

Attachment A

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Service Employees International Union Local 620 for the Contract Term November 19, 2007 through October 3, 2010.

Section 11: Benefit Allowance	Effective July 12, 2010 the benefit allowance shall be increased by \$20.00 per pay period.
Section 16: Salaries	Effective March 10, 2008, salaries for non-clerical classifications represented by the union shall increase by 1%.
	Effective October 6, 2008, salaries for all classifications represented by the union shall by 2%.
	Effective April 6, 2009, salaries for all classifications represented by the union shall increase by 1.5%.
	Effective October 5, 2009, salaries for all classifications represented by the union shall by 2%.
	Effective April 5, 2010, salaries for all classifications represented by the union shall increase by 2.5%.
Section 17: Salary Equity Adjustments	Effective July 14, 2008, the County will allocate a minimum of the dollar equivalent of .75% salary to fund salary equity adjustments for classifications represented by the union. The parties will meet and confer to determine how the money will be allocated.
	Effective July 13, 2009, the County will allocate a minimum of the dollar equivalent of .75% of salary to fund salary equity adjustment for classifications represented by the union. The parties will meet and confer to determine how the money will be allocated.
Section 20: Uniform Allowance	The uniform allowance for specified classifications will increase to \$10 per pay period.
Section 23: Special Duty Allowance	Add Juvenile Hall and Los Prietos Boys Academy/Boys Camp to locations; add Mental Health Caseworker to listings of classifications; Park Ranger classifications assigned to Lake Cahuma or Jalama Beach parks shall receive a five percent (5%) special duty allowance.
Section 27: Bilingual Allowance	An employee whose duty assignments require regular and frequent use of bilingual language skills in English and either Spanish or Hmong, or any other language including but not limited to American Sign Language, shall be designated by the department head to receive a bilingual allowance. The Bilingual allowance will remain \$57.69 per pay period.

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Section 28: Holidays	Add one floating holiday.
Section 30: Retirement	Employees hired on or after October 10, 1994 will begin paying retirement half-rates with a change in benefit levels from One-year Final Average Salary (FAS-1) to a Three Year Final Average Salary (FAS - 3) effective as soon as practicable following ratification and adoption of this MOU.
	<p>Between January 2008 and October 2008 the County and Local 620 shall commence meeting and conferring on the issues including:</p> <ol style="list-style-type: none"> 1. The feasibility of changes to the current retirement formulas for the existing and future workforce. The feasibility of establishing a defined contribution component to retirement for the future workforce. 2. Potential changes to retiree medical for the existing and future workforce.
Section 37: Civil Service Rules	The parties agree to continue discussions regarding modernization of Civil Service Rules.
Section 59 : Term of Agreement	November 19, 2007 through October 3, 2010