

VENTURA REGIONAL SANITATION DISTRICT
CONTRACT NO. 21-001-1

AMENDMENT NO. 1 TO VRSD CONTRACT NO. 21-001

MEMORANDUM OF UNDERSTANDING
BETWEEN VENTURA REGIONAL SANITATION DISTRICT AND
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 721

October 6, 2022

Ventura Regional Sanitation District and Service Employees International Union Local 721 agree that all other portions of the current Agreement remain in full force and effect through June 30, 2027, except for the changes listed below:

Article 1 – Term *(replaces)*

The term of this agreement shall extend the current contract through June 30, 2027.

Article 2 – Wages *(replaces)*

- A. Effective July 3, 2022, all member of the bargaining unit shall receive a three percent (3%) base salary increase and annual base salary increases effective the first full pay period in July of each year thereafter. The annual base salary increases effective July 2023 and each year thereafter will be based the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) less one-half (1/2) of a percent. The minimum and maximum increase per year will be between 0% and 4.5%, respectively. CPI shall be defined as the index for All Urban Consumers for the Los Angeles-Long Beach-Anaheim, CA area, not seasonally adjusted, all items index, annual average.

Additionally, each active SEIU 721 represented employee, who is a District employee as of the execution date of this MOU Amendment, shall receive a one-time bonus of one thousand dollars (\$1,000.00) gross subject to all regular withholdings.

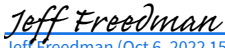
Article 43 - Salary Survey *(new addition)*

- A. The District's negotiations team agrees to recommend to the District Board and to include in the District's Proposed FY 2023-24 Budget funding for a salary survey to include all classifications represented by SEIU 721. If funding for survey is approved by the Board, the conduct of the survey shall begin within 120-days from such approval, following completion of a meet and confer process with employee organizations on terms and conditions of the survey, including but not limited to the employers to be surveyed, benchmark positions to be surveyed etc. Local 721 and the District agree to meet and confer after the survey is completed on possible salary increases.

**Ventura Regional
Sanitation District**



Chris Theisen
General Manager



[Jeff Freedman \(Oct 6, 2022 15:44 PDT\)](#)

Jeffrey Freedman, Consultant
Chief Negotiator



[Alvertina Rivera \(Oct 7, 2022 10:24 PDT\)](#)

Tina Rivera
Finance Director

**Service Employees
International Union Local 721**

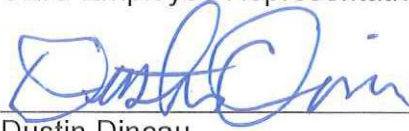


[Danny Carrillo \(Sep 28, 2022 15:23 PDT\)](#)

Danny Carrillo
SEIU Chief Negotiator



Armando Lazo
SEIU Employee Representative



Dustin Dincau
SEIU Employee Representative

APPROVED AND ADOPTED BY THE BOARD OF DIRECTORS this 6th day of October 2022.



[Laura Hernandez \(Oct 6, 2022 12:23 PDT\)](#)

LAURA HERNANDEZ, Chairperson
Board of Directors

ATTEST:



[Juliet Rodriguez \(Oct 6, 2022 10:56 PDT\)](#)

Juliet Rodriguez
Clerk of the Board