

County of Santa Clara Proposal No. 11 to SEIU Local 521 – APT Unit
Dated: July 2, 2023, at _____

APPENDIX E – ADMINISTRATIVE, PROFESSIONAL, AND TECHNICAL UNIT

E.1 – Salaries

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

The County is holding to its May 24, 2023, proposal with the following changes:

Please see attached package proposal dated June 7, 2023, regarding the Victim/Witness Advocate, Senior Victim/Witness Advocate, Victim/Witness Claims Specialist, and Senior Victim/Witness Claims Specialist, and the following as part of that package: – HOLD to County package proposal dated June 7, 2023.

Retitle the Victim/Witness Advocate (D6G) to Victim Advocate (D6G)

Retitle the Senior Victim/Witness Advocate (D6H) to Senior Victim Advocate (D6H)

Retitle the Victim/Witness Claims Specialist (D6J) to Victim Claims Specialist (D6J)

Retitle the Senior Victim/Witness Claims Specialist (D6K) to Senior Victim Claims Specialist (D6K)

Add Sterile Processing Technician I (S68) – TA – Parties agree to add this classification to this section.

Youth Engagement Specialist (D20) – TA – Parties agree with SEIU proposal to move from APT to SSU

Medical Social Worker I (Y04) – TA – Parties agree with County proposal to move from SSU to APT

Medical Social Worker II (Y03) – TA – Parties agree with County proposal to move from SSU to APT

Managed Care Intake Coordinator – VHP (D3F) – TA – Parties agree to move classification to Clerical Unit.

Add Associate Crisis Intervention Specialist (R6F) – TA

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Add Crisis Intervention Specialist (R6E) – TA

Realignments: Remove the 2020 realignments. County proposes the following 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
<u>R87</u>	<u>DIAGNOSTIC IMAGING TECHNOLOGIST I</u>	<u>1%</u>
<u>R8F</u>	<u>DIAGNOSTIC IMAGING TECHNOLOGIST I – COMPUTED TOMOGRAPHY & MAMMOGRAPHY</u>	<u>1%</u>
<u>R8D</u>	<u>DIAGNOSTIC IMAGING TECHNOLOGIST I – MAMMOGRAPHY</u>	<u>1%</u>
<u>R88</u>	<u>DIAGNOSTIC IMAGING TECHNOLOGIST II</u>	<u>1%</u>
<u>R8A</u>	<u>DIAGNOSTIC IMAGING TECHNOLOGIST II - MAMMOGRAPHY</u>	<u>1%</u>
R3D	DOSIMETRIST	2% - TA
E4J	ELECTRONIC RESOURCES LIBRARIAN	1% - TA
V21	HAZARDOUS MATERIALS TECHNICIAN	2% - TA
S95	HOSPITAL SERVICES ASSISTANT I	1% - TA
S93	HOSPITAL SERVICES ASSISTANT II	1% - TA
J64	LIBRARIAN I	1% - TA
J63	LIBRARIAN II	1% - TA
P97	MARRIAGE & FAMILY THERAPIST I	3% - TA
P96	MARRIAGE & FAMILY THERAPIST II	3% - TA
H93	MEDICAL ASSISTANT	0.5% - TA
R2E	MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST	2% - TA
R6C	MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST - CT	2% - TA
R6A	MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST - ANGIO	2% - TA
R2C	OCCUPATIONAL THERAPY ASSISTANT II	1% - TA
S9T	PATIENT TRANSPORTER	2% - TA

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R2S	PHARMACY DATA SPECIALIST – VHP	2% - TA
R69	PHYSICAL THERAPIST ASSISTANT I	1% - TA
R64	PHYSICAL THERAPIST 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	0.5%
R1D	RECREATION THERAPIST II	0.5%
R1C	RECREATION THERAPIST III	0.5%
R15	RESPIRATORY CARE PRACTITIONER I	0.5%
R1S	RESPIRATORY CARE PRACTITIONER II	0.5%
R54	RESPIRATORY CARE SERVICES SPECIALIST	0.5%
R1L	SPEECH & LANGUAGE PATHOLOGIST I	1%
R38	SPEECH & LANGUAGE PATHOLOGIST II	1%
R37	SPEECH & LANGUAGE PATHOLOGIST III	1%
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
D6G	VICTIM ADVOCATE (part of package proposal dated June 7, 2023)	6%
D6J	VICTIM CLAIMS SPECIALIST (part of package proposal dated June 7, 2023)	6%

E.2 – Salary Alignments – TA CCL

E.3 – Career Incentive Programs – TA to May 31, 2023, CP.

E.4 – Public Defender Investigator Overtime Work Assignments – TA CCL.

E.5 – Information Technology Training – TA CCL.

E.6 – Educational Leave Program - Training Program – TA to May 31, 2023, CP (add Psychiatric Technician I/II).

E.7 – Weekend Off Provision – MAIN TABLE PROPOSAL 06/28/23

E.8 – Surgical. Technician Call Back Pay Option – TA CCL.

E.9 – LVN Practice Committee – TA CCL.

E.10 – Professional Pharmacy Practices Committee – TA CCL.

E.11 – ~~After-Hours Telephone Call Pay~~ – TA to delete section.

E.12 – Educational Certification Maintenance – Assessor – TA CCL.

E.13 – Educational Release Time – TA CCL.

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E.14 – In-Service Training – TA CCL.

E.15 – Education Reimbursement – TA CCL.

E.16 – Alternately Staffed Community Worker Positions – TA CCL.

E.17 – Differentials

1. Central Permit Differential – TA CCL.

2. Communications Dispatcher Differential – County counter-proposes CCL for sections a. and b. County rejects adding new section c., through new section d., in response to SEIU’s proposals.

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.

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.

3. Dental Assistant Differential – TA CCL.

4. Technology Services and Solutions (TSS) Department Night Shift Differentials – Parties TA to May 31, 2023, County Proposal.

5. Pharmacist Shift Differentials – TA CCL.

6. Pharmacy Technician Advanced Admixture Duties Differential – Parties TA to May 31, 2023, CP (increase from \$1/hour to \$2/hour).

7. BOE Advanced Appraiser’s Certificate Differential: Appraiser Series – TA CCL.

8. Respiratory Care Practitioner Shift Differentials – TA to June 21, 2023, CP (increase from \$5/per hour to \$6.50/per hour).

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 June 21, 2023, CP.

13. Criminalist Certification Differential Pay – TA CCL.

14. Therapy Certification Pay – TA to June 21, 2023, CP and June 20, 2023, UP.

15. Diagnostic Imaging Biopsy Differential – TA to May 31, 2023, CP (increase from \$2 per hour to \$2.75 per hour).

16. Diagnostic Imaging Technologist I Lightroom Coordinator Duties Differential – TA to May 24, 2023, CP (increase from \$1.50 per hour to \$2 per hour).

17. Neuropsychology Differential – TA to May 24, 2023, CP.

18. Sterile Processing Certification Differential – TA to May 31, 2023, CP

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19. Correctional Clinician Differential (Detention Services Premium) – TA to June 24, 2023, CP.

20. Therapy Technician Differential – TA to June 9, 2023, CP.

E.18 – Sterile Processing Technician Training and Education – TA CCL.

E.19 – County Communications - Health and Wellness – TA CCL.

~~E.20 – Children’s Counselor Training Agreement to delete section per SEIU proposal dated May 19, 2023.~~

E.2021 – Dietetic Technician Meal Allowance – TA CCL.

E.2122 – Liability Protection – TA CCL.

E.2223 – Departments of Behavioral Health Services Clinician Quality of Patient Care Committee – TA CCL.

E.2324 – Alternately Staffed Diagnostic Imaging Technologist I (DIT I) Positions – TA CCL.

E.2425 – Lead Differential

a) Lead Role – TA CCL.

b) Lead Rotation – TA CCL.

c) Lead Differentials

Lead differentials are listed alphabetically by classification.

~~1. Agricultural Biologist Lead Differential - Agreement to delete section per SEIU proposal dated May 19, 2023.~~

2. Anesthesia Technician Lead Differential – TA CCL.

3. Behavioral Health Lead Differential – Hold.

Employees in designated positions in the classes of Psychologist, Psychosocial Occupational Therapist, Rehabilitation Counselor, Psychiatric Technician, Mental Health Community Worker and Community Worker, who perform lead duties shall receive ninety-five dollars (\$95.00) and employees in designated positions in the classes of **Crisis Intervention Specialist**, Marriage & Family Therapist II and Psychiatric Social Worker II who perform lead duties shall receive one hundred thirty five dollars (\$135.00) additional compensation each biweekly pay period provided they are:

a. Assigned to a Community Mental Health Center, a unit in the Continuing Care Program in the Behavioral Health or Acute Psychiatric Services in Valley Medical Center and are

b. Assigned to "lead" a functional unit as defined by the Behavioral Health Department or Acute Psychiatric Services in Valley Medical Center and approved by the County Executive.

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4. **Child Support Specialist Lead Pay – TA CCL.**
5. **Deputy Public Guardian Conservator Lead Differential – TA CCL.**
6. **Diagnostic Imaging Technologist I Lead Differential – TA CCL.**
7. **Associate Cardiovascular Interventional Technologist, Cardiovascular Interventional Technologist, or Interventional Radiology Technologist Diagnostic Imaging Technologist II Lead Differential – TA to County June 7, 2023, proposal.**
8. **Employment Counselor Lead Differential – TA CCL.**
9. **Estate Administrator Lead Differential – TA CCL.**
10. **Estate Property Technician Lead Differential – TA CCL.**
11. **~~Forensic Chemist Differential – Agreement to delete section per May 25, 2023, Union proposal. Position was abolished.~~**
12. **Forensic Pathology Technician Lead Differential – TA CCL.**
13. **Hazardous Materials Technician Lead – TA CCL.**
14. **Library Assistant I/II Charge Differential – TA to June 9, 2023, CP (increase from \$1.50 per hour to \$2.00 per hour).**
15. **Library Assistant I/II Electronic Resources Duties Differential – TA CCL.**
16. **Magnetic Resonance Imaging Technologist Differential – TA CCL.**
17. **Medical Examiner-Coroner Investigator – TA CCL.**
18. **Medical Laboratory Assistant III Lead Differential – TA CCL.**
19. **Medical Social Worker II Lead Differential – TA to May 31, 2023, CP.**
20. **Obstetric Technician Lead Differential – TA CCL.**
21. **Payroll Audit Specialist Lead Differential – TA CCL.**
22. **Pharmacist Lead Differential – TA CCL.**
23. **Pretrial Services Officer II (V41) Lead Differentials – TA CCL.**
24. **Property / Evidence Technician Lead Differential – TA to SEIU's April 14, 2023, proposal (increase from \$1.63 per hour to \$1.83 per hour).**
25. **Protective Services Officer Lead Differential – TA CCL.**
26. **Public Defender Investigator II Lead Differential – TA CCL.**
27. **Public Health Nutritionist Lead Differential – TA CCL.**
28. **Pulmonary Diagnostic Tech Lead Differential – TA CCL.**
29. **Rehabilitation Officer II Lead Differential – TA CCL.**
30. **Respiratory Care Practitioner Lead Differential – TA to County June 7, 2023, County proposal (increase from \$1.75 per hour to \$2.00 per hour).**
31. **Sheriff Technician Lead Differential – TA CCL.**
32. **Senior Paralegal Lead Differentials – TA CCL.**
33. **Sterile Processing Technician II Lead Pay – TA CCL.**
34. **Ultrasonographer II Lead Differential – TA CCL.**
35. **Urodynamic Technician Lead Differential – TA CCL.**
36. **Veteran Services Representatives II Lead Differential – TA to May 24, 2023, CP.**
37. **Monitor Technician Lead Differential – TA to May 24, 2023, CP.**
- ~~37. **Weights and Measures Inspector III Lead Differential – Agreement to delete section per SEIU's proposal dated May 19, 2023.**~~

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38. **Emergency Room Technician Lead Differential** – TA to June 24, 2023, CP.
E.**2526** – Pharmacy In-Service Training – TA CCL.
E.**2627** – Pharmacy – Special Assignment – TA CCL.
E.**2728** – Board of Pharmacy Specialties Exam & Recertification – TA CCL.
E.**2829** – Physician Assistant Professional Practice – TA CCL.
E.**2930** – Split Codes – TA CCL.
E.**3034** – Work Out of Classification – TA CCL.
E.**3132** – Educational Certification Maintenance – MFT's and PSW's – TA CCL.
E.**3233** – Respiratory Care Practitioner Relief Supervisor Duties – TA CCL.
E.**3334** – Medical Staff Dues for Psychology Services – TA CCL.

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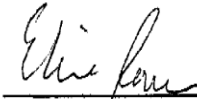
Current contract language is CCL.

**SIDELETTER to:
COUNTY COMMUNICATIONS
CRITICAL INCIDENT/CATASTROPHIC LEAVE**

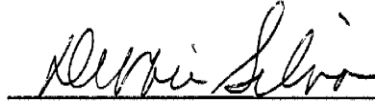
The County of Santa Clara and SEIU Local 521 have agreed to the following:

If a critical incident or catastrophic event occurs during the course of a Dispatcher's duties, the Dispatcher will be allowed to use their available leave balances, including compensatory time. The Department recognizes that physical or emotional reactions to such events may be immediate, delayed or cumulative.

DATED: May 27, 2012



Elaine Rowan



Debbie Silva

TA to delete.

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

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~~SANTA CLARA VALLEY MEDICAL CENTER HOSPITALS AND CLINICS LVN AND
HSA FLOAT DIFFERENTIAL~~

~~The County of Santa Clara and SEIU Local 521 have agreed to the following:
Within sixty (60) calendar days following ratification by the Board of Supervisors of the
2020-2023 Memorandum of Agreement between the County and the Union, the parties
agree to meet and confer about the designation of like units for the purposes of a float
differential for Licensed Vocational Nurses and Hospital Services Assistant I and IIs at
VMC O'Connor and VMC St. Louise. The list of units to be discussed may include but is
not limited to: Emergency Department, Intensive Care Unit, Medical-Surgical Unit. The
County and the Union shall each have three (3) representatives.~~

TA

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

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Office of the District Attorney, Canine Handler

Within sixty (60) calendar days following ratification by the Board of Supervisors of the [insert dates] Memorandum of Agreement between the County and the Union, the parties agree to meet and confer regarding matters related to the Office of the District Attorney, Canine Handler program. The County and the Union may each have up to three (3) representatives.

TA

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

Medical Social Worker Series

Within sixty (60) calendar days following ratification by the Board of Supervisors of the [insert dates] Memorandum of Agreement between the County and the Union, the parties agree to meet and collaboratively work together to move from Appendix G to Appendix E language specifically applicable to Medical Social Workers, consistent with the parties' agreement to move the Medical Social Workers from the Social Services Unit to the Administrative, Professional, and Technical Unit. The County and the Union may each have up to three (3) representatives in these meetings.

TA

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Crisis Intervention Specialist Series

The parties agree to include in the E.1 Classification Table the Crisis Intervention Specialist Series. The parties acknowledge that the Union takes the position that the meet and confer process has not been completed, and the Union does not waive its rights or provide concurrence by agreeing to add the Crisis Intervention Specialist Series to the E.1 Classification Table.