

Negotiations between Service Employee International Union, Local 521 and  
 County of Santa Clara  
**Counter Proposal**  
**Administrative, Professional & Technical Unit Table**

DATE: 5/19/23  
 TIME: 11:40A

E.1	SALARIES	SEE ATTACHED
E.2	SALARY ALIGNMENTS	NO CHANGE – CCL
E.3	CAREER INCENTIVE PROGRAMS	UP 4/14/23
E.6	EDUCATIONAL LEAVE PROGRAM - TRAINING PROGRAM	UP 4/14/23
E.7	WEEKEND OFF PROVISION	UP 4/14/23
E.14	IN-SERVICE TRAINING	UP 4/14/23
E.17	DIFFERENTIALS	SEE ATTACHED
E.20	CHILDREN'S COUNSELOR TRAINING	TA TO DELETE
E.25	LEAD DIFFERENTIAL	SEE ATTACHED
E.26	PHARMACY IN-SERVICE TRAINING	UP 4/14/23
E.28	BOARD OF PHARMACY SPECIALTIES EXAM & RECERTIFICATION	UP 4/14/23
E.33	RESPIRATORY CARE PRACTITIONER RELIEF SUPERVISOR DUTIES	UP 4/14/23
E.35	*NEW* MARRIAGE & FAMILY THERAPIST I/II AND PSYCHIATRIC SOCIAL WORKER LICENSURE INCENTIVE	UP 4/14/23
E.36	*NEW* PUBLIC GUARDIAN MINIMUM VISITATION	UP 4/14/23

ALL OTHER ARTICLES NOT SPECIFICALLY MENTIONED ABOVE WILL BE NEGOTIATED AT A LATER DATE OR  
 WILL REMAIN AS UNION'S POSITION IN IT'S INITIAL PROPOSAL, NO CHANGE OR HAVE BEEN T.A.'D. UNION RESERVES  
 THE RIGHT TO MODIFY AND/OR AMEND IT'S PROPOSALS.



**APT Union Proposal – 5/19/23** *e 11/10/23*

**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	-	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
<del>C7A</del>		<del>ASSISTANT REAL ESTATE AGENT</del>
G5H	1	ASSOCIATE APPLICATION DEVELOPER
<del>V1K</del>		<del>ASSOCIATE BIOLOGIST/STANDARDS SPECIALIST</del>
R2V		ASSOCIATE CARDIOVASCULAR INTERVENTIONAL TECHNOLOGIST
C5F		ASSOCIATE COMMUNICATIONS OFFICER
X33	-	ASSOCIATE CHILDREN'S COUNSELOR
G1M		ASSOCIATE CYBER SECURITY SPECIALIST
B4U		ASSOCIATE DATABASE ADMINISTRATOR
E4H		ASSOCIATE ELECTRONIC RESOURCES LIBRARIAN
B6R		ASSOCIATE EMPLOYEE WELLNESS COORDINATOR
Y29		ASSOCIATE EMPLOYMENT COUNSELOR

Job Code	Prob Period	Job Classification
K7L		ASSOCIATE 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
G73		ASSOCIATE REAL ESTATE AGENT
V55		ASSOCIATE PRETRIAL SERVICES OFFICER
G2R		ASSOCIATE TEST ENGINEER
L26		ASSOCIATE TRANSPORTATION PLANNER
G2U		ASSOCIATE USER EXPERIENCE (UX) DESIGNER
B79	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
<del>S9H</del>		<del>CARDIAC SONOGRAPHER II</del>
S9G		CARDIAC SONOGRAPHER III
R4A		CARDIOPULMONARY REHABILITATION SPECIALIST
R2W		CARDIOVASCULAR INTERVENTIONAL TECHNOLOGIST
G89	-	CALL CENTER COORDINATOR
S96	-	CENTRAL SUPPLY ASSISTANT
R85		CHEST X-RAY TECHNICIAN
K64		CHIEF OF PARTY
R1B		CHILD LIFE SPECIALIST

Job Code	Prob Period	Job Classification
E86	1	CHILD SUPPORT OFFICER I
E85	1	CHILD SUPPORT OFFICER II
E90		CHILD SUPPORT SPECIALIST
X31	4	CHILDREN'S COUNSELOR
P85		CLINICAL AUDIOLOGIST
R21		CLINICAL DIETITIAN I
R2L		CLINICAL DIETITIAN II
R9A		CLINICAL NEUROPHYSIOLOGIC TECHNOLOGIST I
R99		CLINICAL NEUROPHYSIOLOGICAL TECHNOLOGIST II
P93	-	CLINICAL PSYCHOLOGIST
C2F		CLINICAL RESEARCH ASSISTANT I
C2E		CLINICAL RESEARCH ASSISTANT II
C2D		CLINICAL RESEARCH ASSOCIATE
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
K26		COMMUNICATIONS CABLE INSTALLER
G9M		COMMUNICATIONS CALL TAKER
G94	3	COMMUNICATIONS DISPATCHER I
G93	2	COMMUNICATIONS DISPATCHER II
G9A	2	COMMUNICATIONS DISPATCHER III
<del>E04</del>		<del>COMMUNITY OUTREACH SPECIALIST</del>
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

Job Code	Prob Period	Job Classification
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
R8D		DIAGNOSTIC IMAGING TECHNOLOGIST I – MAMMOGRAPHY
R88		DIAGNOSTIC IMAGING TECHNOLOGIST II
R8B		DIAGNOSTIC IMAGING TECHNOLOGIST II - COMPUTED TOMOGRAPHY
R8A		DIAGNOSTIC IMAGING TECHNOLOGIST II – MAMMOGRAPHY
R71		DIALYSIS TECHNICIAN
H65		DIETETIC TECHNICIAN
R3D		DOSIMETRIST
S34		EKG TECHNICIAN
<del>E4H</del>		<del>ELECTRONIC RESOURCES LIBRARIAN I</del>
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

Job Code	Prob Period	Job Classification
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
M22		FACILITIES MATERIALS COORDINATOR
K68		FIELD SURVEY TECHNICIAN I
K66		FIELD SURVEY TECHNICIAN II
M11		FLEET MAINTENANCE SCHEDULER
<del>R77</del>		<del>FORENSIC CHEMIST</del>
S25		FORENSIC PATHOLOGY TECHNICIAN
S26		FORENSIC PATHOLOGY TECHNICIAN TRAINEE
R44		GASTROENTEROLOGY TECHNICIAN
R45		GASTROENTEROLOGY TECHNICIAN TRAINEE
Y08		GENETIC COUNSELOR I
Y09		GENETIC COUNSELOR II
K7G		GEOGRAPHIC INFORMATION SYSTEMS (GIS) ANALYST
<del>K8D</del>		<del>GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN I</del>
K79		GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN II
R2M		GRADUATE INTERN PHARMACIST
W91	-	GRADUATE LIBRARIAN STUDENT-U
J46	-	GRAPHIC DESIGNER I
J45		GRAPHIC DESIGNER II
V2C		HAZARDOUS MATERIALS SPECIALIST I
V19		HAZARDOUS MATERIALS SPECIALIST II
V21		HAZARDOUS MATERIALS TECHNICIAN

Job Code	Prob Period	Job Classification
V2D		HAZARDOUS MATERIALS TRAINEE
J27		HEALTH EDUCATION ASSOCIATE
J26		HEALTH EDUCATION SPECIALIST
B6H		HEALTH PLANNING SPECIALIST II
P9B	-	HOSPITAL PSYCHOLOGICAL ASSISTANT
P9A		HOSPITAL CLINICAL PSYCHOLOGIST
P9H		HOSPITAL CLINICAL PSYCHOLOGIST-NEUROPSYCHOLOGICAL SERVICES
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
<del>V87</del>	-	<del>JUVENILE DEPENDENCY INVESTIGATOR</del>
C7C		LABOR STANDARDS INVESTIGATOR
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



Job Code	Prob Period	Job Classification
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
D50		MEDICAL TRANSLATOR
D52		MEDICAL TRANSLATOR TRAINEE
E33		MENTAL HEALTH COMMUNITY WORKER
D2J		MENTAL HEALTH PEER SUPPORT WORKER
<del>P15</del>	-	<del>MENTAL HEALTH PROGRAM SPECIALIST I</del>
S9S		MENTAL HEALTH WORKER
E60		MOBILE OUTREACH DRIVER
S3M		MONITOR TECHNICIAN
BQ3		MULTIMEDIA COMMUNICATIONS SPECIALIST
G2E		MULTIMEDIA TECHNICIAN
G46		NETWORK ENGINEER
G60		NETWORK ENGINEER ASSOCIATE
G2H		NETWORK/TELECOM TECHNICIAN

Job Code	Prob Period	Job Classification
P84	-	OBSTETRIC TECHNICIAN
R35		OCCUPATIONAL HEALTH CHEMIST
R1T		OCCUPATIONAL THERAPIST I
R1A		OCCUPATIONAL THERAPIST II
R12		OCCUPATIONAL THERAPIST III
R2D	-	OCCUPATIONAL THERAPY ASSISTANT I
R2C		OCCUPATIONAL THERAPY ASSISTANT II
G53	-	OFFICE AUTOMATION SYSTEMS COORDINATOR
P48		OPHTHALMIC TECHNICIAN
P47		OPTOMETRIST
R90		ORTHOPEDIC TECHNICIAN
V74		PARALEGAL
V7K		PARALEGAL – COUNTY COUNSEL
T31		PARKS INTERPRETER
T24		PARKS NATURAL RESOURCES PLANNER
T91		PARKS NATURAL RESOURCE PROGRAM COORDINATOR
T36		PARKS NATURAL RESOURCES TECHNICIAN
T23		PARKS OUTDOOR RECREATION COORDINATOR
T38		PARKS RANGEMASTER I
T37		PARKS RANGEMASTER II
T22	-	PARKS TRAINING COORDINATOR
T18	-	PARKS USE COORDINATOR
T20	-	PARKS VOLUNTEER COORDINATOR
S97	-	PATHOLOGY AIDE
S9P		PATIENT TRANSPORT COORDINATOR
<del>S9T</del>		<del>PATIENT TRANSPORTER</del>
C8B		PAYROLL AUDIT SPECIALIST
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 II
R97		PER DIEM DIAGNOSTIC IMAGING TECHNOLOGIST I

Job Code	Prob Period	Job Classification
S52		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 SYSTEMS SPECIALIST
R2S		PHARMACY DATA SPECIALIST – VALLEY HEALTH PLAN
R2K		PHARMACY TECHNICIAN LOCUM TENENS
R29		PHARMACY TECHNICIAN
R2K		PHARMACY TECHNICIAN LOCUM TENENS
R50		PHARMACY TECHNICIAN TRAINEE
J39		PHOTOGRAPHER
R69		PHYSICAL THERAPIST ASSISTANT I
R64		PHYSICAL THERAPIST ASSISTANT II
R1P		PHYSICAL THERAPIST I
R11		PHYSICAL THERAPIST II
R10		PHYSICAL THERAPIST III
S46		PHYSICIAN ASSISTANT – PRIMARY CARE
<del>S8A</del>		<del>PRE LICENSED PSYCHIATRIC TECHNICIAN</del>
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
X37		PROBATION TRANSPORTATION COORDINATOR

Job Code	Prob Period	Job Classification
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 SPECIALIST
V79		PUBLIC DEFENDER INVESTIGATOR I
V78		PUBLIC DEFENDER INVESTIGATOR II
E32		PUBLIC HEALTH ASSISTANT
S08		PUBLIC HEALTH NUTRITION ASSOCIATE
R24		PUBLIC HEALTH NUTRITIONIST
R36	-	<del>PULMONARY DIAGNOSTIC ASSISTANT</del>
R34	-	<del>PULMONARY DIAGNOSTIC TECHNOLOGIST</del>
G3L		QUALITY ASSURANCE ENGINEER
G99	-	<del>QUALITY ASSURANCE LIBRARIAN</del>
C97		QUALITY IMPROVEMENT COORDINATOR – MENTAL HEALTH SERVICES
<del>J2R</del>		<del>QUALITY IMPROVEMENT COORDINATOR PUBLIC HEALTH</del>
C07		QUALITY IMPROVEMENT COORDINATOR I- ALCOHOL & DRUG SERVICES
<del>C06</del>		<del>QUALITY IMPROVEMENT COORDINATOR II- ALCOHOL &amp; DRUG SERVICES</del>
R32		RADIATION THERAPIST
T11		RANGEMASTER I
T10		RANGEMASTER II
C73		REAL ESTATE AGENT
F34	-	<del>RECORDABLE DOCUMENT TECHNICIAN</del>
F35	-	<del>RECORDABLE DOCUMENT TECHNICIAN TRAINEE</del>
R3C		RECREATION COORDINATOR

Job Code	Prob Period	Job Classification
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
U6E		SHERIFF'S HELICOPTER PILOT
U9Z		SHERIFF'S PROTECTIVE SERVICES OFFICER
G73		SHERIFF'S TECHNICIAN
G9B	-	SOCIAL MEDIA/INTERNET COMMUNICATIONS SPECIALIST
G5G	2	SOFTWARE ENGINEER II
G5E	-	SOFTWARE ENGINEER IV
R1L		SPEECH LANGUAGE PATHOLOGIST I
R38		SPEECH LANGUAGE PATHOLOGIST II
R37		SPEECH LANGUAGE PATHOLOGIST III
D4P		SPIRITUAL SERVICES COORDINATOR
<del>V5H</del>		<del>SENIOR ANIMAL CONTROL OFFICER</del>
G1C		SENIOR APPLICATION ADMINISTRATOR
C4V	1	SENIOR APPRAISER
C79	4	SENIOR APPRAISER SCPTAP
C57	1	SENIOR AUDITOR APPRAISER
V1M		SENIOR BIOLOGIST/STANDARDS SPECIALIST
K43		SENIOR CADASTRAL MAPPING TECHNICIAN
V1F		SENIOR CEPA OPERATIONS AIDE
E88	2	SENIOR CHILD SUPPORT OFFICER

Job Code	Prob Period	Job Classification
X24	-	SENIOR CHILDREN'S COUNSELOR
S5D		SENIOR COMMUNICABLE DISEASE INVESTIGATOR
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
K18		SENIOR TELECOMMUNICATIONS TECHNICIAN
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
P73	-	SSA APPLICATION AND DEVELOPMENT SPECIALIST FOR EMPLOYMENT SERVICES I
P72	-	SSA APPLICATION AND DEVELOPMENT SPECIALIST FOR EMPLOYMENT SERVICES II
S68		STERILE PROCESSING TECHNICIAN I
S06		STERILE PROCESSING TECHNICIAN II
D8F		STUDENT INTERN – 521 LEVEL I

Job Code	Prob Period	Job Classification
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
G6S	-	SYSTEMS SOFTWARE ENGINEER I
G6T	-	SYSTEMS SOFTWARE ENGINEER II
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
H94	-	UNIT SUPPORT ASSISTANT
R86		URODYNAMIC TECHNICIAN
R63		UROLOGY CLINICAL COORDINATOR
G2T		USER EXPERIENCE (UX) DESIGNER
X83		VECTOR CONTROL COMMUNITY RESOURCE SPECIALIST
<del>X73</del>		<del>VECTOR CONTROL ECOLOGIST</del>
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

Job Code	Prob Period	Job Classification
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:**

JOB CODE	CLASSIFICATION	REALIGNMENT
T40	APPRAISER III	5%3%
L85	ASSISTANT PLANNER	10%6.5%
C74	ASSISTANT REAL ESTATE AGENT	5%3%
L84	ASSOCIATE PLANNER	10%6.5%
B79	AUDITOR APPRAISER III	5%3%
C35	BUYER ASSISTANT	9%5.5%
C33	BUYER I	9%5.5%
C32	BUYER II	9%5.5%
C31	BUYER III	9%5.5%
S9J	CARDIAC SONOGRAPHER I	10%8%
S9H	CARDIAC SONOGRAPHER II	10%8%
S9G	CARDIAC SONOGRAPHER III	10%8%
E86	CHILD SUPPORT OFFICER I	10%7.5%
E85	CHILD SUPPORT OFFICER II	10%6.5%
R21	CLINICAL DIETITIAN I	10%6.5%
R2L	CLINICAL DIETITIAN II	10%6.5%
G94	COMMUNICATIONS DISPATCHER I	5%3%
G93	COMMUNICATIONS DISPATCHER II	5%3%
G9A	COMMUNICATIONS DISPATCHER III	5%3%
E04	COMMUNITY OUTREACH SPECIALIST	10%6.5%
E07	COMMUNITY WORKER	10%6.5%
N31	CONSTRUCTION INSPECTOR	12%8.5%
V69	CRIMINALIST I	10%6.5%
V68	CRIMINALIST II	10%6.5%
V67	CRIMINALIST III	10%6.5%



JOB CODE	CLASSIFICATION	REALIGNMENT
R87	DIAGNOSTIC IMAGING TECHNOLOGIST I	10%7%
R8G	DIAGNOSTIC IMAGING TECHNOLOGIST I – CLINICAL INSTRUCTOR	10%7%
R8F	DIAGNOSTIC IMAGING TECHNOLOGIST I – COMPUTED TOMOGRAPHY & MAMMOGRAPHY	10%7%
R8C	DIAGNOSTIC IMAGING TECHNOLOGIST I – FLUOROSCOPY	10%7%
R8D	DIAGNOSTIC IMAGING TECHNOLOGIST I – MAMMOGRAPHY	12%10%
R8E	DIAGNOSTIC IMAGING TECHNOLOGIST I – CT	10%7%
R8B	DIAGNOSTIC IMAGING TECHNOLOGIST II – CT	10%9%
R3D	DOSIMETRIST	12%8.5%
V21	HAZARDOUS MATERIALS TECHNICIAN	15%14%
V2D	HAZARDOUS MATERIALS TRAINEE	6%
S93	HOSPITAL SERVICES ASSISTANT II	8%7%
R2X	INTERVENTIONAL RADIOLOGY TECHNICIAN	10%9%
C75	JUNIOR REAL ESTATE AGENT	5%3%
V4T	LEGAL PROCESS OFFICER	10%6.5%
E4H	ELECTRONIC RESOURCES LIBRARIAN	15%11.5%
J64	LIBRARIAN I	15%11.5%
J63	LIBRARIAN II	15%11.5%
S85	LICENSED VOCATIONAL NURSE	10%6.5%
R2E	MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST	12%
R6A	MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST – ANGIO	12%
R6C	MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST – CT	12%
P97	MARRIAGE & FAMILY THERAPIST I	15%12%
P96	MARRIAGE & FAMILY THERAPIST II	15%12%
H93	MEDICAL ASSISTANT	8%6.5%
R75	MEDICAL LABORATORY ASSISTANT I	10%7%
R74	MEDICAL LABORATORY ASSISTANT II	10%7%
R7F	MEDICAL LABORATORY ASSISTANT III	10%7%
E33	<del>MENTAL HEALTH COMMUNITY WORKER</del>	10%6.5%
D2J	MENTAL HEALTH PEER SUPPORT WORKER	10%6.5%
S9S	MENTAL HEALTH WORKER	10%6.5%
P84	OBSTETRIC TECHNICIAN	5%2%
R1T	OCCUPATIONAL THERAPIST I	15%11.5%
R1A	OCCUPATIONAL THERAPIST II	15%11.5%
R12	OCCUPATIONAL THERAPIST III	17%12%
R2D	OCCUPATIONAL THERAPY ASSISTANT I	7%
R2C	OCCUPATIONAL THERAPY ASSISTANT II	7%4%
S9T	PATIENT TRANSPORTER	8%5%
R3B	PER DIEM IR TECHNICIAN	10%9%

JOB CODE	CLASSIFICATION	REALIGNMENT
R2S	PHARMACY DATA SPECIALIST - VHP	7%2%
R1P	PHYSICAL THERAPIST I	15%11.5%
R11	PHYSICAL THERAPIST II	15%11.5%
R10	PHYSICAL THERAPIST III	17%12%
R69	PHYSICAL THERAPY ASSISTANT I	7%4%
R64	PHYSICAL THERAPY ASSISTANT II	7%4%
C65	PROPERTY TRANSFER EXAMINER	5%2.5%
Y42	PSYCHIATRIC SOCIAL WORKER I	15%12%
Y41	PSYCHIATRIC SOCIAL WORKER II	15%12%
S88	PSYCHIATRIC TECHNICIAN I	12%8.5%
S87	PSYCHIATRIC TECHNICIAN II	12%8.5%
P9E	PSYCHOLOGIST	4%3%
P9F	PSYCHOLOGIST - NEURO SERVICES	4%3%
R13	PSYCHOSOCIAL OCCUPATIONAL THERAPIST	7%4%
C97	QUALITY IMPROVEMENT COORDINATOR - MHS	7%3.5%
CO7	QUALITY IMPROVEMENT COORDINATOR I - ADS	7%3.5%
C06	QUALITY IMPROVEMENT COORDINATOR II - ADS	7%3.5%
R32	RADIATION THERAPIST	8.5%5%
T10	RANGEMASTER II	10%6.5%
C73	REAL ESTATE AGENT	5%3%
R1R	RECREATION THERAPIST I	12%8.5%
R1D	RECREATION THERAPIST II	12%8.5%
R1C	RECREATION THERAPIST III	14%11%
P76	REGISTERED DENTAL ASSISTANT	8%5%
P67	REHABILITATION COUNSELOR	10%6.5%
R15	RESPIRATORY CARE PRACTITIONER I	7.5%6.5%
R1S	RESPIRATORY CARE PRACTITIONER II	7.5%6.5%
R54	RESPIRATORY CARE SERVICES SPECIALIST	15%11.5%
C47	SENIOR APPRAISER	5%3%
C57	SENIOR AUDITOR APPRAISER	12%8%
G92	SENIOR COMMUNICATIONS DISPATCHER	5%3%
N32	SENIOR CONSTRUCTION INSPECTOR	12%8.5%
L83	SENIOR PLANNER	10%6.5%
R3P	SENIOR PSYCHOSOCIAL OCCUPATIONAL THERAPIST	7%4%
R1L	SPEECH & LANGUAGE PATHOLOGIST I	7%4%
R38	SPEECH & LANGUAGE PATHOLOGIST II	7%4%
R37	SPEECH & LANGUAGE PATHOLOGIST III	7%
S23	SURGICAL TECHNICIAN	5%4%
R48	THERAPY TECHNICIAN	12%10%
S6A	ULTRASONOGRAPHER I-A	10%7%
S6B	ULTRASONOGRAPHER I-B	10%7%
S6C	ULTRASONOGRAPHER I-C	10%7%
S9A	ULTRASONOGRAPHER II-A	12%10%

JOB CODE	CLASSIFICATION	REALIGNMENT
S9B	ULTRASONOGRAPHER II-B	<del>12%</del> 10%
S9C	ULTRASONOGRAPHER II-C	<del>12%</del> 10%
S9D	ULTRASONOGRAPHER II-D	<del>12%</del> 10%



## APT Union Proposal – 5/19/23

### E.17 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 Police Medical Dispatching and either, Medical or Fire call-taking 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 II's who are trained, certified and assigned by the Department to provide Emergency Law and either Medical or Fire call-taking and Dispatching and then, call-taking only services in the third community (Medical/Fire) shall receive a differential or approximately 5% above that specified for regular positions in this class for each shift actually worked.
- c. 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.
- d. Senior Communications Dispatchers when providing training on ~~protocol compliance, case review, Wildland Fire Resource Management and/or any associated software use~~, shall receive a differential of six dollars (\$6.00) per hour for all hours worked ~~including prep time, travel time, set up and tear down.~~
- e. Senior Communications Dispatchers who are certified and perform either Police, Fire or Medical Quality Assurance Case Review duties shall receive a differential of approximately five percent (5%) above that specified for regular positions in this class for each shift actually worked.
- b-f. Communications Dispatcher II's, III's or Senior Communications Dispatchers who successfully complete Wildland Fire Resource Management Software Training and maintain active participation and service shall receive a differential of approximately five percent

(5%) above that specified for regular positions in this class.

**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**

- a. **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.
- e.b. **Weekend Work Differential** When assigned to a assume full responsibility for the shift, Systems Administrator Technicians working the Saturday or Sunday day shifts, the evening shifts, or the nights shifts in Technology Services & Solutions shall be compensated five percent (5%) above the employee's range and step.

**4.5. Pharmacist Shift Differentials**

Pharmacists-, EPIC Pharmacy Informaticist, 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, EPIC Pharmacy Informaticist, 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).

**5.6. 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 five dollar (\$15.00) for each hour actually worked.

**67. 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.

6. \_\_\_\_\_

**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-ten dollars (\$5\_10.00) 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.~~ **31. 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 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:

i. 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

~~x. OR PACU~~

~~GI Suite~~

~~x. Each LVN and Hospital Services Assistant assigned to O'Connor  
Hospital will only float to O'Connor Hospital.~~

~~xi.~~

~~xi-xii. Each LVN and Hospital Services Assistant assigned to St. Louise  
Regional Hospital will only float within St. Louise Regional Hospital.~~

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**

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~~ one thousand dollars (\$6 1000.00) 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-Developmental Treatment Association (NDTA) for management of children with Cerebral Palsy and other Neuromuscular Disorders, Neuro-Integrative Functional Rehabilitation and Habituation from Neuro-IFRAH, Swallowing and Swallowing Disorders by the American Board of Swallowing and Swallowing Disorders, 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. Therapy Technician Differential**

Incumbents shall be paid an additional ten percent (10%) of the base hourly rate when assigned the full range of responsibility to individually configure, maintain, inspect, and inventory complex rehabilitation wheelchairs including but not limited to custom seating and positioning system and services.

**15.16. 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 that maintain competency in advanced biopsy and drainage procedures shall receive a differential of two five dollars (\$25.00) per hour above the regular salary rate for each hour actually worked when assigned and performing advanced biopsy and/or drainage duties.

**~~16.17. 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 five~~ dollars and fifty cents (~~\$54.500~~) 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.

**18. Diagnostic Imaging Charge Technologist Duties Differential**

A Diagnostic Imaging Technologist (DIT I – Fluoro, DIT I-CT, DIT I- Mammo, DIT I-CI) who is assigned as a charge technologist shall receive an additional two dollars and seventy-five cents (\$2.75) per hour.

19. **Imaging Technologist Shift Differentials**  
Diagnostic Imaging Technologist I (DIT I-Fluoro, DIT I-CT, DIT I-CI, DIT I-Mammo, Interventional Radiology Technologist, Magnetic Resonance Imaging, Ultrasonographer I, Ultrasonographer II) assigned to the evening shift and the 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, five dollars (\$5.00) per hour for the night shift, and five dollars (\$5.00) per hour for weekend shifts.
20. **Level One Trauma Center Differential**  
Diagnostic Imaging Technologist I - Fluoro, DIT I-CT, DIT I-CI, DIT - Mammo, Diagnostic Imaging Technologist II-CT, Magnetic Resonance Imaging Technologist and Interventional Radiology Technologist who are trained, maintain competency in providing highly specialized medical services to patients at Valley Medical Center (VMC) shall receive a differential of approximately five percent (5%) above that specified for regular positions in this class.
21. **Monitor Technician Preceptor Differential**  
Monitor Technician preceptor duties are assigned strictly on a voluntary basis; an incumbent in the class of Monitor Technician when voluntarily assigned as the shift preceptor shall receive an additional three dollar and fifty cents (\$3.50) per hour over that specified for regular positions in this class. "Precepting" includes training/teaching other staff or nursing students who are assigned a teaching rotation in Cardiac Monitoring and EKG rhythm interpretation.
22. **Diagnostic Imaging Certification Differential**  
Incumbents in DIT I, DIT II-Mammography, CT or MRI Angio who are certified by the American Registry of Radiologic Technologists in one of the advanced modalities shall receive a differential of three percent (3%) above the employee's salary range.
- ~~23. **Victim Witness Advocate (Animal Handler Differential)** Incumbents in the classification of Victim/Witness Advocate and Senior Victim/Witness Advocate shall be paid seventy-five dollars (\$75) biweekly when assigned as a service dog handler.~~
24. **Marriage & Family Therapist and Psychiatric Social Worker Series – Locked Facility Retention Differential**  
Permanent incumbents in the position of Marriage & Family Therapist I and Psychiatric Social Worker I, assigned to work in a locked facility listed below, shall be paid a differential of three dollars (\$3.00) per hour above the employee's rate of pay.

Permanent incumbents in the position of Marriage & Family Therapist II and Psychiatric Social Worker II, assigned to work in a locked facility listed below, shall be paid a differential of seven dollars (\$7.00) per hour above the employee's rate of pay.

a) The workplaces covered under this differential are the following:

1. Elmwood
2. Juvenile Hall
3. James Ranch
4. Main Jail
5. Psychiatric In Patient

**25. Diagnostic Imaging Technologist I (DIT I), DIT II – Mammography Float Differential**

Each DIT I and DIT II Mammography with the home base of Valley Medical Center, who is assigned to work throughout the Valley Health Center Clinics as outlined below shall be paid a differential of four (4%) above the employee's rate of pay:

- i. Valley Health Center Bascom
- i. Gilroy Clinic
- ii. Tully Clinic
- iii. Milpitas Clinic
- iv. Downtown Clinic
- v. East Valley Clinic
- i.vi. De Paul Health Center

Assignments shall be made in accordance with the Administrative Re-Assignment/Transfer Article 6.14. The parties shall be required to meet and confer should floating outside of the above-listed Clinics be necessary.

**26. Pharmacy Technician Certification Differential**

Pharmacy Technicians who are trained, certified, and assigned by the Department to provide specialized trained services shall be compensated with a differential at a rate of five dollars (\$5) per hour above the employee's regular rate of pay for each hour worked.

**27. Outpatient Pharmacy Purchasing Differential**

Incumbent Pharmacy Technicians assigned as an Outpatient Pharmacy Purchasing Technician shall be paid six dollars (\$6) per hour above the employee's regular rate of pay for each hour worked.

withdrawn  
5/19/23

~~**Surgical Technician Certification Differential**~~

Surgical Technicians who are certified by the Association of Surgical Technologists (AST) shall receive a differential of five percent (5%) above the employee salary range.

**28. Clinical Dietitian Certification Differential Pay**

Incumbent Clinical Dietitian I/II who are certified by the Commission on Dietetic Registration or the Certification Board for Diabetes and Diabetes Care and Education (CBDCE), or the International Board of Lactation Consultant Examiners or the National Board of Nutrition Support Certification (NBNSC) or Positive Discipline Association shall receive a differential of three percent (3%) above the employee's salary range.

**29. Neuropsychology Differential**

Incumbents Psychologists and Senior Psychologists who have completed recognized training in neuropsychology with the equivalent of two (2) years of experience in the study and practice of clinical neuropsychology and related neurosciences, shall be paid 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, assessing, diagnosing, treating and/or performing rehabilitation duties of patients across the lifespan with neurological, medical, neurodevelopmental, and psychiatric conditions, as well as other cognitive and learning disorders. This differential shall be assigned and paid in increments of not less than a pay period.

**30. Respiratory Care Practitioner Certification Differential**

Respiratory Care Practitioners I/II and Respiratory Therapy Service Specialists who are certified by the National Board of Respiratory Care shall receive a differential of five percent (5%) above the employee salary range.

**31. Library Assistant I/II Passport Agent Differential**

Incumbents in the classification of Library Assistant I/II shall be paid two dollars (\$2.00) per hour above the employee's salary range when assigned passport agent duties.

**32. Hazardous Materials Technician Contractor Supervision Differential**

An incumbent in the class of Hazardous Materials Technician at E.R.A, shall be compensated at approximately five percent (5%) above the employee salary range when assigned to the Consumer

and Environmental Protection Agency Household Hazardous Waste Division.

**33. CalAIM Billing Differential**

Incumbents in the classification of Rehabilitation Counsellor, Community Worker, Mental Health Peer Support Worker, Mental Health Worker, and Mental Health Community Worker who are certified to bill for CalAIM reimbursement shall be paid one hundred ten dollars (\$110) biweekly.

**34. Licensed Vocational Nurse Charge Nurse Duties Differential**

A Licensed Vocational Nurse who is assigned as a charge nurse shall receive an additional two dollars and fifty cents (\$2.50) per hour.

**35. Valley Homeless Health Care Plan Assignment Differential**

Licensed Vocational Nurses, Medical Assistants, Psychologists, Marriage and Family Therapists, Psychiatric Social Workers, Occupational Therapists, Community Workers, Mental Health Community Workers, Mobile Outreach Drivers, and Community Outreach Specialists assigned to VHHP response shall be compensated appropriately seven percent (7%) above the employee's salary range.

*@ 11/14/23*

**E.25 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.

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1. ~~**Agricultural Biologist Lead Differential**~~

~~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.~~

2.1. **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.

3.2. **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:

- a. 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.

**4.3. 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.

**5.4. 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.

**6.5. 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.

**7.6. Diagnostic Imaging Technologist II - Interventional Radiology and Cardiac Catheter Lab 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. Incumbents in the Interventional Radiology Technologist, Associate Cardiovascular Interventional Technologist, or Cardiovascular Interventional Technologist classification when assigned as the team leader, shall be ~~compensated at one full salary range (approximately five~~ percent (5%) above the employee's salary range and step higher than that specified for regular positions in this classification.

**8.7. 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.

**9.8. 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.

**40-9. 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.

**44-10. 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.

**42-11. 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.

**43-12. 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.

**44-13. 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~~ approximately five percent (5%) higher than the employee's salary range as the total premium payment for each hour worked.

~~**45-14. 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 approximately five percent (5%) ~~at the rate of one dollar and fifty cents (\$1.50)~~ above the worker's wage for each hour actually worked.

**46-15. 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.

**47.16. 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.

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

**49.18. 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.

**20.19. 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.

**24.20. Pharmacist Lead Differential**

~~When assigned to perform a full range of lead duties, sixteen~~ (16) Pharmacist positions, which includes Pharmacist, Pharmacist Specialist, and Epic Pharmacy Informaticist classifications, may be paid a differential of approximately 5% of Step 3 for hours worked.

**22.21. 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.

**23-22. 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~~ eighty-three cents (\$1.683) higher than that specified for regular positions in this classification.

**24-23. 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.

**25-24. 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.~~

**~~26-25. 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.~~

**27-26. 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.

**28-27. 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.

**29-28. 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~~) five percent (5%) per hour over that specified for regular positions in this class.

**30-29. 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.

**31-30. 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.

~~a) 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.~~

**32-31. 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.

**33-32. 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.

**34.33. 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.

**35.34. 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.

**36. ~~Senior Biologist/Standards Specialist, Weights and Measures Inspector III Lead Differential~~**

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

**35. Pharmacy Data Specialist Lead Differential**

When assigned the full range of lead duties, one incumbent Pharmacy Data Specialist shall be compensated at the rate of five percent (5%) higher than specified for regular positions in the classification.

