

COUNTER PROPOSAL FROM
PASADENA AREA COMMUNITY COLLEGE DISTRICT
TO THE
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS
PASADENA CHAPTER 777

October 14, 2026

ARTICLE 23 - SERVICE INCREMENT "LONGEVITY"

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

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

ARTICLE 23 – SERVICE INCREMENT

A service increment, paid as longevity premium pay and calculated as a percentage of the Unit Member's base pay, will be granted upon completion of the following years of continuous service:

- 7 years: 2.50%
- 10 years: 5.06%
- 15 years: 7.69%
- 20 years: 10.38%

31 • **25 years:** 13.14%

32 • **30 years:** 15.97%

33 **Terms:**

34 • The service increment shall become effective on the first day of the month following the Unit
35 Member's attainment of the applicable years of continuous service.

36 • Each service increment percentage is calculated solely against the Unit Member's base pay.

37 • When a Unit Member reaches a new service milestone, the new percentage replaces the
38 previous percentage. Percentages do not stack.

39 • The service increment is a premium payment only. It does not increase, adjust, or otherwise
40 become part of the Unit Member's base pay for any purpose.