

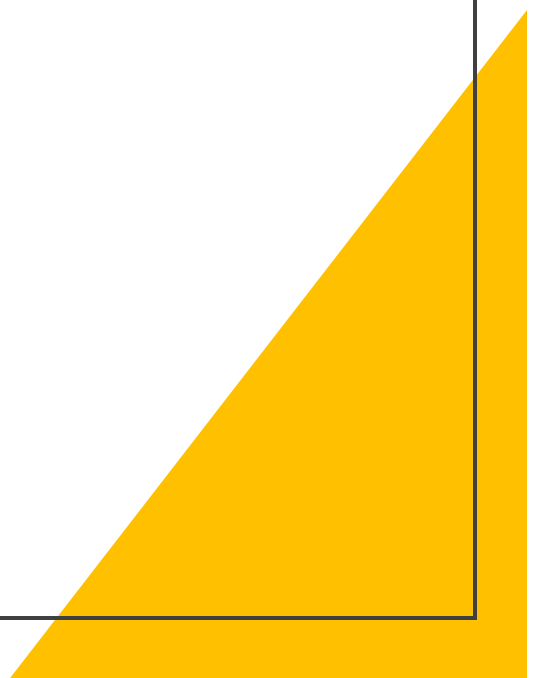
# Bargaining over Pay “Inequities”

SEIU Local 721 Bargaining Training  
May 17th, 2025

# AGENDA

- 1. How Labor Negotiates Salaries
- 2. What is a Pay Inequity?
- 3. What is NOT a Pay Inequity?
- 4. Labor Market Disparities

## **BREAK**

- 5. Recruitment Problems
  - 6. Retention Problems
  - 7. Researching Inequities
  - 8. Making Our Case
  - 9. The Politics of Inequities
  - 10. YOUR Inequity – Handout & Turn In
- 

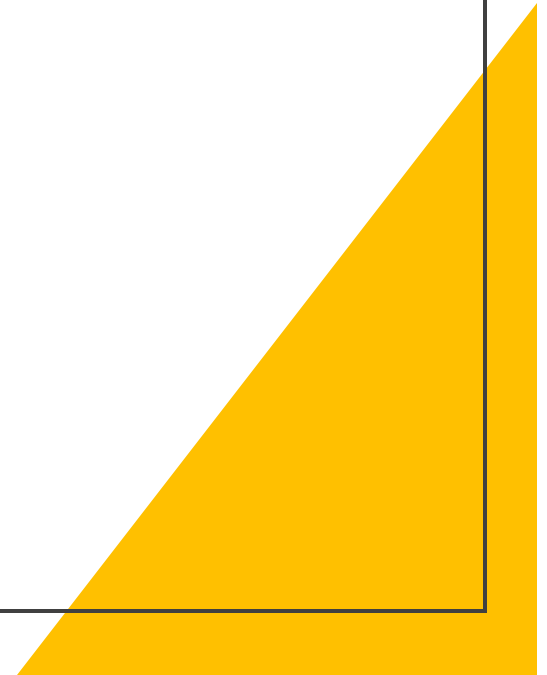


# How Salaries are Negotiated

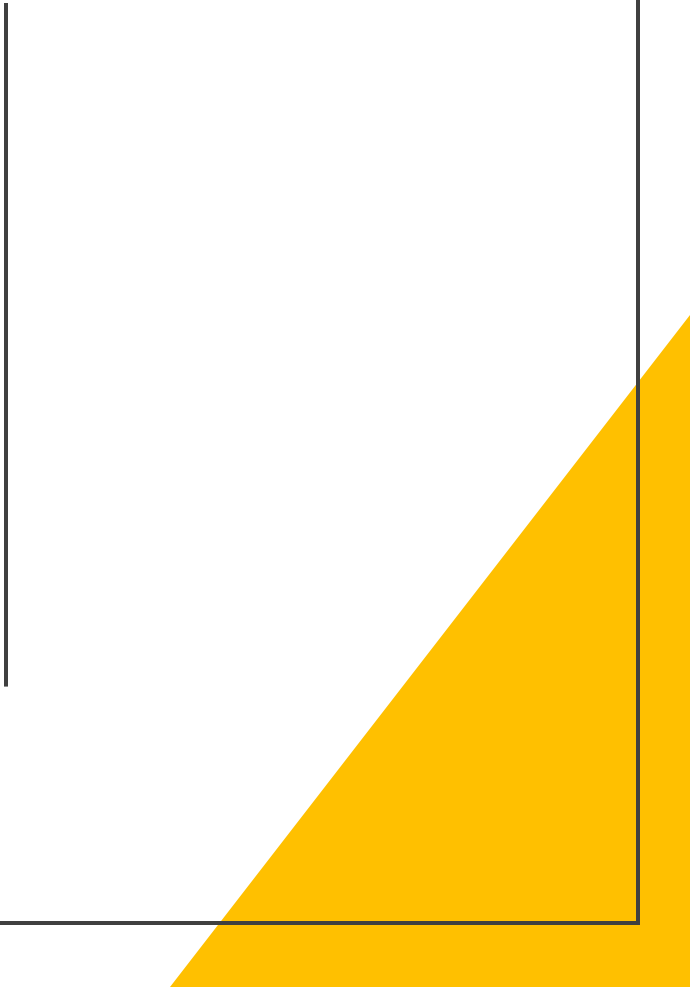
- General Movement
- Steps, and Bonuses
- Pay “Inequities”

# What is a Pay “Inequity”?

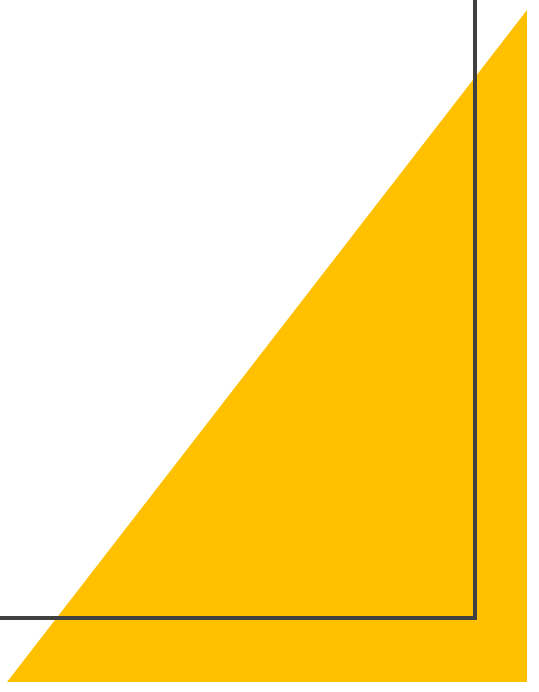
- External Inequity
- Internal Inequity
- Other



What is  
NOT a Pay  
“Inequity”?

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# What is NOT a Pay “Inequity”?

- Cost-of-Living Issue
  - Workload Issue
  - Classification Issue
  - We’re Worth It or We Deserve it!
- 
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# External Pay Inequity

- “a disparity between what workers are paid for a specific job classification and what workers in comparable classes in other jurisdictions, industry or classifications are paid for the same work.”

# CASE: Labor Market Disparity

Benchmarks

Comparable Classifications

Which Employers Matter?

Geography vs. Cost of Living

Public Sector and Private Sector



# CASE: Labor Market Disparity

## Comparables:

### Cities:

City of Oxnard  
Simi Valley  
Santa Paula  
Port Hueneme  
City of Moorpark  
Camarillo  
City of Ventura  
Mission Hills  
Agoura Hills  
Santa Clarita

### Special Districts:

Casitas Municipal  
Water District  
Camrosa Water  
District  
United Water  
District  
Area Housing  
Authority  
HACLA\*  
LACDA\*  
Conejo Recreation  
and Parks District

### Courts:

Superior Court of  
Ventura County  
Santa Barbara  
Superior Court  
Los Angeles  
Superior Court  
San Bernardino  
Superior Court  
Riverside Superior  
Court

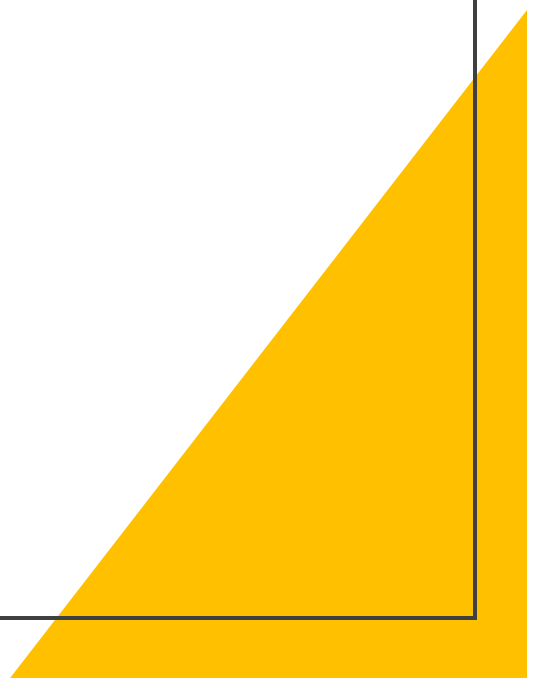
### Counties:

Ventura County  
Santa Barbara  
County  
San Luis Obispo  
County  
Los Angeles County

# CASE: Labor Market Disparity

What about **Healthcare Jobs**?

Is it a different labor market?



# CASE: Labor Market Disparity

What is a Significant Pay Disparity?



How Much is Too Much?

# CASE: Recruitment Problems

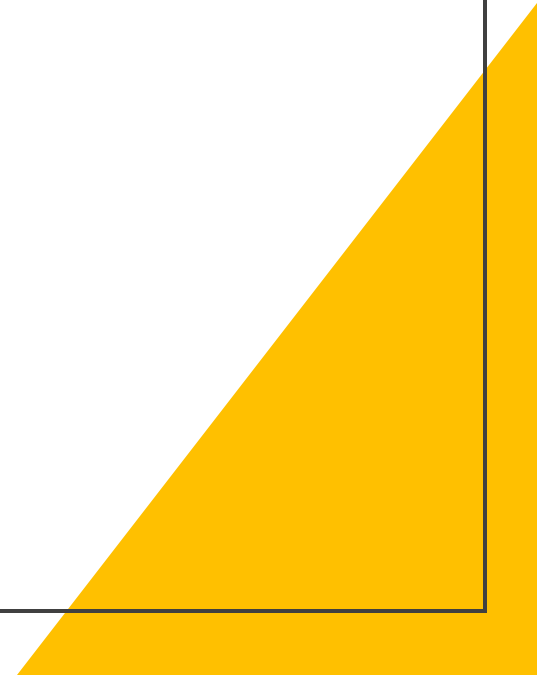
- What is a Recruitment Problem?
- How can we demonstrate that a Recruitment Problem exists?

# CASE: Retention Problems

- What is a Retention Problem?
- How can we demonstrate that a Retention Problem exists?

**BREAK**

# Internal Pay Inequities

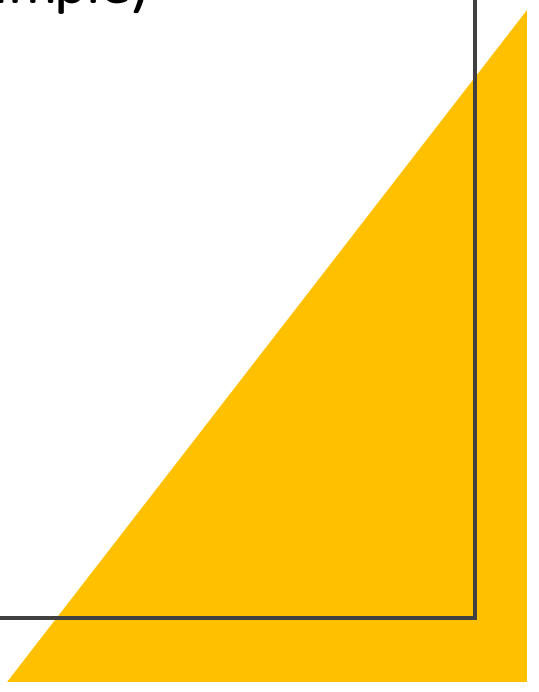


# Internal Pay Inequity

Pay rates for a classification or occupational group that are out of alignment with pay rates of other classifications or occupational groups within the same employer



## Examples of Internal Pay Inequities:

- Comparable experience & education requirements
  - Differential between supe and base
  - Gender-based (custodian v housekeeper example)
- 
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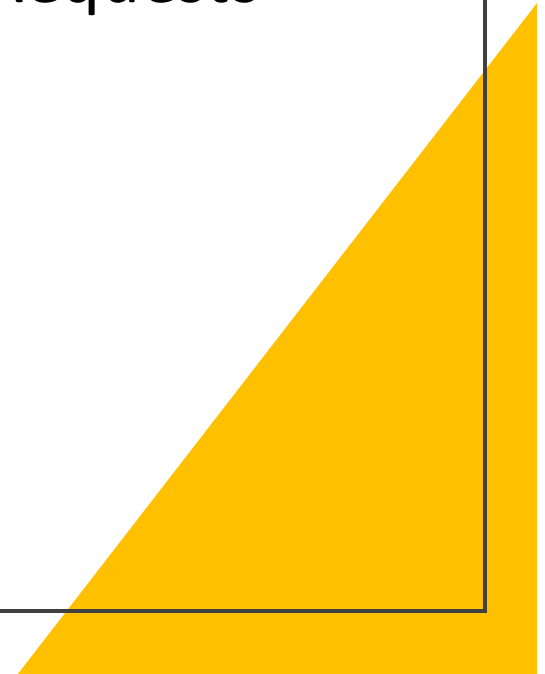
# Other Pay Inequities?

- Evolution of the Job
- “Fairness” Issues

Making Our  
Case:

**Researching**  
Pay  
Inequities

- Internet
- Information Requests



# Inequities Data Resources

## Cities:

City of Oxnard: <https://www.governmentjobs.com/careers/cityofoxnard/classspecs>

Camarillo: <https://www.governmentjobs.com/careers/camarillo/classspecs>

Simi Valley:

*Job Descriptions:* <https://www.simivalley.org/departments/city-manager-s-office/human-resources/job-descriptions>

*Salary Ranges:* <https://www.simivalley.org/departments/city-manager-s-office/human-resources/compensation>

Moorpark: <https://www.governmentjobs.com/careers/moorparkca/classspecs>

## Counties:

Ventura County: <https://www.governmentjobs.com/careers/ventura/classspecs>

Los Angeles County: <https://www.governmentjobs.com/careers/lacounty/classspecs>

Santa Barbara County: <https://www.governmentjobs.com/careers/sbcounty/classspecs>

San Luis Obispo: <https://www.governmentjobs.com/careers/slocountyca/classspecs>

## Courts:

Superior Court of Ventura: <https://www.governmentjobs.com/careers/venturasc/classspecs>

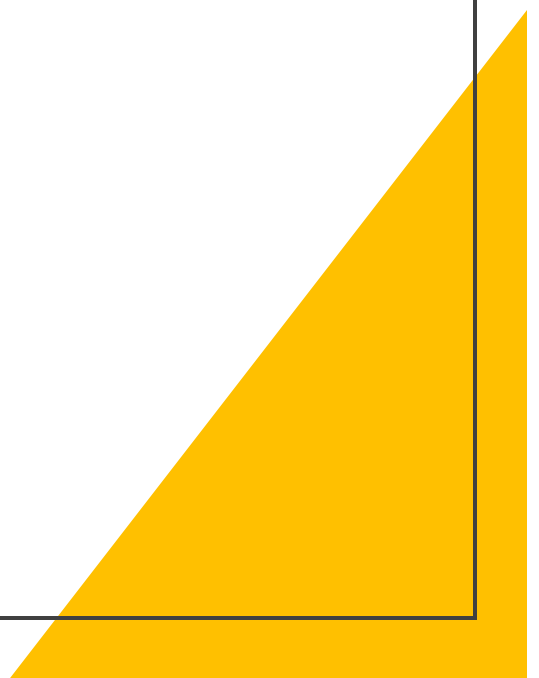
Los Angeles Superior Court: <https://www.governmentjobs.com/careers/lasc/classspecs>

## Special Districts:

Casitas Municipal Water District: <https://www.governmentjobs.com/careers/casitaswater/classspecs/1356556>

Making Our  
Case:  
**Researching**  
Pay  
Inequities

- Internet
- **Information  
Requests**



## Making Our Case:

Poll Question:

What is the most  
important factor in  
achieving success in  
inequity salary  
negotiations?

# Making Our Case: The Bargaining Process

- What does an Inequity Presentation Look Like?


Making  
Our Case:  
The  
Bargaining  
Process

*CASE STUDY: Real  
world example  
-Shuttle Bus  
Drivers*



# The Politics of Inequities



- Who makes the decisions?
  - Who do we want on our side?
  - Does the “squeaky wheel get the grease”?
- 

# YOUR Inequity

[illegible]