

4/22/26

Comparable Classification Title (DATA SORT FIELD)	Bargaining Unit	% Above or Below the Median*	Number of Matches	% Above or Below the Median*	Alternate Benchmark Recommendation	Alternate Benchmark Base Median	Alternate Benchmark Total Comp Median	Notes
Clinical Laboratory Scientist II	SEIU Unit E	Insufficient Data	3	Insufficient Data	Public Health Microbiologist II	-8.85%	-3.38%	Same certifying body for Microbiology and CLS
Clinical Social Worker II	SEIU Unit E	Insufficient Data	3	Insufficient Data	Mental Health Clinician II	11.78%	14.04%	Usher Forward Recommendation; NEW County conducted benchmark survey
Information Systems Technician II	SEIU Unit F	-6.58%	4	-8.91%	Information Systems Specialist II	-2.97%	N/A	Data from Holly survey; Base pay only; ISA II benchmark is similar -3.07%
Nursing Assistant	SEIU Unit F	Insufficient Data	2	Insufficient Data	Medical Assistant	-28.57%	N/A	Data from Holly survey; Usher Forward alternate recommendation is LVN (already surveyed benchmark); LVN is -16%
Pharmacist	SEIU Unit E	-16.25%	5	-18.21%	Pharmacist	-16.25%	-18.21%	OK to consider 5 matches from original benchmark survey as sufficient
Pharmacy Technician II	SEIU Unit F	-21.08%	4	-21.93%	Pharmacist	-16.25%	-18.21%	Since using Pharmacist as benchmark, it is best benchmark for this class
Radiologic Technologist II	SEIU Unit F	-3.58%	4	-8.78%	Physical Therapist	-15.61%	-13.90%	Data from Holly survey; Ultrasound Spec II and Respiratory Care Practitioner II only had 3 matches each
Rehabilitation Therapist I	SEIU Unit F	-18.77%	4	-17.12%	Mental Health Rehab Specialist	-15.62%	-12.85%	Data from Holly survey/analysis; there are no strong County matches; Best existing benchmark to use is MHRs due to the similarity in their core purpose with different duties and strategies. (See analysis separately attached)
Welfare Fraud Specialist II	SEIU Unit H	Insufficient Data	3	Insufficient Data	DA Investigative Assistant	-4.94%	N/A	Data from Holly survey; only 5 matches identified

Different from 12.2025 Alternate Recommendation

* Consultant identified ISD as less than 5 matches, so some will show with % above/below

County Proposal from SEIU 1021 to San Joaquin County (Amended Proposal)

County #8- Section 6

The Union agrees with Sections 6.1 Salary Administration

6.2 Step Increases

6.2.1 Regular Full-time Employees

6.3 Step Increases Withheld

6.4 Salary Step on Promotion

6.5 Order of Adjustments

6.6 Salary step on Demotion

6.7 "Y" Rates

The Union Counter Proposes for the following:

6.2.2 Eligibility for Step Increases for Part-time and Temporary Employees

Employees designated as part-time shall complete 2080 hours of unbroken service (not taken off payroll and a minimum of twenty-six (26) bi-weekly pay periods before advancing to the next step within the salary range grade.

For purposes of this section, if part-time and/or temporary seasonal employees reach the maximum allowable hours on payroll (1,559 hours) prior to the end of the fiscal calendar year and the position assignment is identified as on-going, departments will remove the employee from the work schedule until the beginning of the new fiscal calendar year in order to maintain unbroken service status.

~~Part time employees shall work no more than thirty (30) hours per week or sixty (60) hours per bi-weekly pay period for the first thirty (30) weeks in the calendar year. For the final twenty two (22) weeks in the calendar year, part time employees will work no more than twenty nine (29) hours per week or fifty eight (58) hours per pay period.~~

For the Union:

For the County:

Date: 4/22/26