

**Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Deputy District Attorneys' Association for the Contract Term December 19, 2016 through June 30, 2019.**

MOU Reference Section	Change
<b>Section 3: Rights of the Parties</b>	Adds an agency shop provision, which requires employees represented by the Association to pay fair share fees if they are not dues paying members.
<b>Section 5: Salaries</b>	<p>Provides for the following wage increases for DDAA represented classifications:</p> <ul style="list-style-type: none"> <li>• 2.0% effective December 19, 2016,</li> <li>• 2.5% effective July 3, 2017, and</li> <li>• 2.5% effective on July 2, 2018.</li> </ul> <p>Removes negotiated restrictions on multiple step increases and results in following Civil Service Rule 409 again going forward.</p>
<b>Section 14: Retirement</b>	Provides for a reopener on or after September 1, 2017, regarding the issue of employee retirement contribution rates and potential related salary adjustments.
<b>Section 18: Professional Expenses</b>	Increases reimbursements for professional expenses from \$250 to \$500 annually and eliminates carryover provisions and any current liability from previous carry over provisions.
<b>Section 19: Duty Deputy Pay</b>	Increases stand by Deputy Duty Pay from \$450 to \$800 per pay period.
<b>Section 30: Obligation to Meet and Waiver Clause</b>	Provides that if financial terms in successor MOUs for attorneys represented by SEIU Local 620 (Public Defenders) or the Civil Attorneys' Association (Deputy County Counsels and Child Support Attorneys) exceed the financial terms received by the DDAA 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 DDAA by a similar amount. How those financial terms would be applied would be determined through collective bargaining.
<b>Section 31: Grievance Procedure</b>	Adds a grievance procedure comparable to the procedure available to the Civil Attorneys Association.
<b>Section 32: Term of Agreement</b>	Provides that the terms of the successor MOU will remain in effect through June 30, 2019.