

1 COUNTER PROPOSAL FROM
2 THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
3 AND ITS
4 PASADENA CITY COLLEGE CHAPTER 777
5 TO THE
6 PASADENA AREA COMMUNITY COLLEGE DISTRICT
7

8 June 24, 2026
9

10 ARTICLE 23 - SERVICE INCREMENT "LONGEVITY"
11

12 23.1 Longevity: The District pays premium pay for longevity, and loyalty; calculated as a
13 percentage of the Unit Member's base salary, as follows:

14
15 ~~A service increment of one additional salary range will be granted after an employee has~~
16 ~~completed seven (7) years of continuous service; a second additional salary range will be granted~~
17 ~~upon completion of ten (10) years of continuous service; a third additional salary range will be~~
18 ~~granted upon the completion of fifteen (15) years of continuous service; a fourth additional salary~~
19 ~~range will be granted upon the completion of twenty (20) years of continuous service; a fifth~~
20 ~~additional salary range will be granted upon the completion of twenty-five (25) years of~~
21 ~~continuous service; a sixth additional salary range will be granted upon the completion of thirty~~
22 ~~(30) years of continuous service.~~

23 23.1.1 Seven Years;
24

25 A Unit Member who has been employed with the District in a bargaining unit position for seven (7)
26 consecutive years shall be granted a longevity increment of one additional salary range. (2.5%)
27 percent.
28

29 23.1.2 Ten Years;
30

31 A Unit Member who has been employed with the District in a bargaining unit position for ten (10)
32 consecutive years shall be granted a longevity increment of one additional salary range. (2.5%)
33 percent.
34

35 23.1.3 Fifteen Years;
36

37 A Unit Member who has been employed with the District in a bargaining unit position for fifteen
38 (15) consecutive years shall be granted a longevity increment of two additional salary ranges.
39 (5.0%) percent.
40

41 23.1.4 Twenty Years;

42

43 A Unit Member who has been employed with the District in a bargaining unit position for twenty
44 (20) consecutive years shall be granted a longevity increment of two additional salary ranges.
45 (5.0%) percent.

46

47 23.1.5 Twenty-Five Years;

48

49 A Unit Member who has been employed with the District in a bargaining unit position for twenty-
50 five (25) consecutive years shall be granted a longevity increment of ~~three~~ two additional salary
51 ranges. (~~7.5~~ 5.0%) percent.

52

53 23.1.6 Thirty Years;

54

55 A Unit Member who has been employed with the District in a bargaining unit position for thirty (30)
56 consecutive years shall be granted a longevity increment of three additional salary ranges. (7.5%)
57 percent.

58

59 Application of Longevity Increments

60 Longevity increments shall be cumulative and shall be applied upon completion of the applicable
61 service milestone, effective at the beginning of the next full pay period. Longevity increments
62 shall become a permanent part of the employee's salary placement.

63