

MEMORANDUM OF UNDERSTANDING
between
LOS RIOS COMMUNITY COLLEGE DISTRICT
and the
LOS RIOS CLASSIFIED EMPLOYEES ASSOCIATION (LRCEA)

Updating Longevity and Shift Differential Language

To improve compliance with regulations governing the California Public Employees' Retirement System (CalPERS), the parties agree to amend Article 9 of the LRCEA collective bargaining agreement as follows, effective January 1, 2026. Additions are shown in **bold/underline** and deletions are shown in ~~strikethrough~~. All unedited sections shall remain status quo.

Article 9: Compensation

9.6 Shift Differential

9.6.1 **Effective January 1, 1980,** ~~Unit~~ members regularly and consistently working ten (10) or more hours of their regular weekly shift after 4:30 p.m. **(night shift)** shall receive **a base salary increase of two and three-tenths percent (2.3%) for all hours worked during the night shift. The base salary increase of two and three-tenths percent (2.3%) is equivalent to** one (1) range shift differential, where the employee retains their current salary step within the higher salary range and is paid an amount equivalent to **the difference between their salary step in their current salary range and the same salary step in the next highest salary range.**~~a base salary increase of two and three-tenths percent (2.3%).~~

9.6.2 **Effective January 1, 1980,** ~~Unit~~ members regularly and consistently working ten (10) or more hours of their regular weekly shift after 12:30 a.m. **(graveyard shift)** shall receive **a base salary increase of four and sixty-five hundredths percent (4.65%) for all hours worked during the graveyard shift. The base salary increase of four and sixty-five hundredths percent (4.65%) is equivalent to** one (1) additional range shift differential in addition to the differential provided in Section 9.6.1, where the employee retains their current salary step within the higher salary range and is paid an amount equivalent to **the difference between their salary step in their current salary range and the same salary step in the salary range two ranges above their current salary range.**~~a base salary increase of four and six-tenths percent (4.6%).~~

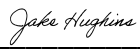
9.7 Longevity

Effective July 1, 2021, ~~A~~ regular employee who has served the District for ten (10) full years will receive a longevity increment of four percent (4%). An additional longevity increment of four percent (4%) will be paid to members of the bargaining unit after fifteen (15) full years of service with the District and will be compounded on the 10-year longevity adjusted salary to total 8.16%. A third longevity increment of four percent (4%) will be paid to members of the

bargaining unit after twenty (20) full years of service with the District and will be compounded on the 15-year longevity adjusted salary to total 12.486%. A fourth longevity increment of two percent (2%) will be paid to members of the bargaining unit after twenty-five (25) full years of service with the District and will be compounded on the 20-year longevity adjusted salary to total 14.736%.

For the Union:

For the District:



Jake Hughins, LRCEA President



Mario Rodriguez, Executive Vice Chancellor



Ken Cooper, LRCEA Vice President



Carrie Bray, Vice Chancellor, HR