

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Santa Barbara County Sheriff's Managers Association for the Contract Term January 16, 2017 through April 21, 2019.

MOU Reference Section	Change
Section 4: Salaries	Provides for the following wage increases: <ul style="list-style-type: none"> • 2% for all SMA represented classifications effective January 16, 2017, • 2% equity increase for Custody classifications effective January 16, 2017 • 2% for all SMA represented classifications effective November 6, 2017 • 3% equity increase for Custody classifications effective November 6, 2017 • 1.5% for all SMA represented classifications effective November 5, 2018.
Section 13: Vacation	Eliminates the ability for SMA members to request to cash out up to 80 hours of vacation annually.
Section 17: Administrative Leave	Reduces maximum annual Administrative Leave from 108 hours to 80 hours
Section 23: Retirement	Updates the description of retirement programs that apply to SMA represented employees. Provides a reopener to negotiate employee retirement contributions and potential salary adjustments in September 2017, with full impasse rights. Eliminates eligibility for retiree medical benefits for employees hired on or after January 16, 2017. Eliminates the \$80.40 biweekly employer contribution to retirement
Section 34: Term	Provides for a term from January 16, 2017 through April 21, 2019