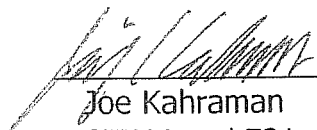


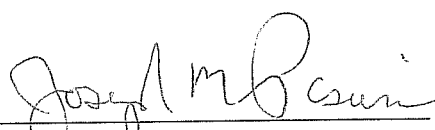
TENTATIVE AGREEMENT  
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 721 AND  
SANTA BARBARA COUNTY REGARDING  
EQUITY AND GENERAL SALARY REOPENERS

The parties have met and conferred in good faith pursuant to Sections 14 and 15 of the current Memorandum of Understanding between SEIU Local 721 and the County of Santa Barbara and pursuant to Section 3500 of the California Government Code.

The parties tentatively agree that employees represented by Local 721 in the classifications of Eligibility Worker I/II, Eligibility Worker III, and Eligibility Supervisor will receive a 5% equity increase and that all employees in job classifications represented by Local 721 shall receive a bank of 32 hours of paid leave time. To the greatest extent possible, the paid leave time will be used to close County offices from December 28, 2015 through December 31, 2015. Employees who cannot use these hours during the December 2015 time period shall use these hours no later than January 1, 2017. Any hours not used by that date shall be lost. These hours shall not have cash value upon separation.

This tentative agreement is not binding on the parties unless and until ratified by Local 721 and approved by the County Board of Supervisors. If the agreement is ratified by Local 721 and subsequently approved by the County Board of Supervisors, its terms will be implemented as soon as practicable following Board approval.

  
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Joe Kahraman  
SEIU Local 721

  
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Joseph M. Pisano  
County of Santa Barbara

Date: August 5, 2015

Date: 5 August 2015