

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Service Employees International Union, Local 721 for the Contract Term December 5, 2016 through June 30, 2019.

MOU Reference Section	Change
Section 2: Term	Provides for a three year term ending June 30, 2019.
Section 11: Union Security	Provides for a pool of 160 hours to be used by Union Stewards rather than 20 hours each for eight Stewards.
Section 14: Salaries	<p>Provides for the following wage increases to all SEIU Local 721</p> <ul style="list-style-type: none"> • 1.8% for Local 721 represented classifications effective December 5, 2016, • 3.0% effective July 3, 2017, and • 3.0% effective on July 2, 2018. <p>Provides a 5% equity adjustment for Probation Assistant and Public Defender Investigator</p> <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>Provides that if successor agreements with SEIU Local 620 or the Engineers & Technicians Association exceed the financial terms received by SEIU Local 721 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 721 by a similar amount. How those financial terms would be applied would be determined through collective bargaining.</p>
Section 15: Salary Inequity Studies	Removes an unfunded reopener regarding equity adjustments.
Section 24: Holidays	Replaces Washington's Birthday with Presidents' Day
Section 28: Overtime	Provides that Social Service Practitioners are eligible for overtime pay.
Section 30: Retirement	Provides for a reopener on or after September 1, 2017, regarding the issue of employee retirement contribution rates and potential related salary adjustments.
Section 37: Training, Tuition and Textbook Reimbursement	Provides up to \$2,000 per year subject to Department policies and procedures.