

County of Santa Clara Proposal No. 2 to SEIU Local 521 – APT Unit
Dated: May 24, 2023, at 1:15pm

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
V1A	1	AGRICULTURAL ASSISTANT
V07	4	AGRICULTURAL BIOLOGIST I
V06	4	AGRICULTURAL BIOLOGIST II
V05	4	AGRICULTURAL BIOLOGIST III
V1B		AGRICULTURAL BIOLOGIST/CANINE HANDLER
V1D	4	AGRICULTURAL BIOLOGIST/CANINE HANDLER TRAINEE
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
V1K		ASSOCIATE BIOLOGIST/STANDARDS SPECIALIST
R2V		ASSOCIATE CARDIOVASCULAR INTERVENTIONAL TECHNOLOGIST

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

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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>
<u>G88</u>	1	<u>CALL CENTER COORDINATOR</u>
<u>S96</u>	1	<u>CENTRAL SUPPLY ASSISTANT</u>
<u>R2W</u>		<u>CARDIOVASCULAR INTERVENTIONAL TECHNOLOGIST</u>
<u>R4A</u>		<u>CARDIOPULMONARY 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>X34</u>	<u>1</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>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>OCCUPATIONAL HEALTH CHEMIST</u>
R1T		OCCUPATIONAL THERAPIST I
R1A		OCCUPATIONAL THERAPIST II
R12		OCCUPATIONAL THERAPIST III
<u>R2D</u>	!	<u>OCCUPATIONAL THERAPY ASSISTANT I</u>
R2C		OCCUPATIONAL THERAPY ASSISTANT II
<u>C53</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
<u>T91</u>		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 III
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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<u>V1M</u>		<u>SENIOR BIOLOGIST/STANDARDS SPECILIST</u>
K43		SENIOR CADASTRAL MAPPING TECHNICIAN
V1F		SENIOR CEPA OPERATIONS AIDE
E88	2	SENIOR CHILD SUPPORT OFFICER
X24	1	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 <u>INFORMATION</u> 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
<u>V7J</u>		<u>SENIOR PARALEGAL – COUNTY COUNSEL</u>
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
<u>V8C</u>		<u>SENIOR WELFARE FRAUD INVESTIGATOR</u>
U6E		SHERIFF'S HELICOPTER PILOT

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<u>U9Z</u>		<u>SHERIFF'S PROTECTIVE SERVICES OFFICER</u>
G73		SHERIFF'S TECHNICIAN
<u>C9B</u>	-	<u>SOCIAL MEDIA/INTERNET COMMUNICATIONS SPECIALIST</u>
<u>G5G</u>	2	<u>SOFTWARE ENGINEER II</u>
<u>G5E</u>	-	<u>SOFTWARE ENGINEER IV</u>
R38		SPEECH LANGUAG PATHOLOGIST I
R37		SPEECH LANGUAG 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>SYSTEMS SOFTWARE ENGINEER I</u>
<u>G6T</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

Add S68 - SPT I

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Job Code	Prob Period	Job Classification
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
<u>T20</u>		<u>VOLUNTEER COORDINATOR</u>
<u>G4N</u>		<u>WEB DESIGNER</u>
<u>G4M</u>		<u>WEB TECHNICIAN</u>
X81		WEED ABATEMENT INSPECTOR
<u>V29</u>	!	<u>WEIGHTS & MEASURES INSPECTOR I</u>
<u>V28</u>	!	<u>WEIGHTS & MEASURES INSPECTOR II</u>
<u>V27</u>	!	<u>WEIGHTS & MEASURES INSPECTOR III</u>
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: Remove the 2020 realignments. County is evaluating majority of SEIU proposals. County proposes the following realignments.

JOB CODE	CLASSIFICATION	REALIGNMENT
V69	CRIMINALIST I	1%
V68	CRIMINALIST II	1%
V67	CRIMINALIST III	1%
R2S	PHARMACY DATA SPECIALIST – VHP	1%

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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 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 (discussion)

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 – County proposes CCL

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E.45 – Information Technology Training - County proposes CCL.

E.56 – Educational Leave Program - Training Program

a) Educational Leaves for LVNs and Physician Assistants – County counter-proposes CCL in response to SEIU’s proposal.

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 – County counter-proposes CCL in response to SEIU's proposal.

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.
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 – County proposes CCL.

E.89 – LVN Practice Committee – County proposes CCL.

E.910 – Professional Pharmacy Practices Committee – County proposes CCL.

E.1014 – 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.1142 – Educational Certification Maintenance – Assessor – County proposes CCL.

E.1243 – Educational Release Time – County still evaluating SEIU proposal.

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

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.1344 – In-Service Training – County proposes CCL.

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E.1415 – Education Reimbursement – County proposes CCL.

E.1516 – Alternately Staffed Community Worker Positions – County proposes CCL.

E.1617 – Differentials

1. **Central Permit Differential – County proposes CCL.**
2. **Communications Dispatcher Differential – County still evaluating section a. County counter-proposes CCL for section b. County rejects adding new section c., through new section f., in response to SEIU’s proposals.**
 - 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 – County proposes CCL.**
4. **Technology Services and Solutions (TSS) Department Night Shift Differentials – (County proposal on section b., matches MSO)**
 - a. 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.
 - b. When assigned to assume full responsibility for the shift, one (1) Systems Administrator Technician working the Saturday or Sunday day shifts, the evening shifts, or the night shifts in TECHNOLOGY SERVICES AND SOLUTIONS shall be compensated five percent (5%) above the employee’s range and step.
5. **Pharmacist Shift Differentials – County still evaluating SEIU’s proposal and section for potential changes.**

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** – County still evaluating SEIU’s proposal and section for potential changes.
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** – County proposes CCL.
8. **Respiratory Care Practitioner Shift Differentials** - County counter-proposes CCL in response to SEIU’s proposal.
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** – County proposes CCL.
10. **Sr. Construction Inspector Class A Instructor Certified Differential** – County proposes CCL.
11. **Deputy Public Guardian Conservator/Estate Administrator Differential** – County proposes CCL.
12. **LVN/HSA Float Differential** – County waiting on full proposal from SEIU. County proposes following unit name changes.
 - 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, 24 Medical, 6 Medical, 2 Surgical, 3 Surgical
 - ii. Newborn Intensive Care Unit
Pediatrics
Pediatric Intensive Care Unit
Mother Infant Care Center (MIGC)
Family Baby Unit (FBU)
 - iii. Surgical ICU

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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 ~~or~~ 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 – County proposes CCL.**

14. **Therapy Certification Pay – County still evaluating SEIU’s proposal.**

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 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 and fifty cents (~~\$2.5000~~) 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 two dollars one dollar and fifty cents (~~\$2.001.50~~) 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.

17. **Neuropsychology Differential - (County’s proposed language more closely matches MSO)**

Incumbents in the classifications of Psychologist and Senior Psychologist who have completed recognized training in neuropsychology shall receive a differential of seven and a half percent (7.5%) above the employee’s salary range and step when assigned in writing by a Chief Psychologist or Medical Director, to primarily perform, on a regular ongoing basis Neuropsychological Services in the assessment, diagnosis, treatment, and/or rehabilitation of patients across the lifespan with neurological, medical, neurodevelopmental and psychiatric

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conditions, as well as other cognitive and learning disorders. Said differential shall be assigned and paid in increments of not less than one biweekly pay period.

County still evaluating the following SEIU differential proposals:

Therapy Technician Differential
Victim Witness Advocate Animal Handler Differential
Pharmacy Technician Certification Differential
Outpatient Pharmacy Purchasing Differential
Level One Trauma Center Differential for Imaging
Respiratory Care Practitioner Certification Differential

In response to SEIU's proposals, County rejects adding the following SEIU differential proposals:

Diagnostic Imaging Charge Technologist Duties Differential
Imaging Technologist Shift Differential
Level One Trauma Center Differential
Monitor Technician Preceptor Differential
Diagnostic Imaging Certification Differential
Marriage & Family Therapist and Psychiatric Social Worker Series – Locked Facility Retention Differential
Diagnostic Imaging Technologist I, (DIT I) DIT II – Mammography Float Differential
Clinical Dietitian Certification Differential Pay
Library Assistant I/II Passport Agent Differential
Hazardous Materials Technician Contractor Supervision
CalAIM Billing Differential
Licensed Vocational Nurse Charge Nurse Duties Differential
Valley Homeless Health Care Plan Assignment Differential

E.1718 – Sterile Processing Technician Training and Education – County proposes CCL.

E.1819 – County Communications - Health and Wellness – County proposes CCL. 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:

- 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~~ Agreement to delete section per SEIU proposal dated May 19, 2023.

E.1921 – Dietetic Technician Meal Allowance – County proposes CCL.

E.2022 – Liability Protection – County proposes CCL.

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

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

**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.

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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** Agreement to delete section per SEIU proposal dated May 19, 2023.~~

~~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.~~

2. **Anesthesia Technician Lead Differential** – County proposes CCL.

3. **Behavioral Health Lead Differential** – County proposes CCL.

4. **Child Support Specialist Lead Pay** – County proposes CCL.

5. **Deputy Public Guardian Conservator Lead Differential** – County proposes CCL.

6. **Diagnostic Imaging Technologist I Lead Differential** – County proposes CCL.

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7. Diagnostic Imaging Technologist II Lead Differential – County counter-proposes CCL in response to SEIU’s proposal.

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 – County proposes CCL.

9. Estate Administrator Lead Differential – County proposes CCL.

10. Estate Property Technician Lead Differential – County proposes CCL.

11. Forensic Chemist Differential – County proposes CCL.

12. Forensic Pathology Technician Lead Differential – County proposes CCL.

13. Hazardous Materials Technician Lead – County proposes CCL.

14. Library Assistant I/II Charge Differential – County counter-proposes CCL in response to SEIU’s proposal.

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 – County counter-proposes CCL in response to SEIU’s proposal.

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 – County proposes CCL.

17. Medical Examiner-Coroner Investigator – County proposes CCL.

18. Medical Laboratory Assistant III Lead Differential – County proposes CCL.

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 – County proposes CCL.

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21. **Payroll Audit Specialist Lead Differential – County proposes CCL.**
22. **Pharmacist Lead Differential – County counter-proposes CCL in response to SEIU's proposal.**
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 – County proposes CCL.**
24. **Property / Evidence Technician Lead Differential – County is still evaluating SEIU proposal.**
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.
25. **Protective Services Officer Lead Differential – County proposes CCL.**
26. **Public Defender Investigator II Lead Differential – County proposes CCL.**
27. **Public Health Nutritionist Lead Differential – County proposes CCL.**
28. **Pulmonary Diagnostic Tech Lead Differential – County proposes CCL.**
29. **Rehabilitation Officer II Lead Differential – County proposes CCL.**
30. **Respiratory Care Practitioner Lead Differential – County counter-proposes CCL in response to SEIU's proposal.**
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 – County proposes CCL.**
32. **Senior Paralegal Lead Differentials – County proposes CCL.**
33. **Sterile Processing Technician II Lead Pay – County proposes CCL.**
34. **Ultrasonographer II Lead Differential – County proposes CCL.**
35. **Urodynamic Technician Lead Differential – County proposes CCL.**

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36. **Veteran Services Representatives II Lead Differential**

~~Two~~ One Veteran Services Representative II~~s~~ 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** – Agreement to delete section per SEIU’s proposal dated May 19, 2023.~~

~~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.~~

County still evaluating SEIU’s Pharmacy Data Specialist Lead Differential proposal.

E.2426 – Pharmacy In-Service Training – County still evaluating SEIU’s proposal.

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 – County proposes CCI

From: SCCo To SEIU-APT May 24, 2023
This proposal includes all previous proposals unless specifically modified herein.
All TAs subject to ratification by the BOS.
New language is underlined.
Deleted language is struck through.
Current contract language is CCL.

E.2628 – Board of Pharmacy Specialties Exam & Recertification – County counter-proposes CCL in response to SEIU’s proposal.

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 – County proposes CCL.

E.2830 – Split Codes – County proposes CCL.

E.2934 – Work Out of Classification – County proposes CCL.

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

E.3133 – Respiratory Care Practitioner Relief Supervisor Duties – County counter-proposes CCL in response to SEIU’s proposal.

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 – County proposes CCL.

In response to SEIU’s proposals, the County rejects adding the following proposals:

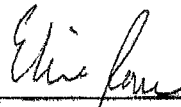
**Marriage & Family Therapist I/II and Psychiatric Social Worker Licensure Incentive
Public Guardian Minimum Visitation**

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

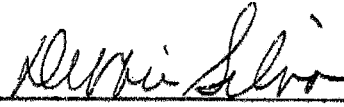
The County of Santa Clara and SEIU Local 521 have agreed to the following:

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.~~

