

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Deputy District Attorneys' Association for the Contract Term January 5, 2015 through December 8, 2016.

MOU Section	Change
Section 5: Salaries	Restores merit step/performance-based increases to eligible employees effective December 23, 2013.
	Provides for across the board wage increases of 3% for DDAA represented classifications effective January 5, 2015, and an increase of 1% effective December 7, 2015.
	<p>Provides for a series of wage increases for Deputy District Attorney IV and Senior classifications as follows:</p> <ul style="list-style-type: none"> • 2.0% effective January 5, 2015 for those earning \$73.45 or less hourly • 2.5% effective June 22, 2015, and • 3.0% effective June 20, 2016.
Section 6: Medical and Dental Coverage	Note this is a change only in that the MOU has required the County to pay up to the cost of employee only coverage for the least expensive EPO plan, and that amount has changed from \$226.92 to \$303.47 twice monthly.
Section 8: Benefit Allowance	The tentative agreement increases the benefit allowance to \$236.51 biweekly, which brings DDAA represented employees to the same level as the vast majority of all non-safety County employees.
Section 9: Sick Leave	Increase from 40 to 48 the number of hours of sick leave employees may use annually to care for an immediate family member; this change is required to comply with Labor Code Section 233.(a).
Section 17: Bar Dues	In addition to reimbursing DDAA represented employees for the costs of bar dues, the proposed agreement provides reimbursement of up to \$140 annually for California District Attorneys Association dues.
Section 60: Term	The contract expires on December 8, 2016.