

Attachment C:

Summary of Significant Changes to
Deputy Sheriffs' Association MOU

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Deputy Sheriffs' Association for the Contract Term June 20, 2016 through July 1, 2018.

| MOU Reference | Change |
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| Section 5: Salaries | <p>Effective June 20, 2016, salaries for classifications represented by the Association shall increase by 2.0%.</p> <p>Effective July 4, 2016, salaries for classifications represented by the Association shall increase by 2.0%.</p> <p>Effective July 3, 2017, salaries for classifications represented by the Association shall increase by 3.0%.</p> |
| Section 10: Sick Leave | <p>Increase 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). In addition, the Paid Sick Leave law requires employers to reinstate unused sick leave balances for employees who separate from County service and are reemployed within one year of separation.</p> |
| Section 11: Vacation and Section 12: Holidays | <p>Eliminates employees' ability to cash out up to 40 hours of accrued vacation leave annually, effective September 28, 2015.</p> <p>Standardizes vacation and holiday accruals for all DSA represented classifications with no net increase in the total number of days accrued annually.</p> |
| Section 17: Retirement | <p>Effective July 4, 2016, eliminates an employer-paid retirement offset for current and future employees of \$73.00 biweekly for sworn DSA represented employees and of \$40.00 biweekly for non-sworn DSA represented employees and eliminates retiree medical benefits for employees hired on or after June 20, 2016.</p> |
| Section 19: Educational Incentive Allowance | <p>Effective June 20, 2016, expands prospectively the degrees that qualify for existing educational incentive allowances for certain DSA represented employees, and makes employees in Sheriff's Helicopter Pilot and Communications Dispatch classifications eligible for educational incentive allowances.</p> |
| Section 22: Uniform Allowance | <p>Increases Uniform Allowance for employees in Custody classifications assigned to the Alternative Sentencing Bureau/Electronic Monitoring from \$525 to \$825 annually (the same level currently received by employees in Deputy Sheriff Classifications), effective June 20, 2016.</p> |
| Section 23: Bilingual Allowance | <p>Increases bilingual allowance from \$30.00 to \$57.69 biweekly, for use of bilingual skills in English and Spanish or any other language used regularly and frequently in the course of employees' duty assignments, effective June 20, 2016.</p> |
| Section 33: Emergency Medical Dispatch Pay | <p>Establishes a special duty allowance of \$75 biweekly for employees in Communications Dispatch classifications who become Certified Emergency Medical Dispatchers, effective June 20, 2016.</p> |
| Section 49: Term of Agreement | <p>The Memorandum of Understanding shall continue in effect to and including July 1, 2018.</p> |