

Negotiations between Service Employee International Union, Local 521 and
County of Santa Clara
Union Proposal
Blue Collar Unit Table

DATE: 6/15/23
TIME: 9:50AM

**** Asterisk denotes a package proposal. Refusal in part or whole shall
revert back to Union's Previous positions.**

D.1	SALARIES	SEE ATTACHED**
D.3	TRAINING AND DEVELOPMENT	SEE ATTACHED**
	D.3.A – Career Development Advancement	
	D.3.G – Heavy Road Equipment Training	
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	D.6.F – Custody Support Assistant Lead Differential	
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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.

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D.1 – Salaries ~~UP modified 6/15/23~~

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
V58	ANIMAL SERVICES ASISTANT
N95	ASSISTANT CHIEF ENGINEER
K06	ASSOCIATE BIOMEDICAL ENGINEERING TECHNICIAN
L36	ASSOCIATE COMMUNICATION SYSTEMS TECHNICIAN
K13	ASSOCIATE TELECOMMUNICATIONS TECHNICIAN
M33	AUTO BODY REPAIR SHOP FOREPERSON
M24	AUTOMOTIVE ATTENDANT
M19	AUTOMOTIVE MECHANIC
H63	BAKER
F91	BINDERY WORKER I
F90	BINDERY WORKER II
K03	BIOMEDICAL ENGINEERING TECHNICIAN
M45	BUILDING SYSTEMS MONITOR
K26	COMMUNICATIONS CABLE INSTALLER
L37	COMMUNICATION SYSTEMS TECHNICIAN
H60	COOK I
H59	COOK-II
H61	CORRECTIONAL COOK
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

Job Code

Job Title

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- M14 FLEET SERVICES MODIFICATION MECH
- M17 FLEET SERVICES MECHANIC
- H68 FOOD SERVICE WORKER-CORRECTION
- H67 FOOD SERVICE WORKER I
- H66 FOOD SERVICE WORKER II
- 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
- H86 LAUNDRY WORKER I
- H84 LAUNDRY WORKER II
- G8H MATERIALS SUPPLY SPECIALIST
- ~~K19 MEDICAL EQUIPMENT REPAIRER~~
- E28 MESSENGER DRIVER
- F81 OFFSET PRESS OPERATOR I
- F80 OFFSET PRESS OPERATOR II
- F85 OFFSET PRESS OPERATOR III
- ~~G66 OPERATING ROOM STOREKEEPER~~
- T13 PARK HEAVY 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
- T1C PARK TRAILS 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
- N67 ROAD MAINTENANCE WORKER I
- N66 ROAD MAINTENANCE WORKER II

Job Code	Job Title
N65	ROAD MAINTENANCE WORKER III

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- N64 ROAD MAINTENANCE WORKER IV
- N61 ROAD MAINTENANCE SUPERVISOR
- T07 SEASONAL PARK WORKER
- K01 SENIOR BIOMEDICAL ENGINEERING TECHNICIAN
- K20 SENIOR COMMUNICATION SYSTEMS TECHNICIAN
- ~~XXX SENIOR CUSTODY SUPPORT TECH (JC TBD)~~
- K91 SENIOR ELECTRICAL/ELECTRONIC TECHNICIAN
- T27 SENIOR PARK MAINTENANCE WORKER
- K18 SENIOR TELECOMMUNICATIONS TECHNICIAN
- ~~G76 SENIOR WAREHOUSE MATERIALS HANDLER~~
- N63 SIGN SHOP TECHNICIAN
- N93 STATIONARY ENGINEER- Fleet & Facilities
- ~~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
- G77 WAREHOUSE MATERIALS HANDLER

Realignments:

JOB CODE	CLASSIFICATION	REALIGNMENT	
		Yr 1	Yr 2

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G74	CUSTODY SUPPORT ASSISTANT	1.5% TA
K93	ELECTRICAL/ELECTRONIC ASSISTANT	5% 4%
K92	ELECTRICAL/ELECTRONIC TECHNICIAN	5% 4%
K91	SENIOR ELECTRICAL/ELECTRONIC TECHNICIAN	5% 4%
K94	ELECTRONIC REPAIR TECHNICIAN	3% 3%
M48	GENERAL MAINTENANCE MECHANIC I	0%
M47	GENERAL MAINTENANCE MECHANIC II	3%
M56	GENERAL MAINTENANCE MECHANIC III	3%
H18	JANITOR	2% 2%
M20	FACILITIES MAINTENANCE REPRESENTATIVE	4%
M26	FLEET PARTS COORDINATOR	5%
K13	ASSOCIATE TELECOMMUNICATIONS TECHNICIAN	0%
L35	TELECOMMUNICATIONS TECH.	3% 3%
K18	SENIOR TELECOM. TECH.	0%
H64	DIETETIC ASSISTANT	2% TA
H68	FOOD SERVICE WORKER-CORRECTION	5% TA
H67	FOOD SERVICE WORKER I	5% TA
H66	FOOD SERVICE WORKER II	5% TA
T32	PARK SERVICES ATTENDANT	0%
N43	RESIDENT ROAD MAINTENANCE WORKER III	0%
N41	RESIDENT ROAD MAINTENANCE WORKER IV	0%
N67	ROAD MAINTENANCE WORKER I	0%
N66	ROAD MAINTENANCE WORKER II	1.5%
N65	ROAD MAINTENANCE WORKER III	1.5%
N64	ROAD MAINTENANCE WORKER IV	1.5%
N64	ROAD MAINTENANCE SUPERVISOR	0%
X78	VECTOR CONTROL TECHNICIAN I	0%
X77	VECTOR CONTROL TECHNICIAN II	0%
X76	VECTOR CONTROL TECHNICIAN III	0%
X79	VECTOR CONTROL TRAINEE	0%
N80	TRAFFIC PAINTER I	4%
N79	TRAFFIC PAINTER II	4%
N78	TRAFFIC PAINTER III	0%
H17	UTILITY WORKER	2%
H59	COOK	2%
H61	CORRECTIONAL COOK	3%

D.2 – Environmental Services – SCVHHS Vacancies CCL TA 5/3/23

The County will train managers and supervisors within the department of Environmental Services – SCVHHS on eligible lists, filling behind temporary vacancies, and the appropriate use of provisional, substitute provisional appointments, special long-term

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leave codes and extra help.

D.3 – Training and Development

In order to provide training for promotional opportunities for County workers, training programs shall be continued in the following areas:

- a) **Career Development Advancement** (~~UP Modified Package 6/15/23~~)
The following classifications may shall be alternately staffed as indicated:

Gardener / Janitor

Janitor / Utility Worker

Park Maintenance Worker I / Janitor 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

~~Sr. Biomedical Engineering Technician / Associate Biomedical~~

~~Engineering Technician~~

Electrical/Electronic Technician / Electronic Repair Technician

Park Heavy Equipment Operator / Park Maintenance Worker II

~~Materials Supply Specialist/ Associate Biomedical Engineering~~

~~Technician~~

~~Janitor/ Health Services Assistant II~~

- 1) Instead of appointing directly to the hire higher classification, the hiring authority may accept the transfer of a current 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~~ ~~Associate Biomedical Engineering Technician~~, Electronic Repair

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Technician, Park Maintenance Worker II, or Utility Worker as indicated.

If not enough qualified 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 Associate Biomedical Engineering Technician~~, 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.

If any of the classifications in Section D.3.a) get modified or eliminated, either party can request to meet and confer on including any applicable new classifications listed above in Section D.3.a).

- 2) Selection of workers in classifications listed in section (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.
 - 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 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% 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 ~~they is 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 they is are~~ eligible.
- b) **Blue Collar Career Development and Education TA 6/2/23**
At least two (2) times per contract year, in consultation with the union, the County shall have informational session for workers in the Blue-Collar Unit. The formational sessions shall aide in education and career development for Blue-Collar workers and shall consist of County resources and information that Blue-

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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** TA 5/26/23
The training program shall be designed to prepare Automotive Attendant and Fleet Services Assistant Mechanic for promotional opportunities within the Automotive Mechanic series or Fleet Services Mechanic series.
- d) **County Communications Technical Division Training** TA 5/3/23
The County will provide training for the County Communications Technical Division. This training will be for new technologies or conferences, workshops, formal classes, or seminars related to their current jobs.
- e) **Park Services Attendant Training Program** Union agree to CP 5/25/23 TTA
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~~ shall 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 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 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.

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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 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 TA 6/2/23**

In order to provide training on equipment to qualify for the next higher classification, ~~Binery Worker I, Binery Worker II,~~ Offset Press Operator I and Offset Press Operator II shall be provided the opportunity 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 provisions³ 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 UP Modified Package 6/15/23**

The Roads and Airports Department will offer each of the following 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. Trainings will be provided on county time ~~in the evenings or over the weekends~~. 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 up to two (2) sites if there is an expressed interest and enough participation from workers.

1. **Equipment for Road Worker IIIs**

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.

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a. The department ~~will~~ shall 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 to management.

2. Equipment for Road Worker IVs

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~~ shall 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 to management.

3. Ten Wheelers

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 in the Departmental Agreement.

4. Sweeper Training

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 in the Departmental Agreement.

5. Boom/Aerial Truck Training

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

6. Mobile Crane Training

Mobile crane training shall be provided by the County, on County time, as management deems necessary.

h) Animal Control Officer Training- TTA 5/17/23

The County agrees to continue the established training program for Animal Control Officers in such areas as: Animal Control Laws and Regulations, Report Writing and Presentation, Radio Procedures and Dispatching, First Aid for people and animals, Animal Behavior, Stress Management, Crisis Intervention, Wildlife and Livestock Handling, Confining and Transportation. Included in Animal Control

Officer Training will be instruction in techniques and safety precautions for working in and around vehicular traffic.

This training shall be given to all new hires and updated periodically for all Animal Control Officers. In addition, cross training in Animal Shelter duties and operations shall be offered to all Animal Control Officers on a voluntary basis.

Appropriate dispatch training will be provided to all Animal Control workers assigned radio procedures and dispatch duties.

i) Production Graphics Technician Training-Provide the training program- TTA 5/3/23

The training program for Printing Services workers in Graphics will continue (under the same terms and conditions currently offered) during the term of this Agreement.

j) Vector Control Training Committee- Union accept 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 Accept CP 5/17/23 TTA)

The County ~~will~~ shall provide training for the Telecommunications

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Technician Series, ~~Associate Telecommunications Technician and Senior Telecommunications Technician~~. This training will be for new technologies or conferences, workshops, formal classes or seminars related to their current jobs.

- l) **Biomedical & Medical Equipment Repair Training** (Union Accept CP 5/17/23 TTA)

The County ~~will~~ shall provide training for the Biomedical Engineering Technician Series I & II, Senior Biomedical Equipment Technician, and Medical Equipment Repairer. This training will be for new technologies or conferences, workshops, formal classes or seminars related to their current jobs.

- m) **Electronic Repair Technician TTA**

The County ~~will~~ shall provide training for Electronic Repair Technicians. This training will be for new technologies or conferences, workshops, formal classes, or seminars related to their current jobs, and requirements from local and/or state fire marshal.

- n) **Time Off for Career Advancement CCL**

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.

- o) ~~Janitor training for SCVMC System~~ Union with draws 6/9/23

- p) **Fleet Service Mechanic, Class A/B Training with Passenger Endorsement and Air Brake** UP Modified Package 6/15/23

For those in the Fleet Services Mechanics Series who are interested and those that meet the County's needs at various maintenance facilities and work shifts, the County shall provide initial Commercial Divers License Class A Trainings for employees in the Fleet Services Mechanic series by seniority.

D.4 – Miscellaneous (3)

- a) **Tool Allowance** Union accepts CP 6/9/23 TA 6/12/23

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 one (31) grand parented employees hired prior to 2007 an annual tool allowance voucher of \$425 \$500,-

2. The County ~~is to~~ shall supply all Fleet Services employees uniforms and any safety equipment that is required to

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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- CCL**
Dietetic Assistants assigned to any department are entitled to free meal privileges for those meals that occur during their prescribed work schedule.

- c) **After-Hours Telephone Call Pay -Union Accept CP 5/17/23 TTA**
Workers in the classification of Senior Park Maintenance Worker who respond to telephone calls without having to return to a recognized work area shall be credited with twenty-four (24) minutes for each after-hours telephone call, or the actual time spent, whichever is greater.

No more than two (2) workers in the General Maintenance Mechanic II and General Maintenance Mechanic III classification and no more than two (2) workers in the classification of Electronic Repair Technician who are not On-Call and respond to telephone calls for emergency purposes without having to return to a recognized work area shall be credited with twenty-four (24) minutes for each after- hours telephone call, or the actual time spent, whichever is greater. More than one call within the twenty-four (24) minute window shall be considered one transaction. The assigned worker will keep a record of the number of calls, the length of the call, the employee who received the call, and the purpose for the call.

After-hours telephone call pay is subject to all provisions of Article 8, Section 2 – Overtime Work.

- d) **County Email Correspondence and Computer Use (County accepts 5/19/23) TTA**

~~When appropriate,~~ Employees shall be allowed a reasonable amount of time on the clock, not to include break time for work-

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related email correspondence, required SCC e-learnings, trainings, and/or work-related usage of websites. The use of email and websites must be in compliance with the County's Information Technology User Responsibility Statement.

D.5 – Seniority/Promotional Program

a) **Purpose** CCL 5/10/23

The purpose of this section is to use seniority as a selection criterion for the covered classifications listed in Section (d).

b) **Definitions** CCL 5/10/23

1. "Promotional Class" is defined to mean those classes agreed to herein as constituting promotional classes.
2. "Qualified" is defined to mean those workers who score eighty (80) or above in the appropriate Merit System selection procedure for the position to which a worker is to be certified for hiring.
3. "Seniority" shall be determined by worker as days of accrued service as reflected on the worker's payroll records as of the date of the eligible list.

c) **Vacancies within Promotional Classes** CCL 5/10/23

1. The most senior qualified worker within a Department/Agency within the next lower class within a series, if listed below, shall be appointed to a vacancy within a Department/Agency in the promotional class.
2. If there are no such qualified workers within the Department/Agency, then the most senior qualified worker within the County within the next lowest class within a series shall be appointed to the vacancy.
3. If there are no such qualified workers within the County within the next lowest class within a series, the remaining persons upon the list, if any, shall be certified in rank order based upon their position upon the list as determined in accordance with regular examination and certification procedures.

d) **Classes Covered** Union accept CP 5/17/23 TTA)

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

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- 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
6. Offset Press Operator II, III
7. Road Maintenance Worker II, III, IV
8. Traffic Painter II, III

Provided: That Electrical/Electronic Technician series ~~two (2)~~ 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

- a) **Animal Transport Differential (TTA)**
Incumbents in the class of Animal Services Assistant Kennel Attendant (V58) when assigned the task of picking up and transporting injured, sick or dead animals, shall receive a differential of approximately ten percent (10%) range to range based on the worker's current range and step for each hour spent performing this task.
- b) **Automotive Services Excellence (ASE) Certification Differential** ~~UP~~ **Modified Package 6/15/23 CCL**
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 Accepts CP 5/17/23) TTA
When assigned the full range of lead responsibilities, one position of Bio-Medical Equipment Engineering Technician in the Santa Clara Valley Health and Hospital System assigned to the Operating Room or Cath Lab, shall be compensated at the flat rate of two dollars (\$2.00) above the regular salary rate for each

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hour actually worked.

When assigned the full range of lead responsibilities, one position of Bio-Medical ~~Equipment~~ Engineering Technician in the Santa Clara Valley Health and Hospital System assigned to the Bio-Medical Division shall be compensated at the flat rate of two dollars (\$2.00) per hour above the regular salary rate for each hour actually worked.

When assigned the full range of lead responsibilities, no more than three (3) Senior Biomedical Engineering Technicians in the Health and Hospital System shall be compensated at the rate of five percent (5%) above the employee's salary range and step.

- d) **Class A/B Commercial Driver License Training- (TA 6/2/23)**
Road Maintenance Worker III or IV 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 ~~twenty five seventy five~~ cents (\$1.75-2.25) per hour above the regular rate for each hour of training.
- e) **Crew Lead Differential (UP Modified Package 6/15/23)**
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~~ Seventy five cents (\$1.75) 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 (UP Modified Package 6/15/23)**
No more than one (1) incumbent on each shift at the Main Jail, Elmwood, and Elmwood Support Services and no more than one (1) incumbent in Programs and 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~~ Sixty cents (~~\$1.60-~~) per hour above the regular salary rate for each hour actually worked.

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- g) **Electronic Repair Technician Lead (UP Modified Package 6/15/23)**
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 two dollars and ninety ten cents (\$2101.90)~~ **one two dollars and ninety ten cents (\$2101.90)** per hour above the regular salary rate for each hour actually worked.
- h) **Fleet Services Mechanic Class A Differential (UP Modified Package 6/15/23)**
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 & ~~twenty~~ **twenty** dollars (~~\$320.00~~). When assigned and receiving this differential, workers are expected to perform duties associated with driving a Class A/B vehicle.
- i) **Fleet Parts Coordinator & Emergency Installer Lead Differential (UP Hold 6/12/23)**
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 five percent and fifty cents (\$1.50-5.0%)~~ per hour above the regular salary rate for each hour actually worked.
- j) **Food Service Worker-Correction Extended Lead Differential (CCL Package 6/15/23)**
In recognition of the extended lead responsibilities assigned (on a rotating basis quarterly), the following position, a differential of one dollar and twenty cents (\$1.20) per hour is authorized for:

For one The county shall have one (1) position per shift of Food Service Worker-Correction at each County facility. when assigned by Management as the Dishroom Supervisor for hours worked.
- k) **Gardener Lead Differential (CCL) TA**
When assigned to perform a full range of lead duties, the incumbent of up to four (4) Gardener positions shall be compensated at 5% above the employee's range and step.
- l) **Janitorial Project Team Crew Differential (UP Modified Package 6/15/23)**
Janitors assigned in accordance with the following criteria shall receive one dollar and ~~twenty forty~~ **twenty** cents (~~\$1.4020~~) 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.

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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** (~~Union TA CP 6/15/23~~) ~~Package~~
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 ~~fifty~~ ~~twenty-five~~ cents (~~\$1.50~~ ~~25~~) per hour above the regular salary rate for each hour actually worked.
- n) ~~Kennel Attendant~~ **Animal Services Assistant Lead Differential** (~~Union TA CP 6/15/23~~) ~~Package~~
Up to three (3) ~~Kennel Attendants~~ ~~Animal Services Assistant~~, 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 CCL TA**
When assigned the full range of lead responsibilities, no more than three (3) Automotive Mechanic positions shall be compensated at the rate of one (1) full salary range (approximately 5%) higher than that

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specified for regular positions in these classes.

- p) **Lead Fleet Service Mechanic Differential** Union withdraws CCL 6/2/23
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 CCL TA**
When assigned the full range of lead functions over the other Bakers in the Department of Correction Food Service Division's Bakery, one position in the class of Baker will be compensated at the flat rate of one full salary range (approximately 5%) higher than that specified for regular positions in this class.
- r) **Lead Janitor Differential** Union Accepts CP 6/2/23
When assigned the full range of lead responsibilities, no more than fifteen (15) Janitor positions in the Santa Clara Valley Healthcare 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 (CCL TA)** Union rejects CP
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** Union TA CP 5/25/23
One incumbent of in the ~~Stock Clerk Messenger Driver~~ classification within the Social Services Agency's ~~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 CCL TA**
One Offset Press Operator I position in the "Quick Copy" operation when assigned lead supervision shall be compensated at the rate of one (1) salary range (approximately 5%) higher than that specified for regular positions in this class.
- v) **Pesticide Recommendation Differential CCL TA**
When assigned to write Pesticide recommendations for the Parks and Recreation Department or other County Departments, one individual will be compensated at the rate of one full salary range (approximately 5%) higher than their regular position's class.

THE UNION RESERVES THE RIGHT TO ADD, DELETE, OR MODIFY THESE PROPOSALS IN ANY WAY.

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- w) **Road Maintenance Worker III Dual Function/Lead Differential CCL TA**
When assigned to function in the dual capacity of operating heavy equipment and leading a maintenance crew consisting of three (3) or more workers, or when assigned as a non-operator lead over two (2) or more other Road Maintenance Worker I, II, or III positions, a position in the class of Road Maintenance Worker III shall be compensated at the rate of one full salary range (approximately 5%) higher than that specified for regular positions in this class.
- x) **Road Maintenance Worker III/Road Maintenance Worker IV Welding Differential (UP Modified Package 6/15/23)**
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 ~~two one~~ ~~dollars and seventy cents (\$2.00-1.70)~~ 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 CCL TA**
When assigned to function in the dual capacity of operating heavy equipment and leading a maintenance crew consisting of three (3) or more other Road Maintenance Workers I, II, and III. A position in the class of Road Maintenance Worker IV shall be compensated at the rate of one full salary range (approximately 5%) higher than that specified for regular positions in this class.
- z) **Stationary Engineer Differential CCL TA**
One incumbent in the class of Stationary Engineer (N93) in the Facilities Department shall be compensated at a rate of one (1) salary range (approximately 5%) higher based on the employee's range and step when assigned the full range of lead duties.
- aa) **~~Stock Clerk Materials Supply Specialist Bulk Storage Differential (Union TA 6/15/23) Package~~**
Incumbents in the class of ~~Stock Clerk Materials Supply Specialist~~ at Santa Clara ~~Valley Healthcare and Hospital Systems~~ when assigned to a shift in the Bulk Storage Area shall be compensated at the flat rate of one dollar and ~~five fifty~~ cents (~~\$1.50 05~~) per hour above the regular rate for each hour actually worked.
- bb) **Park Service Attendant Lead Differential CCL TA**
Up to seven (7) incumbents in the classification of ~~Park Service Attendant~~ assigned to provide the full range of Lead responsibilities shall be compensated at the flat rate of one dollar (\$1.00) per hour above the regular rate for each hour actually worked. During the peak season, (April 1 – October 31), three (3) additional incumbents will receive the lead differential.

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- cc) **Water Treatment Certification Stipend CCL TA**
General Maintenance Mechanics (GMMs) who obtain and maintain a State Water Treatment Operator (T1) or Distribution (D1) certification shall be compensated at a bi-weekly rate of twenty-five dollars \$25 when assigned water treatment duties.
In addition, GMMs who obtain and maintain a Pool Operator Certification shall be compensated at a flat bi-weekly rate of twelve dollars and fifty cents \$12.50 when assigned to work in the maintenance of pools.
- ~~dd) **Electronic Repair Tech. badge access, security & Networking Applications**
Union with draws to PP 6/2/23)~~
- ee) ~~**Electronic Repair Technician – Fire/life safety systems Differential**
Union withdrawn package 6/15/23)~~
- ff) ~~**Electronic repair Technician Project Lead** Union withdraws on 6/2/23)~~
- gg) ~~**Road Maintenance Worker III Class A License** Union Withdraws 5/26/23)~~
- hh) **Cook/Correctional Cook Lead – UP Package 6/15/23**
When assigned the full range of lead duties, incumbents in Cook or Correctional Cook positions shall be compensated an additional Five percent (5%) above the employee's salary range and step. base pay
- ii) ~~**Materials Warehouse Handler Supply Specialist Lead Differential**
(Union TA 6/15/23)~~
When assigned to perform the full range of lead duties, Incumbents in the Materials supply Specialist shall be compensated five percent (5.%) above the workers salary range and step.
- jj) ~~**Senior Electrical/Electronic Repair Technician and Electrical/Electronic Technician UP modified 6/15/23 package**~~
Those incumbents in the classifications of Electrical/Electronic Technician and Senior Electrical/Electronic Technician, who possess and maintain a valid Crane operators certification and who are assigned to operate a mobile crane, shall be compensated at the flat rate two dollars and sixty-two cents (\$2.62) per hour above the regular rate for the entire shift & any additional hours worked as part of that assignment.

D.7 - Work Out of Class (Union CCL 5/10/23) TA

- a) **Electrical/Electronic Technician**
Work out of classification provisions shall apply to the classification of Electrical/Electronic Technician when supervising contractors and shall be compensated at the rate of Senior Electrical/Electronic Technician.

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- b) **Laundry Worker I-**
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: Rigsby, Wes

Sent: Monday, May 15, 2023 9:05 AM

To: Jones, Tim <Tim.Jones@rda.sccgov.org>; Morgan, Tim <Tim.Morgan@RDA.SCCGOV.ORG>; Salinas, Gerard <Gerard.Salinas@rda.sccgov.org>

Subject: FW: Staff retention

From: Rigsby, Wes

Sent: Thursday, May 11, 2023 2:54 PM

To: Little, Jason <jason.little@rda.sccgov.org>

Subject: Staff retention

To whom it may concern,

Our shop, Traffic and Electrical Operations, provides electrical and electronic support for traffic signals at 160+ intersections, 6 storm and ground water pump stations, 8 generators, 4 corporation yards and 1 administrative building, and 2 general aviation Airports. Support involves scheduled preventative maintenance inspections, routine maintenance, trouble call response including after hours On Call, and Underground Service Alert locating of our underground electrical and communications conduits at all our intersections and facilities. We also provide electrical inspection of contract work on our intersections and facilities.

We have 15 technician billets, but only 10 technicians on staff. In the past year we have lost 2 technicians to higher pay at a commercial traffic signal maintenance company, 1 to higher pay at the water district, and 1 to imminent retirement.

It has been very difficult to recruit candidates qualified to perform all the tasks that we support. It has typically taken 3 to 5 years to get a technician qualified to work independently and to go On Call.

The cost of living in our county is on the highest side of the curve while our take home pay is on the wrong side of the curve. We need an adjustment to keep our qualified technicians.

Wes Rigsby

Traffic Signal Systems Supervisor

County of Santa Clara

Roads and Airports Department

Addendum:

Since I wrote the original letter, I had another technician resign. He has gone to work for the City of San Francisco with a 30% increase in pay. I now have 9 technician to cover the workload of 15 billets.

Wes Rigsby



