

SEIU LOCAL 1000 COUNCIL MEETING

September 16 – 19, 2011

AGENDA ITEM: 5 (J)

SUBJECT: Statewide Officer Compensation

SUBMITTED BY: Regina Whitney, President DLC 743
Rionna Jones, Chair Unit 20
Miguel Cordova, Chair Unit 21
Marie Harder, Vice Chair Unit 1

RECOMMENDED ACTION:

That the Council adopt the following amendments to the Policy File: 3 CSD 1.00

(2) Compensation for the President

Should union leave not be available, Local 1000 shall pay directly to the director the State salary the President would have drawn while on union leave, including any scheduled State salary adjustments during the President's term of office. In addition, Local 1000 shall pay the cost of any benefits that would have been paid by the State employer for the period of union leave. In addition, Local 1000 shall pay directly to the President an amount equal to the difference between the State salary the President draws while on union leave and \$150,000 total gross annual compensation paid monthly on a pro-rata basis. (CSDC 60/92/4, CSDC 76/94/3, CSDC 32/04/4)

(b) The other Local 1000 statewide Officers may serve full time as determined by the Local 1000 Council. (CSDC 83/99/6, CSDC 32/04/4)

(1) Union Leave for other Local 1000 Statewide Officers

Local 1000 shall attempt to secure union leave for the other statewide

officers. (CSDC 83/99/6, CSDC 32/04/4)

- (2) Compensation for the other Local 1000 Statewide Officers
Should union leave not be available, Local 1000 shall pay directly to the other Local 1000 statewide Officers the State salary the other Local 1000 statewide officers would have drawn while on union leave, including any scheduled State salary adjustments during the other Local 1000 statewide officers' term of office. In addition, Local 1000 shall pay the cost of any benefits that would have been paid by the State employer for the period of union leave. In addition, Local 1000 shall pay directly to each of the other Local 1000 statewide officers an amount equal to the difference between the State salary the officers draw while on union leave and \$125,000 total gross annual compensation paid monthly on a pro-rata basis.(CSDC 83/99/6, CSDC 32/04/4)

BACKGROUND:

The four statewide officers of Local 1000 work long hours and are responsible for oversight of the Union's resources, staff and business activities between meetings of the Council. The officers are on full time union leave and forego promotional opportunities that are available to other state workers, causing a disruption to their promotional and earning potential over time. While the officers continue to receive their state salaries, these amounts fail to adequately compensate them for the long hours and significant responsibilities they face as the officers of a statewide labor organization with more than 90,000 members and an annual budget that exceeds \$60 million.

It is within the purview of the Council to establish a compensation philosophy and determine a reasonable amount of compensation to be paid to its statewide officers for their services which will enable them to adequately carry out their duties. In setting and approving the salaries of its officers, the Council has reviewed the salaries paid to the President or Chief Executive of organizations that are considered to be among SEIU Local 1000's peer group in order to offer an appropriate comparison.

The peer groups of Local 1000 are identified based on the number of members in other organizations, their operating budget, the size of their staff, the range of

operational and geographic activities, the policy-setting responsibility and scope of decision-making responsibility of their Chief Executives, and the compensation of equivalent or similar positions.

By adopting this motion, the Council will establish a compensation philosophy for SEIU Local 1000 that its President and the other officers should be paid at approximately the mid-point of compensation paid for comparable responsibility within Local 1000's peer group.

By adopting this philosophy, the Council recognizes that there are wide differences between the state salaries drawn by Local 1000 members in different bargaining units and classifications. This approach will enable all members to hold statewide officer positions and carry out the responsibilities associated with the office without regard to whether they are modestly or highly compensated in their career with the state.

If passed, this motion will compensate officers for their activities on behalf of Local 1000 at a level similar to that paid to persons who perform like activities in comparable organizations. The compensation paid to the officers shall be equal to the difference between the continuing salary the officer draws from the state of California, plus the amount required to bring the President's total compensation to \$150,000 annually, and the three remaining statewide officers' total compensation to \$125,000 annually.

ESTIMATED COST/SAVINGS: \$295,000 annually

FUNDING SOURCE:

LOCAL 1000 ACTION:

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