

TO: California School Employee Association (CSEA) - Chapter 472
FROM: Imperial Community College District
DATE: September 5, 2013
SUBJECT: LAST, BEST AND FINAL OFFER FROM IMPERIAL COMMUNITY COLLEGE DISTRICT (REJECTION and REITERATION)

On November 14, 2012, the District sunshined a request to reopen contract negotiations for Articles 8, Salaries and 10, Insurance. CSEA representatives have met with the District representatives on numerous occasions over the past several months, provided several detailed spreadsheets of related data and reports (e.g. FCMAT), held informational sessions with CSEA membership, but we have been unsuccessful in reaching any agreement to date. Following further direction from the Board of Trustees, the District negotiators made the following Last, Best, and Final Offer on August 29, 2013. After receiving this Last, Best, and Final offer (during that same meeting on August 29, 2013), the CSEA provided a counteroffer, very similar to their previous verbal offer, which was rejected on August 14, 2013. The District REJECTS that offer and reiterates the Last, Best, and Final offer as outlined below:

1. **ARTICLE 8 – SALARY**

Article 8.1 General

To better align with the salary median of our designated comparison college districts, the new salary schedule for all CSEA unit members will include 9 steps at 3% as outlined in Exhibit B2.

Add the following paragraph:

1. Effective July 1, 2013, a 3% step increase for those eligible (2% of any 5% increase given on July 1, 2013 to be recovered via payroll deduction agreement for up to 6 months). Employees who have a current salary above the new schedule will remain "Y rated" at their July 1, 2013 salary. Employees not Y rated will be placed on the new schedule (after the 3% increase on July 1, 2013) at the closest step within their range without loss of salary.
2. An off-schedule COLA payment of 1.57% of an employee's 12-13 annual salary for those employed on June 30, 2013. To be included in the first available regular pay warrant following the ratification.

Delete the second paragraph:

Effective January 1, 2013, freeze all salaries based on the May 2012 salary paid to the employee computed without deduction for any furlough days that may have been taken during said month. The salary freeze shall be for 2012-2013 fiscal year only. When salaries are unfrozen a unit member shall advance one step only on the schedule, if that member is eligible for advancement.

Article 8.6 Furlough Delete Article 8.6

2012-2013

~~*All unit members shall be furloughed without pay during school year 2012-2013 only. The number of furlough days will equal the additional costs incurred by the District for salaries (anything more*~~

~~than the frozen amount referenced) and benefits (new rates effective October 1, 2012). The District shall have the discretion to determine the manner and sequence of furlough days for individual employees.~~

EXHIBIT B2

A recent salary survey of the 4 community college districts used by F.C.M.A.T. for their recommendations shows that there is a clear misalignment of the median for direct compensation (this section is focused only on employer-paid base salary and doesn't include a review of overtime or benefits like medical insurance, retirement contributions, etc.). The following schedules reflect a realignment of salary schedules based on the referenced peer community college districts and the District's Total Compensation Philosophy.

- Remove Ranges 1-7 (vacant anyhow).
- Remove steps 1-3 (step 4 becomes step 1).
- 5 steps with 3% increase between steps.
- Add 4 longevity steps at 3% each (upon reaching 10 years, 15 years, 20 years, and 25 year anniversary dates, effective July 1st after the anniversary is reached)
- Anyone who is above the new schedule maximum will be "Y rated", maintaining their July 1, 2013 salary level.

Range 8

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	2,557	2,634	2,713	2,794	2,878	2,964	3,053	3,145	3,239
YR	30,684	31,605	32,553	33,529	34,535	35,571	36,638	37,737	38,870
DA	117.62	121.15	124.79	128.53	132.38	136.36	140.45	144.66	149.00
HR	14.70	15.14	15.60	16.07	16.55	17.04	17.56	18.08	18.63

Range 9

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	2,635	2,714	2,795	2,879	2,966	3,055	3,146	3,241	3,338
YR	31,620	32,569	33,546	34,552	35,589	36,656	37,756	38,889	40,055
DA	121.21	124.85	128.59	132.45	136.42	140.52	144.73	149.07	153.55
HR	15.15	15.61	16.07	16.56	17.05	17.56	18.09	18.63	19.19

Range 10

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	2,712	2,793	2,877	2,963	3,052	3,144	3,238	3,335	3,435
YR	32,544	33,520	34,526	35,562	36,629	37,727	38,859	40,025	41,226
DA	124.75	128.49	132.35	136.32	140.41	144.62	148.96	153.43	158.03
HR	15.59	16.06	16.54	17.04	17.55	18.08	18.62	19.18	19.75

Range 11

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	2,794	2,878	2,964	3,053	3,145	3,239	3,336	3,436	3,539
YR	33,528	34,534	35,570	36,637	37,736	38,868	40,034	41,235	42,472
DA	128.52	132.38	136.35	140.44	144.65	148.99	153.46	158.07	162.81
HR	16.07	16.55	17.04	17.56	18.08	18.62	19.18	19.76	20.35

Range 12

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	2,878	2,964	3,053	3,145	3,239	3,336	3,436	3,540	3,646
YR	34,536	35,572	36,639	37,738	38,871	40,037	41,238	42,475	43,749
DA	132.39	136.36	140.45	144.66	149.00	153.47	158.08	162.82	167.71
HR	16.55	17.04	17.56	18.08	18.63	19.18	19.76	20.35	20.96

Range 13

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	2,964	3,053	3,145	3,239	3,336	3,436	3,539	3,645	3,755
YR	35,568	36,635	37,734	38,866	40,032	41,233	42,470	43,744	45,056
DA	136.34	140.43	144.65	148.99	153.46	158.06	162.80	167.69	172.72
HR	17.04	17.55	18.08	18.62	19.18	19.76	20.35	20.96	21.59

Range 14

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	3,054	3,146	3,240	3,337	3,437	3,540	3,647	3,756	3,869
YR	36,648	37,747	38,880	40,046	41,248	42,485	43,760	45,072	46,425
DA	140.48	144.70	149.04	153.51	158.12	162.86	167.75	172.78	177.96
HR	17.56	18.09	18.63	19.19	19.76	20.36	20.97	21.60	22.25

Range 15

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	3,145	3,239	3,337	3,437	3,540	3,646	3,755	3,868	3,984
YR	37,740	38,872	40,038	41,240	42,477	43,751	45,064	46,415	47,808
DA	144.67	149.01	153.48	158.08	162.83	167.71	172.74	177.93	183.26
HR	18.08	18.63	19.19	19.76	20.35	20.96	21.59	22.24	22.91

Range 16

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	3,239	3,336	3,436	3,539	3,646	3,755	3,868	3,984	4,103
YR	38,868	40,034	41,235	42,472	43,746	45,059	46,410	47,803	49,237
DA	148.99	153.46	158.07	162.81	167.69	172.72	177.91	183.24	188.74
HR	18.62	19.18	19.76	20.35	20.96	21.59	22.24	22.91	23.59

Range 17

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	3,337	3,437	3,540	3,646	3,756	3,868	3,985	4,104	4,227
YR	40,044	41,245	42,483	43,757	45,070	46,422	47,815	49,249	50,727
DA	153.50	158.11	162.85	167.74	172.77	177.95	183.29	188.79	194.45
HR	19.19	19.76	20.36	20.97	21.60	22.24	22.91	23.60	24.31

Range 18

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	3,437	3,540	3,646	3,756	3,868	3,984	4,104	4,227	4,354
YR	41,244	42,481	43,756	45,068	46,420	47,813	49,247	50,725	52,247
DA	158.10	162.85	167.73	172.76	177.95	183.28	188.78	194.45	200.28
HR	19.76	20.36	20.97	21.60	22.24	22.91	23.60	24.31	25.03

Range 19

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	3,540	3,646	3,756	3,868	3,984	4,104	4,227	4,354	4,484
YR	42,480	43,754	45,067	46,419	47,812	49,246	50,723	52,245	53,812
DA	162.84	167.73	172.76	177.94	183.28	188.78	194.44	200.27	206.28
HR	20.36	20.97	21.59	22.24	22.91	23.60	24.30	25.03	25.79

Range 20

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	3,646	3,755	3,868	3,984	4,104	4,227	4,354	4,484	4,619
YR	43,752	45,065	46,416	47,809	49,243	50,721	52,242	53,809	55,424
DA	167.72	172.75	177.93	183.27	188.77	194.43	200.26	206.27	212.46
HR	20.96	21.59	22.24	22.91	23.60	24.30	25.03	25.78	26.56

Range 21

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	3,756	3,869	3,985	4,104	4,227	4,354	4,485	4,619	4,758
YR	45,072	46,424	47,817	49,251	50,729	52,251	53,818	55,433	57,096
DA	172.78	177.96	183.30	188.80	194.46	200.29	206.30	212.49	218.87
HR	21.60	22.24	22.91	23.60	24.31	25.04	25.79	26.56	27.36

Range 22

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	3,868	3,984	4,104	4,227	4,353	4,484	4,619	4,757	4,900
YR	46,416	47,808	49,243	50,720	52,242	53,809	55,423	57,086	58,798
DA	177.93	183.27	188.76	194.43	200.26	206.27	212.46	218.83	225.39
HR	22.24	22.91	23.60	24.30	25.03	25.78	26.56	27.35	28.17

Range 23

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	3,984	4,104	4,227	4,353	4,484	4,619	4,757	4,900	5,047
YR	47,808	49,242	50,720	52,241	53,808	55,423	57,085	58,798	60,562
DA	183.26	188.76	194.42	200.26	206.27	212.45	218.83	225.39	232.15
HR	22.91	23.60	24.30	25.03	25.78	26.56	27.35	28.17	29.02

Range 24

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	4,104	4,227	4,354	4,485	4,619	4,758	4,900	5,047	5,199
YR	49,248	50,725	52,247	53,815	55,429	57,092	58,805	60,569	62,386
DA	188.78	194.45	200.28	206.29	212.48	218.85	225.42	232.18	239.15
HR	23.60	24.31	25.04	25.79	26.56	27.36	28.18	29.02	29.89

Range 25

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	4,227	4,354	4,484	4,619	4,758	4,900	5,047	5,199	5,355
YR	50,724	52,246	53,813	55,427	57,090	58,803	60,567	62,384	64,256
DA	194.44	200.28	206.28	212.47	218.85	225.41	232.17	239.14	246.31
HR	24.31	25.03	25.79	26.56	27.36	28.18	29.02	29.89	30.79

Range 26

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	4,353	4,484	4,618	4,757	4,899	5,046	5,198	5,354	5,514
YR	52,236	53,803	55,417	57,080	58,792	60,556	62,373	64,244	66,171
DA	200.24	206.25	212.43	218.81	225.37	232.13	239.09	246.27	253.66
HR	25.03	25.78	26.55	27.35	28.17	29.02	29.89	30.78	31.71

Range 27

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	4,484	4,619	4,757	4,900	5,047	5,198	5,354	5,515	5,680
YR	53,808	55,422	57,085	58,797	60,561	62,378	64,250	66,177	68,162
DA	206.26	212.45	218.83	225.39	232.15	239.12	246.29	253.68	261.29
HR	25.78	26.56	27.35	28.17	29.02	29.89	30.79	31.71	32.66

Range 28

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	4,618	4,757	4,899	5,046	5,198	5,354	5,514	5,680	5,850
YR	55,416	57,078	58,791	60,555	62,371	64,242	66,170	68,155	70,199
DA	212.43	218.80	225.36	232.13	239.09	246.26	253.65	261.26	269.10
HR	26.55	27.35	28.17	29.02	29.89	30.78	31.71	32.66	33.64

Range 29

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	4,757	4,900	5,047	5,198	5,354	5,515	5,680	5,851	6,026
YR	57,084	58,797	60,560	62,377	64,249	66,176	68,161	70,206	72,312
DA	218.82	225.39	232.15	239.11	246.29	253.67	261.28	269.12	277.20
HR	27.35	28.17	29.02	29.89	30.79	31.71	32.66	33.64	34.65

Range 30

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
YR	4,900	5,047	5,198	5,354	5,515	5,680	5,851	6,026	6,207
DA	58,800	60,564	62,381	64,252	66,180	68,165	70,210	72,317	74,486
HR	225.40	232.16	239.13	246.30	253.69	261.30	269.14	277.21	285.53
	28.18	29.02	29.89	30.79	31.71	32.66	33.64	34.65	35.69

Range 31

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
YR	5,047	5,198	5,354	5,515	5,680	5,851	6,026	6,207	6,393
DA	60,564	62,381	64,252	66,180	68,165	70,210	72,317	74,486	76,721
HR	232.16	239.13	246.30	253.69	261.30	269.14	277.21	285.53	294.10
	29.02	29.89	30.79	31.71	32.66	33.64	34.65	35.69	36.76

Range 32

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
YR	5,199	5,355	5,516	5,681	5,852	6,027	6,208	6,394	6,586
DA	62,388	64,260	66,187	68,173	70,218	72,325	74,495	76,729	79,031
HR	239.15	246.33	253.72	261.33	269.17	277.25	285.56	294.13	302.95
	29.89	30.79	31.71	32.67	33.65	34.66	35.70	36.77	37.87

Range 33

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
YR	5,354	5,515	5,680	5,850	6,026	6,207	6,393	6,585	6,782
DA	64,248	66,175	68,161	70,206	72,312	74,481	76,715	79,017	81,387
HR	246.28	253.67	261.28	269.12	277.19	285.51	294.08	302.90	311.99
	30.79	31.71	32.66	33.64	34.65	35.69	36.76	37.86	39.00

Range 34

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
YR	5,515	5,680	5,851	6,026	6,207	6,393	6,585	6,783	6,986
DA	66,180	68,165	70,210	72,317	74,486	76,721	79,022	81,393	83,835
HR	253.69	261.30	269.14	277.21	285.53	294.10	302.92	312.01	321.37
	31.71	32.66	33.64	34.65	35.69	36.76	37.86	39.00	40.17

Range 35

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	5,681	5,851	6,027	6,208	6,394	6,586	6,783	6,987	7,197
YR	68,172	70,217	72,324	74,493	76,728	79,030	81,401	83,843	86,358
DA	261.33	269.17	277.24	285.56	294.12	302.95	312.04	321.40	331.04
HR	32.67	33.65	34.66	35.69	36.77	37.87	39.00	40.17	41.38