

**Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Santa Baraga County Fire Fighters, Inc., Local 2046 for the Contract Term December 19, 2016 through February 24, 2019.**

<b>MOU Reference Section</b>	<b>Change</b>
<b>Section 2: Recognition</b>	Drops the position of Helicopter Pilot, which is now represented by DSA.
<b>Section 6: Rights of the Parties</b>	Provides for Union representation on an incident review team for major incidents involving injury or illness.
<b>Section 7: Salaries</b>	Provides for the following wage increases to all Fire Fighter Local 2046 members: <ul style="list-style-type: none"> <li>• 2% for Local 2046 represented classifications effective December 19, 2016,</li> <li>• 2% effective February 27, 2017</li> <li>• 1% Effective July 3, 2017, and</li> <li>• 3% effective July 2, 2018.</li> </ul>
<b>Section 8: Hours of Work</b>	Provides for “portal to portal” pay when assigned to emergency incidents in accordance with a previously approved side letter (2015)
<b>Section 14: Overtime</b>	Provides for informal discussion prior to 2/27/17 on the possibility of overtime payment through compensatory time off
<b>Section 15: Vacation</b>	Eliminates the ability to cash out vacation after 4/10/17.
<b>Section 17: Sick Leave</b>	Provides that a physician’s certificate may not be required until after two consecutive shifts of sick leave use.  Provides for reinstatement of sick leave to employees who are reinstated within one year of separation as is required by law
<b>Section 18: Leave Donation</b>	Updates the policy and procedure to donate sick leave to employees with a catastrophic illness in accordance with a previously approved side letter (2009).  Provides for donation of vacation, overtime or holiday hours to members of the Union’s Executive Board in accordance with a previously approved side letter (2007).
<b>Section 23: Retirement</b>	Updates the description of retirement programs that apply to sworn firefighters.  Provides a reopener to negotiate employee retirement contributions and potential salary adjustments in September 2017, with full impasse rights.  Eliminates eligibility for retiree medical benefits for employees hired on or after December 19, 2016.
<b>Section 24: Education Incentive</b>	Clarifies the types of training that is subject to reimbursement in accordance with a previously approved side letter (2007)
<b>Section 53: K-9 Handler Allowance</b>	Documents current practices for compensation of K-9 handlers, and deletes outdated language regarding continued discussions
<b>Section 54: Term</b>	Provides for a term from December 19, 2016 through February 24, 2019

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