

County of Santa Clara Proposal No. 1 to SEIU Local 521 – APT Unit
Dated: May 15, 2023, at 5:00 PM

APPENDIX E – ADMINISTRATIVE, PROFESSIONAL, AND TECHNICAL UNIT

E.1 – Salaries

Salaries shall be identified by job code on the salary table (Appendix A):

Job Code	Prob Period	Job Classification
D96		ACCOUNTANT ASSISTANT
B80	1	ACCOUNTANT I
B78	1	ACCOUNTANT II
<u>V1A</u>	<u>1</u>	<u>AGRICULTURAL ASSISTANT</u>
<u>V07</u>	<u>4</u>	<u>AGRICULTURAL BIOLOGIST I</u>
<u>V06</u>	<u>4</u>	<u>AGRICULTURAL BIOLOGIST II</u>
<u>V05</u>	<u>4</u>	<u>AGRICULTURAL BIOLOGIST III</u>
<u>V1B</u>		<u>AGRICULTURAL BIOLOGIST/CANINE HANDLER</u>
<u>V1D</u>	<u>4</u>	<u>AGRICULTURAL BIOLOGIST/CANINE HANDLER TRAINEE</u>
R78		ANESTHESIA TECHNICIAN
G1D		APPLICATION ADMINISTRATOR
G5F		APPLICATION DEVELOPER
C52		APPRAISAL AIDE
D82		APPRAISAL DATA COORDINATOR
C51	2	APPRAISER I
C50	2	APPRAISER II
T40	2	APPRAISER III
L85		ASSISTANT PLANNER
C74		ASSISTANT REAL ESTATE AGENT
G5H	1	ASSOCIATE APPLICATION DEVELOPER
<u>V1K</u>		<u>ASSOCIATE BIOLOGIST/STANDARDS SPECIALIST</u>
<u>R2V</u>		<u>ASSOCIATE CARDIOVASCULAR INTERVENTIONAL TECHNOLOGIST</u>

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Job Code	Prob Period	Job Classification
X33	-	ASSOCIATE CHILDREN'S COUNSELOR
C5F		ASSOCIATE COMMUNICATIONS OFFICER
G1M		ASSOCIATE CYBER SECURITY SPECIALIST
B4U		ASSOCIATE DATABASE ADMINISTRATOR
B6R		ASSOCIATE EMPLOYEE WELLNESS COORDINATOR
Y29		ASSOCIATE EMPLOYMENT COUNSELOR
E4H		ASSOCIATE ELECTRONIC RESOURCE LIBRARIAN
K7L		ASSOCIATE GEOGRAPHIC INFORMATION SYSTEMS (GIS) ANALYST
J46		ASSOCIATE GRAPHIC DESIGNER
G1U		ASSOCIATE IT FIELD SUPPORT SPECIALIST
G1Y		ASSOCIATE IT SERVICE DESK SPECIALIST
G60		ASSOCIATE NETWORK ENGINEER
G2J		ASSOCIATE NETWORK/TELECOM TECHNICIAN
L84		ASSOCIATE PLANNER
V55		ASSOCIATE PRETRIAL SERVICES OFFICER
C73	1	ASSOCIATE REAL ESTATE AGENT
L26		ASSOCIATE TRANSPORTATION PLANNER
G2U		ASSOCIATE USER EXPERIENCE (UX) DESIGNER
T41	2	AUDITOR APPRAISER I
T42	2	AUDITOR APPRAISER II
B79	2	AUDITOR APPRAISER III
V1L		BIOLOGIST STANDARDS/SPECIALIST
J83		BOARD RECORDS ASSISTANT I
J82		BOARD RECORDS ASSISTANT II
C35		BUYER ASSISTANT
C33		BUYER I
C32		BUYER II
C31		BUYER III
K49		CADASTRAL MAPPING TECHNICIAN I
K46		CADASTRAL MAPPING TECHNICIAN II
S9J		CARDIAC SONOGRAPHER I

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Job Code	Prob Period	Job Classification
<u>S9H</u>		<u>CARDIAC SONOGRAPHER II</u>
<u>S9G</u>		<u>CARDIAC SONOGRAPHER III</u>
G89	-	CALL CENTER COORDINATOR
S96	-	CENTRAL SUPPLY ASSISTANT
<u>R2W</u>		<u>CARDIOVASCULAR INTERVENTIONAL TECHNOLOGIST</u>
<u>R4A</u>		<u>CARDIOVASCULAR REHABILITATION SPECIALIST</u>
R85		CHEST X-RAY TECHNICIAN
K64		CHIEF OF PARTY
R1B		CHILD LIFE SPECIALIST
E86	1	CHILD SUPPORT OFFICER I
E85	1	CHILD SUPPORT OFFICER II
E90		CHILD SUPPORT SPECIALIST
<u>X31</u>	<u>4</u>	<u>CHILDREN'S COUNSELOR</u>
P85		CLINICAL AUDIOLOGIST
R21		CLINICAL DIETITIAN I
R2L		CLINICAL DIETITIAN II
R9A		CLINICAL NEUROPHYSIOLOGIC TECHNOLOGIST I
R99		CLINICAL NEUROPHYSIOLOGICAL TECHNOLOGIST II
C2D		CLINICAL RESEARCH ASSOCIATE
C2F		CLINICAL RESEARCH ASSISTANT I
C2E		CLINICAL RESEARCH ASSISTANT II
C2C		CLINICAL SUPPORT PROGRAM COORDINATOR
C5D		CODE ENFORCEMENT OFFICER I
C5E		CODE ENFORCEMENT OFFICER II
J06		CODER I
J05		CODER II
J04		CODER III – INPATIENT
S51		COMMUNICABLE DISEASE INVESTIGATOR
<u>G9M</u>		<u>COMMUNICATIONS CALL TAKER</u>
G94	3	COMMUNICATIONS DISPATCHER I
G93	2	COMMUNICATIONS DISPATCHER II

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G9A	2	COMMUNICATIONS DISPATCHER III
E04		COMMUNITY OUTREACH SPECIALIST
E07		COMMUNITY WORKER
G1J		CONFIGURATION ENGINEER
N32		CONSTRUCTION INSPECTOR
V1C		CONSUMER AND ENVIRONMENTAL PROTECTION AGENCY (CEPA) OPERATIONS AIDE
V25		CONSUMER MEDIATOR I
V22		CONSUMER MEDIATOR II
V69	1	CRIMINALIST I
V68	1	CRIMINALIST II
V67	1	CRIMINALIST III
G1L		CYBER SECURITY SPECIALIST
B2U		DATA BASE ADMINISTRATOR
P78		DENTAL ASSISTANT
V97		DEPUTY FIRE MARSHAL
V4B		DEPUTY PUBLIC GUARDIAN – CONSERVATOR
B44		DEPUTY PUBLIC GUARDIAN ASSISTANT
R87		DIAGNOSTIC IMAGING TECHNOLOGIST I
R8D		DIAGNOSTIC IMAGING TECHNOLOGIST I – MAMMOGRAPHY
R8G		DIAGNOSTIC IMAGING TECHNOLOGIST I – CLINICAL INSTRUCTOR
R8E		DIAGNOSTIC IMAGING TECHNOLOGIST I – COMPUTED TOMOGRAPHY
R8F		DIAGNOSTIC IMAGING TECHNOLOGIST I – COMPUTED TOMOGRAPHY & MAMMOGRAPHY
R8C		DIAGNOSTIC IMAGING TECHNOLOGIST I – FLUOROSCOPY
R88		DIAGNOSTIC IMAGING TECHNOLOGIST II
R8A		DIAGNOSTIC IMAGING TECHNOLOGIST II – MAMMOGRAPHY
R8B		DIAGNOSTIC IMAGING TECHNOLOGIST II - COMPUTED TOMOGRAPHY
R71		DIALYSIS TECHNICIAN
H65		DIETETIC TECHNICIAN
R3D		DOSIMETRIST

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S34		EKG TECHNICIAN
E4H		ELECTRONIC RESOURCES LIBRARIAN I
E4J		ELECTRONIC RESOURCES LIBRARIAN II
S91		EMERGENCY ROOM TECHNICIAN
B6Q		EMPLOYEE WELLNESS COORDINATOR
Y27		EMPLOYMENT COUNSELOR
K85		ENGINEERING AIDE I
K84		ENGINEERING AIDE II
K83		ENGINEERING TECHNICIAN I
K82		ENGINEERING TECHNICIAN II
K81		ENGINEERING TECHNICIAN III
J1P		EPIC APPLICATION BUILDER I
J1Q		EPIC APPLICATION BUILDER II
J1R		EPIC APPLICATION BUILDER III
J1S		EPIC PHARMACY INFORMATICIST
J1L		EPIC SERVER SYSTEMS ENGINEER I
J1M		EPIC SERVER SYSTEMS ENGINEER II
J28		EPIDEMIOLOGIST I
J25		EPIDEMIOLOGIST II
V37		ESTATE ADMINISTRATOR
V38		ESTATE ADMINISTRATOR ASSISTANT
V42		ESTATE PROPERTY SPECIALIST
C62		EXEMPTION INVESTIGATOR
K68		FIELD SURVEY TECHNICIAN I
K66		FIELD SURVEY TECHNICIAN II
R77		FORENSIC CHEMIST
R45		FORENSIC PATHOLOGY TECHNICIAN TRAINEE
S25		FORENSIC PATHOLOGY TECHNICIAN
R44		GASTROENTEROLOGY TECHNICIAN
Y08		GENETIC COUNSELOR I
Y09		GENETIC COUNSELOR II
K7G		GEOGRAPHIC INFORMATION SYSTEMS (GIS) ANALYST

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K80	-	GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN I
K79	-	GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN II
R2M		GRADUATE INTERN PHARMACIST
J46	-	GRAPHIC DESIGNER I
J45		GRAPHIC DESIGNER II
V2C		HAZARDOUS MATERIALS SPECIALIST I
V19		HAZARDOUS MATERIALS SPECIALIST II
V21		HAZARDOUS MATERIALS TECHNICIAN
V2D		HAZARDOUS MATERIALS TRAINEE
J27		HEALTH EDUCATION ASSOCIATE
J26		HEALTH EDUCATION SPECIALIST
B6H		HEALTH PLANNING SPECIALIST II
P9B	-	HOSPITAL PSYCHOLOGICAL ASSISTANT
S95		HOSPITAL SERVICES ASSISTANT I
S93		HOSPITAL SERVICES ASSISTANT II
L88		HOUSING REHABILITATION SPECIALIST
D77		INCOME TAX SPECIALIST
G29	-	INFORMATION SYSTEMS ANALYST I
G28	-	INFORMATION SYSTEMS ANALYST II
G51		INFORMATION SYSTEMS TECHNICIAN I
G50		INFORMATION SYSTEMS TECHNICIAN II
G38	-	INFORMATION SYSTEMS TECHNICIAN III
G72		INMATE LAW LIBRARY COORDINATOR
R2X	-	INTERVENTIONAL RADIOLOGY TECHNOLOGIST
J44		INVESTIGATIVE GRAPHIC/MEDIA SPECIALIST
V88		INVESTIGATOR ASSISTANT
G1T		IT FIELD SUPPORT SPECIALIST
G1V		IT PROJECT COORDINATOR
G1X		IT SERVICE DESK SPECIALIST
C75		JUNIOR REAL ESTATE AGENT
V87	-	JUVENILE DEPENDENCY INVESTIGATOR
C1C		LABOR STANDARDS INVESTIGATOR

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Job Code	Prob Period	Job Classification
V44		LATENT FINGERPRINT EXAMINER I
V43		LATENT FINGERPRINT EXAMINER II
V4T		LATENT FINGERPRINT EXAMINER III
F07		LEGAL PROCESS OFFICER
J64		LIBRARIAN I
J63		LIBRARIAN II
E41		LIBRARY ASSISTANT I
E40		LIBRARY ASSISTANT II
S85		LICENSED VOCATIONAL NURSE
J4A		LITERACY PROGRAM SPECIALIST
K36	!	LOCAL AREA NETWORK ANALYST I
K35		LOCAL AREA NETWORK ANALYST II
R2E		MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST
R6C		MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST – CT
R6A		MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST – ANGIO
D3F		MANAGED CARE INTAKE COORDINATOR - VHP
P97		MARRIAGE & FAMILY THERAPIST I
P96		MARRIAGE & FAMILY THERAPIST II
N36		MATERIALS TESTING TECHNICIAN I
N34		MATERIALS TESTING TECHNICIAN II
B03	!	MEDIA SPECIALIST/COORDINATOR
H93		MEDICAL ASSISTANT
V85		MEDICAL EXAMINER - CORONER INVESTIGATOR
R75		MEDICAL LABORATORY ASSISTANT I
R74		MEDICAL LABORATORY ASSISTANT II
R7F		MEDICAL LABORATORY ASSISTANT III
J76	!	MEDICAL LIBRARIAN ASSISTANT
D1M		MEDICAL PHYSICIST
Y04		MEDICAL SOCIAL WORKER I
Y0E		MEDICAL SOCIAL WORKER I-U
Y03		MEDICAL SOCIAL WORKER II

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<u>Y0D</u>		<u>MEDICAL SOCIAL WORKER II-U</u>
D50		MEDICAL TRANSLATOR
D52		MEDICAL TRANSLATOR TRAINEE
E33		MENTAL HEALTH COMMUNITY WORKER
D2J		MENTAL HEALTH PEER SUPPORT WORKER
<u>P15</u>	<u>:</u>	<u>MENTAL HEALTH PROGRAM SPECIALIST I</u>
S9S		MENTAL HEALTH WORKER
E60		MOBILE OUTREACH DRIVER
S3M		MONITOR TECHNICIAN
<u>B03</u>		<u>MULTIMEDIA COMMUNICATIONS SPECIALST</u>
G2E		MULTIMEDIA TECHNICIAN
G46		NETWORK ENGINEER
G2H		NETWORK/TELECOM TECHNICIAN
P84		OBSTETRIC TECHNICIAN
<u>R35</u>	<u>:</u>	<u>OCCUPATIONAL HEALTH CHEMIST</u>
R1T		OCCUPATIONAL THERAPIST I
R1A		OCCUPATIONAL THERAPIST II
R12		OCCUPATIONAL THERAPIST III
<u>R2D</u>	<u>:</u>	<u>OCCUPATIONAL THERAPY ASSISTANT I</u>
R2C		OCCUPATIONAL THERAPY ASSISTANT II
<u>C53</u>	<u>:</u>	<u>OFFICE AUTOMATION SYSTEMS COORDINATOR</u>
P48		OPHTHALMIC TECHNICIAN
P47		OPTOMETRIST
R90		ORTHOPEDIC TECHNICIAN
V74		PARALEGAL
<u>V7K</u>		<u>PARALEGAL – COUNTY COUNSEL</u>
T31		PARK INTERPRETER
T24		PARKS NATURAL RESOURCE PLANNER
		PARKS NATURAL RESOURCE PROGRAM COORDINATOR
T36		PARKS NATURAL RESOURCES TECHNICIAN
T23		PARKS OUTDOOR RECREATION COORDINATOR

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Job Code	Prob Period	Job Classification
T38		PARKS RANGEMASTER I
T37		PARKS RANGEMASTER II
T22	 	PARKS TRAINING COORDINATOR
T20	 	VOLUNTEER COORDINATOR
S97	 	PATHOLOGY AIDE
S9P		PATIENT TRANSPORT COORDINATOR
S9T		PATIENT TRANSPORTER
R2Y		PER DIEM ASSOCIATE CARDIOVASCULAR INTERVENTIONAL TECHNOLOGIST
S9K		PER DIEM CARDIAC SONOGRAPHER II
S9L		PER DIEM CARDIAC SONOGRAPHER III
R2Z		PER DIEM CARDIOVASCULAR INTERVENTIONAL TECHNOLOGIST
S52		PER DIEM DIAGNOSTIC IMAGING TECHNOLOGIST I
R97		PER DIEM DIAGNOSTIC IMAGING TECHNOLOGIST II
R3B		PER DIEM INTERVENTIONAL RADIOLOGY TECHNOLOGIST
R3F		PER DIEM RADIATION THERAPIST
R2G		PER DIEM RESPIRATORY CARE PRACTITIONER
R2J		PER DIEM SPEECH PATHOLOGIST
S79		PER DIEM ULTRASONOGRAPHER I
S98		PER DIEM ULTRASONOGRAPHER II
N33		PERMIT TECHNICIAN I
N35		PERMIT TECHNICIAN II
R27		PHARMACIST
R96		PHARMACIST LOCUM TENENS
P40		PHARMACIST SPECIALIST
P81		PHARMACIST TECHNICAL SYSTEM SPECIALIST
R2S		PHARMACY DATA SPECIALIST – VALLEY HEALTH PLAN
R29		PHARMACY TECHNICIAN
R2K		PHARMACY TECHNICIAN LOCUM TENENS
R50		PHARMACY TECHNICIAN TRAINEE
J39	 	PHOTOGRAPHER
R69		PHYSICAL THERAPIST ASSISTANT I

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R64		PHYSICAL THERAPIST ASSISTANT II
R1P		PHYSICAL THERAPIST I
R11		PHYSICAL THERAPIST II
R10		PHYSICAL THERAPIST III
S46		PHYSICIAN ASSISTANT <u>PRIMARY CARE</u>
S8A	!	PRE-LICENSED PSYCHIATRIC TECHNICIAN
V55	!	PRETRIAL SERVICES OFFICER I
V41	!	PRETRIAL SERVICES OFFICER II
V53		PRETRIAL SERVICES OFFICER <u>III</u>
E89		PRETRIAL SERVICES TECHNICIAN
E19		PROBATION COMMUNITY WORKER
X45	!	PROBATION COUNSELOR AIDE
E29		PROBATION PEER SUPPORT WORKER
D92		PROPERTY AND TITLE IDENTIFICATION TECHNICIAN
C65		PROPERTY TRANSFER EXAMINER
F02		PROPERTY/EVIDENCE TECHNICIAN
U98		PROTECTIVE SERVICES OFFICER
Y42		PSYCHIATRIC SOCIAL WORKER I
Y41		PSYCHIATRIC SOCIAL WORKER II
S88		PSYCHIATRIC TECHNICIAN I
S87		PSYCHIATRIC TECHNICIAN II
P9E		PSYCHOLOGIST
P9F		PSYCHOLOGIST – NEUROPSYCHOLOGICAL SERVICES
R13		PSYCHOSOCIAL OCCUPATIONAL THERAPIST
C98	!	PUBLIC COMMUNICATION SPEC
V79		PUBLIC DEFENDER INVESTIGATOR I
V78		PUBLIC DEFENDER INVESTIGATOR II
E32		PUBLIC HEALTH ASSISTANT
S08		PUBLIC HEALTH NUTRITION ASSOCIATE
R24		PUBLIC HEALTH NUTRITIONIST
R36	!	PULMONARY DIAGNOSTIC ASSISTANT
R34	!	PULMONARY DIAGNOSTIC TECHNOLOGIST

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G3L	-	QUALITY ASSURANCE ENGINEER
G99	-	QUALITY ASSURANCE LIBRARIAN
C97		QUALITY IMPROVEMENT COORDINATOR – MENTAL HEALTH SERVICES
C07		QUALITY IMPROVEMENT COORDINATOR I- ALCOHOL & DRUG SERVICES
C06		QUALITY IMPROVEMENT COORDINATOR II - ALCOHOL & DRUG SERVICES
R32		RADIATION THERAPIST
T11		RANGEMASTER I
T10		RANGEMASTER II
F34	-	RECORDABLE DOCUMENT TECHNICIAN
F35	-	RECORDABLE DOCUMENT TECHNICIAN TRAINEE
R3C		RECREATION COORDINATOR
R1R		RECREATION THERAPIST I
R1D		RECREATION THERAPIST II
R1C		RECREATION THERAPIST III
P76		REGISTERED DENTAL ASSISTANT
H6A		REGISTERED DIETETIC TECHNICIAN
P8B		REGISTERED VETERINARY TECHNICIAN
P67		REHABILITATION COUNSELOR
X92		REHABILITATION OFFICER I
X91		REHABILITATION OFFICER II
R49	-	REHABILITATION THERAPY ASSISTANT
V4A	-	RESOURCE MANAGEMENT ASSISTANT
R15		RESPIRATORY CARE PRACTITIONER I
R1S		RESPIRATORY CARE PRACTITIONER II
R54		RESPIRATORY THERAPY SERVICES SPECIALIST
V35		REVENUE COLLECTIONS OFFICER
V5H		SENIOR ANIMAL CONTROL OFFICER
C47		SENIOR APPRAISER
C79	-	SENIOR APPRAISER SCPTAP
C57		SENIOR AUDITOR APPRAISER

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V1M		SENIOR BIOLOGIST/STANDARDS SPECIALIST
K43		SENIOR CADASTRAL MAPPING TECHNICIAN
V1F		SENIOR CEPA OPERATIONS AIDE
E88	2	SENIOR CHILD SUPPORT OFFICER
X24		SENIOR CHILDREN'S COUNSELOR
G92	2	SENIOR COMMUNICATIONS DISPATCHER
G1H		SENIOR CONFIGURATION ENGINEER
N31		SENIOR CONSTRUCTION INSPECTOR
G1K		SENIOR CYBER SECURITY SPECIALIST
B2M		SENIOR DATA BASE ADMINISTRATOR
J23		SENIOR EPIDEMIOLOGIST
K7K		SENIOR GEOGRAPHIC INFORMATION SYSTEMS (GIS) ANALYST
V2B		SENIOR HAZARDOUS MATERIALS SPECIALIST
P94		SENIOR HOSPITAL PSYCHOLOGICAL ASSISTANT
G1S		SENIOR IT FIELD SUPPORT SPECIALIST
G1W		SENIOR IT SERVICE DESK SPECIALIST
G2D		SENIOR MULTIMEDIA TECHNICIAN
G2F		SENIOR NETWORK/TELECOM TECHNICIAN
V73		SENIOR PARALEGAL
V7J		SENIOR PARALEGAL – COUNTY COUNSEL
L83		SENIOR PLANNER
P9D		SENIOR PSYCHOLOGIST
P9G		SENIOR PSYCHOLOGIST – NEUROPSYCHOLOGICAL SERVICES
R3P		SENIOR PSYCHOSOCIAL OCCUPATIONAL THERAPIST
V34		SENIOR REVENUE COLLECTIONS OFFICER
G2N		SENIOR TEST ENGINEER
G2S		SENIOR USER EXPERIENCE (UX) DESIGNER
D6H		SENIOR VICTIM/WITNESS ADVOCATE
D6K		SENIOR VICTIM/WITNESS CLAIMS SPECIALIST
V8C		SENIOR WELFARE FRAUD INVESTIGATOR
U6E		SHERIFF'S HELICOPTER PILOT

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<u>U9Z</u>		<u>SHERIFF PROTECTIVE SERVICES OFFICER</u>
G73		SHERIFF'S TECHNICIAN
<u>C9B</u>	<u>1</u>	<u>SOCIAL MEDIA/INTERNET COMMUNICATIONS SPECIALIST</u>
<u>G5G</u>	<u>2</u>	<u>SOFTWARE ENGINEER II</u>
<u>G5E</u>	<u>1</u>	<u>SOFTWARE ENGINEER IV</u>
R38		SPEECH LANGUAGE PATHOLOGIST I
R37		SPEECH LANGUAGE PATHOLOGIST II
R1L		SPEECH LANGUAGE PATHOLOGIST III
D4P		SPIRITUAL SERVICES COORDINATOR
S06		STERILE PROCESSING TECHNICIAN II
D8F		STUDENT INTERN – 521 LEVEL I
D8G		STUDENT INTERN – 521 LEVEL II
D8H		STUDENT INTERN – 521 LEVEL III
D8J		STUDENT INTERN – 521 LEVEL IV
P82		SURGICAL AIDE
S23		SURGICAL TECHNICIAN
G2L		SYSTEMS ADMINISTRATOR
G1Z		SYSTEMS ADMINISTRATOR TECHNICIAN
<u>G6S</u>	<u>1</u>	<u>SYSTEMS SOFTWARE ENGINEER I</u>
<u>G6T</u>	<u>1</u>	<u>SYSTEMS SOFTWARE ENGINEER II</u>
G59		TECHNICAL WRITER
G2Q		TEST ENGINEER
R48		THERAPY TECHNICIAN
X36		TRANSPORTATION OFFICER
S6A		ULTRASONOGRAPHER I – A
S6B		ULTRASONOGRAPHER I – B
S6C		ULTRASONOGRAPHER I – C
S9A		ULTRASONOGRAPHER II – A
S9B		ULTRASONOGRAPHER II – B
S9C		ULTRASONOGRAPHER II – C
S9D		ULTRASONOGRAPHER II – D
R86		URODYNAMIC TECHNICIAN

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R63		UROLOGY CLINICAL COORDINATOR
G2T		USER EXPERIENCE (UX) DESIGNER
X83		VECTOR CONTROL COMMUNITY RESOURCE SPECIALIST
X73		VECTOR CONTROL ECOLOGIST
X72		VETERAN SERVICES REPRESENTATIVE I
X71		VETERAN SERVICES REPRESENTATIVE II
V5J		VETERINARIAN
P8A		VETERINARIAN ASSISTANT
D6G		VICTIM/WITNESS ADVOCATE
D6J		VICTIM/WITNESS CLAIMS SPECIALIST
T20		VOLUNTEER COORDINATOR
G4N		WEB DESIGNER
G4M		WEB TECHNICIAN
X81		WEED ABATEMENT INSPECTOR
V29	!	WEIGHTS & MEASURES INSPECTOR I
V28	!	WEIGHTS & MEASURES INSPECTOR II
V27	!	WEIGHTS & MEASURES INSPECTOR III
V8B		WELFARE FRAUD INVESTIGATOR
D2O		YOUTH ENGAGEMENT SPECIALIST

1. Probationary period requires completion of 26 pay periods.
2. Probationary period requires completion of 26 pay periods for initial entry into series; probationary period requires completion of 13 pay periods if promotion within series.
3. Probationary period requires completion of 39 pay periods.
4. Probationary period requires completion of 30 pay periods.

Realignments:

JOBCODE	CLASSIFICATION	REALIGNMENT
D96	ACCOUNTANT ASSISTANT	1.18%
U91	ACCOUNTANT ASSISTANT-U	1.18%
B80	ACCOUNTANT I	0.10%
Z80	ACCOUNTANT I - U	0.10%
V1D	AG BIOLOGIST/CANINE HANDLER TR	0.48%
V1A	AGRICULTURAL ASSISTANT	3.05%

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V07	AGRICULTURAL BIOLOGIST I	0.48%
Z72	AGRICULTURAL BIOLOGIST I-U	0.48%
R78	ANESTHESIA TECHNICIAN	1.19%
C52	APPRAISAL AIDE	0.67%
Q56	APPRAISAL AIDE-U	0.67%
D82	APPRAISAL DATA COORDINATOR	1.34%
Q49	APPRAISAL DATA COORDINATOR-U	1.34%
C51	APPRAISER I	0.37%
X33	ASSOC CHILDREN'S COUNSELOR	1.69%
J83	BOARD RECORDS ASSISTANT I	1.57%
J8A	BOARD RECORDS ASSISTANT I-U	1.57%
J82	BOARD RECORDS ASSISTANT II	0.87%
C35	BUYER ASSISTANT	1.98%
G33	BUYER I	0.40%
C39	BUYER I-U	0.40%
K49	CADAstral MAPPING TECH I	2.26%
K46	CADAstral MAPPING TECH II	0.64%
S96	CENTRAL SUPPLY ASST	5.90%
V1C	CEPA OPERATIONS AIDE	2.69%
V1E	CEPA OPERATIONS AIDE-U	2.69%
R85	CHEST X-RAY TECHNICIAN	0.48%
E86	CHILD SUPPORT OFFICER I	0.07%
E90	CHILD SUPPORT SPECIALIST	0.85%
X31	CHILDRENS COUNSELOR	0.28%
R21	CLINICAL DIETITIAN I	5.00%
R2L	CLINICAL DIETITIAN II	7.50%
C2F	CLINICAL RESEARCH ASST I	8.07%
C2E	CLINICAL RESEARCH ASST II	2.80%
C2G	CLINICAL SUPPORT PROGRAM CRD	1.02%
J06	CODER I	0.20%
W09	COMM OUTREACH SPEC-U	0.28%
S51	COMMUNICABLE DISEASE INVEST	0.22%
K26	COMMUNICATIONS CABLE INSTALLER	0.25%
K2A	COMMUNICATIONS CABLE INSTLLR-U	0.25%
G94	COMMUNICATIONS DISPATCHER I	1.00%
Q1D	COMMUNICATIONS DISPATCHER I-U	1.00%
G93	COMMUNICATIONS DISPATCHER II	2.00%
G9A	COMMUNICATIONS DISPATCHER III	2.00%
E04	COMMUNITY OUTREACH SPECIALIST	0.28%
E07	COMMUNITY WORKER	2.58%

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Q96	COMMUNITY WORKER - U	2.58%
V25	CONSUMER MEDIATOR I	1.44%
V22	CONSUMER MEDIATOR II	0.85%
P78	DENTAL ASSISTANT	1.98%
Q8G	DIAG IMAG TECH I - CLIN INST - U	2.50%
Q8H	DIAG IMAG TECH I CT & MAM - U	2.50%
Q8I	DIAG IMAGING TECH CT I - U	2.50%
Q8J	DIAG IMAGING TECH I - MAMMO - U	2.50%
R8D	DIAG IMAGING TECH I - MAMMO	2.50%
Q8K	DIAG IMAGING TECH I - FLO - U	2.50%
R8G	DIAG IMAGING TECH I - CLIN INSTR	2.50%
R8E	DIAG IMAGING TECH I - CT	2.50%
R8F	DIAG IMAGING TECH I - CT & MAMMO	2.50%
R8C	DIAG IMAGING TECH I - FLUORSCOPY	2.50%
Q8D	DIAG IMAGING TECH II - CT - U	4.50%
Q8E	DIAG IMAGING TECH II - MAM - U	4.50%
R8A	DIAG IMAGING TECH II - MAMMO	4.50%
R8B	DIAG IMAGING TECH II - CT	4.50%
R87	DIAGNOSTIC IMAGING TECH I	2.50%
Q8L	DIAGNOSTIC IMAGING TECH I - U	2.50%
R88	DIAGNOSTIC IMAGING TECH II	4.50%
Q8F	DIAGNOSTIC IMAGING TECH II - U	4.50%
R71	DIALYSIS TECHNICIAN	12.40%
H65	DIETETIC TECHNICIAN	1.44%
R3D	DOSIMETRIST	10.00%
S34	EKG TECHNICIAN	1.98%
S91	EMERGENCY ROOM TECH	1.88%
K85	ENGINEERING AIDE I	3.61%
K84	ENGINEERING AIDE II	2.02%
K83	ENGINEERING TECHNICIAN I	0.61%
V42	ESTATE PROPERTY SPECIALIST	0.45%
V4C	ESTATE PROPERTY SPECIALIST - U	0.45%
M22	FACILITIES MATERIALS COORD	1.44%
K68	FIELD SURVEY TECHNICIAN I	0.93%
M11	FLEET MAINTENANCE SCHEDULER	0.11%
R77	FORENSIC CHEMIST	0.58%
W1M	FORENSIC CHEMIST - U	0.58%
S26	FORENSIC PATHOLOGY TECH TRN	0.78%
R45	GASTROENTEROLOGY TECH TRAINEE	2.70%
R44	GASTROENTEROLOGY TECHNICIAN	1.60%

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R2M	GRADUATE INTERN PHARMACIST	1.18%
W67	GRADUATE INTERN PHARMACIST - U	1.18%
J46	GRAPHIC DESIGNER I	1.02%
V21	HAZARDOUS MATERIALS TECH	2.68%
Q12	HAZARDOUS MATERIALS TECH - U	2.68%
S95	HOSPITAL SERVICES ASST I	3.22%
U1G	HOSPITAL SERVICES ASST I - U	3.22%
S93	HOSPITAL SERVICES ASST II	2.58%
U1H	HOSPITAL SERVICES ASST II - U	2.58%
D77	INCOME TAX SPECIALIST	0.25%
G51	INFO SYSTEMS TECH I	0.61%
G72	INMATE LAW LIBRARY COORD	1.06%
C75	JUNIOR REAL ESTATE AGENT	0.28%
Z39	LEGAL AIDE - U	0.03%
F07	LEGAL PROCESS OFFICER	1.88%
E41	LIBRARY ASSISTANT I	7.10%
W95	LIBRARY ASSISTANT I - U	7.10%
E40	LIBRARY ASSISTANT II	1.77%
W94	LIBRARY ASSISTANT II - U	1.77%
S85	LICENSED VOCATIONAL NURSE	3.00%
Q8S	LICENSED VOCATIONAL NURSE - U	3.00%
P97	MARRIAGE & FAMILY THERAPIST I	2.00%
P96	MARRIAGE & FAMILY THERAPIST II	4.00%
Z97	MARRIAGE & FAMILY THRPTST I - U	2.00%
Z96	MARRIAGE & FAMILY THRPTST II - U	4.00%
N36	MATERIALS TESTING TECHNICIAN I	0.45%
H93	MEDICAL ASSISTANT	2.27%
Q9A	MEDICAL ASSISTANT - U	2.27%
R7F	MEDICAL LABORATORY ASST III	1.90%
R75	MEDICAL LABORATORY ASSISTANT I	3.11%
R7D	MEDICAL LABORATORY ASST I - U	3.11%
R74	MEDICAL LABORATORY ASST II	2.19%
R7E	MEDICAL LABORATORY ASST II - U	2.19%
D50	MEDICAL TRANSLATOR	0.28%
D52	MEDICAL TRANSLATOR TRAINEE	1.44%
E33	MENTAL HEALTH COMMUNITY WORKER	2.08%
D2J	MENTAL HEALTH PEER SUPPORT WRK	2.58%
S9S	MENTAL HEALTH WORKER	3.22%
E60	MOBILE OUTREACH DRIVER	1.60%
S3M	MONITOR TECHNICIAN	2.02%

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P84	OBSTETRIC TECHNICIAN	1.12%
R1T	OCCUPATIONAL THERAPIST I	2.00%
R1A	OCCUPATIONAL THERAPIST II	5.00%
R12	OCCUPATIONAL THERAPIST III	5.00%
R2D	OCCUPATIONAL THERAPY ASST I	2.00%
R2C	OCCUPATIONAL THERAPY ASST II	2.00%
P48	OPHTHALMIC TECHNICIAN	1.02%
P47	OPTOMETRIST	3.00%
R90	ORTHOPEDIC TECHNICIAN	8.45%
T38	PARKS RANGEMASTER I	0.31%
S97	PATHOLOGY AIDE	3.67%
S9P	PATIENT TRANSPORT COORDINATOR	2.15%
S9T	PATIENT TRANSPORTER	3.22%
Q9T	PATIENT TRANSPORTER - U	3.22%
C8B	PAYROLL AUDIT SPECIALIST	0.76%
N33	PERMIT TECHNICIAN I	0.09%
R2S	PHARMACY DATA SPECIALIST VHP	3.00%
R29	PHARMACY TECHNICIAN	3.05%
R2T	PHARMACY TECHNICIAN - U	3.05%
R50	PHARMACY TECHNICIAN TRAINEE	7.69%
J39	PHOTOGRAPHER	1.35%
R69	PHYSICAL THERAPIST ASST I	2.00%
R64	PHYSICAL THERAPIST ASST II	2.00%
R1P	PHYSICAL THERAPIST I	2.00%
R11	PHYSICAL THERAPIST II	5.00%
R10	PHYSICAL THERAPIST III	5.00%
S8A	PRE-LICENSED PSYCHIATRIC TECH	4.89%
V55	PRETRIAL SERV OFFICER I	0.16%
X47	PRETRIAL SERV OFFICER I - U	0.16%
E89	PRETRIAL SERVICES TECHNICIAN	2.08%
E19	PROBATION COMMUNITY WORKER	0.85%
Q94	PROBATION COMMUNITY WORKER - U	0.85%
E29	PROBATION PEER SUPPORT WORKER	2.58%
Q2M	PROBATION PEER SUPPORT WRK - U	2.58%
D92	PROPERTY & TITLE ID TECHNICIAN	1.57%
C65	PROPERTY TRANSFER EXAMINER	0.56%
Q68	PROPERTY TRANSFER EXAMINER - U	0.56%
F02	PROPERTY/EVIDENCE TECHNICIAN	4.41%
U98	PROTECTIVE SERVICES OFFICER	1.54%
W98	PROTECTIVE SERVICES OFFICER - U	1.54%

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Y42	PSYCHIATRIC SOCIAL WORKER I	2.00%
Z42	PSYCHIATRIC SOCIAL WORKER I-U	2.00%
Y41	PSYCHIATRIC SOCIAL WORKER II	4.00%
Z41	PSYCHIATRIC SOCIAL WORKER II-U	4.00%
S88	PSYCHIATRIC TECHNICIAN I	0.57%
S87	PSYCHIATRIC TECHNICIAN II	3.00%
R13	PSYCHOSOCIAL OCC THERAPIST	2.00%
E32	PUBLIC HEALTH ASSISTANT	1.39%
U22	PUBLIC HEALTH ASSISTANT - U	1.39%
S08	PUBLIC HEALTH NUTRITION ASSOC	1.35%
R24	PUBLIC HEALTH NUTRITIONIST	3.00%
W28	PUBLIC HEALTH NUTRITIONIST - U	3.00%
R36	PULMONARY DIAGNOSTIC ASSISTANT	2.02%
R34	PULMONARY DIAGNOSTIC TECH	0.36%
T11	RANGEMASTER I	0.31%
X11	RANGEMASTER I - U	0.31%
F34	RECORDABLE DOCUMENT TECH	3.67%
X39	RECORDABLE DOCUMENT TECH - U	3.67%
F35	RECORDABLE DOCUMENT TECH TRN	4.89%
X49	RECORDABLE DOCUMENT TECH TRN-U	4.89%
R3C	RECREATION COORDINATOR	0.22%
R1R	RECREATION THERAPIST I	2.00%
R1D	RECREATION THERAPIST II	4.00%
R1C	RECREATION THERAPIST III	5.00%
P76	REGISTERED DENTAL ASSISTANT	1.02%
H6A	REGISTERED DIETETIC TECHNICIAN	0.85%
P8B	REGISTERED VETERINARY TECH	1.93%
R49	REHABILITATION THERAPY ASST	0.57%
R15	RESPIRATORY CARE PRAC I	1.00%
Q1T	RESPIRATORY CARE PRAC I - U	1.00%
R1S	RESPIRATORY CARE PRAC II	1.50%
Q1S	RESPIRATORY CARE PRAC II - U	1.50%
V35	REVENUE COLLECTIONS OFFICER	0.19%
V3G	REVENUE COLLECTIONS OFFICER-U	0.19%
V5H	SENIOR ANIMAL CONTROL OFFICER	0.61%
V1F	SENIOR CEPA OPERATIONS AIDE	1.66%
G73	SHERIFF'S TECHNICIAN	2.08%
R37	SPEECH LANGUAGE PATH III	5.00%
R38	SPEECH LANGUAGE PATH II	3.00%
R1L	SPEECH LANGUAGE PATHOLOGIST I	2.00%

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K43	SR CADASTRAL MAPPING TECH	0.02%
G92	SR COMMUNICATIONS DISPATCHER	2.00%
R3P	SR PSYCHOSOCIAL OCC THERAPIST	3.50%
S06	STERILE PROCESS TECH II	6.15%
S68	STERILE PROCESSING TECH I	6.52%
D8F	STUDENT INTERN - LEVEL I-715	13.30%
D8G	STUDENT INTERN - LEVEL II-715	5.30%
D8H	STUDENT INTERN - LEVEL III-715	2.54%
D8J	STUDENT INTERN - LEVEL IV-715	0.30%
P82	SURGICAL AIDE	1.60%
R48	THERAPY TECHNICIAN	5.90%
Q4H	THERAPY TECHNICIAN - U	5.90%
X36	TRANSPORTATION OFFICER	1.44%
S6A	ULTRASONOGRAPHER I - A	1.50%
S6B	ULTRASONOGRAPHER I - B	1.50%
S6C	ULTRASONOGRAPHER I - C	1.50%
S9A	ULTRASONOGRAPHER II - A	1.50%
S9B	ULTRASONOGRAPHER II - B	1.50%
S9C	ULTRASONOGRAPHER II - C	1.50%
S9D	ULTRASONOGRAPHER II - D	1.50%
R86	URODYNAMIC TECHNICIAN	0.28%
R63	UROLOGY CLINICAL COORD	0.36%
X72	VETERAN SERVICES REP I	0.13%
P8A	VETERINARIAN ASSISTANT	2.60%
D6G	VICTIM/WITNESS ADVOCATE	0.96%
D6J	VICTIM/WITNESS CLAIMS SPEC	0.96%
G4M	WEB TECHNICIAN	0.61%
Q4M	WEB TECHNICIAN - U	0.61%
X81	WEED ABATEMENT INSPECTOR	1.98%
V29	WEIGHTS & MEASURES INSP I	1.52%
Z31	WEIGHTS & MEASURES INSP I - U	1.52%
V28	WEIGHTS & MEASURES INSP II	0.60%
Z30	WEIGHTS & MEASURES INSP II - U	0.60%
V27	WEIGHTS & MEASURES INSP III	0.01%
Z29	WEIGHTS & MEASURES INSP III - U	0.01%
D20	YOUTH ENGAGEMENT SPECIALIST	2.58%

E.2 – Salary Alignments

a) Investigator Salaries

The following classifications, during the term of this Agreement, shall continue the existing alignment with the appropriate classes in the Deputy Sheriff and

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~~District Attorney Investigator Units.~~

- ~~Investigator Assistant~~
- ~~Public Defender Investigator I~~
- ~~Public Defender Investigator II~~
- ~~Medical Examiner-Coroner Investigator~~
- ~~Deputy Fire Marshal~~
- ~~Rehabilitation Officer I~~
- ~~Rehabilitation Officer II~~

~~b) The following classification(s), during the term of this Agreement, shall continue the existing alignment with the appropriate classes in the Registered Nurses Professional Association (RNPA).~~

~~Physician Assistant Primary Care~~

E.23 – Career Incentive Programs STILL EVALUATING

a) The County agrees to a Career Incentive Program for the Public Defender Investigators. The biweekly differentials paid under this program will be a flat rate as follows:

	Basic	Intermediate	Advanced
Public Defender Investigator I	\$88.91	\$178.76	\$268.61
Public Defender Investigator II	\$98.99	\$197.13	\$295.07

~~b) During the term of this agreement the above amounts will be increased by an amount equal to the percentage of salary increase in the Deputy Sheriff/District Attorney Investigator Unit computed on the existing flat amount payment.~~

c) The Public Defender's Office, the District Attorney's Office and the Human Resources Department will continue to coordinate the program.

~~d) If the salary differentials for the Career Incentive Program for the Deputy Sheriff and District Attorney Investigator Units are applied towards a general salary adjustment during the term of this Agreement, the County will advise the Union and, notwithstanding the provisions of E.2(a) Investigator Salaries, meet and confer to discuss a similar adjustment for workers covered by this provision.~~

E.34 – Public Defender Investigator Overtime Work Assignments

The County shall authorize cash payments for Public Defender Investigators when assigned overtime work. The Public Defender's Office shall maintain appropriate administrative procedures for applying cash payments or, if permitted by State and Federal Law, compensatory time off to overtime work assignments.

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E.45 – Information Technology Training

The Technology Services and Solutions Department will coordinate and maintain ongoing training for Information Technology (IT) classifications, including the following:

- a) Information technology related educational resources, maintained on the County's learning management system, and self-study vendor supplied courses, public education and professional association courses and seminars.
- b) Keep staff abreast of new projects and programs in the IT field.
- c) Provide training and education programs conducted by educational institutions, vendor supplied courses, professional organization sponsored courses and seminars, internally developed tutorials and workshops and on-the-job training. It is agreed that all of the above set forth activities shall be principally related to projects and programs within the Technology Services and Solutions Department and the individual Information Technology classification's assignment. All training programs must be approved by the Chief Information Officer or his/her designee.

E.56 – Educational Leave Program - Training Program

a) Educational Leaves for LVNs and Physician Assistants

1. A credit of forty (40) hours per year shall be granted for educational leave for all full-time workers covered by this section. Educational leave will be accumulative to a maximum of eighty (80) hours. Educational leave for part-time workers will be prorated.
Each worker that uses any time earned between three (3) and six (6) months must sign a note which states that she/he will authorize a deduction from her/his last paycheck for the time used if she/he leaves County employment within one (1) year of the date of hire.
2. The individual worker shall decide the educational program in which she/he shall participate, which could include homestudy (on-line) courses. It is understood that all use of educational leave shall be principally related to nursing practices within the County.
3. Details in the written application for educational leave shall include but not be limited to the course, institute, workshops or classes, subjects, hours, faculty and purpose of taking the course, seminar, etc. The application shall be received by the Administration no less than ten (10) working days prior to the requested date of leave of absence. At least five (5) working days prior to the commencement of the leave of absence date, the Administration shall respond in writing to the worker. When notification of a course is received less than ten (10) working days prior to the course date, Administration may consider approval.

4. In all instances set forth above, the leave request shall be subject to approval by the department. Such leaves shall not unduly interfere with staffing requirements for patients' care or duplicate similar training offered by the department. The department agrees that it shall not unreasonably withhold approval.
5. Proof of attendance may be requested by the department. The worker may be requested by the department to report such activity in writing.
6. Educational leave granted for homestudy courses shall not be counted towards the base period for overtime.
7. Every effort shall be made to arrange scheduling for the individual worker use of educational leave time. It is understood that the department has the authority to approve all voluntary attendance at In-service Training Programs.
8. If the educational leave falls on the worker's day off, the worker shall select one of the following:
 - a. The day will be charged to educational leave and the worker will have a day added to her/his vacation balance, or
 - b. The day will be charged to educational leave and the worker will be given another day off during the pay period, or
 - c. The day will not be charged to educational leave.
9. Participation in this Educational Leave Program shall not alter the worker's right to benefits included in the Educational Leave and Tuition Reimbursement Section of the master agreement.
10. Educational leave for homestudy (on-line) courses will be paid at the rate of one (1) hour for each contact hour completed. A copy of the certificate verifying successful completion is required for educational leave to be paid.

b) **In-service Training Programs**

The County of Santa Clara Health System will continue to provide and maintain In-service Programs. The current programs and programs developed by management in the future will be provided for LVN's, HSA's I and II, and E. R. Technicians, including the following:

1. Provide an organized plan of orienting all new workers to the objectives, policies, goals, and procedures of the hospital and/or of nursing service, as appropriate, at regularly scheduled intervals.

2. Provide an organized plan of orienting all workers to the job descriptions, responsibilities, and work assignments for their classification, at regularly scheduled intervals.
3. Keep the staff abreast on a continuing basis of new and expanding health care programs and of new techniques, equipment, facilities and concepts of care.
4. Each worker must complete both (1) and (2) above before being permanently assigned to a unit and shift. Until completion of the formal orientation, the worker will be considered as still in a structured learning experience and not part of the unit's regular staff.

E.67 – Weekend Off Provision

The following weekend off provisions shall apply, during the term of this Agreement, to all County workers in the classifications of:

- | | |
|--|--|
| Central Supply Assistant | Patient Transport Coordinator |
| Sterile Processing Technician I and II | Patient Transporter |
| Clinical Dietitian I and II | Physical Therapist I, II, and III |
| Dialysis Technician | Physical Therapist Assistant I and II |
| Emergency Room Technician | Psychiatric Technician I and II |
| Hospital Services Assistant I and II | Recreation Therapist I, II and III |
| Licensed Vocational Nurse | Rehabilitation Counselor |
| Medical Assistant | Respiratory Care Practitioner I and II |
| Mental Health Worker | Urodynamic Technician |
| Monitor Technician | |

1. The County will attempt to grant every other weekend off and each worker will not be required to work more than two (2) consecutive weekends, nor more than twenty-six (26) weekends per year. Every effort will be made on a unit-by-unit basis to require fewer weekends per year.
2. If the County requires a worker to work more than two (2) consecutive weekends, or more than twenty-six (26) weekends per year, the worker will receive time and one-half for work in excess of that required. These penalties shall not be duplicated for the same weekend worked. Work as used in this section shall mean productive time.
3. Weekend work assignments shall be prorated for all newly coded workers and for any worker who is off the payroll due to an authorized leave of absence.

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4. The above weekend off provisions may be waived on the written request of the individual worker.

E.78 – Surgical Technician Call Back Pay Option

If permitted by State and Federal Law, the Surgical Technician may elect to receive compensatory time off credit in lieu of cash compensation for call-back time worked.

A Surgical Technician shall be granted a day charged to vacation, leave without pay, or compensatory time if permitted by State and Federal Law, on his/her normal workday following five (5) or more hours of call-back time.

E.89 – LVN Practice Committee

The LVN practice committee shall meet on a quarterly basis with the Chief Nursing Officer or his/her designee and a representative of Ambulatory Care to discuss issues related to the practice of licensed vocational nurses. Other nursing representatives may attend as needed. LVNs shall have opportunity to review and discuss policies and practices that would impact the delivery of care by the LVNs. The committee is a forum to collaborate to determine best practices within each department. The committee representatives shall be comprised of six LVNs as designated by the union, with up to two representatives from any site, subject to operational need. The representatives shall attend meetings on release time, with notice identifying the union representatives provided by the union pursuant to Section 4.1(a).

E.910 – Professional Pharmacy Practices Committee

The Santa Clara Valley Health and Hospital System Professional Pharmacy Practices Committee (PPPC) shall be composed of Pharmacists employed by the hospital. The Committee shall have one (1) Pharmacist representative from the VMC Outpatient Pharmacy, one (1) representative each from the VMC-Bascom Inpatient Pharmacy, the VMC-O'Connor pharmacy, and the VMC-St. Louise Pharmacy. Upon request, one (1) representative from the institutions and one (1) representative from Public Health will be added to the committee. Upon request of the Pharmacy Department, the Union will furnish the Department the agenda from the most recent PPPC meeting that has taken place.

The PPPC shall act as an advisory body to Pharmacy Services and the Santa Clara Valley Health and Hospital System administration. Meetings will be held as needed, up to four times a year, and will last for sixty (60) minutes, or for a longer time period if agreed upon by the Pharmacy Director.

The Director of Pharmacy or his/her representative will meet with the PPPC at their regularly scheduled meeting if the Committee requests their attendance. Committee members who attend the meeting during their regularly scheduled shift will be granted release time to attend meetings.

The Pharmacy administration shall respond to all written requests and recommendations of the Committee within thirty (30) working days of receipt.

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The PPPC shall not involve itself in grievances or appeals of any kind. The objective of the PPPC is to provide a forum for discussion focused on professional pharmacy issues.

E.1011 – After-Hours Telephone Call Pay Discussion

Workers in the classification of Deputy Public Guardian-Conservator and Estate Administrator who respond to telephone calls without having to return to a recognized work area shall be credited with twenty-four (24) minutes for each after-hour telephone call, or the actual time spent, whichever is greater.

After-hours telephone call pay is subject to all provisions of Article 8, Section 2 - Overtime Work.

E.1112 – Educational Certification Maintenance – Assessor

The County agrees to provide time without loss of compensation and benefits for workers to participate in educational courses, seminars, in-service training and workshops identified and required to maintain certification.

Proof of education courses, seminars, in-service training or workshop completion may be required by the department. The worker may be required by the department to report such activity in writing.

Participation in the Certification Maintenance Program shall not alter the right to benefits included in the Educational Leave and Tuition Reimbursement Section of the Master Agreement.

E.1213 – Educational Release Time

Community Worker classes of Public Health Community Specialist, Mental Health Community Worker, Probation Community Worker, Public Health Assistant and Community Worker shall be allowed release time per week as provided below:

Contact Hours of Class	Travel and/or Study Time	Total Release Time Allowed
1	1	2
2	1	3
3	1	4
4	1	5
5	1	6
6	1	7
7	1	8
8	1	9
9	1	10

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Release time will be permitted for the purpose of taking courses required for the obtainment of a Bachelors degree in a field related to the worker's goal. Provisions of this Section shall apply only to those workers who do not possess a Bachelors degree.

Evidence of completion of courses shall be required. If a worker drops (a) class(es), she/he shall immediately readjust work hours to conform to the above release time schedule.

Workers in the classifications of Public Health Community Specialist, Mental Health Community Worker, Probation Community Worker, Public Health Assistant and Community Worker will be eligible to utilize Section 12.9 "Educational Leave and Tuition Reimbursement" for non-Bachelor's degree courses. The total monetary amount will not exceed the maximum individual cap under Article 12.9 or E.15, whichever is greater, during a fiscal year.

E.1314 – In-Service Training

Departments to which Community Workers, Public Health Community Specialist, Mental Health Community Workers, Probation Community Workers and Public Health Assistants are assigned agree to provide those workers a minimum of ten (10) hours formal in-service training annually to be implemented pursuant to E.15.

E.1415 – Education Reimbursement

The educational reimbursement fund shall be administered by the Finance Agency for workers in the Community Worker classifications pursuant to E.13. The amount of the fund shall be four thousand five hundred dollars (\$4,500.00) for each fiscal year for the term of the contract. A maximum of five hundred (\$500.00) per semester shall be allotted to those attending four (4) year schools and three hundred seventy-five dollars (\$375.00) for those attending two (2) year schools, to a maximum of six hundred fifty dollars (\$650.00) per year per worker.

The worker shall sign a note, which states that upon receipt of reimbursement he/she authorizes:

- a) Deduction in full from his/her last paycheck if the worker voluntarily resigns County employment prior to the completion of the course.
- b) Deduction in the amount of twenty-five dollars (\$25.00) per pay period for full reimbursement if a worker does not complete the course. This provision may be waived by the Director of Personnel under unique or emergency circumstances.

E.1516 – Alternately Staffed Community Worker Positions

A promotional rating form shall be deemed an appropriate qualifying examination for promotions from Community Worker to alternately staffed classifications of Mental Health Community Worker, Probation Community Worker and Public Health Assistant.

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E.1617 – Differentials

1. Central Permit Differential

Positions in the Department of Planning and Land Development assigned to the Central Permit Office and recommended by the Land Development Coordinator and approved by Personnel as competent in all five disciplines (Sanitation, Building Inspection, Engineering, Planning, Fire Marshal) shall be paid a differential in the amount of seventy- two dollars (\$72.00) bi-weekly when so assigned.

2. Communications Dispatcher Differential

a. Communications Dispatcher I's who are trained, certified, and assigned by the Department to provide Emergency Medical Dispatching services shall receive a differential of approximately 5% above that specified for regular positions in this class for each shift actually worked.

b. Communications Dispatcher I's, II's or III's when assigned to instruct, observe, and evaluate an individual dispatcher or group of dispatchers will receive a differential of \$3.20, \$3.80, and \$4.00 respectively.

3. Dental Assistant Differential

Incumbents in Dental Assistant positions and Registered Dental Assistants shall be paid a flat rate differential rate of five percent (5%) per bi-weekly pay period when assigned the following responsibilities:

a. Insure continuity in delivery of dental clinic(s) services;

b. Orient newly hired professional staff to dental clinic(s) and applicable hospital policy and procedures;

c. Provide lead supervision over extra-help or student intern paraprofessional workers in dental clinic(s);

d. Solicit job applications, interview, and recommend hiring of extra-help dental clinic paraprofessional personnel; AND/OR act as a resource person relative to dental clinic(s) program development or coordination with outside groups.

This differential shall exclusively apply at a given time to no more than five positions stationed throughout the Santa Clara Valley Dental Network and to no more than one position stationed in the Detention Facilities, for a total of six positions.

4. Technology Services and Solutions (TSS) Department Night Differential

Workers at TSS shall receive night shift differential, in accordance with the provisions of Section 8.9 b), for each hour worked after 11:00 pm and prior to 8:00 a.m.

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5. **Pharmacist Shift Differentials**
Pharmacists and Pharmacist Specialists assigned to the evening shift in accordance with the provisions of Sections 8.9 a) of the master agreement shall be compensated at the rate of five dollars (\$5.00) per each hour worked in place of the rate paid for evening shift differential in Section 8.9 a) and Pharmacists and Pharmacist Specialists assigned to the night shift in accordance with the provisions of Section 8.9 b) of the master agreement twenty dollars (\$20.00) per hour for each hour worked in place of the rate paid for night shift differential in Section 8.9 b).
6. **Pharmacy Technician Advanced Admixture Duties Differential**
When assigned advanced admixture duties Pharmacy Technician positions in the Department of Pharmacy at County of Santa Clara Health System shall be compensated with a differential at the flat rate of one dollar (\$1.00) for each hour actually worked.
7. **BOE Advanced Appraiser's Certificate Differential: Appraiser Series**
Positions in the Appraiser I, II and III, Auditor Appraiser, Senior Appraiser, and Senior Auditor Appraiser classifications shall receive a differential approximately 2% above the employee's salary range when the employee possesses the State Board of Equalization Advanced Appraiser's Certificate.
8. **Respiratory Care Practitioner Shift Differentials**
Respiratory Care Practitioners and Respiratory Therapy Services Specialists assigned to the evening shift and night shift in accordance with the provisions of Sections 8.9 a) and 8.9 b) of the master agreement shall be additionally compensated at the rate of four dollars (\$4.00) per hour for evening shift and five dollars (\$5.00) per hour for the night shift.
9. **BOE Assessment Analyst Certificate and Advanced Assessment Analyst Certificate Differentials: Property Transfer Examiner & Exemption Investigator**
Positions in the Property Transfer Examiner and Exemption Investigator classifications shall receive a differential of two percent (2.0%) above the employee's salary range when the employee possesses the State Board of Equalization Assessment Analyst Certificate and an additional two percent (2.0%) above the employee's salary range when the employee possesses the State Board of Equalization Advanced Assessment Analyst Certificate.
10. **Sr. Construction Inspector Class A Instructor Certified Differential**
When assigned to Construction Services, incumbents in the class of Senior Construction Inspector who possess a current Class A Inspector Certificate issued by the Office Statewide Planning and Development (OSHPD), shall be compensated one (1) full salary range (approximately 5 %) higher than that

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specified for regular positions in this class, upon approval of the Director of Construction Services.

11. Deputy Public Guardian Conservator/Estate Administrator Differential

Positions in this classification shall receive a differential of one dollar fifty- cents (\$1.50) per hour above the employee's salary range when the employee possesses the California State Fiduciary License.

12. LVN/HSA Float Differential

a) Each LVN and Hospital Services Assistant will only float within like areas. The like areas are as follows:

1. VMC-Bascom:

- i. Medical-Surgical Units
4 Surgical, 2 Medical, 6 Medical, 2 Surgical, 3 Surgical
- ii. Newborn Intensive Care Unit
Pediatrics
Pediatric Intensive Care Unit
Mother Infant Care Center (MICC)
- iii. Surgical ICU
Medical ICU
Coronary Care Unit
Burn Intensive Care Unit
Trauma ICU
- iv. Progressive Care Unit 5 (5PCU)
- v. Acute Rehabilitation Unit 3 (3ARU)
Acute Rehabilitation Unit 4 (4ARU)
Respiratory Rehabilitation Unit 3 (3RRU)
- vi. Labor and Delivery (L&D)
- vii. Ambulatory Surgery Post Anesthesia Care Unit (ASPA) (relief only)
- viii. OPD
Clinics
- ix. Emergency Department (Not to float except in an emergency)
Express Care

- b) If a float assignment outside like areas is necessary, management shall attempt to send volunteers from the unit to be floated from, prior to making an involuntary assignment. If an LVN, or Hospital Services Assistant is required to float outside of one of the like areas, she/he shall receive of eight dollars and twenty cents (\$8.20) per full shift or eighty-five cents (\$0.85) per hour for less than a full shift for such assignment. An LVN, or Hospital Services Assistant who requests to float in order to broaden her/his experience may put her/his name on a list, maintained by Nursing Administration, indicating where she/he requests to float. In this case, a differential shall not be paid.
- c) This section will not apply when one of the units is temporarily closed.
- d) Except in emergencies, (defined as a situation when reasonable efforts to float from like areas fail), no LVN, or HSA will be assigned to an area without having adequate orientation to that area. Adequate orientation will be determined by the Appointing Authority, who upon request, will review the orientation plan for an area with the Union.
- e) If Nursing Administration creates new nursing areas during the term of this Agreement, management and the Union shall meet and confer regarding their allocation to appropriate like areas as defined in this section.

13. Criminalist Certification Differential Pay

Coded Criminalist I, II or III who are certified or recertified by any one or more of the following organizations shall receive a differential of three percent (3%) above the employee's salary range: the American Board of Criminalistics, the American Board of Forensic Toxicology, the American Board of Forensic Document Examiners, the International Association of Computer Investigative Specialists, the Association of Firearm and Toolmark Examiners, the International Association for Identification (Latent Print), or from a certifying body accredited by the Forensic Specialties Accreditation Board.

Each Criminalist shall provide verification of successful completion of such certification or recertification upon the close of the recertification window of the certifying organization.

14. Therapy Certification Pay

Annual compensation of six hundred dollars (\$600.00) may be issued to coded employee in the Physical Therapist, Occupational Therapist or Speech Language Pathologist series who is certified or recertified by any one or more of the following organizations: Hand Therapy from Hand Therapy Certification Commission (HTCC), Lymphedema from the Lymphology Association of North America (LANA), Assistive Technology Professional (ATP) from the Rehabilitation Engineering And Assistive Technology Society of North America (RESNA), Burn

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Therapist Certified (BT-C) by the American Burn Association, Neuro-Developmental Treatment in Adult with Hemiplegia (NDT) from Neuro-Developmental Treatment Association (NDTA), Neuro-Integrative Functional Rehabilitation and Habituation from Neuro-IFRAH, or any Clinical Specialist certification from the American Board of Physical Therapy Specialties (ABPTS).

Each eligible employee may apply for Certification Pay provided that verification of successful completion of such certification is submitted during the November submission month.

15. Diagnostic Imaging Biopsy Differential

Coded incumbents in the Ultrasonographer I and II, Diagnostic Imaging Technologist I - Mammography, Diagnostic Technologist I – CT, and all coded MRI Technologist classifications shall receive a differential of two dollars (\$2.00) per hour above the regular salary rate for each hour actually worked when assigned and performing advanced biopsy and/or drainage duties.

16. Diagnostic Imaging Technologist I Lightroom Coordinator Duties Differential

Two incumbents in the classifications of Diagnostic Imaging Technologist I, Diagnostic Imaging Technologist I – Fluoroscopy, or Diagnostic Imaging Technologist I – Clinical Instructor shall receive a differential of one dollar and fifty cents (\$1.50) per hour regular salary rate for each hour actually worked when assigned lightroom coordinator duties on the day or evening shift, in the absence of the lead or supervisor.

E.1748 – Sterile Processing Technician Training and Education

Education and training specifically and directly related to the technical sterile processing tasks in the Sterile Processing Technician series job specification for Sterile Processing Technicians in the County of Santa Clara Health System shall be performed by certified personnel. That certification shall have been obtained through an approved certifying agency such as the Certification Board for Sterile Processing and Distribution (CBSPD) or the International Association of Healthcare Central Service Material Management (IAHCSMM). Personnel assigned to provide “hands on” education and training shall have previous work experience as a certified Sterile Processing Technician; additional training will be provided to all Sterile Processing staff by other qualified personnel (example: vendor representatives, supervisor/manager).

E.1849 – County Communications - Health and Wellness

Workers in the Communications Dispatcher series will be provided a minimum of four (4) hours of Health and Wellness training on County time each fiscal year for the term of the agreement. Dispatchers may elect to attend Countywide classes or other work related local training or seminars as approved by the Department.

The courses may include, but are not limited to:

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- i. Personal Wellness
- ii. Stress Management
- iii. Handling Emotions Under Pressure
- iv. Ergonomics
- v. Stretch and Relaxation
- vi. Balancing work and home
- vii. Compassion fatigue
- viii. Programs offered by the Employee Assistance Program (EAP)
- ix. Programs offered by Employee Wellness Program

County Communications will make every effort, based on staffing levels, to allow workers to use their available Compensatory time. Requests for use of Compensatory time shall not be unreasonably denied.

~~E.20 – Children's Counselor Training~~ CLASS WAS ABOLISHED

~~Children's Counselors at the Receiving Center will be provided a minimum of four (4) hours of work related training on County time each fiscal year for the term of the Contract. Prior to training, the instructor selected by the County will meet with two (2) workers selected by the Union to discuss the format and content of the training. The schedule for the training shall be provided to the workers no less than forty five (45) days in advance of the next scheduled session(s).~~

E.1924 – Dietetic Technician Meal Allowance

Dietetic Technicians assigned to Valley Medical Center are entitled to free meal privileges for those meals that occur during their prescribed work schedule.

E.2022 – Liability Protection

The County's obligation to defend and indemnify its officers and workers is prescribed by California Government Code 825 et seq. and 995 et seq. The County shall indemnify and defend workers in this unit in accordance with the applicable law when and if they are sued for errors or omissions (malpractice) within the course and scope of their duties, save and except where applicable law excuses the County's obligation to defend (e.g. fraud, malice, etc.). This paragraph and the terms and conditions thereof shall be enforceable, at law in accordance with the applicable law, but shall not be subject to the grievance provision of this agreement.

E.2123 – Departments of Behavioral Health Services Clinician Quality of Patient Care Committee

In an effort to maintain the best quality of patient care to the community, it is agreed that, for workers in the positions of Marriage and Family Therapist I/II, Rehabilitation Counselors and Psychiatric Social Workers I/II/III assigned to Behavioral Health Services the Union and the County agree to create a Committee in an attempt to provide the highest quality of services to the community. The Committee shall be composed of three (3) representatives from both the Union and the County. The Committee will make recommendations to the Director of the Behavioral Health Services Department. The

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Committee will meet on County time on a monthly basis and then as determined by the Committee's need.

The goal of the Committee will be to assist in the development of a study to improve the delivery of services by the clinicians providing mental health and drug and alcohol abuse services to clients.

E.2224 – Alternately Staffed Diagnostic Imaging Technologist I (DIT I) Positions

Diagnostic Imaging Technologist I (DIT I) positions will be alternately staffed with unclassified Hospital Services Assistant II (HSA II). Appointment to any unclassified HSA II position will be limited to individuals who are Board-eligible to receive their Certified Radiologic Technologist (CRT) license. Such persons may be appointed as an Unclassified HSA II for a maximum of three (3) months pending receipt of their CRT license. Upon receipt of the CRT license, an individual may be appointed to the DIT I class through regular Merit System Rules procedures that govern classified appointments. Failure to acquire the CRT license within three (3) months of hire will result in the release from the unclassified HSA II position.

E.2325 – Lead Differential

a) Lead Role

The lead role whether included in the job description or paid for through a differential will be defined to include, but not be limited to, these functions:

1. Assigns, distributes and adjusts short-term workloads; may be assigned the authority by the supervisor/manager to call in additional staff for sick calls, and/or absences;
2. Resolves work-related problems within guidelines set by the supervisors, including written counseling;
3. Keeps apprised of the progress of the work;
4. Answers procedural and work-related questions;
5. Assists the supervisor in reviewing the work;
6. May train new workers by providing general orientation to office, instruction on specific tasks, and review of task performance;
7. May assist the supervisor in the interview process for new workers -- such input shall be advisory.

The Lead will not have disciplinary responsibilities as outlined in Sections 6.5, 6.6 and 6.7 nor be assigned to performance appraisals of other SEIU Bargaining Unit employees. Leads may provide input to supervisors on performance evaluations.

Notice of an available lead differential will be posted on worker bulletin boards or communicated by e-mail or other electronic means prior to assigning.

The appointing authority will determine the Lead assignment giving consideration to all requests from qualified volunteers.

b) Lead Rotation

Departments/units/areas assigning lead duties may determine to rotate lead assignments between workers. The decision to assign a rotational lead is determined by management.

Should a department/unit/area consider implementing a rotation of lead assignment, a pilot program of no less than six (6) months must be established to determine the success of the program prior to finalizing the lead rotation. The following must be considered prior to implementing a lead rotation program:

- The department/unit/area must be absent a departmental agreement with provisions relating to the assignment of lead duties;
- There shall be consideration of schedules in assignment, i.e., shift, days, hours of work of the lead assignment;
- Size of department/unit/area and number of employees;
- Transition of existing lead, if any;
- Definition of seniority for purposes of rotation, e.g., time in unit, time in classification, etc.;
- Method of voluntary rotation;
- Length of assignment (no longer than 6 months duration);
- Criteria for evaluating success of pilot;
- Dates for evaluation

The following is criteria that must be used to participate in the lead pilot and final lead rotation assignment program:

- Voluntary participation by department/unit/area and individual workers;
- Workers assigned to lead rotations must be willing to perform all lead duties as listed in Appendix E – Section E.26;
- Workers assigned to lead rotation must have an established work history in work unit/area;
- Workers assigned to lead rotation must have demonstrated acceptable quality/quantity of work performed in current non-lead assignment;
- Workers assigned to lead rotation must have demonstrated acceptable attendance history;
- Workers may not participate in the lead rotation if they have had formal disciplinary action within past three (3) years or unfavorable reports within the past two (2) years.
- Consideration of individual worker schedules, i.e., shift, days, hours of work must meet needs of lead assignment;

- Workers are ineligible to participate in lead rotation if his/her status is probationary, provisional (regular or substitute), per diem, extra help, volunteer, unpaid student intern, traveler or unclassified;

The County shall provide adequate lead orientation, training and support to workers in the lead assignment. Management maintains the ability to remove a lead assignment from a worker, should the worker not be able to adequately perform the duties of the lead assignment. Should a worker be removed from the lead assignment prior to the conclusion of the rotation period, the worker shall have the right to discuss the reasons for the removal of the duties. Acceptance to or removal from a lead assignment and the establishment or elimination of a lead rotation is not grievable. Workers that fulfill the full duration of their voluntarily rotated lead assignment under this pilot shall have the right to discuss how they performed with their manager.

The County and the Union agree that any established pilots shall be evaluated to determine continuation of the lead rotation assignment.

c) Lead Differentials

Lead differentials are listed alphabetically by classification.

- ~~1. **Agricultural Biologist Lead Differential** CLASS WAS ABOLISHED~~
~~When assigned a full range of lead duties, one incumbent Agricultural Biologist III located at the Berger Drive facility shall be compensated at the flat rate of fifty-six cents (\$0.56) per hour for each hour actually worked.~~
- Anesthesia Technician Lead Differential**
 When assigned the full range of lead responsibilities, one Anesthesia Technician position in Valley Medical Center Anesthesia Department shall be compensated at the flat rate of ninety cents (\$0.90) for each hour actually worked.
- Behavioral Health Lead Differential**
 Employees in designated positions in the classes of Psychologist, Psychosocial Occupational Therapist, Rehabilitation Counselor, Psychiatric Technician, Mental Health Community Worker and Community Worker, who perform lead duties shall receive ninety-five dollars (\$95.00) and employees in designated positions in the classes of Marriage & Family Therapist II and Psychiatric Social Worker II who perform lead duties shall receive one hundred thirty five dollars (\$135.00) additional compensation each biweekly pay period provided they are:
 - Assigned to a Community Mental Health Center, a unit in the Continuing Care Program in the Behavioral Health or Acute Psychiatric Services in Valley Medical Center and are

- b. Assigned to "lead" a functional unit as defined by the Behavioral Health Department or Acute Psychiatric Services in Valley Medical Center and approved by the County Executive.
4. **Child Support Specialist Lead Pay**
When assigned to perform a full range of lead functions, the incumbents in no more than four (4) Child Support Specialist positions shall be compensated at a rate of five (5%) higher than that specified for regular positions in this classification.
5. **Deputy Public Guardian Conservator Lead Differential**
An incumbent of this classification shall receive a flat rate of one dollar and sixty cents (\$1.60) for each hour actually worked when assigned to perform lead worker duties, provided such assignment has been made in writing by the Public Administrator and approved by the Social Services Administrator.
6. **Diagnostic Imaging Technologist I Lead Differential**
When assigned a full range of lead duties, eight (8) incumbents in the classification of Diagnostic Imaging Technologist (DIT) I, DIT -I Fluoroscopy, DIT -I CT, or DIT -I Mammography shall be compensated at one full salary range (approximately 5%) higher than that specified for regular positions in this classification.
7. **Diagnostic Imaging Technologist II Lead Differential**
When assigned a full range of lead duties, three (3) incumbents in the classification of Diagnostic Imaging Technologist (DIT) II or DIT -II CT shall be compensated at one full salary range (approximately 5%) higher than that specified for regular positions in this classification.
8. **Employment Counselor Lead Differential**
Incumbents in the class of Employment Counselor, when assigned and performing the full range of lead duties, shall be compensated with a differential at a rate of one dollar and ninety cents (\$1.90) per hour.
9. **Estate Administrator Lead Differential**
When assigned the full range of lead responsibilities, incumbents in the class of Estate Administrator (V37) shall be compensated at the flat rate of one dollar and sixty cents (\$1.60) for each hour actually worked.
10. **Estate Property Technician Lead Differential**
One incumbent of the Estate Property Technician classification within the Social Services Agency's Public Guardian/Public Administrator's Office shall be compensated with a differential approximately five percent (5%) based on the employee's range and step, when assigned a full range of lead duties.

11. **Forensic Chemist Differential**
When assigned the full range of lead responsibilities, one Forensic Chemist position in Santa Clara Valley Medical Center shall be compensated with a differential at the flat rate of ninety-five cents (\$0.95) for each hour actually worked.
12. **Forensic Pathology Technician Lead Differential**
One position in the class of Forensic Pathology Technician will be paid a differential of approximately five percent (5%) (one full salary range) when assigned lead responsibilities over other positions in this class.
13. **Hazardous Materials Technician Lead**
An incumbent in the class of Hazardous Materials Technician (V21) at E.R.A., Environmental Health Department Hazardous Materials Compliance Division shall be compensated at a rate of one (1) salary range (approximately 5%) higher when assigned the full range of lead duties.
14. **Library Assistant I/II Charge Differential**
Incumbents in the class of Library Assistant I/II when in charge of a library facility or bookmobile shall receive one dollar and fifty cent (\$1.50) per hour as the total premium payment for each hour worked.
15. **Library Assistant I/II Electronic Resources Duties Differential**
When assigned electronic resources duties within the electronic resources team at the Services and Support Center (SSC) the library assistant shall be compensated with a differential at the rate of one dollar and fifty cents (\$1.50) above the worker's wage for each hour actually worked.
16. **Magnetic Resonance Imaging Technologist Differential**
One incumbent each in the Magnetic Resonance Imaging Technologist classification at VMC-Bascom and VMC-O'Connor shall be compensated five percent (5%) higher than the employee's salary range when assigned the full range of lead duties.
17. **Medical Examiner-Coroner Investigator**
When assigned the full range of lead responsibilities not more than two incumbents in the Medical Examiner-Coroner Investigator positions shall be compensated at a rate of one (1) salary range (approximately 5%) higher than that specified for regular positions in this class.
18. **Medical Laboratory Assistant III Lead Differential**
When assigned to function in a lead capacity over other Medical Laboratory Assistant III in addition to performing regular Medical Laboratory Assistant III duties, one Medical Laboratory Assistant III position in the Public Health Laboratory will be compensated at approximately five percent (5%) per pay

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period based on the third step of the range for Medical Laboratory Assistant III over that specified for regular positions in this class.

19. Medical Social Worker II Lead Differential

Designated Medical Social Worker II's shall be compensated approximately five percent (5%) based on the employee's range and step, when assigned a full range of lead duties.

20. Obstetric Technician Lead Differential

When assigned the full range of lead responsibilities, one incumbent in the Obstetric Technician classification at VMC-O'Connor shall be compensated one dollar and fifty-seven cents (\$1.57) higher than that specified for regular positions in this classification.

21. Payroll Audit Specialist Lead Differential

When assigned the full range of lead responsibilities, one (1) incumbent in the Payroll Audit Specialist classification shall be compensated one dollar and sixty-three cents (\$1.63) higher than that specified for regular positions in this classification.

22. Pharmacist Lead Differential

When assigned to perform a full range of lead duties, sixteen (16) Pharmacist positions may be paid a differential of approximately 5% of Step 3 for hours worked.

23. Pretrial Services Officer II (V41) Lead Differentials

- a. When assigned lead duties on evening, night and weekend shifts, Pretrial Services Officer II shall receive a flat rate of eighty-eight cents (\$0.88) per hour higher than specified for regular positions in this class.
- b. One position of Pretrial Services Officer II when assigned to perform lead duties on day shift shall receive a flat rate of eighty-eight cents (\$0.88) per hour higher than that specified for regular positions.
- c. One position of Pretrial Services Officer II when assigned to perform research and systems duties or when assigned to perform research, systems and lead duties shall receive a flat rate of \$1.32 per hour (approximately 7.5% of Step 3) higher than that specified for regular positions in this class.

24. Property / Evidence Technician Lead Differential

When assigned the full range of lead responsibilities, one incumbent in the Property Evidence Technician classification shall be compensated one dollar and sixty-three cents (\$1.63) higher than that specified for regular positions in this classification.

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25. **Protective Services Officer Lead Differential**
Up to seven (7) Protective Services Officers in the Santa Clara Valley Health & Hospital System and up to two (2) Protective Services Officers in the Social Services Agency when assigned and performing the full range of lead duties shall be compensated at the flat rate of one dollar (\$1.00) per hour for each hour actually worked.
26. **Public Defender Investigator II Lead Differential**
When assigned the full range of lead responsibilities, two (2) Public Defender Investigator II in the Public Defender's Office shall be compensated at a rate of one (1) salary range (approximately 5%) higher than that specified for regular positions in the class.
27. **Public Health Nutritionist Lead Differential**
When assigned a full range of lead duties, up to four (4) incumbent Public Health Nutritionists (R24) in the Public Health Department shall be compensated with a differential of five percent (5%) above their regular salary.
28. **Pulmonary Diagnostic Tech Lead Differential**
When assigned a full range of lead responsibilities and administrative support tasks, one incumbent in the class of Pulmonary Diagnostic Technologist shall be compensated at the flat rate of one dollar and five cents (\$1.05) as the total premium payment for each hour worked.
29. **Rehabilitation Officer II Lead Differential**
When assigned the full range of lead responsibilities one Rehabilitation Officer II position in the Department of Correction shall be compensated approximately five percent (5%) above the employee's salary range and step, for each hour actually worked.
30. **Respiratory Care Practitioner Lead Differential**
An incumbent in the class of Respiratory Care Practitioner when assigned as the relief supervisor shall receive an additional one dollar and seventy five cents (\$1.75) per hour over that specified for regular positions in this class.
31. **Sheriff Technician Lead Differential**
When assigned the full range of lead responsibilities, Sheriff Technicians shall be compensated at a rate of one salary range (approximately 5%) higher than that specified for regular positions in this class.
32. **Senior Paralegal Lead Differentials**
 - a). When assigned the full range of lead responsibilities, no more than four (4) Senior Paralegal positions in the Office of the County Counsel shall be

compensated five percent (5%) higher than that specified for regular positions in this class.

- b). When assigned the full range of lead responsibilities, no more than six (6) Senior Paralegal positions in the Office of the District Attorney shall be compensated five percent (5%) higher than that specified for regular positions in this class.
- c) When assigned the full range of lead responsibilities, no more than three (3) Senior Paralegal positions in the Public Defender Office shall be compensated five percent (5.0%) higher than that specified for regular positions in this class.

33. Sterile Processing Technician II Lead Pay

Incumbents in the classification of Sterile Processing Technician II who are assigned to perform lead duties shall be paid a differential at a rate approximately five percent (5%) higher than that specified for regular positions in this class.

34. Ultrasonographer II Lead Differential

Four (4) incumbents in the class of Ultrasonographer II when assigned to perform the full range of lead duties shall receive additional compensation at a rate of five percent (5.0%) higher than that specified for regular positions in this class.

35. Urodynamic Technician Lead Differential

When assigned a full range of lead duties, one incumbent Urodynamic Technician shall be compensated at the flat rate of fifty-six cents (\$0.56) per hour for each hour actually worked.

36. Veteran Services Representatives II Lead Differential

One Veteran Services Representative II when assigned to perform full range of lead duties shall be paid a flat rate differential of thirty-one dollars and ninety cents (\$31.90) biweekly over that specified for regular positions in this class.

37. Monitor Technician Lead Differential

Up to three (3) Monitor Technicians when assigned by management to perform full range of lead duties shall be paid a flat rate differential of ninety cents (\$0.90) per hour for each hour actually worked.

~~37. Weights and Measures Inspector III Lead Differential~~ CLASS WAS ABOLISHED

~~When assigned the full range of lead functions, the incumbent of one (1) Weights and Measures Inspector III position shall be compensated at the rate 5% higher than specified for regular positions in the classification.~~

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E.2426 – Pharmacy In-Service Training

Pharmacists:

The Pharmacy Department will provide each Pharmacist with a minimum of two (2) hours quarterly or eight (8) hours annually of formal work in-service training per fiscal year on County time for the term of the agreement. The training may be in a group setting, e-learning or other appropriate teaching format on any of the following topics related to professional pharmacist practice, any business or practice model changes, skills and knowledge update and/or refresher courses on disease management.

Pharmacy Technicians:

The Pharmacy Department will provide each Pharmacy Technician with a minimum of 2 hours quarterly or 8 hours annually of formal work in-service training per fiscal year on County time for the term of the agreement. The training may be in a group setting, e-learning or other appropriate teaching format on any of the following topics related to professional practice of pharmacy.

In-service trainings will be posted in advance. Every effort will be made to schedule in-service trainings on a rotational basis during work hours to maximize attendance on all shifts.

E.2527 – Pharmacy – Special Assignment

1. Definition of Special Assignment
 - a) A special assignment is a project, or activity, or educational opportunity that is designed and approved as a temporary special assignment by the Pharmacy Director or administrative designee. Additionally, this assignment is within the scope of practice and responsibility performed by a pharmacy classification.
 - b) A special assignment may be initiated and/or requested by Pharmacy Administration, Hospital Administration, and regulatory agency/agencies. Pharmacy workers may also request the establishment of a special assignment.
2. Procedure for Notifying Workers of Special Assignments
 - a) The posting will be a minimum of five (5) work days by email and posting, unless the notification period may not be practicable.
 - b) The notification will include the following:
 1. Length of assignment with approximate starting/ending dates, if known.
 2. A brief description of the assignment duties and responsibilities, including special certifications if applicable.
 3. A list of criteria for staff to consider when making application.
 4. Resource person(s), mentor(s), if applicable.

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5. Reporting authority/manager.
6. Application deadline.

The posting will be for a minimum of five (5) work days, unless the notification period may not be practicable.

- c) For immediate or urgent assignments, management may assign a worker on a temporary basis, notify other workers and post the assignment on that same day.
 - d) Workers who are interested will, by the end of the application deadline, submit a memo to the appropriate manager of said special assignment. The memo will include a brief description of all relevant work experience and course work. An e-mail return receipt of the memo will be sent to the worker for confirmation.
3. Selection of Worker for the Special Assignment
 - a) The Department will evaluate all applicants for the qualifications required. When there are multiple applicants for the special assignment and workers' qualifications are comparable, seniority shall prevail.
 - b) The Department will notify all applicants of the choice for the special assignment within five (5) work days after selection has been made.

E.2628 – Board of Pharmacy Specialties Exam & Recertification

With supervisory approval, Pharmacists and Pharmacist Specialists shall be reimbursed for the cost of the Board of Pharmacy Specialties exam upon providing proof of successfully passing the exam. With supervisory approval, the County shall pay the annual recertification fee for Pharmacists and Pharmacist Specialists for the Board of Pharmacy Specialties certification.

E.2729 – Physician Assistant Professional Practice

The County shall provide up to eleven hundred dollars (\$1,100.00) reimbursement per fiscal year to coded Physician Assistants for the cost of fees or tuition, books, and other required items related to courses, workshops or seminars that qualify for Federal, State and/or County mandated continuing education and hospital medical dues. Up to one thousand one hundred (\$1,100) dollars can be rolled over from one fiscal year to the next fiscal year and not exceed two thousand two hundred (\$2,200) dollars which can be available for reimbursement in a fiscal year.

Requests for reimbursement are to be submitted on a form provided by the County. The amount shall be disbursed upon presentation of proof of cost and proof of course completion, where applicable, and subject to either the one thousand one hundred (\$1,100) dollars up to the two thousand two hundred (\$2,200) dollars cap, as applicable. Lodging, travel and other incidentals are not reimbursable under this provision.

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Workers in the classification of Physician Assistant shall be excluded from Article 12.9 and Article 12.12.

E.2830 – Split Codes

The County will exercise the use of split codes and formally offer them to the workers.

E.2934 – Work Out of Classification

In addition to Section 7.5 Work Out of Class in the Master Contract:

Work Time in Work Out Of Class assignments may be considered towards promotional purposes

E.3032 – Educational Certification Maintenance – MFT’s and PSW’s

The County agrees to provide time without loss of compensation and benefits for Marriage & Family Therapists and Psychiatric Social Workers to participate in educational courses, seminars, in-service training and workshops identified and required to maintain certification and/or to receive continuing education. Such time shall be subject to supervisor’s pre-approval, and shall not exceed eighteen (18) hours per fiscal year. Documentation of completion shall be required. Time taken under this provision shall not result in overtime.

Participation in the Certification Maintenance Program shall not alter the right to benefits included in the Educational Leave and Tuition Reimbursement Section of the Master Agreement.

E.3133 – Respiratory Care Practitioner Relief Supervisor Duties

As staffing allows based on current shift acuity, management shall make a good faith effort to assign Relief Supervisors a reduced patient care workload for the duration of the assignment.

E.3234 – Medical Staff Dues for Psychology Services

Medical staff dues for Psychology Services shall be paid by the County. It is the responsibility of the psychologist to submit appropriate documentation.

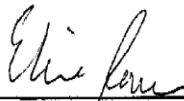
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**SIDELETTER to:
COUNTY COMMUNICATIONS
CRITICAL INCIDENT/CATASTROPHIC LEAVE**

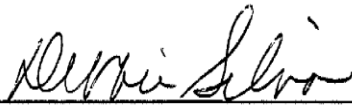
The County of Santa Clara and SEIU Local 521 have agreed to the following:

If a critical incident or catastrophic event occurs during the course of a Dispatcher's duties, the Dispatcher will be allowed to use their available leave balances, including compensatory time. The Department recognizes that physical or emotional reactions to such events may be immediate, delayed or cumulative.

DATED: May 27, 2012



Elaine Rowan



Debbie Silva

**Sideletter between the County of Santa Clara
and
SEIU Local 521 Administrative, Professional and Technical Unit**

**SANTA CLARA VALLEY MEDICAL CENTER HOSPITALS AND CLINICS LVN AND
HSA FLOAT DIFFERENTIAL**

The County of Santa Clara and SEIU Local 521 have agreed to the following:
Within sixty (60) calendar days following ratification by the Board of Supervisors of the 2020-2023 Memorandum of Agreement between the County and the Union, the parties agree to meet and confer about the designation of like units for the purposes of a float differential for Licensed Vocational Nurses and Hospital Services Assistant I and IIs at VMC O'Connor and VMC St. Louise. The list of units to be discussed may include but is not limited to: Emergency Department, Intensive Care Unit, Medical-Surgical Unit. The County and the Union shall each have three (3) representatives.