

**Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Probation Peach Officers Association (PPOA) for the Contract Term April 27, 2015 through September 24, 2017.**

<b>MOU Section</b>	<b>Change</b>
<b>Section 7: Salaries</b>	Provides for across the board wage increases of 1.5% for PPOA represented classifications effective April 27, 2015, an increase of 1.5% effective on June 20, 2016, and an increase of 1% effective September 12, 2016.
<b>Section 8: Medical and Dental Coverage</b>	Note this is a change only in that the MOU previously required the County to pay up to the cost of employee only coverage for the least expensive EPO plan, and that amount has changed from \$226.92 to \$303.47 twice monthly.
<b>Section 11: Benefit Allowance</b>	Increases the biweekly benefit allowance from \$216.42 to \$236.51.
<b>Section 15: Sick Leave</b>	Increases from 40 to 48 the number of hours of sick leave employees may use annually to care for an immediate family member; this change is required to comply with Labor Code Section 233.(a).
<b>Section 16: Vacation</b>	Eliminates employees' ability to cash out up to 40 hours of accrued vacation leave annually.
<b>Section 19: Retirement</b>	Eliminates a \$72.33 biweekly employer offset of employees' retirement contribution, eliminates retiree medical benefits for employees hired on or after May 11, 2015, and provides for current and future employees to pay up to one-half of the increased annual Normal Cost of the retirement Cost of Living Adjustment (COLA) effective June 22, 2015, capped at a 2% increase for employees in a given year.
<b>Section 20: Overtime</b>	Eliminates paid sick leave as hours worked toward overtime hours.
<b>Section 24: Bilingual Allowance</b>	Increases biweekly bilingual allowance for certain unit members from \$46.15 to \$57.69.
<b>Section 26: Clothing Allowance</b>	Increases biweekly uniform allowance for certain unit members from \$5.00 to \$10.00.
<b>Section 45: Term</b>	The contract expires on September 24, 2017.