

**CITY OF CHULA VISTA WAGE PROPOSAL TO WCE**

PROPOSAL #1 \_\_\_\_\_

DATE: July 15, 2014

**PROPOSAL:**

The City and WCE ("WCE") have a two year MOU, which expires June 30, 2015. During the term of the MOU, WCE members have received two salary adjustments. The current MOU between the City and WCE has a reopener for a third set of salary adjustments. In compliance with the MOU reopener provision, the City submits the following proposal for the reopener salary adjustment.

**CONCERN:**

The City must be financially prudent and responsible with the use of public monies

**CITY PROPOSAL:**

The City proposes the following Salary Adjustment:

1. [Salary Adjustment] All WCE represented members shall receive a 2% salary adjustment.
2. [Effective Date] The salary adjustment in Paragraph 1 shall be effective the first full pay period after ratification by WCE and approval of this salary adjustment by City Council via resolution in open session.
3. [Salary Adjustment Not Retroactive] The salary adjustment in Paragraph 1 shall not be retroactive.
4. [Limited Retroactively] Notwithstanding paragraph 3, if WCE agrees to this proposal on or before July 30, 2014, via a written tentative agreement (and subsequent ratification), then the salary adjustment will be retroactive to June 27, 2014. If WCE timely agrees, then the salary adjustment will be effective as set forth in Paragraph 2 and retroactive pay will be paid on or before September 25, 2014. However, if WCE does not timely agree then any salary adjustments shall not be retroactive and Paragraph 3 shall govern.

**Result:**

The City is prudent and responsible in its use of public monies.


[Tentative Agreement] The parties agree to the above:

FOR THE CITY:

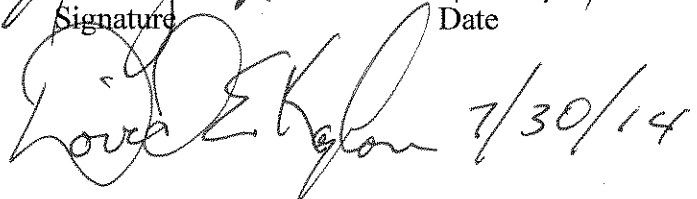
  
Signature

[END]

FOR WCE:

  
Signature

7/30/14  
Date

  
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