioner	T	C21
Community Service Officer	Community Safety Officer	J	C08
Cook/Child Care Center	Child Care Chef	H	C07
Coordinator, Accommodated Testing & Assessment	Coordinator, Accommodated Testing & Assessment	O	C11
Coordinator, Admissions & Records	Coordinator, Admissions & Records	O	C11

Example: Grade Stayed the Same

Old Grade	New Grade
O	C11

Example: Came off Z-rating

Old Grade	New Grade
K	C08
Z-L	C08

GRADE COMPARISON

New Grade	Old Grade
C01	E
C02	F
C03	G
C04	H
C05	I
C06	J
C07	K
C08	L
C09	M
C10	N
C11	O
C12	P
C13	Q
C14	R
C15	S
C16	T
C17	U
C18	
C19	
C20	
C21	
C22	
C23	
C24	
C25	
C26	

Example: Grade Increased

Old Grade	New Grade
P	C13

Example: Remained Z-rated

H	C04
Z-J	Z-C06



Classification Review and Salary Study Highlights

- The District agreed to SEIU's proposal to use the maximum salary range from the market data for 2022-23. The 2024-25 salary grade placements were based upon this range.
- All grades either remained the same or increased with no salary decreases and no new Z-rating.
 - Before the study
 - 19 Z-Rated Positions
 - 24 Z-Rated Individuals
 - After the Study
 - 5 Z-Rated Positions
 - 6 Z-Rated Individuals
- There is new grading codification using "C" + a Number and steps are letters (A-E) instead of numbers (1-5)



Classification Review and Salary Study FAQ's





If I have been reclassified or received a grade increase, what will my new step be?

- **A grade and/or step change will not result in a salary decrease.**
- Per [Article 7](#), section 7.7.1, “Any unit member in the bargaining unit receiving a reclassification or promotion under the provisions of this Agreement shall be moved to the appropriate grade and step of the new class to ensure not less than a 5% salary increase as a result of that reclassification or promotion, except that the unit member may be placed on the last step of the appropriate grade if that is the maximum allowable for that class.”



What do the steps mean and how do I move to the next step?

§ 7.5 Step Increases

§ 7.5.2 The salary schedule as presented in Appendix A provides for five (5) regular steps within each grade.

§ 7.5.2 Advancement to the next higher step shall occur on July 1 following employment or promotion provided that employment at such date shall not have been less than three (3) months of satisfactory service and that said employment has been one-half (1/2) time or more on a ten (10) month basis.

§ 7.5.3 For less than one-half (1/2) time unit members, one thousand and forty (1,040) hours shall constitute one (1) year of service for advancement. Upon completion of 1040 hours, step increases shall be effective on the first day of the following month.

§ 7.5.4 A unit member will not have a step increase withheld for unsatisfactory performance.



If I don't agree with my new job description or my new grade what can I do?

- Position grades are not open to appeal. (Article 19, Section 19.4.1)
- If you believe that the normal requirements of your position have significantly changed, meeting one or more of the provisions in [Article 19](#), you may submit a request for off-schedule review to the VP of HR (Theresa Richmond/Kate Jolley) and the Classified Executive Council President, Sandy Sigala.
- Off-schedule reviews can be initiated by the employee, the supervisor, or the area administrator.



Classification Review/Salary Study Next Steps

- Ratification of the Contract which includes the Salary Schedule, January 8-10, 2025.
- Board of Trustee approval January 14, 2025.
- Finalize job descriptions with applicable new grade codification and standardized language. HR to format.
- Payroll to determine applicable adjustments to salary and calculate the retroactive pay for any wage increases to January 1, 2025.
- HR to send letters with new grade/step placement.
- CRC to receive training on Segal's tool to be used for new position review and off-schedule reviews. Date TBD.



Classification Review/Salary Study Q & A





Tentative Agreement Summary





Articles Not Changed

- Article 1 - Recognition
- Article 3 - Union Security
- Article 11 - Vacations
- Article 14 - Filling Vacant Positions
- Article 15 - Safety
- Article 17 - Concerted Activities
- Article 18 - Severability
- Article 20 - Layoff Procedures
- Article 21 - Disciplinary Action
- Article 23 - Contracting Bargaining Unit Work
- Article 24 - District Police
- Article 27 - General Working Conditions
- Article 28 - Telecommuting Agreement



Articles Tentatively Agreed To

- Article 2 - District Rights
- Article 4 - Evaluations
- Article 5 - Union Rights
- Article 7 - Pay and Allowances
- Article 6 - Hours of Employment
- Article 8 - Employee Expenses and Materials
- Article 9 - Health and Welfare Benefits
- Article 10 - Holidays
- Article 13 - Grievances
- Article 16 - Fringe Benefits for Retirees
- Article 19 - Classification/Reclassification
- Article 22 - Employee Education and Training
- Article 25 - Parking
- Article 26 - Term of Agreement



Article 5 - Union Rights

Minor change from last meeting

- Updated technology references (Ex. Removed “typewriters”)
- Moved Steward section from Article 13 - Grievances
- Added 1 hour of release time per month for unit members to attend unit and membership meetings
- Aligned District committee appointments with Board Policy ensuring SEIU representation
- Expanded negotiations team release time to allow for year-round planning
- Added hire date to monthly bargaining unit report



Article 7 - Pay and Allowances

No change from last meeting

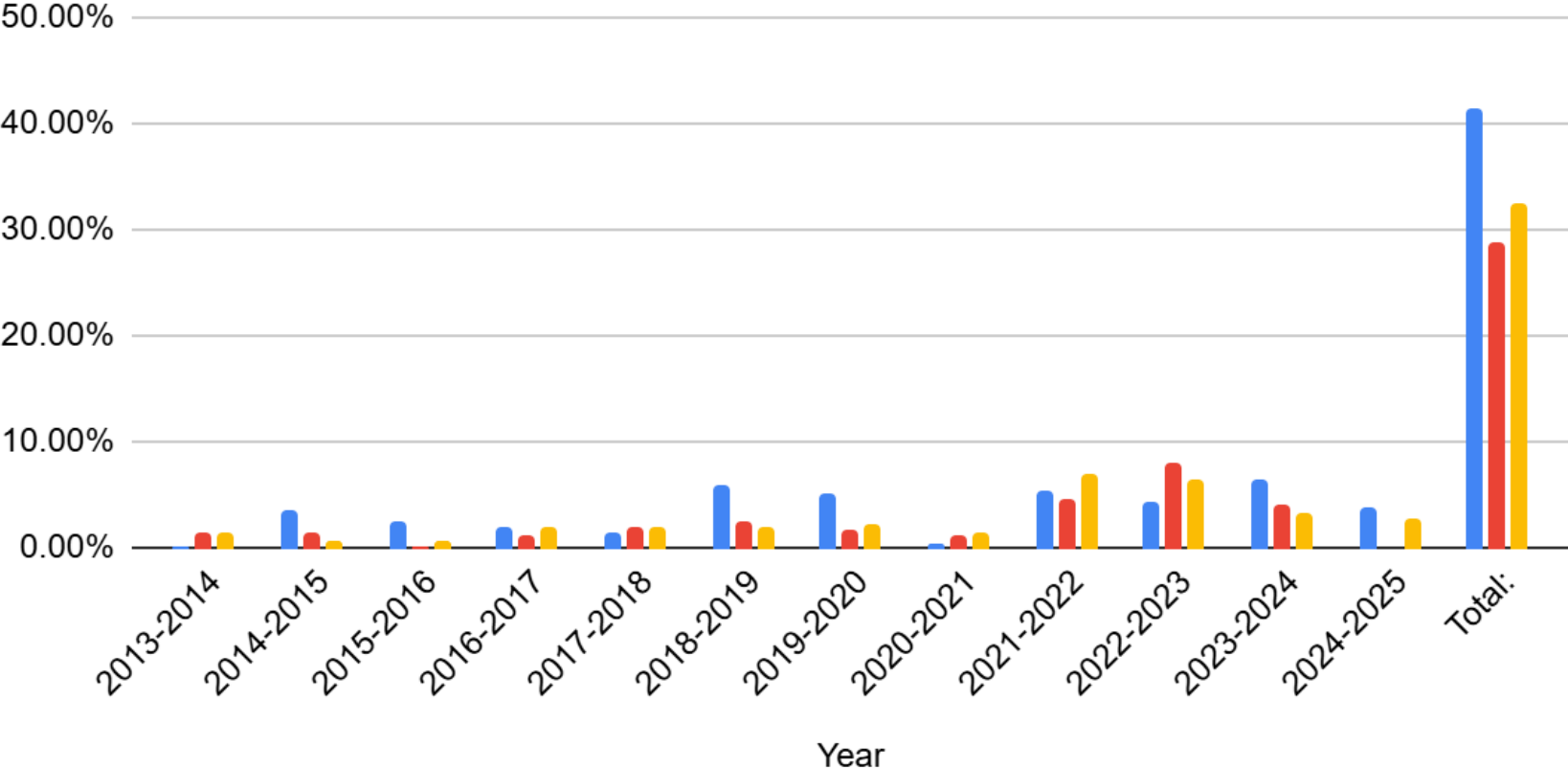
- 3.85% salary increase, retroactive to July 1 (Parity with Faculty & Management)
- Clarified Language around mileage reimbursement while working remotely

Negotiated Raise History vs Inflation

Year	Negotiated Raise	<u>Average Inflation</u>	<u>Annual Inflation</u>
2013-2014	0.15%	1.50%	1.50%
2014-2015	3.53%	1.60%	0.80%
2015-2016	2.51%	0.10%	0.70%
2016-2017	2.08%	1.30%	2.10%
2017-2018	1.56%	2.10%	2.10%
2018-2019	5.96%	2.40%	1.90%
2019-2020	5.18%	1.80%	2.30%
2020-2021	0.31%	1.20%	1.40%
2021-2022	5.33%	4.70%	7.00%
2022-2023	4.44%	8.00%	6.50%
2023-2024	6.54%	4.10%	3.40%
2024-2025	3.85%	<i>Avail. Jan. 15</i>	2.70%
Total:	41.44%	28.80%	32.40%

Negotiated Raise, Average Inflation and Annual Inflation

■ Negotiated Raise ■ Average Inflation ■ Annual Inflation





Article 8 - Employee Expenses and Materials

Minor changes from last meeting

- Cleaned up and clarified language
- Updated and moved the \$457 2024/2025 uniform reimbursement amount to an appendix
- Incorporated Article 8 Committee uniform recommendations (e.g. color)
- Updated classifications and titles for positions requiring uniforms



Article 10 - Holidays

Minor change from last meeting

- Clarified language and renamed holiday breaks to “Winter” and “Fall” break
- Updated projected holiday schedules to better align with the academic calendar



Article 16 - Fringe Benefits for Retirees

Minor changes from last meeting

- Updated and moved stipend amount to an appendix
 - \$170.18 – retiree only
 - \$340.36 – retiree and spouse/domestic partner



Article 19 - Classification/ Reclassification

Minor changes from last meeting

- Clarified language and removed references to the Classification/Salary Study
- Updated the classification review schedule to resume reviewing component groups in 2026-2027
- Off-schedule reviews will resume once the contract has been ratified and approved by the Board. Off-schedule reviews can be initiated by the employee, the supervisor, or the area administrator per the provisions in [Article 19](#), section 19.5.



Article 22 - Employee Education and Training

Minor changes from last meeting

- Clarified language and processes
- Added additional 1 hour/week release for 4-unit, SRJC language courses
- Clarified language for release time to no more than 20%
- Added language regarding part-time unit member ability to flex schedule to participate in PDA day and in-service training
- Clarified that unit members do not forfeit lunch hour to attend in-service training
- Expanded shared governance compensation to include official subcommittees and workgroups of shared governance bodies
- Increased compensation to 20 hours for Management Team hiring committees



Article 26 - Term of Agreement

Minor changes from last meeting

- Updated term of agreement to July 1, 2024 to June 30, 2027
- Agreed to keep Article 7 - Pay and Allowances, and Article 9 - Health and Welfare Benefits as automatic yearly openers
- Agreed to keep provision that each party may choose up to 4 additional articles to re-open in year 1 and 2 and any number of articles to re-open in year 3
- Agreed to open appendices automatically for annual updates



Tentative Agreement Q & A





Ratification Vote





Ratification Timeline

- SEIU Membership votes to ratify tentative agreement, Wednesday, January 8, 2025 at noon until Friday, January 10, 2025 at noon
 - Voting to be completed via SurveyMonkey, ballot email to come from Patty Schiewe (Patricia.Schiewe@seiu1021.org)
 - Ballot will go to the email address on file at SEIU Local, which may be your personal email address
 - If you don't receive your ballot, reach out to Phil Ybarrolaza (Phil.Ybarrolaza@seiu1021.org)
- Board of Trustees votes to approve tentative agreement Tuesday, January 14, 2025

Email and Ballot Examples

We want your opinion



patricia.schiewe@seiu1021.org via SurveyMonkey <member@surveymonkeyuser.com>... Mon, Aug 21, 2023, 8:05AM ☆ ☺ ↶ ⋮
to me



Please Vote! Thanks for participating!

Please choose ONE response to vote on your contract.

- YES - I vote to approve/ratify the Tentative Agreement.
- NO - I reject the Tentative Agreement and authorize the Negotiating Team to call for a strike.

Please do not forward this email as its survey link is unique to you.
[Privacy](#) | [Unsubscribe](#)

You must submit your response no later than 12:00pm Friday, January 10, 2025 for your vote to be counted.

If you have questions, please contact: Phil Ybarrolaza at phil.ybarrolaza@seiu1021.org

Your negotiating Team recommends a YES VOTE!

* 1. Please choose ONE response to vote on your contract.

- YES - I vote to approve/ratify the Tentative Agreement.
- NO - I reject the Tentative Agreement and authorize the Negotiating Team to call for a strike.



General Q & A





President's Closing

