

County of Santa Clara Proposal No. 3 to SEIU Local 521 – APT Unit
Dated: May 31, 2023, at 2:19pm

APPENDIX E – ADMINISTRATIVE, PROFESSIONAL, AND TECHNICAL UNIT

E.1 – Salaries

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

The County is holding to its May 24, 2023, proposal with the following changes:

Add Sterile Processing Technician I (S68)

Discussion still needed regarding the following:

Medical Social Worker I (Y04) (County proposal to move from SSU to APT)
Medical Social Worker II (Y03) (County proposal to move from SSU to APT)
Youth Engagement Specialist (D2O) (SEIU proposal to move from ATP to SSU)

Managed Care Intake Coordinator – VHP (D3F) (County is still evaluating SEIU proposal to move from APT to Clerical)

Hospital Clinical Psychologist (P9H) (County is still evaluating)

Hospital Clinical Psychologist-Neuropsychological Services (P9H) (County is still evaluating)

Employment Counselor (Y27) (SEIU considering making a proposal to move from APT to SSU)

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%

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.~~

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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 - Modified

a) The County agrees to a Career Incentive Program for the Public Defender Investigators. The biweekly differentials paid under this program will be a based on a percentage of the incumbent's salary flat rate as follows:

	Basic	Intermediate	Advanced
Public Defender Investigator I	<u>2.5%</u> \$88.91	<u>5%</u> \$178.76	<u>7.5%</u> \$268.61
Public Defender Investigator II	<u>2.5%</u> \$98.99	<u>5%</u> \$197.13	<u>7.5%</u> \$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 – TA CCL.

E.45 – Information Technology Training – TA CCL.

E.56 – Educational Leave Program - Training Program – Modified.

a) **Educational Leaves for LVNs, Psychiatric Technician I/IIs 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

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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

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- 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 proposes CCL

E.78 – Surgical. Technician Call Back Pay Option – TA CCL.

E.89 – LVN Practice Committee – TA CCL.

E.940 – Professional Pharmacy Practices Committee – TA CCL.

E.1011 – After-Hours Telephone Call Pay Discussion (need to leave open pending master contract negotiations outcome)

E.1142 – Educational Certification Maintenance – Assessor – TA CCL.

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E.1213 – 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.1314 – In-Service Training – TA CCL.

E.1415 – Education Reimbursement – TA CCL.

E.1516 – Alternately Staffed Community Worker Positions – TA CCL.

E.1617 – Differentials

1. **Central Permit Differential – TA 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 d., in response to SEIU's proposals.**

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- 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 – TA CCL.**
4. **Technology Services and Solutions (TSS) Department Night Shift Differentials – Modified (MSO with capitalization of TSS corrected).**
 - 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 – Modified.**

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 ~~two one~~ dollars (\$~~21~~.00) for each hour actually worked.
7. **BOE Advanced Appraiser's Certificate Differential: Appraiser Series – TA CCL.**
8. **Respiratory Care Practitioner Shift Differentials – Modified.**

Respiratory Care Practitioners and Respiratory Therapy Services Specialists assigned to the evening shift and night shift in accordance with the provisions of

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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 six ~~five~~ dollars (\$6.005.00) per hour for the night shift.

9. **BOE Assessment Analyst Certificate and Advanced Assessment Analyst Certificate Differentials: Property Transfer Examiner & Exemption Investigator – TA CCL.**

10. **Sr. Construction Inspector Class A instructor Certified Differential – TA CCL.**

11. **Deputy Public Guardian Conservator/Estate Administrator Differential – TA 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 (MICC)~~
Family Baby Unit (FBU)

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

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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 – TA CCL.**
14. **Therapy Certification Pay – Modified.**
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, Swallowing and Swallowing Disorders by the American Board of Swallowing and Swallowing Disorders. Certified Lymphedema Therapist by the Lymphology Association of North America

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(LANA) or any Clinical Specialist certification from the American Board of Physical Therapy Specialties (ABPTS).

Employees who have the Neuro-Developmental Treatment in Adult with Hemiplegia (NDT) from Neuro-Developmental Treatment Association (NDTA) certification on June 25, 2023, will be eligible to continue receiving the annual compensation for that certification, provided they maintain their certification and comply with the verification requirements, below. No additional employees beyond those who have the Neuro-Developmental Treatment in Adult with Hemiplegia (NDT) from Neuro-Developmental Treatment Association (NDTA) certification on or before June 25, 2023 shall be eligible to receive the annual compensation for that certification.

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 – Modified.**
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 seventy-five cents (~~\$2.7500~~) 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 – TA to May 24, 2023, CP.**
17. **Neuropsychology Differential – TA to May 24, 2023, CP.**
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 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.
18. **Sterile Processing Certification Differential**
Incumbents in the classifications of Sterile Processing Technician I/II shall be compensated an additional one dollar (\$1.00) per hour after they obtain and maintain two (2) of the following three (3) certifications from either the Healthcare Sterile Processing Association (HSPA) or the Certification Board for Sterile Processing and Distribution, Inc. (CBSPD).

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Categories of Certifications:

- 1) HSPA - Certified Instrument Specialist, or CBSPD - Certified Instrument Specialist;
- 2) HSPA - Certified Endoscope Preprocessor, or CBSPD - Certified Flexible Endoscope Re-processor; and
- 3) HSPA - Certified healthcare Leader, or CSPM – Certified Sterile Processing Management

Employees can only count one certification from each of the three (3) categories listed above towards the two (2) certifications need to qualify for the additional pay. The incumbent employee is responsible for providing initial and ongoing evidence of obtaining and maintaining the two (2) certifications to their respective SPD Manager. Payment will begin as soon as practicable after the incumbent employee provides evidence.

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
Marriage & Family Therapist and Psychiatric Social Worker Series – Locked Facility Retention Differential

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

Diagnostic Imaging Technologist I, (DIT I) DIT II – Mammography Float Differential
CalAIM Billing Differential
Licensed Vocational Nurse Charge Nurse Duties Differential

E.1748 – Sterile Processing Technician Training and Education – TA CCL.

E.1849 – County Communications - Health and Wellness – TA CCL.

E.20 – Children's Counselor Training Agreement to delete section per SEIU proposal dated May 19, 2023.

E.1924 – Dietetic Technician Meal Allowance – TA CCL.

E.2022 – Liability Protection – TA CCL.

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

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

E.2325 – Lead Differential

a) Lead Role – TA CCL.

b) Lead Rotation – TA CCL.

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 – TA CCL.

3. Behavioral Health Lead Differential – TA CCL.

4. Child Support Specialist Lead Pay – TA CCL.

5. Deputy Public Guardian Conservator Lead Differential – TA CCL.

6. Diagnostic Imaging Technologist I Lead Differential – TA CCL.

7. Diagnostic Imaging Technologist II Lead Differential – County counter-proposes MSO language.

~~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.~~

Incumbents in the Associate Cardiovascular Interventional Technologist, Cardiovascular Interventional Technologist, or Interventional Radiology Technologist classifications when assigned as the team leader, shall be compensated approximately five (5%) above the employee's salary range and step.

8. Employment Counselor Lead Differential – County proposes CCL.

9. Estate Administrator Lead Differential – TA CCL.

10. Estate Property Technician Lead Differential – TA CCL.

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11. **Forensic Chemist Differential – Agreement to delete section per May 25, 2023, Union proposal. Position was abolished.**
12. **Forensic Pathology Technician Lead Differential – TA CCL.**
13. **Hazardous Materials Technician Lead – TA 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 – TA CCL.**
16. **Magnetic Resonance Imaging Technologist Differential – TA CCL.**
17. **Medical Examiner-Coroner Investigator – TA CCL.**
18. **Medical Laboratory Assistant III Lead Differential – TA 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 – TA CCL.**
21. **Payroll Audit Specialist Lead Differential – TA CCL.**
22. **Pharmacist Lead Differential – County evaluating section for changes but rejects adding Pharmacist Specialist to section.**
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 – TA CCL.**
24. **Property / Evidence Technician Lead Differential – County counter-proposes CCL in response to SEIU's 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 – TA CCL.**
26. **Public Defender Investigator II Lead Differential – TA CCL.**
27. **Public Health Nutritionist Lead Differential – TA CCL.**
28. **Pulmonary Diagnostic Tech Lead Differential – TA CCL.**
29. **Rehabilitation Officer II Lead Differential – TA CCL.**

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30. **Respiratory Care Practitioner Lead Differential – Modified.**
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 (\$2.001.75) per hour over that specified for regular positions in this class.
31. **Sheriff Technician Lead Differential – TA CCL**
32. **Senior Paralegal Lead Differentials – TA CCL.**
33. **Sterile Processing Technician II Lead Pay – TA CCL.**
34. **Ultrasonographer II Lead Differential – TA CCL.**
35. **Urodynamic Technician Lead Differential – TA CCL.**
36. **Veteran Services Representatives II Lead Differential – TA to May 24, 2023, CP.**
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 – TA to May 24, 2023, CP.**
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.~~
38. **Emergency Room Technician Lead Differential**
When assigned by management to perform the full range of lead duties, up to nine (9) Emergency Room Technicians shall be paid a flat rate differential of one dollar (\$1.00) per hour for each hour actually worked.

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

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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 – TA CCL.**
- E.2628 – Board of Pharmacy Specialties Exam & Recertification – TA CCL.**
- E.2729 – Physician Assistant Professional Practice – TA CCL.**
- E.2830 – Split Codes – TA CCL.**
- E.2931 – Work Out of Classification – TA CCL.**
- E.3032 – Educational Certification Maintenance – MFT’s and PSW’s – TA CCL.**
- E.3133 – Respiratory Care Practitioner Relief Supervisor Duties – TA CCL.**
- E.3234 – Medical Staff Dues for Psychology Services – TA 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 – County still evaluating SEIU’s May 27, 2023, proposal.

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

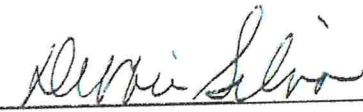
The County of Santa Clara and SEIU Local 521 have agreed to the following:

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.