

**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 February 17, 2014 through July 3, 2016.**

<b>MOU Reference</b>	<b>Change</b>
<b>Section 10: Flexible Account Spending Plan</b>	Adds a pre-tax "Qualified Parking Expense Reimbursement" option to the Commuter Benefits Plan for employees at no cost to the County.
<b>Section 11: Benefit Allowance</b>	Note there is no change to this MOU section, but by virtue of being included in this collective bargaining agreement, the Deputy Public Defenders bargaining unit will now receive the \$236.51 benefit allowance that all other Local 620 employees receive.
<b>Section 16: Salaries</b>	Restores merit step increases to eligible employees effective September 30, 2013.  Stipulates that employees may not receive more than one merit step increase in each year of the contract.
	Provides for a wage increase of 2% for Local 620 represented classifications effective February 17, 2014, an increase of 1% effective June 23, 2014, and an increase of 1% effective on July 6, 2015.
<b>Section 19: Administrative Leave</b>	Decreases from 108 to 80 the number of hours of Administrative Leave a Department Head may grant to a salaried (i.e. overtime exempt) employee.
<b>Section 20: Uniform Allowance</b>	Adds certain Probation department employees who are provided with uniforms to the list of those eligible for a uniform allowance, and increases from \$150 to \$200 the maximum amount that employees eligible for reimbursement for safety footwear can claim.
<b>Section 60: Term</b>	Extends the contract to July 3, 2016.