



90203

DATE: March 20, 2018

TO: Board of Supervisors

FROM: John P. Mills, Deputy County Executive

SUBJECT: Salary realignments for SEIU Local 521 Administrative, Professional & Technical Bargaining Unit

RECOMMENDED ACTION

Adoption of Salary Ordinance No. NS-5.18.92 amending Santa Clara County Salary Ordinance No. NS-5.18 relating to the compensation of employees adjusting salaries for various classifications represented by Service Employees International Union Local 521 Administrative, Professional and Technical Bargaining Unit.

- Action to Introduce and Preliminarily adopt on March 6, 2018; Roll Call Vote to waive reading, Roll Call Vote to adopt.
- Action for Final Adoption on March 20, 2018; Roll Call Vote to adopt.

FISCAL IMPLICATIONS

The cost of the salary realignments for the various classifications listed below for the remainder of FY 2017-18 is approximately \$238,351 and will be absorbed within the departments' existing budget. The annualized cost is approximately \$1,032,853 and will be included in the County Executive's FY 2018-19 Recommended Budget.

CONTRACT HISTORY

Not applicable.

REASONS FOR RECOMMENDATION

The Memorandum of Agreement between the County of Santa Clara and Service Employees International Union Local 521 includes a side letter agreement for the County to consider wage realignments for classifications represented by the Administrative, Professional and Technical Bargaining Unit. The recommended action is to provide wage realignments for 19 classifications effective March 26, 2018.

CHILD IMPACT

The recommended action will have no/neutral impact on children and youth.

SENIOR IMPACT

The recommended action will have no/neutral impact on seniors.

SUSTAINABILITY IMPLICATIONS

The recommended action will have no/neutral sustainability implications.

BACKGROUND

The 2015-2019 Memorandum of Agreement between the County of Santa Clara and Service Employees International Union Local 521 contains a side letter for the County to consider wage realignments for classifications represented by the Administrative, Professional and Technical Bargaining Unit.

As a result of a compensation review, the County and SEIU agreed to increase wages for the following classifications:

Anesthesia Technician - 0.5%

Appraisal Data Coordinator - 1.0%

Cadastral Mapping Technician I - 2.0%

Cadastral Mapping Technician II - 2.0%

Senior Cadastral Mapping Technician - 2.0%

Clinical Neurophysiologic Technologist I - 7.0%

Clinical Neurophysiologic Technologist II - 7.0%

Licensed Vocational Nurse - 0.5%

Medical Assistant - 1.0%

Optometrist - 15.0%

Pharmacy Technician - 2.0%

Property Transfer Examiner - 4.5%

Property and Title ID Technician - 2.0%

Psychiatric Technician I - 8.0%

Psychiatric Technician II - 9.0%

Radiation Therapist - 15.0%

Sterile Processing Technician I - 9.5%

Sterile Processing Technician II - 9.5%

Therapy Technician - 5.0%

These wage realignments would be effective March 26, 2018.

CONSEQUENCES OF NEGATIVE ACTION

Wage realignments for classifications represented by SEIU, Local 521 Administrative, Professional and Technical Bargaining Unit would not be processed.

STEPS FOLLOWING APPROVAL

The Clerk of the Board of Supervisors is requested to notify Staci Bjerck, Employee Services Agency.

ATTACHMENTS:

- NS-5.18.92 - Realignment of various SEIU Classifications (DOCX)

HISTORY:

03/06/18 Board of Supervisors ADOPTED (PRELIM.) Next: 03/20/18