

Side Letter Agreement

California Nurses Association

Nurses Unit & Per Diem Nurses Unit

Amendment Date: August 8, 2023

Recruitment and Retention Salary Adjustments

A. Step Adjustment

NURSES UNIT

Effective January 28, 2023, the County shall move employees assigned to Arrowhead Regional Medical Center (including Behavioral Health at ARMC) and at the Sheriff's Department in the following classifications by two (2) steps on their current range not to exceed Step 12.

18075 - Registered Nurse II – ARMC
19175 - Specialty Care Registered Nurse – Trainee
19176 - Specialty Care Registered Nurse
19177 - Specialty Care Registered Nurse Critical Care – Trainee
19178 - Specialty Care Registered Nurse Critical Care
18078 - Registered Nurse III
19190 - Registered Nurse III – Specialty Care
19191 - Registered Nurse III – Specialty Care Critical Care
18065 - Registered Nurse II – Clinic
18062 - Correctional Nurse II (Sheriff's Department Only)
18063 - Correctional Nurse III (Sheriff's Department Only)
14020 - Nurse Educator
14021 - Nurse Educator – Specialty Care
14022 - Nurse Educator – Specialty Care Critical Care
18069 - RN Case Managers
03347 - RN Care Managers
08074 - Hospital Employee Health Nurse
03243 - Clinical Nurse Specialist

Upon step placement, hours will not be reset for the purpose of their next merit advancement.

B. Retention Bonus

The County proposes a one-time Retention Bonus to eligible Nurses Unit and Per Diem Nurses Unit employees assigned to Arrowhead Regional Medical Center and at the Sheriff's Department as provided below.

NURSES UNIT

All Nurses Unit employees listed in the above referenced classifications, who are at Step 12 or on Longevity Step or were not impacted by the Step Adjustment shall be eligible to receive a one-time lump-sum payment of approximately five percent (5%) of base rate of pay on paid hours up to standard hours, on or around February 22, 2023.

PER DIEM NURSES UNIT

All Per Diem Nurses Unit employees in the below listed classifications shall be eligible to receive a one-time lump-sum payment of approximately five percent (5%) of base rate of pay on or around February 22, 2023.

03339 - Registered Nurse I – Per Diem
03340 - Registered Nurse II – Per Diem
19179 - Specialty Care Registered Nurse – Per Diem
19180 - Specialty Care Registered Nurse ER/Trauma – Per Diem
18076 - Registered Nurse II Clinic – Per Diem
18066 - Correctional Nurse – Per Diem (Sheriff's Department Only)
03346 - RN Case Managers – Per Diem

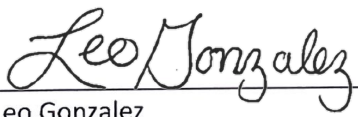
SPECIAL PROVISIONS

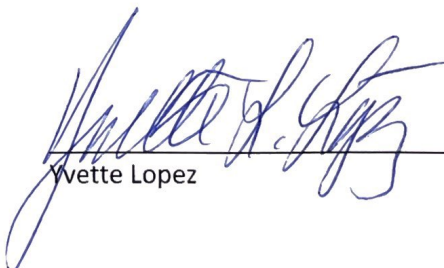
- (a) Eligible Nurses Unit employees who are part-time or job-sharing, excluding 72-hour nurses, and eligible Per Diem Nurses Unit employees shall receive the Retention Bonus based on actual hours worked per pay period during the January 15, 2022 through January 13, 2023, not to exceed 2,080 hours (2,184 hours for Correctional Nurses).
- (b) Eligible nurses who, without a break in service, move from a Nurses Unit position to a Per Diem Nurses Unit position, or vice versa, shall receive the Retention Bonus based on actual hours worked during the period of January 15, 2022 through January 13, 2023, not to exceed 2,080 hours (2,184 hours for Correctional Nurses).
- (c) Employees who are X-Step (base rate of pay between two steps) will be moved to the nearest step above their current base rate of pay plus one additional step. Employees who are X-Step between longevity steps will be eligible to receive only the Retention Bonus.
- (d) Eligible Nurses Unit classifications referenced in Section A (Step Adjustment) who are on Step 11 as of January 28, 2023 will move one (1) step on their current range not to exceed Step 12 and shall be eligible to receive a one-time lump-sum payment of approximately two and a half percent (2.5%) of base rate of pay on paid hours up to standard hours, on or around February 22, 2023.
- (e) An employee who has separated from County employment for any reason; or who commenced employment in the Nurses Unit or Per Diem Nurses Unit after January 27, 2023; or who is no longer in a Nurses Unit or Per Diem Nurses Unit position for any reason prior to the pay period for which an incentive payment is paid shall not be eligible to receive the payment.
- (f) Employees newly eligible as part of the amendment shall receive a one-time lump sum payment of approximately five percent (5%) of base rate of pay as of January 13, 2023. The payment shall be paid on or around August 23, 2023.

Date Agreed: 8/1/23

San Bernardino County

CNA


Leo Gonzalez
Deputy Director/Labor Relations Chief


Yvette Lopez