



43 After the initial longevity increment, each subsequent 3.5% increase is  
44 applied to the total rate earned at the prior increment. For example, at 16  
45 years the 3.5% increment is applied to the level one increment (base pay +  
46 3.5%), yielding an actual increase of 7.13%. As a result, the value of each  
47 increment is compounded over time rather than simply added together. To  
48 illustrate:

<u>Years of Service</u>	<u>Increment # and Value</u>
<u>11</u>	<u>L1; base pay + 3.5%</u>
<u>16</u>	<u>L2; base pay + 7.13%</u>
<u>21</u>	<u>L3; base pay + 10.88%</u>
<u>26</u>	<u>L4, base pay + 14.76%</u>
<u>31</u>	<u>L5; base pay + 18.77%</u>
<u>36</u>	<u>L6; base pay + 22.93%</u>

57 This MOU is for clarification only, declarative of existing contractual language and intent,  
58 and simply restates the parties' mutual expectation in terms of contract interpretation. This  
59 MOU shall continue in effect unless modified or extinguished by mutual written agreement  
60 of the Parties. This MOU is precedential, and may be introduced in any grievance,  
61 arbitration, complaint, administrative or legal proceeding as evidence of past practice or  
62 intent of the parties or meaning or application of the collective bargaining agreement.

63

64 ANTELOPE VALLEY COLLEGE FEDERATION  
65 CLASSIFIED EMPLOYEES, LOCAL 4683

66 *Pamela Ford*

67 \_\_\_\_\_  
68 Mar 5, 2026

ANTELOPE VALLEY COLLEGE OF  
DISTRICT

*Ajida Seem*

\_\_\_\_\_   
Mar 4, 2026

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# Dist-Prop-MOU-PERS-Longevity 2026-03-04-clean

Final Audit Report

2026-03-05

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