

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



**ITEM: 3.40**  
(ID # 28436)

**MEETING DATE:**  
Tuesday, July 29, 2025

**FROM :** HUMAN RESOURCES

**SUBJECT:** HUMAN RESOURCES: Approval of the 2025 – 2027 Memorandum of Understanding (MOU) between the County of Riverside and the Service Employees International Union, Local 721 – Per Diem Unit (SEIU PD); and amend Ordinance No. 440 pursuant to Resolution No.440-9497 submitted herewith, All Districts. [Total Cost - \$9,448,318 97% Department Budget; 3% NCC].

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Approve the 2025 - 2027 Memorandum of Understanding (MOU) between the County of Riverside and the Service Employees International Union, Local 721 – Per Diem Unit (SEIU PD).
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9497.

**ACTION:**

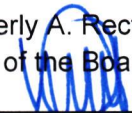
  
Tami Douglas-Schatz, Director of Human Resources 7/17/2025

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Gutierrez, seconded by Supervisor Medina and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Medina, Spiegel, Washington, Perez and Gutierrez  
Nays: None  
Absent: None  
Date: July 29, 2025  
xc: HR

Kimberly A. Rector  
Clerk of the Board  
By:   
Deputy

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

| <b>FINANCIAL DATA</b>                                  | <b>Current Fiscal Year:</b> | <b>Next Fiscal Year:</b> | <b>Total Cost:</b>            | <b>Ongoing Cost</b> |
|--|-----------------------------|--------------------------|-------------------------------|---------------------|
| <b>COST</b>  | \$5,111,063                 | \$4,337,255              | \$9,448,318                   | \$7,351,280         |
| <b>NET COUNTY COST</b>                                 | \$153,331                   | \$130,117                | \$283,448                     | \$220,538           |
| <b>SOURCE OF FUNDS: 97% Department Budgets, 3% NCC</b> |                             |                          | <b>Budget Adjustment: No</b>  |                     |
|  |                             |                          | <b>For Fiscal Year: 25/26</b> |                     |

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

The Service Employees International Union, Local 721 – Per Diem Unit (SEIU PD) represents approximately 400 County employees within the Riverside University Health System. The Board previously approved a 2-year Memorandum of Understanding (MOU) with SEIU-PD spanning from July 12, 2022, through November 30, 2024. The parties have been engaged in negotiations on a successor MOU since December 2024, and on June 27, 2025, by mutual agreement, the parties entered into a Tentative Agreement. The terms of the Agreement do not exceed the parameters given by the Board of Supervisors. The County was notified on July 18, 2025, that the Tentative Agreement was ratified by a vote of the SEIU-PD membership.

Attachment A contains the final agreement which has been reached between the SEIU-PD and the County. The key points of this agreement are as follows:

- The term of the new agreement: Effective the first day of the first full pay period following the date of its adoption by the BOS through midnight, January 29, 2027.
- General Salary Range Increases (13% total) as outlined below:
  - 9% effective August 21, 2025 (to align with the max of the range of the General SEIU Unit counterpart)
  - 4% effective April 30, 2026 (to align with the max of the range of the General SEIU Unit counterpart)
- Various adjustments to differentials to be in line with the General SEIU Unit MOU:
  - Evening Shift
  - Evening Shift Exceptions
  - Night Shift
  - Night Shift Exceptions
- Clarification of language regarding Certification/Course Requirements for units with Direct Hands-on patient care
- Update to the Advanced Care Nurse program (differential to position to align with General SEIU Unit)
- Clarification of Preceptor language
- Clarification language added to the Shift Schedule Premium provision
- Creation of new classifications to align with the General SEIU Unit MOU
- Addition of Juneteenth holiday to Holiday Premium Pay

Attachment C amends the Class and Salary Listing of Ordinance No. 440 with the following:

- Creating the Classification:

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

- Clinical Nurse Specialist – Per Diem
- Intern Pharmacist – Per Diem
- PET/CT Technologist – Per Diem
- Registered Nurse IV-MC/CHC – Per Diem
- Registered Nurse V-MC/CHC – Per Diem
- Senior Radiologic Technologist – Per Diem
- Deleting the Classification:
  - Medical Social Worker I – Per Diem
  - Medical Social Worker II – Per Diem
  - Public Health Physician I – Per Diem
  - Public Health Physician II – Per Diem
  - Public Health Physician III – Per Diem
  - Respiratory Care Technician – Per Diem

**Impact on Residents and Businesses**

While there is no immediate impact on residents and businesses as a result of this change, approving the terms of this MOU will help the County remain market-competitive in attracting and retaining qualified per diem staff to assist in ensuring day-to-day operations remain optimal, primarily in the hospital where the majority of per diem staff are utilized. In turn, this stability supports the delivery of high-quality, consistent services to residents and businesses by a dedicated and experienced workforce.

**Additional Fiscal Information**

The MOU is projected to cost \$5,111,063 for the balance of the fiscal year. Below are the projected costs itemized (compounded over the life of the contract). The projected ongoing cost of the contract is \$7,351,280.

|                             | <b>Projected<br/>Costs</b> |
|-----------------------------|----------------------------|
| General Salary Adjustments  | \$9,337,464                |
| Various Miscellaneous Items | \$110,854                  |
| Total                       | <u>\$9,448,318</u>         |

**ATTACHMENTS:**

- ATTACHMENT A.** Final 2025 – 2027 Memorandum of Understanding between SEIU-PD and the County of Riverside.
- ATTACHMENT B.** Track Changes Version of the 2025 – 2027 Memorandum of Understanding between SEIU-PD and the County of Riverside.
- ATTACHMENT C.** Resolution No. 440-9497
- ATTACHMENT D.** Clinical Nurse Specialist – Per Diem Class Specification
- ATTACHMENT E.** Intern Pharmacist – Per Diem Class Specification
- ATTACHMENT F.** PET/CT Technologist – Per Diem Class Specification
- ATTACHMENT G.** Registered Nurse IV – MC/CHC – Per Diem Class Specification
- ATTACHMENT H.** Registered Nurse V – MC/CHC – Per Diem Class Specification
- ATTACHMENT I.** Senior Radiologic Technologist – Per Diem Class Specification

RESOLUTION NO. 440-9497

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on July 29, 2025, that pursuant to Section 3(a)(iv) of Ordinance No. 440, the Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at the beginning of the second pay period following the date of approval, as follows:

| <u>Job Code</u> | <u>+/-</u> | <u>Class Title</u>                        | <u>Salary Plan/Grade</u>   |
|-----------------|------------|---|----------------------------|
| 57801           | +          | Clinical Nurse Specialist – Per Diem      | SEPD 112<br>(\$200,471/yr) |
| 73604           | +          | Intern Pharmacist – Per Diem              | SEPD 112<br>(\$61,850/yr)  |
| 79831           | -          | Medical Social Worker I – Per Diem        | SEPD 112<br>(\$74,006/yr)  |
| 79801           | -          | Medical Social Worker II – Per Diem       | SEPD 112<br>(\$78,023/yr)  |
| 98708           | +          | PET/CT Technologist – Per Diem            | SEPD 112<br>(\$166,002/yr) |
| 73811           | -          | Public Health Physician I – Per Diem      | SEPD 112<br>(\$152,225/yr) |
| 73812           | -          | Public Health Physician II – Per Diem     | SEPD 112<br>(\$163,098/yr) |
| 73813           | -          | Public Health Physician III – Per Diem    | SEPD 112<br>(\$183,160/yr) |
| 57766           | +          | Registered Nurse IV–MC/CHC – Per Diem     | SEPD 112<br>(\$166,979/yr) |
| 57767           | +          | Registered Nurse V–MC/CHC – Per Diem      | SEPD 112<br>(\$172,387/yr) |
| 98750           | -          | Respiratory Care Technician – Per Diem    | SEPD 112<br>(\$53,449/yr)  |
| 98728           | +          | Senior Radiologic Technologist – Per Diem | SEPD 112<br>(\$121,696/yr) |

2  
3 RESOLUTION NO. 440-9497

4  
5 ADOPTED by Riverside County Board of Supervisors on July 29, 2025.

6  
7 ROLL CALL:

8  
9 Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez

10 Nays: None

11 Absent: None

12  
13  
14 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of  
15 Supervisors on the date therein set forth.

16  
17 KIMBERLY A. RECTOR, Clerk of said Board

18  
19 By:  \_\_\_\_\_

20 Deputy

**MEMORANDUM OF UNDERSTANDING**

**2025-2027**

**COUNTY OF RIVERSIDE**

**AND**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721**

**PER DIEM UNIT**

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ARTICLE 1  
TERM

Section 1. Term

This Memorandum of Understanding (“MOU” or “Agreement”) sets forth the terms of agreement reached between the County of Riverside (“County”) and the Service Employees International Union, Local 721, (“SEIU” or “Union”) as the Exclusive Employee Organization for employees in the representation unit described under Article 2, Recognition. Unless otherwise specifically provided herein, the changes to this MOU shall become effective upon the first day of the first full pay period following the date of its adoption by the County’s Board of Supervisors through midnight, January 29, 2027.

Section 2. Addendum to the General SEIU Unit Agreement

This Agreement shall be an addendum to the existing agreement between the parties that applies to regular full-time, regular part-time, and seasonal employees represented by SEIU at the County and referenced as the (“General SEIU Unit”) as described below.

The General SEIU Unit shall be comprised of the following units or employees:

County of Riverside:

- a. Para-professional Unit
- b. Professional Unit
- c. Registered Nurse’s Unit
- d. Supervisory Unit

County of Riverside Waste Resources Management District:

- a. Supporting Services
- b. Trades, Crafts and Labor
- c. Professional /Administrative

County of Riverside Regional Park & Open Space-District:

- a. General
- b. Supervisory

This Agreement (“SEIU Per Diem Unit MOU”) will apply to persons in the per diem classifications described in Article 2, below, and enumerated in Appendix A to this



Agreement, which will be an addendum to the General SEIU Unit MOU.

Section 3. Successor Agreement

As set forth in Article 1, Section 1 of the “General SEIU Unit” MOU, in the event either party desires to negotiate a successor MOU, such party shall, no more than six (6) months prior to the expiration of the current MOU, request to commence negotiations unless otherwise agreed upon by the parties.

During the successor negotiations related to this Agreement (“SEIU Per Diem Unit MOU”) and the agreement between the parties of the General SEIU Unit (“General SEIU Unit MOU”), the terms and conditions for employees in the SEIU Per Diem Unit and employees in the General SEIU Unit shall be addressed in a single memorandum of understanding.

ARTICLE 2  
RECOGNITION

The terms of this Agreement shall apply only to persons employed in the following classifications within the Per Diem Unit, identified in Appendix A, and any future represented Per Diem classifications that may be added, deleted or modified via side letter. The following classifications are currently in the Per Diem Unit:

- A. Per Diem classifications equivalent to classifications in the regular SEIU Para-Professional Unit
- B. Per Diem classifications equivalent to classifications in the regular SEIU Professional Unit
- C. Per Diem classifications equivalent to classifications in the regular SEIU Registered Nurses Unit

The terms and conditions set forth in the General SEIU Unit MOU shall not apply to persons in the above-referenced classifications within the Per Diem Unit, except as expressly provided herein.

ARTICLE 3  
EMPLOYMENT STATUS

Section 1. At-Will Status

Employees shall serve at the pleasure of the department head and shall not be entitled to any review procedure upon dismissal. Upon dismissal, an employee shall be entitled to a Name Clearing Hearing as specified in Section 2 of this Article.

## Section 2. Name Clearing Hearing

When the County decides to dismiss an employee, the County shall notify the employee of its decision in writing. Within ten (10) Business days, as that term is defined in the General SEIU Unit MOU, of receipt of said notice, the employee may request a Name Clearing Hearing with the Human Resources Director or designee. The employee will be allowed to be accompanied by a Union Representative at the hearing. The employee shall not be entitled to the calling or cross examination of witnesses during the hearing. The County shall be under no obligation to revise its decision to dismiss an employee.

An employee shall not be entitled to a Name Clearing Hearing in the event of a reassignment.

## ARTICLE 4 FULL UNDERSTANDING, MODIFICATION AND WAIVER

- A. This MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein and any other prior or existing understandings or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

Except as modified herein or as otherwise required by law, existing wages, hours and other terms and conditions of employment set forth in the County Salary Ordinance and related resolutions and regulations shall continue in effect. The terms used in this MOU shall have the same meaning as like terms used in the County Salary Ordinance and related resolutions and regulations.

- B. It is the intent of the parties that this MOU be administered in its entirety in good faith during the full term. It is recognized that during such term, it may be necessary to make changes in rules or procedures affecting the employees in the Per Diem Unit. Where the County finds it necessary to make such changes, it shall notify SEIU indicating the proposed change prior to its implementation.

Where such changes would significantly affect the working conditions in the unit, where the subject matter of the change is subject to negotiations pursuant to the Meyers-Milias-Brown Act ("MMBA"), and where SEIU requests to negotiate with the County, the parties shall expeditiously undertake negotiations regarding the effect the change would have on the employees in the unit.

Nothing herein shall limit the authority of the County to make necessary changes required during emergencies. However, SEIU shall be notified of any such emergency action that affects matters within the scope of representation. Emergency shall be defined as unforeseen circumstances beyond control of the County which call for immediate action to include such things as acts of God or situations which threaten to significantly impair operations.

Where the County makes any changes in working conditions because of the requirements of Federal or State law, the County shall not be required to renegotiate the matter or manner of compliance with such law where the manner of compliance is specified by such law.

- C. Except as specifically provided herein, it is agreed and understood that each party voluntarily and unqualifiedly waives its right, and agrees that the other shall not be required, to negotiate with respect to any subject or matter covered herein or with respect to any other matters within the scope of negotiations during the term of the MOU.
- D. Any agreement, alteration, understanding, variation, waiver or modification of any of the terms or provisions contained herein shall not be binding upon the parties hereto unless made and executed in writing by all parties hereto and, if required, approved and implemented by the County Board of Supervisors.

ARTICLE 5  
MANAGEMENT RIGHTS

The following rights and functions are vested exclusively in the County:

- A. To determine the mission of each of its departments, institutions, boards and commissions, pursuant to law.
- B. To set standards of service to be offered to the public.
- C. To exercise control and discretion over its own organization and operations.
- D. To direct and discharge its employees in accordance with the law, ordinances and regulations and this MOU.
- E. To relieve its employees from duty because of lack of work or for other legitimate reasons. Unit employees may be relieved from active duty without pay at any time it is determined that the patient census is such that their services are not immediately necessary.
- F. To determine the methods, means and personnel by which its operations are to be conducted, including the performance thereof by contract, and to determine workloads and staffing patterns.
- G. To prescribe the qualifications for employment and determine whether they are met.
- H. To establish and enforce safety measures to protect employee and/or the public.

- I. To take all other action except as clearly and expressly otherwise provided for by this MOU or the Employee Relations Resolution.

ARTICLE 6  
WORKWEEK, OVERTIME AND PREMIUM PAY

Section 1. Workweek

- A. Pay Period. The pay period shall be fourteen (14) calendar days which shall include two (2) Fair Labor Standards Act (“FLSA”) workweeks. Work weeks will comply with the FLSA.
- B. Work Schedule. Employees covered under this MOU shall report their availability to be scheduled to work, at a minimum, two (2) weekend shifts and two (2) weekday shifts per month. This minimum may be modified upon agreement of the employee and the department director, manager, supervisor or designee.

Prior to January 1 of each calendar year (or within five (5) business days after the employee’s first start date during a calendar year), employees shall also report their availability to be scheduled to work on four (4) dates from the following table. The employee should choose two (2) dates from the list of Primary Dates and two (2) dates from the list of Secondary Dates per calendar year.

If the employee is hired and starts work on or after July 1 of their first calendar year and before Thanksgiving of their first calendar year, the employee should choose one (1) date from the list of Primary Dates and two (2) dates from the list of Secondary Dates for the first calendar year of employment.

If the employee is hired and starts work on or after Thanksgiving of their first calendar year the employee does not need to identify any dates from this table for the remainder of the first calendar year of employment.

| Primary Dates                        | Secondary Dates   |
|--------------------------------------|---|
| January 1, New Year’s Day            | January 2, when it falls on a Friday                      |
| Mother’s Day                         | Third Monday in January, Martin Luther King, Jr. Birthday |
| Last Monday in May, Memorial Day     | Super Bowl Sunday   |
| July 4, Independence Day             | February 12, Lincoln Birthday                             |
| First Monday in September, Labor Day | Third Monday in February, Washington Birthday             |

| Primary Dates                                 | Secondary Dates                        |
|---|--|
| Fourth Thursday in November, Thanksgiving Day | Second Monday in October, Columbus Day |
| Friday following Thanksgiving                 | Halloween                              |
| December 24, Christmas Eve                    | November 11, Veteran's Day             |
| December 25, Christmas                        | December 26, when it falls on a Friday |
| December 31, New Year's Eve                   |  |

Nevertheless, employees may be required to work during such hours as necessary to carry out the duties of their positions, as designated by the department head or designee, and such hours may be varied so long as the work requirements and efficient operations of the County are assured. For the purposes of this provision, a weekend shift is defined as a single shift occurring on or after 3:00 p.m. Friday and ending on or before 7:00 a.m. Monday.

SEIU agrees that the County shall retain exclusive control to determine employee work schedules and hereby waives any right to grieve schedule assignments during the remaining term of this agreement.

- C. Posting of Work Schedule. The County shall post work schedules at least two (2) weeks in advance. Once posted, the schedule shall not be changed without prior mutual agreement of the unit supervisor and employee. Insofar as practicable, the County shall update posted work schedules as changes occur.

## Section 2. Overtime

- A. Overtime. Overtime work is authorized work in excess of the forty (40) hours in the established FLSA work week unless otherwise specified in this MOU. Only actual hours performing work shall count towards the computation of overtime. Overtime shall be paid for FLSA non-exempt employees at one and one-half (1½) times their regular rate of pay for all hours authorized and actually worked over forty (40) hours in a FLSA workweek.
- B. Authorization for Overtime Work. No employee shall work overtime unless authorized by the department head or designee. Overtime shall not exceed sixteen (16) hours in any work day for any employee without prior approval of the County Executive Officer, except in case of public emergency.
- C. Departmental Records. Each department head or designee shall keep complete and detailed records as to the attendance and pay status of each employee. This shall include actual hours of overtime work for each employee in each workweek.

The initial record, any secondary records, such as a summary of the workweek or of the pay period, or other compilation from the initial record, and the departmental copy of the attendance report for each pay period together with

any subsequent correcting reports, shall be preserved and retained in accordance with the County's applicable records retention schedule.

- D. Reporting and Calculation. Actual hours of overtime work shall be reported on each attendance report. The County Auditor Controller shall maintain the record of overtime at one and one-half (1½) times such actual hours.

### Section 3. Premium Pay

All premium pay provided under this Section shall be compensated only for time actually worked in the assigned premium capacity.

- A. Standby Duty — General. When placed by the department head or designee specifically on standby duty, an employee shall be paid one-eighth (1/8) of the employees' base hourly rate of pay for each hour of standby duty in addition to the regular salary standby assignment. Standby compensation shall cease when the employee physically reports to a worksite and shall resume at the completion of the call-back work. Worksite, for the purposes of this Section, shall mean the location an employee is required to physically report to in order to complete the work assigned. The standby duty shall not cease if an employee is able to complete the required work remotely without having to physically report to a worksite. All standby duty premium shall cease at the end of the standby duty shift. Employees placed on standby duty are subject to the following requirements:
1. Be ready to respond immediately to call-back work, or by a specific call time pursuant to operational requirements establish by the employee's department;
  2. Remain in the general vicinity of their home or worksite during the standby period;
  3. Refrain from intoxicants or other activities which might impair the ability to perform assigned duties; and
  4. Notify the employee's supervisor immediately if the employee is unable to be on standby due to an unforeseen emergency.
- B. Call-Back Pay. An employee called back to work, whether or not they are in standby duty status, shall receive minimum credit for one (1) hour's work at the employee's base hourly rate of pay. If an employee should complete the work required, and subsequently be recalled during the minimum credit period, no additional compensation shall be paid for until the minimum time has been worked by the employee. Call-back pay does not include time commuting to and from work.

If the employee may perform call-back work remotely, without the employee being required to physically report to a County site, then the employee will be paid in quarter (1/4) -hour increments for all time worked while remotely responding to the call. For example, if the employee remotely completes the performance of work in twenty-five (25) minutes, the employee will be paid thirty (30) minutes for the remote call-back. If the employee remotely completes the performance of

work in thirty-five (35) minutes the employee will be paid thirty (30) minutes for the remote call-back.

Notwithstanding any other provision, time actually worked on call-back shall be counted toward the calculation of overtime requirement.

C. Shift Differentials

1. Applicability of Shift Differentials. Shift differentials do not apply to sick leave or standby duty. The hourly rate for each shift differential is payable in tenths (1/10) of an hour.

Classes not eligible for shift differentials. Employees in positions of all the following classes shall not be paid a shift differential:

- Physician I, II, III and IV – Per Diem

2. Evening Shift — General. Employees who perform work between the hours of 6:00 P.M. and 11:00 P.M. shall be paid an evening differential of one dollar thirty cents (\$1.30) per hour for the time actually worked between 6:00 P.M. and 11:00 P.M., with the exception that a higher shift differential rate shall be paid for the classes, and in the amount listed below:

Note: RUHS shall mean the Riverside University Health System that includes the Medical Center [includes the Hospital, Inpatient Treatment Facility (“ITF”) and the Emergency Treatment Services Facility (“ETS”)], Public Health, Behavioral Health, Correctional Health Services (CHS), and Care Clinics [includes all clinics located within the Hospital and at other community locations].

| Exceptions:   | Rate:           |
|---|-----------------|
| (a) Employees in the Per Diem classifications of: <ul style="list-style-type: none"> <li>• Cardiac Sonographer</li> <li>• CT Technologist</li> <li>• Electroencephalographic Technician</li> <li>• Interventional Radiologic Technician</li> <li>• Mammography Technologist</li> <li>• MRI Technologist</li> <li>• Occupational Therapist I and II</li> <li>• PET/CT Technologist</li> <li>• Physical Therapist I and II</li> <li>• Radiologic Technologist</li> <li>• Respiratory Care Practitioner I and II Registered</li> <li>• Senior Radiologic Technologist</li> <li>• Surgical Technician</li> <li>• Ultrasound Technologist</li> </ul> | \$1.50 per hour |

| Exceptions:  | Rate:  |
|--|--|
| (b) Employees in the Per Diem classifications set out below working at the RUHS outpatient clinic (non-Community Health Clinic): <ul style="list-style-type: none"> <li>• Registered Nurse I, II, III, IV and V</li> </ul>   | \$1.60 per hour (excluding Behavioral Health and Public Health). |
| (c) Employees in the Per Diem classifications of: <ul style="list-style-type: none"> <li>• Clinical Lab Scientist</li> <li>• Clinical Pharmacist I</li> <li>• Intern Pharmacist</li> </ul>   | \$1.80 per hour  |
| (d) Employees in the Per Diem classifications set out below working for the RUHS (excluding Public Health, ITF, ETS, and outpatient clinics): <ul style="list-style-type: none"> <li>• Clinical Therapist I and II</li> <li>• Institutional Nurse</li> <li>• Nurse Practitioner I, II and III</li> <li>• Physician Assistant</li> <li>• Registered Nurse I, II, III, IV and V</li> </ul> | \$2.50 per hour  |
| (e) Employees in the Per Diem classifications set out below working at the RUHS ITF and ETS (Psychiatry): <ul style="list-style-type: none"> <li>• Registered Nurse I, II, III, IV and V</li> </ul>  | \$4.00 per hour  |

3. Night Shift — General. Employees who work between the hours of 11:00 P.M. and 6:00 A. M. shall be paid a night differential of one dollar ninety cents (\$1.90) per hour for the time actually worked between 11:00 P.M. and 6:00 A.M., with the exception that a higher shift differential rate shall be paid for the classes, and in the amount, listed below.

Note: RUHS shall mean the Riverside University Health System that includes the Medical Center [includes the Hospital, Inpatient Treatment Facility (“ITF”) and the Emergency Treatment Services Facility (“ETS”)], Public Health, Behavioral Health, Correctional Health Services (CHS), and Care Clinics [includes all clinics located within the Hospital and at other community locations].



| Exceptions:   | Rate:           |
|---|-----------------|
| (a) Employees in the Per Diem classifications set out below: <ul style="list-style-type: none"> <li>• CT Technologist</li> <li>• Cardiac Sonographer</li> <li>• Electroencephalographic Technician</li> <li>• Interventional Radiologic Technician</li> <li>• Licensed Vocational Nurse I, II, and III</li> <li>• Licensed Psychiatric Technician</li> <li>• MRI Technologist</li> <li>• Nuclear Medicine Technologist</li> <li>• PET/CT Technologist</li> <li>• Radiologic Technologist</li> <li>• Respiratory Care Practitioner I and II</li> <li>• Senior Radiologic Technologist</li> <li>• Surgical Technician</li> <li>• Ultrasound Technologist</li> </ul> | \$3.10 per hour |
| (b) Employees in the Per Diem classifications set out below working at the RUHS outpatient clinic (non-Community Health Clinic): <ul style="list-style-type: none"> <li>• Registered Nurse I, II, III, IV and V</li> </ul>  | \$2.45 per hour |
| (c) Employees in the classifications set out below working for RUHS (excluding Public Health): <ul style="list-style-type: none"> <li>• Nurse Practitioner I, II, and III</li> <li>• Physician Assistant</li> <li>• Clinical Lab Scientist</li> <li>• Clinical Therapist I and II</li> <li>• Registered Nurse I, II, III, IV and V</li> <li>• Institutional Nurse</li> <li>• Clinical Pharmacist I</li> <li>• Intern Pharmacist</li> </ul>  | \$5.00 per hour |

D. Registered Nurse License to Practice.

1. All positions requiring a Registered Nurse's license are required to hold a current valid license in the State of California.
2. It is a professional expectation that licenses are renewed prior to expiration. It is the employee's responsibility to maintain a current valid license. License expiration dates will be maintained by the department, and employees will not be allowed to work past the expiration date of the license without proof of renewal via primary source verification.
3. Primary Source Verification. It is acceptable to verify current licensure with the primary source via a secure electronic communication. This verification must be documented prior to the expiration date of the

license.

4. If the employee is unable to meet the license requirements of this Section, the employee shall be terminated from employment.

E. Special Assignments.

1. RUHS – Medical Center (“MC”)

a. RUHS – Medical Center Unit Certification/Course Requirements for Units with Direct Hands-on Patient Care.

To be eligible to work in the following units which require physical interaction with patients to provide healthcare services (e.g. taking vital signs, administering medications, assisting with procedures or providing basic care such as bathing or dressing), the employee must have completed the required course(s) and remain current in the required certifications while assigned to the unit.

Course requirements for each of these units are set forth in Appendix B of this MOU. Course requirements and required certifications for any unit are subject to change where required for regulatory or other legal compliance. In the event of such a change, the County will give the Union notice of the change and opportunity to meet and confer over negotiable subjects. (1) Intensive Care Unit (“ICU”), (2) Post-Anesthesia Recovery Unit (“PACU”), (3) Pediatrics Intensive Care Unit (“PICU”), (4) Emergency Department (“ED”), (5) Operating Room (“OR”), (6) Trauma Services, (7) Peripheral Intravenous Central Catheter (“PICC Team”), (8) Neonatal Intensive Care Nursery Unit (“NICU”), (9) Labor and Delivery (“L&D”), (10) Intermediate Care Unit, (11) Chemotherapy, (12) Interventional Radiology (“IR”)/Special Procedure Nurses, (13) Sexual Assault Response Team (“SART”), (14) Behavioral Emergency Response Team (“BERT”), (15) Code Team, (16) Cath Lab, (17) Wound Care Team, (18) Diabetes Team, (19) Throughput Team, (20) Gastrointestinal (“GI”) Lab, (21) Same-Day Surgery, (22) Med Surg, (23) Obstetrics (“OB”), (24) Detention Care Unit (“DCU”), (25) Palliative Care, (26) Correctional Health Unit, and (27) Psychiatry, (28) Peds, and (29) Respiratory Therapy Department.

- b. RUHS – Medical Center Licensed Vocational Nursing Critical/Specialty Care. Any LVN I, II, or III in the following specialties meeting the certification course requirements as set forth in Appendix B and working in the designated units shall receive a differential of \$1.10 per hour when actually working in the designated unit(s) unless otherwise specified in this MOU.

| LVN – RUHS-MC Critical/Specialty Care |
|---------------------------------------|
| Emergency Department                  |
| NICU                                  |
| Labor & Delivery                      |
| Operating Room                        |
| Recovery Room                         |
| Intermediate Care Unit ICU            |
| PICU                                  |
| PICC Team                             |

For all new graduate Licensed Vocational Nurses and those who are new to a critical/specialty care area, the Critical/Specialty Care differential will be applied following completion of required training necessary for the critical/specialty care area and once the employee is authorized by RUHS to work independently in the unit as an LVN.

- c. Correctional Care Unit/Correctional Care Health Professional. Any employee in the following classifications meeting the Correctional Care Unit/Correctional Care Health Professional requirements and working in the designated units shall receive a differential of \$1.00 per hour when actually working in the designated unit unless otherwise specified in this MOU.

- Institutional Nurse
- Supervising Institutional Nurse
- Senior Institutional Nurse
- Licensed Vocational Nurse III
- Nurse Practitioner I, II, III
- Physician Assistant
- Physician II, III, IV
- Radiologic Technologist
- Senior Radiologic Technologist

For all employees who are newly graduated, or who are new to the Correctional Care Unit, the Correctional Care Unit/Correctional Care Health Professional differential will be applied following completion of required training necessary for the Correctional Care Unit and once the employee is authorized by RUHS to work independently on the unit.

- d. Respiratory Critical/Specialty Care.

1. Any employee in the following classifications meeting the certification course requirements and working in a critical care or specialty care designated unit will be paid a

differential of \$2.00 per hour for active direct patient care and/or time spent supervising critical care services:

- Respiratory Care Practitioner I and II

2. Any Respiratory Care Practitioner I or II meeting the NICU Transport critical care requirements and assigned as the on-duty NICU Transport Respiratory Care Practitioner shall be paid a NICU Transport differential of \$3.00 per hour for all hours worked while assigned.

2. Registered Nursing Specialty Care & Critical Care Differentials.

- a. Classifications Eligible. Employees in the following registered nursing classifications are eligible for registered nursing specialty care and critical care (including Emergency Department) differentials:

- Registered Nurse I – MC/CHC
- Registered Nurse II – MC/CHC
- Registered Nurse III – MC/CHC
- Registered Nurse IV – MC/CHC
- Registered Nurse V – MC/CHC
- Nurse Practitioner I, II, and III
- Clinical Nurse Specialist
- Pre-Hospital Liaison Nurse

- b. Registered Nursing Specialty Care Differential. Eligible employees permanently assigned to one of the Specialty Care units below, shall be paid a Specialty Care differential of \$2.50 per hour for all hours worked. For all new graduate Registered Nurses and those who are new to a specialty care area, the Specialty Care differential will be applied following completion of required training necessary for the specialty and once the employee is authorized by RUHS to work independently in the unit.

| RN Specialty Care Units                         |
|---|
| Operating Room                                  |
| Chemotherapy Certified                          |
| PICC  |
| Intermediate Care Unit                          |
| Psychiatry (Arlington campus & PCLS at Med Ctr) |
| Detention Care Unit                             |
| Pediatrics                                      |
| Diabetes Team                                   |
| GI Lab  |
| Same Day Surgery                                |
| Special Procedures (IR Nurse)                   |
| Palliative Care                                 |

- c. Registered Nursing Critical Care Differential. Eligible employees permanently assigned to one of the Critical Care designated units below shall be paid a critical care differential of \$4.00 per hour for all hours worked. For all new graduate Registered Nurses and those who are new to a specialty, Critical Care Differential will be applied following completion of required training necessary for the critical care area and once the employee is authorized by RUHS to work independently in the unit.

| RN Critical Care Units |
|------------------------|
| Trauma                 |
| Cath Lab               |
| PACU                   |
| Adult ICU              |
| Pediatric ICU          |
| Labor & Delivery       |
| NICU                   |
| SART                   |
| BERT Team*             |
| Code Team              |
| Throughput Nurse Team  |
| Wound Team             |
| Emergency Department   |

\*Notwithstanding (2)(c) above, the classifications set forth in (2)(a) above at Arlington (ETS/ITF) shall receive BERT pay at \$4/hour for all hours worked in the BERT Team/Assignment.

d. Advanced Care Nurse.

1. Effective no later than four (4) full pay periods following Board of Supervisor approval of this MOU, employees in the Registered Nurse III – MC/CHC classification assigned to the RUHS Medical Center or CHC who are appointed by the Professional Development Committee to work as an Advanced Care Nurse I or an Advanced Care Nurse II shall be classified as follows (NOTE: employees who are earning the ACN I or II differential during this initial transition period will continue to receive the applicable differential until such time that the employee is transitioned into the IV or V classification. Once the employee transitions into the IV or V classification, the ACN I or II differential shall cease.):

1. Registered Nurse IV – MC/CHC (formerly ACN I); the salary shall be \$3.00 per hour more than the salary of the RN III – MC/CHC classification. When base salary

increases are provided to employees in the bargaining unit, the percentage increase will be applied to the RN III – MC/CHC classification and the RN IV – MC/CHC classification will be set \$3.00 per hour more than the RN III – MC/CHC.

2. Registered Nurse V – MC/CHC (formerly ACN II); the salary shall be \$5.50 per hour more than the salary of the RN III – MC/CHC classification. When base salary increases are provided to employees in the bargaining unit, the percentage increase will be applied to the RN III – MC/CHC classification and the RN V – MC/CHC classification will be set \$5.50 per hour higher.
3. A Registered Nurse IV or V MC/CHC will be returned back to a Registered Nurse III MC/CHC, for failure to meet the qualifications of a Registered Nurse IV or V MC/CHC as specified in the Professional Development Committee Guidelines. Prior to the return, the employee may request a meeting no later than seven (7) business days after being provided with notice of the intent to return to the Registered Nurse III MC/CHC. The meeting will be for the purpose of the employee presenting information as to why the employee meets the qualifications. The employee will be returned to the Registered Nurse III MC/CHC classification, the first full pay period following the failure to meet the qualifications and the notice requirements described above. Any further appeal rights must be filed as a grievance pursuant to the grievance procedure.

b. Minimum qualifications for Registered Nurse IV – MC/CHC (formerly ACN I) classification:

1. Bachelor's in Nursing or health related field or National Certification (recognized by AACN or ANCC) AND four (4) years of full time experience as an RN; OR Master's in Nursing and two (2) years of full time experience as an RN
2. Two years minimum in area of specialty
3. Completion of organizational course(s) specific to quality and safety e.g., Team Stepps and Rapid Improvement Events
4. Meets/exceeds on prior evaluation
5. No documented (within last rolling year) attendance issues as specified in RUHS Attendance Policy
6. No performance issues; and

7. Qualified and approved major project by unit or department director; or two smaller projects or activities demonstrating initiative and leadership that contribute to improved patient care or processes as defined by the Professional Development Committee
- c. Following the one (1) year anniversary from the employee's receipt of certification for appointment to the Registered Nurse IV – MC/CHC (formerly ACN I) classification or the employee's annual performance evaluation, whichever comes first, the certification/appointment shall expire and the employee shall no longer qualify for or be entitled to the RN IV – MC/CHC pay/classification unless the sustainment process is successfully maintained/executed.
  - d. Minimum qualifications for Registered Nurse V – MC/CHC (formerly ACN II) classification:
    1. One (1) year as an RN IV-MC/CHC
    2. Minimum qualifications: bachelor's degree in nursing or health related field and National Certification (recognized by AACN or ANCC) AND seven (7) years of full-time experience as RN; OR Master's in Nursing and five (5) years of full time experience as an RN.
    3. Two years minimum in area of specialty
    4. Completion of organizational course(s) specific to quality and safety e.g., Team Stepps and Rapid Improvement Events
    5. Full participation in one or more patient outcome regulatory compliance committee(s) with meeting attendance equal to or greater than seventy-five percent (75%)
    6. Meets/exceeds on prior evaluation
    7. No documented attendance issues (within last rolling year) issues as specified in RUHS Attendance Policy
    8. No performance issues; and
    9. Qualified and approved major project by unit or department director; and one smaller project or activities demonstrating initiative and leadership that contribute to improved patient care or processes as defined by the Professional Development Committee.
  - e. Following the one (1) year anniversary from the employee's receipt of certification for appointment to the Registered Nurse V – MC/CHC (formerly ACN II) classification or the employee's annual performance evaluation, whichever comes first, the certification/appointment shall expire and the employee shall no longer qualify for or be entitled to the RN V – MC/CHC



pay/classification unless the sustainment process is successfully maintained/executed.

- f. Sustainment of Registered Nurse IV and V – MC/CHC (formerly Advanced Care Nurse I or II)
1. Effective the first full pay period following Board of Supervisors approval of this MOU, to maintain the Registered Nurse IV and V - MC/CHC (formerly Advanced Care Nurse I and II) (if they have not already done so), an employee must submit proof of continued activity as defined by the Professional Development Committee within six (6) months.
  2. Those granted Registered Nurse IV and V - MC/CHC (formerly Advanced Care Nurse I and II) status will be provided a certificate of successful completion valid for one (1) year or anniversary of annual evaluation (whichever comes first).
  3. Extensions can be approved for annual evaluation due less than three (3) months from certificate in collaboration with the Professional Development Committee and department Director/Direct Report.
  4. Those approved for renewal must submit proof of continued activity that supports RN IV – MC/CHC/RN V – MC/CHC as defined by the Professional Development Committee.
  5. Validation of active participation must be readily available upon request to Director/Direct Report.
  6. If the overall performance evaluation is changed to “below” / Attendance issues (within last rolling calendar year), the employee is no longer eligible for the pay/classification. The removal may occur at any time.
  7. Employees are required to renew Registered Nurse IV and V - MC/CHC (formerly Advanced Care Nurse I and II) annually.

- e. NICU Transport Differential. Employees in the classifications listed below who are assigned as the on-duty NICU Transport Nurse shall be paid a transport differential of \$4.00 per hour for all hours worked while assigned.

- Registered Nurse II – MC/CHC
- Registered Nurse III – MC/CHC
- Clinical Nurse Specialist

f. Specialized Team Differential. Employees in the following classifications are eligible for a specialized team differential:

- Registered Nurse I – MC/CHC
- Registered Nurse II – MC/CHC
- Registered Nurse III – MC/CHC
- Registered Nurse IV – MC/CHC
- Registered Nurse V – MC/CHC

Employees who are assigned to one of the following specialized teams shall be paid a differential of \$4.00 per hour for all hours worked while in the assignment:

- Trauma Team (Registered Nurses working as a Trauma Registrar are ineligible for this differential);
- BERT Team (Not applicable to ETS/ITF)
- Code Team (Registered Nurses working as disease specific registrars are ineligible for this differential)

g. Mobile Intensive Care Nurse Differential. Employees in the following classifications that are assigned to the RUHS – Medical Center who have a Mobile Intensive Care Nurse (“MICN”) certification and meet the eligibility requirements set forth below shall receive a MICN differential of \$2.50 per hour upon meeting eligibility requirements and assigned by RUHS as a MICN:

- Registered Nurse I, II, III, IV and V – MC/CHC\*

(\*NOTE: MICN differential codes do not apply to CHC employees.)

#### 1. MICN Eligibility Requirements

The following minimum pre-requisites will be considered towards a recommendation for assignment as an RUHS MICN. MICN eligibility requirements shall apply to the Registered Nurse Unit.

##### Minimum Pre-Requisites

- a. Current California RN license
- b. Current ACLS Certification
- c. Current PALS or ENPC Certification
- d. A minimum of 800 hours of emergency department nursing

- e. Verification of successful completion of dysrhythmia class
  - f. Demonstrates good critical thinking skills
  - g. Demonstrates good verbal skills
  - h. Maintains at minimum a satisfactory performance evaluation
  - i. No attendance issues (e.g., placement on medical certification)
  - j. No disciplinary action
  - k. PHTLS (highly preferred)
  - l. TNCC or ATCN (either one highly preferred but not required)
2. Once a recommendation is made, the MICN candidate is given the MICN Qualifying Examination.

MICN Qualifying Examination:

- a. The MICN candidate must successfully pass the examination with a minimum score of eighty percent (80%).
- b. If the MICN candidate fails the examination, the candidate may re-test one time.
- c. If the MICN candidate fails a second time, the candidate must wait six (6) months before re-testing.

3. MICN Interview

Upon successfully passing the MICN Qualifying Examination, an interview with the Hospital EMS Specialist from Riverside EMS Agency if available and Pre-Hospital Liaison Nurse is scheduled.

4. Selection for MICN Assignment

After successful completion of the qualifying examination and interview, the RUHS will make a final selection for MICN assignment. The RUHS shall retain exclusive control to determine final selection and/or order of selection. After selection, the MICN candidate must successfully complete the REMSA approved course within 365 days.

5. MICN Assignment Maintenance

To maintain MICN assignment, the MICN must comply with the RUHS MICN Roles and Responsibilities, including participation in

required EMS education activities, minimum call taking quota of ten (10) calls per quarter, continuous quality improvement activities, and yearly competency exam with a passing score of 80% or better. The MICN can retest once and must obtain an 85% the second test to remain assigned as an MICN.

The MICN must remain in good standing with RUHS and REMSA by renewing the MICN license every two (2) years to maintain MICN assignment.

The determination to assign and/or remove from MICN assignment shall not be subject to the grievance procedure in the MOU and cannot be made or interpreted as disciplinary action.

3. Charge Assignments

- a. Charge - Registered Nurses. Every effort will be made to assign charge duty to Registered Nurses who wish to assume the charge responsibilities. The RUHS reserves the right to make an assignment when volunteers are unavailable.
1. Any Registered Nurse I, II, III, IV, or V working for the RUHS- Medical Center (excluding the Emergency Department and ETS) temporarily assigned to perform charge or lead duties that provide direction and leadership to one (1) or more Registered Nurse(s) shall be compensated during such temporary assignment at a rate of two dollars (\$2.00) per hour higher.
  2. Any Registered Nurse I, II, III, IV or V working for the RUHS- Medical Center Emergency Department or ETS temporarily assigned to perform charge or lead duties that provide direction and leadership to one (1) or more Registered Nurse(s) shall be compensated during such temporary assignment at a rate of four dollars (\$4.00) per hour higher.
  3. Any Registered Nurse I, II, III, IV, or V working for the Care Clinics temporarily assigned to perform the duties of a Supervising Clinic Site Nurse shall be compensated during such temporary assignment at a rate of one dollar and fifteen cents (\$1.15) per hour higher.
  4. Registered Nurse I, II, III, IV or V working for the RUHS- Public Health assigned to perform charge or lead duties that provides direction and leadership to one (1) or more Registered Nurse(s); and/or to monitor or coordinate a special program with the RUHS-Public Health, and/or the nursing aspects of an agency-wide program, shall be

compensated during such assignment at a rate of one dollar (\$1.00) per hour while actually performing these functions.

5. Any Institutional Nurse or Senior Institutional Nurse working at an adult correctional facility temporarily assigned to perform the duties of a Supervising Institutional Nurse shall be compensated during such assignment at a rate of one dollar and fifteen cents (\$1.15) per hour higher.

- b. Charge - Other Medical Classes. Any Licensed Vocational Nurse II and III or Licensed Psychiatric Technician of the Para-Professional Unit temporarily assigned to perform the duties of a unit charge person shall be compensated during such temporary assignment at a rate of forty-two cents (\$0.42) per hour higher for Licensed Vocational Nurse II and III and at a rate forty-three cents (\$0.43) per hour higher for Licensed Psychiatric Technician.

Any Respiratory Care Practitioner II, when temporarily assigned over all RUHS-Medical Center respiratory therapy responsibilities by the Director of Cardiopulmonary Services or their designee shall be compensated at one dollar and fifty cents (\$1.50) per hour higher for actual time assigned.

#### 4. Forensic Behavioral Health

Employees in the following classifications who are permanently assigned to a juvenile or adult detention facility shall receive an adult or juvenile detention differential equal to 8.3% of the employee's base salary:

- Senior Clinical Psychologist
- Clinical Psychologist
- Registered Nurse I, II, III
- Clinical Therapist I and II
- Senior Clinical Therapist
- Recreational Therapist

5. Preceptor. A Per Diem employee in the designated classifications who is assigned to perform as a preceptor shall receive additional compensation as provided in the table below for the time actually worked and assigned as a preceptor.

A preceptor is defined as an experienced employee who is assigned by the department head or designee for a length of time to provide one-on-one training and evaluation to a newly licensed employee or a regular full-time, per diem, or part-time employee new to a specialty unit/assignment and are not released to work independently in the hospital or specialty unit/assignment ("new employee"). Precepting begins on the first day the preceptor works

directly with the new employee and ends once the new employee is formally approved by management to work independently. Precepting does not include mentoring, providing orientation, working with non-County staff, students or registry/traveling personnel, or to ad hoc or classroom instruction on a process or procedure when not assigned as the preceptor. Mentoring means informally providing guidance, advice, feedback or support to an employee who works independently. Orientation is defined as helping to acquaint the person with routines, protocols, and expectations.

Preceptor pay is only paid for hours worked actively engaged in training and evaluating the new employee. Employees assigned by the department head or designee to act as a preceptor on a temporary or substitute basis (e.g., when the regularly assigned preceptor is on leave or reassigned), will receive preceptor pay for hours worked actively engaged in training and evaluating the new employee.

Every preceptor must complete a preceptor training program as required by RUHS management prior to assignment as a preceptor, and refresher training as required.

|   |                 |
|---|-----------------|
| (a) working for an RUHS campus:<br><ul style="list-style-type: none"> <li>• Registered Nurse II, III, IV, V</li> </ul>  | \$5.00 per hour |
| (b) working at RUHS Operating Room:<br><ul style="list-style-type: none"> <li>• Licensed Vocational Nurse I and II†</li> <li>• Surgical Technician</li> </ul>   | \$1.00 per hour |
| (c) working at RUHS - MC:<br><ul style="list-style-type: none"> <li>• Respiratory Care Practitioner II Registered</li> <li>• CT Technologist</li> <li>• Radiologic Technologist</li> <li>• Mammography Technologist</li> <li>• MRI Technologist</li> <li>• Interventional Radiologic Technologist</li> <li>• Nuclear Medicine Technologist</li> <li>• PET/CT Technologist</li> <li>• Ultrasound Technologist</li> </ul> | \$1.00 per hour |

† Selected by the Operating Room Nurse Manager to precept a Registered Nurse in the Operating Room.

6. Shift Schedule Premium

Employees who work two (2) – three (3) shifts in a given pay period shall receive a two-percent (2%) premium paid at the employee’s base hourly rate of pay for all hours actually worked for that pay period.

Employees who work four (4) or more shifts in a given pay period shall receive an additional three-percent (3%), for a total of five percent (5%), premium paid at the employee’s base hourly rate of pay for all hours actually worked for that

pay period.

To qualify for this premium, an eligible shift is defined as working at least eight (8), ten (10) or twelve (12) hours (depending on the minimum shift duration for that unit) during a single shift. An employee who is scheduled to work a shift, as described above, and who is relieved from duty due to low census shall be credited towards the eligibility for the shift schedule premium; meaning the County shall credit the employee for the shift to count towards the shift schedule premium not that the employee will receive pay for the hours they don't work. (Example: for an employee who is scheduled to work twelve (12) hours but is relieved from duty at the eighth (8<sup>th</sup>) hour, the County shall credit the shift towards qualifying for this premium).

## 7. Holiday Premium Pay

Any Per Diem Unit employee who is assigned and actually works on a holiday identified below shall be paid at the rate of one and one half times the employee's base hourly rate of pay for the hours actually worked.

### County holidays shall only include:

January 1, New Year's Day

Third Monday in January, Martin Luther King, Jr.

February 12, Lincoln's Birthday

Third Monday in February, Washington's Birthday

Last Monday in May, Memorial Day

June 19<sup>th</sup>, Juneteenth

July 4, Independence Day

First Monday in September, Labor Day

Second Monday in October, Indigenous People's Day

November 11, Veterans' Day

Fourth Thursday in November, Thanksgiving Day (unless otherwise appointed)

Friday following Thanksgiving Day

December 24 and 31, when they fall on Monday

December 25, Christmas Day

December 26 and January 2, when they fall on a Friday

## ARTICLE 7 GRIEVANCE PROCEDURE

### Section 1. Discussion of Request or Complaint

It is the intent of this procedure that grievances be settled at the lowest possible administrative level. Any employee who believes that they have a justifiable request or complaint shall discuss the request or complaint with their unit supervisor in an attempt to settle the matter.

### Section 2. Grievance Definition

Except as outlined below, a "grievance" is the subject of a written request or complaint,

which has not been settled as a result of the discussion required by Section 1, initiated by SEIU on behalf of a specifically named employee or group of employees arising out of a dispute by an employee or group of employees concerning the application or interpretation of the specific terms and conditions set forth in this MOU, Ordinance, rule, regulation, or policy concerning wages, hours, and other terms and conditions of employment. All other matters are excluded from the grievance procedure including, but not limited to:

- A. Matters arising under any of the following:
  - 1. County Harassment Policy and Complaint Procedure;
  - 2. County Violence, Threats, and Securities Policy;
  - 3. Employment and selection decisions;
  - 4. Appeals to the Accident Review Committee;
  - 5. Unfair practices to be adjudicated by Public Employment Relations Board or Superior Court;
  - 6. Complaints within the jurisdiction of state and federal fair employment agencies other than the Public Employment Relations Board (“PERB”);
  
- B. Requests or complaints, the resolution of which is beyond the delegated authority of the Human Resources Director and which by law requires legislative action (i.e. approval) by the Board of Supervisors.
  
- C. Requests or complaints involving the dismissal of a Per Diem employee.

### Section 3. Freedom from Reprisal

No employee shall be subject to coercion or dismissal for discussing a request or complaint with their unit supervisor, or for the good faith filing of a grievance petition.

### Section 4. Employee Representation/Union Rights

An employee is entitled to representation in the preparation and presentation of a grievance at any step in the grievance procedure, including the informal discussion with the employee’s supervisor, provided an employee that is a member of a representation unit wherein an employee organization has been awarded exclusive recognition pursuant to the Employee Relations Resolution may be represented only by the exclusive employee organization representing the Per Diem bargaining unit. Reasonable access to work areas by representatives of qualified employee organizations shall be in accordance with the provisions of the Employee Relations Resolution and this MOU. The grievant and one (1) representative are entitled to be released from work for a reasonable period of time in order to present the grievance. No person hearing a grievance petition need to recognize more than one (1)



representative for the grievant unless, in the opinion of the person hearing the petition, the complexity of the grievance requires more than one (1) representative in order to fully and adequately present the matter.

#### Section 5. Grievance Petition Form

All grievances shall be submitted to the Human Resources Department on the form prescribed by the Human Resources Director. No grievance petition shall be accepted for processing until the form is complete. Such grievance shall set forth the specific section(s) of the MOU alleged to be violated as provided under Article 7, Section 2.

#### Section 6. Presentation

All grievance petitions shall be filed within fifteen (15) Business Days after the discussion with the unit supervisor. In no case shall the grievance be filed more than twenty five (25) Business Days after occurrence of the circumstances giving rise to the grievance otherwise the right to file a grievance petition is waived and no grievance shall be deemed to exist. A grievance petition filed by the union on behalf of an individual current employee that involves an issue of financial reimbursement may, upon the employee's notice to the union, and subject to all applicable time limits, continue through the grievance process after the employee leaves employment with the County.

#### Section 7. Consolidation

Grievance petitions involving the same or similar issues, filed by SEIU on behalf of multiple employees in the same representation unit, may be consolidated for presentation at the discretion of the person hearing the petitions.

#### Section 8. Resolution

Any grievance petitions resolved at any step of the grievance procedure shall be final and binding on the parties.

#### Section 9. Withdrawal

Any grievance petition may be withdrawn by the union SEIU, without prejudice.

#### Section 10. Time Limits

Grievance petitions shall be processed from one (1) step to the next within the time limit prescribed in each of the steps. Any grievance petition for which a disposition is not made at any step within the time limit prescribed, or any extension which may be agreed to, may be referred to the next step in the grievance procedure, with the next time limit to run from the date when time for disposition expired. Any grievance petition not carried to the next step by the grievant within the prescribed time limits, or such extension which may be agreed to, shall be deemed resolved upon the basis of the previous disposition.

### Section 11. Resubmission

Upon consent of the person hearing the grievance petition and SEIU, a petition may be resubmitted to a lower step in the grievance procedure for reconsideration.

Should either party to this agreement determine that it is necessary to amend its argument at Step 1 or Step 2 of the grievance procedure, the grievance petition shall be remanded back for consideration at the previous step of the procedure. In the event such action occurs, the timelines set forth under Sections 13 (B) and (C) shall apply.

### Section 12. Extension of Time

The time limits within which action must be taken or a decision made as specified in this procedure may be extended by written consent of the union on behalf of the grievant and the person before whom disposition of the petition is pending.

### Section 13. Steps

The following procedure shall be followed by an employee or SEIU submitting a grievance petition:

- A. Discussion with Unit Supervisor. Prior to filing a written grievance petition, the employee shall within ten (10) Business Days from the date of the event leading to the grievance, or ten (10) Business Days after any grievant is aware, or reasonably should have become aware of the conditions precipitating the grievance, discuss the matter with the unit supervisor. The supervisor shall give a prompt response where it is possible to do so. The supervisor is entitled to have the present of one observer during the discussion.
- B. Step 1. Failing to resolve the grievance with the unit supervisor, SEIU on behalf of the grievant shall submit a grievance petition to the Human Resources Department within fifteen (15) Business Days following the date of the informal discussion with the unit supervisor. The Human Resources Department shall forward the petition to the grievant's Temporary Assignment Program designee. The Temporary Assignment Program designee, shall meet with the grievant, the grievant's representative and the unit supervisor within fifteen (15) Business Days of the submission of the petition. No later than fifteen (15) Business Days thereafter, the Temporary Assignment Program designee shall render a written decision.
- C. Step 2. Failing to resolve the grievance at Step 1, the union on behalf of the grievant shall submit a written request to the Human Resources Director, or designee, for review within ten (10) Business Days following the receipt of the written Step 1 decision. The Human Resources Director or designee shall meet with the grievant and the grievant's representative to discuss the grievance. No later than ten (10) Business Days thereafter the Human Resources Director, or designee, shall render a written decision setting forth the finding of fact, reasoning, conclusion and remedy, if any.

D. The Step 2 decision shall be final and binding unless SEIU requests grievance mediation pursuant to Section 14 of this Article.

#### Section 14. Grievance Mediation

Within ten (10) Business Days from the date the Human Resources Director or designee renders a written decision SEIU may request the assistance of a mediator from the State Mediation and Conciliation Service (“SMCS”) to settle the grievance. A mediator shall be selected by the striking method unless the parties mutually agree upon a specific mediator.

It is the intent of the parties that the grievance mediation session shall begin as soon as practicable consistent with the mediator's schedule. The mediator's role shall be to assist the parties to reach an agreement. The mediator shall not have authority to impose a settlement on the parties. Any final settlement of the grievance shall be reduced to writing and signed by the parties. The final agreement shall be binding on all parties. In the event the parties are unable to reach settlement, the decision rendered at Step 2 of the grievance procedure shall be final and binding, and shall not be subject to arbitration.

### ARTICLE 8 DUES DEDUCTION, COPE & INDEMNIFICATION

#### A. Dues Deduction

Each pay period, the County shall send to SEIU a list of all employees in the bargaining unit including: (1) each employee’s first name, middle initial, last name; (2) employee identification number; (3) employee hire date; (4) employee job classification; (5) employment status (ex: active, on leave of absence, etc.); (6) work status (ex: full time, part time, hourly, seasonal, etc.); (7) annual base salary amount; (8) gross earnings per pay period; (9) hourly rate; salary step (if applicable); and (10) total hours worked in the pay period. This information shall be sent to [dues@seiu721.org](mailto:dues@seiu721.org) within five (5) business days of each payday in a CSV or fixed file format that will enable SEIU to download the data in an Excel format.

Each pay period, the Union shall provide the County with an “authorized deduction report” that includes bargaining unit members who have authorized the deduction of union dues, Committee on Political Education (“COPE”) and other deductions and the deduction amounts.

The County shall make the dues and other applicable deductions from the employees’ paychecks and remit such itemized deductions to the Union via Electronic Funds Transfer (EFT) within five (5) business days of each payday. The County shall also provide the breakdown of each amount remitted (i.e. Dues, COPE, Supplementary Benefits, etc.) in the same format as the employee data above to [dues@seiu721.org](mailto:dues@seiu721.org) within five (5) business days of each payday.

#### B. Committee on Political Education (“COPE”)

Employees may make voluntary contributions to the Union's registered political action committees. The County shall make the deduction of the voluntary contributions in the same manner as the dues deduction process.

Every pay period the Union will notify the County with a list of employees and the appropriate deduction amount on the "authorized deduction report" of the employees who have signed an authorization for the COPE deduction.

Employees may discontinue voluntary political deductions by providing notice of cancellation to the Union and the Union shall transmit such notice of cancellation to the County by the next full pay period cycle.

#### C. Indemnification

SEIU Local 721 shall indemnify and hold the County, its elected officials, officers and employees, harmless from any and all claims, demands, suits, or any other action arising from the provisions herein.

ARTICLE 9  
UNION RIGHTS

Section 1. Bulletin Boards

Space will be made available to SEIU on a reasonable number of departmental bulletin boards designated for such purpose, provided such use is reasonable. Notices shall be dated and signed by a SEIU representative. The privilege does not extend to the individual members of SEIU. The posting and removal of bulletin board material must be maintained in a timely fashion. The County, through the Human Resources Director, or designee, reserves the right to suspend or cancel bulletin board privileges for abuse. Bulletin board space will be visible and accessible to all SEIU represented employees at the worksite.

Section 2. Time Reporting Code

- A. Release Time. The County agrees to provide SEIU with one (1) payroll code for union related release time.
- B. All requests for release time by SEIU shall be processed by the County within a reasonable time from receipt of the request.
- C. Employees granted release time under this article shall not suffer any loss in the base rate of pay for actual hours released that the employee would have otherwise reported to work. Compensation for release time shall not include payment of shift differentials or any premium pay provided under Article 6. No employee shall receive paid release time for any hours or any day for which the employee was not otherwise required to work.
- D. The County shall provide the union with a total count of SEIU represented employees, for all bargaining units covered under this MOU, calculated from the first full pay period in January and July of each year. The aggregate total of the time bank for each calendar year shall be established from the average of these two (2) total employee counts.
- E. Release time under this Article shall be granted upon reasonable advance notice to the County. For the purposes of this Article, reasonable notice is considered at least four (4) weeks prior to the date of the planned activity.

Employees agree to make a good faith effort to have their shifts covered in order to attend planned activities without impairing County services or operations. The County may deny the request if the employee's absence would negatively affect County services or operations. In such cases, the union agrees to waive the right to grieve the denial of release time.

- F. The County will not unreasonably withhold permission to release employees for planned union activity.

### Section 3. Worksite Access

The Union will maintain its existing rights to enforce their rights to worksite access.

The Union shall also be provided, upon request, a meeting room at all work locations, to conduct meetings with represented employees before and after work and during lunch periods (non-working time). Where facilities like the RUHS exist and make impracticable the ability of employees on other floors to be able to attend a meeting due to limited lunch breaks, the County agrees to make every effort to provide additional meeting rooms to address this issue. All meetings will be scheduled through Human Resources, and, at the time the request is made the request will be granted, provided that the meeting room requested has not been previously scheduled.

### Section 4. Stewards

Except as set out below, SEIU may elect or appoint two (2) Stewards in the Per Diem Unit. The Stewards must be a representative from RUHS-MC and the Department of Mental Health, exclusively.

The Stewards are recognized as representatives of SEIU in their department with the power to bind SEIU in all matters pertaining to this MOU. SEIU agrees to notify the County Human Resources Department in writing of the names of its Stewards and the effective dates of their election or appointment.

There shall be no union activity on County time or premises except as provided for in this MOU. A Steward is permitted to represent SEIU in grievances, collective bargaining, administrative interviews, and other duties consistent with the representational rights granted by the MMBA. Stewards shall not be permitted to request preparation time pursuant to this Article. A Steward will not absent themselves from their work without first obtaining the permission of the department. To obtain permission the Union shall identify the following in the release time request to Human Resources: a) the specific reason for requesting permission, b) the employee(s) to be represented, and c) the general issue involved. SEIU agrees that the provision of County services is not to be negatively affected by any Steward activity permitted by this Article. Subject to the foregoing, the County will not unreasonably withhold permission.

### Section 5. New Employee Orientation

The County shall provide SEIU written notice to the Worksite Organizer (WSO) at the email address SEIU provides to the County, and to [membership@seiu721.org](mailto:membership@seiu721.org) of both County-wide and department-level new employee orientations, no matter how few participants, and whether in person or online, every pay period, except if there is an urgent need that is critical to the County's operations that was not reasonably foreseeable.

SEIU will be allowed to participate and present for no more than twenty (20) minutes during new employee orientation. Alternatively, in the event that a new employee participates in orientation that is self-service (i.e. individual review of policies on-line, etc.), then SEIU will be provided with the employee's cell phone number and e-mail provided to the County, and be allowed time within the first sixty days of their employment to have a union orientation discussion not to exceed 15 minutes during the employee's work time.

No representative of management shall be present during the Union's presentation. Release time shall be granted for one (1) Steward to participate in the new employee orientations.

For purposes of this section "new hires" shall be defined to include any employee new to the Per Diem Unit.

#### Section 6. No Retaliation

The parties agree that there will be no retaliation, reprisals, discharge, harassment of any kind, or discipline issued or pursued against bargaining unit employees as a result of participating in or supporting the parties' collective bargaining, the Joint Labor Management Committee, unfair labor practice charges or procedures, and/or other concerted activities.

### ARTICLE 10 NO STRIKE CLAUSE

It is hereby agreed that SEIU shall not take part in, nor call, sanction, foster, nor support any strike (including sympathy strikes), work stoppage, slow-down, sick- in nor any other interference with the County's services or operations during the term of this MOU.

Should a strike, sick-out, picketing, boycott or any other interruption of work occur, the County shall notify SEIU of the existence of such activity and SEIU will take all reasonable steps to terminate such activity and induce the employees to return to work.

### ARTICLE 11 COMPENSATION

#### Section 1. Compensation Schedule

Employees shall receive the base hourly rate of pay assigned to the classification in which the employee is employed as set forth in Appendix A (Compensation Schedule) as attached and incorporated by reference. The Compensation Schedule, and any adjustments to overtime and premium pay in Article 6, shall be effective the first day of the second full pay period following approval of this MOU by the Board of Supervisors.

According to the timeline set forth above, the base hourly rate of pay for classifications

covered by this MOU shall be aligned with the base hourly rate of pay provided to employees in comparable classifications in the full-time General SEIU MOU at the maximum rate of the salary range. During the term of this agreement, the base hourly rate of pay for classifications covered by this MOU shall remain aligned with the base hourly rate of pay at the maximum rate of the salary range for the comparable classifications in the full-time General SEIU Unit, including any market adjustments made to comparable classifications in the full-time General SEIU Unit.

## Section 2. Retirement

Employees shall participate in the County of Riverside 401(a) Temporary and Part-Time Employees' Retirement Plan. Employees are required to contribute 3.75% of eligible earnings into the Plan each pay period. The County shall contribute an annual percentage based on, at a minimum, the actuarial valuation for that year.

## ARTICLE 12 SEPARABILITY

It is understood and agreed that this MOU is subject to all present and future applicable Federal and State laws and regulations and the provisions hereof shall be effective and implemented only to the extent permitted by such laws and regulations. If any part of this MOU is in conflict or inconsistent with such applicable provisions of Federal or State laws or regulations, such part or provision shall be suspended and superseded by such applicable laws and regulations and the remainder of this MOU shall not be affected thereby and shall remain in full force and effect.

## ARTICLE 13 JOINT LABOR/MANAGEMENT COMMITTEES

Labor-Management work groups are tools to help improve the workplace. Labor-Management groups can help resolve problems and/or develop innovative strategies to produce work more efficiently, save the County money, or improve public services.

The County should recognize that its greatest asset is its human resources and that each individual has the potential to strengthen and change the organization both individually and collectively. Labor-Management work groups can be the catalyst for implementing and identifying lasting ways to improve organizational effectiveness by utilizing the County's human resource asset.

Both Parties must recognize that cooperation, problem solving, and long range planning are in the self-interest of their respective organizations and the public they serve.

The labor management committees shall be limited to six (6) persons per side and shall be held no fewer than once every three (3) months. It is understood and agreed that each party shall produce an agenda for discussion no later than one (1) week prior to the date of the meeting.



ARTICLE 14  
PER DIEM STATUS TO REGULAR STATUS

The County shall provide employees in the Per Diem Unit who have applied for and who meet the recruiting requirements for a full-time regular SEIU represented classification an opportunity to interview The County shall consider performance, qualifications, and level of experience with the County as provided by the Per Diem applicant.

## APPENDIX A - SEIU PD Classifications

| Title   | Job Code | Per Diem Hourly Rate |
|---|----------|----------------------|
| AMBULATORY PRIMARY CARE PHYSICIAN – PD        | 57799    | \$152.4255           |
| AMBULATORY PRIMARY CARE PHYSICIAN LEADER – PD | 57798    | \$166.6078           |
| CARDIAC SONOGRAPHER - PD                      | 98739    | \$55.5372            |
| CLINICAL LABORATORY SCIENTIST - PD            | 98702    | \$67.7215            |
| CLINICAL NURSE SPECIALIST - PD                | 57801    | \$96.3804            |
| CLINICAL PHARMACIST I - PD                    | 73612    | \$92.9027            |
| CLINICAL PSYCHOLOGIST - PD                    | 79712    | \$47.1267            |
| CLINICAL THERAPIST I - PD                     | 79741    | \$44.3097            |
| CLINICAL THERAPIST II - PD                    | 79743    | \$50.3281            |
| CT TECHNOLOGIST – PD                          | 98769    | \$68.6072            |
| DENTIST - PD                                  | 73899    | \$107.5002           |
| DIETETIC TECHNICIAN - PD                      | 57743    | \$37.9316            |
| DIETITIAN I - PD                              | 78317    | \$45.6881            |
| DIETITIAN II - PD                             | 78318    | \$49.6089            |
| ELECTROENCEPHALOGRAPHIC TECHNOLOGIST- PD      | 98763    | \$46.2838            |
| EXERCISE PHYSIOLOGIST - PD                    | 73477    | \$40.9053            |
| GRADUATE SPEECH-LANGUAGE PATHOLOGIST - PD     | 73418    | \$47.6314            |
| INSTITUTIONAL NURSE - PD                      | 74065    | \$80.3706            |
| INTERN PHARMACIST – PD                        | 73604    | \$29.7357            |
| INTERVENTIONAL RADIOLOGIC TECHNOLOGIST – PD   | 98771    | \$67.9560            |
| LICENSED PSYCHIATRIC TECHNICIAN - PD          | 57746    | \$42.5261            |
| LICENSED VOCATIONAL NURSE I - PD              | 57757    | \$40.1876            |
| LICENSED VOCATIONAL NURSE II - PD             | 57754    | \$42.5261            |
| LICENSED VOCATIONAL NURSE III - PD            | 57765    | \$45.0012            |
| MAMMOGRAPHY TECHNOLOGIST – PD                 | 98767    | \$62.0011            |
| MRI TECHNOLOGIST - PD                         | 98775    | \$76.0645            |
| NUCLEAR MEDICINE TECHNOLOGIST – PD            | 98773    | \$75.6480            |
| NURSE PRACTITIONER I - PD                     | 73987    | \$89.5130            |
| NURSE PRACTITIONER II - PD                    | 73988    | \$102.9399           |
| NURSE PRACTITIONER III - PD                   | 74067    | \$108.6017           |
| NUTRITIONIST - PD                             | 78352    | \$42.0297            |
| OB/GYN – PD                                   | 57800    | \$170.1202           |
| OCCUPATIONAL THERAPIST I - PD                 | 73443    | \$61.3242            |
| OCCUPATIONAL THERAPIST II - PD                | 73437    | \$71.6844            |
| OCCUPATIONAL THERAPY ASSISTANT - PD           | 57768    | \$49.3963            |
| PET/CT TECHNOLOGIST – PD                      | 98708    | \$79.8088            |
| PHYSICAL THERAPIST ASSISTANT - PD             | 57769    | \$49.3963            |
| PHYSICAL THERAPIST I - PD                     | 73448    | \$61.3242            |
| PHYSICAL THERAPIST II - PD                    | 73447    | \$71.6844            |
| PHYSICIAN ASSISTANT FELLOWSHIP - PD           | 73844    | \$34.1163            |
| PHYSICIAN ASSISTANT I - PD                    | 73842    | \$89.5130            |
| PHYSICIAN ASSISTANT II - PD                   | 73973    | \$102.9399           |
| PHYSICIAN ASSISTANT III - PD                  | 73843    | \$108.6017           |
| PHYSICIAN I - PD                              | 73782    | \$97.1662            |
| PHYSICIAN II - PD                             | 73806    | \$112.8252           |
| PHYSICIAN III - PD                            | 73807    | \$119.0076           |

|  |       |            |
|--|-------|------------|
| PHYSICIAN IV - PD                              | 73808 | \$125.5193 |
| PUBLIC HEALTH MICROBIOLOGIST I - PD            | 78746 | \$45.5562  |
| PUBLIC HEALTH MICROBIOLOGIST II - PD           | 78747 | \$50.1190  |
| PUBLIC HEALTH MICROBIOLOGIST III – PD          | 78748 | \$54.6517  |
| RADIOLOGIC TECHNOLOGIST - PD                   | 98722 | \$53.2526  |
| REGISTERED NURSE I - MC/CHC - PD               | 57735 | \$57.1896  |
| REGISTERED NURSE I - PD                        | 73957 | \$43.6743  |
| REGISTERED NURSE II - MC/CHC - PD              | 57736 | \$68.0905  |
| REGISTERED NURSE II - PD                       | 73990 | \$51.2746  |
| REGISTERED NURSE III - MC/CHC - PD             | 57737 | \$77.1585  |
| REGISTERED NURSE III - PD                      | 73958 | \$58.6095  |
| REGISTERED NURSE IV - MC/CHC - PD              | 57766 | \$80.2785  |
| REGISTERED NURSE IV - PD                       | 74062 | \$61.8297  |
| REGISTERED NURSE V - MC/CHC - PD               | 57767 | \$82.8785  |
| REGISTERED NURSE V - PD                        | 74063 | \$65.2260  |
| RESPIRATORY CARE PRACTITIONER I, REGISTRY - PD | 98758 | \$40.3510  |
| RESPIRATORY CARE PRACTITIONER II- PD           | 98759 | \$48.1343  |
| SOCIAL SERVICES PRACTITIONER I - PD            | 57738 | \$30.7069  |
| SOCIAL SERVICES PRACTITIONER II - PD           | 57739 | \$36.2953  |
| SOCIAL SERVICES PRACTITIONER III - PD          | 57740 | \$48.5465  |
| SPEECH-LANGUAGE PATHOLOGIST - PD               | 73419 | \$65.8856  |
| SR CLINICAL PSYCHOLOGIST - PD                  | 79716 | \$53.0989  |
| SR RADIOLOGIC TECHNOLOGIST – PD                | 98728 | \$58.5078  |
| SR THERAPIST - PD                              | 13887 | \$73.5324  |
| SURGICAL TECHNICIAN - PD                       | 57759 | \$47.9270  |
| ULTRASOUND TECHNOLOGIST - PD                   | 98765 | \$67.9560  |

**APPENDIX B**

**Certifications Required to Work in the Units Identified Below.**

| UNIT/TEAM/Specialty                                    | REQUIREMENTS  |
|--|---|
| BERT   | CPI, BLS, 5150 Certification  |
| Cath Lab   | ACLS, BLS, NIHSS  |
| Chemotherapy   | Chemotherapy Certified  |
| Code Team  | ACLS, BLS, PALS/ENPC, NIHSS   |
| Correctional Health Unit                               | BLS   |
| DCU  | CPI, BLS  |
| Diabetes Team  | BLS, CDCES  |
| Emergency Department                                   | ACLS, BLS, CPI, PALS/ENPC, NIHSS, TNCC/ATCN                                     |
| GI Lab   | ACLS, BLS   |
| ICU  | ACLS, BLS, NIHSS, TCAR/Trauma Course  |
| Intermediate Care Unit                                 | ACLS, BLS, NIHSS  |
| Interventional Radiology (IR)/Special Procedure Nurses | BLS, ACLS, PALS   |
| L&D  | ACLS, BLS, NRP, Fetal Monitoring, Advanced Fetal Monitoring every two (2) years |
| Med Surge Tele (MST)                                   | BLS, NIHSS  |
| NICU   | High Risk Neonate Parts 1 & 2, BLS, NRP   |
| OB   | Intermediate Fetal Monitoring every two (2) years BLS, NRP                      |
| OR   | BLS   |
| PACU   | ACLS, BLS, PALS, NIHSS, TCAR, PCAR  |
| Palliative Care  | BLS   |
| Peds   | BLS, PALS, PCAR/Trauma Course   |
| PICC   | BLS   |
| PICU   | PALS, BLS, PCAR/Trauma Course   |
| Psychiatry (ETS/ITF/PCLS)                              | BLS, CPI, LPS, 5150 authorization, Legal in-service training                    |
| Respiratory Therapy Department                         | BLS, ACLS   |
| SART   | BLS, CPI, Completion of SANE Training   |
| Same Day Surgery                                       | BLS, NIHSS  |
| Throughput   | ACLS, BLS, NIHSS  |
| Trauma Registrar Team                                  | ACLS, BLS   |
| Trauma Services  | ATCN/TNCC, ACLS PALS, BLS, NIHSS  |
| Wound Care   | BLS, Any National Wound Certification (recognized by AACN or ANCC)              |

“ACLS” – Advanced Coronary Life Support  
“ATCN” – Advanced Trauma Care Nursing  
“BLS” – Basic Life Support  
“CPI” – Crisis Prevention Training  
“ENPC” – Emergency Nurse Pediatrics Course  
“LPS” – Lanterman Petris Service  
“MICN” – Mobile Intensive Care Nursing  
“NIHSS” – National Institutes of Health Stroke Scale  
“NRP” – Neonatal Resuscitation Program  
“PALS” – Pediatric Advanced Life Support  
“PCAR” – Pediatric Care After Resuscitation  
“SANE” – Sexual Assault Nurse Examiner  
“TCAR” – Trauma Care After Resuscitation  
“TNCC” – Trauma Nurse Core Curriculum  
“NRP” – Neonatal Resuscitation Program  
“PALS” – Pediatric Advanced Life Support  
“TNCC” – Trauma Nurse Core Curriculum

**MEMORANDUM OF UNDERSTANDING**

**~~2022—2024~~2025-2027**

**COUNTY OF RIVERSIDE**

**AND**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721**

**PER DIEM UNIT**

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ARTICLE 1  
TERM

Section 1. Term

This Memorandum of Understanding (“MOU” or “Agreement”) sets forth the terms of agreement reached between the County of Riverside, (~~hereinafter referred to as~~ “County”) and the Service Employees International Union, Local 721, (~~hereinafter referred to as~~ “SEIU” or “Union”) as the Exclusive Employee Organization for employees in the representation unit described under Article 2, Recognition. Unless otherwise specifically provided herein, the changes to this MOU shall become effective upon the first day of the first full pay period following the date of its adoption by the County’s Board of Supervisors through July 12, 2022, to midnight, January 29, 2027, November 30, 2024

Section 2. Addendum to the General SEIU Unit Agreement

This Agreement shall be an addendum to the existing agreement between the parties that applies to regular full-time, regular part-time, and seasonal employees represented by SEIU at the County and referenced as the (“General SEIU Unit”) as described below.

The General SEIU Unit shall be comprised of the following units or employees:

County of Riverside:

- a. Para-professional Unit
- b. Professional Unit
- c. Registered Nurse’s Unit
- d. Supervisory Unit

County of Riverside Waste Resources Management District:

- a. Supporting Services
- b. Trades, Crafts and Labor
- c. Professional /Administrative

County of Riverside Regional Park & Open Space-District:

- a. General
- b. Supervisory

This Agreement (“SEIU Per Diem Unit MOU”) will apply to persons in the per diem



classifications described in Article 2, below, and enumerated in Appendix A to this Agreement, which will be an addendum to the General SEIU Unit MOU.

Section 23. Successor Agreement

As set forth in Article 1, Section 1 of the "General SEIU Unit" MOU, in the event either party desires to negotiate a successor MOU, such party shall, no more than six (6) months prior to the expiration of the current MOU, request to commence negotiations unless otherwise agreed upon by the parties.

During the successor negotiations related to this Agreement ("SEIU Per Diem Unit MOU") and the agreement between the parties of the General SEIU Unit ("General SEIU Unit MOU"), the terms and conditions for employees in the SEIU Per Diem Unit and employees in the General SEIU Unit shall be addressed in a single memorandum of understanding.

ARTICLE 2  
RECOGNITION

The terms of this Agreement MOU shall apply only to persons employed in the following classifications within the Per Diem ~~bargaining unit~~ Unit, identified in Appendix A, and any future represented Per Diem classifications that may be added, deleted or modified via side letter. The following classifications are currently in the Per Diem Unit:

- A. Per Diem classifications equivalent to classifications in the regular SEIU Para-Professional Unit
- B. Per Diem classifications equivalent to classifications in the regular SEIU Professional Unit
- C. Per Diem classifications equivalent to classifications in the regular SEIU Registered Nurses Unit

The terms and conditions set forth in the General SEIU Unit MOU shall not apply to persons in the above-referenced classifications within the Per Diem Unit, except as expressly provided herein.

ARTICLE 3  
EMPLOYMENT STATUS

Section 1. At-Will Status

Employees shall serve at the pleasure of the department head and shall not be entitled to any review procedure upon dismissal. Upon dismissal, an employee shall be entitled to a Name Clearing Hearing as specified in Section 2 of this Article.

Section 2. Name Clearing Hearing

When the County decides to dismiss an employee, the County shall notify the employee of its decision in writing. Within ten (10) ~~working-Business~~ days, as that term is defined in the General SEIU Unit MOU, of receipt of said notice, the employee may request a Name Clearing Hearing with the Human Resources Director or designee. The employee will be allowed to be accompanied by a Union Representative at the hearing. The employee shall not be entitled to the calling or cross examination of witnesses during the hearing. ~~The County shall be under~~ it is agreed and understood there shall be no expectation obligation of the County to revise its decision to dismiss an employee.

An employee shall not be entitled to a Name Clearing Hearing in the event of a reassignment.

ARTICLE 4  
FULL UNDERSTANDING, MODIFICATION AND WAIVER

- A. This MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein and any other prior or existing understandings or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

Except as modified herein or as otherwise required by law, existing wages, hours and other terms and conditions of employment set forth in the County Salary Ordinance and related resolutions and regulations shall continue in effect. The terms used in this MOU shall have the same meaning as like terms used in the County Salary Ordinance and related resolutions and regulations.

- B. It is the intent of the parties that this MOU be administered in its entirety in good faith during the full term. It is recognized that during such term, it may be necessary to make changes in rules or procedures affecting the employees in the Per Diem Unit. Where the County finds it necessary to make such changes, it shall notify SEIU indicating the proposed change prior to its implementation.

Where such changes would significantly affect the working conditions in the unit, where the subject matter of the change is subject to negotiations pursuant to the Meyers-Milias-Brown Act ("MMBA"), and where SEIU requests to negotiate with the County, the parties shall expeditiously undertake negotiations regarding the effect the change would have on the employees in the unit.

Nothing herein shall limit the authority of the County to make necessary changes required during emergencies. However, SEIU shall be notified of any such emergency action ~~which—that~~ affects matters within the scope of

representation. Emergency shall be defined as unforeseen circumstances beyond control of the County which call for immediate action to include such things as acts of God or situations which threaten to significantly impair operations.

Where the County makes any changes in working conditions because of the requirements of Federal or State law, the County shall not be required to renegotiate the matter or manner of compliance with such law where the manner of compliance is specified by such law.

- C. Except as specifically provided herein, it is agreed and understood that each party voluntarily and unqualifiedly waives its right, and agrees that the other shall not be required, to negotiate with respect to any subject or matter covered herein or with respect to any other matters within the scope of negotiations during the term of the MOU.
- D. Any agreement, alteration, understanding, variation, waiver or modification of any of the terms or provisions contained herein shall not be binding upon the parties hereto unless made and executed in writing by all parties hereto and, if required, approved and implemented by the County Board of Supervisors.

ARTICLE 5-  
MANAGEMENT RIGHTS

The following rights and functions are vested exclusively in the County:

- A. To determine the mission of each of its departments, institutions, boards and commissions, pursuant to law.
- B. To set standards of service to be offered to the public.
- C. To exercise control and discretion over its own organization and operations.
- D. To direct and discharge its employees in accordance with the law, ordinances and regulations and this MOU.
- E. To relieve its employees from duty because of lack of work or for other legitimate reasons. Unit employees may be relieved from active duty without pay at any time it is determined that the patient census is such that their services are not immediately necessary.
- F. To determine the methods, means and personnel by which its operations are to be conducted, including the performance thereof by contract, and to determine workloads and staffing patterns.
- G. To prescribe the qualifications for employment and determine whether they are

met.

- H. To establish and enforce safety measures to protect employee and/or the public.
- I. To take all other action except as clearly and expressly otherwise provided for by this MOU or the Employee Relations Resolution.

ARTICLE 6  
WORKWEEK, OVERTIME AND PREMIUM PAY

Section 1. Workweek

- A. Pay Period. The pay period shall be fourteen (14) calendar days which shall include two (2) Fair Labor Standards Act (“FLSA”) workweeks. Work weeks will comply with the FLSA.
- B. Work Schedule. Employees covered under this MOU shall report their availability to be scheduled to work, at a minimum, two (2) weekend shifts and two (2) weekday shifts per month. This minimum may be modified upon agreement of the employee and the department director, manager, supervisor or designee.

Prior to January 1 of each calendar year (or within five (5) business days after the employee’s first start date during a calendar year), employees shall also report their availability to be scheduled to work on four (4) dates from the following table. The employee should choose two (2) dates from the list of Primary Dates and two (2) dates from the list of Secondary Dates per calendar year.

If the employee is hired and starts work on or after July 1 of their first calendar year and before Thanksgiving of their first calendar year, the employee should choose one (1) date from the list of Primary Dates and two (2) dates from the list of Secondary Dates for the first calendar year of employment.

If the employee is hired and starts work on or after Thanksgiving of their first calendar year the employee does not need to identify any dates from this table for the remainder of the first calendar year of employment.

| Primary Dates                    | Secondary Dates   |
|----------------------------------|---|
| January 1, New Year’s Day        | January 2, when it falls on a Friday                      |
| Mother’s Day                     | Third Monday in January, Martin Luther King, Jr. Birthday |
| Last Monday in May, Memorial Day | Super Bowl Sunday   |

|   |  |
|---|--|
| July 4, Independence Day                | February 12, Lincoln Birthday                    |
| First Monday in September,<br>Labor Day | Third Monday in February,<br>Washington Birthday |

| Primary Dates                                 | Secondary Dates                        |
|---|--|
| Fourth Thursday in November, Thanksgiving Day | Second Monday in October, Columbus Day |
| Friday following Thanksgiving                 | Halloween                              |
| December 24, Christmas Eve                    | November 11, Veteran's Day             |
| December 25, Christmas                        | December 26, when it falls on a Friday |
| December 31, New Year's Eve                   |  |

Nevertheless, employees may be required to work during such hours as necessary to carry out the duties of their positions, as designated by the department head or designee, and such hours may be varied so long as the work requirements and efficient operations of the County are assured. For the purposes of this provision, a weekend shift is defined as a single shift occurring on or after 3:00 p.m. Friday and ending on or before 7:00 a.m. Monday.

SEIU agrees that the County shall retain exclusive control to determine employee work schedules and hereby waives any right to grieve schedule assignments during the remaining term of this agreement.

- C. Posting of Work Schedule. The County shall post work schedules at least two (2) weeks in advance. Once posted, the schedule shall not be changed without prior mutual agreement of the unit supervisor and employee. Insofar as practicable, the County shall update posted work schedules as changes occur.

Section 2. Overtime

- A. Overtime. Overtime work is authorized work in excess of the forty (40) hours in the established FLSA work week unless otherwise specified in this MOU. Only actual hours performing work shall count towards the computation of overtime. Overtime shall be paid for FLSA non-exempt employees at one and one-half (1½) times their regular rate of pay for all hours ~~approved~~authorized and actually worked over forty (40) hours in a FLSA workweek.
- B. Authorization for Overtime Work. No employee shall work overtime unless authorized by the department head or designee. Overtime shall not exceed sixteen (16) hours in any work day for any employee without prior approval of the County Executive Officer, except in case of public emergency.
- C. Departmental Records. Each department head or designee shall keep complete and detailed records as to the attendance and pay status of each employee. This shall include actual hours of overtime work for each employee in each workweek.

The initial record, any secondary records, such as a summary of the workweek or of the pay period, or other compilation from the initial record, and the departmental copy of the attendance report for each pay period together with

any subsequent correcting reports, shall be preserved and retained in accordance with the County's applicable records retention schedule.

- D. Reporting and Calculation. Actual hours of overtime work shall be reported on each attendance report. The County Auditor Controller shall maintain the record of overtime at one and one-half (1½) times such actual hours.

### Section 3. Premium Pay

All premium pay provided under this Section shall be compensated only for time actually worked in the assigned premium capacity.

- A. Standby Duty — General. When placed by the department head or designee specifically on standby duty, an employee shall be paid one-eighth (1/8) of the employees' base hourly rate of pay for each hour of standby duty in addition to the regular salary standby assignment. Standby compensation shall cease when the employee physically reports to a worksite and shall resume at the completion of the call-back work. Worksite, for the purposes of this Section, shall mean the location an employee is required to physically report to in order to complete the work assigned. The standby duty shall not cease if an employee is able to complete the required work remotely without having to physically report to a worksite. All standby duty premium shall cease at the end of the standby duty shift. Employees placed on standby duty are subject to the following requirements:
1. Be ready to respond immediately to call-back work, or by a specific call time pursuant to operational requirements establish by the employee's department;
  2. Remain in the general vicinity of their home or worksite during the standby period;
  3. Refrain from intoxicants or other activities which might impair the ability to perform assigned duties; and
  4. Notify the employee's supervisor immediately if the employee is unable to be on standby due to an unforeseen emergency.
- B. Call-Back Pay. An employee called back to work, whether or not ~~he/she~~they is are in standby duty status, shall receive minimum credit for one (1) hour's work at the employee's base hourly rate of pay. If an employee should complete the work required, and subsequently be recalled during the minimum credit period, no additional compensation shall be paid for until the minimum time has been worked by the employee. Call-back pay does not include time commuting to and from work.

If the employee may perform call-back work remotely, without the employee being required to physically report to a County site, then the employee will be paid in quarter (1/4)-hour increments for all time worked while remotely responding to the call. For example, if the employee remotely completes the performance of work in twenty-five (25) minutes, the employee will be paid thirty (30) minutes for the remote call-back. If the employee remotely completes the performance of

work in thirty-five (35) minutes the employee will be paid thirty (30) minutes for the remote call-back.

Notwithstanding any other provision, time actually worked on call-back shall be counted toward the calculation of overtime requirement.

C. Shift Differentials

1. Applicability of Shift Differentials. Shift differentials do not apply to sick leave or standby duty. The hourly rate for each shift differential is payable in tenths (1/10) of an hour. ~~Employees who work between the hours of 7:00 A.M. to 6:00 P.M. shall not be entitled to a shift differential, unless otherwise provided herein.~~

Classes not eligible for shift differentials. Employees in positions of all the following classes shall not be paid a shift differential:

- Physician I, II, III and IV – Per Diem

2. Evening Shift — General. Employees who perform work between the hours of 6:00 P.M. and 11:00 P.M. shall be paid an evening differential of sixty-one dollar thirty cents (~~\$0.60~~1.30) per hour for the time actually worked between 6:00 P.M. and 11:00 P.M., with the exception that a higher shift differential rate shall be paid for the classes, and in the amount listed below:

Note: RUHS shall mean the Riverside University Health System that includes the Medical Center [includes the Hospital, Inpatient Treatment Facility (“ITF”) and the Emergency Treatment Services Facility (“ETS”)], Public Health, Behavioral Health, Correctional Health Services (CHS), and Care Clinics [includes all clinics located within the Hospital and at other community locations].

| Exceptions:  | Rate:  |
|--|--|
| (a) Employees in the Per Diem classifications of: <ul style="list-style-type: none"> <li>• <del>Cardiac Sonographer</del></li> <li>• <u>CT Technologist</u></li> <li>• <del>Electroencephalographic Technician</del></li> <li>• <del>Electroencephalographic Technician Registered</del></li> <li>• <u>Interventional Radiologic Technician</u></li> <li>• <u>Mammography Technologist</u></li> <li>• <u>MRI Technologist</u></li> <li>• <del>Occupational Therapist I and II</del></li> <li>• <u>PET/CT Technologist</u></li> <li>• <del>Physical Therapist I and II</del></li> <li>• <u>Radiologic Specialist</u></li> <li>• <del>Radiologic Technologist</del></li> <li>• <del>Respiratory Care Practitioner I and II Registered</del> ♦</li> </ul> | \$1. <del>00</del> <u>50</u> per hour<br><br><del>For employees in these classifications the evening premium starts at 5:00 P.M.</del> |



|  |  |
|--|--|
| <ul style="list-style-type: none"><li>• <a href="#">Respiratory Technician*</a></li><li>• <a href="#">Senior Radiologic Technologist</a></li><li>• <a href="#">Surgical Technician</a></li><li>• <a href="#">Ultrasound Technologist</a></li></ul> |  |
|--|--|

| Exceptions:  | Rate:  |
|--|--|
| <p><del>(b) Employees in the Per Diem classifications set out below working for the RUHS (excluding Behavioral Health and Public Health):</del></p> <ul style="list-style-type: none"> <li><del>• Licensed Vocational Nurse I, II and III</del></li> <li><del>• Licensed Psychiatric Technician</del></li> <li><del>• Surgical Technician</del></li> </ul>   | <p>\$1.10 per hour</p> <p><del>• Evening premium starts at 5:00 P.M. for LVN's working in RUHS outpatient clinics (excluding Behavioral Health and Public Health).</del></p>                                     |
| <p><del>(c) Employees in the classification set out below working for the RUHS (excluding Behavioral Health and Public Health)</del></p> <ul style="list-style-type: none"> <li><del>• Physician Assistant</del></li> </ul>  | <p>\$1.60 per hour</p>   |
| <p>(b) Employees in the Per Diem classifications set out below working at the RUHS <u>outpatient</u> clinic (non-Community Health Clinic):</p> <ul style="list-style-type: none"> <li>• Registered Nurse I, II, III, IV and V</li> </ul>   | <p>\$1.60 per hour</p> <p><del>NOTE: Evening premium starts at 5:00 P.M. for employees in these classifications working at the RUHS outpatient clinic (excluding Behavioral Health and Public Health).</del></p> |
| <p>(c) Employees in the Per Diem classifications of:</p> <ul style="list-style-type: none"> <li>• Clinical Lab Scientist</li> <li>• Clinical Pharmacist <u>I</u></li> <li>• <del>Pharmacist</del><u>Intern Pharmacist</u></li> </ul>   | <p>\$1.<del>70-80</del> per hour</p>   |
| <p>(d) Employees in the Per Diem classifications set out below working for the RUHS (excluding <del>Behavioral Health</del>, Public Health, ITF, ETS, and outpatient clinics):</p> <ul style="list-style-type: none"> <li>• Clinical Therapist <u>I and II</u> <del>-Detention</del></li> <li>• Institutional Nurse</li> <li>• <u>Nurse Practitioner I, II and III</u></li> <li>• <u>Physician Assistant</u></li> <li>• Registered Nurse I, II, III, IV and V</li> </ul> | <p>\$2.<del>00-50</del> per hour</p>   |
| <p>(e) Employees in the Per Diem classifications set out below working at the RUHS ITF and ETS <u>(Psychiatry)</u>:</p> <ul style="list-style-type: none"> <li>• Registered Nurse I, II, III, IV and V</li> </ul>  | <p>\$4.00 per hour</p>   |

|   |                 |
|---|-----------------|
| <del>(h) — Employees in the Per Diem classifications set out below working at an Adult Detention Facility:<br/> • — Clinical Therapist II — Detention</del> | \$2.00 per hour |
|---|-----------------|

3. Night Shift — General. Employees who work between the hours of 11:00 P.M. and ~~6:00 A. M. 7:00 A.M.~~ shall be paid a night differential of one dollar ~~twenty~~ ninety cents (~~\$1.2090~~) per hour for the time actually worked between 11:00 P.M. and ~~7:00 6:00~~ A.M., with the exception that a higher shift differential rate shall be paid for the classes, and in the amount, listed below.

Note: RUHS shall mean the Riverside University Health System that includes the Medical Center [includes the Hospital, Inpatient Treatment Facility (“ITF”) and the Emergency Treatment Services Facility (“ETS”)], Public Health, Behavioral Health, Correctional Health Services (CHS), and Care Clinics [includes all clinics located within the Hospital and at other community locations].

| Exceptions:  | Rate:  |
|--|--|
| (a) Employees in the Per Diem classifications set out below: <ul style="list-style-type: none"> <li>• <a href="#">CT Technologist</a></li> <li>• Cardiac Sonographer</li> <li>• <a href="#">Electroencephalographic Technician</a></li> <li>• <del><a href="#">Electroencephalographic Technician Registered</a></del></li> <li>• <a href="#">Interventional Radiologic Technician</a></li> <li>• Licensed Vocational Nurse I, II, <del>and III</del></li> <li>• <a href="#">Licensed Psychiatric Technician</a></li> <li>• <a href="#">MRI Technologist</a></li> <li>• <a href="#">Nuclear Medicine Technologist</a></li> <li>• <a href="#">PET/CT Technologist</a></li> <li>• Radiologic Technologist</li> <li>• Respiratory Care Practitioner I and II <a href="#">Registered</a></li> <li>• <del><a href="#">Respiratory Technician</a></del></li> <li>• <del><a href="#">Radiologic Specialist</a></del></li> <li>• <a href="#">Senior Radiologic Technologist</a></li> <li>• Surgical Technician</li> <li>• <a href="#">Ultrasound Technologist</a></li> </ul> | \$ <del>4.55</del> <a href="#">3.10</a> per hour |
| <del>(b) Employees in the Per Diem classifications set out below working for the RUHS (excluding Behavioral Health and Public Health):</del> <ul style="list-style-type: none"> <li>• <del><a href="#">Licensed Vocational Nurse III</a></del></li> <li>• <del><a href="#">Physician Assistant</a></del></li> </ul>  | <del>\$2.45 per hour</del>                       |
| (b) Employees in the Per Diem classifications set out below working at the RUHS outpatient clinic (non-Community Health Clinic): <ul style="list-style-type: none"> <li>• Registered Nurse I, II, III, IV and V</li> </ul>   | \$2.45 per hour                                  |
| <del>(d) Employees in the Per Diem classification set out below:</del> <ul style="list-style-type: none"> <li>• <del><a href="#">Pharmacist</a></del></li> </ul>   | <del>\$2.75 per hour</del>                       |
| <del>(e) Employees in the Per Diem classifications set out below working for RUHS (excluding Behavioral Health and Public Health)</del> <ul style="list-style-type: none"> <li>• <del><a href="#">Nurse Practitioner I, II and III</a></del></li> </ul>  | <del>\$3.00 per hour</del>                       |
| (c) Employees in the classifications set out below working <del>at for</del> RUHS (excluding <del>Behavioral Health and</del> Public Health): <ul style="list-style-type: none"> <li>• <a href="#">Nurse Practitioner I, II, and III</a></li> <li>• <a href="#">Physician Assistant</a></li> <li>• Clinical Lab Scientist</li> <li>• Clinical Therapist <a href="#">I and II</a></li> <li>• Registered Nurse I, II, III, IV and V</li> <li>• <del><a href="#">Institutional Nurse</a></del></li> </ul>   | \$5.00 per hour                                  |

- [Clinical Pharmacist I](#)
- [Intern Pharmacist](#)

| Exceptions:   | Rate:           |
|---|-----------------|
| <del>(g) Employees in the classification(s) set out below working at an Adult Detention Facility:</del><br><ul style="list-style-type: none"> <li><del>• Clinical Therapist II – Detention</del></li> </ul> | \$5.00 per hour |

D. Registered Nurse License to Practice.

1. All positions requiring a Registered Nurse’s license are required to hold a current valid license in the State of California.
2. It is a professional expectation that licenses are renewed prior to expiration. It is the employee’s responsibility to maintain a current valid license. License expiration dates will be maintained by the department, and employees will not be allowed to work past the expiration date of the license without proof of renewal via primary source verification.
3. Primary Source Verification. It is acceptable to verify current licensure with the primary source via a secure electronic communication. This verification must be documented prior to the expiration date of the license.
4. If the employee is unable to meet the license requirements of this Section, the employee shall be terminated from employment.

E. Special Assignments. ~~All employees assigned to a specialty or critical care area as a primary unit must meet the unit certification requirements, unless otherwise indicated.~~

1. ~~RUHS – Medical Center (“MC”) & CHC Specialty and Critical Care Assignments. All clinical personnel permanently assigned to a specialty care or critical care unit as a primary unit must meet the unit certification requirements for the specialty care or critical care area within twelve (12) months after assignment to a specialty or critical care unit and maintain the specialty or critical care certification during the course of the assignment, unless otherwise indicated.~~

~~a. RUHS – Medical Center Unit Critical & Specialty Care Certification/Course Requirements for Units with Direct Hands-on Patient Care.~~

~~To be eligible to work for a specialty care or critical care differential for assignments in the following units which require physical interaction with patients to provide healthcare services (e.g. taking vital signs, administering medications, assisting with procedures or providing basic care such as bathing or dressing), the employee must have completed the required course(s) required to work in the unit and remain current in the required~~

certifications while assigned to the unit.:

Course requirements for each of these units are set forth in Appendix B of this MOU. Course requirements and required certifications for any unit are subject to change where required for regulatory or other legal compliance. In the event of such a change, the County will give the Union notice of the change and opportunity to meet and confer over negotiable subjects. (1) Intensive Care Unit/~~Adult Critical Care Unit~~ ("ICU/ACCU"), (2) Post-Anesthesia Recovery Unit ("PACU"), (3) Pediatrics Intensive Care Unit ("PICU"), (4) Emergency Department Room ("ED"), (5) Operating Room ("OR"), (6) Trauma Services, (7) Peripheral Intravenous Central Catheter ("PICC Team"), (8) Neonatal Intensive Care Nursery Unit ("NICU"), ~~(9) Labor and Delivery ("L&D"),~~ (10) Intermediate Care Unit (~~"Unit 2500"~~), (11) Chemotherapy, (12) Interventional Radiology ("IR")/Special Procedure Nurses, (13) Sexual Assault Response Team ("SART"), (14) Behavioral Emergency Response Team ("BERT")-Team, (15) Code Team, (16) Cath Lab, (17) Wound Care Team, (18) Diabetes Management Team, (19) Throughput Nurse Team, (20) Gastrointestinal ("GI") Lab, (21) Same-Day Surgery, (22) PCU ("Unit 3100")Med Surg, (23) Obstetrics ("OB"), (24) Detention Care Unit ("DCU"), (25) Palliative Care~~Minimally Invasive Diagnostic Registered Nurse~~, (26) Correctional Health Unit, and (27) Psychiatry, (28) Peds, and (29) Respiratory Therapy Department. ~~Course requirements for each of these units are set forth in Appendix B of this MOU. Course requirements and required certifications for any specialty or critical care area are subject to change where required for regulatory or other legal compliance. In the event of such a change, the County will give the Union notice of the change and an opportunity to bargain over negotiable subjects.~~

a-b. RUHS – Medical Center Licensed Vocational Nursing Critical/Specialty Care. Any LVN I, II, or III in the following specialties meeting the critical care or specialty care certification course requirements as set forth in Appendix B and working in the designated units shall receive a differential of \$1.10 per hour when actually working in the designated unit(s) unless otherwise specified in this MOU.

| LVN – RUHS-MC Critical/Specialty Care           |
|---|
| Emergency Department                            |
| NICU  |
| Labor & Delivery                                |
| Operating Room                                  |
| Recovery Room                                   |
| Intermediate Care Unit ( <del>Unit 2500</del> ) |
| ICU   |
| PICU  |
| PICC Team                                       |

For all new graduate Licensed Vocational Nurses and those who

are new to a critical/specialty care area, the Critical/Specialty Care differential will be applied following completion of required training necessary for the critical/specialty care area and once the employee is authorized by RUHS to work independently in the unit as an LVN.

b-c. Correctional Care Unit/Correctional Care Health Professional. Any employee in the following classifications meeting the Correctional Care Unit/Correctional Care Health Professional requirements and working in the designated units shall receive a differential of \$1.00 per hour when actually working in the designated unit unless otherwise specified in this MOU.

- Institutional Nurse
- Supervising Institutional Nurse
- Senior Institutional Nurse
- Licensed Vocational Nurse III
- Nurse Practitioner I, II, III
- Physician Assistant
- Physician II, III, IV
- Radiologic Technologist
- Senior Radiologic Technologist
- ~~Supervising Radiologic Technologist~~

For all employees who are newly graduated, or who are new to the Correctional Care Unit, the Correctional Care Unit/Correctional Care Health Professional differential will be applied following completion of required training necessary for the Correctional Care Unit and once the employee is authorized by RUHS to work independently on the unit.

e-d. Respiratory Critical/Specialty Care.

1. Any employee in the following classifications meeting the ~~critical care or specialty care~~certification course requirements and working in a critical care or specialty care designated unit will be paid a differential of \$2.00 per hour for active direct patient care and/or time spent supervising critical care services:
  - Respiratory Care Practitioner I and II
2. Any Respiratory Care Practitioner I or II meeting the NICU Transport critical care requirements and assigned as the on-duty NICU Transport Respiratory Care Practitioner shall be paid a NICU Transport differential of \$3.00 per hour for all hours worked while assigned.



2. Registered Nursing Specialty Care & Critical Care Differentials.

a. Classifications Eligible. Employees in the following registered nursing classifications are eligible for registered nursing specialty care and critical care (including Emergency Department) differentials:

- Registered Nurse I – MC/CHC
- Registered Nurse II – MC/CHC
- ~~Registered Nurse III – MC/CHC~~
- ~~Registered Nurse IV – MC/CHC~~
- ~~Registered Nurse V – MC/CHC~~
- ~~Assistant Nurse Manager – MC/CHC~~
- ~~Nurse Education Instructor~~
- Nurse Practitioner I, II, and III
- Clinical Nurse Specialist
- Pre-Hospital Liaison Nurse

~~A part time RN I – III, Assistant Nurse Manager, or Pre-Hospital Liaison Nurse (Emergency Department), working in the designated specialty or critical care units shall be paid for time actually worked in the designated units.~~

b. Registered Nursing Specialty Care Differential. Eligible employees permanently assigned to one of the Specialty Care units below, shall be paid a Specialty Care differential of \$2.50 per hour for all hours worked. For all new graduate Registered Nurses and those who are new to a specialty care area, the Specialty Care differential will be applied following completion of required training necessary for the specialty and once the employee is authorized by RUHS to work independently in the unit.

| RN Specialty Care Units                         |
|---|
| Operating Room                                  |
| Chemotherapy Certified                          |
| PICC  |
| Intermediate Care Unit                          |
| Psychiatry (Arlington campus & PCLS at Med Ctr) |
| Detention Care Unit                             |
| Pediatrics                                      |
| Diabetes Team                                   |
| GI Lab  |
| Same Day Surgery                                |
| Special Procedures (IR Nurse)                   |
| <a href="#">Palliative Care</a>                 |

- c. Registered Nursing Critical Care Differential. Eligible employees permanently assigned to one of the Critical Care designated units below shall be paid a critical care differential of \$4.00 per hour for all hours worked. For all new graduate Registered Nurses and those who are new to a specialty, Critical Care Differential will be applied following completion of required training necessary for the critical care area and once the employee is authorized by RUHS to work independently in the unit.

| RN Critical Care Units     |
|----------------------------|
| Trauma                     |
| Cath Lab                   |
| PACU                       |
| Adult ICU                  |
| Pediatric ICU              |
| Labor & Delivery           |
| NICU                       |
| <a href="#">SARTFE</a>     |
| BERT <a href="#">Team*</a> |
| Code Team                  |
| Throughput Nurse Team      |
| Wound Team                 |
| Emergency Department       |

\*Notwithstanding (2)(c) above, the classifications set forth in (2)(a) above at Arlington (ETS/ITF) shall receive BERT pay at \$4/hour for all hours worked in the BERT Team/Assignment.

- d. Advanced Care Nurse. Employees in the Registered Nurse III classification assigned to the RUHS Medical Center or CHC who are appointed by the Professional Development Council to work as an Advanced Care Nurse I or an Advanced Care Nurse II shall receive the following Advanced Care Nurse differential for all hours worked as an Advanced Care Nurse:

- ~~Advanced Care Nurse I – \$3.00 per hour~~
- ~~Advanced Care Nurse II – \$5.50 per hour~~

1. Effective no later than four (4) full pay periods following Board of Supervisor approval of this MOU, employees in the Registered Nurse III – MC/CHC classification assigned to the RUHS Medical Center or CHC who are appointed by the Professional Development Committee to work as an Advanced Care Nurse I or an Advanced Care Nurse II shall be classified as follows (NOTE: employees who are earning the ACN I or II differential during this initial transition period will continue to receive the

applicable differential until such time that the employee is transitioned into the IV or V classification. Once the employee transitions into the IV or V classification, the ACN I or II differential shall cease.);

1. Registered Nurse IV – MC/CHC (formerly ACN I); the salary shall be \$3.00 per hour more than the salary of the RN III – MC/CHC classification. When base salary increases are provided to employees in the bargaining unit, the percentage increase will be applied to the RN III – MC/CHC classification and the RN IV – MC/CHC classification will be set \$3.00 per hour more than the RN III – MC/CHC.
2. Registered Nurse V – MC/CHC (formerly ACN II); the salary shall be \$5.50 per hour more than the salary of the RN III – MC/CHC classification. When base salary increases are provided to employees in the bargaining unit, the percentage increase will be applied to the RN III – MC/CHC classification and the RN V – MC/CHC classification will be set \$5.50 per hour higher.
3. A Registered Nurse IV or V MC/CHC will be returned back to a Registered Nurse III MC/CHC, for failure to meet the qualifications of a Registered Nurse IV or V MC/CHC as specified in the Professional Development Committee Guidelines. Prior to the return, the employee may request a meeting no later than seven (7) business days after being provided with notice of the intent to return to the Registered Nurse III MC/CHC. The meeting will be for the purpose of the employee presenting information as to why the employee meets the qualifications. The employee will be returned to the Registered Nurse III MC/CHC classification, the first full pay period following the failure to meet the qualifications and the notice requirements described above. Any further appeal rights must be filed as a grievance pursuant to the grievance procedure.

b. Minimum qualifications for Registered Nurse IV – MC/CHC (formerly ACN I) classification:

1. Bachelor's in Nursing or health related field or National Certification (recognized by AACN or ANCC) AND four (4) years of full time experience as an RN; OR Master's in Nursing and two (2) years of full time experience as an RN
2. Two years minimum in area of specialty

3. Completion of organizational course(s) specific to quality and safety e.g., Team Steps and Rapid Improvement Events
  4. Meets/exceeds on prior evaluation
  5. No documented (within last rolling year) attendance issues as specified in RUHS Attendance Policy
  6. No performance issues; and
  7. Qualified and approved major project by unit or department director; or two smaller projects or activities demonstrating initiative and leadership that contribute to improved patient care or processes as defined by the Professional Development Committee.
- c. Following the one (1) year anniversary from the employee's receipt of certification for appointment to the Registered Nurse IV – MC/CHC (formerly ACN I) classification or the employee's annual performance evaluation, whichever comes first, the certification/appointment shall expire and the employee shall no longer qualify for or be entitled to the RN IV – MC/CHC pay/classification unless the sustainment process is successfully maintained/executed.
- d. Minimum qualifications for Registered Nurse V – MC/CHC (formerly ACN II) classification:
1. One (1) year as an RN IV-MC/CHC
  2. Minimum qualifications: bachelor's degree in nursing or health related field and National Certification (recognized by AACN or ANCC) AND seven (7) years of full-time experience as RN; OR Master's in Nursing and five (5) years of full time experience as an RN.
  3. Two years minimum in area of specialty
  4. Completion of organizational course(s) specific to quality and safety e.g., Team Steps and Rapid Improvement Events
  5. Full participation in one or more patient outcome regulatory compliance committee(s) with meeting attendance equal to or greater than seventy-five percent (75%)
  6. Meets/exceeds on prior evaluation
  7. No documented attendance issues (within last rolling year) issues as specified in RUHS Attendance Policy
  8. No performance issues; and
  9. Qualified and approved major project by unit or department director; and one smaller project or activities demonstrating initiative and leadership that contribute to improved patient care or processes as defined by the Professional Development Committee.

e. Following the one (1) year anniversary from the employee's receipt of certification for appointment to the Registered Nurse V – MC/CHC (formerly ACN II) classification or the employee's annual performance evaluation, whichever comes first, the certification/appointment shall expire and the employee shall no longer qualify for or be entitled to the RN V – MC/CHC pay/classification unless the sustainment process is successfully maintained/executed.

f. Sustainment of Registered Nurse IV and V – MC/CHC (formerly Advanced Care Nurse I or II)

1. Effective the first full pay period following Board of Supervisors approval of this MOU, to maintain the Registered Nurse IV and V - MC/CHC (formerly Advanced Care Nurse I and II) (if they have not already done so), an employee must submit proof of continued activity as defined by the Professional Development Committee within six (6) months.
2. Those granted Registered Nurse IV and V - MC/CHC (formerly Advanced Care Nurse I and II) status will be provided a certificate of successful completion valid for one (1) year or anniversary of annual evaluation (whichever comes first).
3. Extensions can be approved for annual evaluation due less than three (3) months from certificate in collaboration with the Professional Development Committee and department Director/Direct Report.
4. Those approved for renewal must submit proof of continued activity that supports RN IV – MC/CHC/RN V – MC/CHC as defined by the Professional Development Committee.
5. Validation of active participation must be readily available upon request to Director/Direct Report.
6. If the overall performance evaluation is changed to "below" / Attendance issues (within last rolling calendar year), the employee is no longer eligible for the pay/classification. The removal may occur at any time.
7. Employees are required to renew Registered Nurse IV and V - MC/CHC (formerly Advanced Care Nurse I and II) annually.

e. **NICU Transport Differential.** Employees in the classifications listed below who are assigned as the on-duty NICU Transport Nurse shall be paid a transport differential of \$4.00 per hour for all hours worked while assigned.

- Registered Nurse II – MC/CHC
- Registered Nurse III – MC/CHC
- ~~Assistant Nurse Manager – MC/CHC~~
- Clinical Nurse Specialist

f. Specialized Team Differential. Employees in the following classifications are eligible for a specialized team differential:

- Registered Nurse I – MC/CHC
- Registered Nurse II – MC/CHC
- Registered Nurse III – MC/CHC
- Registered Nurse IV – MC/CHC
- Registered Nurse V – MC/CHC  
Assistant Nurse Manager – MC/CHC

Employees who are assigned to one of the following specialized teams shall be paid a differential of \$4.00 per hour for all hours worked while in the assignment:

- Trauma Team (Registered Nurses working as a Trauma Registrar are ineligible for this differential);
- BERT Team (Not applicable to ETS/ITF)
- Code Team (Registered Nurses working as disease specific registrars are ineligible for this differential)

g. Mobile Intensive Care Nurse Differential. Employees in the following classifications that are assigned to the RUHS – Medical Center who have a Mobile Intensive Care Nurse (“MICN”) certification and meet the eligibility requirements set forth below shall receive a MICN differential of \$2.50 per hour upon meeting eligibility requirements and assigned by RUHS as a MICN:

- Nurse Practitioner I, II, and III – MC/CHC
- Registered Nurse I, II, ~~and III~~, IV and V – MC/CHC\*

(\*NOTE: MICN differential codes do not apply to CHC employees.)

1. MICN Eligibility Requirements

The following minimum pre-requisites will be considered towards a recommendation for assignment ~~as an RUHS MICN to the Mobile Intensive Care area~~. MICN eligibility requirements shall apply to the Registered Nurse Unit ~~after the effective date of the MOU~~. ~~These requirements shall not apply to incumbents who have obtained an MICN certificate prior to the effective date of the MOU.~~

Minimum Pre-Requisites

- a. Current California RN license
- b. Current ACLS Certification



- c. Current PALS or ENPC Certification
- d. A minimum of 800 hours of emergency department nursing

- e. Verification of successful completion of dysrhythmia class
  - f. Demonstrates good critical thinking skills
  - g. Demonstrates good verbal skills
  - h. Maintains at minimum a satisfactory performance evaluation
  - i. No attendance issues (e.g., placement on medical certification)
  - j. No disciplinary action
  - k. PHTLS (highly preferred)
  - l. TNCC or ATCN (either one highly preferred but not required)
2. Once a recommendation is made, the MICN candidate is given the MICN Qualifying Examination.

MICN Qualifying Examination:

- a. The MICN candidate must successfully pass the examination with a minimum score of eighty percent (80%).
- b. If the MICN candidate fails the examination, the candidate may re-test one time.
- c. If the MICN candidate fails a second time, the candidate must wait six (6) months before re-testing.

3. MICN Interview

Upon successfully passing the MICN Qualifying Examination, an interview with the Hospital EMS Specialist from Riverside EMS Agency if available and Pre-Hospital/Paramedic Liaison Nurse is scheduled.

4. Selection for MICN Assignment

After successful completion of the qualifying examination and interview, the RUHS will make a final selection for MICN assignment. The RUHS shall retain exclusive control to determine final selection and/or order of selection. After selection, the MICN candidate must successfully complete the REMSA approved course within 365 days. The determination to assign and/or remove from MICN assignment shall not be subject to the disciplinary appeal procedure in the MOU and cannot be made or interpreted as disciplinary action.

### 5. MICN Assignment Maintenance

To maintain MICN assignment, the MICN must comply with the RUHS MICN Roles and Responsibilities, including participation in required EMS education activities, minimum call taking quota of ten (10) calls per quarter, continuous quality improvement activities, and yearly competency exam with a passing score of 80% or better. The MICN can retest once and must obtain an 85% the second test to remain assigned as an MICN.

The MICN must remain in good standing with RUHS and REMSA by renewing the MICN license every two (2) years to maintain MICN assignment.

The determination to assign and/or remove from MICN assignment shall not be subject to the grievance procedure in the MOU and cannot be made or interpreted as disciplinary action.

### 3. Charge Assignments

- a. Charge - Registered Nurses. Every effort will be made to assign charge duty to Registered Nurses who wish to assume the charge responsibilities. The RUHS reserves the right to make an assignment when volunteers are unavailable.
  1. Any Registered Nurse I, II, ~~or III, IV, or V~~ working for the RUHS- Medical Center (excluding the Emergency Department and hospital, ITF or ETS) temporarily assigned to perform charge or lead duties that provide direction and leadership to one (1) or more Registered Nurse(s) shall be compensated during such temporary assignment at a rate of two dollars (\$2.00) per hour higher.
  2. Any Registered Nurse I, II, III, IV or V working for the RUHS-Medical Center Emergency Department or ETS temporarily assigned to perform charge or lead duties that provide direction and leadership to one (1) or more Registered Nurse(s) shall be compensated during such temporary assignment at a rate of four dollars (\$4.00) per hour higher.
  - 2.3. Any Registered Nurse I, II, ~~or III, IV, or V~~ working for the Care Clinics temporarily assigned to perform the duties of a Supervising Clinic Site Nurse shall be compensated during such temporary assignment at a rate of one dollar and fifteen cents (\$1.15) per hour higher.
  - 3.4. Registered Nurse I, II, III, IV or V working for the RUHS-Public Health assigned to perform charge or lead duties that

provides direction and leadership to one (1) or more Registered Nurse(s); and/or to monitor or coordinate a special program with the RUHS-Public Health, and/or the nursing aspects of an agency-wide program, shall be compensated during such assignment at a rate of one dollar (\$1.00) per hour while actually performing these functions.

4-5. Any Institutional Nurse or Senior Institutional Nurse working at an adult correctional facility temporarily assigned to perform the duties of a Supervising Institutional Nurse shall be compensated during such assignment at a rate of one dollar and fifteen cents (\$1.15) per hour higher.

- b. Charge - Other Medical Classes. Any Licensed Vocational Nurse II and III or Licensed Psychiatric Technician of the Para-Professional Unit temporarily assigned to perform the duties of a unit charge person shall be compensated during such temporary assignment at a rate of forty-two cents (\$0.42) per hour higher for Licensed Vocational Nurse II and III and at a rate forty-three cents (\$0.43) per hour higher for Licensed Psychiatric Technician.

Any Respiratory Care Practitioner II, when temporarily assigned over all RUHS-Medical Center respiratory therapy responsibilities by the ~~Chief or Assistant Chief of Respiratory Therapy~~ Director of Cardiopulmonary Services or their designee shall be compensated at one dollar and fifty cents (\$1.50) per hour higher for actual time assigned.

#### 4. Forensic Behavioral Health

Employees in the following classifications who are permanently assigned to a juvenile or adult detention facility shall receive an adult or juvenile detention differential equal to 8.3% of the employee's base salary:

- Senior Clinical Psychologist
- Clinical Psychologist
- Registered Nurse I, II, III
- Clinical Therapist I and II
- Senior Clinical Therapist
- Recreational Therapist

5. ~~Training~~ Preceptor. A Per Diem employee in the designated classifications who is assigned to perform as a preceptor shall receive additional compensation as provided in the table below for the time actually worked and assigned as a preceptor. Preceptor pay shall not be included in the regular base rate of pay for the purpose of calculating overtime compensation.

A preceptor is defined as an experienced employee who is assigned by the department head or designee for a length of time to provide one-on-one training and evaluation to a newly licensed employee or a regular full-time, per diem, or part-time employee new to a specialty unit/assignment and are not released to work independently in the hospital or specialty unit/assignment ("new employee"). Precepting begins on the first day the preceptor works directly with the new employee and ends once the new employee is formally approved by management to work independently. Precepting does not include mentoring, providing orientation, working with non-County staff, students or registry/traveling personnel, or to ad hoc or classroom instruction on a process or procedure when not assigned as the preceptor. Mentoring means informally providing guidance, advice, feedback or support to an employee who works independently. Orientation is defined as helping to acquaint the person with routines, protocols, and expectations.

Preceptor pay is only paid for hours worked actively engaged in training and evaluating the new employee. Employees assigned by the department head or designee to act as a preceptor on a temporary or substitute basis (e.g., when the regularly assigned preceptor is on leave or reassigned), will receive preceptor pay for hours worked actively engaged in training and evaluating the new employee.~~The additional compensation shall only apply for time actually worked in the preceptor assignment in which the designated Per Diem employee precepts newly hired or transferred regular, Per Diem, or part time staff. A designated Per Diem employee shall be paid preceptor pay for the period of time determined by the department head, or designee, for precepting duties as part of a formalized preceptor program.~~

~~When the determined period of time is completed, the designated Per Diem employee may act as a mentor; however, such mentorship shall not qualify for Preceptor Pay. Per Diem employees will not be eligible for preceptor pay to work with or orient non County staff, students, or registry personnel. Notwithstanding any other provision, any Respiratory Care Practitioner II Registered, when assigned to precept students, shall be paid preceptor pay for time actually worked in the preceptor assignment.~~

Every preceptor must complete a preceptor training program as required by RUHS management prior to assignment as a preceptor, and refresher training as required.

|   |                 |
|---|-----------------|
| (a) working for an RUHS campus:<br><ul style="list-style-type: none"> <li>• Registered Nurse <del>I, II, III, IV, V</del><sup>‡</sup></li> </ul>  | \$5.00 per hour |
| (b) working at RUHS Operating Room:<br><ul style="list-style-type: none"> <li>• Licensed Vocational Nurse I and II<sup>†</sup></li> <li>• Surgical Technician</li> </ul>  | \$1.00 per hour |
| (c) working at RUHS - MC:<br><ul style="list-style-type: none"> <li>• <del>Radiologic Specialist I and II</del></li> <li>• <u>Respiratory Care Practitioner II Registered</u></li> <li>• <u>CT Technologist</u></li> <li>• <u>Radiologic Technologist</u></li> <li>• <u>Mammography Technologist</u></li> <li>• <u>MRI Technologist</u></li> <li>• <u>Interventional Radiologic Technologist</u></li> <li>• <u>Nuclear Medicine Technologist</u></li> <li>• <u>PET/CT Technologist</u></li> <li>• <u>Ultrasound Technologist</u></li> </ul> | \$1.00 per hour |

~~\* To qualify for preceptor pay, the Registered Nurse must complete a training program as required after the selection process.~~

† Selected by the Operating Room Nurse Manager to precept a Registered Nurse in the Operating Room.

#### 5.6. Shift Schedule Premium

Employees who work two (2) – three (3) shifts in a given ~~P~~pay ~~P~~period shall receive a two-percent (2%) ~~differential premium~~ paid at the employee's base hourly rate of pay for all hours actually worked for that ~~P~~pay ~~P~~period.

Employees who work four (4) or more shifts in a given ~~P~~pay ~~P~~period shall receive an additional three-percent (3%), for a total of five percent (5%), ~~differential premium~~ paid at the employee's base hourly rate of pay for all hours actually worked for that ~~P~~pay ~~P~~period.

To qualify for this premium, an eligible shift is defined as working at least eight (8), ten (10) or twelve (12) hours (depending on the minimum shift duration for that unit) during a single shift. An employee who is scheduled to work a shift, as described

above, and who is relieved from duty due to low census shall be credited towards the eligibility for the shift schedule premium; meaning the County shall credit the employee for the shift to count towards the shift schedule premium not that the employee will receive pay for the hours they don't work. (Example: for an employee who is scheduled to work twelve (12) hours but is relieved from duty at the eighth (8<sup>th</sup>) hour, the County shall credit the shift towards qualifying for this premium).

#### 6-7. Holiday Premium Pay

Any Per Diem Unit employee who is assigned and actually works on a ~~County observed~~-holiday identified below shall be paid at the rate of one and one half times the employee's base hourly rate of pay for the hours actually worked.

County holidays shall only include:

January 1, New Year's Day  
Third Monday in January, Martin Luther King, Jr.  
February 12, Lincoln's Birthday  
Third Monday in February, Washington's Birthday  
Last Monday in May, Memorial Day  
June 19<sup>th</sup>, Juneteenth  
July 4, Independence Day  
First Monday in September, Labor Day  
Second Monday in October, ~~Columbus Day~~ Indigenous People's Day

November 11, Veterans' Day  
Fourth Thursday in November, Thanksgiving Day (unless otherwise appointed)  
Friday following Thanksgiving Day  
December 24 and 31, when they fall on Monday  
December 25, Christmas Day  
December 26 and January 2, when they fall on a Friday

ARTICLE 7  
GRIEVANCE PROCEDURE

Section 1. Discussion of Request or Complaint

It is the intent of this procedure that grievances be settled at the lowest possible administrative level. Any employee who believes that they have a justifiable request or complaint shall discuss the request or complaint with their unit supervisor in an attempt to settle the matter.

Section 2. Grievance Definition

Except as outlined below, a "grievance" is the subject of a written request or complaint, which has not been settled as a result of the discussion required by Section 1, initiated by ~~the Union~~ [SEIU](#) on behalf of a specifically named employee or group of employees arising out of a dispute by an employee or group of employees concerning the application or interpretation of the specific terms and conditions set forth in this MOU, Ordinance, rule, regulation, or policy concerning wages, hours, and other terms and conditions of employment. All other matters are excluded from the grievance procedure including, but not limited to:

- A. Matters arising under any of the following:
1. County Harassment Policy and Complaint Procedure;
  2. County Violence, Threats, and Securities Policy;
  3. Employment and selection decisions;
  4. Appeals to the Accident Review Committee;
  5. Unfair practices to be adjudicated by Public Employment Relations Board or Superior Court;
  6. Complaints within the jurisdiction of state and federal fair employment agencies other than the Public Employment Relations Board (["PERB"](#));
- B. Requests or complaints, the resolution of which is beyond the delegated authority of the Human Resources Director and which by law requires legislative action (i.e. approval) by the Board of Supervisors.



C. Requests or complaints involving the dismissal of a Per Diem employee.

Section 3. Freedom from Reprisal

No employee shall be subject to coercion or dismissal for discussing a request or complaint with their unit supervisor, or for the good faith filing of a grievance petition.

Section 4. Employee Representation/Union Rights

An employee is entitled to representation in the preparation and presentation of a grievance at any step in the grievance procedure, including the informal discussion with the employee's supervisor, provided an employee that is a member of a representation unit wherein an employee organization has been awarded exclusive recognition pursuant to the Employee Relations Resolution may be represented only by the exclusive employee organization representing the Per Diem bargaining unit. Reasonable access to work areas by representatives of qualified employee organizations shall be in accordance with the provisions of the Employee Relations Resolution and this MOU. The grievant and one (1) representative are entitled to be released from work for a reasonable period of time in order to present the grievance. No person hearing a grievance petition need to recognize more than one (1) representative for the grievant unless, in the opinion of the person hearing the petition, the complexity of the grievance requires more than one (1) representative in order to fully and adequately present the matter.

Section 5. Grievance Petition Form

All grievances shall be submitted to the Human Resources Department on the form prescribed by the Human Resources Director. No grievance petition shall be accepted for processing until the form is complete. Such grievance shall set forth the specific section(s) of the MOU alleged to be violated as provided under Article 7, Section 2.

Section 6. Presentation

All grievance petitions shall be filed within fifteen (15) ~~working-Business days-Days~~ after the discussion with the unit supervisor. In no case shall the grievance be filed more than ~~twenty five (25) thirty (30) workingBusiness days-Days~~ after occurrence of the circumstances giving rise to the grievance otherwise the right to file a grievance petition is waived and no grievance shall be deemed to exist. A grievance petition filed by the union on behalf of an individual current employee that involves an issue of financial reimbursement may, upon the employee's notice to the union, and subject to all applicable time limits, continue through the grievance process after the employee leaves employment with the County.

Section 7. Consolidation

Grievance petitions involving the same or similar issues, filed by ~~the union~~SEIU on

behalf of multiple employees in the same representation unit, may be consolidated for presentation at the discretion of the person hearing the petitions.

#### Section 8. Resolution

Any grievance petitions resolved at any step of the grievance procedure shall be final and binding on the ~~County and the union parties.~~

#### Section 9. Withdrawal

Any grievance petition may be withdrawn by the union ~~at any time~~SEIU, without prejudice.

#### Section 10. Time Limits

Grievance petitions shall be processed from one (1) step to the next within the time limit prescribed in each of the steps. Any grievance petition for which a disposition is not made at any step within the time limit prescribed, or any extension which may be agreed to, may be referred to the next step in the grievance procedure, with the next time limit to run from the date when time for disposition expired. Any grievance petition not carried to the next step by the grievant within the prescribed time limits, or such extension which may be agreed to, shall be deemed resolved upon the basis of the previous disposition.

#### Section 11. Resubmission

Upon consent of the person hearing the grievance petition and ~~the union~~SEIU, a petition may be resubmitted to a lower step in the grievance procedure for reconsideration.

Should either party to this agreement determine that it is necessary to amend its argument at Step 1 or Step 2 of the grievance procedure, the grievance petition shall be remanded back for consideration at the previous step of the procedure. In the event such action occurs, the timelines set forth under Sections 13 (B) and (C) shall apply.

#### Section 12. Extension of Time

The time limits within which action must be taken or a decision made as specified in this procedure may be extended by written consent of the union on behalf of the grievant and the person before whom disposition of the petition is pending.

#### Section 13. Steps

The following procedure shall be followed by an employee or ~~the Union~~SEIU submitting a grievance petition:

A. Discussion with Unit Supervisor. Prior to filing a written grievance petition, the employee shall within ten (10) ~~business days~~ Days from the date of the event leading to the grievance, or ten (10) ~~business~~ Business days ~~Days~~ after any grievant is aware, or reasonably should have become aware of the conditions precipitating the grievance, discuss the matter with the unit supervisor. The ~~Supervisor~~ supervisor shall give a prompt response where it is possible to do so. The ~~Supervisor~~ supervisor is entitled to have the present of one observer during the discussion.

- B. Step 1. Failing to resolve the grievance with the unit supervisor, ~~the union~~SEIU on behalf of the grievant shall submit a grievance petition to the Human Resources Department within fifteen (15) ~~business~~Business days~~Days~~ following the date of the informal discussion with the unit supervisor. The Human Resources Department shall forward the petition to the grievant's Temporary Assignment Program designee. The Temporary Assignment Program designee, shall meet with the grievant, the grievant's representative and the unit supervisor within fifteen (15) ~~business~~Business days~~Days~~ of the submission of the petition. No later than fifteen (15) ~~business~~Business days~~Days~~ thereafter, the Temporary Assignment Program designee shall render a written decision.
- C. Step 2. Failing to resolve the grievance at Step 1, the union on behalf of the grievant shall submit a written request to the Human Resources Director, or designee, for review within ten (10) ~~business~~Business days~~Days~~ following the receipt of the written Step 1 decision. The Human Resources Director or designee shall meet with the grievant and the grievant's representative to discuss the grievance. No later than ten (10) ~~business~~Business days~~Days~~ thereafter the Human Resources Director, or designee, shall render a written decision setting forth the finding of fact, reasoning, conclusion and remedy, if any.
- D. The Step 2 decision shall be final and binding unless ~~the Union~~SEIU requests grievance mediation pursuant to Section 14 of this Article.

#### Section 14. Grievance Mediation

Within ten (10) ~~working~~Business days~~Days~~ from the date the Human Resources Director or designee renders a written decision ~~the Union~~SEIU may request the assistance of a mediator from the State Mediation and Conciliation Service ("SMCS") to settle the grievance. A mediator shall be selected by the striking method unless the parties mutually agree upon a specific mediator.

It is the intent of the parties that the grievance mediation session shall begin as soon as practicable consistent with the mediator's schedule. The mediator's role shall be to assist the parties to reach an agreement. The mediator shall not have authority to impose a settlement on the parties. Any final settlement of the grievance shall be reduced to writing and signed by the parties. The final agreement shall be binding on all parties. In the event the parties are unable to reach settlement, the decision rendered at Step 2 of the grievance procedure shall be final and binding, and shall not be subject to arbitration.

ARTICLE 8  
DUES DEDUCTION, COPE & INDEMNIFICATION

A. Dues Deduction

Each pay period, the County shall send to ~~the Union~~ [SEIU](#) a list of all employees in the bargaining unit including: (1) each employee's first name, middle initial, last name; (2) employee identification number; (3) employee hire date; (4) employee job classification; (5) employment status (ex: active, on leave of absence, etc.); (6) work status (ex: full time, part time, hourly, seasonal, etc.); (7) annual base salary amount; (8) gross earnings per pay period; (9) hourly rate; salary step (if applicable); and (10) total hours worked in the pay period. This information shall be sent to [dues@seiu721.org](mailto:dues@seiu721.org) within five (5) business days of each payday in a CSV or fixed file format that will enable SEIU to download the data in an Excel format.

Each pay period, the Union shall provide the County with an "authorized deduction report" ~~which that~~ includes bargaining unit members who have authorized the deduction of ~~Union-union~~ dues, [Committee on Political Education \("COPE"\)](#) and other deductions and the deduction amounts.

The County shall make the dues and other applicable deductions from the employees' paychecks and remit such itemized deductions to the Union via Electronic Funds Transfer (EFT) within five (5) business days of each payday. The County shall also provide the breakdown of each amount remitted (i.e. Dues, COPE, Supplementary Benefits, etc.) in the same format as the employee data above to [dues@seiu721.org](mailto:dues@seiu721.org) within five (5) business days of each payday.

B. Committee on Political Education ("COPE")

Employees may make voluntary contributions to the Union's registered political action committees. The County shall make the deduction of the voluntary contributions in the same manner as the dues deduction process.

Every pay period the Union will notify the County with a list of employees and the appropriate deduction amount on the "authorized deduction report" of the employees who have signed an authorization for the COPE deduction.

Employees may discontinue voluntary political deductions by providing notice of cancellation to the Union and the Union shall transmit such notice of cancellation to the County by the next full pay period cycle.

C. Indemnification

~~Service Employees International Union Local 721~~ [SEIU Local 721](#) shall indemnify and hold the County, its elected officials, officers and employees, harmless from

any and all claims, demands, suits, or any other action arising from the provisions herein.

ARTICLE 9  
UNION RIGHTS

Section 1. Bulletin Boards

Space will be made available to SEIU on a reasonable number of departmental bulletin boards designated for such purpose, provided such use is reasonable. Notices shall be dated and signed by a SEIU representative. The privilege does not extend to the individual members of SEIU. The posting and removal of bulletin board material must be maintained in a timely fashion. The County, through the Human Resources Director, or designee, reserves the right to suspend or cancel bulletin board privileges for abuse. Bulletin board space will be visible and accessible to all SEIU represented employees at the worksite.

Section 2. Time Reporting Code

- A. Release Time. The County agrees to provide SEIU with one (1) payroll code for union related release time.
- B. All requests for release time by ~~the union~~SEIU shall be processed by the County within a reasonable time from receipt of the request.
- C. Employees granted release time under this article shall not suffer any loss in the base rate of pay for actual hours released that the employee would have otherwise reported to work. Compensation for release time shall not include payment of shift differentials or any premium pay provided under Article 6. No employee shall receive paid release time for any hours or any day for which the employee was not otherwise required to work.
- D. The County shall provide the union with a total count of SEIU represented employees, for all bargaining units covered under this MOU, calculated from the first full pay period in January and July of each year. The aggregate total of the time bank for each calendar year shall be established from the average of these two (2) total employee counts.
- E. Release time under this Article shall be granted upon reasonable advance notice to the County. For the purposes of this Article, reasonable notice is considered at least four (4) weeks prior to the date of the planned activity.

Employees agree to make a good faith effort to have their shifts covered in order to attend planned activities without impairing County services or operations. The County may deny the request if the employee's absence would negatively affect County services or operations. In such cases, the union agrees to waive the right to grieve the denial of release time.

- F. The County will not unreasonably withhold permission to release employees for planned union activity.

### Section 3. Worksite Access

The Union will maintain its existing rights to enforce their rights to worksite access.

The Union shall also be provided, upon request, a meeting room at all work locations, to conduct meetings with represented employees before and after work and during lunch periods (non-working time). Where facilities like the RUHS exist and make impracticable the ability of employees on other floors to be able to attend a meeting due to limited lunch breaks, the County agrees to make every effort to provide additional meeting rooms to address this issue. All meetings will be scheduled through Human Resources, and, at the time the request is made the request will be granted, provided that the meeting room requested has not been previously scheduled.

### Section 4. Stewards

Except as set out below, SEIU may elect or appoint two (2) Stewards in the Per Diem ~~unit~~Unit. The Stewards must be a representative from RUHS-MC and the Department of Mental Health, exclusively.

The Stewards are recognized as representatives of SEIU in their department with the power to bind SEIU in all matters pertaining to this MOU. SEIU agrees to notify the County Human Resources Department in writing of the names of its Stewards and the effective dates of their election or appointment.

There shall be no union activity on County time or premises except as provided for in this MOU. A Steward is permitted to represent SEIU in grievances, collective bargaining, administrative interviews, and other duties consistent with the representational rights granted by the ~~MBA~~Meyers-Millis-Brown Act. Stewards shall not be permitted to request preparation time pursuant to this Article. A Steward will not absent ~~themselves~~him/herself from ~~his/her~~their work without first obtaining the permission of the ~~Department~~department. To obtain permission the Union shall identify the following in the release time request to Human Resources: a) the specific reason for requesting permission, b) the employee(s) to be represented, and c) the general issue involved. SEIU agrees that the provision of County services is not to be negatively affected by any Steward activity permitted by this Article. Subject to the foregoing, the County will not unreasonably withhold permission.

### Section 5. New Employee Orientation

The County shall provide SEIU written notice to the Worksite Organizer (WSO) at the email address SEIU provides to the County, and to [membership@seiu721.org](mailto:membership@seiu721.org) of both County-wide and department-level new employee orientations, no matter how few participants, and whether in person or online, every pay period, except if there is an urgent need that is critical to the County's operations that was not reasonably foreseeable.



SEIU will be allowed to participate and present for no more than twenty (20) minutes during new employee orientation. Alternatively, in the event that a new employee participates in orientation that is self-service (i.e. individual review of policies on-line, etc.), then SEIU will be provided with the employee's cell phone number and e-mail provided to the County, and be allowed time within the first sixty days of their employment to have a union orientation discussion not to exceed 15 minutes during the employee's work time.

No representative of management shall be present during the Union's presentation. Release time shall be granted for one (1) steward-Steward to participate in the new employee orientations.

For purposes of this section "new hires" shall be defined to include any employee new to ~~SEIU 724~~the per Per diem-Diem unitUnit.

Section 6. No Retaliation

The parties agree that there will be no retaliation, reprisals, discharge, harassment of any kind, or discipline issued or pursued against bargaining unit employees as a result of participating in or supporting the parties' collective bargaining, the Joint Labor Management Committee, unfair labor practice charges or procedures, and/or other concerted activities.

ARTICLE 10  
~~ANTI-NO STRIKE~~ CLAUSE

It is hereby agreed that SEIU shall not take part in, nor call, sanction, foster, nor support any strike (including sympathy strikes), work stoppage, slow-down, sick- in nor any other interference with the County's services or operations during the term of this MOU.

Should a strike, sick-outin, picketing, boycott or any other interruption of work occur, the County shall notify SEIU of the existence of such activity and SEIU will take all reasonable steps to terminate such activity and induce the employees to return to work.

ARTICLE 11  
COMPENSATION

Section 1. Compensation Schedule

Employees shall receive the base hourly rate of pay assigned to the classification in which the employee is employed as set forth in Appendix A (Compensation Schedule) as attached and incorporated by reference. The Compensation Schedule, and any adjustments to overtime and premium pay in Article 6, shall be effective the first day of the second full pay period following approval of this MOU by the Board of Supervisors.

~~All unit members who are employed by the County as of the first day of the first full pay period after Board of Supervisors approval of this Agreement will receive a one-time~~

~~lump sum stipend of five hundred dollars (\$500.00). The stipend will be paid no later than three full pay periods after Board of Supervisors approval of this Agreement.~~

~~Unit members who have been employed by the County for at least one full year after the first stipend payment referenced above and who are employed by the County as of the first day of the first full pay period that the stipend is paid will receive a one-time lump sum stipend of five hundred dollars (\$500.00). The stipend will be paid no later than the second full pay period after the one-year period is complete.~~

~~According to the timeline set forth above Effective the first full pay period on or after May 1, 2023, the base hourly rate of pay for classifications covered by this MOU shall be increased—aligned with the base hourly rate of pay provided to employees in comparable classifications in the full-time General SEIU MOU at the maximum rate of the salary range by two and one-half percent (2.5%). During the term of this agreement, the base hourly rate of pay for classifications covered by this MOU shall remain aligned with the base hourly rate of pay at the maximum rate of the salary range for the comparable classifications in the full-time General SEIU Unit, including any market adjustments made to comparable classifications in the full-time General SEIU Unit.~~

~~The Human Resources Director retains the discretionary authority to order increases to the rate of pay during the term of this MOU to address unanticipated recruitment and retention needs within specific classifications. SEIU shall be provided notice before such rate increase(s) go into effect and will be granted the opportunity to meet and consult regarding said increase(s). Except as provided herein, there shall be no pay/salary increases during the term of this MOU.~~

#### Section 2. Classification Consolidations

~~Effective the first day of the second full pay period following approval of this MOU by the Board of Supervisors:~~

~~Employees in the classification of Registered Nurse I—PD and working for the RUHS—MC or CHCs shall be reclassified to the classification of Registered Nurse I—MC/CHC—PD. Employees in the classification of Registered Nurse II—PD and working for the RUHS—MC or CHCs shall be reclassified to the classification of Registered Nurse II—MC/CHC—PD. Employees in the classifications of Registered Nurse III—PD, Registered Nurse IV—PD and Registered Nurse V—PD and working for the RUHS—MC or CHCs shall be reclassified to the classification of Registered Nurse III—MC/CHC—PD. These are new Per-Diem classifications.~~

~~Former Registered Nurse IV and V Per-Diem employees shall be eligible for the applicable Advanced Care Nurse differentials upon reclassification.~~

~~Employees in the classifications of Medical Social Worker I—PD and Medical Social Worker II—PD shall be reclassified to Social Services Practitioner II—PD and Social Services Practitioner III—PD. These are new Per-Diem classifications.~~

~~Employees in the classifications of Institutional Nurse I — PD and Institutional Nurse II — PD shall be reclassified to the classification of Institutional Nurse III — PD. The title of the Institutional Nurse III — PD shall be title changed to Institutional Nurse — PD.~~

~~The title of the Pharmacist — PD classification shall be title changed to Clinical Pharmacist — PD.~~

Section 32. Retirement

Employees shall participate in the County of Riverside 401(a) Temporary and Part-Time Employees' Retirement Plan. Employees are required to contribute 3.75% of eligible earnings into the Plan each pay period. The County shall contribute an annual percentage based on, at a minimum, the actuarial valuation for that year.

ARTICLE 12  
SEPARABILITY

It is understood and agreed that this MOU is subject to all present and future applicable Federal and State laws and regulations and the provisions hereof shall be effective and implemented only to the extent permitted by such laws and regulations. If any part of this MOU is in conflict or inconsistent with such applicable provisions of Federal or State laws or regulations, such part or provision shall be suspended and superseded by such applicable laws and regulations and the remainder of this MOU shall not be affected thereby and shall remain in full force and effect.

ARTICLE 13  
JOINT LABOR/MANAGEMENT COMMITTEES

Labor-Management work groups are tools to help improve the workplace. Labor-Management groups can help resolve problems and/or develop innovative strategies to produce work more efficiently, save the County money, or improve public services.

The County should recognize that its greatest asset is its human resources and that each individual has the potential to strengthen and change the organization both individually and collectively. Labor-Management work groups can be the catalyst for implementing and identifying lasting ways to improve organizational effectiveness by utilizing the County's human resource asset.

Both Parties must recognize that cooperation, problem solving, and long range planning are in the self-interest of their respective organizations and the public they serve.

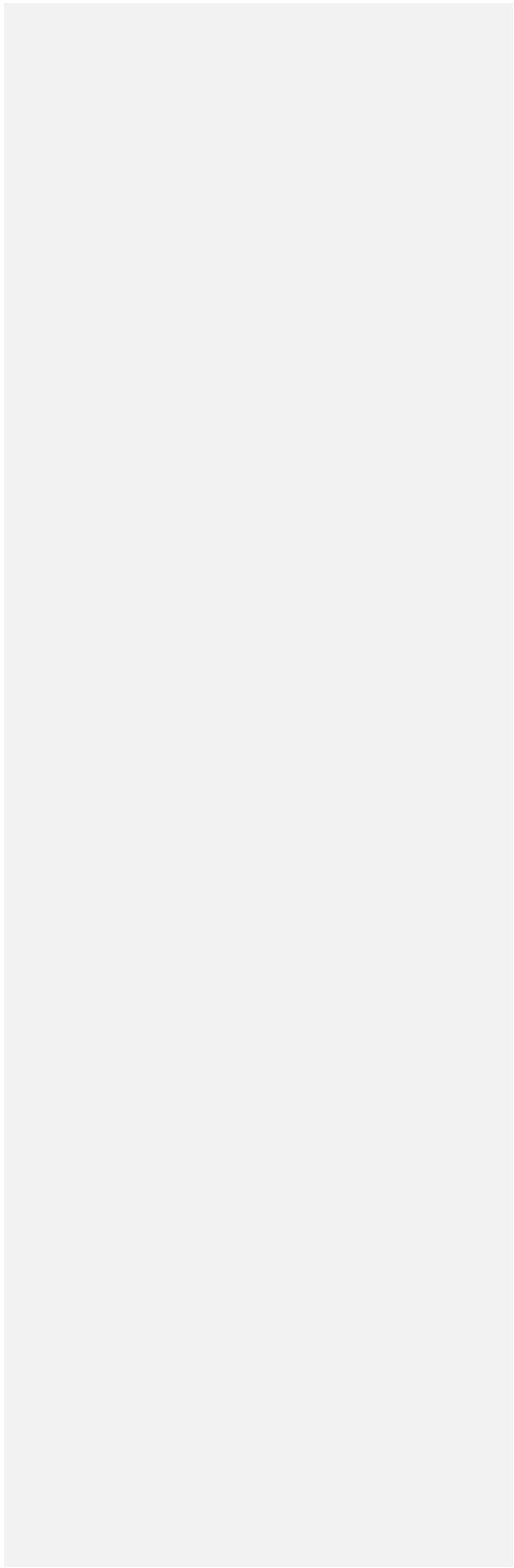
The labor management committees shall be limited to six (6) persons per side and shall be held no fewer than once every three (3) months. It is understood and agreed that each party shall produce an agenda for discussion no later than one (1) week prior to the date of the meeting.

ARTICLE 14  
PER DIEM STATUS TO REGULAR STATUS

The County shall provide employees in the Per Diem Unit who have applied for and who meet the recruiting requirements for a full-time regular SEIU represented classification an opportunity to interview ~~prior to interviewing candidates not employed~~

~~by the County.~~ The County shall consider performance, qualifications, and level of experience with the County as provided by the Per Diem applicant.

|



**APPENDIX A - SEIU PD Classifications**

| <u>Title</u>   | <u>Job Code</u> | <u>Per Diem Hourly Rate</u> |
|--|-----------------|-----------------------------|
| <u>AMBULATORY PRIMARY CARE PHYSICIAN – PD</u>        | <u>57799</u>    | <u>\$152.4255</u>           |
| <u>AMBULATORY PRIMARY CARE PHYSICIAN LEADER – PD</u> | <u>57798</u>    | <u>\$166.6078</u>           |
| <u>CARDIAC SONOGRAPHER - PD</u>                      | <u>98739</u>    | <u>\$42,2055.5372</u>       |
| <u>CLINICAL LABORATORY SCIENTIST - PD</u>            | <u>98702</u>    | <u>\$60,5067.7215</u>       |
| <u>CLINICAL NURSE SPECIALIST - PD</u>                | <u>57801</u>    | <u>\$96.3804</u>            |
| <u>CLINICAL PHARMACIST I - PD</u>                    | <u>73612</u>    | <u>\$83,0092.9027</u>       |
| <u>CLINICAL PSYCHOLOGIST - PD</u>                    | <u>79712</u>    | <u>\$42,2047.1267</u>       |
| <u>CLINICAL THERAPIST I - PD</u>                     | <u>79741</u>    | <u>\$37,8744.3097</u>       |
| <u>CLINICAL THERAPIST II - PD</u>                    | <u>79743</u>    | <u>\$42,4050.3281</u>       |
| <u>CT TECHNOLOGIST – PD</u>                          | <u>98769</u>    | <u>\$68.6072</u>            |
| <u>DENTIST - PD</u>                                  | <u>73899</u>    | <u>\$80,44107.5002</u>      |
| <u>DIETETIC TECHNICIAN - PD</u>                      | <u>57743</u>    | <u>\$28,0437.9316</u>       |
| <u>DIETITIAN I - PD</u>                              | <u>78317</u>    | <u>\$35,4745.6881</u>       |
| <u>DIETITIAN II - PD</u>                             | <u>78318</u>    | <u>\$44,3249.6089</u>       |
| <u>ELECTROENCEPHALOGRAPHIC TECHNOLOGIST- PD</u>      | <u>98763</u>    | <u>\$35,7446.2838</u>       |
| <u>EXERCISE PHYSIOLOGIST - PD</u>                    | <u>73477</u>    | <u>\$36,5540.9053</u>       |
| <u>GRADUATE SPEECH-LANGUAGE PATHOLOGIST - PD</u>     | <u>73418</u>    | <u>\$42,5547.6314</u>       |
| <u>INSTITUTIONAL NURSE - PD</u>                      | <u>74065</u>    | <u>\$55,8980.3706</u>       |
| <u>INTERN PHARMACIST – PD</u>                        | <u>73604</u>    | <u>\$29.7357</u>            |
| <u>INTERVENTIONAL RADIOLOGIC TECHNOLOGIST – PD</u>   | <u>98771</u>    | <u>\$67.9560</u>            |
| <u>LICENSED PSYCHIATRIC TECHNICIAN - PD</u>          | <u>57746</u>    | <u>\$25,7442.5261</u>       |
| <u>LICENSED VOCATIONAL NURSE I - PD</u>              | <u>57757</u>    | <u>\$35,9040.1876</u>       |
| <u>LICENSED VOCATIONAL NURSE II - PD</u>             | <u>57754</u>    | <u>\$37,9942.5261</u>       |
| <u>LICENSED VOCATIONAL NURSE III - PD</u>            | <u>57765</u>    | <u>\$40,2045.0012</u>       |
| <u>MAMMOGRAPHY TECHNOLOGIST – PD</u>                 | <u>98767</u>    | <u>\$62.0011</u>            |
| <u>MRI TECHNOLOGIST - PD</u>                         | <u>98775</u>    | <u>\$76.0645</u>            |
| <u>NUCLEAR MEDICINE TECHNOLOGIST – PD</u>            | <u>98773</u>    | <u>\$75.6480</u>            |
| <u>NURSE PRACTITIONER I - PD</u>                     | <u>73987</u>    | <u>\$79,9789.5130</u>       |
| <u>NURSE PRACTITIONER II - PD</u>                    | <u>73988</u>    | <u>\$94,97102.9399</u>      |
| <u>NURSE PRACTITIONER III - PD</u>                   | <u>74067</u>    | <u>\$97,03108.6017</u>      |
| <u>NUTRITIONIST - PD</u>                             | <u>78352</u>    | <u>\$35,8442.0297</u>       |
| <u>OB/GYN – PD</u>                                   | <u>57800</u>    | <u>\$170.1202</u>           |
| <u>OCCUPATIONAL THERAPIST I - PD</u>                 | <u>73443</u>    | <u>\$54,7961.3242</u>       |
| <u>OCCUPATIONAL THERAPIST II - PD</u>                | <u>73437</u>    | <u>\$56,0571.6844</u>       |
| <u>OCCUPATIONAL THERAPY ASSISTANT - PD</u>           | <u>57768</u>    | <u>\$38,9049.3963</u>       |
| <u>PET/CT TECHNOLOGIST – PD</u>                      | <u>98708</u>    | <u>\$79.8088</u>            |
| <u>PHYSICAL THERAPIST ASSISTANT - PD</u>             | <u>57769</u>    | <u>\$38,9049.3963</u>       |
| <u>PHYSICAL THERAPIST I - PD</u>                     | <u>73448</u>    | <u>\$54,7961.3242</u>       |
| <u>PHYSICAL THERAPIST II - PD</u>                    | <u>73447</u>    | <u>\$56,0571.6844</u>       |
| <u>PHYSICIAN ASSISTANT FELLOWSHIP - PD</u>           | <u>73844</u>    | <u>\$26,5234.1163</u>       |
| <u>PHYSICIAN ASSISTANT I - PD</u>                    | <u>73842</u>    | <u>\$79,9789.5130</u>       |
| <u>PHYSICIAN ASSISTANT II - PD</u>                   | <u>73973</u>    | <u>\$94,97102.9399</u>      |
| <u>PHYSICIAN ASSISTANT III - PD</u>                  | <u>73843</u>    | <u>\$97,03108.6017</u>      |
| <u>PHYSICIAN I - PD</u>                              | <u>73782</u>    | <u>\$86,8497.1662</u>       |
| <u>PHYSICIAN II - PD</u>                             | <u>73806</u>    | <u>\$400,80112.8252</u>     |
| <u>PHYSICIAN III - PD</u>                            | <u>73807</u>    | <u>\$406,32119.0076</u>     |

|  |                       |                                    |
|--|-----------------------|------------------------------------|
| <a href="#">PHYSICIAN IV - PD</a>                              | <a href="#">73808</a> | <a href="#">\$112,441,255,5193</a> |
| <a href="#">PUBLIC HEALTH MICROBIOLOGIST I - PD</a>            | <a href="#">78746</a> | <a href="#">\$40,7045,5562</a>     |
| <a href="#">PUBLIC HEALTH MICROBIOLOGIST II - PD</a>           | <a href="#">78747</a> | <a href="#">\$44,7850,1190</a>     |
| <a href="#">PUBLIC HEALTH MICROBIOLOGIST III – PD</a>          | <a href="#">78748</a> | <a href="#">\$54,6517</a>          |
| <a href="#">RADIOLOGIC TECHNOLOGIST - PD</a>                   | <a href="#">98722</a> | <a href="#">\$47,5853,2526</a>     |
| <a href="#">REGISTERED NURSE I - MC/CHC - PD</a>               | <a href="#">57735</a> | <a href="#">\$51,0957,1896</a>     |
| <a href="#">REGISTERED NURSE I - PD</a>                        | <a href="#">73957</a> | <a href="#">\$45,8243,6743</a>     |
| <a href="#">REGISTERED NURSE II - MC/CHC - PD</a>              | <a href="#">57736</a> | <a href="#">\$60,8368,0905</a>     |
| <a href="#">REGISTERED NURSE II - PD</a>                       | <a href="#">73990</a> | <a href="#">\$48,3451,2746</a>     |
| <a href="#">REGISTERED NURSE III - MC/CHC - PD</a>             | <a href="#">57737</a> | <a href="#">\$68,9377,1585</a>     |
| <a href="#">REGISTERED NURSE III - PD</a>                      | <a href="#">73958</a> | <a href="#">\$52,3658,6095</a>     |
| <a href="#">REGISTERED NURSE IV - MC/CHC - PD</a>              | <a href="#">57766</a> | <a href="#">\$80,2785</a>          |
| <a href="#">REGISTERED NURSE IV - PD</a>                       | <a href="#">74062</a> | <a href="#">\$55,2461,8297</a>     |
| <a href="#">REGISTERED NURSE V - MC/CHC - PD</a>               | <a href="#">57767</a> | <a href="#">\$82,8785</a>          |
| <a href="#">REGISTERED NURSE V - PD</a>                        | <a href="#">74063</a> | <a href="#">\$58,2765,2260</a>     |
| <a href="#">RESPIRATORY CARE PRACTITIONER I, REGISTRY - PD</a> | <a href="#">98758</a> | <a href="#">\$36,0540,3510</a>     |
| <a href="#">RESPIRATORY CARE PRACTITIONER II- PD</a>           | <a href="#">98759</a> | <a href="#">\$43,0048,1343</a>     |
| <a href="#">SOCIAL SERVICES PRACTITIONER I - PD</a>            | <a href="#">57738</a> | <a href="#">\$27,4330,7069</a>     |
| <a href="#">SOCIAL SERVICES PRACTITIONER II - PD</a>           | <a href="#">57739</a> | <a href="#">\$35,4136,2953</a>     |
| <a href="#">SOCIAL SERVICES PRACTITIONER III - PD</a>          | <a href="#">57740</a> | <a href="#">\$40,9248,5465</a>     |
| <a href="#">SPEECH-LANGUAGE PATHOLOGIST - PD</a>               | <a href="#">73419</a> | <a href="#">\$56,0965,8856</a>     |
| <a href="#">SR CLINICAL PSYCHOLOGIST - PD</a>                  | <a href="#">79716</a> | <a href="#">\$44,4253,0989</a>     |
| <a href="#">SR RADIOLOGIC TECHNOLOGIST – PD</a>                | <a href="#">98728</a> | <a href="#">\$58,5078</a>          |
| <a href="#">SR THERAPIST - PD</a>                              | <a href="#">13887</a> | <a href="#">\$59,1773,5324</a>     |
| <a href="#">SURGICAL TECHNICIAN - PD</a>                       | <a href="#">57759</a> | <a href="#">\$30,0247,9270</a>     |
| <a href="#">ULTRASOUND TECHNOLOGIST - PD</a>                   | <a href="#">98765</a> | <a href="#">\$67,9560</a>          |



**APPENDIX B COURSE REQUIREMENTS FOR SPECIALTY CARE OR CRITICAL CARE**  
Certifications Required to Work in the Units Identified Below.

| <u>UNIT/TEAM/Specialty</u>  | <u>REQUIREMENTS</u>   |
|---|---|
| <u>BERT</u>   | <u>CPI, BLS, 5150 Certification</u>   |
| Cath Lab  | <u>ACLS and any of the following: 2 years of Cath Lab or IR (Interventional Radiology) experience, 2 years of ICU experience, CCC certification, RCIS (Registered Cardiovascular Intensive Specialist) or RCES (Registered Cardiac Electrophysiology Specialist) ACLS, BLS, NIHSS</u> |
| Chemotherapy  | <u>Chemotherapy Course (RUHS) Certified</u>   |
| <u>Code Team</u>  | <u>ACLS, BLS, PALS/ENPC, NIHSS</u>  |
| <u>Correctional Health Unit/Correctional Care Health Professional</u> | <u>Two (2) years correctional nursing experience BLS</u>  |
| DCU   | <u>CPI, BLS</u>   |
| <u>Diabetes Team</u>  | <u>BLS, CDCES</u>   |
| <u>Emergency Department</u>   | <u>CCC ACLS, BLS, Triage Certification, CPI, PALS/ENPC, NIHSS, TNCC/ATCN</u>  |
| <u>GI Lab</u>   | <u>ACLS, BLS</u>  |
| ICU   | <u>CCC, ACLS, Hemodynamic Monitoring ACLS, BLS, NIHSS, TCAR/Trauma Course</u>   |
| <u>Intermediate Care Unit (Unit 2500)</u>                             | <u>CCC, Clinical Management of Cardiac Dysrhythmias, and ACLS; LVNs require: CCC and IV Certification ACLS, BLS, NIHSS</u>  |
| <u>Interventional Radiology (IR)/Special Procedure Nurses</u>         | <u>BLS, ACLS, PALS, Completion of RUHS Conscious Sedation Course</u>  |
| L&D   | <u>ACLS, BLS, NRP, Fetal Monitoring, Advanced Fetal Monitoring every two (2) years</u>  |
| <u>LVN</u>  | <u>BLS</u>  |
| <u>Med Surge Tele (MST)</u>   | <u>BLS, NIHSS</u>   |
| NICU  | <u>High Risk Neonate Parts 1 &amp; 2, BLS, NRP</u>  |
| OB  | <u>Intermediate Fetal Monitoring every two (2) years BLS, NRP</u>   |
| OR  | <u>Operative Room Certification (RUHS) or CNOR (either every five (5) years) BLS</u>  |
| PACU  | <u>CCC, ACLS, BLS, PALS, NIHSS, TCAR, PCAR</u>  |
| <u>Palliative Care</u>  | <u>BLS</u>  |
| <u>Peds</u>   | <u>BLS, PALS, PCAR/Trauma Course</u>  |
| <u>PICC Team</u>  | <u>BLS, ACLS, PALS and PICC Line Insertion Competency</u>   |
| PICU  | <u>CCC for Pediatric Basic Pediatric Course, PALS and Hemodynamic Monitoring, BLS, PCAR/Trauma Course</u>   |
| <u>Psychiatry (ETS/ITF/PCLS)</u>                                      | <u>BLS, CPI, Specialized LPS, 5150 authorization, Legal in-service training, 5150 Designation Training, Six (6) months of Psychiatric Nursing experience and Non Violent Crisis Intervention</u>  |

| <u>UNIT/TEAM/Specialty</u>                            | <u>REQUIREMENTS</u>   |
|---|---|
| <u>Respiratory Care Practitioner</u>                  | <u>BLS, ACLS</u>  |
| <u>Respiratory Therapy Department</u>                 | <u>BLS, ACLS</u>  |
| <u>SAFESART</u>                                       | <u>ACLS, BLS, PALS, CPI, Sexual Assault Forensic Examiner Training thirty five (35) hours or greater, completion of in-house forty (40) hour Forensic Nurse Examiner preceptor program. Must be able to work as independent examiner. Completion of SANE Training</u> |
| <u>Same Day Surgery</u>                               | <u>BLS, NIHSS</u>   |
| <u>Throughput</u>                                     | <u>ACLS, BLS, NIHSS</u>   |
| <u>Trauma Registrar Team</u>                          | <u>ACLS, BLS</u>  |
| <u>Trauma Services</u>                                | <u>ATCN/TNCC, ACLS and PALS, BLS, NIHSS</u>   |
| <u>Wound Care</u>                                     | <u>BLS, Any National Wound Certification (recognized by AACN or ANCC)</u>   |
| <u>PCU Overflow (Unit 3100)</u>                       | <u>CCC, Clinical Management of Cardiac Dysrhythmias, ACLS</u>   |
| <u>Unit 4100</u>                                      | <u>NIHSS Certification</u>  |
| <u>Minimally Invasive Diagnostic Registered Nurse</u> | <u>ACLS, PALS and critical care or emergency nursing educational program within most recent three (3) years and two (2) years telemetry, critical care or emergency nursing experience</u>  |

- “ACLS” – Advanced Coronary Life Support
- ~~“APLS” – Advanced Pediatric Life Support~~
- “ATCN” – Advanced Trauma Care Nursing
- “BLS” – Basic Life Support
- ~~“CCC” – Critical Care Course~~
- ~~“CNOR” – Certified Nurse Operating Room~~
- “CPI” – Crisis Prevention Training
- “ENPC” – Emergency Nurse Pediatrics Course
- ~~“LPS” – Lanterman Petris Service~~
- “MICN” – Mobile Intensive Care Nursing
- “NIHSS” – National Institutes of Health Stroke Scale
- “NRP” – Neonatal Resuscitation Program
- “PALS” – Pediatric Advanced Life Support
- ~~“PCAR” – Pediatric Care After Resuscitation~~
- ~~“SANE” – Sexual Assault Nurse Examiner~~
- ~~“TCAR” – Trauma Care After Resuscitation~~
- “TNCC” – Trauma Nurse Core Curriculum

“NRP” – Neonatal Resuscitation Program  
“PALS” – Pediatric Advanced Life Support  
“TNCC” – Trauma Nurse Core Curriculum



## CLINICAL NURSE SPECIALIST – PER DIEM

Class Code: 73604

COUNTY OF RIVERSIDE  
Established Date: Aug 21, 2025  
Revision Date: Aug 21, 2025

### **SALARY RANGE**

\$96.38 Hourly  
\$16,705.93 Monthly  
\$200,471.13 Annually

### **CLASS CONCEPT:**

Under general direction, supervises and coordinates the day-to-day patient care activities of a specified clinical practice, ensuring adherence to established clinical policies, protocols, regulations, and standards; functions as an expert clinician, consultant, educator, and/or researcher; develops methodologies and implements standards of care; performs other related duties as required.

The Clinical Nurse Specialist – Per Diem is an advanced-practice registered nurse and reports to a Director of Nursing Services or senior level nursing administrator. Incumbents have advanced knowledge of the concepts and theories related to the target population and possess expert clinical skills in assessment, diagnosis, treatment, and evaluation of patients. The Clinical Nurse Specialist – Per Diem functions independently in combined roles that include providing expert patient care, evaluating/addressing staff educational needs, serving as a consultant using comprehensive knowledge of clinical theory and practice, and as a researcher in a clinical leadership role to develop and/or implement new nursing concepts and methodologies in the area of specialty.

Per Diem personnel are distinguished from regular employees in that they receive additional compensation in lieu of County fringe benefits and work assignments may be on a flexible work hour schedule or on an as-needed basis.

**REPRESENTATION UNIT:** SEIU - Per Diem

### **EXAMPLES OF ESSENTIAL DUTIES (may include but not limited to):**

- Use advanced clinical skills to direct nursing practice, providing direct patient care within the area of specialty.
- Evaluate the nursing care of patients requiring continued follow-up; collaborate with other members of the healthcare team to develop an integrated plan of care; create a collegial environment to produce shared ideas increasing the medical unit's overall quality of care.
- Function as a clinical consultant using acquired knowledge, background and experience to identify and resolve complex or unique nursing care problems.

- Identify the need for new or modified standardized policies and procedures through collaboration with supervisory team; implement needed changes.
- Serve as a professional resource in area of clinical specialty to staff, management, community members, students within the health profession, and other hospitals; participate in community activities related to healthcare.
- Collaborate with the Director of Nursing Services or senior level nursing administrator to facilitate the clinical development and proficiency of the nursing staff; assess educational/training needs of staff; develop, implement and conduct nursing education programs specifically designed to meet identified areas of deficiency.
- Participate in the development and implementation of patient/family education programs.
- Conduct or participate in research of specialty area; communicate research findings, innovations in area of specialty and new technologies to staff; assist in maintaining patient statistics and administrative records.
- Provide strategic direction to medical staff to modify existing methodologies resulting in the adoption of new evidence-based practices.
- Develop population specific clinical guidelines, policies, and procedures to standardize methods of care.
- Determine cost benefit versus fiscal impact of implementing new products, services and technologies.
- Pursue continuing education to expand clinical knowledge and expertise.

**RECRUITING GUIDELINES:**

Education: Graduation from an accredited college or university with a master's degree in nursing.

Experience: Four years of clinical nursing experience, two years of which must have been in a specialty area related to the assignment.

Knowledge of: Techniques used to assess patient/family and staff education needs; current regulatory requirements pertinent to the area of clinical specialty; principles, practices and techniques used in nursing care in the specialty area; community resources and referral systems; legal implications of advanced practice roles in nursing; principles of quality assurance and research; principles of supervision; administrative functions.

Ability to: Provide care to patients with acute and chronic health problems; collaborate with the healthcare team; practice under standardized protocols; communicate effectively; establish and maintain effective working relationships with patients, families, healthcare team members, and other professionals; assess the educational needs of the nursing staff; supervise and evaluate the performance of subordinate nursing staff.

**OTHER REQUIREMENTS:**

License/Certificate: Possession of a valid California Driver's License may be required.

Must possess and maintain a current valid license to practice as a Registered Nurse in the State of California.

Possession of a valid certificate authorizing practice as a Clinical Nurse Specialist in the State of California.

**PRE-EMPLOYMENT:**

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

**PROBATIONARY PERIOD:**

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.



## INTERN PHARMACIST – PER DIEM

Class Code: 73604

COUNTY OF RIVERSIDE  
Established Date: Aug 21, 2025  
Revision Date: Aug 21, 2025

### **SALARY RANGE**

\$29.74 Hourly  
\$5,154.18 Monthly  
\$61,850.17 Annually

### **CLASS CONCEPT:**

Under close supervision of a licensed Pharmacist, assists in the preparation, manufacture and dispensing of drugs; receives supervised professional experience in a pharmacy; performs other related duties as required.

An Intern Pharmacist – Per Diem is registered by the Board of Pharmacy of the State of California to participate in a program of professional training and experience in a hospital pharmacy leading to professional licensure.

Per Diem personnel are distinguished from regular employees in that they receive additional compensation in lieu of County fringe benefits and work assignments may be on a flexible work hour schedule or on an as-needed basis.

**REPRESENTATION UNIT:** SEIU - Per Diem

### **EXAMPLES OF ESSENTIAL DUTIES (may include but not limited to):**

- Assist in compounding prescriptions and special orders of physicians and dentists.
- Assist in compounding and manufacturing drugs and pharmaceutical preparations.
- Assist in dispensing drugs and pharmaceutical preparations for in-patients, out-patients, clinics, and unit personnel.
- Maintain records pertaining to drugs and pharmaceuticals compounded, manufactured and dispensed.

### **RECRUITING GUIDELINES:**

Knowledge of: The compounding of prescriptions and stock pharmaceutical preparations; drugs, chemicals and pharmaceutical supplies required in the operation of a dispensary; laws pertaining to dispensing and use of narcotics and poisons.

Ability to: Follow accurately, accepted procedures of compounding drugs and pharmaceutical preparations; keep records and prepare reports; work cooperatively with others.

**OTHER REQUIREMENTS:**

Certificate: Possession of a valid certificate of registration as an Intern Pharmacist issued by the State Board of Pharmacy.

**PRE-EMPLOYMENT:**

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

**PROBATIONARY PERIOD:**

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.





## PET/CT TECHNOLOGIST – PER DIEM

Class Code: 98708

COUNTY OF RIVERSIDE  
Established Date: Aug 21, 2025  
Revision Date: Aug 21, 2025

### **SALARY RANGE**

\$79.81 Hourly  
\$13,833.52 Monthly  
\$166,002.26 Annually

### **CLASS CONCEPT:**

Under general direction, performs professional, specialized diagnostic nuclear imaging studies in the care and services of patients in an acute care facility or health system; assists physicians and carries out their orders; performs other related duties as required.

The PET/CT Technologist – Per Diem is a journey level classification and reports to an appropriate supervisory or manager level position. Incumbents are responsible for performing specialized nuclear medicine diagnostic studies using dual-mode scanners such as Positron Emission Tomography-Computed Tomography (PET/CT) to fuse functional and anatomic information of the body for assessment and diagnosis of pathological diseases. Incumbents perform the full range of specialized patient care assignments requiring a greater technical knowledge with little supervision or guidance.

The PET/CT Technologist – Per Diem is distinguished from the Radiologic Specialist series in that this classification uses a combination of two modalities that require dual state certifications.

Per Diem personnel are distinguished from regular employees in that they receive additional compensation in lieu of County fringe benefits and work assignments may be on a flexible work hour schedule or on an as-needed basis.

**REPRESENTATION UNIT:** SEIU - Per Diem

### **EXAMPLES OF ESSENTIAL DUTIES (may include but not limited to):**

- Assist with patient appointments in accordance with hospital policies and procedures; establish proper patient identity; confirm physician orders; ensure patient position, comfort and safety; explain exam procedures to patients.
- Perform hybrid imaging procedures for patients, obtain patient history and monitor patient during procedure.
- Calculate, dispense and administer isotope dosage following established departmental procedures and appropriate safety measures.

- Prepare radiopharmaceuticals according to manufacturer's standards; inject contrast for certain hybrid imaging procedures.
- Instruct students and ancillary personnel; assist in the use of a variety of equipment or procedures.
- Maintain an effective working relationship with patients, visitors, departmental, and hospital staff.
- Evaluate new products and equipment for possible future use; participate in developing new techniques and procedures.
- Prepare preliminary reports as determined by lead medical personnel; monitor and maintain appropriate inventory levels of service and office supplies; maintain a clean and organized work environment.
- Perform research under the supervision of a nuclear medicine physician or a radiologist with nuclear medicine certification.
- Perform single-mode nuclear medicine studies, as necessary.

**RECRUITING GUIDELINES:**

Education: Successful completion of the education required by the State of California to obtain a valid license and/or certification necessary for the position in the assigned area of specialty.

Experience: One year of performing nuclear medicine procedures in a clinical nuclear medicine facility -AND- one year of performing computed tomography procedures in an acute care facility, which included responsibilities in designated diagnostic imaging procedures and specific areas.

Knowledge of: The principles, techniques and methods applicable to the two modalities diagnostic specialty areas; the operational care of imaging equipment; federal, state, local laws, and regulations governing radiation safety; computer-based systems required to access PACS and Patient Information Systems programs.

Ability to: Understand and follow detailed instructions; learn to understand and operate equipment; deal effectively with, and understand, the various types and conditions of patients; produce quality images; prepare records and reports; establish and maintain effective working relationships with physicians, nurses, patients, and co-workers.

**OTHER REQUIREMENTS:**

License/Certificate: Possession of a valid license as a Certified Technologist Nuclear Medicine (CTNM) issued by the California Department of Public Health Radiological Health Branch and one of the following:

Current computed tomography (CT) certificate issued by the American Registry of Radiologic Technologists (ARRT).

Current computed tomography (CT) certificate issued by the Nuclear Medicine Technologist Certification Board (NMTCB).

Possession of a valid license to practice as a Certified Radiologic Technologist (CRT) issued by the California Department of Public Health Radiological Health Branch.

Possession of a valid California Driver's License may be required.

**PRE-EMPLOYMENT:**

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

**PROBATIONARY PERIOD:**

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.



## REGISTERED NURSE IV - MC/CHC – PER DIEM

Class Code: 57766

COUNTY OF RIVERSIDE  
Established Date: Aug 21, 2025  
Revision Date: Aug 21, 2025

### **SALARY RANGE**

\$80.28 Hourly  
\$13,914.94 Monthly  
\$166,979.28 Annually

### **CLASS CONCEPT:**

Performs professional nursing duties in the care and services to patients and their families at the Riverside University Health System-Medical Center (RUHS-MC), Community Health Clinics (CHC) or other RUHS locations as assigned; assists physicians and carries out their orders; provides quality control and improvement functions; coordinates a continuum of care for a selected group of patients from pre-admission through post-discharge; responsible for oversight, development, implementation, and coordination of special programs, services and education in the healthcare setting; performs other related duties as required.

The Registered Nurse IV - MC/CHC – Per Diem is the advanced journey level classification in the Registered Nurse - MC/CHC series and reports to an appropriate supervisory or manager level position. Incumbents perform nursing duties while applying advanced knowledge and skills in providing care and service to patients with more complex problems and needs within assigned unit(s). Incumbents' responsibilities are expanded to include participation in specialty assignments and/or activities relating to quality assurance, policy and procedure review/revision, in-service education, staff development, and preceptorship.

The Registered Nurse IV - MC/CHC – Per Diem is distinguished from the Registered Nurse III - MC/CHC in that the former is involved in the mentorship of subordinate nursing staff while performing the full range of professional nursing duties at the highest degree of complexity, with isolated roles in participating in specialty assignments designed to enhance hospital productivity, quality patient care and initiate changes to administrative and operational decisions based on research and data.

Only employees in the Registered Nurse III - MC/CHC classification assigned to the RUHS Medical Center or Community Health Clinics who are appointed by the Professional Development Committee to work as a Registered Nurse IV or a Registered Nurse V are eligible for this assignment.

Per Diem personnel are distinguished from regular employees in that they receive additional compensation in lieu of County fringe benefits and work assignments may be on a flexible work hour schedule or on an as-needed basis.

**REPRESENTATION UNIT:** SEIU - Per Diem

**EXAMPLES OF ESSENTIAL DUTIES (may include but not limited to):**

- Assess, plan, organize, provide, and/or oversee nursing care to patients in accordance with physician instructions; make preliminary observations of, and prepare patients for, medical treatment.
- Participate in various committee meetings and present and/or gather data and information to assist management in making administrative and operational decisions.
- Participate in committee activities related to performance improvement issues by auditing patient records and presenting performance improvement plans to the department staff at least annually; policy and procedure review/revision; participate in in-service education and staff development activities.
- Participate in the development of standards of care activities; serve as a preceptor and on-going mentor to new nursing staff; assign and monitor work of patient care nursing units or programs to ensure quality and productivity standards are met.
- Serve as a resource person to other staff members; conduct research, contract monitoring and special unit studies to maintain high quality and enhance the professionalism of units or programs
- Identify needs for new nursing procedures and protocols; initiate drafts of these procedures and protocols.
- Assess training needs of the assigned units or programs, recommending and developing strategies to meet these needs; instruct classes to meet the training needs of the units at least twice a year.
- Draft recommendation standards of care, policies, procedures and quality indicators as assigned; provide education for the staff and monitors compliance to reach established goals.
- Lead and co-lead both didactic and process groups and provide one-to-one counseling with clients, families and significant others.
- Interface with professionals from within and outside of assigned areas to provide for continuity of client care.
- Coordinate and monitor patients through the hospitalization process utilizing physicians, primary care nurses and third-party payors to maintain quality care and fiscal responsibility.
- Review the post hospital care plan with the patient/family, establishing a contact regarding timeframes and responsibilities; follow plan through a discharge.

**RECRUITING GUIDELINES:**

**OPTION I**

Education: A bachelor's degree from an accredited college or university in nursing or a health-related field.

Experience: Four years of full-time experience as a Registered Nurse in an acute care facility or community health agency with a minimum of two years in area of specialty. Completion of organizational course(s) specific to quality and safety (e.g., Team Steps and Rapid Improvement Events). Must have completed a qualified and approved major project by unit or department director or two smaller projects or activities demonstrating initiative and leadership that contribute to improved patient care or processes as defined by the Professional Development Committee.

**OPTION II**

Certificate: National Certification recognized by American Association of Critical Care Nurses (AACN) or American Nurses Credentialing Center (ANCC).

Experience: Four years of full-time experience as a Registered Nurse in an acute care facility or community health agency with a minimum of two years in area of specialty. Completion of organizational course(s) specific to quality and safety (e.g., Team Stepps and Rapid Improvement Events). Must have completed a qualified and approved major project by unit or department director or two smaller projects or activities demonstrating initiative and leadership that contribute to improved patient care or processes as defined by the Professional Development Committee.

**OPTION III**

Education: A master's degree from an accredited college or university in nursing or a health-related field.

Experience: Two years of full-time experience as a Registered Nurse in an acute care facility or community health agency with a minimum of two years in area of specialty. Completion of organizational course(s) specific to quality and safety (e.g., Team Stepps and Rapid Improvement Events). Must have completed a qualified and approved major project by unit or department director or two smaller projects or activities demonstrating initiative and leadership that contribute to improved patient care or processes as defined by the Professional Development Committee.

**ALL OPTIONS**

Knowledge of: Current principles, techniques and procedures used in professional nursing; medical terminology and patient care routine appropriate to clinical setting; medical instruments and equipment; the uses and effects of medicines and narcotics; community resources available to provide patient care and follow-up; federal, state and local laws and regulations governing professional aspects of nursing; identification of potential discharge needs; payor source documentation requirements and governmental regulations affecting reimbursement.

Ability to: Perform the full range of nursing duties and responsibilities of patient care in home, school or community settings; plan, organize and implement nursing plans for patients; prepare and maintain concise and complete records and reports; establish and maintain effective working relationships with physicians, patients and fellow employees; secure the cooperation of employees to work effectively together; keep abreast of developments in areas of nursing specialization; teaches, mentors and supervises others routinely; effectively prepare and present reports and recommendations both orally and in written form; collect and evaluate data, draw conclusions and formulate recommendations.

**OTHER REQUIREMENTS:**

License/Certificate: Must possess and maintain a current valid license to practice as a Registered Nurse in the State of California.

Possession and maintenance of a current valid Basic Life Support (BLS) certificate issued by the American Heart Association.

Possession of a valid California Driver's License may be required of some positions.

**PRE-EMPLOYMENT:**

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

**PROBATIONARY PERIOD:**

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.



## REGISTERED NURSE V - MC/CHC – PER DIEM

Class Code: 57767

COUNTY OF RIVERSIDE  
Established Date: Aug 21, 2025  
Revision Date: Aug 21, 2025

### **SALARY RANGE**

\$82.88 Hourly  
\$14,365.61 Monthly  
\$172,387.28 Annually

### **CLASS CONCEPT:**

Performs professional nursing duties in the care and services to patients and their families at the Riverside University Health System-Medical Center (RUHS-MC), Community Health Clinics (CHC) or other RUHS locations as assigned; assists physicians and carries out their orders; provides quality control and improvement functions; coordinates a continuum of care for a selected group of patients from pre-admission through post-discharge; responsible for oversight, development, implementation, and coordination of special programs, services and education in the healthcare setting; performs other related duties as required.

The Registered Nurse V - MC/CHC – Per Diem is the advanced journey level classification in the Registered Nurse - MC/CHC series and reports to an appropriate supervisory or manager level position. Incumbents perform nursing duties while applying advanced knowledge and skills in providing care and service to patients with more complex problems and needs within assigned unit(s). Incumbents' responsibilities are expanded to include participation in specialty assignments and/or activities relating to quality assurance, policy and procedure review/revision, in-service education, staff development, and preceptorship.

The Registered Nurse V - MC/CHC – Per Diem is distinguished from the Registered Nurse III - MC/CHC in that the former is involved in the mentorship of subordinate nursing staff while performing the full range of professional nursing duties at the highest degree of complexity, with isolated roles participating in specialty assignments designed to enhance hospital productivity, quality patient care and initiate changes to administrative and operational decisions based on research and data.

Only employees in the Registered Nurse III - MC/CHC classification assigned to the RUHS Medical Center or Community Health Clinics who are appointed by the Professional Development Committee to work as a Registered Nurse IV or a Registered Nurse V are eligible for this assignment.

Per Diem personnel are distinguished from regular employees in that they receive additional compensation in lieu of County fringe benefits and work assignments may be on a flexible work hour schedule or on an as-needed basis.

**REPRESENTATION UNIT:** SEIU - Per Diem

**EXAMPLES OF ESSENTIAL DUTIES (may include but not limited to):**

- Assess, plan, organize, provide, and/or oversee nursing care to patients in accordance with physician instructions; make preliminary observations of, and prepare patients for, medical treatment.
- Participate in or provide leadership to/chairs, various committee meetings and present and/or gather data and information to assist management in making administrative and operational decisions.
- Participate or provide leadership in committee activities related to performance improvement issues by auditing patient records and presenting performance improvement plans to the department staff at least two times annually; policy and procedure review/revision to maintain up to date policies at all times.
- Participate or provide leadership in the development of standards of care activities; serve as a preceptor and on-going mentor to nursing staff; assign and monitor work of a patient care unit(s) to ensure quality and productivity standards are met; act as a resource to other units as assigned and actively support the nurse manager and supervisory staff.
- Conduct research and special unit studies to enhance the professionalism, quality standards and customer satisfaction of the units or department.
- Identify needs for new nursing procedures and protocols; initiate drafts of these procedures and protocols; facilitate throughout the administrative process and initiation into practice at the department level.
- Assess training needs of assigned units, recommending and developing programs to meet these needs; participate in in-service education and staff development activities through instructional classes at least two times a year.
- Draft recommendation standards of care, policies, procedures, and quality indicators as identified or assigned; provide education for the staff and monitor compliance to reach established goals.

**RECRUITING GUIDELINES:**

**OPTION I**

Education: A bachelor's degree from an accredited college or university in nursing or a health-related field.

Certificate: National Certification recognized by American Association of Critical Care Nurses (AACN) or American Nurses Credentialing Center (ANCC).

Experience: Seven years of full-time experience as a Registered Nurse in an acute care facility or community health agency with a minimum of two years in area of specialty. Completion of organizational course(s) specific to quality and safety (e.g., Team Steps and Rapid Improvement Events) and full participation in one or more patient outcome regulatory compliance committee(s) with meeting attendance equal to or greater than seventy-five percent (75%). Must have completed a qualified and approved major project by unit or department director and one smaller project or activity demonstrating initiative and leadership that contributes to improved patient care or processes as defined by the Professional Development Committee.

**OPTION II**

Education: A master's degree from an accredited college or university in nursing or a health-related field.

Experience: Five years of full-time experience as a Registered Nurse in an acute care facility or community health agency with a minimum of two years in area of specialty. Completion of organizational course(s) specific to quality and safety (e.g., Team Steps and Rapid Improvement



Events) and full participation in one or more patient outcome regulatory compliance committee(s) with meeting attendance equal to or greater than seventy-five percent (75%). Must have completed a qualified and approved major project by unit or department director and one smaller project or activity demonstrating initiative and leadership that contributes to improved patient care or processes as defined by the Professional Development Committee.

**ALL OPTIONS**

Knowledge of: Teaching and/or supervising the current principles, techniques and procedures used in professional nursing; medical terminology and patient care routine appropriate to clinical setting; medical instruments and equipment; the uses and effects of medicines and narcotics; community resources available to provide patient care and follow-up; federal, state and local laws and regulations governing professional aspects of nursing.

Ability to: Perform, supervise and instruct in the full range of nursing duties and responsibilities in a patient care setting; plan and organize nursing plans for patients; prepare and maintain concise and complete records and reports; establish and maintain effective working relationships with physicians, patients, fellow employees, and other outside healthcare providers; secure the cooperation of employees to work effectively together; keep abreast of developments in areas of nursing specialization; teach, mentor and supervise others routinely; may be assigned to any unit to fill in temporarily to assist staff or a supervisor; effectively prepare and present reports and recommendations both orally and in written form; collect and evaluate data, draw conclusions and formulate recommendations.

**OTHER REQUIREMENTS:**

License/Certificate: Must possess and maintain a current valid license to practice as a Registered Nurse in the State of California.

Possession and maintenance of a current valid Basic Life Support (BLS) certificate issued by the American Heart Association.

Possession of a valid California Driver's License may be required of some positions.

**PRE-EMPLOYMENT:**

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

**PROBATIONARY PERIOD:**

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.



## SENIOR RADIOLOGIC TECHNOLOGIST – PER DIEM

Class Code: 98728

COUNTY OF RIVERSIDE  
Established Date: Aug 21, 2025  
Revision Date: Aug 21, 2025

### **SALARY RANGE**

\$58.51 Hourly  
\$10,141.36 Monthly  
\$121,696.28 Annually

### **CLASS CONCEPT:**

Under general direction, performs professional radiologic technology duties in the care and services of patients in an acute care facility; assists physicians and carries out their orders; performs other related duties as required.

The objective of this series is to establish a career ladder which provides professional growth through the performance of increasingly responsible and complex assignments and to recognize professional development and expertise attained through education and experience.

The Senior Radiologic Technologist – Per Diem level is responsible for providing leadership on the evening and night shifts in the absence of supervisory staff.

Per Diem personnel are distinguished from regular employees in that they receive additional compensation in lieu of County fringe benefits and work assignments may be on a flexible work hour schedule or on an as-needed basis.

**REPRESENTATION UNIT:** SEIU - Per Diem

### **EXAMPLES OF ESSENTIAL DUTIES (may include but not limited to):**

- Provide diagnostic services to patients to produce images; prepare, position and transfer patients; provide immobilization devices as required; select proper technical factors on an individual patient basis.
- Operate equipment as directed; develop film by automatic processing; provide patient protection in accordance with prescribed safety standards.
- Assist physicians in the administering of contrast media; ensure the technical quality and the proper functioning of equipment within designated areas.
- Maintain adequate records; maintain orderliness and cleanliness of all work areas; secure and return supplies.
- Instruct students and ancillary personnel; assist in the use of a variety of equipment or procedures.

- Assist in the development of technical factors and film selection; record patient information; film serial numbers and types of views taken on patient's film jacket; maintain files of x-ray film.
- Maintain an effective work relationship with patients, visitors, departmental, and hospital staff.
- In the diagnostic technology area, provide leadership and technical guidance to staff on night and evening shifts by ensuring quality control, assigning the work and identifying operational problems and reporting them to supervisory staff.

**RECRUITING GUIDELINES:**

**OPTION I**

Experience: Two years of radiologic technologist experience comparable to an acute care facility within the last five years, one year of which included responsibilities in designated procedures and specific areas.

**OPTION II**

Experience: Two years as a Radiologic Technologist II with the County of Riverside.

**ALL OPTIONS**

Knowledge of: The principles, techniques and methods applicable to radiologic technology; the operation and care of radiographic equipment; structural and organic anatomy; the principles of radiography, film processing and development; federal, state, local laws and regulations governing radiation safety.

Ability to: Understand and follow highly detailed instructions; learn to understand, operate equipment and materials used in examinations; deal effectively with and understand the various types and conditions of patients; produce quality radiographs; prepare records and reports; establish and maintain effective working relationships with physicians, nurses, patients, and fellow workers.

**OTHER REQUIREMENTS:**

License: Possession of a valid license to practice as a Certified Radiologic Technologist in the State of California. (An applicant lacking a California Certified Technologist License may be temporarily employed subject to the requirements of the California State Bureau of Radiological Health.)

**PRE-EMPLOYMENT:**

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

**PROBATIONARY PERIOD:**

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.