CVEA/SEIU Local 221 Proposal : ____1A_____ Date Proposed ____April 11~~March 4~~, 2014____

Article 2.01 Wages

I. Salary adjustments shall be made as follows:

A. For Fiscal-Year ("FY") 2013-14:

1. Starting the first full pay-period after agreement by the parties and approval by City Council of a successor MOU to the current MOU (set to expire June 30, 2013) between the City and CVEA/SEIU, all CVEA/SEIU represented employees shall receive a 2% salary adjustment.
2. After agreement by the parties and approval by City Council of a successor MOU to the current MOU (set to expire June 30, 2013) between the City and CVEA/SEIU, in the first full pay period of January 2014, all CVEA/SEIU represented employees shall receive 1% salary adjustments.
3. The aforementioned salary increases are not retroactive.

B. For Fiscal-Year 2014-2015:

~~1. Either party may request a reopener on the issue of salary increases only. To reopen, either party must send a written notice by March 1, 2014 that it desires to reopen on the issue of salary increases.~~

1. Effective the 14th pay period of 2014 (Julyne ~~1~~3, 2014, all CVEA/SEIU represented employees shall receive a 3% salary adjustment.

~~1.~~2. Effective the first pay period of 2015 (January 1, 2015), all CVEA/SEIU represented employees shall receive a ~~3~~2% salary adjustment.

C. The parties agree to discuss the City's Quality Workforce Program (QWP) under the terms of the related side letter with the goal of completing the discussions by March 31, 2014.

Tentative Agreement

SEIU Local 221 DATE City of Chula Vista DATE