

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Memorandum of Understanding**  
**RetroActive Salary Schedule Improvement 2024-25 and Continuing 2025-26 Improvement**  
**SEIU**

**Background**

Due to several factors, including the hold harmless provision in the Student Centered Funding Formula, strategic enrollment management, reporting of FTES, unused ongoing resources to address long-term increases for CalPERS and CalSTRS, and other resources, the unit has ample one-time resources available.

For SEIU, the District is recommending a one-time salary schedule improvement of 9.25% for 2024-25 salary. In addition, to encourage participation in the High-Deductible Health Plan (HDHP), the District also proposes a one-time Health Savings Account (HSA) contribution of up to \$1,500 per eligible employee in both 2026 and 2027, shared equally between the District and the unit (\$750 each).

The state budget includes a 2.3% cost of living adjustment (COLA), and combined with strategic enrollment management, reporting of FTES, and our prudent budgeting practices, we are able to provide ongoing salary schedule increases for the fiscal year 2025-26. For SEIU, the recommendations includes a 6% ongoing salary schedule increase.

Any residual funds from the 2024-25 compensation calculation will be carried forward to 2025-26 and any residual 2025-26 funds will be carried forward to 2026-27. Those funds will be available to the units to support compensation cost increases/improvements in 2026-27.

**Agreed Items**

**2024-25 Retroactive salary schedule improvement**

The 2024-25 off salary schedule payments will be calculated at 9.25% of the interim salary schedule. This will be paid in August 2025 and is the final improvement for the 2024-25 year. Compensation for this one-time improvement is not compliant off salary schedule pay special compensation for CalPERS' purposes, since all employee units received a permanent continuing improvement in the 2024-25 fiscal year. Therefore, the compensation shall not be reported to CalPERS as additional compensation for the purposes of pension calculations.

Any residual funds from 2024-25 will be carried forward to 2025-26.

**2025-26 Continuing Salary schedule improvement**

The 2025-26 base salary schedules will be improved by a 6% advance against 2025-26 new revenue. The effective date of this improvement is 7/1/2025 and payments updated in August 2025.

Any residual funds from 2025-26 will be carried forward to 2026-27.

**Medical**

Eligible SEIU employees who are enrolled in an HDHP and have an established HSA as of January 1 of each year (2026 and 2027) will receive a one-time lump-sum HSA contribution of \$1,500 for that year. Contributions will be made in February 2026 and February 2027, with 50% funded by the District and 50% funded by SEIU. Employees must meet the eligibility criteria on January 1 of the applicable year to receive that year's contribution, regardless of their prior year's enrollment.

## Reallocation Proposal

The District and SEIU agree to engage in a joint review process regarding the feasibility of reallocating the District's health care contribution to salary, as proposed by SEIU. This review shall include an evaluation of applicable legal, operational, fiscal, and policy considerations, including but not limited to CalPERS compliance, potential rate impacts, and inter-unit equity concerns. The District agrees to provide a formal written response to SEIU no later than October 1, 2025, either outlining a proposed implementation timeline or providing a detailed explanation of the reasons the proposal cannot be adopted. The parties agree that no changes to compensation or benefit structures shall occur under this concept absent mutual agreement.

For SEIU, Local 1021:



Christopher Elliott (Jul 31, 2025 10:52:47 PDT)

Christopher Elliott

For the District:



Carrie Bray



Dawn Benjamin (Jul 31, 2025 10:58:14 PDT)

Dawn Benjamin



Jamie Ruggles











# 20250730 SEIU RetroActive Salary Schedule Improvement 2024-25 and Cont 2025-26

Final Audit Report

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