

Attachment B

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Engineers and Technicians Association for the Contract Term November 19, 2007 through October 3, 2010.

Article 10: Benefit Allowance	Effective July 12, 2010 the benefit allowance shall be increased by \$20.00 per pay period.
Article 15: Salaries	Effective March 10, 2008, salaries for 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%.
Article 19: Stand-by Duty	Compensation for stand-by duty shall increase to \$3.00 per hour.
Article 20: 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 increase to \$57.69 per pay period.
Article 21: Holidays	Add one floating holiday.
Article 23: 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.
	Between January 2008 and October 2008 the County and Local 620 shall commence meeting and conferring on the following issues: <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.

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Article 24: Professional License Fees	Effective in January 2009, the County will reimburse employees for reasonable costs of continuing education units required to maintain certification for Environmental Health Specialists and Geologists if certification is required as a condition of employment.
Article 31: Civil Service Rules	The parties agree to continue discussions regarding modernization of Civil Service Rules.
Article 40: Salary Equity Adjustments	Effective July 14, 2008, the County will allocate a minimum of the dollar equivalent of .75% of 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.
Article 49 : Term of Agreement	November 19, 2007 through October 3, 2010