

LOS RIOS COMMUNITY COLLEGE DISTRICT  
Memorandum of Understanding  
LRCFT

Background

The District shifted summer 2015 FTES to the 2014-15 fiscal year to capture growth funds. Those revenues supported salary schedule and other compensation improvements. In 2015-16, the district did not achieve its FTES goal. Base funding will be maintained for 2015-16 but the District could have its funding reduced in 2016-17 if it is unable to achieve its base FTES level of 52,170. While the District is not anticipating a reduction, it most likely will not receive growth funds in 2016-17 and therefore must rely upon the base augmentation estimated at \$3.4M to support cost increases.

In addition, there is the need to set-aside an additional \$1.5M toward PERS/STRS cost increase from the base augmentation. The District will fund \$500,000 and is asking its employee groups to fund \$1M. Based upon the plan for funding the increases for retirement, this \$1.5M will bring the district to 60% of the projected need.

In addition to on-going needs, one-time funds are also needed for PERS/STRS costs. The District should receive around \$4.8 million for Mandate Past Claims. The units will receive 80% of that allocation and the amount needed for PERS/STRS is \$2.5M.

To address our enrollment needs, the District expanded its instructional programs in apprenticeship and public safety through instructional services agreements. Due to timing, not all of the projected hours were earned in 2015-16 but are expected to be achieved in 2016-17. A portion of the charge to on-going funds to support the expansion of those programs is being credited to the units in 2015-16 as one-time and being reserved for 2016-17 costs for these programs. If more funds are needed, then those would be a 2016-17 charge.

Given the relatively low amount of new continuing funds available in 2016-17, the concern regarding enrollment, and the significant amount of funds available for salary schedule improvements in 2015-16, the District is asking all employee units to designate a portion of their 2015-16 residual funds to be carried forward to 2016-17. Those funds will then be available to the units to support compensation cost increases in 2016-17 or, if not needed, be paid as a salary schedule improvement in August of 2017.

---

The following is agreed to:

2016-17 Base Augmentation

As agreed to last year, a portion of this allocation will be used to support PERS/STRS costs. The base allocation is an augmentation to the base revenues defined in A.1.1. As such, the funds will be split per the 80%/20% formula. The base augmentation is \$75M statewide in 2016-17. Los Rios should receive around \$3.6M and from that the units will fund \$1M and the District will fund \$500,000 after the 80/20 allocation.

While not stated in the legislation, this funding was provided to support pension cost increases imposed upon districts as a result of the PERS and STRS employer contribution rate increases. The \$266.7M in 2015-16 was approximately one-half of the expected annual cost statewide. The \$75M for 2016-17 will bring the total to around 65% of the projected increase which is similar to the District's goal for 2016-17. It is not known if there will be any additional base augmentation funding provided in future years.

2016-17 Mandates (past claims)

Per section A.1.5, funds paid to the District for claims filed for years preceding the 2014-15 fiscal year are a resource for compensation after those claims are satisfied. It is anticipated that the District will receive at least \$4.9M from the allocation for past claims. All of the District's outstanding claims have been paid. The District is proposing that \$2.5M be set-aside from the compensation (80%) share of this allocation for PER/STRS cost increases in years when the continuing amount designated are not sufficient to cover the cost. When the cost increases are funded, any unused balance remaining from this set-aside will be credited to the compensation formula.

Reserve of Growth Costs for Contract Instruction growth in 2016-17



A portion of the growth charge (approximately \$200,000) for contract instruction was not earned in 2015-16 but is projected to be earned in 2016-17. The units will receive a one-time credit for that amount in 2015-16. In the event the funds are not earned in 2016-17, they will be credited back as on-going. The set-aside is not the full amount that the programs are expected to earn in 2016-17 and any additional costs above the 2015-16 base will be a charge in 2016-17.

2015-16 Salary Schedule Improvements


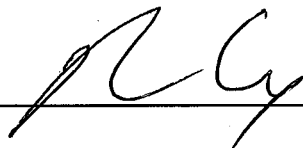
A five percent (5%) salary schedule improvement will be paid to eligible members as specified in the LRCFT collective bargaining agreement for the 2015-16 year. The payment will consist of one-time funds.

Remaining funds available for compensation improvements both on-going and one-time will be carried forward to the 2016-17 year and credited to the LRCFT unit as part of the 2016-17 compensation calculation.

For the LRCFT

  
\_\_\_\_\_  
  
\_\_\_\_\_

For the District

  
\_\_\_\_\_  
  
\_\_\_\_\_

LOS RIOS COMMUNITY COLLEGE DISTRICT  
Memorandum of Understanding  
SEIU

Background

The District shifted summer 2015 FTES to the 2014-15 fiscal year to capture growth funds. Those revenues supported salary schedule and other compensation improvements. In 2015-16, the district did not achieve its FTES goal. Base funding will be maintained for 2015-16 but the District could have its funding reduced in 2016-17 if it is unable to achieve its base FTES level of 52,170. While the District is not anticipating a reduction, it most likely will not receive growth funds in 2016-17 and therefore must rely upon the base augmentation estimated at \$3.4M to support cost increases.

In addition, there is the need to set-aside an additional \$1.5M toward PERS/STRS cost increase from the base augmentation. The District will fund \$500,000 and is asking its employee groups to fund \$1M. Based upon the plan for funding the increases for retirement, this \$1.5M will bring the district to 60% of the projected need.

In addition to on-going needs, one-time funds are also needed for PERS/STRS costs. The District should receive around \$4.8 million for Mandate Past Claims. The units will receive 80% of that allocation and the amount needed for PERS/STRS is \$2.5M.

To address our enrollment needs, the District expanded its instructional programs in apprenticeship and public safety through instructional services agreements. Due to timing, not all of the projected hours were earned in 2015-16 but are expected to be achieved in 2016-17. A portion of the charge to on-going funds to support the expansion of those programs is being credited to the units in 2015-16 as one-time and being reserved for 2016-17 costs for these programs. If more funds are needed, then those would be a 2016-17 charge.

Given the relatively low amount of new continuing funds available in 2016-17, the concern regarding enrollment, and the significant amount of funds available for salary schedule improvements in 2015-16, the District is asking all employee units to designate a portion of their 2015-16 residual funds to be carried forward to 2016-17. Those funds will then be available to the units to support compensation cost increases in 2016-17 or, if not needed, be paid as a salary schedule improvement in August of 2017.

The following is agreed to:

2016-17 Base Augmentation

As agreed to last year, a portion of this allocation will be used to support PERS/STRS costs. The base allocation is an augmentation to the base revenues defined in A.2.1. As such, the funds will be split per the 80%/20% formula. The base augmentation is \$75M statewide in 2016-17. Los Rios should receive around \$3.6M and from that the units will fund \$1M and the District will fund \$500,000 after the 80/20 allocation.

While not stated in the legislation, this funding was provided to support pension cost increases imposed upon districts as a result of the PERS and STRS employer contribution rate increases. The \$266.7M in 2015-16 was approximately one-half of the expected annual cost statewide. The \$75M for 2016-17 will bring the total to around 65% of the projected increase which is similar to the District's goal for 2016-17. It is not known if there will be any additional base augmentation funding provided in future years.

2016-17 Mandates (past claims)

Per section A.4, funds paid to the District for claims filed for years preceding the 2014-15 fiscal year are a resource for compensation after those claims are satisfied. It is anticipated that the District will receive at least \$4.8M from the allocation for past claims. All of the District's outstanding claims have been paid. The District is proposing that \$2.5M be set-aside from the compensation (80%) share of this allocation for PER/STRS cost increases in years when the continuing amount designated are not sufficient to cover the cost. When the cost increases are funded, any unused balance remaining from this set-aside will be credited to the compensation formula.

Reserve of Growth Costs for Contract Instruction growth in 2016-17

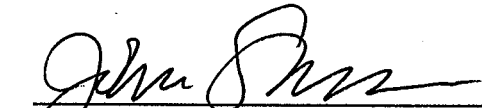
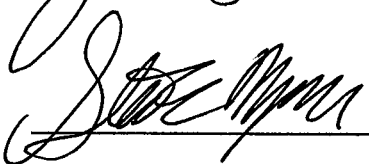
A portion of the growth charge (approximately \$200,000) for contract instruction was not earned in 2015-16 but is projected to be earned in 2016-17. The units will receive a one-time credit for that amount in 2015-16. In the event the funds are not earned in 2016-17, they will be credited back as on-going. The set-aside is not the full amount that the programs are expected to earn in 2016-17 and any additional costs above the 2015-16 base will be a charge in 2016-17.

2015-16 Salary Schedule Improvements


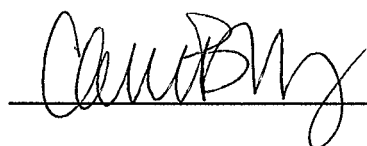
A six percent (6%) salary schedule improvement will be paid to eligible members as specified in the SEIU collective bargaining agreement for the 2015-16 year. The payment will consist of on-going and one-time funds with the maximum amount of the on-going portion set at 2%.

Remaining funds available for compensation improvements both on-going and one-time will be carried forward to the 2016-17 year and credited to the SEIU unit as part of the 2016-17 compensation calculation.

For the SEIU

  
\_\_\_\_\_  
  
\_\_\_\_\_

For the District

  
\_\_\_\_\_  
  
\_\_\_\_\_



LOS RIOS COMMUNITY COLLEGE DISTRICT  
Memorandum of Understanding  
LRCEA

Background

The District shifted summer 2015 FTES to the 2014-15 fiscal year to capture growth funds. Those revenues supported salary schedule and other compensation improvements. In 2015-16, the district did not achieve its FTES goal. Base funding will be maintained for 2015-16 but the District could have its funding reduced in 2016-17 if it is unable to achieve its base FTES level of 52,170. While the District is not anticipating a reduction, it most likely will not receive growth funds in 2016-17 and therefore must rely upon the base augmentation estimated at \$3.4M to support cost increases.

In addition, there is the need to set-aside an additional \$1.5M toward PERS/STRS cost increase from the base augmentation. The District will fund \$500,000 and is asking its employee groups to fund \$1M. Based upon the plan for funding the increases for retirement, this \$1.5M will bring the district to 60% of the projected need.

In addition to on-going needs, one-time funds are also needed for PERS/STRS costs. The District should receive around \$4.8 million for Mandate Past Claims. The units will receive 80% of that allocation and the amount needed for PERS/STRS is \$2.5M.

To address our enrollment needs, the District expanded its instructional programs in apprenticeship and public safety through instructional services agreements. Due to timing, not all of the projected hours were earned in 2015-16 but are expected to be achieved in 2016-17. A portion of the charge to on-going funds to support the expansion of those programs is being credited to the units in 2015-16 as one-time and being reserved for 2016-17 costs for these programs. If more funds are needed, then those would be a 2016-17 charge.

Given the relatively low amount of new continuing funds available in 2016-17, the concern regarding enrollment, and the significant amount of funds available for salary schedule improvements in 2015-16, the District is asking all employee units to designate a portion of their 2015-16 residual funds to be carried forward to 2016-17. Those funds will then be available to the units to support compensation cost increases in 2016-17 or, if not needed, be paid as a salary schedule improvement in August of 2017.

---

The following is agreed to:

2016-17 Base Augmentation

As agreed to last year, a portion of this allocation will be used to support PERS/STRS costs. The base allocation is an augmentation to the base revenues defined in A.1.1. As such, the funds will be split per the 80%/20% formula. The base augmentation is \$75M statewide in 2016-17. Los Rios should receive around \$3.6M and from that the units will fund \$1M and the District will fund \$500,000 after the 80/20 allocation.

While not stated in the legislation, this funding was provided to support pension cost increases imposed upon districts as a result of the PERS and STRS employer contribution rate increases. The \$266.7M in 2015-16 was approximately one-half of the expected annual cost statewide. The \$75M for 2016-17 will bring the total to around 65% of the projected increase which is

similar to the District's goal for 2016-17. It is not known if there will be any additional base augmentation funding provided in future years.

2016-17 Mandates (past claims)

Per section A.1.5, funds paid to the District for claims filed for years preceding the 2014-15 fiscal year are a resource for compensation after those claims are satisfied. It is anticipated that the District will receive at least \$4.8M from the allocation for past claims. All of the District's outstanding claims have been paid. The District is proposing that \$2.5M be set-aside from the compensation (80%) share of this allocation for PER/STRS cost increases in years when the continuing amount designated are not sufficient to cover the cost. When the cost increases are funded, any unused balance remaining from this set-aside will be credited to the compensation formula.

Reserve of Growth Costs for Contract Instruction growth in 2016-17

A portion of the growth charge (approximately \$200,000) for contract instruction was not earned in 2015-16 but is projected to be earned in 2016-17. The units will receive a one-time credit for that amount in 2015-16. In the event the funds are not earned in 2016-17, they will be credited back as on-going. The set-aside is not the full amount that the programs are expected to earn in 2016-17 and any additional costs above the 2015-16 base will be a charge in 2016-17.

2015-16 Salary Schedule Improvements

A six percent (6%) salary schedule improvement will be paid to eligible members as specified in the LRCEA collective bargaining agreement for the 2015-16 year. The payment will consist of on-going and one-time funds with the maximum amount of the on-going portion set at 2%.

Remaining funds available for compensation improvements both on-going and one-time will be carried forward to the 2016-17 year and credited to the LRCEA unit as part of the 2016-17 compensation calculation.

For the LRCEA

Edward M. Battore

Kes Schi

For the District

John Motest

Brenda Balsano

LOS RIOS COMMUNITY COLLEGE DISTRICT  
Memorandum of Understanding  
LRSA

Background

The District shifted summer 2015 FTES to the 2014-15 fiscal year to capture growth funds. Those revenues supported salary schedule and other compensation improvements. In 2015-16, the district did not achieve its FTES goal. Base funding will be maintained for 2015-16 but the District could have its funding reduced in 2016-17 if it is unable to achieve its base FTES level of 52,170. While the District is not anticipating a reduction, it most likely will not receive growth funds in 2016-17 and therefore must rely upon the base augmentation estimated at \$3.4M to support cost increases.

In addition, there is the need to set-aside an additional \$1.5M toward PERS/STRS cost increase from the base augmentation. The District will fund \$500,000 and is asking its employee groups to fund \$1M. Based upon the plan for funding the increases for retirement, this \$1.5M will bring the district to 60% of the projected need.

In addition to on-going needs, one-time funds are also needed for PERS/STRS costs. The District should receive around \$4.8 million for Mandate Past Claims. The units will receive 80% of that allocation and the amount needed for PERS/STRS is \$2.5M.

To address our enrollment needs, the District expanded its instructional programs in apprenticeship and public safety through instructional services agreements. Due to timing, not all of the projected hours were earned in 2015-16 but are expected to be achieved in 2016-17. A portion of the charge to on-going funds to support the expansion of those programs is being credited to the units in 2015-16 as one-time and being reserved for 2016-17 costs for these programs. If more funds are needed, then those would be a 2016-17 charge.

Given the relatively low amount of new continuing funds available in 2016-17, the concern regarding enrollment, and the significant amount of funds available for salary schedule improvements in 2015-16, the District is asking all employee units to designate a portion of their 2015-16 residual funds to be carried forward to 2016-17. Those funds will then be available to the units to support compensation cost increases in 2016-17 or, if not needed, be paid as a salary schedule improvement in August of 2017.

---

The following is agreed to:

2016-17 Base Augmentation

As agreed to last year, a portion of this allocation will be used to support PERS/STRS costs. The base allocation is an augmentation to the base revenues defined in A.1.1. As such, the funds will be split per the 80%/20% formula. The base augmentation is \$75M statewide in 2016-17. Los Rios should receive around \$3.6M and from that the units will fund \$1M and the District will fund \$500,000 after the 80/20 allocation.

While not stated in the legislation, this funding was provided to support pension cost increases imposed upon districts as a result of the PERS and STRS employer contribution rate increases. The \$266.7M in 2015-16 was approximately one-half of the expected annual cost statewide. The \$75M for 2016-17 will bring the total to around 65% of the projected increase which is similar to the District's goal for 2016-17. It is not known if there will be any additional base augmentation funding provided in future years.

2016-17 Mandates (past claims)

Per section A.1.5, funds paid to the District for claims filed for years preceding the 2014-15 fiscal year are a resource for compensation after those claims are satisfied. It is anticipated that the District will receive at least \$4.8M from the allocation for past claims. All of the District's outstanding claims have been paid. The District is proposing that \$2.5M be set-aside from the compensation (80%) share of this allocation for PER/STRS cost increases in years when the continuing amount designated are not sufficient to cover the cost. When the cost increases are funded, any unused balance remaining from this set-aside will be credited to the compensation formula.

Reserve of Growth Costs for Contract Instruction growth in 2016-17

A portion of the growth charge (approximately \$200,000) for contract instruction was not earned in 2015-16 but is projected to be earned in 2016-17. The units will receive a one-time credit for that amount in 2015-16. In the event the funds are not earned in 2016-17, they will be credited back as on-going. The set-aside is not the full amount that the programs are expected to earn in 2016-17 and any additional costs above the 2015-16 base will be a charge in 2016-17.

2015-16 Salary Schedule Improvements

A five percent (5%) salary schedule improvement will be paid to eligible members as specified in the LRSA collective bargaining agreement for the 2015-16 year. The payment will consist of one-time funds.

Remaining funds available for compensation improvements both on-going and one-time will be carried forward to the 2016-17 year and credited to the LRSA unit as part of the 2016-17 compensation calculation.

For the LRSA

For the District



Kate Debeon

