

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

Proposal: Administrative, Professional & Technical Unit Table

DATE: 6/22/23
TIME: 12:30pm

This is a package proposal with the Master Package Proposal 6/22/23.

E.1	SALARIES	SEE ATTACHED
E.2	SALARY ALIGNMENTS	NO CHANGE - CCL
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	NO CHANGE - CCL
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
SIDLETTER	VMC & CLINICS LNV & HSA FLOAT DIFFERENTIAL	Agree to Delete
SIDELETTER	VICTIM/WITNESS ANIMAL HANDLER	SEE ATTACHED

APT Union Proposal

E.1 Salaries

Salaries shall be identified by job code on the salary table (Appendix A): [Outstanding differences in Classification Table](#):

Job Code	Prob Period	Job Classification
D3F		MANAGED CARE INTAKE COORDINATOR VHP TO CLERICAL UNIT
R6F		ASSOCIATE CRISIS INTERVENTION SPECIALIST
R6E		CRISIS INTERVENTION SPECIALIST

The Union requests dates to meet & confer on Victim/Witness Classification Study in response to County's package proposal from 6/7/2023 (Victim/Witness Classification Study)

Realignments:

JOB CODE	CLASSIFICATION	REALIGNMENT
T40	APPRAISER III	1.5% 1%
L85	ASSISTANT PLANNER	6% 4%
L84	ASSOCIATE PLANNER	6% 4%
B79	AUDITOR APPRAISER III	1.5% 1%
C35	BUYER ASSISTANT	3.75% 1.5%
C33	BUYER I	3.75% 1.5%
C32	BUYER II	3.75% 1.5%
C31	BUYER III	3.75% 1.5%
S9J	CARDIAC SONOGRAPHER I	4% 1.5%
S9H	CARDIAC SONOGRAPHER II	4% 1.5%
S9G	CARDIAC SONOGRAPHER III	4% 1.5%
E85	CHILD SUPPORT OFFICER II	1.5% 1%
R21	CLINICAL DIETITIAN I	6.5% 5%
R2L	CLINICAL DIETITIAN II	6.5% 5%
G9A	COMMUNICATIONS DISPATCHER III	3%
N31	CONSTRUCTION INSPECTOR	8.5% 6.5%
V69	CRIMINALIST I	6.5% 4.5%
V68	CRIMINALIST II	6.5% 4.5%
V67	CRIMINALIST III	6.5% 4.5%
R87	DIAGNOSTIC IMAGING TECHNOLOGIST I	3.25% 1%
R8G	DIAGNOSTIC IMAGING TECHNOLOGIST I – CLINICAL INSTRUCTOR	3.25% 1%
R8F	DIAGNOSTIC IMAGING TECHNOLOGIST I – COMPUTED TOMOGRAPHY & MAMMOGRAPHY	3.25% 1%
R8C	DIAGNOSTIC IMAGING TECHNOLOGIST I – FLUOROSCOPY	3.25% 1%
R8D	DIAGNOSTIC IMAGING TECHNOLOGIST I – MAMMOGRAPHY	9% 8%

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JOB CODE	CLASSIFICATION	REALIGNMENT
R8E	DIAGNOSTIC IMAGING TECHNOLOGIST I – CT	3.25% 1%
R8B	DIAGNOSTIC IMAGING TECHNOLOGIST II – CT	6.75% 4%
R3D	DOSIMETRIST	8% 6%
V21	HAZARDOUS MATERIALS TECHNICIAN	12% 11%
V2D	HAZARDOUS MATERIALS TRAINEE	4%
S93	HOSPITAL SERVICES ASSISTANT II	5.4% 3.4%
R2X	INTERVENTIONAL RADIOLOGY TECHNICIAN	6.75% 4%
V4T	LEGAL PROCESS OFFICER	4.5% 3%
E4H	ELECTRONIC RESOURCES LIBRARIAN	5.25% 2.5%
J64	LIBRARIAN I	5.25% 2.5%
J63	LIBRARIAN II	5.25% 2.5%
S85	LICENSED VOCATIONAL NURSE	3.75% 1%
R2E	MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST	8.75% 5.5%
R6A	MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST – ANGIO	8.75% 5.5%
R6C	MAGNETIC RESONANCE IMAGING (MRI) TECHNOLOGIST – CT	8.75% 5.5%
P97	MARRIAGE & FAMILY THERAPIST I	8.5% 5%
P96	MARRIAGE & FAMILY THERAPIST II	8.5% 5%
H93	MEDICAL ASSISTANT	2.6% 1%
R75	MEDICAL LABORATORY ASSISTANT I	1.5% 1%
R74	MEDICAL LABORATORY ASSISTANT II	1.5% 1%
R7F	MEDICAL LABORATORY ASSISTANT III	1.5% 1%
E33	MENTAL HEALTH COMMUNITY WORKER	4% 1%
D2J	MENTAL HEALTH PEER SUPPORT WORKER	4% 1%
S9S	MENTAL HEALTH WORKER	4% 1%
P84	OBSTETRIC TECHNICIAN	2%
R1T	OCCUPATIONAL THERAPIST I	8% 5.25%
R1A	OCCUPATIONAL THERAPIST II	8% 5.25%
R12	OCCUPATIONAL THERAPIST III	8% 5.75%
R2C	OCCUPATIONAL THERAPY ASSISTANT II	4%
S9T	PATIENT TRANSPORTER	5%
R3B	PER DIEM IR TECHNICIAN	6.75% 4%
R2S	PHARMACY DATA SPECIALIST – VHP	2% - TA CP 6/7/23
R1P	PHYSICAL THERAPIST I	8% 5.25%
R11	PHYSICAL THERAPIST II	8% 5.25%
R10	PHYSICAL THERAPIST III	8% 5.75%
R69	PHYSICAL THERAPY ASSISTANT I	4%
R64	PHYSICAL THERAPY ASSISTANT II	4%
Y42	PSYCHIATRIC SOCIAL WORKER I	8.5% 5%
Y41	PSYCHIATRIC SOCIAL WORKER II	8.5% 5%
S88	PSYCHIATRIC TECHNICIAN I	6.5% 3.5%
S87	PSYCHIATRIC TECHNICIAN II	6.5% 3.5%

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JOB CODE	CLASSIFICATION	REALIGNMENT
P9E	PSYCHOLOGIST	3% 2%
P9F	PSYCHOLOGIST – NEURO SERVICES	3% 2%
R13	PSYCHOSOCIAL OCCUPATIONAL THERAPIST	2% 1%
C97	QUALITY IMPROVEMENT COORDINATOR – MHS	1.5% 1%
CO7	QUALITY IMPROVEMENT COORDINATOR I – ADS	1.5% 1%
C06	QUALITY IMPROVEMENT COORDINATOR II – ADS	1.5% 1%
R32	RADIATION THERAPIST	3% 1%
R1R	RECREATION THERAPIST I	7.25% 5%
R1D	RECREATION THERAPIST II	7.25% 5%
R1C	RECREATION THERAPIST III	9.25% 6%
P76	REGISTERED DENTAL ASSISTANT	1.5% 1%
P67	REHABILITATION COUNSELOR	1.5% 1%
R15	RESPIRATORY CARE PRACTITIONER I	6.5% 4.5%
R1S	RESPIRATORY CARE PRACTITIONER II	6.5% 4.5%
R54	RESPIRATORY CARE SERVICES SPECIALIST	6.5% 4%
C47	SENIOR APPRAISER	1.5% 1%
C57	SENIOR AUDITOR APPRAISER	1.5% 1%
G92	SENIOR COMMUNICATIONS DISPATCHER	3%
N32	SENIOR CONSTRUCTION INSPECTOR	8.5%
L83	SENIOR PLANNER	6% 4%
R3P	SENIOR PSYCHOSOCIAL OCCUPATIONAL THERAPIST	1.5% 1%
R1L	SPEECH & LANGUAGE PATHOLOGIST I	4% 2.25%
R38	SPEECH & LANGUAGE PATHOLOGIST II	4% 2.25%
R37	SPEECH & LANGUAGE PATHOLOGIST III	6% 4.25%
S23	SURGICAL TECHNICIAN	2% - TA CP 6/7/23
R48	THERAPY TECHNICIAN	8%
S6A	ULTRASONOGRAPHER I-A	2% 1%
S6B	ULTRASONOGRAPHER I-B	2% 1%
S6C	ULTRASONOGRAPHER I-C	2% 1%
S9A	ULTRASONOGRAPHER II-A	4.5% 1%
S9B	ULTRASONOGRAPHER II-B	4.5% 1%
S9C	ULTRASONOGRAPHER II-C	4.5% 1%
S9D	ULTRASONOGRAPHER II-D	4.5% 1%

APT Union Proposal

E.17 Differentials

1. **Central Permit Differential - CCL**
2. **Communications Dispatcher Differential – HOLD**
 - a. Communications Dispatcher I's who are trained, certified and assigned by the Department to provide Emergency Police Medical Dispatching and either, Medical or Fire call-taking 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.
 - c. Senior Communications Dispatchers who are certified and perform either Police, Fire or Medical Quality Assurance Case Review duties shall receive a differential of approximately five percent (5%) above that specified for regular positions in this class for each shift actually worked.
 - d. 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 five percent (5%) above that specified for regular positions in this class.
3. **Dental Assistant Differential - CCL**
4. **Technology Services and Solutions (TSS) Department Shift Differentials – TA to CP 5/31/2023**
5. **Pharmacist Shift Differentials – CCL**
6. **Pharmacy Technician Advanced Admixture Duties Differential – TA to CP 5/31/2023**
7. **BOE Advanced Appraiser's Certificate Differential: Appraiser Series - 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 – CCL**
10. **Sr. Construction Inspector Class A Instructor Certified Differential - CCL**
11. **Deputy Public Guardian Conservator/Estate Administrator Differential – CCL**
12. **LVN/HSA Float Differential – TA to CP 6/21/2023**
13. **Criminalist Certification Differential Pay - CCL**
14. **Therapy Certification Pay – TA to CP 6/21/2023**
15. **Therapy Technician Differential (NEW) – TA to CP 6/9/2023**

16. Diagnostic Imaging Biopsy Differential – TA to CP 5/31/2023
17. Diagnostic Imaging Technologist I Lightroom Coordinator Duties Differential – TA to CP 5/24/23

18. Correction Clinician Differential - Modified

Incumbents in the classifications of Marriage & Family Therapist I/II and Psychiatric Social Worker I/II, who are routinely and consistently assigned to work in the Elmwood Complex and/or Main Jail and/or Juvenile Hall and/or James Ranch and/or Psychiatric In-Patient will be compensated with a differential of six ~~five~~ **five** dollars and ~~forty-five~~ **fifty** cents (\$~~6.45~~ **5.55**) per hour above the employee's rate of pay for all hours in paid status.

Incumbents receiving the Correctional Clinician Differential will not be entitled to receive Hazard Duty Pay as defined in Section 8.16 of the MOA.

22. Neuropsychology Differential (NEW) – TA to CP 5/24/23
23. Sterile Processing Certification Differential – TA to CP 5/31/23

Diagnostic Imaging Charge Technologist Duties Differential - WITHDRAWN
Imaging Technologist Shift Differentials - WITHDRAWN
Monitor Technician Preceptor Differential - WITHDRAWN
Diagnostic Imaging Certification Differential - WITHDRAWN
Surgical Technician Certification Differential - WITHDRAWN
Clinical Dietitian Certification Differential Pay - WITHDRAWN
Library Assistant I/II Passport Agent Differential - WITHDRAWN
Hazardous Materials Technician Contractor Supervision Differential - WITHDRAWN
Valley Homeless Health Care Plan Assignment Differential - WITHDRAWN
CalAIM Billing Differential – WITHDRAWN
Licensed Vocational Nurse Charge Nurse Duties Differential - WITHDRAWN
Pharmacy Technician Certification Differential – WITHDRAWN
Outpatient Pharmacy Purchasing Differential - WITHDRAWN
Respiratory Care Practitioner Certification Differential – WITHDRAWN
Level One Trauma Center Differential – WITHDRAWN
Mammography Rotation Differential – **WITHDRAWN**
Victim Witness Advocate (Animal Handler Differential) - **WITHDRAWN**

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 - CCL
- ~~3.2.~~ Behavioral Health Lead Differential - CCL
- ~~4.3.~~ Child Support Specialist Lead Pay - CCL
- ~~5.4.~~ Deputy Public Guardian Conservator Lead Differential - CCL
- ~~6.5.~~ Diagnostic Imaging Technologist I Lead Differential - 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 – CCL
- ~~9.8.~~ Estate Administrator Lead Differential - CCL
- ~~10.9.~~ Estate Property Technician Lead Differential – CCL
- ~~11.~~ ~~Forensic Chemist Differential~~ – Agreed to delete
- ~~12.10.~~ Forensic Pathology Technician Lead Differential - CCL
- ~~13.11.~~ Hazardous Materials Technician Lead - 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 - CCL
- ~~16.14.~~ Magnetic Resonance Imaging Technologist Differential - CCL
- ~~17.15.~~ Medical Examiner-Coroner Investigator - CCL
- ~~18.16.~~ Medical Laboratory Assistant III Lead Differential - CCL
- ~~19.17.~~ Obstetric Technician Lead Differential - CCL
- ~~20.18.~~ Payroll Audit Specialist Lead Differential - CCL
- ~~21.19.~~ Pharmacist Lead Differential – CCL
- ~~22.20.~~ Pretrial Services Officer II (V41) Lead Differentials - 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 - CCL
- ~~25.23.~~ Public Defender Investigator II Lead Differential - CCL
- ~~26.24.~~ Public Health Nutritionist Lead Differential - CCL
- ~~27.25.~~ Pulmonary Diagnostic Tech Lead Differential - CCL
- ~~28.26.~~ Rehabilitation Officer II Lead Differential - CCL
- ~~29.27.~~ Respiratory Care Practitioner Lead Differential – TA to CP 6/07/2023
- ~~30.28.~~ Sheriff Technician Lead Differential - CCL
- ~~31.29.~~ Senior Paralegal Lead Differentials - CCL
- ~~32.30.~~ Sterile Processing Technician II Lead Pay - CCL
- ~~33.31.~~ Ultrasonographer II Lead Differential - CCL
- ~~34.32.~~ Urodynamic Technician Lead Differential - CCL
- ~~35.33.~~ Veteran Services Representatives II Lead Differential – TA to CP 5/24/23
- ~~36.~~ ~~Senior Biologist/Standards Specialist, Weights and Measures Inspector III Lead Differential~~ – Agreed to delete
- ~~Monitor Technician Lead Differential~~ – TA to CP 5/24/23
- ~~Medical Social Worker II Lead Differential~~ – TA to CP 5/31/23

APT Union Proposal

Emergency Room Technician Lead Differential – MODIFIED

When assigned a full range of lead duties, up to nine (9) Emergency Room Technicians shall be compensated five percent (5%) higher than the employee's salary range.

Pharmacy Data Specialist Lead Differential - WITHDRAWN

Letter of Agreement
between the
County of Santa Clara and
SEIU Local 521

The parties agree to include in the E.1 Classification Table the Crisis Intervention Specialist Series, with the understanding that the meet and confer process has not completed and the Union does not waive its right nor provide concurrence by adding the classification to the table

June 22, 2023

COUNTY:

UNION:

Letter of Agreement
between the
County of Santa Clara and
SEIU Local 521

The parties agree to meet no later than ninety (90) days from ratification, to meet and confer on the Victim Witness Animal Handler and related matters.

June 22, 2023

COUNTY:

UNION:

