

# CITY OF VENTURA TENTATIVE AGREEMENT SUMMARY

**We Did It!** Our SEIU 721 City of Ventura bargaining team reached a strong Tentative Agreement on our contract! Despite the City's budget deficit, we secured strong improvements to this contract. Members made it clear that healthcare was a priority in this negotiating cycle, leading to historic contributions throughout the life of this contract.

**Our bargaining team unanimously recommends a YES vote.**

## TENTATIVE AGREEMENT HIGHLIGHTS

- **10% Salary increases over the life of the 3-year contract**
- **Significant increases to healthcare contributions in each year of the contract.**

*See the other side for the full TA Summary. →*



# SEIU 721

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- Cost of Living Adjustment “COLA”:
  - 3-YEAR TERM
    - FIRST PAY PERIOD AFTER RATIFICATION-3.0%
    - 2027-4.0%
    - 2028-3.0%
- MEDICAL CONTRIBUTIONS:

| Plan Year     | Employee Only Contribution | EE Only Increase from Prior Year | Employee +1 Contribution | EE +1 Increase from Prior Year | Employee +2 Contribution | EE + 2 Increase from Prior Year |
|---------------|----------------------------|----------------------------------|--------------------------|--------------------------------|--------------------------|---------------------------------|
| Current 2026* | \$ 772.00                  | -                                | \$ 1,000.00              | -                              | \$ 1,350.00              | -                               |
| 2027          | \$ 800.00                  | 3.6%                             | \$ 1,400.00              | 40%                            | \$ 1,900.00              | 40.7%                           |
| 2028          | \$ 856.00                  | 7%                               | \$ 1,498.00              | 7%                             | \$ 2,033.00              | 7%                              |
| 2029          | \$ 916.00                  | 7%                               | \$ 1,603.00              | 7%                             | \$ 2,175.00              | 7%                              |

\*The current 2026 amount is a combination of the Optional Benefit and the City’s contribution, which will be shown as a combined amount from 2027 onward.

- INCORPORATION OF BEREAVEMENT LEAVE SIDE LETTER WHICH COMPLIES WITH RECENT CHANGES IN THE LAW
- INCORPORATION OF SICK LEAVE CASH OUT LANGUAGE TO COMPLY WITH IRS REGULATIONS
- IMPROVEMENT IN THE NEW EMPLOYEE ORIENTATION PROCESS
- POLICE DISPATCHERS:
  - INCREASE TO MEAL PROVISION AMOUNT
  - EXCLUSIVE BILINGUAL TIER AT \$125 PER PAY PERIOD
  - NEGOTIATIONS ON DISPATCHER II CLASSIFICATION FOR RECRUITMENT AND RETENTION.