

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Civil Attorneys' Association for the Contract Term February 13, 2017 through June 30, 2019.

MOU Reference Section	Change
Section 5: Salaries	<p>Provides for the following wage increases for CAA represented classifications:</p> <ul style="list-style-type: none"> • 2.0% effective February 13, 2017, • 2.5% effective July 3, 2017, and • 2.5% effective on July 2, 2018. <p>Removes negotiated restrictions on multiple step increases and results in following Civil Service Rule 409 again going forward.</p> <p>Me Too Provision: If financial terms in successor MOUs for attorneys represented by SEIU Local 620 (Public Defenders) or the Deputy District Attorneys' Association exceed the financial terms received by the CAA in any fiscal year regarding base salary increases and equity adjustments through the end of this MOU, the County agrees to increase the financial terms received by the CAA by a similar amount. How those financial terms would be applied would be determined through collective bargaining.</p>
Section 14: Retirement	<p>Provides for a reopener on or after September 1, 2017, regarding the issue of employee retirement contribution rates and potential related salary adjustments.</p>
Section 18: Professional Training Expenses	<p>Increases reimbursements for professional expenses from \$250 to \$750 annually and eliminates carryover provisions and any current liability from previous carry over provisions.</p>
Section 31: State Disability Insurance	<p>Provides a reopener to discuss State Disability Insurance (SDI) if the Association wants to participate. There is no cost to the County for such participation.</p>
Section 32: Term of Agreement	<p>Provides that the terms of the successor MOU will remain in effect through June 30, 2019.</p>