

A Proposal 5/25/23 @ 2:39pm
Cover Sheet

Section/Article	Title	T/A Date
D.1	Salaries	
D.2	Environmental Services - SCVHHS Vacancies	5/3/2023
D.3	Training and Development	
	a Career Development Advancement	
	b Blue Collar Career Development and Education	
	Automotive Attendant and Fleet Services Assitant	
	c Mechanic Training	
	d County Communications Technical Division Training	5/3/2023
	e Park Services Attendant Training	
	f Offset Press Operator Training	
	g Heavy Road Equipment Training	
	h Animal Control Officer Training	5/17/2023
	i Production Graphics Training	5/3/2023
	j Vector Control Training Committee	
	k Telecommunications Training	5/19/2023
	l Biomedical and Medical Equipmnet Repair Training	5/19/2023
	m Electronic Repair Technician	5/3/2023
	n Time Off for Career Advancement	
	o Janitor Training for SCVMC System	
	p Fleet Service Class A/B Training	
D.4	Miscellaneous	
	a Tool Allowance	
	b Dietetic Assistant Meals	5/3/2023
	c After-Hours Telephone Call Pay	5/19/2023
	d County Email and Correspondence and Computer Use	
D.5	Seniority/Promotional Program	
	a Purpose	5/3/2023
	b Definitions	5/3/2023
	c Vacancies within Promotional Classes	5/3/2023
	d Classes Covered	
	e no title	
D.6	Differentials	
	a Animal Transport Differential	5/10/2023
	b Automotive Services Excellence (ASE) Certification	

	c Biomedical Equipment Technician Lead Differential	5/19/2023
	d Class A/B Commercial Driver License Training	
	e Crew Lead Differential	
	f Custody Support Assistant Lead Differential	
	g Electronic Repair Technician Lead Differential	
	h Fleet Services Mechanic Class A Differential	
	Fleet Parts Coordinator & Emergency Installer Lead	
	i Differential	
	Food Service Worker-Correction Extended Lead	
	j Differential	
	k Gardener Lead Differential	5/3/2023
	l Janitorial Project Team Crew Differential	
	m Janitors-Retort Differential	
	n Kennel Attendant Lead Differential	
	o Lead Auto Mechanic Differential	5/3/2023
	p Lead Fleet Services Mechanic Differential	
	q Lead Baker Differential	5/3/2023
	r Lead Janitor Differential	
	s Lead Laundry Worker II Differential	5/10/2023
	t Lead Stock Clerk Differential	
	u Offset Press Operator I	5/3/2023
	v Pesticide Recommendation Differential	5/3/2023
	Road Maintenance Worker III Dual Function/Lead	
	w Differential	5/3/2023
	Road Maintenance III/ Road Maintenance Work IV	
	x Welding Differential	
	Road Maintenance Worker IV Dual Function	
	y Differential	5/3/2023
	z Stationary Engineer Differential	5/3/2023
	aa Stock Clerk Bulk Storage Differential	
	aa Park Service Attendant Lead Differential	5/3/2023
	bb Water Treatment Certification Stipend	5/3/2023
	ERT Badges and Supervisor Duties and Security	
	cc Applications/Networking	
	dd Electronic Repair Technician Fire/Life Safety Systems	
	ee Electronic Repair Technician Project Lead	
	ff Road Maintenance Worker III Class A License	
	gg Cook/Correctional Cook Lead	
	hh Materials Warehouse Handler Lead Differential	
	Senior Electrical/Electronic Repair Technician and	
	ii Electrical/Electronic Technician	
D.7	Work Out of Class	5/10/2023
	a Electrical/Electronic Technician	5/3/2023
	b Laundry Worker I	5/10/2023

Sideletter	Parks & Rec Maintneance workers AWH	
Sideletter	Parks & Rec PSA pilot	

County Proposal #3 to SEIU May 25, 2023
Appendix D Blue Collar Unit

@ 9:39 pm

D.1 – Salaries- County not in agreement with UP dated 4/14/23. County Modifies CP dated 5/17/23.

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

Job Code	Job Title
T90	AIRPORT OPERATIONS WORKER
V57	ANIMAL CONTROL OFFICER
<u>V58</u>	<u>ANIMAL SERVICE ASSISTANT</u>
<u>N95</u>	<u>ASSISTANT CHIEF ENGINEER</u>
<u>K06</u>	<u>ASSOCIATE BIOMEDICAL ENGINEERING TECHNICIAN</u>
L36	ASSOCIATE COMMUNICATION SYSTEMS TECHNICIAN
K13	ASSOCIATE TELECOMMUNICATIONS <u>SYSTEMS</u> TECHNICIAN
M33	AUTO BODY REPAIR SHOP FOREPERSON
M24	AUTOMOTIVE ATTENDANT
M19	AUTOMOTIVE MECHANIC
H63	BAKER
<u>K03</u>	<u>BIOMEDICAL ENGINEERING TECHNICIAN</u>
F91	BINDERY WORKER I
F90	BINDERY WORKER II
K06	BIOMEDICAL EQUIPMENT TECHNICIAN I
K03	BIOMEDICAL EQUIPMENT TECHNICIAN II
M45	BUILDING SYSTEMS MONITOR
K26	COMMUNICATIONS CABLE INSTALLER
L37	COMMUNICATION SYSTEMS TECHNICIAN

Job Code	Job Title
<u>H59</u>	<u>COOK</u>
H60	COOK I
H59	COOK II
<u>H61</u>	<u>CORRECTIONAL COOK</u>
G74	CUSTODY SUPPORT ASSISTANT
E49	DAY CARE CENTER AIDE
H64	DIETETIC ASSISTANT
G7E	ELECTION SYSTEMS TECHNICIAN I
G7D	ELECTION SYSTEMS TECHNICIAN II
G88	ELECTRICAL STOREKEEPER
K93	ELECTRICAL/ELECTRONIC ASSISTANT
K92	ELECTRICAL/ELECTRONIC TECHNICIAN
K94	ELECTRONIC REPAIR TECHNICIAN
M28	EMERGENCY VEHICLE EQUIPMENT INSTALLER
M20	FACILITIES MAINTENANCE REPRESENTATIVE
M22	FACILITIES MATERIALS COORDINATOR
M11	FLEET MAINTENANCE SCHEDULER
M26	FLEET PARTS COORDINATOR
M18	FLEET SERVICES ASSISTANT MECHANIC
M17	FLEET SERVICES MECHANIC
M14	FLEET SERVICES MODIFICATION MECHANIC
H68	FOOD SERVICE WORKER-CORRECTION
H67	FOOD SERVICE WORKER I
H66	FOOD SERVICE WORKER II

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Page 2 of 25

Job Code	Job Title
H28	GARDENER
M48	GENERAL MAINTENANCE MECHANIC I
M47	GENERAL MAINTENANCE MECHANIC II
M56	GENERAL MAINTENANCE MECHANIC III
N96	HOSPITAL STATIONARY ENGINEER
N94	INSTITUTIONAL MAINTENANCE ENGINEER
H18	JANITOR
V58	KENNEL ATTENDANT
H86	LAUNDRY WORKER I (see package proposal)
H84	LAUNDRY WORKER II (see package proposal)
<u>G8H</u>	<u>MATERIALS SUPPLY SPECIALIST</u>
K19	MEDICAL EQUIPMENT REPAIRER
E28	MESSENGER DRIVER
M49	OCCUPATIONAL THERAPY TECHNICIAN
F81	OFFSET PRESS OPERATOR I
F80	OFFSET PRESS OPERATOR II
F85	OFFSET PRESS OPERATOR III
G66	OPERATING ROOM STOREKEEPER
T13	PARK <u>HEAVY</u> EQUIPMENT OPERATOR
T95	PARK MAINTENANCE CRAFTS WORKER
T93	PARK MAINTENANCE CREW CHIEF
T17	PARK MAINTENANCE WORKER I
T16	PARK MAINTENANCE WORKER II
T32	PARK SERVICES ATTENDANT

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Page 3 of 25

Job Code	Job Title
T1C	PARKS TRAIL SPECIALIST
M38	PARKING LOT CHECKER
M35	PARKING PATROL COORDINATOR
F26	PRINT-ON-DEMAND OPERATOR
F82	PRODUCTION GRAPHICS TECHNICIAN
M3A	RECORDS RETENTION DRIVER
N43	RESIDENT ROAD MAINTENANCE WORKER III
N41	RESIDENT ROAD MAINTENANCE WORKER IV
N69	ROAD DISPATCHER
N61	ROAD OPERATIONS <u>MAINTENANCE</u> SUPERVISOR
N66	ROAD MAINTENANCE WORKER II
N65	ROAD MAINTENANCE WORKER III
N64	ROAD MAINTENANCE WORKER IV
T07	SEASONAL PARK WORKER
K01	SENIOR BIOMEDICAL EQUIPMENT TECHNICIAN
K20	SENIOR COMMUNICATION SYSTEMS TECHNICIAN
K91	SENIOR ELECTRICAL/ELECTRONIC TECHNICIAN
K18	SENIOR TELECOMMUNICATIONS TECHNICIAN
N95	SENIOR HOSPITAL STATIONARY ENGINEER
T27	SENIOR PARK MAINTENANCE WORKER
G76	SENIOR WAREHOUSE MATERIALS HANDLER
N63	SIGN SHOP TECHNICIAN
N96	STATIONARY ENGINEER
<u>N93</u>	<u>STATIONARY ENGINEER – FACILITIES AND FLEET</u>

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Page 4 of 25

Job Code	Job Title
G82	STOCK-CLERK
G81	STOREKEEPER
L35	TELECOMMUNICATIONS TECHNICIAN
N80	TRAFFIC PAINTER I
N79	TRAFFIC PAINTER II
N78	TRAFFIC PAINTER III
H17	UTILITY WORKER
X78	VECTOR CONTROL TECHNICIAN I
X77	VECTOR CONTROL TECHNICIAN II
X76	VECTOR CONTROL TECHNICIAN III
X79	VECTOR CONTROL TRAINEE
M25	VEHICLE USE COORDINATOR
G77	WAREHOUSE MATERIALS HANDLER

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JOB CODE	CLASSIFICATION	REALIGNMENT
T90	AIRPORT OPERATIONS WORKER	2.24%
V57	ANIMAL CONTROL OFFICER	1.44%
W57	ANIMAL CONTROL OFFICER-U	1.44%
K13	ASSOC TELECOMMUNICATIONS TECH	0.45%
L36	ASSOCIATE COMM SYSTEMS TECH	0.45%
M24	AUTOMOTIVE ATTENDANT	3.22%
Z24	AUTOMOTIVE ATTENDANT-U	3.22%

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Page 5 of 25

H63	BAKER	1.06%
F91	BINDERY WORKER I	4.18%
F90	BINDERY WORKER II	3.16%
K06	BIOMEDICAL EQUIPMENT TECH I	3.00%
K03	BIOMEDICAL EQUIPMENT TECH II	3.00%
M45	BUILDING SYSTEMS MONITOR	1.39%
H60	COOK I	3.16%
Q6T	COOK I - U	3.16%
H59	COOK II	2.64%
G74	CUSTODY SUPPORT ASSISTANT	4.04%
Z74	CUSTODY SUPPORT ASSISTANT - U	4.04%
E49	DAY CARE CENTER AIDE	1.44%
H64	DIETETIC ASSISTANT	1.89%
Q6Q	DIETETIC ASSISTANT - U	1.89%
G7E	ELECTION SYSTEMS TECHNICIAN I	0.88%
G7D	ELECTION SYSTEMS TECHNICIAN II	0.11%
G9D	ELECTION WRKR - WAREHOUSE - EH	3.05%
K93	ELECTRICAL ELECTRONIC ASST	3.09%
K92	ELECTRICAL ELECTRONIC TECH	4.00%
G88	ELECTRICAL STOREKEEPER	2.33%
K94	ELECTRONIC REPAIR TECHNICIAN	3.00%
Z93	ELECTRONIC REPAIR TECHNICIAN - U	3.00%
M28	EMERGENCY VEHICLE EQUIP INSTLR	0.16%
M26	FLEET PARTS COORDINATOR	1.44%
M18	FLEET SERVICES ASST MECHANIC	2.08%
M17	FLEET SERVICES MECHANIC	3.00%

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Z65	FOOD SERVICE WORKER - CORR - U	6.33% <u>5%</u>
H67	FOOD SERVICE WORKER I	8.25% <u>5%</u>
Z66	FOOD SERVICE WORKER I - U	8.25% <u>5%</u>
H66	FOOD SERVICE WORKER II	7.86% <u>5%</u>
Z64	FOOD SERVICE WORKER II - U	7.86% <u>5%</u>
H68	FOOD SERVICE WORKER-CORR	6.33% <u>5%</u>
H28	GARDENER	3.71%
M48	GENERAL MAINT MECHANIC I	3.60%
M47	GENERAL MAINT MECHANIC II	2.52%
Z92	GENERAL MAINT MECHANIC II - U	2.52%
M56	GENERAL MAINT MECHANIC III	2.25%
N94	INSTITUTIONAL MAINTENANCE ENGR	0.22%
H18	JANITOR	4.44%
Z17	JANITOR - U	4.44%
V58	KENNEL ATTENDANT	3.72%
V5E	KENNEL ATTENDANT - U	3.72%
H86	LAUNDRY WORKER I	4.30%
H87	LAUNDRY WORKER I - U	4.30%
H84	LAUNDRY WORKER II-(see package proposal)	4.75% <u>2%</u>
K19	MEDICAL EQUIPMENT REPAIRER	3.63%
E28	MESSENGER DRIVER	3.38%
Z26	MESSENGER DRIVER - U	3.38%
F81	OFFSET PRESS OPERATOR I	4.01%
F80	OFFSET PRESS OPERATOR II	1.44%
F85	OFFSET PRESS OPERATOR III	0.85%
G66	OPERATING ROOM STOREKEEPER	2.58%

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Page 7 of 25

T13	PARK EQUIPMENT OPERATOR	0.04%
T95	PARK MAINTENANCE CRAFTS WORKER	4.00%
T17	PARK MAINTENANCE WORKER I	2.02%
T1B	PARK MAINTENANCE WORKER I—U	2.02%
T16	PARK MAINTENANCE WORKER II	0.71%
T1A	PARK MAINTENANCE WORKER II—U	0.71%
T32	PARK SERVICES ATTENDANT	4.21%
T3A	PARK SERVICES ATTENDANT—U	4.21%
M38	PARKING LOT CHECKER	3.16%
M35	PARKING PATROL COORD	1.54%
T1C	PARKS TRAIL SPECIALIST	0.33%
F26	PRINT-ON-DEMAND OPERATOR	1.44%
F82	PRODUCTION GRAPHICS TECH	1.15%
M3A	RECORDS RETENTION DRIVER	3.55%
N43	RESIDENT RD MAINT WRKER III	2.50%
N41	RESIDENT RD MAINT WRKER IV	2.50%
N69	ROAD DISPATCHER	0.03%
N61	ROAD MAINTENANCE SUPV	1.50%
N67	ROAD MAINTENANCE WORKER I	3.64%
N66	ROAD MAINTENANCE WORKER II	3.01%
N65	ROAD MAINTENANCE WORKER III	2.51%
N64	ROAD MAINTENANCE WORKER IV	2.50%
T07	SEASONAL PARK WORKER	6.63%
N63	SIGN SHOP TECHNICIAN	0.67%
K01	SR-BIOMEDICAL EQUIPMENT TECH	3.00%
K91	SR-ELECTRICAL-ELECTRONIC TECH	3.00%

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G76	SR-WAREHOUSE MATERIALS HANDLER	2.28%
G82	STOCK CLERK	4.14%
G8B	STOCK CLERK - U	4.14%
G81	STOREKEEPER	2.80%
G8C	STOREKEEPER - U	2.80%
N80	TRAFFIC PAINTER I	2.63%
N79	TRAFFIC PAINTER II	2.07%
N78	TRAFFIC PAINTER III	2.00%
H17	UTILITY WORKER	2.30%
H1A	UTILITY WORKER - U	2.30%
X78	VECTOR CONTROL TECHNICIAN I	1.02%
X77	VECTOR CONTROL TECHNICIAN II	3.00%
X76	VECTOR CONTROL TECHNICIAN III	3.00%
X79	VECTOR CONTROL TRAINEE	1.99%
M25	VEHICLE USE COORDINATOR	4.04%
G77	WAREHOUSE MATERIALS HANDLER	3.05%
Z7A	WAREHOUSE MATERIALS HANDLER - U	3.05%

D.2 – Environmental Services- SCVHHS Vacancies- County Agrees to CCL proposed in UP dated 4/14/23.

D.3 – Training and Development County- County Agrees to CCL proposed in UP dated 4/14/23.

a) Career Development Advancement- County not in agreement with UP dated 4/14/23. County Holds to CP dated 5/3/23. (Supplemental Proposal Provided on 5/3/23 for discussion)

The following classifications may be alternately staffed as indicated:

Gardener / Janitor

Janitor / Utility Worker

Park Maintenance Worker I / Janitor

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Page 9 of 25

Road Maintenance Worker I / Janitor

Road Maintenance Worker I / Gardener

Road Maintenance Worker I / Utility Worker

General Maintenance Mechanic I / Utility Worker

Stationary Engineer / General Maintenance Mechanic II

Park Maintenance Worker I / Gardener

Cook I / Food Service Worker II / Food Service Worker I, Food Service Worker Correction

~~Biomedical Engineering Technician / Medical Equipment Repairer~~

Electrical/Electronic Technician / Electronic Repair Technician

Park Heavy Equipment Operator / Park Maintenance Worker II

- 1) Instead of appointing directly to the ~~hire~~ higher classification, the hiring authority may accept the transfer of an appropriately matched and currently staffed lower classification listed in Section D.3.a. ~~coded Janitor, Utility Worker, Stationary Engineer, General Maintenance Mechanic III, General Maintenance Mechanic II, Gardener, Food Service Worker II, Food Service Worker I or Correctional Food Service Worker, Medical Equipment Repairer, Electronic Repair Technician, Park Maintenance Worker II, or Utility Worker~~ as indicated.

If there are not enough qualified lower classified candidates in the alternately staffed positions listed in Section D.3.a. ~~Janitor, Utility Worker, General Maintenance Mechanic III, General Maintenance Mechanic II, Gardener, Food Service Worker II, Food Service Worker I or Food Service Worker Correction, Medical Equipment Repairer, Electronic Repair Technician, Park Maintenance Worker II, or Utility Worker~~ apply for transfer, the department may request that eligible candidates be certified from the appropriate lower-level eligible candidates list.

- 2) Selection of workers in classifications listed in ~~s~~Section D.3.(a), will be based on their anticipated ability to perform at the higher level, given adequate training and experience. If management determines that two candidates have equal potential ability to perform at the higher level, given adequate training and experience, the County shall select the most senior person, based on days of accrued service as reported on the workers' paycheck.
- 3) The selected worker will serve as a trainee and will be expected to learn the specialized function, be capable of performing at the higher level, and meet employment standards of the higher-level classification within one (1) year.
- 4) To be promoted to the higher-level classification, the worker must meet the employment standards for the higher-level class, receive a favorable promotional rating form, and complete six (6) months in the lower class. If the worker meets this criteria, ~~he/she~~ they shall be promoted

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Page 10 of 25

to the higher-level classification at the beginning of the next pay period. If the worker does not receive a favorable promotional rating form within six (6) months, ~~he/she~~ they shall then be eligible to receive a second promotional rating form after another three (3) months.

- 5) If the wage difference exceeds the upward salary change of ~~15%~~ 10% between the lower-level classification and the next level alternately staffed classification wage band (transfer band), the incumbent must pass a qualifying exam which will consist of a written test and a favorable promotional rating prior to promotion. Should the worker not pass the qualifying exam, ~~he/she~~ they shall be allowed to review the examination or portions allowed to be reviewed pursuant to Merit System Rules. For portions of the test not reviewable, the worker may discuss ~~his/her~~ their weak points with the testing analyst. If the exam is taken through the regular recruitment process, it will be treated as the qualifying exam under this section. If the incumbent does not pass the qualifying exam, ~~he/she~~ they shall then be eligible to take a second qualifying exam no sooner than 45 days from the date of the original examination, in accordance with the timelines specified in the Merit System Rules.
- 6) If a worker does not receive a favorable promotional rating within one (1) year, ~~he/she~~ they shall be transferred to a vacant position in ~~his/her~~ their former classification for which ~~he/she is~~ they are eligible in ~~his/her~~ their current department. If there are no vacancies, the worker shall transfer to ~~his/her~~ their former classification in a vacant position in ~~his/her~~ their former department for which ~~he/she is~~ they are eligible.

County evaluating Union's proposal dated 4/14/23 (new language on training committee)

- b) **Blue Collar Career Development and Education- County not in agreement with UP dated 4/14/23. County Holds to CP dated 5/17/23.**

Two (2) times per contract year, in consultation with the ~~u~~Union, the County shall have an informational session for workers in the Blue-Collar Unit. The informational sessions shall aid in education and career development for Blue-Collar workers and shall consist of County resources and information that Blue-Collar workers can access. Topics shall be related to County sponsored trainings and courses, tuition reimbursement, employee wellness and personnel information, including transfer and promotional processes and opportunities.

- c) **Automotive Attendant and Fleet Services Assistant Mechanic Training- County not in agreement with UP dated 4/14/23. County Holds to CP dated 5/3/23.**

The training program shall be designed to prepare Automotive Attendants and Fleet Services Assistant Mechanics for promotional opportunities within the Automotive Mechanic series or Fleet Services Mechanic series.

- d) **County Communications Technical Division Training- County Agrees to CCL proposed in UP dated 4/14/23.**

e) **Park Services Attendant Training Program- County not in agreement with UP dated 4/14/23. County Holds to proposal dated 5/3/23.**

During the term of the agreement, the County will make available to Park Services Attendants no more than five (5) positions of Park Maintenance Worker I/II and/or Utility Worker to be alternately staffed with Park Services Attendant.

The hiring authority may accept a transfer of a currently employed Park Services Attendant as an alternative to appointing directly to the higher class. Park Services Attendants may apply for such transfers and the selection of Park Services Attendants shall be on the basis of ~~his/her~~ their capability to be trained to perform at the next higher level, given adequate training and experience. The selection process shall be determined by management.

The selected Park Services Attendant ~~will~~ shall serve as a trainee level where workers hired will be expected to learn the specialized function and be capable of performing at the next higher level within twenty-six pay periods.

Workers selected to participate in this training ~~will~~ shall be paid at the salary of the classification of Park Services Attendant for a period not to exceed twenty-six pay periods. During such training period, the worker shall be under the Maintenance Division.

The worker so selected ~~will~~ shall be eligible to take the examination for the Park Maintenance Worker I after meeting the minimum requirements of the higher class, receiving a positive recommendation on a promotional rating form and the completion of six months as a trainee.

Any worker taking the examination must pass with a score of at least 70%. If the worker passes the examination after six months, ~~he/she~~ they will be promoted to the next higher classification of Park Maintenance Worker I.

If a worker fails the examination after six months, ~~he/she~~ they will be evaluated for continuation of training in the program. If recommended by the appointing authority for continuation in the program, the worker will be eligible to take the examination after the completion of an additional three months, but within the twenty-six (26) pay periods.

If a worker is not recommended for continuation after failing the examination at the six month point or if a worker fails a second examination, the worker will be removed from the alternately staffed position and returned to a non-alternately staffed Park Services Attendant position. A worker so released will not be eligible to reapply under this provision until two years from date of release.

f) **Offset Press Operator Training- County not in agreement with UP dated 4/14/23. County Holds to CP dated 5/3/23.**

In order to provide training on equipment to qualify for the next higher classification, ~~Bindery Worker I, Bindery Worker II,~~ Offset Press Operator I and Offset Press Operator II shall be provided the opportunity

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Page 12 of 25

to train for up to a total of twenty-seven (27) working days per person on such equipment. All such training shall be done in consistent blocks of time if at all possible.

Temporary work location, pay, and work out of classification provisions shall not apply, and training shall be requested by sign-up and then scheduled by management based on seniority preference.

The County agrees to make available to the Union and all interested workers a sample list of courses which will fulfill the employment standards for Offset Press Operator I. Workers taking such courses shall be eligible for tuition reimbursement in accordance with Article 12, Section 12.9 of the contract.

g) Heavy Road Equipment Training- County not in Agreement with UP dated 4/14/23. County Holds to CP dated 5/3/23

The Roads and Airports Department will offer each of the following voluntary training segments, except for Boom/Aerial Truck and Sweeper Training, not less than once every two (2) calendar years if a minimum of eight (8) workers sign up for such segment. Voluntary trainings will be provided in the evenings or over the weekend. The County will pay for the instructor(s) and necessary equipment and supplies. Workers will attend sessions on their own time. When conducting in-house training, Roads and Airports Department will have two (2) sites if there is an expressed interest and enough participation from workers.

1. Equipment for Road Maintenance Worker IIIs- County not in agreement with UP dated 4/14/23. County Holds to CP dated 5/3/23.

The trainings covered by this segment are on the following equipment: light loader, 10-wheeler, tilt trailer and large roller. These pieces of equipment may be rotated with other equipment operated under typical tasks in the Road Maintenance Worker III specifications.

- a. The department will offer twenty-four (24) hours of training as indicated below.
 - 1) Eight (8) hours classroom instruction.
 - 2) Sixteen (16) hours field instruction. Additional field instruction may be granted if requested by the employee to management.

2. Equipment for Road Maintenance Worker IVs- County not in agreement with UP dated 4/14/23. County Holds to CP dated 5/3/23.

The trainings covered by this segment include loader, backhoe, skip loader, gradall, and tractor with trailer (i.e. lowboy). These pieces of equipment may be rotated with other equipment operated under typical tasks in the Road Maintenance Worker IV specifications.

- a. The department will offer twenty-four (24) hours of training as indicated below.
 - 1) Eight (8) hours classroom instruction.

- 2) Sixteen (16) hours field instruction. Additional field instruction may be granted if requested by the employee to management.

3. Ten Wheelers- County not in agreement with UP dated 4/14/23. County Holds to CP 5/3/23.

Instruction ~~will~~ shall continue to be provided on County time subject to staffing and equipment availability.

Training shall be offered on a rotational basis by seniority preference as defined as defined by days of accrued service on the workers' paycheck. ~~in the Departmental Agreement.~~

4. Sweeper Training- County not in agreement with UP dated 4/14/23. County Holds to CP dated 5/3/23.

Sweeper equipment training ~~will~~ shall be provided on an as-needed basis, typically when there is a new sweeper operator assignment and/or when sweepers are purchased/rented/leased. The training/equipment orientation will be provided to new sweeper operators at the equipment's base yard. Instruction will continue to be provided on County time, subject to staffing and equipment availability. Training shall be offered on a rotational basis by seniority preference as defined by days of accrued service on the workers' paycheck. ~~in the Departmental Agreement.~~

5. Boom/Aerial Truck Training- County not in agreement with UP dated 4/14/23. County Holds to CP dated 5/2/23.

Boom/Aerial truck training will be provided by the County, on County time as management deems necessary.

New UP 6. Mobile Crane Training- County not in agreement with UP dated 4/14/23.

- h) **Animal Control Officer Training- County Agrees to CCL proposed in UP dated 4/14/23.**
- i) **Production Graphics Technician Training- County Agrees to CCL proposed in UP dated 4/14/23.**
- j) **Vector Control Training Committee- County not in agreement with UP dated 4/14/23. County Holds to CP 5/3/23.**

A Joint Labor-Management Committee comprised of two (2) members selected by the Union and two (2) members selected by Management will meet quarterly to make recommendations on Vector Control Training programs based on relevance to job class and programmatic needs. The committee shall research and recommend training opportunities for vector control workers. Such research and recommendations may include training issues related to safety specific to Vector Control.

Should at least two of the four members recommend training for Vector Control, such recommendation shall be forwarded to management for approval. Final approval shall not be made by an individual serving on the Vector Control Training Committee. Release time shall be provided for Union participants not to exceed sixteen (16) hours per calendar year.

- k) **Telecommunications Training- Union agrees to CP dated 5/17/23.**
- l) **Biomedical & ~~Medical Equipment Repair~~ Engineering Technician Training- Union in agreement with CP dated 5/17/23.**
- m) **Electronic Repair Technician- County Agrees to UP dated 4/14/23.**

County Holds to CP dated 5/3/23 (moved/to follow main contract)

~~n) **Time Off for Career Advancement**~~

~~The County shall permit workers to pursue County transfers and promotions, including scheduled examinations, interviews, typing tests, and background investigations without loss of compensation or benefits, if forty-eight (48) hours' notice is given to the worker's supervisor or department head.~~

County is evaluating new language o. and p. of Union proposal dated 4/14/23

D.4 – Miscellaneous- County not in agreement with UP dated 5/19/23. County Modifies CP dated 5/3/23.

- a) **Tool Allowance- County not in agreement with UP dated 5/19/23. County Holds to CP dated 5/17/23.**
 - 1. The County shall pay an allowance to each Auto Mechanic, Auto Body Repair Shop Foreperson, Emergency Vehicle Equipment Installer, Fleet Services Assistant Mechanic, Fleet Services Mechanic. The County shall pay the (3) grand parented employees hired prior to 2007 a tool allowance voucher of \$425.
 - 2. The County ~~is to~~ shall supply all Fleet Services employees uniforms and any safety equipment that is required to perform the work that is described in the job description in accordance with Section 9.1 Uniforms and Section 9.3 Safety Shoes. If any new Fleet Service job classifications that require uniforms and safety equipment are created during the duration of this agreement, they shall qualify for provisions in sections 9.1 and 9.3.
 - 3. Payments shall continue to be made in each June for tools purchased during the previous twelve months ending April 15 of each year.
 - 4. Allowances will be paid prior to June 30 of each applicable year.
- b) **Dietetic Assistant Meals- County Agrees to CCL proposed in UP dated 4/14/23.**
- c) **After-Hours Telephone Call Pay-Union agrees to CP dated 5/17/23**
- d) **County Email Correspondence and Computer Use- County in agreement with UP dated 5/19/23.**

D.5 – Seniority/Promotional Program- County not in agreement with UP dated 4/14/23. County Modifies CP dated 5/19/23.

- a) **Purpose- County Agrees to CCL proposed in UP dated 4/14/23.**
- b) **Definitions- County Agrees to CCL proposed in UP dated 4/14/23.**
- c) **Vacancies within Promotional Classes- County Agrees to CCL proposed in UP dated 4/14/23.**
- d) **Classes Covered- County not in agreement with UP dated 5/19/23. County Modifies CP dated 5/17/23. (see package proposal)**

The following classes are covered by this section. They are listed singularly or in series. All other classes are promotional.

- 1. Fleet Services Mechanic, Fleet Services Assistant Mechanic, Automotive Mechanic, Fleet Services Modification Mechanic
- ~~2. Bindery Worker II~~
- 2. Electrical/Electronic Technician, Senior Electrical/Electronic Technician
- 3. Food Service Worker II
- 4. Gardener
- 5. ~~Laundry Worker II~~ Materials Warehouse Supply Specialist (see package proposal)
- 6. Offset Press Operator II, III
- 7. Road Maintenance Worker II, III, IV
- 8. Traffic Painter II, III

Provided: ~~That~~ The Electrical/Electronic Technician series four (4) is designated a "Technical Series" and the promotional class shall have certified to vacancies the most senior qualified worker among the top seven (7) scores, first by Department/Agency and then County-wide, and then by regular certification.

- e) Classes listed under Section D.5 (d) shall be excluded from consideration under Section 6.13 – Lateral Transfers of the Master Agreement.

D.6 – Differentials- County not in agreement with UP dated 5/19/23. County Modifies CP dated 5/17/23.

- a) **Animal Transport Differential-Union TA to CP dated 5/3/23**
- b) **Automotive Services Excellence (ASE) Certification Differential- County not in agreement with UP dated 5/19/23. County holds to CP dated 5/3/23.**

Incumbents in the Automotive Attendant, Fleet Services Assistant Mechanic, Automotive Mechanic, Fleet Services Mechanic, Emergency Vehicle Equipment Installer, Fleet Services Modification Mechanic, and Fleet Parts Coordinator classifications shall receive a differential of zero point fifty-six-percent (0.56%) above the employee's salary range when that employee obtains and maintains a Fleet Management – approved certification. This differential is available for possession and maintenance of up to eight (8) approved ASE certifications, for a maximum of four and a half percent (4.5%) above the employee's salary range.

c) **Biomedical ~~Equipment~~ Engineering Technician Lead Differential- Union in agreement with CP dated 5/17/23**

d) **Class A/B Commercial Driver License Training- County not in agreement with UP dated 5/19/23 County Holds to CP dated 5/17/23.**

Road Maintenance Worker III or IV₂ when assigned to train other Road Maintenance Workers on attaining a Class A or B driver's license, shall be compensated at the flat rate of ~~one~~ two dollars and ~~seventy-five cents~~ (\$2.001.75) per hour above the regular rate for each hour of training.

e) **Crew Lead Differential- County not in agreement with UP dated 5/19/23. County Holds to CP dated 5/3/23.**

Workers in classifications that do not have supervisory or lead responsibilities who are assigned to lead a group of two (2) or more incarcerated persons, shall be compensated at the flat rate of one dollar and fifty cents (\$1.50) per hour above the regular salary rate for each hour actually worked.

This differential shall not be paid if the worker receives any other lead or supervisory differential.

Workers shall be assigned to lead if volunteers are not available.

Workers who lead crews shall receive annual training in appropriate crew lead procedures and supervision of incarcerated persons. Except in emergencies, a worker should normally receive training prior to being assigned crew lead responsibilities.

f) **Custody Support Assistant Lead Differential-County not in agreement with UP dated 5/19/23. County Modifies to CP dated 5/17/23.**

No more than one (1) incumbent on each shift at the Main Jail, Elmwood₂ and ~~the Elmwood Support Services Division~~, and no more than one (1) incumbent in the Programs Unit and the Elmwood Women's Facility, ~~Correctional Center for Women~~, when assigned a full range of lead duties by the Department of Correction, shall be compensated at the flat rate of one dollar and forty cents (\$1.40) per hour above the regular salary rate for each hour actually worked.

g) **Electronic Repair Technician Lead Differential- County not in agreement with UP dated 5/19/23. County Holds to CP dated 5/3/23.**

From: SCCo To SEIU May 25, 2023

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All TAs subject to ratification by the BOS.

New language is underlined.

Deleted language is ~~struck through~~.

Current contract language is CCL.

Page 17 of 25

When assigned the full range of lead responsibilities, one position of Electronic Repair Technician in the Santa Clara Valley Health and Hospital System and one position in the Fleet and Facilities Department, shall be compensated at a flat rate of one dollar and ninety cents (\$1.90) per hour above the regular salary rate for each hour actually worked.

- h) ~~Fleet Services-Mechanic Class A Differential-County not in agreement with UP dated 5/19/23.~~
County Holds to CP dated 5/17/23.

Up to eight (8) workers in the position of Fleet Service Mechanic who hold and maintain a Class A with an Air Brake and Passenger Endorsement License shall be compensated a flat rate ~~monthly allowance~~ of three hundred dollars (\$300) per month. Such compensation will be divided by the number of pay periods in the payroll calendar year (26 or 27 pay periods depending on the payroll calendar year) and the quotient will be paid to the worker each pay period. When assigned and receiving this differential, workers are expected to perform duties associated with driving a Class A/B vehicle.

Up to six (6) workers, two (2) per yard, in the position of Road Maintenance Worker III who hold and maintain a Class A license shall be compensated a flat rate of three hundred dollars (\$300) per month. Such compensation will be divided by the number of pay periods in the payroll calendar year (26 or 27 pay periods depending on the payroll calendar year) and the quotient will be paid to the worker each pay period. When assigned and receiving this differential, workers are expected to perform duties associated with driving a Class A vehicle.

- i) **Fleet Parts Coordinator & Emergency Installer Lead Differential- County not in agreement with UP dated 5/19/23. County Holds to CP dated 5/3/23.**

One Fleet Parts Coordinator and Emergency Vehicle Equipment Installer classifications in Facilities and Fleet, when assigned and performing the full range of lead duties, shall be compensated at the flat rate of one dollar and fifty cents (\$1.50) per hour above the regular salary rate for each hour actually worked.

- j) **Food Service Worker- Correction Extended Lead Differential- County not in agreement with UP dated 5/19/23. County Holds to CP dated 5/17/23.**

When assigned by Management as the Dishroom Lead, (on a rotating basis quarterly), one (1) position per shift of the Food Service Worker-Correction shall be paid a differential of one dollar and twenty cents (\$1.20) per hour above the regular salary rate for each hour actually worked.

~~In recognition of the extended lead responsibilities assigned (on a rotating basis quarterly), the Food Service Worker-Correctional shall be paid following position, a differential of one dollar and twenty cents (\$1.20) per hour is authorized for:~~

~~For one (1) position per shift of Food Service Worker-Correction at each County correctional facility, as the Dishroom Supervisor for hours worked.~~

- k) **Gardener Lead Differential- County Agrees to CCL proposed in UP dated 4/14/23.**
- l) **Janitorial Project Team Crew Differential- County not in agreement with UP dated 5/19/23. County Holds to CP dated 5/3/23.**

Janitors assigned in accordance with the following criteria shall receive one dollar and twenty cents (\$1.20) per hour as the total premium payment for each hour actually worked:

i. Project Team Crew Criteria

Janitors who have bid to work on the team cleaning or project crew are entitled to the differential when performing team cleaning or special project assignments. They will continue to receive the pay when pulled by management to do other work.

ii. Non-Project Crew Criteria

1. Janitors who have bid to work in relief jobs are entitled to the pay when they are not assigned to provide relief for a regular floor assignment, but only when assigned to a team cleaning or special project assignment.
2. Janitors who have bid to work in a regular floor assignment are entitled to the pay when pulled from their assignment and area, and are instead assigned to a team cleaning or special project assignment.

The criteria used to determine if the Janitor is eligible is whether or not the work done is a regular part of the designated job assignment for the specific area in question. If any regular job (one tied to an area) requires the periodic performance of janitorial tasks which are the same as those performed when doing a special project, they are not eligible for the differential since it is a part of the designated job for that specific area.

- m) **Janitors-Retort Differential– County not in agreement with UP dated 5/19/23. County Holds to CP dated 5/3/23.**

Janitors assigned by management to perform the full range of duties associated with operating the autoclave sterilizer (retort area) or transporting hospital waste such as, regulated medical waste, sharps waste, trace and chemo waste, hazardous waste, recyclable waste, and other waste stream duties as assigned at the Santa Clara Health and Hospital System shall be compensated at the flat rate of one dollar and twenty-five cents (\$1.25) per hour above the regular salary rate for each hour actually worked.

- ~~n) **Kennel Attendant Differential-County holds to CP dated 5/3/23**~~

~~Up to three (3) Kennel Attendants, when assigned to work at the Animal Shelters performing the full range of lead duties shall be compensated at the flat rate of one dollar and twenty cents (\$1.20) per hour above the regular salary rate for each hour actually worked.~~

- o) **Lead Auto Mechanic Differential - County Agrees to CCL proposed in UP dated 4/14/23.**

- p) **Lead Fleet Service Mechanic Differential- County Not in Agreement with UP dated 4/14/23. New Union Parks Lead Fleet Service Mechanic Differential. County Holds to CP dated 5/3/23.**

When assigned the full range of lead responsibilities, no more than five (5) Lead Fleet Service Mechanic positions shall be compensated at the rate of one (1) full salary range (approximately 5%) higher than that specified for regular positions in these classes.

- q) **Lead Baker Differential- County Agrees to CCL proposed in UP dated 4/14/23.**
- r) **Lead Janitor Differential- County not in agreement with UP dated 4/14/23. County Modifies CP dated 5/17/23.**

When assigned the full range of lead responsibilities, no more than fifteen (15) Janitor positions in the Santa Clara Valley Health ~~Care and Hospital System~~ and no more than seven (7) Janitor positions in the Facilities Department may be assigned lead duties at the same time. When assigned, leads shall be compensated at a rate of one (1) full salary range (approximately 5%) higher than that specified for regular positions in this class for each hour actually worked.

- s) **Lead Laundry Worker II Differential- County not in agreement with UP dated 5/19/23. County Modifies CP dated 5/3/23. (see package proposal)**

~~An incumbent in the class of Laundry Worker II in the Santa Clara Valley Health and Hospital System when assigned as lead worker for a shift lacking a scheduled supervisor shall be compensated at the flat rate of one dollar and thirty cents (\$1.30) per hour above the regular salary rate for each hour actually worked.~~

- t) **Lead ~~Stock Clerk~~ Messenger Driver Differential- County not in agreement with UP dated 4/14/23. County Modifies CP dated 5/17/23.**

~~One incumbent of in the ~~Stock Clerk~~ Messenger Driver classification within the Social Services Agency Record Retention Center shall be compensated approximately five percent (5%) higher than that specified for regular positions in this class for each hour actually worked. No more than 7 positions will be assigned lead duties at the same time.~~

- u) **Offset Press Operator I- County Agrees to CCL proposed in UP dated 4/14/23.**
- v) **Pesticide Recommendation Differential- County Agrees to CCL proposed in UP dated 4/14/23.**
- w) **Road Maintenance Worker III Dual Function/Lead Differential- County Agrees to CCL proposed in UP dated 4/14/23**
- x) **Road Maintenance Worker III/Road Maintenance Worker IV Welding Differential- County not in agreement with UP dated 5/19/23. County Holds to CP dated 5/3/23.**

A Road Maintenance Worker III or Road Maintenance Worker IV who obtains and maintains the appropriate welding competency as defined by the County and departmental policies and procedures,

and is assigned welding duties, shall be compensated at the flat rate of one dollar and seventy cents (\$1.70) per hour above the regular rate for each hour actually worked. This differential is limited to no more than two positions in the Department of Roads and Airports at any one time.

- y) **Road Maintenance Worker IV Dual Function Differential- County Agrees to CCL proposed in UP dated 4/14/23.**
- z) **Stationary Engineer Differential- County Agrees to CCL proposed in UP dated 4/14/23**
- aa) **~~Stock Clerk~~ Material Supply Specialist Bulk Storage Differential- County not in agreement with UP dated 5/19/23. County Modifies proposal dated 5/3/23.**

Incumbents in the class of ~~Stock Clerk~~ Material Supply Specialist at Santa Clara Health and Hospital Systems when assigned to a shift in the Bulk Storage Area, in the Equipment Control Warehouse, shall be compensated at the flat rate of one dollar and five cents (\$1.05) per hour above the regular rate for each hour actually worked.

~~aa)~~ bb) **Park Service Attendant Lead Differential- County Agrees to CCL proposed in UP dated 4/14/23.**

~~bb)~~ cc) **Water Treatment Certification Stipend- County Agrees to CCL proposed in UP dated 4/14/23.**

New CP dd) New UP hh) Lead Cooks- County not in agreement with UP dated 5/19/23. County Modifies CP dated 5/3/23. (clean up)

When assigned the full range of lead duties, incumbents in Cook or Correctional Cook positions shall be compensated five percent (5%) above the employee's salary range and step. During a full shift in which there is more than one Cook or Correctional Cook assigned to the same location, and there is no lead or supervisor scheduled for that shift, when assigned the full range of lead duties, at least one (1) Cook or Correctional Cook can be assigned this lead differential.

New CP ee) New UP ii) Materials Supply Specialist Lead- County not in agreement with UP dated 5/19/23. County Modifies CP dated 5/3/23.

When assigned to perform the full range of lead duties, one incumbent in the Materials Supply Specialist classification, shall be compensated five percent (5%) above the employee's salary range and step.

New UP dd) ERT Badge Access, Security & Networking Applications. County not in agreement with UP dated 5/19/23.

New UP ee) ERT Fire/Life Safety Systems- County not in agreement with UP dated 5/19/23.

New UP ff) ERT Project Lead- County not in agreement with UP dated 4/25/23.

New UP gg) Road Maintenance Worker III Class A License- County not in agreement with UP dated 5/19/23.

From: SCCo To SEIU May 25, 2023

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Current contract language is CCL.

Page 21 of 25

New UP hh) Cook/Correction Cook Lead- County not in agreement with UP dated 5/19/23.

New UP jj) Senior ERT/ERT- County not in agreement with UP dated 5/19/23.

D.7 - Work Out of Class- County not in agreement with UP dated 5/19/23. County Modifies CP dated 5/3/23.

a) **Electrical/Electronic Technician- County Agrees to CCL proposed in UP dated 4/14/23.**

b) **~~Laundry Worker I~~ Union TA to CP dated 5/3/23. (see package proposal)**

~~An incumbent in the class of Laundry Worker I in the County of Santa Clara Health and Hospital System Laundry when assigned to perform Laundry Worker II duties shall be paid at the rate for Laundry Worker II.~~

From: SCCo To SEIU May 25, 2023

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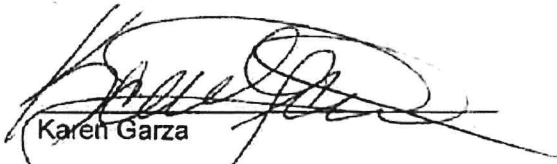
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Page 22 of 25

DATE: August 13, 2020

COUNTY of SANTA CLARA

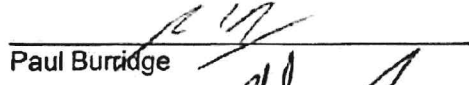
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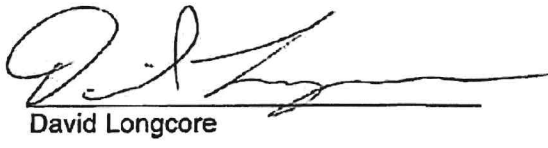

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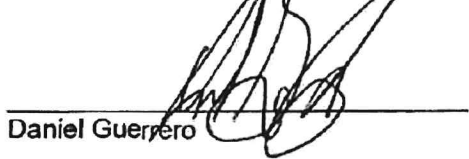
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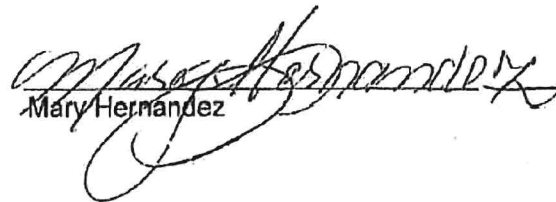
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Jason Dorsey, Vice Chair


Paul Burridge


David Longcore

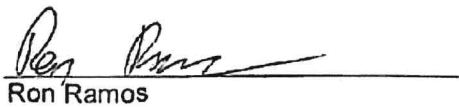

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Mary Hernandez

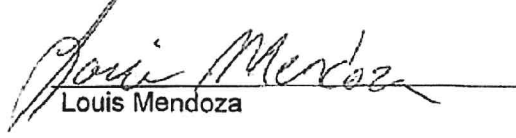
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Ron Ramos

Darren Williams


Louis Mendoza

County Holds to CP dated 5/3/23.

SIDELETTER TO:

PARKS AND RECREATION DEPARTMENT

~~PARK MAINTENANCE WORKER SERIES ALTERNATE WORK HOURS~~

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

~~Within sixty (60) calendar days following ratification of this labor agreement, the County and the Union agree to meet to consider Alternate Work Hours for the Park Maintenance Worker series at Parks and Recreation Department.~~

From: SCCo To SEIU May 25, 2023

This proposal includes all previous proposals unless specifically modified herein.

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Current contract language is CCL.

Page 24 of 25

County Holds to CP dated 5/3/23.

SIDELETTER

PARKS AND RECREATION DEPARTMENT

PARK SERVICE ATTENDANT PILOT PROJECT

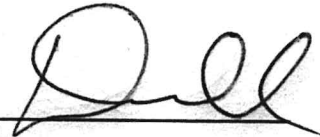
The County of Santa Clara and SEIU Local 521 have agreed to the following:

Representatives from the Human Resources, Parks and Recreation, and Labor Relations Departments and SEIU Local shall convene a committee to research and develop a pilot project providing Park Service Attendants with the opportunity to pursue alternative career paths. This pilot project shall be modeled after the Promotional Opportunity Project described in section B.10 of the Clerical Unit section and in accordance with the County Personnel Ordinance.

DATED: 11-20-2015



Catherine Blue Holmes
For the County of Santa Clara



Darin Woodard
For SEIU Local 521