

SEIU Local 521  
and  
Santa Cruz County  
2024 Labor Negotiations

Union Counter Proposal September 12, 2024

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Article 1: Two-year term September 19, 2024, to September 18, 2026

ARTICLE 5 PEACEFUL PERFORMANCE

5.1 During the term of the agreement, ~~1~~The Union and its representatives agree that it and they will not engage in, authorize, sanction, or support any County employees to strike, ~~slowdown, stoppage of work, curtailment of production, concerted refusal of overtime work, refusal to operate designated equipment provided such equipment is safe and sound, or to perform customary duties.~~ However, if Unfair Labor Practice charges have been filed against the County, the Union shall reserve its right to strike against these practices until a resolution is reached. ~~Neither the Union nor any representative thereof shall engage in any job action for the purpose of effecting changes in the directives or decisions of management of the County, nor to effect a change of personnel or operations of management or of employees not covered by this Memorandum of Understanding.~~

~~A violation of this section as determined by the County Administrative Officer may result in the cessation of Union dues deduction by the County and the suspension of Article 4 of this Memorandum of Understanding.~~

5.2 In the case of a legally declared strike against another employer which has been sanctioned and approved by the central labor council having jurisdiction, an employee who is in danger of physical harm shall not be required to cross the picket line, provided that the employee advises their supervisor prior to leaving the picketed location and provided further that an employee may be required to cross a picket line where the performance of their duties is of an emergency nature and/or failure to perform such duties might cause or aggravate a danger to public health, safety, or welfare.

Any employee who participates in any activities prohibited by this Article shall be subject to ~~discharge or to such lesser~~ discipline as the County shall determine; provided, however, that the employee shall have recourse to the Civil Service Commission as to the question of whether they in fact participated in such prohibited activity. This section does not apply if there is an unfair labor practice charge against the County that permits workers to strike.

5.3 The County shall make its best effort to enforce the terms of this Memorandum on the part of its management personnel; the Union shall make its best effort to enforce the terms of this Memorandum on the part of the employees it represents. Individuals acting or conducting themselves in violation of the terms of this Memorandum shall be subject to discipline, up to and including discharge.

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ARTICLE 7

PAY 7.1

A. Pay- Article 7.1 Economic Reopener for Fiscal Emergencies

If at any time during the term of this MOU, the Board of Supervisors declares a fiscal emergency, the County may reopen the MOU for negotiations on any economic issues including but not limited to wages, health benefits, and retirement. Negotiations shall commence within 10 days of notice from the County. If the parties do not reach agreement within 30 days after commencement of negotiations, they may mutually agree to mediate the dispute under the auspices of the State Mediation and Conciliation Service, provided that such mediation shall commence within five days of the agreement to mediate and shall conclude within 14 days unless the parties otherwise mutually agree.

In the event of a declaration of a fiscal emergency, it is the County's intent to also reopen the collective bargaining agreements of other labor groups for negotiations on the economic issues outlined above in accordance with all applicable provisions of the MOU's. The County shall provide notice to the Union 5 days prior to consideration by the Board of Supervisors of a fiscal emergency under this provision.

If a state or federal law is passed to reduce benefits for active employees in this Unit, the parties shall have the right to reopen the economic provisions of the MOU.

B. Cost of Living Increase

1. Effective the first full pay period after ratification by the Union and Board of Supervisors approval, each step in the salary range for all employees shall be increased by 5%
  - a.
2. Effective the first full pay period in September 2025, each step in the salary range for all employees shall be increased by 5%

C. Equity Adjustments

The following benchmarks and their associated classifications currently sit at around below market value will be brought up to market rate based on the results of the Compensation study:

1. Effective the first full pay period in January 2026, all employees in the Agricultural Weights and Measures Inspector II benchmark classifications shall receive an equity adjustment of 8%.
2. Effective to the first full pay period after ratification by the Union and Board of Supervisors approval, all employees in the Environmental Health Specialist I benchmark classifications will receive an equity adjustment of 8%. Pretreatment Program Specialist shall be included in the EHS I benchmark and receive an 8% increase.

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3. Effective the first full pay period after ratification by the Union and Board of Supervisors approval, all employees in the Sanitation Maintenance Worker I, II, and III classifications will receive an equity adjustment of 8%.
4. Effective the first full pay period in January 2026, all employees in the Public Health Nurse II benchmark classifications shall receive an equity adjustment of 7%.
5. Effective the first full pay period in January 2026, all employees in the IT Network/Communications Analyst II benchmark classifications shall receive an equity adjustment of 6%.
6. Effective the first full pay period in January 2026, all employees in the Public Health Microbiologist benchmark classifications shall receive an equity adjustment of 6%. Public Health Investigator and epidemiologist are moved to be under the Public Health Microbiologist benchmark.
7. Effective the first full pay period in January 2026, all employees in the Clinical Lab Scientist benchmark classifications shall receive an equity adjustment of 6%.
8. Effective the first full pay period in January 2026, all employees in the California Children's Services Physical Therapist benchmark classifications shall receive an equity adjustment of 5%.
9. Effective to the first full pay period in January 2026, all employees in the Radiological Technologist benchmark classifications shall receive an equity adjustment of 5%.
10. Effective the first full pay period in January 2026, all employees in the Sr. Mental Health Client Specialist I benchmark classifications shall receive an equity adjustment of 4.5%.
11. Effective the first full pay period in January 2026, all employees in the Welfare Fraud Investigator II benchmark classifications shall receive an equity adjustment of 4%.
12. Effective the first full pay period in January 2026, all employees in the IT System Administration Analyst II benchmark classifications shall receive an equity adjustment of 4%
13. Effective the first full pay period in January 2026, all employees in the Communications Technician II benchmark classifications shall receive an equity adjustment of 3.5%.
14. Effective the first full pay period in January 2026, all employees in the Social Worker II benchmark classifications shall receive an equity adjustment of 3.5%.
15. Effective the first full pay period in January 2026, all employees in the Benefits Representative benchmark classifications shall receive an equity adjustment of 3.5%.
16. Effective the first full pay period in January 2026, all employees in the Building Permit Technician II benchmark classifications shall receive an equity adjustment of 3.5%.

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17. Effective the first full pay period in January 2026, all employees in the Senior Social Worker benchmark classifications shall receive an equity adjustment of 3%.
18. Effective the first full pay period in January 2026, all employees in the Treatment Plant Operator benchmark classifications shall receive an equity adjustment of 3%.
19. Effective the first full pay period in January 2026, all employees in the Civil Engineer benchmark classifications shall receive an equity adjustment of 3%.
20. Effective the first full pay period in January 2026, all employees in the IT Application Development & Support Analyst II benchmark classifications shall receive an equity adjustment of 2.5%.
21. Effective the first full pay period in January 2026, all employees in the Building Inspector II benchmark classifications shall receive an equity adjustment of 2%.
22. Effective the first full pay period in January 2026, all employees in the Sanitation Maintenance Worker II benchmark classifications shall receive an equity adjustment of 2%.
23. Effective the first full pay period in January 2026, all employees in the Personnel Technician benchmark classifications shall receive an equity adjustment of 2%.
24. Effective the first full pay period in January 2027, all employees in the Building Construction Maintenance Worker II benchmark classifications shall receive an equity adjustment of 2%.
25. Effective the first full pay period in January 2026, all employees in the Code Compliance Investigator II benchmark classifications shall receive an equity adjustment of 2%.

Animal Services Classification (WE CAN TA)

Effective the first full pay period in January 2026, the step 5 hourly pay rate for the following job classifications will increase by 1%:

- A. Animal Care Worker
- B. Animal Control Officer
- C. Animal Control Officer II
- D. Animal Health Specialist
- E. Animal Service Assistant
- F. Animal Service Clerk Dispatcher
- G. Registered Veterinary Technician
- H. Shelter Maintenance Manager

Effective the first full pay period in January 2026, a new step 6 shall be added to the salary range for the following job classifications:

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- I. Animal Care Worker
- J. Animal Control Officer
- K. Animal Control Officer II
- L. Animal Health Specialist
- M. Animal Service Assistant
- N. Animal Service Clerk Dispatcher
- O. Registered Veterinary Technician
- P. Shelter Maintenance Manager

The step 6 hourly pay rate for each of the above classifications shall be 5% higher than the step 5 hourly pay rate for the same class.

**Article 21 Classification actions and salary Protection (WE CAN TA)**

C. 2025 Special Classification Studies

Classifications studies shall be conducted of all employees in the following classifications who submit a complete Long Form Position Description Form (PDF) to the Personnel Department by January 31 2025:

- IHSS Social Workers II's assigned to the In-Home Supportive Services (IHSS) unit.
- Medical Billing Technician
- Senior Medical Billing Technician
- Senior Building Equipment Mechanic
- Senior Plumber
- Sr. Electrician
- Comparable study between Medical Assistants and Medical Service Workers to review duties and pay.
- No study will be conducted for employees who do not submit a completed PDF by the January 31, 2025, deadline. The study will be completed, and the results implemented within one (1) year of the date the PDF was received in the Personnel Department.

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**ARTICLE 10 INSURANCE BENEFITS**

**Plan Documents Controlling.**

The following is only a summary of the terms of enrollment and benefits for employee insurances available to employees in this representation unit. In the event of a discrepancy between Article 10 and the plan document, the plan document for insurances specified below (medical, dental, vision, life) is controlling. Copies of plan documents are available through the Personnel Department.

**10.1 MEDICAL COVERAGE & FLEXIBLE CREDIT**

CalPERS offers employees choices in medical plans. Enrollment of some domestic partners is permitted in the Public Employees' Medical & Hospital Care Act (PEMHCA) health plan. Effective January 1, 2009, the County implemented a Flexible Health Allowance Program. Employees must be enrolled in a CalPERS PEMHCA health plan to participate. Enrollment status in a health plan determines the level of Flexible Health Allowance an employee is eligible to receive.

A. Employees in this representation unit may enroll in a medical plan offered by CalPERS in accordance with the provisions of the PEMHCA Program or a CalPERS approved County offered alternate medical plan. Employees have the option of enrolling their eligible dependents in a CalPERS approved County offered medical plan. Alternate medical plans must conform to CalPERS plans, rules, and regulations.

The Parties agree to meet and confer on potential impacts within the mandatory scope of bargaining that relate to the implementation and regulatory compliance of the Affordable Care Act (ACA) for the County sponsored medical plans.

B. For coverage during the term of this agreement the County shall contribute to the CalPERS PEMHCA Program or any other CalPERS approved County offered alternate medical plans the following monthly amount for active, eligible employees in budgeted positions who elect to participate in such program:

1. For calendar year ~~2021~~ 2024 the County will provide the following monthly benefit contributions for active employees:
  - a. **CalPERS PEMHCA CONTRIBUTION**
    1. Employee only = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
    2. Employee + one dependent = The County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
    3. Employee + two or more dependents = The County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
  - b. **FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION**

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1. Employee only = ~~\$869.32~~, **\$1111.66** which includes the PEMHCA minimum contribution in 1(a)(1). The County's contribution represents 95% of the ~~2021-2025~~ premium of third lowest cost HMO-available in CalPERS Health (excluding Kaiser), ~~minus an additional \$10 employee contribution.~~
2. Employee + one dependent = ~~\$1656.08~~, **\$2106.31** which includes the PEMHCA minimum contribution in 1(a)(2). The County's contribution represents 90% of the ~~2021-2025~~ premium of the third lowest cost HMO available in CalPERS Health (excluding Kaiser), ~~minus an additional \$10 employee contribution.~~
3. Employee + two or more dependents = ~~\$2155.90~~, **\$2738.20** which includes the PEMHCA minimum contribution in 1(a)(3). The County's contribution represents 90% of the 2021-2025 premium of the third-lowest cost HMO-available in CalPERS Health (excluding Kaiser), ~~minus an additional \$10 employee contribution.~~ ~~health plan selection.~~

At no time during the 2025 plan year will the County pay more than the full costs associated with employees' health plan selection.

2. Effective as soon as administratively possible, for calendar year ~~2022~~ 2026 the County will provide the following monthly benefit contributions for active employees:
  - a. CalPERS PEMHCA CONTRIBUTION
    1. Employee only = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
    2. Employee + one dependent = the County shall contribute the PEMHCA minimum as determined by CalPERS on an annual basis.
    3. Employee + two or more dependents = the County shall contribute the PEMCHA minimum as determined by CalPERS on an annual basis.
  - b. FLEXIBLE HEALTH ALLOWANCE CONTRIBUTION
    1. Employee only = 95% of the ~~2022-2026~~ premium for the third of the lowest-cost HMO available in CalPERS Health (excluding Kaiser) but not less than ~~\$879.32~~. This includes the PEMHCA minimum contribution in 2(a)(1).
    2. Employee + one dependent = 90% of the ~~2022-2026~~ premium for the third of the lowest cost HMO available in CalPERS Health (excluding Kaiser); but not less than ~~\$1,666.08~~. This includes the PEMHCA minimum contribution in 2(a)(2).

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3. Employee + two or more dependents = 90% of the ~~2022~~ 2026 premium for the third of the lowest cost HMO available in CalPERS Health (excluding Kaiser); but not less than ~~\$2,165.90~~. This includes the PEMHCA minimum contribution in 2(a)(3).

At no time during the 2026 plan year will the County pay more than the full costs associated with employees' health plan selection.

- A. Employees in this representation unit hereby authorize the County to make a payroll deduction in the amount equivalent to the remainder of the premium required for the PEMHCA Program, or any other CalPERS approved County offered alternate medical plan in which they and their dependents are enrolled.
- B. Employees hereby authorize the County to make a payroll deduction for the payment of the required CalPERS administrative fee based upon the plan selected by the employee.
- C. Should CalPERS require a contribution to the Public Employees' Contingency Reserve Fund, employees hereby authorize payroll deductions equivalent to any such contributions required by CalPERS.
- D. Pre-Tax Dollar Program.

The County will make available to members of this representation unit a voluntary program of pre-tax dollar contributions as provided in Internal Revenue Code Section 125.

- E. Survivor Coverage.

Upon the death of an active employee who has dependents covered under a medical plan offered through the County, the County shall provide reimbursement of medical premium costs for six (6) months following the death of the employee for the surviving eligible dependents.

- A. Retiree Health Care.

- 1. Employees in this representation unit who retire through CalPERS may enroll in a CalPERS health plan or any County offered alternate medical plan, as provided under the Public Employees' Medical & Hospital Care (PEMHCA) Program and CalPERS regulations.
- 2. The County agrees to contribute as shown below for eligible retirees who are enrolled in a CalPERS Public Employees' Medical and Hospital Care Program (PEMHCA) medical plan or an alternate medical plan approved by CalPERS and offered through the County. The County's monthly contributions are as follows:
  - a. Effective January 1, 2012 for all employees in this unit who retire or have retired from the County, the County's medical contribution towards retiree health insurance shall be the PEMHCA minimum (as determined by CalPERS on an annual basis), not to exceed the actual cost of the plan selected. This amount shall be paid directly to CalPERS. In addition, the County may make a longevity contribution (as defined in H.2.b below) to reimburse retirees or qualifying family members of a deceased annuitant (see section H.3) for



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a portion of the cost of the health premium deducted from the retiree's pension. Longevity contributions shall be paid directly to the retiree or a qualifying family member of a deceased annuitant (see section H.3) by the County on a monthly basis.

- b. Effective January 1, 2012 for all employees in this unit who retire on or after January 1, 2012 from the County, the County will make a longevity contribution towards retiree health insurance, which when added to the PEMHCA minimum will total the amount shown in the following longevity schedule (See Attachments E & F):
1. Retirees with 0-5 Years of Service with the County of Santa Cruz are entitled to receive the PEMHCA Minimum ~~Only~~ plus \$50.00
  2. For retirees with 6+ years of County service, each additional year of service above 5 years shall be recognized with a fixed dollar increase per year, as shown on Attachment E and F, to a maximum of ~~\$507~~ \$557 at the age of 55 with 20 years of service for Retiree Only and to a maximum of ~~\$557~~ \$607 at the age of 55 with 20 years of service for Retiree Plus one or more dependents.
  3. For retirees with 6+ years of County service, each additional year of service beyond age 55 shall also be recognized with a 5% increase, as shown on Attachment E and F, to a total County Contribution maximum of ~~\$507~~ \$557 for Retiree Only and ~~\$557~~ \$607 for Retiree Plus one or more dependents.
  4. Upon the retiree or the qualifying family member of a deceased annuitant (see section H.3) attaining Medicare eligibility, the County's total contribution shall be reduced to the greater of (i) the PEMHCA minimum or (ii) 75% of the pre- Medicare contribution as calculated per Attachment E and F.
  5. Effective in any calendar year that the PEMHCA minimum (as determined by CalPERS on an annual basis) equals or exceeds the lowest level of benefit available to an employee at age 55 with 6+ years of service, the longevity schedules (See Attachment E and Attachment F) shall be revised to reset the fixed dollar increase between the years 5-20, thereby ensuring that the provisions of Section 2.b(2) are met.
  6. Increases to the County contribution pursuant to Section 2.b(5) shall only apply to retirees with retirement dates on or after the date of said revision(s) to Attachment E and/or Attachment F.
  7. Retiree's contributions from County shall remain fixed at the amount determined at the date of their retirement (per Attachment E and F) unless and until, during negotiations, this bargaining unit and the County agree to an increase in the maximum County contribution of ~~\$507~~ \$557 for Retiree Only and ~~\$557~~ \$607 for Retiree Plus one or more dependents. County contributions shall never exceed the cost of the premium for the qualifying medical plan in which the retiree is enrolled

**10.4: Add State Disability for Extra-Help Employees (pending SEIU vote for extra-help)**

**ARTICLE 12 OVERTIME-Holding**

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**1. DEFINITION**

Overtime is any authorized time worked in excess of forty (40) hours per week, in a seven (7) consecutive day (i.e., 168 consecutive hours) work period. Employees shall receive payment for all overtime worked in the amount of one and one-half times their FLSA “regular” hourly rate.

**2. AUTHORIZATION**

Employees cannot work overtime without the advance approval of department heads or their designated agents. Advance approval may include written instructions from department heads for standard situations, and such instructions may be changed by department heads from time to time. Operational needs vary by department. Departments shall ensure that plans are in place to relieve employees at the end of their scheduled shifts. Departments shall ensure that employees are relieved at the end of their scheduled shifts when overtime is not approved. This shall not prevent the parties from mutually agreeing to other arrangements.

**3. COMPUTATION**

A. Unless specifically provided otherwise in this Article, paid time off from work for any purpose shall not count as time worked for purposes of overtime, including but not limited to: annual leave; sick leave; vacation; court leave; any balance of compensatory time; paid leave for participation in County examinations or selection interviews or for purposes of donating blood; pay for time not worked in the event of a natural disaster; and mandatory leave with pay.

B. Holidays

1. When a holiday falls on an employee’s regular workday, the hours of holiday leave shall be counted as time worked for purposes of computing overtime whether the holiday is worked or not, and hours worked on a holiday shall be counted as time worked for purposes of computing overtime.

2. Holidays which occur on a day other than the employee’s regularly scheduled workday shall not be counted as time worked for purposes of computing overtime.

4. Notwithstanding the other provisions of this Article, all time in paid status except compensatory time off will apply towards overtime for the following classes only:

Public Works Maintenance Worker I – IV Public  
Works Supervisor  
Sanitation Maintenance Worker I – III  
Pump Maintenance Mechanic Disposal  
Site Maintenance Worker  
Heavy Equipment Operator-Disposal Sites  
Transfer Truck Driver

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Heavy Equipment Mechanic I  
Heavy Equipment Mechanic II  
Supervising Heavy Equipment Mechanic Public  
Works Dispatcher  
Heavy Equipment Service Worker Solid  
Waste Inspector I/II Environmental  
Program Coordinator Treatment Plant  
Operator in Training Treatment Plant  
Operations Supervisor Senior Treatment  
Plant Operator  
Lead Heavy Equipment Operator  
Cashier-Disposal Site  
Accounting Clerical Supervisor – Disposal Site  
Electrical Instrumentation Supervisor Electrical  
Instrumentation Technician I Electrical  
Instrumentation Technician II Treatment Plant  
Operator

Sr. Social Workers

Social Workers Supervisors

Mental Health Client Specialist I/II

Sr. Mental Health Client Specialist I/II

Building Maintenance II/III

Criminalist I/II/III

Building Equipment Mechanic

Sr. Building Equipment Mechanic

Electrician

Sr. Electrician

Plumber

Sr. Plumber

Supervising Coroner Investigator

Coroner Investigator I/II

Group Supervisor

Sr. Group Supervisor

Institutional Supervisor

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**ARTICLE 13 ON-CALL DUTY AND CALL BACK DUTY**

**1. ON-CALL DUTY**

Defined. On-call duty is defined as the requirement by the department for an employee to leave a phone number where the employee may be reached during off-duty hours, or carry a pager during off-duty hours, and the employee must be available to report to work within a one-hour period.

**B Time Worked.**

1. Time spent in answering phone calls or responding to calls by phone is considered time worked which counts towards overtime.
2. An employee who is called back to duty shall be considered on-call until they reach the job site. Travel time to the job site shall not be considered time worked.  
Time worked shall be deducted from the prescribed on-call shift to determine the appropriate on call pay.

**C. Compensation.- ~~(WE CAN TA)~~**

1. ~~Effective September 13, 2014~~ All employees assigned on-call duty shall receive ~~\$3.00~~ \$4.00 per hour when assigned to be on-call.
0. Effective the first full pay period after Union ratification and Board of Supervisors approval, all employees assigned on-call shall receive ~~\$4.00~~ \$4.50 per hour (or ~~\$32~~ 36 for an 8-hour period, ~~\$64~~ 72 for a 16-hour period, and ~~\$96~~ \$108 for a 24-hour period) when assigned to be on-call.

**D. Union Notification.** The County shall notify the Union whenever the County intends to add or remove positions in the bargaining unit from the approved on-call list.

**E. Sanitation On-Call (HOLDING):** When scheduled to be on-call after normal hours of operation, the employee shall be compensated at the rate of \$7.25 per on-call hour, or the Federal hourly minimum wage, whichever is greater. When an employee responds to a call, either by phone or in person, the employee shall be paid for actual time worked at their regular hourly rate of pay and overtime using code 25P. The employee shall receive two hours minimum pay for any call-out.

**Mental Health On-Call:** When Sr. Mental Health Client Specialist II and Mental Health Client Specialist II are scheduled to be on-call after normal hours of operation, the employee shall be compensated at the rate of \$7.25 per on-call hour, or the Federal hourly minimum wage whichever is greater. When an employee responds to a call, either by phone or in person, the employee shall be paid for actual time worked at their regular hourly rate of pay and overtime using code 25P. The employee shall receive two hours minimum pay for any call-out.

**0. CALL-BACK**

Defined. Employees who are ordered to return to their work site or another specified work site by the department head or a designated agent following the termination of their normal work shift shall be considered to be on call-back unless otherwise provided in this Article (13). Responses to phone calls or performing work at home shall not be considered call-back duty. Travel time to and from the work site shall not be considered time worked. If an employee has physically left home and receives a call canceling a call-

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back, the two- (2) hour minimum in B, below, shall apply. Such payment shall not be considered for time worked.

B. Compensation. Employees who are called back shall be compensated for the actual time worked at one and one-half times their regular hourly rate provided that a minimum of two (2) hours of overtime compensation shall be allowed for all periods of work less than two (2) hours.

1. Employees in Informational Technology (IT) classifications, who are authorized by the department head to remotely access County IT systems and who are able to meet operational needs shall be compensated as outlined below in 13.2.B.1.a

Employees who work remotely shall be compensated for the actual time worked at one and one-half times their regular hourly rate provided that a minimum of one (1) hour of overtime compensation shall be allowed for all periods of work less than one (1) hour. Multiple calls within the same one (1) hour period shall be included in the time already compensated for in that one (1) hour period.

**13.4. Fatigue Time Off (NEW SECTION)**

The intent of fatigue time off is to provide a sufficient time for rest between a significant period of work and the start of the next regularly schedule work shift by replacing regularly scheduled straight time hours, of actual hours worked, with paid rest time at the regular paid compensation, as indicated below.

If the assigned employee is required to respond to a call that requires them to work hours between twelve a.m. (12am) and seven a.m. (7 a.m.), the employee shall be entitled to rest period as follows prior to returning to work:

Fatigue Time requires a two-hour minimum of work assignment as by Article 13 On-call

<u>Hour Range</u>	<u>Worked Between</u>	<u>Fatigue Time Owed:</u>
<u>Between 2 – 3 Hours</u>	<u>12a.m.-7a.m</u>	<u>Two (2) Hour Fatigue Time Minimum</u>
<u>Four (4) hour or more</u>		<u>Three (3) Hours</u>

Employees at HPHP who experience abrupt or violent (murder, drug overdose, car-accident, etc) loss of a client with whom they are close to shall qualify for two hours of fatigue time per request.

**ARTICLE 14 DIFFERENTIALS -Counter**

New: Training Differential. Employees instructed or tasked to train an employee, new employee, supervisor, or manager shall be compensated with a six (6%) percent increase to their base-salary for a mutually agreed period of

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time. This period of time shall not extend past three months. Training other employees shall be voluntary and not a requirement for non-supervisory staff.

4. MORGUE CLEANING ALLOWANCE

One employee in the class of Custodian shall receive a differential of ~~\$0.75~~ \$1.25 per hour over their base hourly rate when assigned to clean the County morgue for a full work period. The assignment may be changed among employees from work period to work period, but only one person shall receive the differential within a work period. (A work period is a period of seven consecutive 24 hours, or 168 consecutive hours.)

0. DETENTION AND JUVENILE HALL FACILITIES DIFFERENTIAL

A. Effective October 22, 2016, employees in the following classifications shall receive a differential of ~~\$1.00~~ \$1.75 per hour above base hourly rate when assigned to detention facilities or the juvenile hall facilities:

Cook  
Head Cook  
Detention LVN  
Detention RN  
Detention Nurse Supervisor  
Program Coordinator  
Sheriff's records Clerk I & II  
Clerical Supervisor I & II  
Behavioral Health Assigned  
Administrative Aide  
Office Assistant I,II,III  
Office Assistant Supervisor  
Housekeeper

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and  
Santa Cruz County  
2024 Labor Negotiations

Union Counter Proposal September 12, 2024

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**ARTICLE 31 WORK SCHEDULE/LOCATION ASSIGNMENT-Counter**

A. Work Schedules/Schedule Changes.

Except as provided below, the standard work schedule shall be eight (8) hours per day, five (5) days per week, with two (2) consecutive days off. Except for overtime, callback and on-call assignments, departments which need a different operational schedule shall maintain and post an employee assignment schedule. No employee, except in case of emergency, shall be required to work a different work schedule than assigned (including an alternate schedule). ~~unless~~ The employee has been must be notified in writing at least five (5) working days in advance of requests to the change in their work schedule. Schedule changes shall be subject to the meet and confer process with the Union.

1. Alternate Schedules.

- a. Upon recommendation of a department head or designee, flex-time, job sharing and voluntary reduced work hour programs may be established after consultation with the Personnel Director and the Union. Job sharing programs require that benefits (excluding employee insurances) be prorated.
- b. Current alternate work schedules may include 9/80 schedules, 4/10 schedules, and/or other alternate schedules. Individuals assigned to such schedules shall accrue leave and holiday hours on the same basis as employees working the standard 5/8 work schedule. Employees shall also be charged time off based on the number of hours in the work day missed.
- c. Should the County elect to eliminate an existing alternate schedule, or establish a new alternate schedule, it will provide five (5) working days advance written notice to the Union and will meet and confer upon Union request.

d. 7/12 Schedule - Sheriff's Records Clerks

Effective as soon as administratively possible, all Sheriff's Records Clerks assigned to the Sheriff's Corrections Bureau will work a 7/12 schedule consisting of three 12-hour days in one week of the pay period, and four 12-hour days in the other week of the pay period. Employees assigned this schedule will work a modified work period, in which one 12-hour day will be split between the two work weeks, leaving the employee with 42 hours of scheduled work each work week. Individuals assigned to such schedules shall accrue leave on the same basis as employees working the standard 5/8 work schedule. Employees shall also be charged time off based on the number of hours in the work day missed.

- i. Overtime. Employees will be subject to Article 12 and overtime will accrue on any hours of work over 40 in each designated work period. This will result in employees who work their full assigned schedule receiving four hours of overtime each pay period.
- ii. Holidays. Employees assigned the 7/12 schedule are not subject to the provisions of Article 16.1.A. (Holidays). Instead, these employees will accrue .051 hours of holiday credit (the equivalent of 112 hours per year, representing the 14 County holidays) for each hour they are in paid status up to 80 hours per pay period. Holiday accruals will be cashed out twice per year, in June and December.
- iii. Overtime hours will not count toward step advances, County Service hours, probation, leave accruals, or similar purposes.

iv. Implementation of this article (31.A.1.d.) is subject to coordination with the Auditor-Controller-Treasurer-Tax Collector and the Information Services Department.

e. 36/44 Schedule for Institutional Supervisors

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- i. Effective as soon as administratively possible, Institutional supervisors working in the Probation department will shift to a 36-hour week 1 schedule and 44-hour week 2 schedule. Employee hours will follow a typical 80 hour pay period, where overtime is eligible after 80 hours of work. The four (4) additional hours after 40 hours are not considered overtime. The Director and all Institutional Supervisors will meet and create scheduling which provides adequate coverage.
- ii. Holidays. Employees assigned the 36/44 schedule are not subject to the provisions of Article 16.1.A. (Holidays). Instead, these employees will accrue .051 hours of holiday credit (the equivalent of 112 hours per year, representing the 14 County holidays) for each hour they are in paid status up to 80 hours per pay period. Holiday accruals will be cashed out twice per year, in June and December.

f. New alternate schedules for worksites or departments may be proposed by the Union, subject to the meet and confer process.

**B. Location Transfers**

The County shall provide ten (10) working days written notice when requesting an employee to transfer ~~transferring employees to a new location in excess of ten (10) miles from their current worksite, except in cases of emergencies.~~ Transfer requests shall not be arbitrary or capricious. The County shall fulfill the transfer requests which current employees have submitted based on seniority before moving to request that an employee transfer.

**C. Intra-Departmental Transfers**

All employees that are interested in intra-departmental transfers shall have their name placed on the Countywide transfer list. ~~Effective January 1, 2008, Departments shall first interview from the transfer list based on seniority~~ that desire to fill any vacant position through an intra-departmental transfer shall be provided a copy of the transfer list by the Personnel Department and shall consider the applications and candidacy of those employees requesting consideration for a transfer. The names of interested employees shall appear on the certification list with other interested applications (open and promotional competitive lists). This process shall not apply when the transfer is the result of a layoff, emergency, disciplinary action, workplace violence, the result of a Personnel investigation, or where prohibited by statute.

**D. Hours Worked.**

Effective August 10, 1996, all hours worked exclusive of overtime (as defined in Article 12.1) shall apply to step advancement and annual leave accrual. On a quarterly basis, beginning October 1, 1996, the department shall circulate departmental interest cards to establish an extra work interest list.

Employees shall have five (5) working days to place their name on the interest list. Prior to hiring temporary workers, the department shall consider this list for the filling of temporary vacancies when practical.

**E. Seniority Defined. (expand language)**

~~When used, s~~ Seniority for purposes of offering overtime, ~~and~~ shift assignment, and transfers within the work unit shall be determined by the most recent date of appointment to the current class and department of the employee.



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**New Language: Workload Standards for HSD and HSA**

The County and the Union agree that the County should adopt workload and workload standards. IHSS, Aging and Adult Protective Services, FCS, Behavioral Health Division, Benefits Division Workload and workload standards shall be based, to the extent possible, on time and quality requirements. Standards and workloads shall be considered to include all work and actions assigned and/or required.

The County will consider excessive workload conditions prior to taking action or making negative reference on performance evaluations due to inadvertent errors, or due to the employee's inability to complete all the tasks associated with the employee's assigned cases or work, if such errors or omissions occur due to the employee's workload being excessive.

Workload assigned to an employee is deemed to be excessive under any of the following conditions:

- Assigned caseload and/or workload exceeds 100% of the agreed upon caseload or workload standards.
- The assigned caseload exceeds the number of cases that a grant requires, as defined by the grant.

Workloads will be made based on what can be reasonably completed in an average eight-hour workday/forty-hour workweek provided the worker is on a 5/8 work schedule, or workloads will also be based on the alternate work schedules, such as 9/80 or 4/10, or any variable schedule. Cases, tasks, etc., will not be assigned when the worker is absent or off schedule. It is agreed that cases/tasks are assigned and worked as a regular workday t. No worker shall be expected to self-assign tasks.

**Protected Time- Processing -Benefit Representatives, EBSD**

The benefit representative's weekly schedule will reflect protected time for completing administrative work associated with their caseloads, assigned tasks, and required training, which will occur two (2) days per week. During this protected time, no assigned duties or training shall take away or cut into task management time (TM Time). If an employee has approved vacation time or is out sick on a day in which they are scheduled for protective time, the employee will be provided with another processing day within the same week. If a benefits representative scheduled with a customer/client is a no-show, they can work on other assigned tasks on their caseload.

**Induction Training for Benefit Representatives- EBSD**

**Ratios for Induction Class**

- A. Staff Development Trainers in the EBSD Department are crucial in training a class of new benefit trainees and preparing them for promotion to Benefit Representatives. The union and the county acknowledge the rigorous and robust nature of this training, designed to ensure competency in assessing eligibility for state and federal aid programs. To guarantee that trainees receive the necessary training and support, the County agrees to maintain a 5:1 ratio, ensuring each Trainee's needs are met.

**Family and Children Services: If County Agrees to add FCS Social Workers and Social Worker Supervisors in Article 12 Overtime Section B3 SEIU will withdraw FCS Case weight and FCS Caseload standards**

**Differentials**

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- Supervisors in FCS, Mental Health, IHSS and ATLC, that must oversee two units simultaneously for more than ten (10) business days shall receive a 10% differential.
- Sr. Social Workers in Family and Children's Services in the Emergency Response and Ongoing unit shall receive a 7% differential.
- Benefit Representatives assigned to General assistance and CalWORKs shall receive a 7% percent differential

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**WINTER RECESS**

In all years of this Agreement, departments that are able to close (or Division(s) if entire Department is unable to close) between December 26 and December 31 shall close to minimize the County's carbon footprint. The determination for closure shall be made by the Department Head.

- a) Four paid days (which is equivalent to thirty-two (32) hours for a full-time employee) will be made available to all SEIU bargaining units' employees to use during the Winter Recess.
- b) If a department and/or Division is unable to close during this period, four paid days will be made available by December 23. Any time not used by December 22 of the following year shall be forfeited.
  - i) These "Winter Recess" exchange days shall be scheduled in the same manner as vacation unless the department's policy is to schedule vacation per a vacation sign up list; in which case these days shall be scheduled in the same manner as a Floating Holiday
- c) Unit members must be employed by December 23<sup>rd</sup> (in each applicable year of the contract) to be eligible to receive Winter Recess hours for that year. Employees on *unpaid leave of absence* status as of this date shall be entitled to these hours once the employee returns to active paid status.
  - i) These "Winter Recess" exchange days shall be scheduled in the same manner as vacation unless the department's policy is to schedule vacation per a vacation sign up list; in which case these days shall be scheduled in the same manner as a Floating Holiday
- d) Seasonal employees in an *unpaid* status when the Winter Recess hours are loaded shall be entitled to these hours once the employee returns to active paid status.
- e) No payment for unused Winter Recess hours shall be permitted. Winter Recess hours will not be included in the overtime calculation.
- f) Prorating:
  - i) Employees shall receive Winter Recess hours on a pro rata basis according to their full-time equivalency (FTE).
  - ii) Seasonal employees will have Winter Recess hours pro-rated on FTE and pay periods worked per calendar year.

**Attachment D - SEIU Benchmark Listing**  
**September 19, 2021 ~~2024~~ through September 18, 2024 ~~TBD~~**  
 Seiu Counter 09/12/24

Position Title	Class Code	Range	Changes and/or Additions since TA
<b>Accountant II</b>	<b>UB4</b>	<b>HV</b>	
Accountant I	UB2	49	
Accountant III	UB6	6B	
Accounting Analyst	UB7	AD	
Property Tax Specialist	UE1	HW/G3	Tied with Accountant II - In 10/11/2016 - Accountant II received a 2% equity adjustment and ranges needed to be separated
Property Tax System Coordinator	UE3	G7	
<b>Account Clerk</b>	<b>CH3</b>	<b>BB</b>	
Account Clerk Trainee	CH1	AT	
Accounting Clerical Supervisor I	CH6	V2	
Accounting Clerical Supervisor II	CH9	JL	
Accounting Technician	CH7	V2	
Cashier - Disposal Site	BS9	K3	
Medical Billing Technician	CH4	V2	
Payroll Supervisor	BK8	HQ	
Public Guardian Clerk	BP1	FQ	
Sr. Account Clerk	CH5	I9	
Sr. Accounting Technician	CH8	JL	
Sr Medical Billing Technician	<del>SC7</del> /MB6	<del>C4</del> /JL	New classification created 2/28/2018 - Created with Class Code MB6 and Salary Range JL -- Incorrectly listed on benchmark listing
<b>Agricultural Weights &amp; Measures Inspector II</b>	<b>TG5</b>	<b>JG</b>	
Agricultural Biologist Aide	TC1	31	
Agricultural Weights & Measures Inspector I	TG3	EO	
Agricultural Weights & Measures Inspector III	TG7	55	
Vector Control Specialist	TC6	55	
<b>Animal Control Officer II</b>	<b>AC7</b>	<b>D6</b>	
Animal Care Worker	AC2	D2	
Animal Control Officer I	AC5	D4	
Animal Health Specialist	AC6	D5	
Animal Services Assistant	AC1	D2	
Animal Services Coordinator	AC4	DO	
Animal Svcs Clk Disp	AD3	FC	
Shelter Maint Mgr	AC3	D3	
Registered Veterinary Technician	AD4	ZF	
<b>Appraiser II</b>	<b>DA7</b>	<b>BW</b>	
Appraiser I	DA5	BU	
Appraiser/Auditor Aide	DA2	EQ	
Sr. Appraiser	DA8	JO	
<b>Assessment Clerk</b>	<b>BL3</b>	<b>MA</b>	
Assessment Technician	BL5	IV	

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Position Title	Class Code	Range	Changes and/or Additions since TA
<b>Auditor-Appraiser II</b>	<b>UG7</b>	<b>HW</b>	
Auditor-Appraiser I	UG5	BK	
Auditor-Appraiser III	UG8	BO	
<b>Auditor III</b>	<b>UF4</b>	<b>G7</b>	
Auditor I	UF2	G5	
Auditor II	UF3	G6	
Auditor IV	UF6	VH	
<b>Automotive Mechanic</b>	<b>MM4</b>	<b>DN</b>	
Auto Services Attendant	MM1	RG	
Sr. Automotive Mechanic	MM5	IU	
<b>Benefits Representative</b>	<b>SC6</b>	<b>J3</b>	
Assistant Fair Hearing Officer	SF1	NZ	
Cal Child Services Specialist I	SG3	8C	
Cal Child Services Specialist II	SG5	<del>J6/J2</del>	Tied with Health Client Benefit Rep - In 10/22/2016 (PP23/16) - Health Client Benefit Rep received a 2% equity adjustment and ranges needed to be separated
Benefits Representative Supervisor	SE5	07	
Benefits Representative Trainee	SC3	KY	
Health Client Benefit Rep	NM6	J6	
Med Care Eligibility Worker	SC8	<del>J6/J2</del>	Tied with Health Client Benefit Rep - In 10/22/2016 (PP23/16) - Health Client Benefit Rep received a 2% equity adjustment and ranges needed to be separated
Med Care Program Eligibility Supervisor	SE2	SX	
Mental Health Fee Clerk	SC4	8C	
Public Health Investigator	NV5	LU	
Sr. Public Health Investigator	NV7	LW	
Staff Develop Trainer	SE4	EK	
<b>Building Inspector II</b>	<b>TR6</b>	<b>JI</b>	
Building Counter Supervisor	TP6	IK	
Building Inspector I	TR4	BP	
Building Plans Checker	TP7	HY	
Housing Rehab Specialist	TR7	JI	
Sr. Building Inspector	TR8	X6	
Sr. Building Plans Checker	TP8	X6	
Supervising Building Inspector	TR9	MQ	

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Position Title	Class Code	Range	Changes and/or Additions since TA
<b>Building Construction/Maintenance Worker II</b>	<b>MG6</b>	<b>R8</b>	03/23: Title Change
Building Equipment Mechanic	MH3	R5	
Building Equipment Supervisor	MH8	LI	
Building Construction/Maintenance Supervisor	MH7	H9	03/23: Title Change
Building Construction/Maintenance Worker I	MG4	JK	03/23: Title Change
Building Construction/Maintenance Worker III	MG8	IF	03/23: Title Change
Maintenance Custodian	FD5	I3	
Maintenance Electrician	MG9	TL	03/23: Title Change
Maintenance Electro/Mechanical Worker	MG3	TL	
Maintenance Plumber	MG7	TL	03/23: Title Change
Sr. Building Equipment Mechanic	MH6	VZ	
Sr. Maint-Electrician	MG5	1C	03/23: Title Change
Sr. Plumber	MN5	0P	New Classification 6/28/23
<b>Building Permit Technician II</b>	<b>TP3</b>	<b>86</b>	
Building Permit Technician I	TP2	8D	
Sr. Building Permit Technician	TP5	HU	
<b>Buyer</b>	<b>VC3</b>	<b>VP</b>	
Sr. Buyer	VC5	HT	
<b>California Children Services - Physical Therapist</b>	<b>PP5</b>	<b>F5</b>	
California Children Services - Occupational Therapist	PP6	F5	
Occupational Therapist - Mental Health	PP8	F5	
<b>Child Support Specialist II</b>	<b>BY2</b>	<b>KZ</b>	
Child Support Specialist I	BY1	KI	
Child Support Specialist III	BY3	XO	
Collection Officer	BY6	CF	
Supervising Child Support Specialist	BY7	XQ	
Victim Services Representative	BY4	VY	
<b>Civil Engineer</b>	<b>EE1</b>	<b>NM</b>	
Assist In Civil Engineering	ED5	YO	
Associate Civil Engineer	ED7	NH	
Jr. In Civil Engineering	ED3	NB	
Traffic Engineer	ED6	NH	

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<b>Clinical Lab Scientist</b>	<b>NC7</b>	<b>GH</b>	
Coroner Forensic Technician	RE2	VX	
Lab Assistant/Phlebotomist	NA3	I2	
Lab Technician	NA5	WQ	
Medical Lab Technician	NC6	GU	
Pharmacy Technician	NJ1	FA	
Senior Lab Assistant/Phlebotomist	NA4	S8	
<b>Code Compliance Investigator II</b>	<b>GL5</b>	<b>IL</b>	
Code Compliance Investigator I	GL3	DQ	
Code Compliance Investigator III	GL7	CZ	
Code Compliance Investigator IV	GL8	TJ	
<b>Comm Technician II</b>	<b>MY5</b>	<b>GI</b>	
Comm Installer	MY1	RO	
Comm Technician I	MY3	JZ	
Sr. Comm Technician	MY6	BD	
Supervising Communications Technician	MY7	X7	
<b>Cook</b>	<b>FG5</b>	<b>IY</b>	
Cook's Assistant	FG3	R1	
Head Cook	FG7	W8	
<b>Criminalist II</b>	<b>BM2</b>	<b>Q9</b>	
Criminalist I	BM1	ZQ	
Criminalist III	BM3	ZT	New Classification 1/20/24
Sheriff Coroner Investigator I	RA1	3S	New Classification 4/14/21
Sheriff Coroner Investigator II	RA2	3T	New Classification 4/14/21
Sheriff Supv Coroner Investigator	RA7	3U	New Classification 4/14/21
<b>Custodian</b>	<b>FD2</b>	<b>RI</b>	
Custodian Leadworker	FD4	R2	
Housekeeper	FC3	K6	
Supervising Custodian	FD8	WZ	
<b>Employment and Training Specialist II</b>	<b>SH1</b>	<b>IH</b>	
Employment and Training Specialist I	SF5	KC	
Sr. Employment and Training Specialist	SH2	IC	
Veterans Services Representative	SR7	VU	

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<b>Engineering Tech II</b>	<b>EC4</b>	<b>IB</b>	
Engineering Aide I	EB3	I1	
Engineering Aide II	EB5	WG	
Engineering Associate	EC9	MO	
Engineering Tech I	EC2	DY	
Engineering Tech III	EC5	HZ	
<del>Pre-Treatment Program Specialist</del>	<del>EC3</del>	<del>HZ</del>	
Sr. Engineering Associate	EC8	IG	
<b>Environmental Health Specialist I</b>	<b>TJ7</b>	<b>XK</b>	
Environmental Health Aide	TJ1	KG	
Environmental Health Specialist II	TJ8	H8	
Environmental Health Specialist III	TJ9	XG	
Environmental Health Specialist Trainee	TJ5	KK	
Environmental Program Coordinator	TM5	CV	
Water Quality Specialist I	TJ2	XI	
Water Quality Specialist II	TJ3	JV	
Water Quality Specialist III	TJ6	UQ	
Solid Waste Inspector II	TN4	IT	
Solid Waste Inspector I	TN1	8G	
Supervising Water Quality Specialist	TL6	Q5	
<b><u>Pre-Treatment Program Specialist</u></b>	<b><u>EC3</u></b>	<b><u>HZ</u></b>	
<b>GIS Analyst II</b>	<b>GG2</b>	<b>72</b>	
GIS Analyst I	GG1	71	
GIS Analyst III	GG3	73	
GEO Info Sys Tech I	CV3	87	
GEO Info Sys Tech II	CV5	BJ	
<b>Group Supervisor II</b>	<b>SV5</b>	<b>JJ</b>	
Group Supervisor I	SV3	KM	
Sr. Group Supervisor	SV7	TU	
Pretrial Svcs Specialist	SS5	48	
Probation Aide	SU2	VQ	
Institutional Supervisor	SW2	E5	
<b>Health Educator</b>	<b>NH7</b>	<b>H3</b>	
<del>Epidemiologist-I</del>	<del>NH2</del>	<del>ZZ</del>	New Classification 2/17/24
<del>Epidemiologist-II</del>	<del>NH4</del>	<del>XB</del>	Retitle 2/17/24
Health Program Specialist	NX5	PA	
Program Coordinator	UU3	BV	
Public Health Nutritionist	NU5	H1	
Sr. Health Educator	NH6	H2	
Sr. Public Health Nutritionist	NU7	H3	
Substance Abuse Prevention Coordinator	NT5	H1	



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<b>Heavy Equipment Mechanic II</b>	<b>MN7</b>	<b>FG</b>	
Hvy Equipment Mechanic I	MN3	Y1	
Pump Maintenance Mechanic	MP4	F9	
Supervising Heavy Equipment Mechanic	MP5	XA	
<b>Human Svcs Data App Specialist</b>	<b>JJ1</b>	<b>74</b>	
Human Svcs Data App Supervisor	JJ6	75	
<b>IT App Dev &amp; Support Analyst II</b>	<b>DD2</b>	<b>92</b>	
IT App Dev & Support Analyst I	DD1	91	
IT App Dev & Support Analyst III	DD3	93	
IT App Dev & Support Analyst IV	DD5	94	
IT App Dev & Support Analyst Supervisor	DD6	94	
<b>IT Support Services Analyst II</b>	<b>TT2</b>	<b>Q2</b>	
IT Support Services Analyst I	TT1	Q1	
IT Support Services Analyst III	TT3	Q3	
IT Support Services Analyst IV	TT5	Q4	
IT Support Services Supervisor	TT6	Q4	
<b>IT Sys Admin Analyst II</b>	<b>HH2</b>	<b>X2</b>	
IT Sys Admin Analyst I	HH1	X1	
IT Sys Admin Analyst III	HH3	X3	
IT Sys Admin Analyst IV	HH5	X4	
IT Sys Admin Analyst Supervisor	HH6	X4	Fixing typo
<b>IT Network/Communications Analyst II</b>	<b>NN2</b>	<b>22</b>	
IT Network/Communications Analyst I	NN1	21	
IT Network/Communications Analyst III	NN3	23	
IT Network/Communications Analyst Supervisor	NN6	24	
<b>Latent Print Examiner</b>	<b>BN2</b>	<b>L9</b>	
Latent Print Examiner Trainee	BN1	L8	
<b>Legal Secretary II</b>	<b>BH3</b>	<b>C1</b>	
Law Clerk - County Counsel	JC3	85	
Law Clerk - DA	JC4	85	
Legal Process Clerk II	BA9	FE	
Legal Secretary I	BH2	C2	
Paralegal	JC2	IQ	
Sr. Legal Secretary	BH5	B9	

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Position Title	Class Code	Range	Changes and/or Additions since TA
<b>Medical Assistant</b>	<b>NW7</b>	<b>Y7</b>	
Community Health Worker I	NW3	03	
Community Health Worker II	NW5	K7	
Community Mental Health Aide	NM3	K7	
Lead Medical Assistant	NW8	QQ	New Classification 5/12/21
<sup>1</sup> Student Nurse Trainee	VJ9	AV	
<b>Office Assistant II</b>	<b>BC5</b>	<b>J8</b>	
Case Data Clerk	BN3	M6	
Clerk I	BA4	D1	
Clerk II	BA6	28	
Clerk III	BA8	FB	
Clerk III Supervisory	BA7	JF	
Dupl Equip Opr I	CR1	DJ	
Dupl Equip Opr II	CR3	29	
Dupl Equip Opr III	CR7	IZ	
<sup>*</sup> Election Worker - Central	BA2	KB	
<sup>*</sup> Election Worker - Misc	BA1	KB	
Imaging Technician	CC2	Y6	
Legal Document Examiner	BU9	P3	
Receptionist	BU3	KJ	
Records Clerk	BV7	FB	
Sr. Case Data Clerk	BN6	FI	
Sr. Receptionist	BU7	JF	
<sup>1</sup> Student Worker I	VJ2	09	
<sup>1</sup> Student Worker II	VJ4	AR	
<sup>1</sup> Student Worker III	VJ6	AU	
<sup>1</sup> Student Worker IV	VJ8	AY	
Office Assistant I	BC3	J7	
Office Assistant III	BC7	JF	
Office Assistant III Supervisor	BC8	01	
<b>Personnel Technician</b>	<b>VE2</b>	<b>Y2</b>	
Payroll Clerk	BB1	FN	
Personnel Clerk	BB5	FN	
Personnel Payroll Clerk	BB3	FN	
<b>Pharmacist</b>	<b>NJ5</b>	<b>BA</b>	
<b>Physician Assistant/Nurse Practitioner</b>	<b>PJ3</b>	<b>IA</b>	
Nurse-Midwife	PJ4	38	
Psych MH Nurse Practitioner	PJ5	ZR	

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Position Title	Class Code	Range	Changes and/or Additions since TA
<b>Planner II</b>	<b>GA5</b>	<b>CI</b>	
Hydrologist	GB2	VI	
Park Planner I	GW2	DS	
Park Planner II	GW4	CI	
Park Planner III	GW6	C8	
Park Planner IV	GW8	TH	
Planner I	GA3	DS	
Planner III	GA7	C8	
Planner IV	GA8	TH	
Planner IV (B)	GA8B	VI	
Planning Technician	GF4	FX	
Registered Geologist	GB1	KV	
Resource Planner I	TM4	DS	
Resource Planner II	TM6	CI	
Resource Planner III	TM8	C8	
Resource Planner IV	TM9	TH	
Supervising Planner	GA9	TH	
Urban Designer	WA5	YK	
Housing Specialist I	GE1	Z1	
Housing Specialist II	GE2	Z2	
Housing Specialist III	GE3	Z3	
<b>Public Health Microbiologist</b>	<b>NE7</b>	<b>A9</b>	
Sr. Public Health Microbiologist	NE8	XP	
<u>Public Health Investigator</u>	<u>NV5</u>	<u>LU</u>	
<u>Sr. Public Health Investigator</u>	<u>NV7</u>	<u>LW</u>	
<u>Epidemiologist I</u>	<u>NH2</u>	<u>ZZ</u>	<u>New Classification 2/17/24</u>
<u>Epidemiologist II</u>	<u>NH1</u>	<u>XB</u>	<u>Retitle 2/17/24</u>
<b>Public Health Nurse II</b>	<b>PH5</b>	<b>VK</b>	
Clinic Nurse I	PG3	WW	
Clinic Nurse II	PG5	WA	
Clinic Nurse III	PG7	VK	
Detention LVN	PD4	JQ	
Detention Nurse Specialist I	PD5	CY	
Detention Nurse Specialist II	PD6	CO	
LVN	PC3	SF	
Mental Health Nurse Clinician	SK6	MZ	
Psychiatric Technician	PC4	SF	
Public Health Nurse I	PH3	WA	
Public Health Nurse III	PH8	YI	
<b>Public Works Maintenance Worker II</b>	<b>MU5</b>	<b>8F</b>	
Heavy Equipment Service Worker	MK3	FO	
Parks Maint Supervisor	MF5	JM	
Parks Maint Worker I	ME1	36	
Parks Maint Worker II	ME2	Y8	
Parks Maint Worker III	ME4	ES	

**Attachment D - SEIU Benchmark Listing**  
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Position Title	Class Code	Range	Changes and/or Additions since TA
Public Works Dispatcher	MU1	DD	
Public Works Maintenance Worker I	MU3	I6	
<b>Public Works Maintenance Worker III</b>	<b>MU7</b>	<b>Y3</b>	
Disposal Site Main Wkr	MW6	WF	
Heavy Equipment Operator - Disposal	MW7	TQ	
Lead Heavy Equipment Operator	MW3	EW	
Public Works Maintenance Worker IV	MU9	CR	
Public Works Supervisor	MV4	GM	
Transfer Truck Driver	MW4	TQ	
Public Works Equipment Trainer	UT2	PL	
<b>Radiology Technologist</b>	<b>NG3</b>	<b>AJ</b>	
Chief Radiology Technologist	NG4	BG	
<b>Real Property Agent</b>	<b>DE5</b>	<b>6D</b>	
Assistant Real Property Agent	DE3	HG	
Sr. Real Property Agent	DE6	SY	
<b>Recreation Supervisor</b>	<b>GT7</b>	<b>52</b>	
<sup>1</sup> Aquatics Aide	GK8	TC	
Aquatics Coordinator	GK5	Y4	
Aquatics Prog Spec	GK4	34	
Aquatics Supervisor	GK7	52	
Cultural Affairs Specialist	GS5	52	
<sup>1</sup> Head Lifeguard	GK3	AZ	
<sup>1</sup> Lifeguard	GK1	AK	
<sup>1</sup> Lifeguard Instructor	GK2	AM	
<sup>1</sup> Parks Services Officer	TU3	G1	
<sup>1</sup> Pk Rec Cul Wkr I	GM1	TC	
<sup>1</sup> Pk Rec Cul Wkr II	GM2	EG	
<sup>1</sup> Pk Rec Cul Wkr III	GM3	EH	
<sup>1</sup> Pk Rec Cul Wkr IV	GM4	EJ	
Recreation Coordinator	GT5	Y4	
Recreation Program Specialist	GT4	34	
<b>Sanitation Maintenance Worker II</b>	<b>MR3</b>	<b>WI</b>	
Sanitation Maintenance Worker I	MR1	FU	
Sanitation Maintenance Worker III	MR5	IE	

**Attachment D - SEIU Benchmark Listing**  
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Position Title	Class Code	Range	Changes and/or Additions since TA
<b>Secretary</b>	<b>BJ5</b>	<b>YA</b>	
Administrative Aide	UR1	LD/LO	Fixing typo
Administrative Secretary - Board of Supervisors	BJ8	TI	
Board Clerk	BX5	8E	
Clerical Supervisor I	BD3	VO	
Clerical Supervisor II	BD6	JY	
Division Secretary	BJ4	Y5	
Executive Secretary	BJ9	II	
Executive Secretary - CAO	BJ7	TI	
Sr. Board Clerk	BX6	LD/LO	Fixing typo
Recording Services Supervisor	BU8	FB/AH	New classification created 3/7/2020 - Created Salary Range AH -- Incorrectly listed on benchmark listing
<b>Sheriff's Records Clerk</b>	<b>BN5</b>	<b>FZ</b>	
Sheriff's Community Services Officer	BN7	IS	
Sheriff's Property Clerk	CM5	EV	
Sheriff's Property/Evidence Supervisor	CM8	SU	
<b>Social Worker II</b>	<b>SM4</b>	<b>SK</b>	
Med Care Service Worker	SM7	L6	
Social Worker I	SM2	SI	
<b>Sr. Mental Health Client Specialist I</b>	<b>SK5</b>	<b>GG</b>	
Clinical Psychologist	SY3	ZD	
Mental Health Client Specialist I	NP5	SG	
Mental Health Client Specialist II	NP6	SN	
Mental Health Supervising Client Specialist	SK8	MT	
Mental Health Utilization Review Specialist	SK7	MT	
Mental Health Counselor I	SL3	EB	
Mental Health Counselor II	SL5	DZ	
Sr. Mental Health Client Specialist II	SL6	GZ	
Sr. Mental Health Counselor	SL7	SH	
<b>Sr. Social Worker</b>	<b>SM8-SN5</b>	<b>H4</b>	Agreement with SEIU Effective 11/11/23
Deputy Public Guardian	DG4	H4	
In Home Support Services Quality Assurance Specialist	SM6	SL	
Social Work Supervisor I	SN6	H4	
Social Work Supervisor II	SN8/SN7	SJ	
<del>Social Work Supervisor II (B)-Social Work Supervisor II- FCS/APS</del>	<del>SN8/B-SN8</del>	16	Agreement with SEIU Effective 11/11/23
<del>Sr. Social Worker (B)-Sr. Social Worker FCS/APS</del>	<del>SM8/B-SM8</del>	10	Agreement with SEIU Effective 11/11/23
Sr. Staff Development Trainer	SM9	SJ	
Protective Services Quality Assurance Specialist	SM5	ZG	

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Position Title	Class Code	Range	Changes and/or Additions since TA
<b>Treatment Plant Operator</b>	<b>MT3</b>	<b>ID</b>	
Electr Instr Supvr	MS8	MX	
Electr Instr Tech I	MS3	HO	
Electr Instr Tech II	MS5	GL	
Sr. Treatment Plant Operator	MT6	IM	
Treatment Plant Operator - Supervisor	MT8	MX	
Treatment Plant Operator I - Tr	MT1	WO	
<b>Vector Ecologist</b>	<b>TC7</b>	<b>58</b>	
<b>Warehouse Worker</b>	<b>CK3</b>	<b>Y9</b>	
Medical Supply Clerk	CL5	14	
Parking Attendant	BW4	27	
Parts Technician	MN1	KO	
Purchasing Technician	CL6	35	
Warehouse Supervisor	CK5	WJ	
<b>Welfare Fraud Investigator II</b>	<b>RH3</b>	<b>VF</b>	
Child Support Investigator I	RI1	KP	
Child Support Investigator II	RI2	VF	
Investigator Assistant	NV6	KN	
Investigator Assiistant - PD	DJ5	ZW	New Classification 8/25/21
PD Investigator I	DJ6	SZ	New Classification 8/25/21
PD Investigator II	DJ7	SV	New Classification 8/25/21
PD Investigator III	DJ8	SR	New Classification 8/25/21
Sr. Welfare Fraud Investigator	RH6	VG	
Welfare Fraud Investigator I	RH2	KP	

\* Tied to Clerk II Step 1 - Section 165.1

<sup>1</sup>Classifications that are Extra Help