

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

DATE: 5/25/23
 TIME: 3:00pm

E.1	SALARIES	SEE ATTACHED
E.2	SALARY ALIGNMENTS	NO CHANGE - CCL
E.3	CAREER INCENTIVE PROGRAMS	UP 4/14/23
E.4	PUBLIC DEFENDER INVESTIGATOR OVERTIME WORK...	CCL - TA
E.5	INFORMATION TECHNOLOGY TRAINING	CCL - TA
E.6	EDUCATIONAL LEAVE PROGRAM - TRAINING PROGRAM	UP 4/14/23
E.7	WEEKEND OFF PROVISION	CCL - TA
E.8	SURGICAL TECHNICIAN CALL BACK...	CCL - TA
E.9	LVN PRACTICE COMMITTEE	CCL - TA
E.10	PROFESSIONAL PHARMACY PRACTICES COMMITTEE	CCL - TA
E.11	AFTER-HOURS TELEPHONE CALL PAY	NO CHANGE - CCL
E.12	EDUCATIONAL CERTIFICATION MAINTENANCE...	CCL - TA
E.13	EDUCATIONAL RELEASE TIME	UP 4/14/2023
E.14	IN-SERVICE TRAINING	CCL - TA
E.15	EDUCATIONAL REIMBURSEMENT	CCL - TA
E.16	ALTERNATIVELY STAFFED COMMUNITY WORKER...	CCL - TA
E.17	DIFFERENTIALS	SEE ATTACHED
E.18	STERILE PROCESSING TECHNICIAN TRAINING...	CCL - TA
E.19	COUNTY COMMUNICATIONS - HEALTH & WELL...	CCL - TA
E.20	CHILDREN'S COUNSELOR TRAINING	TA TO DELETE
E.21	DIETETIC TECHNICIAN MEAL...	CCL - TA
E.22	LIABILITY PROTECTION	CCL - TA
E.23	DEPARTMENTS OF BEHAVIORAL HEALTH...	CCL - TA
E.24	ALTERNATIVELY STAFFED DIAGNOSTIC IMAGING...	CCL - TA
E.25	LEAD DIFFERENTIAL	SEE ATTACHED
E.26	PHARMACY IN-SERVICE TRAINING	SEE ATTACHED
E.27	PHARMACY SPECIAL ASSIGNMENT	CCL - TA
E.28	BOARD OF PHARMACY SPECIALTIES EXAM...	CCL - TA
E.29	PHYSICIAN ASSISTANT PROFESSIONAL...	CCL - TA

E.30	SPLIT CODES	CCL – TA
E.31	WORK OUT OF CLASSIFICATION	CCL – TA
E.32	EDUCATIONAL CERTIFICATION MAINTENANCE...	CCL – TA
E.33	RESPIRATORY CARE PRACTITIONER RELIEF SUPERVISOR...	CCL - TA
E.34	MEDICAL STAFF DUES...	CCL - TA
E.35	*NEW* MARRIAGE & FAMILY THERAPIST I/II AND PSYCHIATRIC SOCIAL WORKER LICENSURE INCENTIVE	UP 4/14/23
	NEW PUBLIC GUARDIAN MINIMUM VISITATION	WITHDRAWN
SIDELETTER	COUNTY COMMUNICATIONS CRITICAL INCIDENT/ CATASTROPHIC LEAVE	TA TO CONTINUE
SIDLETTER	VMC & CLINICS LNV & HSA FLOAT DIFFERENTIAL	NO CHANGE - CONTINUE
SIDELETTER	*NEW* PUBLIC GUARDIAN MINIMUM VISITATION	SEE ATTACHED

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 – 5/25/23

E.1 Salaries

Salaries shall be identified by job code on the salary table (Appendix A): Union Agrees to Classification Table from CP 5/24/2023 with the exception of the following:

Job Code	Prob Period	Job Classification
Y27		EMPLOYMENT COUNSELOR CONSIDERING UNIT MODIFICATION
P9A		HOSPITAL CLINICAL PSYCHOLOGIST
P9H		HOSPITAL CLINICAL PSYCHOLOGIST-NEUROPSYCHOLOGICAL SERVICES
D3F		MANAGED CARE INTAKE COORDINATOR-VHP TO CLERICAL UNIT
S68		STERILE PROCESSING TECHNICIAN I
D2O		YOUTH ENGAGEMENT SPECIALIST TO SSU

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%7.5%
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%

JOB CODE	CLASSIFICATION	REALIGNMENT
V67	CRIMINALIST III	10%6.5%
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	MENTAL HEALTH COMMUNITY WORKER	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%
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	12%10%
S9C	ULTRASONOGRAPHER II-C	12%10%
S9D	ULTRASONOGRAPHER II-D	12%10%

APT Union Proposal – 5/25/23

E.17 Differentials

1. Central Permit Differential - CCL

...

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.

~~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 of approximately 5% above that specified for regular positions in this class for each shift actually worked. **WITHDRAWN**~~

- 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.

~~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. **WITHDRAWN**~~

- c. ~~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.d. ~~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 - CCL

...

4. **Technology Services and Solutions (TSS) Department Shift Differential**
 - 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.
 - a.b. ~~**Weekend Work Differential**~~—When assigned to a assume full responsibility for the shift, one (1) 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.
5. **Pharmacist Shift Differentials – WITHDRAWN - CCL**
...
6. **Pharmacy Technician Advanced Admixture Duties Differential - HOLD**
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.
7. **BOE Advanced Appraiser's Certificate Differential: Appraiser Series - CCL**
...
8. **Respiratory Care Practitioner Shift Differentials - HOLD**
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 – CCL**
...
10. **Sr. Construction Inspector Class A Instructor Certified Differential - CCL**
...
11. **Deputy Public Guardian Conservator/Estate Administrator Differential – CCL**
...
12. **LVN/HSA Float Differential – HOLD Pending Discussion**
 - 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

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

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 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

- 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 - CCL**

...

14. **Therapy Certification Pay - HOLD**

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 - HOLD**

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.

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 fivethree dollars and fifty cents (\$25.003.50) per hour above the regular salary rate for each hour actually worked when assigned and performing advanced biopsy and/or drainage duties.
17. **Diagnostic Imaging Technologist I Lightroom Coordinator Duties Differential – Union Agrees to CP 5/24/23**
18. **Level One Trauma Center Differential - HOLD**
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.
19. **Victim Witness Advocate (Animal Handler Differential) - HOLD**
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.
20. **Marriage & Family Therapist and Psychiatric Social Worker Series – Locked Facility Retention Differential - HOLD**
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

21. Diagnostic Imaging Technologist I (DIT I), DIT II – Mammography Float Differential - HOLD

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 San Jose Basecom
- i. Gilroy Clinic
- ii. Tully Clinic
- iii. Milpitas Clinic
- iv. Downtown Clinic
- v. East Valley Clinic
- i.vi. De-PaulValley Health Center Morgan Hill

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.

22. Pharmacy Technician Certification Differential - HOLD

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.

23. Outpatient Pharmacy Purchasing Differential - HOLD

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.

24. Neuropsychology Differential – Union Agrees to CP 5/24/23

25. Respiratory Care Practitioner Certification Differential - HOLD

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.

26. CalAIM Billing Differential - HOLD

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.

27. Licensed Vocational Nurse Charge Nurse Duties Differential - HOLD

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

Diagnostic Imaging Charge Technologist Duties Differential - WITHDRAWN

Imaging Technologist Shift Differentials - WITHDRAWN

Monitor Technician Preceptor Differential - WITHDRAWN

Diagnostic Imaging Certification Differential - WITHDRAWN

Surgical Technician Certification Differential - WITHDRAWN

Clinical Dietitian Certification Differential Pay - WITHDRAWN

Library Assistant I/II Passport Agent Differential - WITHDRAWN

**Hazardous Materials Technician Contractor Supervision Differential -
WITHDRAWN**

Valley Homeless Health Care Plan Assignment Differential - WITHDRAWN

APT Union Proposal – 5/25/2023

E.25 Lead Differential

a) Lead Role - CCL

...

b) Lead Rotation - CCL

...

c) Lead Differentials

Lead differentials are listed alphabetically by classification.

~~1. Agricultural Biologist Lead Differential – Union Agrees to Delete~~

~~2.1. Anesthesia Technician Lead Differential - CCL~~

...

~~3.2. Behavioral Health Lead Differential - CCL~~

...

~~4.3. Child Support Specialist Lead Pay - CCL~~

...

~~5.4. Deputy Public Guardian Conservator Lead Differential - CCL~~

...

~~6.5. Diagnostic Imaging Technologist I Lead Differential - CCL~~

...

~~7.6. Diagnostic Imaging Technologist II Interventional Radiology and Cardiac Catheter Lab Lead Differential – HOLD – See MSO~~

~~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 – HOLD Pending Possible Unit Modification~~

~~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 - CCL~~

...

~~10.9. Estate Property Technician Lead Differential - CCL~~

...

~~11. Forensic Chemist Differential~~

~~When assigned the full range of lead responsibilities, one Forensic~~

Chemist position in Santa Clara Valley Medical Center shall be compensated with a differential at the flat rate of ninety five cents (\$0.95) for each hour actually worked.

~~42-10.~~ **Forensic Pathology Technician Lead Differential - CCL**

...

~~43-11.~~ **Hazardous Materials Technician Lead - CCL**

...

~~44-12.~~ **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 two dollars and fifty cents (\$2.50)~~ as the total premium payment for each hour worked.

~~45-13.~~ **Library Assistant I/II Electronic Resources Duties Differential – WITHDRAWN - CCL**

...

~~46-14.~~ **Magnetic Resonance Imaging Technologist Differential - CCL**

...

~~47-15.~~ **Medical Examiner-Coroner Investigator - CCL**

...

~~48-16.~~ **Medical Laboratory Assistant III Lead Differential - CCL**

...

~~49-17.~~ **Obstetric Technician Lead Differential - CCL**

...

~~20-18.~~ **Payroll Audit Specialist Lead Differential - CCL**

...

~~21-19.~~ **Pharmacist Lead Differential**

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

~~22-20.~~ **Pretrial Services Officer II (V41) Lead Differentials - CCL**

...

~~23-21.~~ **Property / Evidence Technician Lead Differential - HOLD**

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.

~~24-22.~~ **Protective Services Officer Lead Differential - CCL**

...

~~25-23.~~ **Public Defender Investigator II Lead Differential - CCL**

...

~~26-24.~~ **Public Health Nutritionist Lead Differential - CCL**

...
~~27-25.~~ **Pulmonary Diagnostic Tech Lead Differential - CCL**

...
~~28-26.~~ **Rehabilitation Officer II Lead Differential - CCL**

~~29-27.~~ **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%)~~ three dollars (\$3.00) per hour over that specified for regular positions in this class.

~~30-28.~~ **Sheriff Technician Lead Differential - CCL**

...
~~31-29.~~ **Senior Paralegal Lead Differentials - CCL**

...
~~32-30.~~ **Sterile Processing Technician II Lead Pay - CCL**

...
~~33-31.~~ **Ultrasonographer II Lead Differential - CCL**

...
~~34-32.~~ **Urodynamic Technician Lead Differential - CCL**

...
~~35-33.~~ **Veteran Services Representatives II Lead Differential – Union Agrees to CP 5/24/23**

~~36.~~ ~~Senior Biologist Standards Specialist, Weights and Measures Inspector Lead Differential - Union Agrees to date~~
HOLD

~~34.~~ **Pharmacy Data Specialist Lead Differential - HOLD**

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.

Monitor Technician Lead Differential – Union Agrees to CP 5/24/23

Still evaluating Medical Social Worker II Lead Differential as a part of unit modification.

APT Union Proposal – 5/25/23

E.26 – Pharmacy In-Service Training

Pharmacists:

The Pharmacy Department will provide each Pharmacist, and Pharmacist Specialist, and Epic Pharmacy Informaticist with a minimum of four (4) two (2) hours quarterly or sixteen (16) eight (8) hours annually of formal work in-service training per fiscal year on County time for the term of the agreement. The training may be in a group setting, e-learning or other appropriate teaching format on any of the following topics related to professional pharmacist practice, any business or practice model changes, skills and knowledge update and/or refresher courses on disease management.

The Technology Services and Solutions Department will arrange a minimum of four (4) hours quarterly or sixteen (16) hours annually of formal work in-service training per fiscal year on County time for the term of the agreement for each Epic Pharmacy Informaticist. The training may be in a group setting, e-learning, or other appropriate teaching format on any of the following topics related to professional pharmacist practice, any business or practice model changes, skills and knowledge update and/or refresher courses on disease management.

Pharmacy Technicians:

The Pharmacy Department will provide each Pharmacy Technician with a minimum of four (4)2 hours quarterly or sixteen (16)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.