

TENTATIVE AGREEMENT

SANTA BARBARA COUNTY ENGINEERS & TECHNICIANS ASSOCIATION AND

SANTA BARBARA COUNTY REGARDING

EQUITY AND GENERAL SALARY REOPENERS

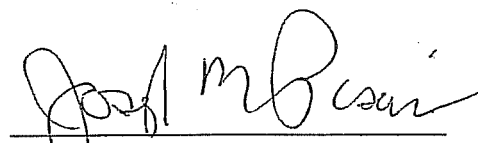
The parties have met and conferred in good faith pursuant to Article 16 and Article 41 of the current Memorandum of Understanding between ETA and the County of Santa Barbara and pursuant to Section 3500 of the California Government Code.

The parties tentatively agree that employees represented by ETA in the classifications of Hazardous Materials Specialist I/II, Hazardous Materials Specialist Senior, and Hazardous Materials Supervisor; and Survey Specialist, Survey Party -Chief, and Survey Supervisor will receive a 5% equity increase; and that all employees in job classifications represented by ETA shall receive a bank of 32 hours of paid leave time. To the greatest extent possible, the paid leave time will be used to close County offices from December 28, 2015 through December 31, 2015. Employees who cannot use these hours during the December 2015 time period shall use these hours no later than January 1, 2017. Any hours not used by that date shall be lost. These hours shall not have cash value upon separation.

This tentative agreement is not binding on the parties unless and until ratified by ETA and approved by the County Board of Supervisors. In the event the agreement is ratified by ETA and subsequently approved by the County Board of Supervisors, its terms will be implemented as soon as practicable following Board approval.



 Henry J. Bongiovi
 Engineers & Technicians Association



 Joseph M. Pisano
 County of Santa Barbara

Date: 8/28/15

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