

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Union of American Physicians and Dentists for the Contract Term November 28, 2011 through November 24, 2013.

Employees in UAPD-represented classifications will participate in a 40-hour mandatory furlough in each year of the contract. To the maximum extent possible, employees will use furlough hours between the Christmas and New Year's Day holidays each year.

MOU Reference	Change
Section 7: Salaries	Reduces salaries for all UAPD classifications by 1.5%.
	Rescinds and eliminates a 3.5% salary increase scheduled to be effective October 3, 2011.
	Eliminates steps "F" and "G" from the salary ranges for all UAPD represented classifications.
	Freezes merit step increases for UAPD-represented employees during the term of this agreement.
	Provides that any subsequent merit increases and any changes in salary upon promotion or reclassification shall occur in accordance with Civil Service Rule Four: Compensation.
	Eliminates a provision for lump sum payments tied to achieving or exceeding specific performance objectives.
	Provides that UAPD and the County will jointly collect survey data on wages and benefits in comparison counties and report to the Board of supervisors, beginning no sooner than February 2013.
Section 15: Vacation	Eliminate employees' ability to cash out up to 40 hours of accrued vacation leave annually.
Section 19: Retirement	Eliminates employer-paid offset of employees' share of funding the cost of the retirement benefit.
	Implements a new retirement tier for employees hired on or after June 25, 2012, that includes the following components: <ul style="list-style-type: none"> • Formula of 2% @ 61¼ • Half-rates • Pension calculated on final average salary of three years • 2% retiree Cost of Living Adjustment
	Eliminates the retiree (\$15/\$4) medical program for employees hired on or after June 25, 2012.
	Effective June 25, 2012, employees will pay up to one-half of the increased annual cost of the retiree COLA, if any. The parties will continue to negotiate regarding the amount to be paid by employees.
Section 47: Term of Agreement	This Memorandum of Understanding shall remain in full force and effect through November 24, 2013.