

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Engineers and Technicians Association for the Contract Term December 5, 2016 through June 30, 2019.

MOU Reference	Change
Article 11: Sick Leave	Provides that employees who separate from County employment with unused sick leave balances and return to work for the County within one year will have their unused balances returned per California State Law
Article 16: Salaries	<p>Provides for the following wage increases to all ETA represented classifications:</p> <ul style="list-style-type: none"> • 2% effective December 5, 2016, • 3% effective July 3, 2017, and • 3% effective on July 2, 2018. <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 as soon as practicable after Board approval.</p>
Article 24: Retirement	Provides for a reopener on or after September 1, 2017, regarding the issue of employee retirement contribution rates and potential related salary adjustments.
Article 41: Salary Inequity Studies/Special Duty Allowance	Eliminates an unfunded reopener regarding equity adjustments from the MOU and adds a 5% special duty allowance for certain Public Works employees who earn and maintain a California Land Surveyor License
Article 48: Obligation to Meet and Waiver Clause	Provides that if successor agreements with SEIU Local 721 or SEIU Local 620 exceed the financial terms received by the Engineers & Technicians Association 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 ETA by a similar amount. How those financial terms would be applied would be determined through collective bargaining.
Article 51: Term of Agreement	This Memorandum of Understanding shall remain in full force and effect through June 30, 2019.