

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

726



FROM: Human Resources Department

SUBMITTAL DATE:
December 28, 2011

SUBJECT: Registered Nurse Side Letter Agreement between the Service Employees International Union, Local 721 and the County of Riverside.

RECOMMENDED MOTION: Ratify and approve the Registered Nurse (RN) Side Letter Agreement between the Service Employees International Union (SEIU), Local 721 and the County of Riverside (Attachment A) effective December 16, 2011 and amend Ordinance No. 440 pursuant to Resolution No. 440-8879.

BACKGROUND: The SEIU, Local 721 represents approximately 5800 employees of which approximately 858 work within RN classifications. SEIU, Local 721 requested a side table to determine and resolve various issues relating to RN's. On August 15, 2011, by mutual agreement, the side table was created and bargaining began on September 8, 2011, and concluded after thirteen (13) sessions on December 16, 2011, when the parties entered into the Side Letter Agreement.

Barbara A. Olivier

Barbara A. Olivier
Asst. County Executive Officer/Human Resources Dir.

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 3,194,134.00	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	No
	Annual Net County Cost:	\$ 0	For Fiscal Year:	2011/12

SOURCE OF FUNDS: General Fund and Department Budgets	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input checked="" type="checkbox"/>

C.E.O. RECOMMENDATION:
APPROVE

BY: *Elizabeth J. Olson*
Elizabeth J. Olson

County Executive Office Signature

- Policy
- Policy
- Consent
- Consent

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Buster, seconded by Supervisor Stone and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-8879 is adopted as recommended.

Ayes: Buster, Stone, Benoit and Ashley
Nays: None
Absent: Tavaglione
Date: January 10, 2012
xc: HR, RCRMC, Auditor

Kecia Harper-Ihem
Clerk of the Board
By: *Kecia Harper-Ihem*
Deputy

- Dept Recomm.:
- Per Exec. Ofc.:

Prev. Agn. Ref.: _____ **District:** _____ **Agenda Number:** **3.38**

BACKGROUND continued:

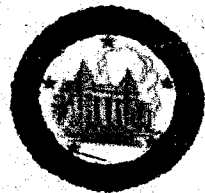
This is a Side Letter Agreement to the Terms and Conditions of Employment (TCE) which was imposed effective November 22, 2011. The cost of the Agreement does not exceed the parameters given by the Board of Supervisors. The SEIU, Local 721 has advised that they do not need to conduct a ratification vote as their bargaining team had the full binding authority to enter into this Agreement.

The Side Letter Agreement which has been agreed upon by both parties, subject to Board approval, contains the following key points:

- The terms in this Agreement shall supersede and replace only the corresponding terms in the TCE, and it shall not be construed by either party that there is or was mutual agreement to the remainder of the TCE.
- At the discretion of Riverside County Regional Medical Center (RCRMC) Management, RN and Licensed Vocational Nurse positions in RCRMC and RCRMC related areas may maintain their 3/12 schedules, and will be treated as full time positions for the purpose of all benefits in accordance with the other provisions set forth in the TCE.
- A “weekend shift” means a shift starting on or after 7:00 a.m. Saturday and ending on or before 7:30 a.m. Monday.
- An “extra weekend shift” means a weekend shift actually worked in addition to the required weekend shifts that were actually worked in the pay period. Extra weekend shifts begin 3:00 p.m. on Friday.
- Delete Article 28 – Special Unit Provisions, Section 2 – Career Ladders/Assessment Boards.
- Effective February 9, 2012, - All RCRMC and Arlington Campus RN classifications will receive an across the board increase of approximately 8.21%, which includes the advancement and exchange of the scheduled July 2012 approximate 2.71% step increase as specified in Article 29, Section 1 of the SEIU, Local 721 TCE, effective November 22, 2011. Since this advances the one-step merit increase, no additional step will apply on the anniversary date during the term of the TCE.
- Effective March 8, 2012, the County will create new Specialty Care classifications for RN's in Critical Care Units, and roll the Critical Care differentials into their base pay and increase them by 25% (e.g. current \$4.00 differential will increase to \$5.00 and be rolled into Registered Nurse - Specialty Care – Tier 1 (T1) base pay; current \$3.00 Differential will increase to \$3.75 and be rolled into Registered Nurse - Specialty Care – Tier 2 (T2) base pay, current \$2.00 Differential will increase to \$2.50 and be rolled into Registered Nurse - Specialty Care – Tier 3 (T3) base pay).
- If an employee is unable to meet the requirements of Article 4, Section 3(E) (Specialty Care qualifications) and Article 28, Section 1(A) (maintaining license) of the current SEIU, Local 721 TCE he/she shall not be allowed to continue working and disciplinary action shall be instituted in accordance with Article 11 of the TCE.
- Effective June 28, 2012, all RCRMC RN's with three (3) or more years of service will receive an approximate increase of 2.71%.
- Unless otherwise expressed, nothing in this Agreement is retroactive.

We recommend the Board approve the attached Tentative Agreement.

452



**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

FROM: Human Resources Department

SUBMITTAL DATE:
December 28, 2011

SUBJECT: Registered Nurse Side Letter Agreement between the Service Employees International Union, Local 721 and the County of Riverside.

RECOMMENDED MOTION: Ratify and approve the Registered Nurse (RN) Side Letter Agreement between the Service Employees International Union (SEIU), Local 721 and the County of Riverside (Attachment A) effective December 16, 2011 and amend Ordinance No. 440 pursuant to Resolution No. 440-8879.

BACKGROUND: The SEIU, Local 721 represents approximately 5800 employees of which approximately 858 work within RN classifications. SEIU, Local 721 requested a side table to determine and resolve various issues relating to RN's. On August 15, 2011, by mutual agreement, the side table was created and bargaining began on September 8, 2011, and concluded after thirteen (13) sessions on December 16, 2011, when the parties entered into the Side Letter Agreement.

Departmental Concurrence

Barbara A. Olivier

Barbara A. Olivier
Asst. County Executive Officer/Human Resources Dir.

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 3,194,134.00	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	No
	Annual Net County Cost:	\$ 0	For Fiscal Year:	2011/12

SOURCE OF FUNDS: General Fund and Department Budgets	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input checked="" type="checkbox"/>

C.E.O. RECOMMENDATION: APPROVE

BY: *Elizabeth J. Olson*
Elizabeth J. Olson
County Executive Office Signature

- Consent
- Policy
- Consent
- Policy

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Buster, seconded by Supervisor Stone and duly carried, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-8879 is adopted as recommended.

Ayes: Buster, Stone, Benoit and Ashley
 Nays: None
 Absent: Tavaglione
 Date: January 10, 2012
 xc: HR

Kecia Harper-Ihem
 Clerk of the Board
 By: *Kecia Harper-Ihem*
 Deputy

Prev. Agn. Ref.: | **District:** | **Agenda Number:** **3.38**

BACKGROUND continued:

This is a Side Letter Agreement to the Terms and Conditions of Employment (TCE) which was imposed effective November 22, 2011. The cost of the Agreement does not exceed the parameters given by the Board of Supervisors. The SEIU, Local 721 has advised that they do not need to conduct a ratification vote as their bargaining team had the full binding authority to enter into this Agreement.

The Side Letter Agreement which has been agreed upon by both parties, subject to Board approval, contains the following key points:

- The terms in this Agreement shall supersede and replace only the corresponding terms in the TCE, and it shall not be construed by either party that there is or was mutual agreement to the remainder of the TCE.
- At the discretion of Riverside County Regional Medical Center (RCRMC) Management, RN and Licensed Vocational Nurse positions in RCRMC and RCRMC related areas may maintain their 3/12 schedules, and will be treated as full time positions for the purpose of all benefits in accordance with the other provisions set forth in the TCE.
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- An “extra weekend shift” means a weekend shift actually worked in addition to the required weekend shifts that were actually worked in the pay period. Extra weekend shifts begin 3:00 p.m. on Friday.
- Delete Article 28 – Special Unit Provisions, Section 2 – Career Ladders/Assessment Boards.
- Effective February 9, 2012, - All RCRMC and Arlington Campus RN classifications will receive an across the board increase of approximately 8.21%, which includes the advancement and exchange of the scheduled July 2012 approximate 2.71% step increase as specified in Article 29, Section 1 of the SEIU, Local 721 TCE, effective November 22, 2011. Since this advances the one-step merit increase, no additional step will apply on the anniversary date during the term of the TCE.
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- If an employee is unable to meet the requirements of Article 4, Section 3(E) (Specialty Care qualifications) and Article 28, Section 1(A) (maintaining license) of the current SEIU, Local 721 TCE he/she shall not be allowed to continue working and disciplinary action shall be instituted in accordance with Article 11 of the TCE.
- Effective June 28, 2012, all RCRMC RN’s with three (3) or more years of service will receive an approximate increase of 2.71%.
- Unless otherwise expressed, nothing in this Agreement is retroactive.

We recommend the Board approve the attached Tentative Agreement.

1 RESOLUTION NO. 440-8879

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on January 10, 2012, that pursuant to Section 3(a)(iv) of
5 Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to
6 amend the Class and Salary Listing of Ordinance No. 440, with an operative date of January 26, 2012, as
7 follows:

8	Job			Salary
9	<u>Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Plan/Grade</u>
10	74023	+	Assistant Nurse Manager – RCRMC	SEN 532/L23
11	74024	+	Assistant Nurse Manager – Specialty Care-T1	SEN 532/L23
12	74025	+	Assistant Nurse Manager – Specialty Care-T2	SEN 532/L23
13	74026	+	Assistant Nurse Manager – Specialty Care-T3	SEN 532/L23
14	74027	+	Nursing Education Instructor – RCRMC	SEN 555/L19
15	74028	+	Nursing Education Instructor – Specialty Care-T1	SEN 555/L19
16	74029	+	Nursing Education Instructor – Specialty Care-T3	SEN 555/L19
17	74030	+	Nurse Practitioner I – RCRMC	ESEN 461/L22
18	74031	+	Nurse Practitioner II – RCRMC	SEN 566/L22
19	74032	+	Nurse Practitioner III – RCRMC	SEN 628/L22
20	74033	+	Nurse Practitioner III – Specialty Care-T1	SEN 628/L22
21	74034	+	Pre Hospital Liaison Nurse – RCRMC	SEN 529/L22
22	74035	+	Pre Hospital Liaison Nurse – Specialty Care-T1	SEN 529/L22
23	74036	+	Registered Nurse I – RCRMC	ESEN 474/L8
24	74037	+	Registered Nurse I – Specialty Care-T1	ESEN 474/L8
25	74038	+	Registered Nurse I – Specialty Care-T2	ESEN 474/L8
26	74039	+	Registered Nurse I – Specialty Care-T3	ESEN 474/L8
27	74040	+	Registered Nurse II – RCRMC	SEN 540/L11
28	74041	+	Registered Nurse II – Specialty Care-T1	SEN 540/L11
	74042	+	Registered Nurse II – Specialty Care-T2	SEN 540/L11
	74043	+	Registered Nurse II – Specialty Care-T3	SEN 540/L11
	74044	+	Registered Nurse III – RCRMC	SEN 602/L13
	74045	+	Registered Nurse III – Specialty Care-T1	SEN 602/L13

Job Code	+/-	Class Title	Salary Plan/Grade
74046	+	Registered Nurse III – Specialty Care-T2	SEN 602/L13
74047	+	Registered Nurse III – Specialty Care-T3	SEN 602/L13
74048	+	Registered Nurse IV – RCRMC	SEN 649/L11
74049	+	Registered Nurse IV – Specialty Care-T1	SEN 649/L11
74050	+	Registered Nurse IV – Specialty Care-T2	SEN 649/L11
74051	+	Registered Nurse IV – Specialty Care-T3	SEN 649/L11
74052	+	Registered Nurse V – RCRMC	SEN 686/L11
74053	+	Registered Nurse V – Specialty Care-T1	SEN 686/L11
74054	+	Registered Nurse V – Specialty Care-T2	SEN 686/L11
74055	+	Registered Nurse V – Specialty Care-T3	SEN 686/L11

BE IT FURTHER RESOLVED that pursuant to Section 4(a)(ii) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, with an operative date of *January 26, 2012*, as follows:

Job Code	+/-	Department ID	Class Title
73924	- 1	4300100000	Assistant Nurse Manager
74024	+ 1	4300100000	Assistant Nurse Manager – Specialty Care-T1
73924	- 2	4300161510	Assistant Nurse Manager
74025	+ 2	4300161510	Assistant Nurse Manager – Specialty Care-T2
73924	- 1	4300163800	Assistant Nurse Manager
74025	+ 1	4300163800	Assistant Nurse Manager – Specialty Care-T2
73924	- 1	4300184800	Assistant Nurse Manager
74023	+ 1	4300184800	Assistant Nurse Manager – RCRMC
73924	- 1	4300187200	Assistant Nurse Manager
74023	+ 1	4300187200	Assistant Nurse Manager – RCRMC
73924	- 2	4300187210	Assistant Nurse Manager
74026	+ 2	4300187210	Assistant Nurse Manager – Specialty Care-T3
73980	- 2	4300170720	Nurse Practitioner I
74030	+ 2	4300170720	Nurse Practitioner I – RCRMC

1	Job Code	+/-	Department ID	Class Title
2	73984	- 1	4300170720	Nurse Practitioner III
3	74032	+ 1	4300170720	Nurse Practitioner III – RCRMC
4	73984	- 1	4300170970	Nurse Practitioner III
5	74032	+ 1	4300170970	Nurse Practitioner III – RCRMC
6	73984	- 1	4300183600	Nurse Practitioner III
7	74032	+ 1	4300183600	Nurse Practitioner III – RCRMC
8	73984	- 1	4300187530	Nurse Practitioner III
9	74032	+ 1	4300187530	Nurse Practitioner III – RCRMC
10	73941	- 1	4300160500	Nursing Education Instructor
11	74028	+ 1	4300160500	Nursing Education Instructor – Specialty Care-T1
12	73941	- 1	4300187210	Nursing Education Instructor
13	74029	+ 1	4300187210	Nursing Education Instructor – Specialty Care-T3
14	73941	- 2	4300187400	Nursing Education Instructor
15	74028	+ 2	4300187400	Nursing Education Instructor – Specialty Care-T1
16	73953	- 1	4300161720	Registered Nurse III
17	74044	+ 1	4300161720	Registered Nurse III – RCRMC
18	73953	- 1	4300161770	Registered Nurse III
19	74044	+ 1	4300161770	Registered Nurse III – RCRMC
20	73953	- 2	4300174200	Registered Nurse III
21	74046	+ 2	4300174200	Registered Nurse III – Specialty Care-T2
22	73991	- 4	4300187200	Registered Nurse IV
23	74048	+ 4	4300187200	Registered Nurse IV – RCRMC
24	73992	- 1	4300160100	Registered Nurse V
25	74053	+ 1	4300160100	Registered Nurse V – Specialty Care-T1
26	73992	- 3	4300160110	Registered Nurse V
27	74053	+ 3	4300160110	Registered Nurse V – Specialty Care-T1
28	73992	- 5	4300160700	Registered Nurse V
29	74053	+ 5	4300160700	Registered Nurse V – Specialty Care-T1
30	73992	- 4	4300161510	Registered Nurse V
31	74054	+ 4	4300161510	Registered Nurse V – Specialty Care-T2
32	73992	- 2	4300161710	Registered Nurse V

1	Job			
2	<u>Code</u>	<u>+/-</u>	<u>Department ID</u>	<u>Class Title</u>
2	74052	+ 2	4300161710	Registered Nurse V - RCRMC
3	73992	- 2	4300161720	Registered Nurse V
4	74052	+ 2	4300161720	Registered Nurse V – RCRMC
5	73992	- 6	4300161730	Registered Nurse V
6	74052	+ 6	4300161730	Registered Nurse V – RCRMC
7	73992	- 2	4300161770	Registered Nurse V
8	74052	+ 2	4300161770	Registered Nurse V – RCRMC
9	73992	- 2	4300161800	Registered Nurse V
10	74055	+ 2	4300161800	Registered Nurse V – Specialty Care-T3
11	73992	- 1	4300163400	Registered Nurse V
12	74055	+ 1	4300163400	Registered Nurse V – Specialty Care-T3
13	73992	- 1	4300163800	Registered Nurse V
14	74052	+ 1	4300163800	Registered Nurse V – RCRMC
15	73992	- 6	4300170100	Registered Nurse V
16	74053	+ 6	4300170100	Registered Nurse V – Specialty Care-T1
17	73992	- 2	4300170600	Registered Nurse V
18	74055	+ 2	4300170600	Registered Nurse V – Specialty Care-T3
19	73992	- 2	4300170860	Registered Nurse V
20	74052	+ 2	4300170860	Registered Nurse V – RCRMC
21	73992	- 1	4300170960	Registered Nurse V
22	74053	+ 1	4300170960	Registered Nurse V – Specialty Care-T1
23	73992	- 4	4300174000	Registered Nurse V
24	74053	+ 4	4300174000	Registered Nurse V – Specialty Care-T1
25	73992	- 2	4300174200	Registered Nurse V
26	74054	+ 2	4300174200	Registered Nurse V – Specialty Care-T2
27	73992	- 1	4300174270	Registered Nurse V
28	74053	+ 1	4300174270	Registered Nurse V – Specialty Care-T1
29	73992	- 60	4300187200	Registered Nurse V
30	74052	+60	4300187200	Registered Nurse V – RCRMC
31	73992	- 2	4300187510	Registered Nurse V
32	74052	+ 2	4300187510	Registered Nurse V – RCRMC

1 BE IT FURTHER RESOLVED that pursuant to Section 1(o) of Ordinance No. 440, the Assistant
 2 County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing
 3 of Ordinance No. 440, with an operative date of January 26, 2012, as follows:

4	Job				Salary
5	<u>Code</u>	<u>+/-</u>	<u>Department ID</u>	<u>Class Title</u>	<u>Plan/Grade</u>
6	73924	- 2	4300160100	Assistant Nurse Manager	SEN 531/L23
7	74024	+ 2	4300160100	Assistant Nurse Manager – Specialty Care-T1	SEN 532/L23
8	73924	- 2	4300160110	Assistant Nurse Manager	SEN 531/L23
9	74024	+ 2	4300160110	Assistant Nurse Manager – Specialty Care-T1	SEN 532/L23
10	73924	- 2	4300160500	Assistant Nurse Manager	SEN 531/L23
11	74024	+ 2	4300160500	Assistant Nurse Manager – Specialty Care-T1	SEN 532/L23
12	73924	- 3	4300160700	Assistant Nurse Manager	SEN 531/L23
13	74024	+ 3	4300160700	Assistant Nurse Manager – Specialty Care-T1	SEN 532/L23
14	73924	- 2	4300161510	Assistant Nurse Manager	SEN 531/L23
15	74025	+ 2	4300161510	Assistant Nurse Manager – Specialty Care-T2	SEN 532/L23
16	73924	- 2	4300161710	Assistant Nurse Manager	SEN 531/L23
17	74023	+ 2	4300161710	Assistant Nurse Manager – RCRMC	SEN 532/L23
18	73924	- 2	4300161720	Assistant Nurse Manager	SEN 531/L23
19	74023	+ 2	4300161720	Assistant Nurse Manager – RCRMC	SEN 532/L23
20	73924	- 2	4300161730	Assistant Nurse Manager	SEN 531/L23
21	74023	+ 2	4300161730	Assistant Nurse Manager – RCRMC	SEN 532/L23
22	73924	- 2	4300161770	Assistant Nurse Manager	SEN 531/L23
23	74023	+ 2	4300161770	Assistant Nurse Manager – RCRMC	SEN 532/L23
24	73924	- 1	4300161800	Assistant Nurse Manager	SEN 531/L23
25	74026	+ 1	4300161800	Assistant Nurse Manager – Specialty Care-T3	SEN 532/L23
26	73924	- 4	4300170100	Assistant Nurse Manager	SEN 531/L23
27	74024	+ 4	4300170100	Assistant Nurse Manager – Specialty Care-T1	SEN 532/L23
28	73924	- 1	4300170720	Assistant Nurse Manager	SEN 531/L23
	74023	+ 1	4300170720	Assistant Nurse Manager – RCRMC	SEN 532/L23
	73924	- 1	4300170760	Assistant Nurse Manager	SEN 531/L23
	74023	+ 1	4300170760	Assistant Nurse Manager – RCRMC	SEN 532/L23
	73924	- 2	4300170860	Assistant Nurse Manager	SEN 531/L23

	<u>Job Code</u>	<u>+/-</u>	<u>Department ID</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
1	74023	+ 2	4300170860	Assistant Nurse Manager – RCRMC	SEN 532/L23
2	73924	- 3	4300174000	Assistant Nurse Manager	SEN 531/L23
3	74024	+ 3	4300174000	Assistant Nurse Manager – Specialty Care-T1	SEN 532/L23
4	73924	- 2	4300174200	Assistant Nurse Manager	SEN 531/L23
5	74025	+ 2	4300174200	Assistant Nurse Manager – Specialty Care-T2	SEN 532/L23
6	73924	- 9	4300187210	Assistant Nurse Manager	SEN 531/L23
7	74026	+ 9	4300187210	Assistant Nurse Manager – Specialty Care-T3	SEN 532/L23
8	73924	- 2	4300187510	Assistant Nurse Manager	SEN 531/L23
9	74023	+ 2	4300187510	Assistant Nurse Manager – RCRMC	SEN 532/L23
10	73984	- 1	4300160700	Nurse Practitioner III	SEN 629/L22
11	74033	+ 1	4300160700	Nurse Practitioner III – Specialty Care-T1	SEN 628/L22
12	73984	- 1	4300170720	Nurse Practitioner III	SEN 629/L22
13	74032	+ 1	4300170720	Nurse Practitioner III – RCRMC	SEN 628/L22
14	73984	- 1	4300170860	Nurse Practitioner III	SEN 629/L22
15	74032	+ 1	4300170860	Nurse Practitioner III – RCRMC	SEN 628/L22
16	73984	- 1	4300170960	Nurse Practitioner III	SEN 629/L22
17	74033	+ 1	4300170960	Nurse Practitioner III – Specialty Care-T1	SEN 628/L22
18	73984	- 1	4300182430	Nurse Practitioner III	SEN 629/L22
19	74032	+ 1	4300182430	Nurse Practitioner III – RCRMC	SEN 628/L22
20	73941	- 4	4300187400	Nursing Education Instructor	SEN 556/L19
21	74028	+ 4	4300187400	Nursing Education Instructor – Specialty Care-T1	SEN 555/L19
22	73913	- 1	4300170100	Pre Hospital Liaison Nurse	SEN 530/L22
23	74035	+ 1	4300170100	Pre Hospital Liaison Nurse – Specialty Care-T1	SEN 529/L22
24	73952	- 1	4300161720	Registered Nurse II	SEN 541/L11
25	74040	+ 1	4300161720	Registered Nurse II – RCRMC	SEN 540/L11
26	73953	- 1	4300160110	Registered Nurse III	SEN 601/L13
27	74045	+ 1	4300160110	Registered Nurse III – Specialty Care-T1	SEN 602/L13
28	73953	- 2	4300161710	Registered Nurse III	SEN 601/L13
29	74044	+ 2	4300161710	Registered Nurse III – RCRMC	SEN 602/L13
30	73953	- 2	4300161720	Registered Nurse III	SEN 601/L13
31	74044	+ 2	4300161720	Registered Nurse III – RCRMC	SEN 602/L13

1	Job				Salary
2	<u>Code</u>	<u>+/-</u>	<u>Department ID</u>	<u>Class Title</u>	<u>Plan/Grade</u>
3	73953	- 1	4300161730	Registered Nurse III	SEN 601/L13
4	74044	+ 1	4300161730	Registered Nurse III – RCRMC	SEN 602/L13
5	73953	- 1	4300161770	Registered Nurse III	SEN 601/L13
6	74044	+ 1	4300161770	Registered Nurse III – RCRMC	SEN 602/L13
7	73953	- 1	4300163410	Registered Nurse III	SEN 601/L13
8	74047	+ 1	4300163410	Registered Nurse III – Specialty Care-T3	SEN 602/L13
9	73953	- 1	4300170100	Registered Nurse III	SEN 601/L13
10	74045	+ 1	4300170100	Registered Nurse III – Specialty Care-T1	SEN 602/L13
11	73953	- 3	4300170720	Registered Nurse III	SEN 601/L13
12	74044	+ 3	4300170720	Registered Nurse III – RCRMC	SEN 602/L13
13	73953	- 1	4300170740	Registered Nurse III	SEN 601/L13
14	74044	+ 1	4300170740	Registered Nurse III – RCRMC	SEN 602/L13
15	73953	- 1	4300170750	Registered Nurse III	SEN 601/L13
16	74044	+ 1	4300170750	Registered Nurse III – RCRMC	SEN 602/L13
17	73953	- 1	4300170760	Registered Nurse III	SEN 601/L13
18	74044	+ 1	4300170760	Registered Nurse III – RCRMC	SEN 602/L13
19	73953	- 1	4300170770	Registered Nurse III	SEN 601/L13
20	74044	+ 1	4300170770	Registered Nurse III – RCRMC	SEN 602/L13
21	73953	- 1	4300174000	Registered Nurse III	SEN 601/L13
22	74045	+ 1	4300174000	Registered Nurse III – Specialty Care-T1	SEN 602/L13
23	73953	- 6	4300174200	Registered Nurse III	SEN 601/L13
24	74046	+ 6	4300174200	Registered Nurse III – Specialty Care-T2	SEN 602/L13
25	73953	- 1	4300174270	Registered Nurse III	SEN 601/L13
26	74045	+ 1	4300174270	Registered Nurse III – Specialty Care-T1	SEN 602/L13
27	73991	- 1	4300160110	Registered Nurse IV	SEN 650/L11
28	74049	+ 1	4300160110	Registered Nurse IV – Specialty Care-T1	SEN 649/L11
29	73991	- 2	4300160700	Registered Nurse IV	SEN 650/L11
30	74049	+ 2	4300160700	Registered Nurse IV – Specialty Care-T1	SEN 649/L11
31	73991	- 1	4300161730	Registered Nurse IV	SEN 650/L11
32	74048	+ 1	4300161730	Registered Nurse IV – RCRMC	SEN 649/L11
33	73991	- 1	4300161770	Registered Nurse IV	SEN 650/L11

1	Job				Salary
2	<u>Code</u>	<u>+/-</u>	<u>Department ID</u>	<u>Class Title</u>	<u>Plan/Grade</u>
2	74048	+ 1	4300161770	Registered Nurse IV – RCRMC	SEN 649/L11
3	73991	- 1	4300163400	Registered Nurse IV	SEN 650/L11
4	74051	+ 1	4300163400	Registered Nurse IV – Specialty Care-T3	SEN 649/L11
5	73991	- 1	4300163410	Registered Nurse IV	SEN 650/L11
6	74051	+ 1	4300163410	Registered Nurse IV – Specialty Care-T3	SEN 649/L11
7	73991	- 1	4300163800	Registered Nurse IV	SEN 650/L11
8	74048	+ 1	4300163800	Registered Nurse IV – RCRMC	SEN 649/L11
9	73991	- 1	4300170600	Registered Nurse IV	SEN 650/L11
10	74051	+ 1	4300170600	Registered Nurse IV – Specialty Care-T3	SEN 649/L11
11	73991	- 1	4300178300	Registered Nurse IV	SEN 650/L11
12	74051	+ 1	4300178300	Registered Nurse IV – Specialty Care-T3	SEN 649/L11
13	73991	- 7	4300187510	Registered Nurse IV	SEN 650/L11
14	74048	+ 7	4300187510	Registered Nurse IV – RCRMC	SEN 649/L11
15	73992	- 19	4300160100	Registered Nurse V	SEN 685/L11
16	74053	+19	4300160100	Registered Nurse V – Specialty Care-T1	SEN 686/L11
17	73992	- 43	4300160110	Registered Nurse V	SEN 685/L11
18	74053	+43	4300160110	Registered Nurse V – Specialty Care-T1	SEN 686/L11
19	73992	- 11	4300160500	Registered Nurse V	SEN 685/L11
20	74053	+11	4300160500	Registered Nurse V – Specialty Care-T1	SEN 686/L11
21	73992	- 47	4300160700	Registered Nurse V	SEN 685/L11
22	74053	+47	4300160700	Registered Nurse V – Specialty Care-T1	SEN 686/L11
23	73992	- 16	4300160900	Registered Nurse V	SEN 685/L11
24	74055	+16	4300160900	Registered Nurse V – Specialty Care-T3	SEN 686/L11
25	73992	- 53	4300161510	Registered Nurse V	SEN 685/L11
26	74054	+53	4300161510	Registered Nurse V – Specialty Care-T2	SEN 686/L11
27	73992	- 41	4300161710	Registered Nurse V	SEN 685/L11
28	74052	+41	4300161710	Registered Nurse V – RCRMC	SEN 686/L11
29	73992	- 36	4300161720	Registered Nurse V	SEN 685/L11
30	74052	+36	4300161720	Registered Nurse V – RCRMC	SEN 686/L11
31	73992	- 42	4300161730	Registered Nurse V	SEN 685/L11
32	74052	+42	4300161730	Registered Nurse V – RCRMC	SEN 686/L11

1	Job				Salary
2	<u>Code</u>	<u>+/-</u>	<u>Department ID</u>	<u>Class Title</u>	<u>Plan/Grade</u>
3	73992	- 5	4300161740	Registered Nurse V	SEN 685/L11
4	74052	+ 5	4300161740	Registered Nurse V – RCRMC	SEN 686/L11
5	73992	- 43	4300161770	Registered Nurse V	SEN 685/L11
6	74052	+43	4300161770	Registered Nurse V – RCRMC	SEN 686/L11
7	73992	- 22	4300161800	Registered Nurse V	SEN 685/L11
8	74055	+22	4300161800	Registered Nurse V – Specialty Care-T3	SEN 686/L11
9	73992	- 25	4300162900	Registered Nurse V	SEN 685/L11
10	74055	+25	4300162900	Registered Nurse V – Specialty Care-T3	SEN 686/L11
11	73992	- 28	4300163400	Registered Nurse V	SEN 685/L11
12	74055	+28	4300163400	Registered Nurse V – Specialty Care-T3	SEN 686/L11
13	73992	- 37	4300163410	Registered Nurse V	SEN 685/L11
14	74055	+37	4300163410	Registered Nurse V – Specialty Care-T3	SEN 686/L11
15	73992	- 6	4300163600	Registered Nurse V	SEN 685/L11
16	74053	+ 1	4300163600	Registered Nurse V – Specialty Care-T1	SEN 686/L11
17	74055	+ 5	4300163600	Registered Nurse V – Specialty Care-T3	SEN 686/L11
18	73992	- 48	4300163800	Registered Nurse V	SEN 685/L11
19	74052	+48	4300163800	Registered Nurse V – RCRMC	SEN 686/L11
20	73992	- 56	4300170100	Registered Nurse V	SEN 685/L11
21	74053	+56	4300170100	Registered Nurse V – Specialty Care-T1	SEN 686/L11
22	73992	- 7	4300170110	Registered Nurse V	SEN 685/L11
23	74053	+ 7	4300170110	Registered Nurse V – Specialty Care-T1	SEN 686/L11
24	73992	- 29	4300170600	Registered Nurse V	SEN 685/L11
25	74055	+29	4300170600	Registered Nurse V – Specialty Care-T3	SEN 686/L11
26	73992	- 7	4300170720	Registered Nurse V	SEN 685/L11
27	74052	+ 7	4300170720	Registered Nurse V – RCRMC	SEN 686/L11
28	73992	- 1	4300170750	Registered Nurse V	SEN 685/L11
29	74052	+ 1	4300170750	Registered Nurse V – RCRMC	SEN 686/L11
30	73992	- 2	4300170760	Registered Nurse V	SEN 685/L11
31	74052	+ 2	4300170760	Registered Nurse V – RCRMC	SEN 686/L11
32	73992	- 1	4300170850	Registered Nurse V	SEN 685/L11
33	74052	+ 1	4300170850	Registered Nurse V – RCRMC	SEN 686/L11

	<u>Job Code</u>	<u>+/-</u>	<u>Department ID</u>	<u>Class Title</u>	<u>Salary Plan/Grade</u>
1	73992	- 2	4300170860	Registered Nurse V	SEN 685/L11
2	74052	+ 2	4300170860	Registered Nurse V – RCRMC	SEN 686/L11
3	73992	- 4	4300170960	Registered Nurse V	SEN 685/L11
4	74053	+ 4	4300170960	Registered Nurse V – Specialty Care-T1	SEN 686/L11
5	73992	- 37	4300174000	Registered Nurse V	SEN 685/L11
6	74053	+37	4300174000	Registered Nurse V – Specialty Care-T1	SEN 686/L11
7	73992	- 35	4300174200	Registered Nurse V	SEN 685/L11
8	74054	+35	4300174200	Registered Nurse V – Specialty Care-T2	SEN 686/L11
9	73992	- 12	4300174270	Registered Nurse V	SEN 685/L11
10	74053	+12	4300174270	Registered Nurse V – Specialty Care-T1	SEN 686/L11
11	73992	- 3	4300178300	Registered Nurse V	SEN 685/L11
12	74055	+ 3	4300178300	Registered Nurse V – Specialty Care-T3	SEN 686/L11
13	73992	- 2	4300184800	Registered Nurse V	SEN 685/L11
14	74052	+ 2	4300184800	Registered Nurse V – RCRMC	SEN 686/L11
15	73992	- 67	4300187200	Registered Nurse V	SEN 685/L11
16	74053	+ 1	4300187200	Registered Nurse V – Specialty Care-T1	SEN 686/L11
17	74054	+ 5	4300187200	Registered Nurse V – Specialty Care-T2	SEN 686/L11
18	74055	+ 1	4300187200	Registered Nurse V – Specialty Care-T3	SEN 686/L11
19	73992	- 4	4300187300	Registered Nurse V	SEN 685/L11
20	74055	+ 4	4300187300	Registered Nurse V – Specialty Care-T3	SEN 686/L11
21	73992	- 6	4300187510	Registered Nurse V	SEN 685/L11
22	74052	+ 6	4300187510	Registered Nurse V – RCRMC	SEN 686/L11
23	73992	- 5	4300187520	Registered Nurse V	SEN 685/L11
24	74052	+ 5	4300187520	Registered Nurse V – RCRMC	SEN 686/L11
25	73992	- 2	4300187530	Registered Nurse V	SEN 685/L11
26	74052	+ 1	4300187530	Registered Nurse V – RCRMC	SEN 686/L11
27	74053	+ 1	4300187530	Registered Nurse V – Specialty Care-T1	SEN 686/L11
28	73992	- 4	4300187570	Registered Nurse V	SEN 685/L11
	74052	+ 4	4300187570	Registered Nurse V – RCRMC	SEN 686/L11

1 BE IT FURTHER RESOLVED that pursuant to Section 8(c) of Ordinance No. 440, the Assistant
 2 County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing
 3 of Ordinance No. 440, with an operative date of February 9, 2012, as follows:

4	<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
5	74023	Assistant Nurse Manager – RCRMC	SEN 532/L23	SEN 583/L23
6	74024	Assistant Nurse Manager – Specialty Care-T1	SEN 532/L23	SEN 583/L23
7	74025	Assistant Nurse Manager – Specialty Care-T2	SEN 532/L23	SEN 583/L23
8	74026	Assistant Nurse Manager – Specialty Care-T3	SEN 532/L23	SEN 583/L23
9	74027	Nursing Education Instructor – RCRMC	SEN 555/L19	SEN 631/L19
10	74028	Nursing Education Instructor – Specialty Care-T1	SEN 555/L19	SEN 631/L19
11	74029	Nursing Education Instructor – Specialty Care-T3	SEN 555/L19	SEN 631/L19
12	74030	Nurse Practitioner I – RCRMC	ESEN 461/L22	ESEN 499/L22
13	74031	Nurse Practitioner II – RCRMC	SEN 566/L22	SEN 634/L22
14	74032	Nurse Practitioner III – RCRMC	SEN 628/L22	SEN 655/L22
15	74033	Nurse Practitioner III – Specialty Care-T1	SEN 628/L22	SEN 655/L22
16	74034	Pre Hospital Liaison Nurse – RCRMC	SEN 529/L22	SEN 582/L22
17	74035	Pre Hospital Liaison Nurse – Specialty Care-T1	SEN 529/L22	SEN 582/L22
18	74036	Registered Nurse I – RCRMC	ESEN 474/L8	ESEN 500/L8
19	74037	Registered Nurse I – Specialty Care-T1	ESEN 474/L8	ESEN 500/L8
20	74038	Registered Nurse I – Specialty Care-T2	ESEN 474/L8	ESEN 500/L8
21	74039	Registered Nurse I – Specialty Care-T3	ESEN 474/L8	ESEN 500/L8
22	74040	Registered Nurse II – RCRMC	SEN 540/L11	SEN 598/L11
23	74041	Registered Nurse II – Specialty Care-T1	SEN 540/L11	SEN 598/L11
24	74042	Registered Nurse II – Specialty Care-T2	SEN 540/L11	SEN 598/L11
25	74043	Registered Nurse II – Specialty Care-T3	SEN 540/L11	SEN 598/L11
26	74044	Registered Nurse III – RCRMC	SEN 602/L13	SEN 636/L13
27	74045	Registered Nurse III – Specialty Care-T1	SEN 602/L13	SEN 636/L13
28	74046	Registered Nurse III – Specialty Care-T2	SEN 602/L13	SEN 636/L13
	74047	Registered Nurse III – Specialty Care-T3	SEN 602/L13	SEN 636/L13
	74048	Registered Nurse IV – RCRMC	SEN 649/L11	SEN 693/L11
	74049	Registered Nurse IV – Specialty Care-T1	SEN 649/L11	SEN 693/L11

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
74050	Registered Nurse IV – Specialty Care-T2	SEN 649/L11	SEN 693/L11
74051	Registered Nurse IV – Specialty Care-T3	SEN 649/L11	SEN 693/L11
74052	Registered Nurse V – RCRMC	SEN 686/L11	SEN 699/L11
74053	Registered Nurse V – Specialty Care-T1	SEN 686/L11	SEN 699/L11
74054	Registered Nurse V – Specialty Care-T2	SEN 686/L11	SEN 699/L11
74055	Registered Nurse V – Specialty Care-T3	SEN 686/L11	SEN 699/L11

BE IT FURTHER RESOLVED that pursuant to Section 8(c) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, with an operative date of March 8, 2012, as follows:

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
74024	Assistant Nurse Manager – Specialty Care-T1	SEN 583/L23	SEN 689/L23
74025	Assistant Nurse Manager – Specialty Care-T2	SEN 583/L23	SEN 662/L23
74026	Assistant Nurse Manager – Specialty Care-T3	SEN 583/L23	SEN 637/L23
74028	Nursing Education Instructor – Specialty Care-T1	SEN 631/L19	SEN 697/L23
74029	Nursing Education Instructor – Specialty Care-T3	SEN 631/L19	SEN 660/L23
74033	Nurse Practitioner III – Specialty Care-T1	SEN 655/L22	SEN 724/L22
74035	Pre Hospital Liaison Nurse – Specialty Care-T1	SEN 582/L22	SEN 688/L22
74037	Registered Nurse I – Specialty Care-T1	ESEN 500/L8	ESEN 655/L8
74038	Registered Nurse I – Specialty Care-T2	ESEN 500/L8	ESEN 560/L8
74039	Registered Nurse I – Specialty Care-T3	ESEN 500/L8	ESEN 525/L8
74041	Registered Nurse II – Specialty Care-T1	SEN 598/L11	SEN 690/L11
74042	Registered Nurse II – Specialty Care-T2	SEN 598/L11	SEN 665/L11
74043	Registered Nurse II – Specialty Care-T3	SEN 598/L11	SEN 638/L11
74045	Registered Nurse III – Specialty Care-T1	SEN 636/L13	SEN 703/L13
74046	Registered Nurse III – Specialty Care-T2	SEN 636/L13	SEN 696/L13
74047	Registered Nurse III – Specialty Care-T3	SEN 636/L13	SEN 687/L13
74049	Registered Nurse IV – Specialty Care-T1	SEN 693/L11	SEN 748/L11
74050	Registered Nurse IV – Specialty Care-T2	SEN 693/L11	SEN 725/L11

1	Job		From Salary	To Salary
2	<u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
3	74051	Registered Nurse IV – Specialty Care-T3	SEN 693/L11	SEN 715/L11
4	74053	Registered Nurse V – Specialty Care-T1	SEN 699/L11	SEN 778/L11
5	74054	Registered Nurse V – Specialty Care-T2	SEN 699/L11	SEN 760/L11
6	74055	Registered Nurse V – Specialty Care-T3	SEN 699/L11	SEN 735/L11

7

8 BE IT FURTHER RESOLVED that pursuant to Section 8(c) of Ordinance No. 440, the Assistant

9 County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing

10 of Ordinance No. 440, with an operative date of June 28, 2012, as follows:

11	Job		From Salary	To Salary
12	<u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
13	74023	Assistant Nurse Manager – RCRMC	SEN 583/L23	SEN 583/L24
14	74024	Assistant Nurse Manager – Specialty Care-T1	SEN 689/L23	SEN 689/L24
15	74025	Assistant Nurse Manager – Specialty Care-T2	SEN 662/L23	SEN 662/L24
16	74026	Assistant Nurse Manager – Specialty Care-T3	SEN 637/L23	SEN 637/L24
17	74027	Nursing Education Instructor – RCRMC	SEN 631/L19	SEN 631/L20
18	74028	Nursing Education Instructor – Specialty Care-T1	SEN 697/L23	SEN 697/L24
19	74029	Nursing Education Instructor – Specialty Care-T3	SEN 660/L23	SEN 660/L24
20	74030	Nurse Practitioner I – RCRMC	ESEN 499/L22	ESEN 499/L23
21	74031	Nurse Practitioner II – RCRMC	SEN 634/L22	SEN 634/L23
22	74032	Nurse Practitioner III – RCRMC	SEN 655/L22	SEN 655/L23
23	74033	Nurse Practitioner III – Specialty Care-T1	SEN 724/L22	SEN 724/L23
24	74034	Pre Hospital Liaison Nurse – RCRMC	SEN 529/L22	SEN 529/L23
25	74035	Pre Hospital Liaison Nurse – Specialty Care-T1	SEN 688/L22	SEN 688/L24
26	74036	Registered Nurse I – RCRMC	ESEN 500/L8	ESEN 500/L9
27	74037	Registered Nurse I – Specialty Care-T1	ESEN 655/L8	ESEN 655/L9
28	74038	Registered Nurse I – Specialty Care-T2	ESEN 560/L8	ESEN 560/L9
	74039	Registered Nurse I – Specialty Care-T3	ESEN 525/L8	ESEN 525/L9
	74040	Registered Nurse II – RCRMC	SEN 598/L11	SEN 598/L12
	74041	Registered Nurse II – Specialty Care-T1	SEN 690/L11	SEN 690/L12
	74042	Registered Nurse II – Specialty Care-T2	SEN 665/L11	SEN 665/L12

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
74043	Registered Nurse II – Specialty Care-T3	SEN 638/L11	SEN 638/L12
74044	Registered Nurse III – RCRMC	SEN 636/L13	SEN 636/L14
74045	Registered Nurse III – Specialty Care-T1	SEN 703/L13	SEN 703/L14
74046	Registered Nurse III – Specialty Care-T2	SEN 696/L13	SEN 696/L14
74047	Registered Nurse III – Specialty Care-T3	SEN 687/L13	SEN 687/L14
74048	Registered Nurse IV – RCRMC	SEN 693/L11	SEN 693/L12
74049	Registered Nurse IV – Specialty Care-T1	SEN 748/L11	SEN 748/L12
74050	Registered Nurse IV – Specialty Care-T2	SEN 725/L11	SEN 725/L12
74051	Registered Nurse IV – Specialty Care-T3	SEN 715/L11	SEN 715/L12
74052	Registered Nurse V – RCRMC	SEN 699/L11	SEN 699/L12
74053	Registered Nurse V – Specialty Care-T1	SEN 778/L11	SEN 778/L12
74054	Registered Nurse V – Specialty Care-T2	SEN 760/L11	SEN 760/L12
74055	Registered Nurse V – Specialty Care-T3	SEN 735/L11	SEN 735/L12

ROLL CALL:

Ayes: Buster, Stone, Benoit, and Ashley
 Nays: None
 Absent: Tavaglione

The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on the date therein set forth.

KECIA HARPER-IHEM, Clerk of said Board

By: _____
 Deputy

/kc
 12/29/2011
 440 Resolutions\KC

Side Letter Agreement between the County of Riverside and SEIU Local 721 for the RCRMC/Arlington Campus Registered Nurses

December 16, 2011

This offer is conditional upon the acceptance of its terms by both parties, and is being entered into as a Side Letter Agreement to the Terms and Conditions of Employment (TCE) imposed effective November 22, 2011. Agreement to this Side Letter Agreement shall not be construed by either party as having an impact or effect on the TCE, other than those items set forth herein. This agreement shall not be construed as a precedent.

- 1) The specified agreed upon terms in this Side Letter Agreement shall supersede and replace only the corresponding terms in the TCE. The parties understand and agree that entering this Side Letter Agreement shall not be construed by either party that there is or was mutual agreement to the remainder of the TCE.
- 2) Amend Article 4 - Workweek, Overtime and Premium Pay, Section 1 - Workweek, Subsection B(5) - Alternate and Flex Work Schedules: At the discretion of RCRMC Management, Registered Nurses and Licensed Vocational Nurses in RCRMC and RCRMC related areas may maintain their 3/12 schedules. Such schedules will be treated as full time positions for the purpose of all benefits in accordance with the other provisions set forth in these Terms and Conditions of Employment and the 72-hour nurses shall be entitled to the following full-time benefits as if they were classified as full-time employees under these Terms and Conditions of Employment: County holidays, vacation accrual, sick accrual, flex benefits, life insurance, short-term disability or long-term disability (for employees in the supervisory unit only), workers' compensation benefits, and unemployment insurance. That notwithstanding, 72-hour nurses shall not be entitled to CalPERS contributions beyond their actual accrued PERS eligible compensation.
- 3) Amend Section 2 - Overtime, Subsection C - Double Time:

Classification:	Qualifying Factors:
1. Working at an RCRMC campus, Public Health, or Detention Health: <ul style="list-style-type: none"> • Assistant Nurse Manager • Institutional Nurse • Interim Permit Nurse • Nursing Education Instructor • Nurse Practitioner I, II and III • Pre-Hospital Liaison Nurse • Registered Nurse I, II, III, IV or V • Senior Institutional Nurse • Supervising Institutional Nurse 	<ul style="list-style-type: none"> • all hours worked after twelve (12) hours of continuous duty, and/or • all hours worked on an extra weekend shift

MM
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A "weekend shift" for the purposes of this section means a shift starting on or after 7:00 a.m. Saturday and ending on or before 7:30 a.m. Monday.

An "extra" weekend shift means a weekend shift actually worked in addition to the required weekend shifts that were actually worked in the pay period. Extra shifts begin 3:00 p.m. on Friday. To qualify for double time on an extra weekend shift employees must have also actually worked their regular schedule that week.

- 4) Amend Section 3 – Premium Pay, Subsection E – Special Assignments, (1) Specialty Requirements: To be eligible for a specialty differential an employee (a) must work in specialty areas as follows: ICU/ACCU, PACU, Peds ICU, Emergency Room, Operating Room, Trauma Services, PICC, Neonatal Intensive Care Nursery, Labor and Delivery, PCU, Chemotherapy, Conscious Sedation Nurses, SART, and Psychiatry; and (b) must have completed the course(s) required to qualify for critical care differential. Course requirements for each unit are indicated below:

UNIT/SPECIALTY	REQUIREMENTS
Emergency	CCC, ACLS, Triage Certification, Management of Assaultive Behavior (MAB), PALS/ENPC, and MICN* (MICN is to be obtained within the first two (2) years of hire or three (3) years if a new graduate – during this time employee is eligible for critical care premium but not MICN premium)
ICU/ACCU	CCC, ACLS, Hemodynamic Monitoring
OR	Operative Room Certification (RCRMC) or CNOR (either every five (5) years)
PACU	CCC, ACLS
L&D	ACLS, NRP, Fetal Monitoring
NICU	High Risk Neonate Parts 1 & 2, NRP
Trauma Services	ATCN, TNCC, ACLS and PALS
PICC	BLS, ACLS, PALS, Certification of PICC Insertion and Independent Practice
PICU	CCC for Peds, Basic Pediatric Course, PALS, and Hemodynamic Monitoring
PCU	CCC and ACLS LVNs require: CCC and IV Certification
Chemotherapy	Chemotherapy Course (RCRMC)
Psychiatry	Management of Assaultive Behavior (MAB), Specialized LPS Legal in-service training by in-house staff/County Counsel/Public Defender, Fifty-one Fifty (5150) Designation Training, Six (6) months of Psychiatric Nursing experience
Conscious Sedation Nurses	BLS, ACLS, PALS, Completion of RCRMC Conscious Sedation Course
SART	ACLS, PALS, MAB, Sexual Assault Forensic Examiner Training (35 hours or greater), Completion of in-house 40-hour Forensic Nurse Examiner preceptor program. Must be able to work as independent examiner.

WAB 12/14/11
2 NB
12/14/11

- CCC – Critical Care Course
- ACLS – Advanced Coronary Life Support
- APLS – Advanced Pediatric Life Support
- NRP – Neonatal Resuscitation Program
- PALS – Pediatric Advanced Life Support
- ENPC – Emergency Nurse Pediatrics Course
- MICN – Mobile Intensive Care Nursing
- CNOR – Certified Nurse Operating Room
- ATCN – Advanced Trauma Care Nursing
- TNCC – Trauma Nurse Core Curriculum
- MAB – Management of Assaultive Behavior

Unit	Classification	Specialty Rate/Hour
RCRMC: <ul style="list-style-type: none"> • Mobile Intensive Care area (If employee has a Mobile Intensive Care Nurse (MICN) certificate.) 	<ul style="list-style-type: none"> • Assistant Nurse Manager • Interim Permit Nurse • Nurse Practitioner I, II, III • Registered Nurse I, II, III, IV, V • Pre-Hospital Liaison Nurse 	\$1.00 per hour
RCRMC: <ul style="list-style-type: none"> • Intensive Care Unit* • Emergency Room • Neonatal Intensive Care Unit • Labor and Delivery • Operating Room • Pediatric Intensive Care Unit* • Recovery Room • Progressive Care Unit 	<ul style="list-style-type: none"> • Interim Permit Nurse • Nursing Education Instructor • Nurse Practitioner I, II, and III • Licensed Vocational Nurse (*LVN does not receive premium in this unit) 	\$1.10 per hour

- 5) Delete Article 28 – Special Unit Provisions, Section 2 – Career Ladders/Assessment Boards.
- 6) Amend Article 29 – Compensation: Effective February 9, 2012 - All Riverside County Regional Medical Center (RCRMC) and Arlington Campus Registered Nurse classifications will receive an across the board increase of approximately 8.21%, which includes the advancement and exchange of the scheduled July 2012 approximate 2.71% step increase as specified in Article 29, Section 1 of the SEIU Terms and Conditions of Employment, effective November 22, 2011. Since this advances the one-step merit increase, no additional step will apply on the anniversary date during the term of this agreement. This will be accomplished by classifying the RCRMC and Arlington Campus Registered Nurse classifications listed below:

- | | |
|------------------------------|----------------------|
| Assistant Nurse Manager | Registered Nurse I |
| Nursing Education Instructor | Registered Nurse II |
| Nurse Practitioner I | Registered Nurse III |
| Nurse Practitioner II | Registered Nurse IV |
| Nurse Practitioner III | Registered Nurse V |
| Pre Hospital Liaison Nurse | |

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Effective March 8, 2012 (for FY 2011-12), the County will create new Specialty Care classifications for Registered Nurses in Critical Care Units, and

- a. Roll the Critical Care Differentials into their base pay and increase them by 25% (e.g. Current \$4.00 Differential will increase to \$5.00 and be rolled into New Class – Tier 1 (T1) base pay; current \$3.00 Differential will increase to \$3.75 and be rolled into New Class – Tier 2 (T2) base pay, current \$2.00 Differential will increase to \$2.50 and be rolled into New Class – Tier 3 (T3) base pay).

The preceding language applies to the following RCRMC/Arlington Campus classifications only:

Tier I	Classification
<ul style="list-style-type: none"> • Adult Critical Care Unit (ACCU) – (Includes Wound Care Nurses) • Emergency Dept/Trauma Services – (Includes Pre Hospital Liaison Nurse) • Neonatal Intensive Care Unit (NICU) • Labor and Delivery • Pediatric Intensive Care Unit (PICU) • Post Anesthesia Recovery Unit (PACU) • SART 	<ul style="list-style-type: none"> • Registered Nurse I, II, III, IV, V
Tier II	Classification
<ul style="list-style-type: none"> • Conscious Sedation Nurses • Operating Room • Chemotherapy • Progressive Care Unit (PCU) 	<ul style="list-style-type: none"> • Registered Nurse I, II, III, IV, V
Tier III	Classification
<ul style="list-style-type: none"> • Pediatrics • PICC (Vascular Access Nurses) • Psychiatry • RCRMC Detention Care Unit (DCU) 	<ul style="list-style-type: none"> • Registered Nurse I, II, III, IV, V

- b. New classes will be: Registered Nurse - Specialty Care-T1, Registered Nurse - Specialty Care-T2, and Registered Nurse - Specialty Care-T3.
- c. If an employee is unable to meet the requirements of Article 4, Section 3(E) and Article 28, Section 1(A) of the current Terms and Conditions of Employment he/she shall not be allowed to continue working and disciplinary action shall be instituted in accordance with Article 11 of these terms and conditions of employment.

Effective June 28, 2012 (for FY 2012-13), all RCRMC Registered Nurses with three (3) or more years of service will receive an approximate increase of 2.71%.

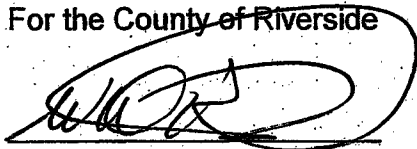
- 7) Unless otherwise expressed, nothing in this agreement is retroactive.

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8) Subject to Board approval, the County will implement the agreed upon terms and conditions of this Side Letter Agreement, effective 12/16, 2011.

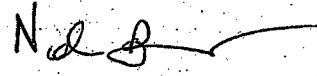
Dated this 16th day of DECEMBER, 2011.

For the County of Riverside



Bill Berkley
County of Riverside

For the SEIU, Local 721



Nick Builder
SEIU Local 721

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