

County of Santa Clara

Employee Services Agency

Labor Relations Department

County Government Center, East Wing

70 West Hedding Street, 8th Floor

San Jose, California 95110



Distributed at the Bargaining Table by the County on February 26, 2024

Dear RNPA Bargaining Team,

The following is a summary of the main economic proposals contained in the County's February 21, 2024, package proposal.

<u>Economic Item</u>	<u>County Proposal</u>
General Wage Increases	<ul style="list-style-type: none">• 3% increase upon full ratification by the Board of Supervisors• 3.5% increase in the second year• 4% increase in the third year
Shift Differentials	<ul style="list-style-type: none">• \$6.75 per hour in the second year for evening shift• \$10.50 per hour in the second year for night shift• \$11.50 per hour in the third year for night shift
Charge Nurse Differential	<ul style="list-style-type: none">• \$4.00 per hour in the second year• \$4.25 per hour in the third year
Float Differential	<ul style="list-style-type: none">• \$2.50 per hour in the second year• \$2.75 per hour in the third
Detention Services Premium/Critical Care Differential (Hazard Duty)	<ul style="list-style-type: none">• \$3.50 per hour in the second year for the JPD Ranches, Psychiatric Inpatient, Emergency Psychiatric Services, the locked/secured section of the Main Jail, Elmwood, and JPD Hall• \$3.00 per hour in the third year for the Emergency Department
National Certification Pay	<ul style="list-style-type: none">• \$400 per year in the second year
Preceptor Pay	<ul style="list-style-type: none">• \$2.50 per hour in the second year
Cardiac Specialty Pay	<ul style="list-style-type: none">• \$2.75 per hour in the second year• \$3.00 per hour in the third year

Board of Supervisors: Sylvia Arenas, Cindy Chavez, Otto Lee, Susan Ellenberg, S. Joseph Simitian

County Executive: James R. Williams