MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1021
AND LOS RIOS COMMUNITY COLLEGE DISTRICT

Topic:
Following ongoing discussions, a pay increase for the Maintenance HVAC Mechanic position series was proposed at the SEIU/LRCCD Joint Labor Meeting on September 5, 2024. Following various counter proposals, the parties agree on a wage adjustment.

Background:
The District has experienced repeated challenges in recruiting and retaining Maintenance HVAC Mechanics. Despite numerous advertising efforts to target applicants in this industry, the challenges have continued. This memorandum of understanding ("MOU") reflects the agreement between Los Rios Community College District ("District") and SEIU, Local 1021 concerning the following salary change to the Maintenance HVAC Mechanic position series in order to increase competitiveness in the marketplace and augment applicant pools.

The District proposes to increase the pay for the position of Maintenance HVAC Mechanic from Range 39 (Annual Salary $74,035 - $96,674) to Range 41 (Annual Salary $77,363 - $101,135) and Lead Maintenance HVAC Mechanic from Range 42 (Annual Salary $79,112 - $103,464) to Range 44 (Annual Salary $82,310 - $105,660) on SEIU Classified Salary Schedule.

Agreements:
With SEIU agreement, this proposal would move forward for Board approval at the next available LRCCD Board of Trustees Meeting, effective the first day of the month in which Board approval occurs. The continuing cost for the classification changes will be borne as follows: The general purpose funded portion of any positions will be shared 50:50 by the District and SEIU.

The parties agree to prioritize the Maintenance – HVAC Mechanic job family for the next Job Description Study, pursuant to Section 16.4 of the parties' agreement.

SEIU   LRCCD

Christopher Elliott
Christopher Elliott (Feb 26, 2025 11:19 PST)
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Chris Elliott, President   Mario Rodriguez, Executive Vice Chancellor

Mohammad Kashmiri (Feb 27, 2025 12:39 PST)
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Mo Kashmiri, SEIU Field Representative   Carrie Bray, Vice Chancellor, Human Resources