

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Deputy District Attorneys Association for the Contract Term December 12, 2011 through December 8, 2013.

MOU Reference	Change
Section 5: Salary	Reduces salaries for DDA IV and Senior by 3.5%, with a base salary no less than \$54.00 per hour.
	Freezes merit step/performance increases for DDAA-represented employees during the term of this agreement.
	Provides that any increases upon promotion to DDA IV and DDA Senior will be reduced from 10% to 5%
Section 10: Vacation	Eliminate employees' ability to cash out up to 80 hours of accrued vacation leave annually.
Section 14: Retirement	Eliminates employer-paid offset of employees' share of funding the cost of the retirement benefit.
	<p>Implements a new retirement tier for employees hired on or after June 25, 2012, that includes the following components:</p> <ul style="list-style-type: none"> • Formula of 2% @ 61¼ • Half-rates • Pension calculated on final average salary of three years • 2% retiree Cost of Living Adjustment
	Eliminates the retiree (\$15/\$4) medical program for employees hired on or after June 25, 2012.
	Effective June 25, 2012, employees will pay up to one-half of the increased annual cost of the retiree COLA, if any, with employee increases capped at 2%.
Section 31: Term of Agreement	This Memorandum of Understanding shall remain in full force and effect through December 8, 2013.