

**CITY OF CHULA VISTA WAGE PROPOSAL TO SEIU LOCAL 221/CVEA**

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

DATE: July 15, 2014

**PROPOSAL:**

The City and SEIU Local 221/CVEA ("SEIU/CVEA") have a two year MOU, which expires June 30, 2015. During the term of the MOU, SEIU/CVEA members have received two salary adjustments. The current MOU between the City and SEIU/CVEA 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 SEIU/CEVA 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 SEIU/CVEA 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 SEIU/CVEA 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 SEIU/CVEA 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 SEIU/CVEA 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 SEIU/CVEA:

  
Signature

7.29.14  
Date