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DISTRICT REOPENER NEGOTIATION PROPOSAL

To: SEIU Local 99
Date: January 15, 2016
Article: Article IX, Salary

PROPOSAL:

9.1 The District agrees to an on-schedule salary increase of 1.02% effective July 1, 2015, to each unit member active as of the date of ratification of this agreement by SEIU.

The District agrees to a 2.00% off-schedule increase for fiscal years 2015-16 and 2016-17, and will grant an on-schedule increase in 2017-18 according to the District's productivity measure attained per the attached chart. Adjustments in 2016-17 and 2017-18 are an extension of the compensation negotiated in 2015-16 and will not foreclose any reopener or other negotiation.

If, during the 2015-16 reopener negotiations, the District agrees with another bargaining unit to terms more favorable than those negotiated with SEIU herein, the District will grant equivalent terms to SEIU-represented employees.

Payout Schedule - assuming ratification by both parties no later than February 16, 2016:

1. Health Premium retroactive refund and adjustment: March 31, 2016, regular paycheck.
2. On-schedule 1.02% salary increase and retroactive adjustment: March 31, 2016, regular paycheck.
3. Productivity Model 2% off-schedule: June 30, 2016, regular paycheck, to each unit member active as of June 1, 2016.
4. Productivity Model 2% off-schedule: June 30, 2017, regular paycheck, to each unit member active as of June 1, 2017.

TENTATIVELY AGREED TO: January 15, 2016

Michael Haberberger
SEIU Local 99

Michael Shanahan
Ventura County Community College District

Productivity Model Salary Compensation

	FY16	FY17*	FY18*
Off-Schedule	2%	2%	
On-Schedule			
<500			0.000%
500			0.000%
501			0.080%
502			0.160%
503			0.240%
504			0.320%
505			0.400%
506			0.480%
507			0.560%
508			0.640%
509			0.720%
510			0.800%
511			0.880%
512			0.960%
513			1.040%
514			1.120%
515			1.200%
516			1.280%
517			1.360%
518			1.440%
519			1.520%
520			1.600%
521			1.680%
522			1.760%
523			1.840%
524			1.920%
525			2.000%
526			2.080%
527			2.160%
528			2.240%
529			2.320%
530			2.400%

* Adjustments in the 2016-17 and 2017-18 are an extension of the compensation negotiated in 2015-16 and will not foreclose any reopener or other negotiation.

Productivity = Annual Student FTES / Annual Faculty FTE * 15