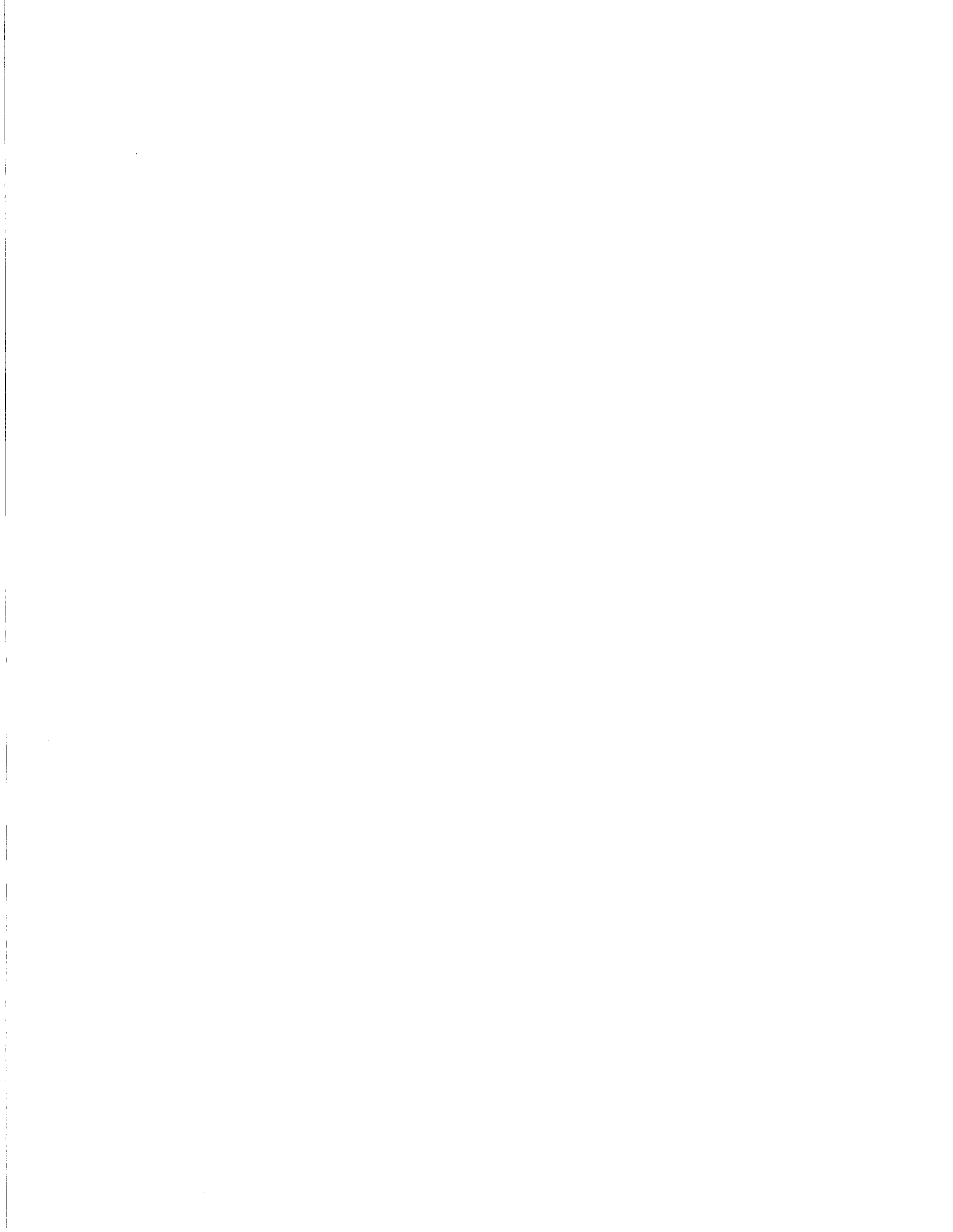


Negotiations between Service Employee International Union, Local 521 and
County of Santa Clara

Proposal: Administrative, Professional & Technical Unit Table

DATE: 7/05/23
TIME: 10:32AM

E.1	SALARIES	SEE ATTACHED
E.2	SALARY ALIGNMENTS	CCL – TA (CP 7/02/23)
E.3	CAREER INCENTIVE PROGRAMS	TA to CP 5/31/2023
E.4	PUBLIC DEFENDER INVESTIGATOR OVERTIME WORK...	CCL - TA
E.5	INFORMATION TECHNOLOGY TRAINING	CCL - TA
E.6	EDUCATIONAL LEAVE PROGRAM - TRAINING PROGRAM	TA to UP 4/14/2023 (CP 5/31/23)
E.7	WEEKEND OFF PROVISION	CCL – TA (agreed 5/25/23)
E.8	SURGICAL TECHNICIAN CALL BACK...	CCL - TA
E.9	LVN PRACTICE COMMITTEE	CCL – TA
E.10	PROFESSIONAL PHARMACY PRACTICES COMMITTEE	CCL – TA
E.11	AFTER HOURS TELEPHONE CALL PAY	TA TO DELETE
E.12	EDUCATIONAL CERTIFICATION MAINTENANCE...	CCL - TA
E.13	EDUCATIONAL RELEASE TIME	CCL – TA
E.14	IN-SERVICE TRAINING	CCL - TA
E.15	EDUCATIONAL REIMBURSEMENT	CCL - TA
E.16	ALTERNATIVELY STAFFED COMMUNITY WORKER...	CCL - TA
E.17	DIFFERENTIALS	SEE ATTACHED
E.18	STERILE PROCESSING TECHNICIAN TRAINING...	CCL – TA
E.19	COUNTY COMMUNICATIONS – HEALTH & WELL...	CCL – TA
E.20	CHILDREN’S COUNSELOR TRAINING	TA TO DELETE
E.21	DIETETIC TECHNICIAN MEAL...	CCL – TA
E.22	LIABILITY PROTECTION	CCL – TA
E.23	DEPARTMENTS OF BEHAVIORAL HEALTH...	CCL – TA
E.24	ALTERNATIVELY STAFFED DIAGNOSTIC IMAGING...	CCL – TA
E.25	LEAD DIFFERENTIAL	SEE ATTACHED
E.26	PHARMACY IN-SERVICE TRAINING	CCL - TA
E. 27	PHARMACY SPECIAL ASSIGNMENT	CCL – TA
E.28	BOARD OF PHARMACY SPECIALTIES EXAM...	CCL - TA
E.29	PHYSICIAN ASSISTANT PROFESSIONAL...	CCL – TA
E.30	SPLIT CODES	CCL – TA
E.31	WORK OUT OF CLASSIFICATION	CCL – TA
E.32	EDUCATIONAL CERTIFICATION MAINTENANCE...	CCL – TA
E.33	RESPIRATORY CARE PRACTITIONER RELIEF SUPERVISOR...	CCL - TA
E.34	MEDICAL STAFF DUES...	CCL - TA
SIDELETTER	COUNTY COMMUNICATIONS CRITICAL INCIDENT/ CATASTROPHIC LEAVE	TA TO CONTINUE
SIDELETTER	VMC & CLINICS LNV & HSA FLOAT DIFFERENTIAL	TA to Delete
SIDELETTER	Canine Handler, DA’s Office	TA to CP 6/26/23
SIDELETTER	Medical Social Worker Series	TA to CP 6/26/23
SIDELETTER	Crisis Intervention Specialist Series	TA to CP 6/26/23
SIDELETTER	Victim/Witness Class Study	SEE ATTACHED



APT Union Proposal

E.1 Salaries

Salaries shall be identified by job code on the salary table (Appendix A): Agreement on Classification Table (with the exception of retitling Victim/Witness classifications)

Victim/Witness Classification Study in response to County's package proposal from 6/7/2023 – Proposed side letter - **HOLD**

Realignments:

JOB CODE	CLASSIFICATION	REALIGNMENT
C35	BUYER ASSISTANT	0.5% - TA
C33	BUYER I	0.5% - TA
C32	BUYER II	0.5% - TA
C31	BUYER III	0.5% - TA
R21	CLINICAL DIETITIAN I	2% - TA
R2L	CLINICAL DIETITIAN II	2% - TA
V69	CRIMINALIST I	3% - TA
V68	CRIMINALIST II	3% - TA
V67	CRIMINALIST III	3% - TA
R87	DIAGNOSTIC IMAGING TECHNOLOGIST I	1% - TA
R8F	DIAGNOSTIC IMAGING TECHNOLOGIST I – COMPUTED TOMOGRAPHY & MAMMOGRAPHY	1% - TA
R8D	DIAGNOSTIC IMAGING TECHNOLOGIST I – MAMMOGRAPHY	2%
R8A	DIAGNOSTIC IMAGING TECHNOLOGIST II – MAMMOGRAPHY	1% - TA
R8B	DIAGNOSTIC IMAGING TECHNOLOGIST II – CT	1%
R3D	DOSIMETRIST	2% - TA
V21	HAZARDOUS MATERIALS TECHNICIAN	2% - TA
S95	HOSPITAL SERVICES ASSISTANT I	1% - TA
S93	HOSPITAL SERVICES ASSISTANT II	1% - TA
R2X	INTERVENTIONAL RADIOLOGY TECHNICIAN	1%
F07	LEGAL PROCESS OFFICER	1%
E4J	ELECTRONIC RESOURCES LIBRARIAN	1% - TA
J64	LIBRARIAN I	1% - TA
J63	LIBRARIAN II	1% - TA
R2E	MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST	2% - TA
R6A	MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST – ANGIO	2% - TA
R6C	MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST – CT	2% - TA
P97	MARRIAGE & FAMILY THERAPIST I	3% - TA
P96	MARRIAGE & FAMILY THERAPIST II	3% - TA
H93	MEDICAL ASSISTANT	0.5% - TA
R1T	OCCUPATIONAL THERAPIST I	1%

APT Union Proposal

JOB CODE	CLASSIFICATION	REALIGNMENT
R1A	OCCUPATIONAL THERAPIST II	2%
R12	OCCUPATIONAL THERAPIST III	2%
R2C	OCCUPATIONAL THERAPY ASSISTANT II	1% - TA
S9T	PATIENT TRANSPORTER	2% - TA
R3B	PER DIEM IR TECHNICIAN	1%
R2S	PHARMACY DATA SPECIALIST – VHP	2% - TA
R1P	PHYSICAL THERAPIST I	1%
R11	PHYSICAL THERAPIST II	2%
R10	PHYSICAL THERAPIST III	2%
R69	PHYSICAL THERAPY ASSISTANT I	1% - TA
R64	PHYSICAL THERAPY ASSISTANT II	1% - TA
Y42	PSYCHIATRIC SOCIAL WORKER I	3% - TA
Y41	PSYCHIATRIC SOCIAL WORKER II	3% - TA
S88	PSYCHIATRIC TECHNICIAN I	1% - TA
S87	PSYCHIATRIC TECHNICIAN II	1% - TA
P9E	PSYCHOLOGIST	3% - TA
P9F	PSYCHOLOGIST – NEURO SERVICES	3% - TA
R1R	RECREATION THERAPIST I	1%
R1D	RECREATION THERAPIST II	1%
R1C	RECREATION THERAPIST III	2% 1%
R15	RESPIRATORY CARE PRACTITIONER I	0.5% - TA
R1S	RESPIRATORY CARE PRACTITIONER II	2%
R54	RESPIRATORY CARE SERVICES SPECIALIST	1%
R1L	SPEECH & LANGUAGE PATHOLOGIST I	1% - TA
R38	SPEECH & LANGUAGE PATHOLOGIST II	1% - TA
R37	SPEECH & LANGUAGE PATHOLOGIST III	1% - TA
S23	SURGICAL TECHNICIAN	2% - TA
R48	THERAPY TECHNICIAN	2% - TA
S9A	ULTRASONOGRAPHER II-A	0.5% - TA
S9B	ULTRASONOGRAPHER II-B	0.5% - TA
S9C	ULTRASONOGRAPHER II-C	0.5% - TA
S9D	ULTRASONOGRAPHER II-D	0.5% - TA

APT Union Proposal

E.17 Differentials

1. **Central Permit Differential – TA CCL**
2. **Communications Dispatcher Differential – MODIFIED**
 - a. Communications Dispatcher I's who are trained, certified and assigned by the Department to provide Emergency Medical Dispatching services shall receive a differential of approximately 5% above that specified for regular positions in this class for each shift actually worked. **- CCL - TA**
 - b. Communications Dispatcher I's, II's or III's when assigned to instruct, observe, and evaluate an individual dispatcher or group of dispatchers will receive a differential of \$3.20, \$3.80, and \$4.00 respectively. **- CCL - TA**

~~Senior Communications Dispatchers who are certified and perform either Police, Fire or Medical Quality Assurance Case Review duties shall receive a differential of approximately three percent (3%) above that specified for regular positions in this class for each shift actually worked. - WITHDRAWN~~
 - c. ~~Communications Dispatcher II's, III's or Senior Communications Dispatchers who successfully complete any Hazard Incident Resource software training and maintain active participation and service shall receive a differential of approximately three percent (3%) above that specified for regular positions in this class. - HOLD~~
3. **Dental Assistant Differential – TA CCL**
4. **Technology Services and Solutions (TSS) Department Shift Differentials – TA to CP 5/31/2023**
5. **Pharmacist Shift Differentials – TA CCL**
6. **Pharmacy Technician Advanced Admixture Duties Differential – TA to CP 5/31/2023**
7. **BOE Advanced Appraiser's Certificate Differential: Appraiser Series – TA CCL**
8. **Respiratory Care Practitioner Shift Differentials – TA to CP 6/21/2023**
9. **BOE Assessment Analyst Certificate and Advanced Assessment Analyst Certificate Differentials: Property Transfer Examiner & Exemption Investigator – TA CCL**
10. **Sr. Construction Inspector Class A Instructor Certified Differential – TA CCL**
11. **Deputy Public Guardian Conservator/Estate Administrator Differential – TA CCL**
12. **LVN/HSA Float Differential – TA to CP 6/21/2023**
13. **Criminalist Certification Differential Pay – TA CCL**
14. **Therapy Certification Pay – TA to CP 6/21/2023**
15. **Diagnostic Imaging Biopsy Differential – TA to CP 5/31/2023**
16. **Diagnostic Imaging Technologist I Lightroom Coordinator Duties Differential – TA to CP 5/24/23**

NEW: Correction Clinician Differential - TA to CP 6/24/2023
NEW: Neuropsychology Differential – TA to CP 5/24/23
NEW: Sterile Processing Certification Differential – TA to CP 5/31/23
NEW: Therapy Technician Differential – TA to CP 6/9/202

APT Union Proposal

E.25 Lead Differential

- a) Lead Role - CCL
- b) Lead Rotation - CCL
- c) Lead Differentials

Lead differentials are listed alphabetically by classification.

- ~~1. Agricultural Biologist Lead Differential – Agreed to delete~~
- ~~2.1. Anesthesia Technician Lead Differential – TA CCL~~
- ~~3.2. Behavioral Health Lead Differential – CCL~~
- ~~4.3. Child Support Specialist Lead Pay – TA CCL~~
- ~~5.4. Deputy Public Guardian Conservator Lead Differential – TA CCL~~
- ~~6.5. Diagnostic Imaging Technologist I Lead Differential – TA CCL~~
- ~~7.6. Associate Cardiovascular Interventional Technologist, Cardiovascular Interventional Technologist, or Interventional Radiology Technologist Lead Differential – TA to CP 6/7/2023~~
- ~~8.7. Employment Counselor Lead Differential – TA CCL~~
- ~~9.8. Estate Administrator Lead Differential – TA CCL~~
- ~~10.9. Estate Property Technician Lead Differential – TA CCL~~
- ~~11. Forensic Chemist Differential – Agreed to delete~~
- ~~12.10. Forensic Pathology Technician Lead Differential – TA CCL~~
- ~~13.11. Hazardous Materials Technician Lead – TA CCL~~
- ~~14.12. Library Assistant I/II Charge Differential – TA to CP 6/9/2023~~
- ~~15.13. Library Assistant I/II Electronic Resources Duties Differential – TA CCL~~
- ~~16.14. Magnetic Resonance Imaging Technologist Differential – TA CCL~~
- ~~17.15. Medical Examiner-Coroner Investigator – TA CCL~~
- ~~18.16. Medical Laboratory Assistant III Lead Differential – TA CCL~~
- ~~19.17. Obstetric Technician Lead Differential – TA CCL~~
- ~~20.18. Payroll Audit Specialist Lead Differential – TA CCL~~
- ~~21.19. Pharmacist Lead Differential – TA CCL~~
- ~~22.20. Pretrial Services Officer II (V41) Lead Differentials – TA CCL~~
- ~~23.21. Property / Evidence Technician Lead Differential – County TA to UP 4/14/2023 (CP 6/7/2023)~~
- ~~24.22. Protective Services Officer Lead Differential – TA CCL~~
- ~~25.23. Public Defender Investigator II Lead Differential – TA CCL~~
- ~~26.24. Public Health Nutritionist Lead Differential – TA CCL~~
- ~~27.25. Pulmonary Diagnostic Tech Lead Differential – TA CCL~~
- ~~28.26. Rehabilitation Officer II Lead Differential – TA CCL~~
- ~~29.27. Respiratory Care Practitioner Lead Differential – TA to CP 6/07/2023~~
- ~~30.28. Sheriff Technician Lead Differential – TA CCL~~
- ~~31.29. Senior Paralegal Lead Differentials – TA CCL~~
- ~~32.30. Sterile Processing Technician II Lead Pay -TA CCL~~
- ~~33.31. Ultrasonographer II Lead Differential – TA CCL~~
- ~~34.32. Urodynamic Technician Lead Differential – TA CCL~~
- ~~35.33. Veteran Services Representatives II Lead Differential – TA to CP 5/24/23~~
~~Senior Biologist/Standards Specialist, Weights and Measures Inspector III Lead Differential – Agreed to delete~~
NEW: Monitor Technician Lead Differential – TA to CP 5/24/23
NEW: Medical Social Worker II Lead Differential – TA to CP 5/31/23
NEW: Emergency Room Technician Lead Differential – TA to CP 6/24/2023



Sideletter between the County of Santa Clara and SEIU Local 521 Administrative Professional and
Technical Unit

Victim/Witness Claims Specialist / Senior Victim/Witness Claims Specialist

The parties agree to a realignment proposal of six percent (6%) only. The parties acknowledge that the Union takes the position that the meet and confer process has not commenced for the classification Specification revisions and the Union does not waive its rights or provide concurrence by agreeing to realignment and classification name change to the E.1 Classification Table. This is a non-precedent setting agreement.

June 30, 2023

COUNTY:

UNION:

