

**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 November 7, 2016 through June 30, 2019.**

MOU Reference Section	Change
<p><b>Section 16: Salaries</b></p>	<p>Provides for the following wage increases to all SEIU Local 620 represented classifications:</p> <ul style="list-style-type: none"> <li>• 2% for Local 620 represented classifications effective November 7, 2016,</li> <li>• 2.5% effective July 3, 2017, and</li> <li>• 2.5% effective on July 2, 2018.</li> </ul> <p>Removes negotiated restrictions on multiple step increases and adhering to Civil Service Rule 409 again going forward.</p> <p>Also Provides for a one-time lump sum payment of \$200 (less applicable taxes) to each employee in December 2016.</p>
<p><b>Section 17: Salary Inequity Adjustments</b></p>	<p>Provides for a bank of 0.5% of the then current unit-wide salary in February 2017 and February 2018 for equity adjustments to be determined in negotiations and effective for recipients of them in July 2017 and July 2018 respectively.</p>
<p><b>Section 20: Uniform Allowance</b></p>	<p>Increases the maximum reimbursement for prescription safety glasses when required on the job to \$225.00.</p>
<p><b>Section 23: Special Duty Allowance</b></p>	<p>Adds a 3% special duty allowance for employees in the Public Works Department who earn and maintain a valid certificate of competency as required by the State of California to operate the type of crane used by the Department, when the employees are regularly assigned duties that require operating a crane.</p>
<p><b>Section 26: Standby Pay</b></p>	<p>Increases compensation for Deputy Public Defenders who serve as the Duty Deputy to \$768.00 per pay period</p>
<p><b>Section 30: Retirement</b></p>	<p>Provides for a reopener on or after September 1, 2017, regarding the issue of employee retirement contribution rates and potential related salary adjustments.</p>
<p><b>Section 59: Obligation to Meet and Waiver Clause</b></p>	<p>Provides that if successor agreements with SEIU Local 721 or the Engineers &amp; Technicians Association exceed the financial terms received by SEIU Local 620 in any fiscal year regarding base salary increases and equity adjustments, through the end of this MOU, the County agrees to increase the financial terms received by SEIU Local 620 by a similar amount. How those financial terms would be applied would be determined through collective bargaining. Any increases under this provision would not apply to the Public Defenders bargaining unit.</p>
	<p>Provides that if successor agreements with the Deputy District Attorneys Association or the Civil Attorneys Association exceed the financial terms received by the Public Defenders bargaining unit in any fiscal year regarding base salary increases and equity adjustments, through the end of this MOU, the County agrees to increase the financial terms received by the Public Defenders bargaining unit by a similar amount. How those financial terms would be applied would be determined through collective bargaining.</p>
<p><b>Section 60: Term</b></p>	<p>The Memorandum of Understanding is effective from November 7, 2016 through June 30, 2019.</p>

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