

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Service Employees International Union, Local 620 for the Contract Term September 5, 2011 through June 23, 2013.

Employees in SEIU Local 620-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 3: Rights of the Parties	Members of the Local 620 Santa Barbara County Chapter Board shall be allowed up to forty (40) hours of time off without loss of pay each calendar year to attend SEIU Local 620 Chapter Board meetings dealing with MMBA issues between the parties.
Section 11: Benefit Allowance	Rescinds and eliminates a \$20 per pay period increase in benefit allowance originally scheduled to be effective on July 12, 2010 and subsequently delayed to June 27, 2011.
Section 14: Vacation	Eliminate employees' ability to cash out up to 40 hours of accrued vacation leave annually.
Section 16: Salaries	Rescinds and eliminates a 2.5% salary increase originally scheduled to be effective April 5, 2010 and previously deferred to June 27, 2011.
	Freezes merit (step) increases for Local 620-represented employees during the term of this agreement.
Section 18: Overtime	Eliminates the consideration of paid sick leave as "hours worked" for the purposes of computing overtime.
Section 30: Retirement	Eliminates employer-paid offset of employees' share of funding the cost of the retirement benefit.
	<p>Implements a new retirement tier for employees hired on or after June 25, 2012, that includes the following components:</p> <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 • Elimination of the retiree (\$15/\$4) medical program
	Effective June 25, 2012, employees will pay up to one-half of the increased annual cost of the retiree COLA, if any, with employee increases capped at 2%.
Section 52: Leave of Absence Policy	Except where an employee has less than 80 hours (prorated for part-time employees), of leave balance available, employees on leaves of absence may not use partial leave balances to extend the number of pay periods they might otherwise remain in a paid leave status.
Section 60: Term of Agreement	This Memorandum of Understanding shall remain in full force and effect through June 23, 2013.