

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

Percentages Apply to ALL STEPS - Dollar amounts for Step 5 listed as examples

JobTitle	Total % increase on ratification	Total Raise for Step 5 Upon Ratification /hr	Total % increase June 2020	Total Raise for Step 5 June 2020 /hr	Total % increase on June 2021	Total Raise for Step 5 June 2021 /hr	Total % increase on June 2022	Total Raise for Step 5 June 2022 /hr	Total Raises for Step 5
ACCOUNT CLERK I	4.354%	\$1.10	4.173%	\$1.10	4.006%	\$1.10	3.0%	\$0.85	\$4.14
ACCOUNT CLERK II	5.000%	\$1.38	3.801%	\$1.10	3.662%	\$1.10	3.0%	\$0.93	\$4.51
ACCOUNTANT ASSISTANT	3.519%	\$1.10	3.400%	\$1.10	3.288%	\$1.10	3.0%	\$1.04	\$4.33
ACCOUNTANT I	3.100%	\$1.10	3.007%	\$1.10	3.000%	\$1.13	3.0%	\$1.16	\$4.49
ACCOUNTANT II	3.000%	\$1.20	3.000%	\$1.24	3.000%	\$1.27	3.0%	\$1.31	\$5.02
ADMIN ASSISTANT	3.574%	\$1.10	3.450%	\$1.10	3.335%	\$1.10	3.0%	\$1.02	\$4.32
AG BIOLOGIST/CANINE HANDLER	3.000%	\$1.11	3.000%	\$1.14	3.000%	\$1.18	3.0%	\$1.21	\$4.64
AG BIOLOGIST/CANINE HANDLER TR	3.269%	\$1.10	3.166%	\$1.10	3.069%	\$1.10	3.0%	\$1.11	\$4.41
AGRICULTURAL ASSISTANT	4.187%	\$1.10	4.019%	\$1.10	3.864%	\$1.10	3.0%	\$0.88	\$4.18
AGRICULTURAL BIOLOGIST I	3.269%	\$1.10	3.166%	\$1.10	3.069%	\$1.10	3.0%	\$1.11	\$4.41
AGRICULTURAL BIOLOGIST II	3.000%	\$1.11	3.000%	\$1.14	3.000%	\$1.18	3.0%	\$1.21	\$4.64
AGRICULTURAL BIOLOGIST III	3.000%	\$1.22	3.000%	\$1.26	3.000%	\$1.30	3.0%	\$1.33	\$5.11
AIRPORT OPERATIONS WORKER	3.893%	\$1.10	3.747%	\$1.10	3.611%	\$1.10	3.0%	\$0.95	\$4.24
ANESTHESIA TECHNICIAN	4.000%	\$1.34	3.149%	\$1.10	3.053%	\$1.10	3.0%	\$1.11	\$4.65
ANIMAL CONTROL OFFICER	3.608%	\$1.10	3.482%	\$1.10	3.365%	\$1.10	3.0%	\$1.01	\$4.31
APPLICATION ADMINISTRATOR	3.000%	\$1.58	3.000%	\$1.63	3.000%	\$1.68	3.0%	\$1.73	\$6.61
APPLICATION DEVELOPER	3.000%	\$2.27	3.000%	\$2.34	3.000%	\$2.41	3.0%	\$2.48	\$9.50
APPRAISAL AIDE	3.333%	\$1.10	3.226%	\$1.10	3.125%	\$1.10	3.0%	\$1.09	\$4.39
APPRAISAL DATA COORDINATOR	3.572%	\$1.10	3.449%	\$1.10	3.334%	\$1.10	3.0%	\$1.02	\$4.32
APPRAISER I	3.226%	\$1.10	3.125%	\$1.10	3.030%	\$1.10	3.0%	\$1.12	\$4.42
APPRAISER II	3.000%	\$1.23	3.000%	\$1.27	3.000%	\$1.31	3.0%	\$1.35	\$5.16
APPRAISER III	3.000%	\$1.32	3.000%	\$1.36	3.000%	\$1.40	3.0%	\$1.45	\$5.54
ASSESSMENT CLERK	4.009%	\$1.10	3.854%	\$1.10	3.711%	\$1.10	3.0%	\$0.92	\$4.21
ASSISTANT PLANNER	3.000%	\$1.26	3.000%	\$1.30	3.000%	\$1.33	3.0%	\$1.37	\$5.26

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ASSOC CHILDREN'S COUNSELOR	3.696%	\$1.10	3.564%	\$1.10	3.442%	\$1.10	3.0%	\$0.99	\$4.29
ASSOC DATABASE ADMINISTRATOR	3.000%	\$1.95	3.000%	\$2.01	3.000%	\$2.07	3.0%	\$2.13	\$8.16
ASSOC EMP WELLNESS COORD	3.000%	\$1.16	3.000%	\$1.20	3.000%	\$1.24	3.0%	\$1.27	\$4.87
ASSOC GIS ANALYST	3.000%	\$1.65	3.000%	\$1.70	3.000%	\$1.75	3.0%	\$1.80	\$6.90
ASSOC IT FIELD SUPPORT SPC	3.000%	\$1.41	3.000%	\$1.45	3.000%	\$1.49	3.0%	\$1.54	\$5.89
ASSOC IT SERVICE DESK SPC	3.000%	\$1.13	3.000%	\$1.16	3.000%	\$1.20	3.0%	\$1.23	\$4.72
ASSOC NETWORK/TELECOM TECH	3.000%	\$1.20	3.000%	\$1.24	3.000%	\$1.28	3.0%	\$1.32	\$5.04
ASSOC PROGRAM COORD	3.000%	\$1.40	3.000%	\$1.44	3.000%	\$1.48	3.0%	\$1.53	\$5.85
ASSOC REAL ESTATE AGENT	3.000%	\$1.42	3.000%	\$1.46	3.000%	\$1.50	3.0%	\$1.55	\$5.92
ASSOC STAFF DEVELOPMENT SPEC	3.000%	\$1.39	3.000%	\$1.43	3.000%	\$1.48	3.0%	\$1.52	\$5.82
ASSOC TELECOMMUNICATIONS TECH	3.254%	\$1.10	3.152%	\$1.10	3.055%	\$1.10	3.0%	\$1.11	\$4.41
ASSOC TRANSPORTATION PLANNER	3.000%	\$1.77	3.000%	\$1.82	3.000%	\$1.88	3.0%	\$1.93	\$7.40
ASSOC USER EXP (UX) DESIGNER	3.000%	\$1.88	3.000%	\$1.93	3.000%	\$1.99	3.0%	\$2.05	\$7.85
ASSOCIATE APPLICATION DEVELOPR	3.000%	\$1.97	3.000%	\$2.03	3.000%	\$2.09	3.0%	\$2.16	\$8.26
ASSOCIATE COMM SYSTEMS TECH	3.254%	\$1.10	3.152%	\$1.10	3.055%	\$1.10	3.0%	\$1.11	\$4.41
ASSOCIATE CYBER SECURITY SPEC	3.000%	\$1.76	3.000%	\$1.81	3.000%	\$1.87	3.0%	\$1.92	\$7.37
ASSOCIATE EMPLOYMENT COUNSELOR	3.000%	\$1.12	3.000%	\$1.16	3.000%	\$1.19	3.0%	\$1.23	\$4.70
ASSOCIATE NETWORK ENGINEER	3.000%	\$2.16	3.000%	\$2.22	3.000%	\$2.29	3.0%	\$2.36	\$9.02

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ASSOCIATE PLANNER	3.000%	\$1.42	3.000%	\$1.46	3.000%	\$1.50	3.0%	\$1.55	\$5.93
ASSOCIATE TEST ENGINEER	3.000%	\$1.83	3.000%	\$1.88	3.000%	\$1.94	3.0%	\$2.00	\$7.64
ASST REAL ESTATE AGENT	3.000%	\$1.16	3.000%	\$1.20	3.000%	\$1.24	3.0%	\$1.27	\$4.87
AUDITOR-APPRAISER	3.000%	\$1.41	3.000%	\$1.45	3.000%	\$1.49	3.0%	\$1.54	\$5.89
AUTO BODY RPR SHOP FOREPERSON	3.000%	\$1.22	3.000%	\$1.26	3.000%	\$1.30	3.0%	\$1.33	\$5.11
AUTOMOTIVE ATTENDANT	4.247%	\$1.10	4.074%	\$1.10	3.915%	\$1.10	3.0%	\$0.87	\$4.17
AUTOMOTIVE MECHANIC	3.000%	\$1.16	3.000%	\$1.20	3.000%	\$1.24	3.0%	\$1.27	\$4.87
BAKER	3.475%	\$1.10	3.358%	\$1.10	3.249%	\$1.10	3.0%	\$1.05	\$4.35
BINDERY WORKER I	4.594%	\$1.10	4.392%	\$1.10	4.207%	\$1.10	3.0%	\$0.81	\$4.10
BINDERY WORKER II	4.228%	\$1.10	4.056%	\$1.10	3.898%	\$1.10	3.0%	\$0.88	\$4.17
BIOMEDICAL EQUIPMENT TECH I	6.000%	\$2.18	3.000%	\$1.15	3.000%	\$1.19	3.0%	\$1.22	\$5.74
BIOMEDICAL EQUIPMENT TECH II	6.000%	\$2.61	3.000%	\$1.38	3.000%	\$1.42	3.0%	\$1.47	\$6.89
BOARD CLERK I	4.000%	\$1.32	3.213%	\$1.10	3.113%	\$1.10	3.0%	\$1.09	\$4.61
BOARD CLERK II	4.000%	\$1.46	3.000%	\$1.14	3.000%	\$1.17	3.0%	\$1.21	\$4.99
BOARD RECORDS ASSISTANT I	3.656%	\$1.10	3.527%	\$1.10	3.407%	\$1.10	3.0%	\$1.00	\$4.30
BOARD RECORDS ASSISTANT II	3.405%	\$1.10	3.293%	\$1.10	3.188%	\$1.10	3.0%	\$1.07	\$4.37
BUILDING SYSTEMS MONITOR	3.590%	\$1.10	3.466%	\$1.10	3.350%	\$1.10	3.0%	\$1.02	\$4.31
BUYER ASSISTANT	3.800%	\$1.10	3.661%	\$1.10	3.531%	\$1.10	3.0%	\$0.97	\$4.26
BUYER I	3.239%	\$1.10	3.138%	\$1.10	3.042%	\$1.10	3.0%	\$1.12	\$4.42
BUYER II	3.000%	\$1.15	3.000%	\$1.19	3.000%	\$1.22	3.0%	\$1.26	\$4.82
BUYER III	3.000%	\$1.38	3.000%	\$1.42	3.000%	\$1.47	3.0%	\$1.51	\$5.78
CADASTRAL MAPPING TECH I	3.901%	\$1.10	3.754%	\$1.10	3.619%	\$1.10	3.0%	\$0.94	\$4.24
CADASTRAL MAPPING TECH II	3.326%	\$1.10	3.219%	\$1.10	3.119%	\$1.10	3.0%	\$1.09	\$4.39
CALL CENTER COORDINATOR	3.000%	\$1.29	3.000%	\$1.33	3.000%	\$1.37	3.0%	\$1.41	\$5.38
CASHIER	4.376%	\$1.10	4.193%	\$1.10	4.024%	\$1.10	3.0%	\$0.85	\$4.14
CENTRAL SUPPLY ASST	5.223%	\$1.09	4.963%	\$1.09	4.729%	\$1.09	3.0%	\$0.73	\$4.01

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CEPA OPERATIONS AIDE	4.057%	\$1.10	3.898%	\$1.10	3.752%	\$1.10	3.0%	\$0.91	\$4.20
CHEST X-RAY TECHNICIAN	3.269%	\$1.10	3.166%	\$1.10	3.068%	\$1.10	3.0%	\$1.11	\$4.41
CHIEF OF PARTY	3.000%	\$1.27	3.000%	\$1.31	3.000%	\$1.35	3.0%	\$1.39	\$5.33
CHILD LIFE SPECIALIST	3.000%	\$1.43	3.000%	\$1.47	3.000%	\$1.52	3.0%	\$1.56	\$5.99
CHILD SUPPORT DOCMNT EXAMINER	3.308%	\$1.10	3.202%	\$1.10	3.103%	\$1.10	3.0%	\$1.10	\$4.40
CHILD SUPPORT OFFICER I	3.076%	\$1.10	3.000%	\$1.11	3.000%	\$1.14	3.0%	\$1.17	\$4.52
CHILD SUPPORT OFFICER II	3.000%	\$1.18	3.000%	\$1.22	3.000%	\$1.25	3.0%	\$1.29	\$4.94
CHILD SUPPORT SPECIALIST	3.397%	\$1.10	3.286%	\$1.10	3.181%	\$1.10	3.0%	\$1.07	\$4.37
CHILDRENS COUNSELOR	3.193%	\$1.10	3.095%	\$1.10	3.002%	\$1.10	3.0%	\$1.13	\$4.43
CLERK-RECORDER OFFICE SPC I	5.250%	\$1.30	4.217%	\$1.10	4.046%	\$1.10	3.0%	\$0.85	\$4.33
CLERK-RECORDER OFFICE SPC II	4.047%	\$1.10	3.889%	\$1.10	3.744%	\$1.10	3.0%	\$0.91	\$4.20
CLERK-RECORDER OFFICE SPC III	3.389%	\$1.10	3.278%	\$1.10	3.174%	\$1.10	3.0%	\$1.07	\$4.37
CLIENT SERVICES TECHNICIAN	4.000%	\$1.10	3.838%	\$1.10	3.696%	\$1.10	3.0%	\$0.92	\$4.22
CLINICAL AUDIOLOGIST	3.000%	\$1.69	3.000%	\$1.74	3.000%	\$1.80	3.0%	\$1.85	\$7.09
CLINICAL DIETITIAN I	8.000%	\$3.52	3.000%	\$1.43	3.000%	\$1.47	3.0%	\$1.51	\$7.92
CLINICAL DIETITIAN II	10.500%	\$5.08	3.000%	\$1.60	3.000%	\$1.65	3.0%	\$1.70	\$10.04
CLINICAL NEUROPHYSIOLG TECH I	3.000%	\$1.31	3.000%	\$1.35	3.000%	\$1.39	3.0%	\$1.43	\$5.49
CLINICAL NEUROPHYSIOLG TECH II	3.000%	\$1.49	3.000%	\$1.53	3.000%	\$1.58	3.0%	\$1.62	\$6.22
CLINICAL RESEARCH ASSOCIATE	3.000%	\$1.30	3.000%	\$1.34	3.000%	\$1.38	3.0%	\$1.42	\$5.43
CLINICAL RESEARCH ASST I	6.026%	\$1.10	5.683%	\$1.10	5.378%	\$1.10	3.0%	\$0.65	\$3.94
CLINICAL RESEARCH ASST II	4.096%	\$1.10	3.935%	\$1.10	3.786%	\$1.10	3.0%	\$0.90	\$4.20

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CLINICAL SUPPORT PROGRAM CRD	3.459%	\$1.10	3.344%	\$1.10	3.235%	\$1.10	3.0%	\$1.05	\$4.35
CODE ENFORCEMENT OFFICER I	3.000%	\$1.24	3.000%	\$1.28	3.000%	\$1.31	3.0%	\$1.35	\$5.18
CODE ENFORCEMENT OFFICER II	3.000%	\$1.43	3.000%	\$1.47	3.000%	\$1.51	3.0%	\$1.56	\$5.97
CODER I	3.151%	\$1.11	3.055%	\$1.11	3.000%	\$1.13	3.0%	\$1.16	\$4.51
CODER II	3.000%	\$1.32	3.000%	\$1.36	3.000%	\$1.40	3.0%	\$1.45	\$5.54
CODER III - INPATIENT	3.000%	\$1.60	3.000%	\$1.65	3.000%	\$1.70	3.0%	\$1.75	\$6.70
COMMUNICABLE DISEASE INVEST	3.163%	\$1.10	3.066%	\$1.10	3.000%	\$1.11	3.0%	\$1.14	\$4.45
COMMUNICATIONS CABLE INSTALLER	3.179%	\$1.10	3.081%	\$1.10	3.000%	\$1.10	3.0%	\$1.14	\$4.44
COMMUNICATIONS DISPATCHER I	4.000%	\$1.67	3.000%	\$1.30	3.000%	\$1.34	3.0%	\$1.38	\$5.69
COMMUNICATIONS DISPATCHER II	5.000%	\$2.44	3.000%	\$1.54	3.000%	\$1.58	3.0%	\$1.63	\$7.19
COMMUNICATIONS DISPATCHER III	5.000%	\$2.60	3.000%	\$1.64	3.000%	\$1.69	3.0%	\$1.74	\$7.65
COMMUNICATIONS SYSTEMS TECH	3.000%	\$1.36	3.000%	\$1.40	3.000%	\$1.44	3.0%	\$1.48	\$5.67
COMMUNITY OUTREACH SPECIALIST	3.193%	\$1.10	3.095%	\$1.10	3.002%	\$1.10	3.0%	\$1.13	\$4.43
COMMUNITY WORKER	4.018%	\$1.10	3.863%	\$1.10	3.719%	\$1.10	3.0%	\$0.92	\$4.21
CONFIGURATION ENGINEER	3.000%	\$2.41	3.000%	\$2.48	3.000%	\$2.55	3.0%	\$2.63	\$10.06
CONSTRUCTION INSPECTOR	3.000%	\$1.44	3.000%	\$1.48	3.000%	\$1.53	3.0%	\$1.57	\$6.03
CONSUMER MEDIATOR I	3.608%	\$1.10	3.482%	\$1.10	3.365%	\$1.10	3.0%	\$1.01	\$4.31
CONSUMER MEDIATOR II	3.397%	\$1.10	3.286%	\$1.10	3.181%	\$1.10	3.0%	\$1.07	\$4.37
COOK I	4.228%	\$1.10	4.056%	\$1.10	3.898%	\$1.10	3.0%	\$0.88	\$4.17
COOK II	4.500%	\$1.30	3.639%	\$1.10	3.511%	\$1.10	3.0%	\$0.97	\$4.47
CRIMINALIST I	3.000%	\$1.31	3.000%	\$1.35	3.000%	\$1.39	3.0%	\$1.43	\$5.49
CRIMINALIST II	3.000%	\$1.51	3.000%	\$1.56	3.000%	\$1.61	3.0%	\$1.65	\$6.33
CRIMINALIST III	3.000%	\$1.75	3.000%	\$1.80	3.000%	\$1.85	3.0%	\$1.91	\$7.31
CUSTODY SUPPORT ASSISTANT	6.000%	\$1.74	3.586%	\$1.10	3.462%	\$1.10	3.0%	\$0.99	\$4.92

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CYBER SECURITY SPECIALIST	3.000%	\$2.03	3.000%	\$2.09	3.000%	\$2.15	3.0%	\$2.21	\$8.47
DATA ENTRY OPERATOR	5.000%	\$1.25	4.187%	\$1.10	4.019%	\$1.10	3.0%	\$0.85	\$4.29
DATA ENTRY OPERATOR TRAINEE	5.070%	\$1.09	4.825%	\$1.09	4.603%	\$1.09	3.0%	\$0.75	\$4.03
DATA OFFICE SPECIALIST	3.687%	\$1.10	3.556%	\$1.10	3.434%	\$1.10	3.0%	\$0.99	\$4.29
DATABASE ADMINISTRATOR	3.000%	\$2.24	3.000%	\$2.31	3.000%	\$2.38	3.0%	\$2.45	\$9.38
DAY CARE CENTER AIDE	3.608%	\$1.10	3.482%	\$1.10	3.365%	\$1.10	3.0%	\$1.01	\$4.31
DENTAL ASSISTANT	3.800%	\$1.10	3.661%	\$1.10	3.531%	\$1.10	3.0%	\$0.97	\$4.26
DEPUTY FIRE MARSHAL	3.000%	\$1.82	3.000%	\$1.88	3.000%	\$1.93	3.0%	\$1.99	\$7.62
DEPUTY PUBLIC GUARDIAN - CONS	3.000%	\$1.38	3.000%	\$1.42	3.000%	\$1.47	3.0%	\$1.51	\$5.78
DEPUTY PUBLIC GUARDIAN ASST	3.003%	\$1.10	3.000%	\$1.13	3.000%	\$1.17	3.0%	\$1.20	\$4.60
DIAG IMAGING TECH I - MAMMO	5.500%	\$3.19	3.000%	\$1.84	3.000%	\$1.89	3.0%	\$1.95	\$8.88
DIAG IMAGING TECH I-CLIN INSTR	5.500%	\$3.38	3.000%	\$1.95	3.000%	\$2.01	3.0%	\$2.07	\$9.40
DIAG IMAGING TECH I-CT	5.500%	\$3.29	3.000%	\$1.89	3.000%	\$1.95	3.0%	\$2.01	\$9.14
DIAG IMAGING TECH I-CT & MAMMO	5.500%	\$3.38	3.000%	\$1.95	3.000%	\$2.01	3.0%	\$2.07	\$9.40
DIAG IMAGING TECH I-FLUOROSCOPY	5.500%	\$3.13	3.000%	\$1.80	3.000%	\$1.86	3.0%	\$1.91	\$8.71
DIAG IMAGING TECH II-MAMMO	7.500%	\$4.70	3.000%	\$2.02	3.000%	\$2.08	3.0%	\$2.15	\$10.96
DIAG IMAGING TECH II-CT	7.500%	\$4.84	3.000%	\$2.08	3.000%	\$2.14	3.0%	\$2.21	\$11.28
DIAGNOSTIC IMAGING TECH I	5.500%	\$3.02	3.000%	\$1.74	3.000%	\$1.79	3.0%	\$1.84	\$8.39
DIAGNOSTIC IMAGING TECH II	7.500%	\$4.57	3.000%	\$1.97	3.000%	\$2.02	3.0%	\$2.08	\$10.64
DIALYSIS TECHNICIAN	15.000%	\$4.40	3.258%	\$1.10	3.155%	\$1.10	3.0%	\$1.08	\$7.68
DIETETIC ASSISTANT	3.768%	\$1.10	3.631%	\$1.10	3.504%	\$1.10	3.0%	\$0.97	\$4.27
DIETETIC TECHNICIAN	3.608%	\$1.10	3.482%	\$1.10	3.365%	\$1.10	3.0%	\$1.01	\$4.31

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

Percentages Apply to ALL STEPS - Dollar amounts for Step 5 listed as examples

JobTitle	Total % increase on ratification	Total Raise for Step 5 Upon Ratification /hr	Total % increase June 2020	Total Raise for Step 5 June 2020 /hr	Total % increase on June 2021	Total Raise for Step 5 June 2021 /hr	Total % increase on June 2022	Total Raise for Step 5 June 2022 /hr	Total Raises for Step 5
DOSIMETRIST	13.000%	\$9.62	3.000%	\$2.51	3.000%	\$2.58	3.0%	\$2.66	\$17.37
EKG TECHNICIAN	3.800%	\$1.10	3.661%	\$1.10	3.531%	\$1.10	3.0%	\$0.97	\$4.26
ELEC RESOURCES LIBRARIAN I	3.000%	\$1.18	3.000%	\$1.22	3.000%	\$1.25	3.0%	\$1.29	\$4.94
ELEC RESOURCES LIBRARIAN II	3.000%	\$1.24	3.000%	\$1.28	3.000%	\$1.32	3.0%	\$1.36	\$5.21
ELECTION SPECIALIST	3.096%	\$1.10	3.003%	\$1.10	3.000%	\$1.13	3.0%	\$1.17	\$4.50
ELECTION SYSTEMS TECHNICIAN I	3.410%	\$1.10	3.297%	\$1.10	3.192%	\$1.10	3.0%	\$1.07	\$4.36
ELECTION SYSTEMS TECHNICIAN II	3.103%	\$1.10	3.010%	\$1.10	3.000%	\$1.13	3.0%	\$1.16	\$4.49
ELECTION WORKER - WAREHOUSE	4.188%	\$1.10	4.020%	\$1.10	3.865%	\$1.10	3.0%	\$0.88	\$4.18
ELECTION WORKER I	4.438%	\$1.10	4.249%	\$1.10	4.076%	\$1.10	3.0%	\$0.84	\$4.13
ELECTION WORKER II	4.047%	\$1.10	3.889%	\$1.10	3.744%	\$1.10	3.0%	\$0.91	\$4.20
ELECTRICAL ELECTRONIC ASST	6.000%	\$2.01	3.098%	\$1.10	3.005%	\$1.10	3.0%	\$1.13	\$5.34
ELECTRICAL ELECTRONIC TECH	7.000%	\$2.92	3.000%	\$1.34	3.000%	\$1.38	3.0%	\$1.42	\$7.05
ELECTRICAL STOREKEEPER	3.926%	\$1.10	3.778%	\$1.10	3.641%	\$1.10	3.0%	\$0.94	\$4.23
ELECTRONIC REPAIR TECHNICIAN	6.000%	\$2.30	3.000%	\$1.22	3.000%	\$1.25	3.0%	\$1.29	\$6.06
ELIGIBILITY EXAMINER	12.000%	\$4.86	3.000%	\$1.36	3.000%	\$1.40	3.0%	\$1.44	\$9.06
ELIGIBILITY WORK SUPV	3.500%	\$1.70	3.000%	\$1.51	3.000%	\$1.56	3.0%	\$1.60	\$6.37
ELIGIBILITY WORKER I	3.496%	\$1.10	3.378%	\$1.10	3.267%	\$1.10	3.0%	\$1.04	\$4.34
ELIGIBILITY WORKER II	3.500%	\$1.25	3.000%	\$1.11	3.000%	\$1.14	3.0%	\$1.18	\$4.68
ELIGIBILITY WORKER III	3.500%	\$1.42	3.000%	\$1.26	3.000%	\$1.29	3.0%	\$1.33	\$5.30
EMERGENCY ROOM TECH	3.764%	\$1.10	3.627%	\$1.10	3.500%	\$1.10	3.0%	\$0.97	\$4.27
EMERGENCY VEHICLE EQUIP INSTLR	3.133%	\$1.10	3.038%	\$1.10	3.000%	\$1.12	3.0%	\$1.15	\$4.47
EMPLOYEE WELLNESS COORD	3.000%	\$1.42	3.000%	\$1.46	3.000%	\$1.51	3.0%	\$1.55	\$5.95
EMPLOYMENT COUNSELOR	3.000%	\$1.34	3.000%	\$1.38	3.000%	\$1.42	3.0%	\$1.47	\$5.62
ENGINEERING AIDE I	4.387%	\$1.10	4.203%	\$1.10	4.033%	\$1.10	3.0%	\$0.85	\$4.14
ENGINEERING AIDE II	3.819%	\$1.10	3.678%	\$1.10	3.548%	\$1.10	3.0%	\$0.96	\$4.26

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20
Percentages Apply to ALL STEPS - Dollar amounts for Step 5 listed as examples

JobTitle	Total % increase on ratification	Total Raise for Step 5 Upon Ratification /hr	Total % increase June 2020	Total Raise for Step 5 June 2020 /hr	Total % increase on June 2021	Total Raise for Step 5 June 2021 /hr	Total % increase on June 2022	Total Raise for Step 5 June 2022 /hr	Total Raises for Step 5
ENGINEERING TECHNICIAN I	3.316%	\$1.10	3.210%	\$1.10	3.110%	\$1.10	3.0%	\$1.09	\$4.39
ENGINEERING TECHNICIAN II	3.000%	\$1.15	3.000%	\$1.18	3.000%	\$1.22	3.0%	\$1.25	\$4.80
ENGINEERING TECHNICIAN III	3.000%	\$1.36	3.000%	\$1.40	3.000%	\$1.44	3.0%	\$1.48	\$5.67
ENVIRONMENTAL HLTH SPCL TRAINE	3.500%	\$1.40	3.000%	\$1.25	3.000%	\$1.28	3.0%	\$1.32	\$5.26
ENVIRONMENTAL HLTH SPECIALIST	3.500%	\$1.79	3.000%	\$1.59	3.000%	\$1.64	3.0%	\$1.69	\$6.70
EPIC APPLICATION BUILDER I	3.000%	\$1.24	3.000%	\$1.27	3.000%	\$1.31	3.0%	\$1.35	\$5.17
EPIC APPLICATION BUILDER II	3.000%	\$1.36	3.000%	\$1.40	3.000%	\$1.44	3.0%	\$1.49	\$5.69
EPIC APPLICATION BUILDER III	3.000%	\$1.50	3.000%	\$1.54	3.000%	\$1.59	3.0%	\$1.63	\$6.26
EPIC PHARMACY INFORMATICIST	3.000%	\$2.64	3.000%	\$2.71	3.000%	\$2.80	3.0%	\$2.88	\$11.03
EPIC SERVER SYSTEMS ENGINEER I	3.000%	\$1.67	3.000%	\$1.72	3.000%	\$1.78	3.0%	\$1.83	\$7.00
EPIC SERVER SYSTEMS ENGR II	3.000%	\$1.88	3.000%	\$1.94	3.000%	\$1.99	3.0%	\$2.05	\$7.86
EPIDEMIOLOGIST I	3.000%	\$1.26	3.000%	\$1.29	3.000%	\$1.33	3.0%	\$1.37	\$5.26
EPIDEMIOLOGIST II	3.000%	\$1.41	3.000%	\$1.45	3.000%	\$1.49	3.0%	\$1.54	\$5.89
ESTATE ADMINISTRATOR	3.000%	\$1.38	3.000%	\$1.42	3.000%	\$1.47	3.0%	\$1.51	\$5.78
ESTATE ADMINISTRATOR ASST	3.000%	\$1.26	3.000%	\$1.29	3.000%	\$1.33	3.0%	\$1.37	\$5.26
ESTATE PROPERTY SPECIALIST	3.254%	\$1.10	3.152%	\$1.10	3.055%	\$1.10	3.0%	\$1.11	\$4.41
EXEC ASSISTANT I	3.302%	\$1.10	3.197%	\$1.10	3.098%	\$1.10	3.0%	\$1.10	\$4.40
EXEC ASSISTANT II	3.250%	\$1.19	3.000%	\$1.13	3.000%	\$1.17	3.0%	\$1.20	\$4.70
EXEMPTION INVESTIGATOR	3.000%	\$1.24	3.000%	\$1.28	3.000%	\$1.32	3.0%	\$1.36	\$5.21
FACILITIES MAINTENANCE REP	3.000%	\$1.12	3.000%	\$1.15	3.000%	\$1.18	3.0%	\$1.22	\$4.67
FACILITIES MATERIALS COORD	3.608%	\$1.10	3.482%	\$1.10	3.365%	\$1.10	3.0%	\$1.01	\$4.31
FACILITIES SERVICES WORKER	4.449%	\$1.10	4.259%	\$1.10	4.085%	\$1.10	3.0%	\$0.84	\$4.13

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

Percentages Apply to ALL STEPS - Dollar amounts for Step 5 listed as examples

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FIELD SURVEY TECHNICIAN I	3.426%	\$1.10	3.313%	\$1.10	3.206%	\$1.10	3.0%	\$1.06	\$4.36
FIELD SURVEY TECHNICIAN II	3.000%	\$1.13	3.000%	\$1.16	3.000%	\$1.20	3.0%	\$1.24	\$4.73
FLEET MAINTENANCE SCHEDULER	3.103%	\$1.10	3.010%	\$1.10	3.000%	\$1.13	3.0%	\$1.16	\$4.49
FLEET PARTS COORDINATOR	3.608%	\$1.10	3.482%	\$1.10	3.365%	\$1.10	3.0%	\$1.01	\$4.31
FLEET SERVICES ASST MECHANIC	5.000%	\$1.70	3.085%	\$1.10	3.000%	\$1.10	3.0%	\$1.14	\$5.03
FLEET SERVICES MECHANIC	6.000%	\$2.47	3.000%	\$1.31	3.000%	\$1.35	3.0%	\$1.39	\$6.50
FLEET SERVICES MOD MECHANIC	3.000%	\$1.27	3.000%	\$1.31	3.000%	\$1.35	3.0%	\$1.39	\$5.31
FOOD SERVICE WORKER I	8.500%	\$1.92	4.474%	\$1.09	4.283%	\$1.09	3.0%	\$0.80	\$4.91
FOOD SERVICE WORKER II	8.500%	\$2.01	4.274%	\$1.09	4.099%	\$1.09	3.0%	\$0.83	\$5.03
FOOD SERVICE WORKER-CORR	7.000%	\$1.69	4.254%	\$1.10	4.080%	\$1.10	3.0%	\$0.84	\$4.72
FORENSIC CHEMIST	3.301%	\$1.10	3.195%	\$1.10	3.096%	\$1.10	3.0%	\$1.10	\$4.40
FORENSIC PATHOLOGY TECH TRN	3.371%	\$1.10	3.261%	\$1.10	3.158%	\$1.10	3.0%	\$1.08	\$4.37
FORENSIC PATHOLOGY TECHNICIAN	3.000%	\$1.20	3.000%	\$1.23	3.000%	\$1.27	3.0%	\$1.31	\$5.00
GARDENER	6.000%	\$1.82	3.420%	\$1.10	3.307%	\$1.10	3.0%	\$1.03	\$5.05
GASTROENTEROLOGY TECH TRAINEE	4.059%	\$1.10	3.901%	\$1.10	3.754%	\$1.10	3.0%	\$0.91	\$4.20
GASTROENTEROLOGY TECHNICIAN	3.660%	\$1.10	3.531%	\$1.10	3.411%	\$1.10	3.0%	\$1.00	\$4.30
GENERAL MAINT MECHANIC I	5.500%	\$1.58	3.620%	\$1.10	3.493%	\$1.10	3.0%	\$0.98	\$4.76
GENERAL MAINT MECHANIC II	5.500%	\$1.90	3.022%	\$1.10	3.000%	\$1.12	3.0%	\$1.16	\$5.28
GENERAL MAINT MECHANIC III	5.250%	\$1.99	3.000%	\$1.20	3.000%	\$1.23	3.0%	\$1.27	\$5.69
GENETIC COUNSELOR I	3.000%	\$1.73	3.000%	\$1.78	3.000%	\$1.83	3.0%	\$1.89	\$7.23
GENETIC COUNSELOR II	3.000%	\$1.91	3.000%	\$1.97	3.000%	\$2.03	3.0%	\$2.09	\$7.99
GIS ANALYST	3.000%	\$1.90	3.000%	\$1.95	3.000%	\$2.01	3.0%	\$2.07	\$7.93

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

Percentages Apply to ALL STEPS - Dollar amounts for Step 5 listed as examples

JobTitle	Total % increase on ratification	Total Raise for Step 5 Upon Ratification /hr	Total % increase June 2020	Total Raise for Step 5 June 2020 /hr	Total % increase on June 2021	Total Raise for Step 5 June 2021 /hr	Total % increase on June 2022	Total Raise for Step 5 June 2022 /hr	Total Raises for Step 5
GIS TECHNICIAN I	3.000%	\$1.12	3.000%	\$1.15	3.000%	\$1.18	3.0%	\$1.22	\$4.67
GIS TECHNICIAN II	3.000%	\$1.32	3.000%	\$1.36	3.000%	\$1.40	3.0%	\$1.44	\$5.51
GRADUATE INTERN PHARMACIST	3.511%	\$1.10	3.392%	\$1.10	3.281%	\$1.10	3.0%	\$1.04	\$4.34
GRAPHIC DESIGNER I	3.459%	\$1.10	3.344%	\$1.10	3.235%	\$1.10	3.0%	\$1.05	\$4.35
GRAPHIC DESIGNER II	3.003%	\$1.10	3.000%	\$1.13	3.000%	\$1.17	3.0%	\$1.20	\$4.60
HAZARDOUS MATERIALS SPEC I	3.000%	\$1.60	3.000%	\$1.65	3.000%	\$1.70	3.0%	\$1.75	\$6.71
HAZARDOUS MATERIALS SPEC II	3.000%	\$1.78	3.000%	\$1.84	3.000%	\$1.89	3.0%	\$1.95	\$7.46
HAZARDOUS MATERIALS TECH	5.500%	\$1.82	3.143%	\$1.10	3.047%	\$1.10	3.0%	\$1.12	\$5.14
HAZARDOUS MATERIALS TRAINEE	3.000%	\$1.26	3.000%	\$1.30	3.000%	\$1.34	3.0%	\$1.38	\$5.28
HEALTH EDUCATION ASSOCIATE	3.000%	\$1.16	3.000%	\$1.20	3.000%	\$1.24	3.0%	\$1.27	\$4.87
HEALTH EDUCATION SPECIALIST	3.000%	\$1.42	3.000%	\$1.46	3.000%	\$1.51	3.0%	\$1.55	\$5.95
HEALTH INFORMATION CLERK I	4.755%	\$1.09	4.539%	\$1.09	4.342%	\$1.09	3.0%	\$0.79	\$4.07
HEALTH INFORMATION CLERK II	5.500%	\$1.36	4.207%	\$1.10	4.037%	\$1.10	3.0%	\$0.85	\$4.40
HEALTH INFORMATION CLERK III	4.500%	\$1.24	3.801%	\$1.10	3.662%	\$1.10	3.0%	\$0.93	\$4.37
HEALTH INFORMATION TECH I	3.670%	\$1.10	3.540%	\$1.10	3.419%	\$1.10	3.0%	\$1.00	\$4.30
HEALTH INFORMATION TECH II	3.000%	\$1.12	3.000%	\$1.15	3.000%	\$1.19	3.0%	\$1.22	\$4.68
HEALTH PLANNING SPEC II	3.000%	\$1.17	3.000%	\$1.20	3.000%	\$1.24	3.0%	\$1.28	\$4.89
HEALTH SERVICES REP	8.000%	\$2.23	3.645%	\$1.10	3.517%	\$1.10	3.0%	\$0.97	\$5.40
HOSPITAL CLIN PSYCH - NEURO	3.000%	\$2.29	3.000%	\$2.36	3.000%	\$2.43	3.0%	\$2.51	\$9.60
HOSPITAL CLINICAL PSYCH	3.000%	\$2.13	3.000%	\$2.20	3.000%	\$2.26	3.0%	\$2.33	\$8.93
HOSPITAL COMMUNICATIONS OPR	4.218%	\$1.10	4.047%	\$1.10	3.890%	\$1.10	3.0%	\$0.88	\$4.17

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

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HOSPITAL PSYCHOLOGICAL ASST	3.000%	\$1.42	3.000%	\$1.46	3.000%	\$1.51	3.0%	\$1.55	\$5.95
HOSPITAL SERVICES ASST I	4.247%	\$1.10	4.074%	\$1.10	3.915%	\$1.10	3.0%	\$0.87	\$4.17
HOSPITAL SERVICES ASST II	4.018%	\$1.10	3.863%	\$1.10	3.719%	\$1.10	3.0%	\$0.92	\$4.21
HOSPITAL STATIONARY ENGINEER	3.000%	\$1.23	3.000%	\$1.27	3.000%	\$1.31	3.0%	\$1.35	\$5.16
HOUSE STAFF COORD	3.186%	\$1.10	3.087%	\$1.10	3.000%	\$1.10	3.0%	\$1.13	\$4.44
HOUSING REHABILITATION SPEC	3.000%	\$1.23	3.000%	\$1.26	3.000%	\$1.30	3.0%	\$1.34	\$5.13
INCOME TAX SPECIALIST	3.179%	\$1.10	3.081%	\$1.10	3.000%	\$1.10	3.0%	\$1.14	\$4.44
INFO SYSTEMS ANALYST I	3.000%	\$1.46	3.000%	\$1.50	3.000%	\$1.55	3.0%	\$1.59	\$6.09
INFO SYSTEMS ANALYST II	3.000%	\$1.57	3.000%	\$1.62	3.000%	\$1.67	3.0%	\$1.72	\$6.58
INFO SYSTEMS TECH I	3.316%	\$1.10	3.210%	\$1.10	3.110%	\$1.10	3.0%	\$1.09	\$4.39
INFO SYSTEMS TECH II	3.000%	\$1.20	3.000%	\$1.24	3.000%	\$1.28	3.0%	\$1.32	\$5.04
INFO SYSTEMS TECH III	3.000%	\$1.46	3.000%	\$1.50	3.000%	\$1.55	3.0%	\$1.59	\$6.09
INMATE LAW LIBRARY COORD	3.475%	\$1.10	3.358%	\$1.10	3.249%	\$1.10	3.0%	\$1.05	\$4.35
INSTITUTIONAL MAINTENANCE ENGR	3.163%	\$1.10	3.066%	\$1.10	3.000%	\$1.11	3.0%	\$1.14	\$4.45
INVESTIGATIVE GRAPHIC/MEDIA SP	3.000%	\$1.15	3.000%	\$1.19	3.000%	\$1.22	3.0%	\$1.26	\$4.83
INVESTIGATOR ASSISTANT	3.000%	\$1.23	3.000%	\$1.27	3.000%	\$1.31	3.0%	\$1.35	\$5.15
IT FIELD SUPPORT SPECIALIST	3.000%	\$1.62	3.000%	\$1.67	3.000%	\$1.72	3.0%	\$1.77	\$6.77
IT PROJECT COORDINATOR	3.000%	\$2.03	3.000%	\$2.09	3.000%	\$2.15	3.0%	\$2.22	\$8.48
IT SERVICE DESK SPECIALIST	3.000%	\$1.30	3.000%	\$1.34	3.000%	\$1.38	3.0%	\$1.42	\$5.43
JANITOR	5.000%	\$1.21	4.316%	\$1.10	4.137%	\$1.10	3.0%	\$0.83	\$4.23
JUNIOR REAL ESTATE AGENT	3.193%	\$1.10	3.095%	\$1.10	3.002%	\$1.10	3.0%	\$1.13	\$4.43
JUSTICE SYSTEM CLERK I	4.500%	\$1.26	3.767%	\$1.10	3.630%	\$1.10	3.0%	\$0.94	\$4.40

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

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JUSTICE SYSTEM CLERK II	4.500%	\$1.49	3.182%	\$1.10	3.084%	\$1.10	3.0%	\$1.10	\$4.79
JUVENILE DEPENDENCY INV	3.000%	\$1.31	3.000%	\$1.34	3.000%	\$1.39	3.0%	\$1.43	\$5.46
KENNEL ATTENDANT	4.428%	\$1.10	4.240%	\$1.10	4.068%	\$1.10	3.0%	\$0.84	\$4.13
LABOR STANDARDS INVESTIGATOR	3.000%	\$1.29	3.000%	\$1.32	3.000%	\$1.36	3.0%	\$1.41	\$5.38
LAFCO OFFICE SPECIALIST	3.038%	\$1.10	3.000%	\$1.12	3.000%	\$1.15	3.0%	\$1.19	\$4.56
LATENT FINGERPRINT EXAM I	3.000%	\$1.12	3.000%	\$1.15	3.000%	\$1.19	3.0%	\$1.22	\$4.69
LATENT FINGERPRINT EXAM II	3.000%	\$1.47	3.000%	\$1.52	3.000%	\$1.56	3.0%	\$1.61	\$6.15
LATENT FINGERPRINT EXAMINER III	3.000%	\$1.66	3.000%	\$1.71	3.000%	\$1.76	3.0%	\$1.81	\$6.93
LAUNDRY WORKER I	4.637%	\$1.09	4.432%	\$1.09	4.244%	\$1.09	3.0%	\$0.81	\$4.09
LAUNDRY WORKER II	5.500%	\$1.35	4.217%	\$1.10	4.046%	\$1.10	3.0%	\$0.85	\$4.39
LAW ENFORCEMENT CLERK	3.902%	\$1.10	3.755%	\$1.10	3.620%	\$1.10	3.0%	\$0.94	\$4.24
LAW ENFORCEMENT RECORDS SPEC	3.000%	\$1.10	3.000%	\$1.14	3.000%	\$1.17	3.0%	\$1.20	\$4.61
LAW ENFORCEMENT RECORDS TECH	3.293%	\$1.10	3.188%	\$1.10	3.089%	\$1.10	3.0%	\$1.10	\$4.40
LEGAL CLERK	3.389%	\$1.10	3.278%	\$1.10	3.174%	\$1.10	3.0%	\$1.07	\$4.37
LEGAL CLERK TRAINEE	3.550%	\$1.10	3.428%	\$1.10	3.315%	\$1.10	3.0%	\$1.03	\$4.33
LEGAL PROCESS OFFICER	3.764%	\$1.10	3.627%	\$1.10	3.500%	\$1.10	3.0%	\$0.97	\$4.27
LEGAL SECRETARY I	3.277%	\$1.10	3.173%	\$1.10	3.075%	\$1.10	3.0%	\$1.11	\$4.41
LEGAL SECRETARY II	3.000%	\$1.11	3.000%	\$1.14	3.000%	\$1.17	3.0%	\$1.21	\$4.63
LEGAL SECRETARY TRAINEE	4.027%	\$1.10	3.871%	\$1.10	3.727%	\$1.10	3.0%	\$0.92	\$4.21
LIBRARIAN I	3.000%	\$1.18	3.000%	\$1.22	3.000%	\$1.25	3.0%	\$1.29	\$4.94
LIBRARIAN II	3.000%	\$1.24	3.000%	\$1.28	3.000%	\$1.32	3.0%	\$1.36	\$5.21
LIBRARY ASSISTANT I	9.000%	\$2.51	3.620%	\$1.10	3.493%	\$1.10	3.0%	\$0.98	\$5.68
LIBRARY ASSISTANT II	4.500%	\$1.49	3.190%	\$1.10	3.091%	\$1.10	3.0%	\$1.10	\$4.79
LIBRARY CLERK I	4.692%	\$1.09	4.482%	\$1.09	4.290%	\$1.09	3.0%	\$0.80	\$4.08
LIBRARY CLERK II	4.438%	\$1.10	4.249%	\$1.10	4.076%	\$1.10	3.0%	\$0.84	\$4.13
LIBRARY PAGE	5.559%	\$1.11	5.263%	\$1.11	5.000%	\$1.11	3.0%	\$0.70	\$4.02
LIBRARY TECHNICIAN	4.755%	\$1.09	4.539%	\$1.09	4.342%	\$1.09	3.0%	\$0.79	\$4.07

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

Percentages Apply to ALL STEPS - Dollar amounts for Step 5 listed as examples

JobTitle	Total % increase on ratification	Total Raise for Step 5 Upon Ratification /hr	Total % increase June 2020	Total Raise for Step 5 June 2020 /hr	Total % increase on June 2021	Total Raise for Step 5 June 2021 /hr	Total % increase on June 2022	Total Raise for Step 5 June 2022 /hr	Total Raises for Step 5
LICENSED VOCATIONAL NURSE	6.000%	\$2.24	3.000%	\$1.19	3.000%	\$1.23	3.0%	\$1.26	\$5.92
LITERACY PROGRAM SPECIALIST	3.000%	\$1.15	3.000%	\$1.19	3.000%	\$1.22	3.0%	\$1.26	\$4.81
LOCAL AREA NETWORK ANALYST I	3.000%	\$1.54	3.000%	\$1.59	3.000%	\$1.64	3.0%	\$1.69	\$6.45
LOCAL AREA NETWORK ANALYST II	3.000%	\$1.70	3.000%	\$1.75	3.000%	\$1.80	3.0%	\$1.86	\$7.10
MARRIAGE & FAMILY THERAPIST I	5.000%	\$2.20	3.000%	\$1.38	3.000%	\$1.42	3.0%	\$1.47	\$6.47
MARRIAGE & FAMILY THERAPIST II	7.000%	\$3.38	3.000%	\$1.55	3.000%	\$1.60	3.0%	\$1.64	\$8.17
MATERIALS TESTING TECH II	3.000%	\$1.12	3.000%	\$1.15	3.000%	\$1.18	3.0%	\$1.22	\$4.67
MATERIALS TESTING TECHNICIAN I	3.256%	\$1.11	3.153%	\$1.11	3.057%	\$1.11	3.0%	\$1.12	\$4.44
MEDIA SPECIALIST COORDINATOR	3.000%	\$1.19	3.000%	\$1.22	3.000%	\$1.26	3.0%	\$1.30	\$4.96
MEDICAL ADMIN ASSISTANT I	3.534%	\$1.10	3.413%	\$1.10	3.300%	\$1.10	3.0%	\$1.03	\$4.33
MEDICAL ADMIN ASSISTANT II	3.186%	\$1.10	3.087%	\$1.10	3.000%	\$1.10	3.0%	\$1.13	\$4.44
MEDICAL ASSISTANT	3.907%	\$1.10	3.760%	\$1.10	3.624%	\$1.10	3.0%	\$0.94	\$4.24
MEDICAL EQUIPMENT REPAIRER	6.000%	\$1.85	3.373%	\$1.10	3.263%	\$1.10	3.0%	\$1.04	\$5.09
MEDICAL EXAMINER-CORONER INVST	3.000%	\$1.73	3.000%	\$1.79	3.000%	\$1.84	3.0%	\$1.89	\$7.26
MEDICAL LABORATORY ASST III	4.750%	\$1.59	3.129%	\$1.10	3.034%	\$1.10	3.0%	\$1.12	\$4.91
MEDICAL LABORATORY ASSISTANT I	4.750%	\$1.33	3.753%	\$1.10	3.617%	\$1.10	3.0%	\$0.94	\$4.46
MEDICAL LABORATORY ASST II	4.750%	\$1.52	3.279%	\$1.10	3.175%	\$1.10	3.0%	\$1.07	\$4.79
MEDICAL LIBRARIAN ASSISTANT	3.003%	\$1.10	3.000%	\$1.13	3.000%	\$1.17	3.0%	\$1.20	\$4.60
MEDICAL OFFICE SPECIALIST	3.917%	\$1.10	3.769%	\$1.10	3.632%	\$1.10	3.0%	\$0.94	\$4.24
MEDICAL PHYSICIST	3.000%	\$3.12	3.000%	\$3.21	3.000%	\$3.31	3.0%	\$3.41	\$13.04

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

Percentages Apply to ALL STEPS - Dollar amounts for Step 5 listed as examples

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MEDICAL SOCIAL WORKER I	5.000%	\$2.24	3.000%	\$1.41	3.000%	\$1.45	3.0%	\$1.49	\$6.59
MEDICAL SOCIAL WORKER II	5.000%	\$2.47	3.000%	\$1.56	3.000%	\$1.60	3.0%	\$1.65	\$7.29
MEDICAL TRANSCRIPTIONIST	3.616%	\$1.10	3.490%	\$1.10	3.372%	\$1.10	3.0%	\$1.01	\$4.31
MEDICAL TRANSLATOR	3.193%	\$1.10	3.095%	\$1.10	3.002%	\$1.10	3.0%	\$1.13	\$4.43
MEDICAL TRANSLATOR TRAINEE	3.608%	\$1.10	3.482%	\$1.10	3.365%	\$1.10	3.0%	\$1.01	\$4.31
MEDICAL UNIT CLERK	3.936%	\$1.10	3.787%	\$1.10	3.649%	\$1.10	3.0%	\$0.94	\$4.23
MENTAL HEALTH COMMUNITY WORKER	3.839%	\$1.10	3.698%	\$1.10	3.566%	\$1.10	3.0%	\$0.96	\$4.26
MENTAL HEALTH OFFICE SPEC	3.865%	\$1.10	3.721%	\$1.10	3.587%	\$1.10	3.0%	\$0.95	\$4.25
MENTAL HEALTH PEER SUPPORT WRK	4.018%	\$1.10	3.863%	\$1.10	3.719%	\$1.10	3.0%	\$0.92	\$4.21
MENTAL HEALTH PROGRAM SPC I	3.000%	\$1.38	3.000%	\$1.42	3.000%	\$1.47	3.0%	\$1.51	\$5.78
MENTAL HEALTH WORKER	4.247%	\$1.10	4.074%	\$1.10	3.915%	\$1.10	3.0%	\$0.87	\$4.17
MESSENGER DRIVER	4.428%	\$1.10	4.240%	\$1.10	4.068%	\$1.10	3.0%	\$0.84	\$4.13
MOBILE OUTREACH DRIVER	3.660%	\$1.10	3.531%	\$1.10	3.411%	\$1.10	3.0%	\$1.00	\$4.30
MONITOR TECHNICIAN	3.816%	\$1.09	3.676%	\$1.09	3.546%	\$1.09	3.0%	\$0.95	\$4.22
MRI TECHNOLOGIST - ANGIO	3.000%	\$1.86	3.000%	\$1.92	3.000%	\$1.98	3.0%	\$2.04	\$7.80
MRI TECHNOLOGIST	3.000%	\$2.17	3.000%	\$2.24	3.000%	\$2.30	3.0%	\$2.37	\$9.09
MRI TECHNOLOGIST - CT	3.000%	\$1.92	3.000%	\$1.97	3.000%	\$2.03	3.0%	\$2.10	\$8.02
MULTIMEDIA TECHNICIAN	3.000%	\$1.62	3.000%	\$1.67	3.000%	\$1.72	3.0%	\$1.77	\$6.80
NETWORK ENGINEER	3.000%	\$2.48	3.000%	\$2.55	3.000%	\$2.63	3.0%	\$2.71	\$10.38
NETWORK/TELECOM TECHNICIAN	3.000%	\$1.38	3.000%	\$1.43	3.000%	\$1.47	3.0%	\$1.51	\$5.79
OBSTETRIC TECHNICIAN	3.492%	\$1.10	3.374%	\$1.10	3.264%	\$1.10	3.0%	\$1.04	\$4.34
OCCUPATIONAL HEALTH CHEMIST	3.000%	\$1.17	3.000%	\$1.20	3.000%	\$1.24	3.0%	\$1.28	\$4.89

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

Percentages Apply to ALL STEPS - Dollar amounts for Step 5 listed as examples

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OCCUPATIONAL THERAPIST I	5.000%	\$2.75	3.000%	\$1.73	3.000%	\$1.79	3.0%	\$1.84	\$8.11
OCCUPATIONAL THERAPIST II	8.000%	\$4.76	3.000%	\$1.93	3.000%	\$1.98	3.0%	\$2.04	\$10.71
OCCUPATIONAL THERAPIST III	8.000%	\$5.24	3.000%	\$2.12	3.000%	\$2.18	3.0%	\$2.25	\$11.79
OCCUPATIONAL THERAPY ASST I	5.000%	\$1.83	3.000%	\$1.15	3.000%	\$1.19	3.0%	\$1.22	\$5.40
OCCUPATIONAL THERAPY ASST II	5.000%	\$2.11	3.000%	\$1.33	3.000%	\$1.37	3.0%	\$1.41	\$6.23
OCCUPATIONAL THERAPY TECH	3.000%	\$1.16	3.000%	\$1.20	3.000%	\$1.24	3.0%	\$1.27	\$4.87
OFFICE AUTO SYSTEMS COORD	3.000%	\$1.11	3.000%	\$1.14	3.000%	\$1.18	3.0%	\$1.21	\$4.64
OFFICE SPECIALIST I	4.755%	\$1.09	4.539%	\$1.09	4.342%	\$1.09	3.0%	\$0.79	\$4.07
OFFICE SPECIALIST II	5.000%	\$1.23	4.227%	\$1.10	4.055%	\$1.10	3.0%	\$0.84	\$4.27
OFFICE SPECIALIST III	4.047%	\$1.10	3.889%	\$1.10	3.744%	\$1.10	3.0%	\$0.91	\$4.20
OFFSET PRESS OPERATOR I	4.531%	\$1.10	4.335%	\$1.10	4.155%	\$1.10	3.0%	\$0.82	\$4.11
OFFSET PRESS OPERATOR II	3.608%	\$1.10	3.482%	\$1.10	3.365%	\$1.10	3.0%	\$1.01	\$4.31
OFFSET PRESS OPERATOR III	3.397%	\$1.10	3.286%	\$1.10	3.181%	\$1.10	3.0%	\$1.07	\$4.37
OPERATING ROOM CLERK	3.936%	\$1.10	3.787%	\$1.10	3.649%	\$1.10	3.0%	\$0.94	\$4.23
OPERATING ROOM STOREKEEPER	4.018%	\$1.10	3.863%	\$1.10	3.719%	\$1.10	3.0%	\$0.92	\$4.21
OPHTHALMIC TECHNICIAN	3.459%	\$1.10	3.344%	\$1.10	3.235%	\$1.10	3.0%	\$1.05	\$4.35
OPTOMETRIST	6.000%	\$3.76	3.000%	\$1.99	3.000%	\$2.05	3.0%	\$2.11	\$9.91
ORTHOPEDIC TECHNICIAN	11.000%	\$3.32	3.280%	\$1.10	3.176%	\$1.10	3.0%	\$1.07	\$6.59
PARALEGAL	3.000%	\$1.18	3.000%	\$1.21	3.000%	\$1.25	3.0%	\$1.28	\$4.92
PARK EQUIPMENT OPERATOR	3.047%	\$1.10	3.000%	\$1.12	3.000%	\$1.15	3.0%	\$1.18	\$4.55
PARK INTERPRETER	3.000%	\$1.16	3.000%	\$1.20	3.000%	\$1.24	3.0%	\$1.27	\$4.87
PARK MAINTENANCE CRAFTS WORKER	7.000%	\$2.52	3.000%	\$1.15	3.000%	\$1.19	3.0%	\$1.22	\$6.08
PARK MAINTENANCE CREW CHIEF	3.000%	\$1.29	3.000%	\$1.33	3.000%	\$1.37	3.0%	\$1.41	\$5.40

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

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PARK MAINTENANCE WORKER I	3.819%	\$1.10	3.678%	\$1.10	3.548%	\$1.10	3.0%	\$0.96	\$4.26
PARK MAINTENANCE WORKER II	3.350%	\$1.10	3.241%	\$1.10	3.139%	\$1.10	3.0%	\$1.08	\$4.38
PARK NATURAL RESOURCE PROG CRD	3.000%	\$1.26	3.000%	\$1.29	3.000%	\$1.33	3.0%	\$1.37	\$5.26
PARK SERVICES ATTENDANT	4.598%	\$1.10	4.396%	\$1.10	4.211%	\$1.10	3.0%	\$0.82	\$4.11
PARK USE COORD	3.000%	\$1.28	3.000%	\$1.32	3.000%	\$1.36	3.0%	\$1.40	\$5.36
PARKING LOT CHECKER	4.228%	\$1.10	4.056%	\$1.10	3.898%	\$1.10	3.0%	\$0.88	\$4.17
PARKING PATROL COORD	3.641%	\$1.10	3.513%	\$1.10	3.394%	\$1.10	3.0%	\$1.00	\$4.30
PARKS NATURAL RESOURCE PLANNER	3.000%	\$1.53	3.000%	\$1.57	3.000%	\$1.62	3.0%	\$1.67	\$6.39
PARKS NATURAL RESOURCES TECH	3.000%	\$1.16	3.000%	\$1.20	3.000%	\$1.24	3.0%	\$1.27	\$4.87
PARKS OUTDOOR RECREATION COORD	3.000%	\$1.28	3.000%	\$1.32	3.000%	\$1.36	3.0%	\$1.40	\$5.36
PARKS RANGEMASTER I	3.209%	\$1.10	3.109%	\$1.10	3.015%	\$1.10	3.0%	\$1.13	\$4.43
PARKS RANGEMASTER II	3.000%	\$1.13	3.000%	\$1.16	3.000%	\$1.20	3.0%	\$1.24	\$4.73
PARKS TRAIL SPECIALIST	3.250%	\$1.12	3.090%	\$1.10	3.000%	\$1.10	3.0%	\$1.13	\$4.46
PARKS TRAINING COORD	3.000%	\$1.28	3.000%	\$1.32	3.000%	\$1.36	3.0%	\$1.40	\$5.36
PARKS VOLUNTEER COORD	3.000%	\$1.28	3.000%	\$1.32	3.000%	\$1.36	3.0%	\$1.40	\$5.36
PATHOLOGY AIDE	4.407%	\$1.10	4.221%	\$1.10	4.050%	\$1.10	3.0%	\$0.84	\$4.13
PATIENT BUSINESS SERV CLERK	7.000%	\$2.02	3.562%	\$1.10	3.439%	\$1.10	3.0%	\$0.99	\$5.21
PATIENT TRANSPORT COORDINATOR	3.861%	\$1.10	3.718%	\$1.10	3.584%	\$1.10	3.0%	\$0.95	\$4.24
PATIENT TRANSPORTER	4.247%	\$1.10	4.074%	\$1.10	3.915%	\$1.10	3.0%	\$0.87	\$4.17
PAYROLL AUDIT SPECIALIST	3.367%	\$1.10	3.257%	\$1.10	3.154%	\$1.10	3.0%	\$1.08	\$4.38
PER DIEM DIAGNOSTIC IMG TEC II	3.000%	\$2.18	3.000%	\$2.25	3.000%	\$2.32	3.0%	\$2.39	\$9.14

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PER DIEM DIAGNOSTIC IMG TECH I	3.000%	\$2.04	3.000%	\$2.10	3.000%	\$2.16	3.0%	\$2.23	\$8.52
PER DIEM RESPIRATORY CARE PRCT	3.000%	\$1.93	3.000%	\$1.98	3.000%	\$2.04	3.0%	\$2.10	\$8.05
PER DIEM ULTRASONOGRAPHER I	3.000%	\$2.17	3.000%	\$2.23	3.000%	\$2.30	3.0%	\$2.37	\$9.06
PER DIEM ULTRASONOGRAPHER II	3.000%	\$2.67	3.000%	\$2.75	3.000%	\$2.84	3.0%	\$2.92	\$11.19
PERMIT TECHNICIAN I	3.099%	\$1.10	3.005%	\$1.10	3.000%	\$1.13	3.0%	\$1.16	\$4.49
PERMIT TECHNICIAN II	3.000%	\$1.19	3.000%	\$1.23	3.000%	\$1.26	3.0%	\$1.30	\$4.99
PHARMACIST	3.000%	\$2.49	3.000%	\$2.56	3.000%	\$2.64	3.0%	\$2.72	\$10.41
PHARMACIST LOCUM TENENS	3.000%	\$2.80	3.000%	\$2.89	3.000%	\$2.97	3.0%	\$3.06	\$11.72
PHARMACIST SPECIALIST	3.000%	\$2.61	3.000%	\$2.69	3.000%	\$2.77	3.0%	\$2.85	\$10.92
PHARMACIST TECH SYS SPEC	3.000%	\$2.61	3.000%	\$2.69	3.000%	\$2.77	3.0%	\$2.85	\$10.92
PHARMACY ASSISTANT	4.755%	\$1.09	4.539%	\$1.09	4.342%	\$1.09	3.0%	\$0.79	\$4.07
PHARMACY DATA SPECIALIST VHP	6.000%	\$2.10	3.000%	\$1.11	3.000%	\$1.14	3.0%	\$1.18	\$5.53
PHARMACY TECH LOCUM TENENS	3.000%	\$1.29	3.000%	\$1.32	3.000%	\$1.36	3.0%	\$1.41	\$5.38
PHARMACY TECHNICIAN	6.000%	\$2.04	3.056%	\$1.10	3.000%	\$1.11	3.0%	\$1.15	\$5.39
PHARMACY TECHNICIAN TRAINEE	9.000%	\$2.31	3.921%	\$1.10	3.774%	\$1.10	3.0%	\$0.90	\$5.40
PHOTOGRAPHER	3.575%	\$1.10	3.452%	\$1.10	3.337%	\$1.10	3.0%	\$1.02	\$4.32
PHYSICAL THERAPIST ASST I	5.000%	\$1.83	3.000%	\$1.15	3.000%	\$1.19	3.0%	\$1.22	\$5.40
PHYSICAL THERAPIST ASST II	5.000%	\$2.11	3.000%	\$1.33	3.000%	\$1.37	3.0%	\$1.41	\$6.23
PHYSICAL THERAPIST I	5.000%	\$2.75	3.000%	\$1.73	3.000%	\$1.79	3.0%	\$1.84	\$8.11
PHYSICAL THERAPIST II	8.000%	\$4.76	3.000%	\$1.93	3.000%	\$1.98	3.0%	\$2.04	\$10.71
PHYSICAL THERAPIST III	8.000%	\$5.24	3.000%	\$2.12	3.000%	\$2.18	3.0%	\$2.25	\$11.79

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PHYSICIAN ASST - PRIMARY CARE	3.000%	\$2.86	3.000%	\$2.94	3.000%	\$3.03	3.0%	\$3.12	\$11.95
PHYSICIAN ASST PRIM CARE-XTR H	3.000%	\$2.66	3.000%	\$2.74	3.000%	\$2.82	3.0%	\$2.90	\$11.12
PLANNING COMMISSIONS CLERK	3.171%	\$1.10	3.074%	\$1.10	3.000%	\$1.11	3.0%	\$1.14	\$4.45
PRECINCT PLANNING SPECIALIST	3.000%	\$1.22	3.000%	\$1.26	3.000%	\$1.30	3.0%	\$1.34	\$5.12
PRE-LICENSED PSYCHIATRIC TECH	4.854%	\$1.09	4.630%	\$1.09	4.425%	\$1.09	3.0%	\$0.78	\$4.06
PRETRIAL SERV OFFICER I	3.133%	\$1.10	3.038%	\$1.10	3.000%	\$1.12	3.0%	\$1.15	\$4.47
PRETRIAL SERV OFFICER II	3.000%	\$1.21	3.000%	\$1.25	3.000%	\$1.28	3.0%	\$1.32	\$5.06
PRETRIAL SERV OFFICER III	3.000%	\$1.36	3.000%	\$1.40	3.000%	\$1.44	3.0%	\$1.48	\$5.67
PRETRIAL SERVICES TECHNICIAN	3.839%	\$1.10	3.698%	\$1.10	3.566%	\$1.10	3.0%	\$0.96	\$4.26
PRINT-ON-DEMAND OPERATOR	3.608%	\$1.10	3.482%	\$1.10	3.365%	\$1.10	3.0%	\$1.01	\$4.31
PROBATION ASSISTANT I	3.000%	\$1.24	3.000%	\$1.27	3.000%	\$1.31	3.0%	\$1.35	\$5.17
PROBATION ASSISTANT II	3.000%	\$1.44	3.000%	\$1.48	3.000%	\$1.52	3.0%	\$1.57	\$6.01
PROBATION COMMUNITY WORKER	3.397%	\$1.10	3.286%	\$1.10	3.181%	\$1.10	3.0%	\$1.07	\$4.37
PROBATION COUNSELOR I	3.000%	\$1.48	3.000%	\$1.52	3.000%	\$1.57	3.0%	\$1.61	\$6.18
PROBATION COUNSELOR II	3.000%	\$1.67	3.000%	\$1.72	3.000%	\$1.77	3.0%	\$1.82	\$6.98
PROBATION PEER SUPPORT WORKER	4.018%	\$1.10	3.863%	\$1.10	3.719%	\$1.10	3.0%	\$0.92	\$4.21
PROBATION TRANSPORTATION COORD	3.316%	\$1.10	3.210%	\$1.10	3.110%	\$1.10	3.0%	\$1.09	\$4.39
PRODUCTION GRAPHICS TECH	3.509%	\$1.10	3.390%	\$1.10	3.279%	\$1.10	3.0%	\$1.04	\$4.34
PROGRAM COORD	3.000%	\$1.46	3.000%	\$1.50	3.000%	\$1.55	3.0%	\$1.59	\$6.10
PROGRAM SERVICES AIDE	4.000%	\$1.42	3.000%	\$1.11	3.000%	\$1.14	3.0%	\$1.18	\$4.85

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20
Percentages Apply to ALL STEPS - Dollar amounts for Step 5 listed as examples

JobTitle	Total % increase on ratification	Total Raise for Step 5 Upon Ratification /hr	Total % increase June 2020	Total Raise for Step 5 June 2020 /hr	Total % increase on June 2021	Total Raise for Step 5 June 2021 /hr	Total % increase on June 2022	Total Raise for Step 5 June 2022 /hr	Total Raises for Step 5
PROPERTY & TITLE ID TECHNICIAN	3.655%	\$1.10	3.526%	\$1.10	3.406%	\$1.10	3.0%	\$1.00	\$4.30
PROPERTY TRANSFER EXAMINER	3.294%	\$1.10	3.189%	\$1.10	3.090%	\$1.10	3.0%	\$1.10	\$4.40
PROPERTY/EVIDENCE TECHNICIAN	7.250%	\$2.37	3.135%	\$1.10	3.039%	\$1.10	3.0%	\$1.12	\$5.69
PROTECTIVE SERVICES OFFICER	3.642%	\$1.10	3.514%	\$1.10	3.395%	\$1.10	3.0%	\$1.00	\$4.30
PSYCHIATRIC SOCIAL WORKER I	5.000%	\$2.20	3.000%	\$1.38	3.000%	\$1.42	3.0%	\$1.47	\$6.47
PSYCHIATRIC SOCIAL WORKER II	7.000%	\$3.38	3.000%	\$1.55	3.000%	\$1.60	3.0%	\$1.64	\$8.17
PSYCHIATRIC TECHNICIAN I	3.295%	\$1.10	3.190%	\$1.10	3.091%	\$1.10	3.0%	\$1.10	\$4.40
PSYCHIATRIC TECHNICIAN II	6.000%	\$2.22	3.000%	\$1.18	3.000%	\$1.21	3.0%	\$1.25	\$5.86
PSYCHOLOGIST	3.000%	\$2.02	3.000%	\$2.08	3.000%	\$2.14	3.0%	\$2.21	\$8.45
PSYCHOLOGIST - NEURO SERVICES	3.000%	\$2.17	3.000%	\$2.24	3.000%	\$2.30	3.0%	\$2.37	\$9.08
PSYCHOSOCIAL OCC THERAPIST	5.000%	\$2.77	3.000%	\$1.75	3.000%	\$1.80	3.0%	\$1.85	\$8.17
PUBLIC COMMUNICATION SPEC	3.000%	\$1.20	3.000%	\$1.23	3.000%	\$1.27	3.0%	\$1.31	\$5.01
PUBLIC DEFENDER INVEST I	3.000%	\$1.69	3.000%	\$1.74	3.000%	\$1.79	3.0%	\$1.85	\$7.07
PUBLIC DEFENDER INVEST II	3.000%	\$1.82	3.000%	\$1.88	3.000%	\$1.93	3.0%	\$1.99	\$7.62
PUBLIC HEALTH ASSISTANT	3.590%	\$1.10	3.466%	\$1.10	3.350%	\$1.10	3.0%	\$1.02	\$4.31
PUBLIC HEALTH NRS PRACTITIONER	3.000%	\$1.79	3.000%	\$1.84	3.000%	\$1.90	3.0%	\$1.96	\$7.49
PUBLIC HEALTH NURSE I	8.000%	\$4.62	3.000%	\$1.87	4.000%	\$2.57	3.0%	\$2.00	\$11.05
PUBLIC HEALTH NURSE II	8.000%	\$5.18	3.000%	\$2.10	4.000%	\$2.88	3.0%	\$2.25	\$12.40
PUBLIC HEALTH NURSE III	8.000%	\$5.57	3.000%	\$2.26	4.000%	\$3.10	3.0%	\$2.42	\$13.35
PUBLIC HEALTH NURSE SPECLST	8.000%	\$5.77	3.000%	\$2.34	4.000%	\$3.21	3.0%	\$2.50	\$13.81

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

Percentages Apply to ALL STEPS - Dollar amounts for Step 5 listed as examples

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PUBLIC HEALTH NUTRITION ASSOC	3.575%	\$1.10	3.452%	\$1.10	3.337%	\$1.10	3.0%	\$1.02	\$4.32
PUBLIC HEALTH NUTRITIONIST	6.000%	\$2.78	3.000%	\$1.47	3.000%	\$1.52	3.0%	\$1.56	\$7.33
PULMONARY DIAGNOSTIC ASSISTANT	3.819%	\$1.10	3.678%	\$1.10	3.548%	\$1.10	3.0%	\$0.96	\$4.26
PULMONARY DIAGNOSTIC TECH	3.224%	\$1.10	3.123%	\$1.10	3.028%	\$1.10	3.0%	\$1.12	\$4.42
Q I COORDINATOR I A&D SV	3.000%	\$1.42	3.000%	\$1.46	3.000%	\$1.51	3.0%	\$1.55	\$5.95
Q I COORDINATOR - MHS	3.000%	\$1.56	3.000%	\$1.61	3.000%	\$1.66	3.0%	\$1.71	\$6.54
Q I COORDINATOR II A&D SV	3.000%	\$1.56	3.000%	\$1.61	3.000%	\$1.66	3.0%	\$1.71	\$6.54
QUALITY ASSURANCE ENGINEER	3.000%	\$1.68	3.000%	\$1.73	3.000%	\$1.78	3.0%	\$1.84	\$7.04
QUALITY ASSURANCE LIBRARIAN	3.000%	\$1.46	3.000%	\$1.50	3.000%	\$1.55	3.0%	\$1.59	\$6.09
RADIATION THERAPIST	3.000%	\$2.21	3.000%	\$2.28	3.000%	\$2.35	3.0%	\$2.42	\$9.25
RANGEMASTER I	3.209%	\$1.10	3.109%	\$1.10	3.015%	\$1.10	3.0%	\$1.13	\$4.43
RANGEMASTER II	3.000%	\$1.19	3.000%	\$1.22	3.000%	\$1.26	3.0%	\$1.30	\$4.96
RECORDABLE DOCUMENT TECH	4.407%	\$1.10	4.221%	\$1.10	4.050%	\$1.10	3.0%	\$0.84	\$4.13
RECORDABLE DOCUMENT TECH TRN	4.854%	\$1.09	4.630%	\$1.09	4.425%	\$1.09	3.0%	\$0.78	\$4.06
RECORDABLE DOCUMENTS INDEXER	4.198%	\$1.10	4.029%	\$1.10	3.873%	\$1.10	3.0%	\$0.88	\$4.17
RECORDS RETENTION DRIVER	4.365%	\$1.10	4.182%	\$1.10	4.015%	\$1.10	3.0%	\$0.85	\$4.14
RECORDS RETENTION SPECIALIST	4.521%	\$1.10	4.325%	\$1.10	4.146%	\$1.10	3.0%	\$0.83	\$4.11
RECREATION COORDINATOR	3.163%	\$1.10	3.066%	\$1.10	3.000%	\$1.11	3.0%	\$1.14	\$4.45
RECREATION THERAPIST I	5.000%	\$1.94	3.000%	\$1.22	3.000%	\$1.26	3.0%	\$1.29	\$5.71
RECREATION THERAPIST II	7.000%	\$2.99	3.000%	\$1.37	3.000%	\$1.41	3.0%	\$1.45	\$7.23
RECREATION THERAPIST III	8.000%	\$3.82	3.000%	\$1.55	3.000%	\$1.59	3.0%	\$1.64	\$8.59

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REGISTERED DENTAL ASSISTANT	3.459%	\$1.10	3.344%	\$1.10	3.235%	\$1.10	3.0%	\$1.05	\$4.35
REGISTERED DIETETIC TECHNICIAN	3.397%	\$1.10	3.286%	\$1.10	3.181%	\$1.10	3.0%	\$1.07	\$4.37
REGISTERED VETERINARY TECH	3.781%	\$1.11	3.643%	\$1.11	3.515%	\$1.11	3.0%	\$0.98	\$4.30
REHABILITATION COUNSELOR	3.000%	\$1.28	3.000%	\$1.32	3.000%	\$1.36	3.0%	\$1.40	\$5.36
REHABILITATION OFFICER I	3.000%	\$1.57	3.000%	\$1.62	3.000%	\$1.67	3.0%	\$1.72	\$6.58
REHABILITATION OFFICER II	3.000%	\$1.82	3.000%	\$1.88	3.000%	\$1.93	3.0%	\$1.99	\$7.62
REHABILITATION THER SPEC - EH	3.000%	\$1.50	3.000%	\$1.54	3.000%	\$1.59	3.0%	\$1.64	\$6.27
REHABILITATION THERAPY ASST	3.295%	\$1.11	3.190%	\$1.11	3.092%	\$1.11	3.0%	\$1.11	\$4.43
RESIDENT RD MAINT WRKER III	5.500%	\$1.98	3.000%	\$1.14	3.000%	\$1.17	3.0%	\$1.21	\$5.49
RESIDENT RD MAINT WRKER IV	5.500%	\$2.18	3.000%	\$1.25	3.000%	\$1.29	3.0%	\$1.33	\$6.04
RESOURCES SCHEDULING REP	3.366%	\$1.10	3.256%	\$1.10	3.153%	\$1.10	3.0%	\$1.08	\$4.38
RESPIRATORY CARE PRAC I	4.000%	\$2.27	3.000%	\$1.77	3.000%	\$1.82	3.0%	\$1.88	\$7.73
RESPIRATORY CARE PRAC II	4.500%	\$2.68	3.000%	\$1.86	3.000%	\$1.92	3.0%	\$1.98	\$8.44
RESPIRATORY THERAPY SVCS SPCL	3.000%	\$1.95	3.000%	\$2.01	3.000%	\$2.07	3.0%	\$2.13	\$8.16
REVENUE COLLECTIONS CLERK	3.936%	\$1.10	3.787%	\$1.10	3.649%	\$1.10	3.0%	\$0.94	\$4.23
REVENUE COLLECTIONS OFFICER	3.148%	\$1.10	3.052%	\$1.10	3.000%	\$1.11	3.0%	\$1.15	\$4.46
ROAD DISPATCHER	3.032%	\$1.10	3.000%	\$1.12	3.000%	\$1.15	3.0%	\$1.19	\$4.57
ROAD MAINTENANCE SUPV	4.500%	\$2.07	3.000%	\$1.44	3.000%	\$1.49	3.0%	\$1.53	\$6.53
ROAD MAINTENANCE WORKER I	5.500%	\$1.58	3.639%	\$1.10	3.512%	\$1.10	3.0%	\$0.97	\$4.75
ROAD MAINTENANCE WORKER II	5.500%	\$1.73	3.310%	\$1.10	3.204%	\$1.10	3.0%	\$1.06	\$4.99

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ROAD MAINTENANCE WORKER III	5.500%	\$1.90	3.013%	\$1.10	3.000%	\$1.13	3.0%	\$1.16	\$5.29
ROAD MAINTENANCE WORKER IV	5.500%	\$2.09	3.000%	\$1.20	3.000%	\$1.24	3.0%	\$1.28	\$5.82
SEASONAL PARK WORKER	5.490%	\$1.11	5.204%	\$1.11	4.947%	\$1.11	3.0%	\$0.70	\$4.03
SENIOR ANIMAL CONTROL OFFICER	3.313%	\$1.10	3.207%	\$1.10	3.107%	\$1.10	3.0%	\$1.09	\$4.39
SENIOR APPLICATION ADMINISTRAT	3.000%	\$1.90	3.000%	\$1.95	3.000%	\$2.01	3.0%	\$2.07	\$7.93
SENIOR CEPA OPERATIONS AIDE	3.687%	\$1.10	3.556%	\$1.10	3.434%	\$1.10	3.0%	\$0.99	\$4.29
SENIOR CYBER SECURITY SPEC	3.000%	\$2.43	3.000%	\$2.50	3.000%	\$2.58	3.0%	\$2.66	\$10.17
SENIOR GIS ANALYST	3.000%	\$2.28	3.000%	\$2.34	3.000%	\$2.41	3.0%	\$2.49	\$9.52
SENIOR IT FIELD SUPPORT SPEC	3.000%	\$1.94	3.000%	\$2.00	3.000%	\$2.06	3.0%	\$2.12	\$8.13
SENIOR IT SERVICE DESK SPEC	3.000%	\$1.56	3.000%	\$1.60	3.000%	\$1.65	3.0%	\$1.70	\$6.52
SENIOR MULTIMEDIA TECHNICIAN	3.000%	\$1.95	3.000%	\$2.01	3.000%	\$2.07	3.0%	\$2.13	\$8.15
SENIOR NETWORK/TELECOM TECH	3.000%	\$1.66	3.000%	\$1.71	3.000%	\$1.76	3.0%	\$1.82	\$6.95
SENIOR PLANNER	3.000%	\$1.62	3.000%	\$1.67	3.000%	\$1.72	3.0%	\$1.77	\$6.78
SENIOR PSYCH - NEURO SERVICES	3.000%	\$2.52	3.000%	\$2.60	3.000%	\$2.68	3.0%	\$2.76	\$10.56
SENIOR PSYCHOLOGIST	3.000%	\$2.35	3.000%	\$2.42	3.000%	\$2.49	3.0%	\$2.57	\$9.82
SENIOR TEST ENGINEER	3.000%	\$2.52	3.000%	\$2.60	3.000%	\$2.67	3.0%	\$2.75	\$10.54
SENIOR USER EXP (UX) DESIGNER	3.000%	\$2.59	3.000%	\$2.67	3.000%	\$2.75	3.0%	\$2.83	\$10.83
SENIOR VICTIM/WITNESS ADVOCATE	3.000%	\$1.15	3.000%	\$1.18	3.000%	\$1.22	3.0%	\$1.26	\$4.81
SENIOR VICTIM/WITNESS CLM SPEC	3.000%	\$1.15	3.000%	\$1.18	3.000%	\$1.22	3.0%	\$1.26	\$4.81

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SHERIFF'S HELICOPTER PILOT	3.000%	\$1.72	3.000%	\$1.77	3.000%	\$1.82	3.0%	\$1.88	\$7.18
SHERIFF'S TECHNICIAN	3.839%	\$1.10	3.698%	\$1.10	3.566%	\$1.10	3.0%	\$0.96	\$4.26
SIGN SHOP TECHNICIAN	3.333%	\$1.10	3.226%	\$1.10	3.125%	\$1.10	3.0%	\$1.09	\$4.39
SOCIAL MEDIA/INTERNET COM SPEC	3.000%	\$1.20	3.000%	\$1.23	3.000%	\$1.27	3.0%	\$1.31	\$5.01
SOCIAL SERVICES ANALYST	6.500%	\$3.24	3.000%	\$1.59	3.000%	\$1.64	3.0%	\$1.69	\$8.16
SOCIAL SVCS APPEALS OFFICER	4.000%	\$1.77	3.000%	\$1.38	3.000%	\$1.42	3.0%	\$1.46	\$6.03
SOCIAL WORK SUPERVISOR	6.000%	\$3.19	3.000%	\$1.69	3.000%	\$1.74	3.0%	\$1.79	\$8.41
SOCIAL WORK TRAINING SPECLST	6.000%	\$3.09	3.000%	\$1.64	3.000%	\$1.69	3.0%	\$1.74	\$8.15
SOCIAL WORKER I	6.000%	\$2.30	3.000%	\$1.22	3.000%	\$1.26	3.0%	\$1.30	\$6.08
SOCIAL WORKER II	6.000%	\$2.54	3.000%	\$1.35	3.000%	\$1.39	3.0%	\$1.43	\$6.70
SOCIAL WORKER III	6.000%	\$2.80	3.000%	\$1.49	3.000%	\$1.53	3.0%	\$1.58	\$7.39
SOFTWARE ENGINEER II	3.000%	\$1.56	3.000%	\$1.60	3.000%	\$1.65	3.0%	\$1.70	\$6.51
SOFTWARE ENGINEER IV	3.000%	\$1.85	3.000%	\$1.91	3.000%	\$1.96	3.0%	\$2.02	\$7.75
SPEECH LANGUAG PATH III	8.000%	\$5.34	3.000%	\$2.16	3.000%	\$2.23	3.0%	\$2.29	\$12.02
SPEECH LANGUAGE PATH II	6.000%	\$3.74	3.000%	\$1.98	3.000%	\$2.04	3.0%	\$2.10	\$9.87
SPEECH LANGUAGE PATHOLOGIST I	5.000%	\$2.72	3.000%	\$1.72	3.000%	\$1.77	3.0%	\$1.82	\$8.03
SPIRITUAL SERVICES COORDINATOR	3.000%	\$1.40	3.000%	\$1.45	3.000%	\$1.49	3.0%	\$1.54	\$5.88
SR ACCOUNT CLERK	3.670%	\$1.10	3.540%	\$1.10	3.419%	\$1.10	3.0%	\$1.00	\$4.30
SR APPRAISER	3.000%	\$1.49	3.000%	\$1.54	3.000%	\$1.58	3.0%	\$1.63	\$6.25
SR APPRAISER SCPTAP	3.000%	\$1.42	3.000%	\$1.46	3.000%	\$1.51	3.0%	\$1.55	\$5.95
SR ASSESSMENT CLERK	3.790%	\$1.10	3.652%	\$1.10	3.523%	\$1.10	3.0%	\$0.97	\$4.27
SR AUDITOR APPRAISER	3.000%	\$1.58	3.000%	\$1.63	3.000%	\$1.68	3.0%	\$1.73	\$6.61
SR BIOMEDICAL EQUIPMENT TECH	6.000%	\$2.87	3.000%	\$1.52	3.000%	\$1.57	3.0%	\$1.61	\$7.57

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SR CADASTRAL MAPPING TECH	3.027%	\$1.10	3.000%	\$1.12	3.000%	\$1.16	3.0%	\$1.19	\$4.57
SR CHILD SUPPORT OFFICER	3.000%	\$1.24	3.000%	\$1.28	3.000%	\$1.31	3.0%	\$1.35	\$5.18
SR CHILDREN'S COUNSELOR	3.000%	\$1.14	3.000%	\$1.17	3.000%	\$1.21	3.0%	\$1.24	\$4.75
SR COMMUNICATION SYSTEMS TECH	3.000%	\$1.47	3.000%	\$1.51	3.000%	\$1.56	3.0%	\$1.61	\$6.15
SR COMMUNICATIONS DISPATCHER	5.000%	\$2.85	3.000%	\$1.80	3.000%	\$1.85	3.0%	\$1.91	\$8.41
SR CONFIGURATION ENGINEER	3.000%	\$2.89	3.000%	\$2.97	3.000%	\$3.06	3.0%	\$3.15	\$12.08
SR CONSTRUCTION INSPECTOR	3.000%	\$1.59	3.000%	\$1.64	3.000%	\$1.69	3.0%	\$1.74	\$6.66
SR DATA ENTRY OPERATOR	4.009%	\$1.10	3.854%	\$1.10	3.711%	\$1.10	3.0%	\$0.92	\$4.21
SR DATABASE ADMINISTRATOR	3.000%	\$2.69	3.000%	\$2.77	3.000%	\$2.85	3.0%	\$2.94	\$11.26
SR DP EQUIPMENT OPERATOR	3.402%	\$1.10	3.290%	\$1.10	3.185%	\$1.10	3.0%	\$1.07	\$4.37
SR ELECTRICAL ELECTRONIC TECH	6.000%	\$2.94	3.000%	\$1.56	3.000%	\$1.61	3.0%	\$1.65	\$7.76
SR ENVIRONMENTAL HLTH SPEC	3.500%	\$1.97	3.000%	\$1.75	3.000%	\$1.80	3.0%	\$1.86	\$7.38
SR EPIDEMIOLOGIST	3.000%	\$1.56	3.000%	\$1.61	3.000%	\$1.66	3.0%	\$1.71	\$6.54
SR HAZARDOUS MATERIALS SPEC	3.000%	\$1.96	3.000%	\$2.02	3.000%	\$2.08	3.0%	\$2.14	\$8.21
SR HEALTH SERVICES REP	6.000%	\$1.91	3.256%	\$1.10	3.153%	\$1.10	3.0%	\$1.08	\$5.19
SR HOSPITAL PSYCHOLOGICAL ASST	3.000%	\$1.46	3.000%	\$1.50	3.000%	\$1.55	3.0%	\$1.59	\$6.09
SR HOSPITAL STATIONARY ENGINR	3.000%	\$1.36	3.000%	\$1.40	3.000%	\$1.44	3.0%	\$1.48	\$5.67
SR LIBRARY CLERK	3.325%	\$1.10	3.218%	\$1.10	3.118%	\$1.10	3.0%	\$1.09	\$4.39
SR OFFICE SPECIALIST	3.687%	\$1.10	3.556%	\$1.10	3.434%	\$1.10	3.0%	\$0.99	\$4.29
SR PARALEGAL	3.000%	\$1.29	3.000%	\$1.33	3.000%	\$1.37	3.0%	\$1.41	\$5.41
SR PARK MAINTENANCE WORKER	3.000%	\$1.20	3.000%	\$1.23	3.000%	\$1.27	3.0%	\$1.31	\$5.01

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SR PATIENT BUSINESS SVCS CLK	3.302%	\$1.10	3.197%	\$1.10	3.098%	\$1.10	3.0%	\$1.10	\$4.40
SR PSYCHOSOCIAL OCC THERAPIST	6.500%	\$3.85	3.000%	\$1.89	3.000%	\$1.95	3.0%	\$2.01	\$9.71
SR REV COLLECTION OFFICER-U	3.000%	\$1.15	3.000%	\$1.19	3.000%	\$1.22	3.0%	\$1.26	\$4.82
SR REVENUE COLLECTIONS OFFICER	3.000%	\$1.15	3.000%	\$1.19	3.000%	\$1.22	3.0%	\$1.26	\$4.82
SR TELECOMMUNICATIONS TECH	3.000%	\$1.47	3.000%	\$1.51	3.000%	\$1.56	3.0%	\$1.61	\$6.15
SR WAREHOUSE MATERIALS HANDLER	4.500%	\$1.37	3.454%	\$1.10	3.339%	\$1.10	3.0%	\$1.02	\$4.59
SSA APPLCATION DEC SUP SPEC II	7.500%	\$3.83	3.000%	\$1.65	3.000%	\$1.69	3.0%	\$1.75	\$8.91
SSA APPLCTN DEV SPC EMPL SV I	3.000%	\$1.20	3.000%	\$1.23	3.000%	\$1.27	3.0%	\$1.31	\$5.01
SSA APPLCTN DEV SPC EMPL SV II	3.000%	\$1.51	3.000%	\$1.55	3.000%	\$1.60	3.0%	\$1.65	\$6.30
SSA APPLICATION DEC SUP SPEC I	7.500%	\$3.04	3.000%	\$1.31	3.000%	\$1.35	3.0%	\$1.39	\$7.09
STAFF DEVELOPMENT SPEC	3.000%	\$1.46	3.000%	\$1.50	3.000%	\$1.55	3.0%	\$1.59	\$6.10
STATIONARY ENGINEER	3.000%	\$1.15	3.000%	\$1.19	3.000%	\$1.22	3.0%	\$1.26	\$4.82
STERILE PROCESS TECH II	8.500%	\$2.54	3.382%	\$1.10	3.271%	\$1.10	3.0%	\$1.04	\$5.78
STERILE PROCESSING TECH I	8.500%	\$2.40	3.575%	\$1.10	3.452%	\$1.10	3.0%	\$0.99	\$5.59
STOCK CLERK	5.000%	\$1.26	4.157%	\$1.10	3.991%	\$1.10	3.0%	\$0.86	\$4.31
STOREKEEPER	4.096%	\$1.10	3.935%	\$1.10	3.786%	\$1.10	3.0%	\$0.90	\$4.20
STUDENT INTERN - LEVEL I-715	8.004%	\$1.11	7.411%	\$1.11	6.899%	\$1.11	3.0%	\$0.51	\$3.84
STUDENT INTERN - LEVEL II-715	5.001%	\$1.11	4.763%	\$1.11	4.546%	\$1.11	3.0%	\$0.76	\$4.08
STUDENT INTERN - LEVEL III-715	4.001%	\$1.11	3.847%	\$1.11	3.704%	\$1.11	3.0%	\$0.93	\$4.25
STUDENT INTERN - LEVEL IV-715	3.200%	\$1.11	3.101%	\$1.11	3.008%	\$1.11	3.0%	\$1.14	\$4.46
SURGERY SCHEDULER	3.451%	\$1.10	3.336%	\$1.10	3.228%	\$1.10	3.0%	\$1.05	\$4.35

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

Percentages Apply to ALL STEPS - Dollar amounts for Step 5 listed as examples

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SURGICAL AIDE	3.660%	\$1.10	3.531%	\$1.10	3.411%	\$1.10	3.0%	\$1.00	\$4.30
SURGICAL TECHNICIAN	3.000%	\$1.25	3.000%	\$1.29	3.000%	\$1.33	3.0%	\$1.37	\$5.24
SYSTEMS ADMINISTRATOR	3.000%	\$2.12	3.000%	\$2.18	3.000%	\$2.25	3.0%	\$2.32	\$8.87
SYSTEMS ADMINISTRATOR TECH	3.000%	\$1.53	3.000%	\$1.58	3.000%	\$1.63	3.0%	\$1.68	\$6.41
SYSTEMS SOFTWARE ENGINEER I	3.000%	\$1.67	3.000%	\$1.72	3.000%	\$1.78	3.0%	\$1.83	\$7.00
SYSTEMS SOFTWARE ENGINEER II	3.000%	\$1.88	3.000%	\$1.94	3.000%	\$1.99	3.0%	\$2.05	\$7.86
TEACHING HOMEMAKER II	3.051%	\$1.10	3.000%	\$1.11	3.000%	\$1.15	3.0%	\$1.18	\$4.55
TECHNICAL WRITER	3.000%	\$2.01	3.000%	\$2.07	3.000%	\$2.13	3.0%	\$2.20	\$8.41
TELECOMMUNICATIONS SRV SPC	3.402%	\$1.10	3.290%	\$1.10	3.185%	\$1.10	3.0%	\$1.07	\$4.37
TELECOMMUNICATIONS TECHNICIAN	3.000%	\$1.36	3.000%	\$1.40	3.000%	\$1.44	3.0%	\$1.48	\$5.67
TEST ENGINEER	3.000%	\$2.10	3.000%	\$2.16	3.000%	\$2.23	3.0%	\$2.30	\$8.79
THERAPY TECHNICIAN	8.000%	\$2.32	3.512%	\$1.10	3.393%	\$1.10	3.0%	\$1.00	\$5.52
TRAFFIC PAINTER I	5.000%	\$1.55	3.374%	\$1.10	3.263%	\$1.10	3.0%	\$1.04	\$4.80
TRAFFIC PAINTER II	5.000%	\$1.71	3.070%	\$1.10	3.000%	\$1.11	3.0%	\$1.14	\$5.05
TRAFFIC PAINTER III	5.000%	\$1.91	3.000%	\$1.21	3.000%	\$1.24	3.0%	\$1.28	\$5.64
TRANSCRIPTIONIST	4.009%	\$1.10	3.854%	\$1.10	3.711%	\$1.10	3.0%	\$0.92	\$4.21
TRANSPORTATION OFFICER	3.608%	\$1.10	3.482%	\$1.10	3.365%	\$1.10	3.0%	\$1.01	\$4.31
TUMOR REGISTRAR	3.936%	\$1.10	3.787%	\$1.10	3.649%	\$1.10	3.0%	\$0.94	\$4.23
ULTRASONOGRAPHER I - A	4.500%	\$2.63	3.000%	\$1.83	3.000%	\$1.89	3.0%	\$1.95	\$8.30
ULTRASONOGRAPHER I - B	4.500%	\$2.79	3.000%	\$1.94	3.000%	\$2.00	3.0%	\$2.06	\$8.80
ULTRASONOGRAPHER I - C	4.500%	\$2.95	3.000%	\$2.05	3.000%	\$2.12	3.0%	\$2.18	\$9.30
ULTRASONOGRAPHER II - A	4.500%	\$3.10	3.000%	\$2.16	3.000%	\$2.23	3.0%	\$2.29	\$9.79
ULTRASONOGRAPHER II - B	4.500%	\$3.19	3.000%	\$2.22	3.000%	\$2.29	3.0%	\$2.36	\$10.06
ULTRASONOGRAPHER II - C	4.500%	\$3.28	3.000%	\$2.28	3.000%	\$2.35	3.0%	\$2.42	\$10.34

RAISE CHART for Tentative Agreement Between SEIU 521 and Santa Clara County 2-27-20

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ULTRASONOGRAPHER II - D	4.500%	\$3.34	3.000%	\$2.33	3.000%	\$2.40	3.0%	\$2.47	\$10.53
UNIT SUPPORT ASSISTANT	4.247%	\$1.10	4.074%	\$1.10	3.915%	\$1.10	3.0%	\$0.87	\$4.17
URODYNAMIC TECHNICIAN	3.193%	\$1.10	3.095%	\$1.10	3.002%	\$1.10	3.0%	\$1.13	\$4.43
UROLOGY CLINICAL COORD	3.224%	\$1.10	3.123%	\$1.10	3.028%	\$1.10	3.0%	\$1.12	\$4.42
USER EXPERIENCE (UX) DESIGNER	3.000%	\$2.16	3.000%	\$2.22	3.000%	\$2.29	3.0%	\$2.36	\$9.03
UTILITY WORKER	3.915%	\$1.10	3.767%	\$1.10	3.630%	\$1.10	3.0%	\$0.94	\$4.23
VALLEY HEALTH PLAN ASSISTANT	3.628%	\$1.10	3.501%	\$1.10	3.383%	\$1.10	3.0%	\$1.01	\$4.31
VECTOR CONTROL COMM RES SPC	3.000%	\$1.46	3.000%	\$1.51	3.000%	\$1.55	3.0%	\$1.60	\$6.12
VECTOR CONTROL ECOLOGIST	3.000%	\$1.27	3.000%	\$1.31	3.000%	\$1.35	3.0%	\$1.39	\$5.31
VECTOR CONTROL TECHNICIAN I	3.459%	\$1.10	3.344%	\$1.10	3.236%	\$1.10	3.0%	\$1.05	\$4.35
VECTOR CONTROL TECHNICIAN II	6.000%	\$2.16	3.000%	\$1.14	3.000%	\$1.18	3.0%	\$1.21	\$5.70
VECTOR CONTROL TECHNICIAN III	6.000%	\$2.34	3.000%	\$1.24	3.000%	\$1.28	3.0%	\$1.32	\$6.18
VECTOR CONTROL TRAINEE	3.802%	\$1.10	3.663%	\$1.10	3.533%	\$1.10	3.0%	\$0.97	\$4.26
VETERAN SERVICES REP I	3.119%	\$1.10	3.024%	\$1.10	3.000%	\$1.12	3.0%	\$1.16	\$4.48
VETERAN SERVICES REP II	3.000%	\$1.16	3.000%	\$1.20	3.000%	\$1.24	3.0%	\$1.27	\$4.87
VETERINARIAN	3.000%	\$1.79	3.000%	\$1.85	3.000%	\$1.90	3.0%	\$1.96	\$7.51
VETERINARIAN ASSISTANT	4.025%	\$1.10	3.869%	\$1.10	3.725%	\$1.10	3.0%	\$0.92	\$4.20
VHP CLAIMS EXAMINER	3.413%	\$1.10	3.300%	\$1.10	3.195%	\$1.10	3.0%	\$1.07	\$4.36
VICTIM/WITNESS ADVOCATE	3.437%	\$1.11	3.323%	\$1.11	3.216%	\$1.11	3.0%	\$1.07	\$4.39
VICTIM/WITNESS CLAIMS SPEC	3.437%	\$1.11	3.323%	\$1.11	3.216%	\$1.11	3.0%	\$1.07	\$4.39
VITAL RECORDS SPECIALIST I	4.047%	\$1.10	3.889%	\$1.10	3.744%	\$1.10	3.0%	\$0.91	\$4.20

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VITAL RECORDS SPECIALIST II	3.687%	\$1.10	3.556%	\$1.10	3.434%	\$1.10	3.0%	\$0.99	\$4.29
WAREHOUSE MATERIALS HANDLER	4.188%	\$1.10	4.020%	\$1.10	3.865%	\$1.10	3.0%	\$0.88	\$4.18
WEB DESIGNER	3.000%	\$1.32	3.000%	\$1.36	3.000%	\$1.41	3.0%	\$1.45	\$5.54
WEB TECHNICIAN	3.316%	\$1.10	3.210%	\$1.10	3.110%	\$1.10	3.0%	\$1.09	\$4.39
WEED ABATEMENT INSPECTOR	3.800%	\$1.10	3.661%	\$1.10	3.531%	\$1.10	3.0%	\$0.97	\$4.26
WEIGHTS & MEASURES INSP I	3.637%	\$1.10	3.509%	\$1.10	3.390%	\$1.10	3.0%	\$1.01	\$4.30
WEIGHTS & MEASURES INSP II	3.310%	\$1.10	3.204%	\$1.10	3.104%	\$1.10	3.0%	\$1.10	\$4.39
WEIGHTS & MEASURES INSP III	3.013%	\$1.10	3.000%	\$1.13	3.000%	\$1.16	3.0%	\$1.20	\$4.59
WELFARE FRAUD INVESTIGATOR	3.000%	\$1.55	3.000%	\$1.59	3.000%	\$1.64	3.0%	\$1.69	\$6.47
YOUTH ENGAGEMENT SPECIALIST	4.018%	\$1.10	3.863%	\$1.10	3.719%	\$1.10	3.0%	\$0.92	\$4.21