

Side Letter Agreement  
California Nurses Association  
*Nurses Unit & Per Diem Nurses Unit*  
March 23, 2022

1. COVID-19 Premium Pay

**a) Introduction**

The County proposes to establish an ad hoc, Premium Pay Incentive not to exceed \$2,000 per employee to certain assignments/classifications who meet each of the following criteria:

- Must have reported to the worksite between December 18, 2021, and March 10, 2023. For the purpose of the COVID-19 Premium Pay, worksite does not include teleworking from an employee's residence.
- Have regular, in-person interactions with patients, the public, or coworkers.
- Have regular physical handling of items that were handled by, or are to be handled by, patients, the public, or coworkers of the individual that is performing the work.
- The funding for the payment must be reimbursable under the American Rescue Plan Act (ARPA).

Due to the restrictive nature of the ARPA funds the COVID-19 Premium Pay will not be subject to the Grievance Procedure article of the MOU.

**b) Incentive/Payment**

All hours worked that meet the above established criteria shall count towards the eligibility for employees who transfer from Nurses Unit or Per Diem Nurses Unit or vice versa. Eligible employees will need to meet the hours criteria under their current classification.

**Payment #1:**

**NURSES UNIT**

Eligible employees who meet the above established criteria and work at least 504 hours including overtime at a worksite between December 18, 2021, and April 8, 2022, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about May 4, 2022.

Eligible employees who meet the above established criteria and work at least 252 hours but less than 504 hours at a worksite between December 18, 2021, and April 8, 2022, shall receive a premium payment up to \$500, and paid as a lump sum on or about May 4, 2022.

**PER DIEM NURSES UNIT**

Eligible employees who meet the above established criteria and work at least 360 hours including overtime at a worksite between December 18, 2021, and April 8, 2022, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about May 4, 2022.

Eligible employees who meet the above established criteria and work at least 180 hours but less than 360 hours at a worksite between December 18, 2021, and April 8, 2022, shall receive a premium payment up to \$500, and paid as a lump sum on or about May 4, 2022.

**Payment #2:**

**NURSES UNIT**

Eligible employees who meet the above established criteria and work at least 504 hours including overtime at a worksite between April 9, 2022, and July 29, 2022, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about November 16, 2022.



Eligible employees who meet the above established criteria and work at least 252 hours but less than 504 hours at a worksite between April 9, 2022, and July 29, 2022, shall receive a premium payment up to \$500, and paid as a lump sum on or about November 16, 2022

**PER DIEM NURSES UNIT**

Eligible employees who meet the above established criteria and work at least 360 hours including overtime at a worksite between April 9, 2022, and July 29, 2022, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about November 16, 2022.

Eligible employees who meet the above established criteria and work at least 180 hours but less than 360 hours at a worksite between April 9, 2022, and July 29, 2022, shall receive a premium payment up to \$500, and paid as a lump sum on or about November 16, 2022.

**Payment #3:  
NURSES UNIT**

Eligible employees who meet the above established criteria and work at least 504 hours including overtime at a worksite between July 30, 2022, and November 18, 2022, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about December 14, 2022.

Eligible employees who meet the above established criteria and work at least 252 hours but less than 504 hours between July 30, 2022, and November 18, 2022, shall receive a premium payment up to \$500, and paid as a lump sum on or about December 14, 2022.

**PER DIEM NURSES UNIT**

Eligible employees who meet the above established criteria and work at least 360 hours including overtime at a worksite between July 30, 2022, and November 18, 2022, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about December 14, 2022.

Eligible employees who meet the above established criteria and work at least 180 hours but less than 360 hours between July 30, 2022, and November 18, 2022, shall receive a premium payment up to \$500, and paid as a lump sum on or about December 14, 2022.

**Payment #4:  
NURSES UNIT**

Eligible employees who meet the above established criteria and work at least 504 hours including overtime at a worksite between November 19, 2022, and March 10, 2023, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about April 5, 2023.

Eligible employees who meet the above established criteria and work at least 252 hours but less than 504 hours between November 19, 2022, and March 10, 2023, shall receive a premium payment up to \$500, and paid as a lump sum on or about April 5, 2023.

**PER DIEM NURSES UNIT**

Eligible employees who meet the above established criteria and work at least 360 hours including overtime at a worksite between November 19, 2022, and March 10, 2023, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about April 5, 2023.

Eligible employees who meet the above established criteria and work at least 180 hours but less than 360 hours between November 19, 2022, and March 10, 2023, shall receive a premium payment up to \$500, and paid as a lump sum on or about April 5, 2023.

**\*\*Premium pay incentives shall not exceed \$2,000 per employee in total regardless of time worked and payment eligibility.**

## 2. SALARY ADJUSTMENTS

The July 13, 2024 salary schedule will be the salary schedule from which to commence the successor MOU.

### NURSES UNIT

#### **Section 1 – Across the Board Increases**

- 3.00%: Effective August 14, 2021, the County shall provide all nurses with a 3% across the board increase.
- ~~34.00%~~ 34.00%: Effective first pay period starting in July 16, 2022, the County shall provide all nurses with an additional ~~34%~~ 34% across the board increase.
- 3.00%: Effective first pay period starting in July 15, 2023, the County shall provide all nurses with an additional 3% across the board increase.
- 1.00%: Effective July 13, 2024, the County shall provide all nurses with an additional 1% across the board increase.

### PER DIEM NURSES UNIT

#### **Section 1 – Across the Board Wage Increases**

- 3.00%: Effective August 14, 2021, the County shall provide all nurses with a 3% across the board increase.
- ~~34.00%~~ 34.00%: Effective first pay period starting in July 16, 2022, the County shall provide all nurses with an additional ~~34%~~ 34% across the board increase.
- 3.00%: Effective first pay period starting in July 15, 2023, the County shall provide all nurses with an additional 3% across the board increase.
- 1.00%: Effective July 13, 2024, the County shall provide all nurses with an additional 1% across the board increase.

## 3. Medical, Dental, and Vision Coverage

Language to be included in successor MOU

EFFECTIVE 7/30/2022

### NURSES UNIT

#### **Section 1 – Medical and Dental Coverage**

(a) All eligible employees scheduled to work forty (40) hours or more per pay period in a regular position must enroll in a medical and dental plan offered by the County. Employees who fail to elect medical and dental plan coverage will be automatically enrolled in the medical and dental plan with the lowest bi-weekly premium rates available in the geographical location of the employee's primary residence. Medical and dental plan coverage will become effective on the first day of the pay period following the first pay period in which the employee is scheduled for a minimum of forty (40) hours and ~~receives pay for at least one-half plus one hour of those scheduled hours in paid status.~~

(b) To continue enrollment in County medical and dental plan coverage, an employee must remain in a regular position scheduled to work for a minimum of forty (40) hours per pay period and ~~have received pay for at least one-half plus one hour of those scheduled hours in paid status,~~ or be on approved leave for which continuation of medical and dental coverage is expressly provided under Section 5 of this Article, or be eligible for and have timely paid the premium for COBRA continuation coverage.

#### **Section 2 – Opt-out and Waive**

Employees eligible for medical and dental plan coverage who are also enrolled in comparable group medical and/or dental plan sponsored by another employer may elect to opt-out of County-sponsored medical and/or plan coverage (opt-out).

Employees eligible for medical and dental plan coverage who are covered by a spouse, domestic partner, or parent who is also employed with the County may elect to waive their County-sponsored medical and/or dental plan (waive).

To receive the opt-out or waive amounts of this Section the employee must be paid for a minimum of one-half plus one of his/her scheduled hours in paid status. For instance, an employee scheduled to work eighty (80) hours per pay period must be paid for a minimum of forty-one (41) hours during a pay period to receive the opt-out or waive amounts.

**Section 3 – Medical Premium Subsidy**

Eligibility: Employees in a regular position scheduled for a minimum of forty (40) hours per pay period, who are enrolled in a County sponsored medical plan, are eligible to receive the MPS towards the cost of medical coverage. However, employees must be paid for at least one-half plus one hour of their scheduled hour in paid status in order to actually receive the MPS towards the cost of medical coverage. For instance, an employee scheduled to work eighty (80) hours per pay period must be paid at least forty-one (41) hours to be eligible to receive the MPS each pay period.  
Language forthcoming re: one-half plus one eligibility.

#### 4. Medical Emergency Leave

Language to be included in successor MOU

- Revise (g) as follows:

The employee on an approved Medical Leave of Absence who is receiving Medical Emergency Leave can continue to earn benefit monies (i.e., MPS, Opt-out, and Waive amounts) per the minimum paid hours (i.e., one-half plus one hours) (i.e., paid status) per pay period requirement of the Medical, Dental and Vision Coverage Article, or the requirement of the Federal and State Family Leave Acts, as applicable to the individual employee.

Date Agreed: \_\_\_\_\_

San Bernardino County



Leo Gonzalez  
Deputy Director/Labor Relations Chief

CNA



Print & Sign

**Effective 07/16/2022**  
**Amended 04/12/2022**  
**4% Across the Board Increase**

		Non-Longevity Steps												Longevity Steps					
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 12A	Step 13	Step 14	Step 15	Step 16	Step 17
														Temporary Step	12 years	15 years	20 years	25 years	30 years
<b>Group 1</b>		\$48.93	\$50.76	\$52.10	\$53.62	\$54.90	\$56.24	\$57.63	\$59.01	\$59.86	\$61.11	\$62.60	\$64.17	N/A	\$66.87	\$69.19	\$70.19	\$71.24	\$72.62
03243	Clinical Nurse Specialist																		
14035	Nurse Practitioner II																		
<b>Group 1C</b>		\$45.78	\$47.39	\$48.62	\$49.98	\$51.14	\$52.41	\$53.61	\$54.90	\$56.18	\$57.50	\$59.69	\$61.17	N/A	\$63.06	\$64.23	\$65.12	\$66.05	\$67.32
19191	Registered Nurse III - Specialty Care Critical Care																		
14022	Nurse Educator - Specialty Care Critical Care																		
18063	Correctional Nurse III																		
<b>Group 1B</b>		\$44.60	\$46.20	\$47.43	\$48.80	\$49.96	\$51.20	\$52.43	\$53.72	\$55.01	\$56.32	\$58.49	\$59.96	N/A	\$62.44	\$63.63	\$64.53	\$65.44	\$66.73
19190	Registered Nurse III - Specialty Care																		
14021	Nurse Educator - Specialty Care																		
<b>Group 1A</b>		\$43.61	\$45.22	\$46.45	\$47.81	\$48.97	\$50.23	\$51.44	\$52.74	\$54.02	\$55.33	\$57.51	\$58.95	N/A	\$61.45	\$62.63	\$63.53	\$64.47	\$65.73
<b>Group 2</b>		\$43.61	\$45.22	\$46.45	\$47.81	\$48.97	\$50.23	\$51.44	\$52.74	\$54.02	\$55.33	\$57.51	\$58.95	N/A	\$60.84	\$62.05	\$62.94	\$63.86	\$65.11
19178	Specialty Care Registered Nurse Critical Care																		
01631	Epic RN Analyst II																		
<b>Group 2A</b>		\$42.43	\$44.03	\$45.26	\$46.62	\$47.79	\$49.04	\$50.25	\$51.54	\$52.83	\$54.15	\$56.33	\$57.73	N/A	\$60.24	\$61.44	\$62.34	\$63.24	\$64.52
25902	Hospital Risk Coordinator																		
14025	Nurse Epidemiologist																		
19176	Specialty Care Registered Nurse																		
18062	Correctional Nurse II																		
<b>Group 3</b>		\$41.59	\$43.14	\$44.32	\$46.27	\$47.39	\$48.59	\$49.77	\$51.05	\$52.28	\$53.56	\$54.87	\$56.24	N/A	\$58.61	\$59.74	\$60.62	\$61.51	\$62.70
14020	Nurse Educator																		
14030	Nurse Practitioner I																		
14012	Coordinator																		
<b>Group 3A</b>		\$41.25	\$42.71	\$43.86	\$45.09	\$46.17	\$48.01	\$49.14	\$50.36	\$51.55	\$52.80	\$54.04	\$55.39	N/A	\$56.62	\$57.72	\$58.54	\$59.38	\$60.53
18078	Registered Nurse III																		
<b>Group 4</b>		\$40.41	\$41.93	\$43.15	\$45.07	\$46.21	\$47.40	\$48.59	\$49.88	\$51.11	\$52.37	\$53.67	\$55.02	N/A	\$57.41	\$58.54	\$59.42	\$60.31	\$61.51
08074	Hospital Employee Health Nurse																		
14013	Nursing Program Coordinator																		
03347	RN Care Manager																		
03344	Specialty Float Pool Nurse																		

**Effective 07/16/2022**  
**Amended 04/12/2022**  
**4% Across the Board Increase**

		Non-Longevity Steps												Longevity Steps					
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 12A	Step 13	Step 14	Step 15	Step 16	Step 17
														Temporary Step	12 years	15 years	20 years	25 years	30 years
<b>Group 5</b>		\$39.85	\$41.35	\$42.53	\$43.78	\$44.89	\$46.76	\$47.91	\$49.15	\$50.37	\$51.66	\$52.92	\$54.25	N/A	\$56.61	\$57.73	\$58.58	\$59.46	\$60.65
18073	Float Pool RN																		
14054	Nurse Recruiter																		
14064	Occupational Health Nurse																		
21011	Quality Management Nurse																		
18069	RN Case Manager																		
21014	Clinical Document Improvement Nurse																		
<b>Group 6</b>		\$39.06	\$40.54	\$41.69	\$42.92	\$44.00	\$45.83	\$46.98	\$48.18	\$49.38	\$50.64	\$51.88	\$53.18	N/A	\$54.41	\$55.52	\$56.36	\$57.19	\$58.31
13160	Mental Health Nurse II																		
16375	Public Health Nurse II																		
18075	Registered Nurse II - ARMC																		
21008	Utilization Review/Perf Improv Nurse																		
<b>Group 7</b>		\$36.74	\$38.13	\$39.24	\$40.40	\$41.41	\$42.48	\$43.56	\$44.70	\$45.81	\$46.94	\$48.10	\$49.30	\$49.68	\$51.48	\$52.52	\$53.29	\$54.07	\$55.17
18065	Registered Nurse II - Clinic																		
19177	Specialty Care Registered Nurse Critical Care - Trainee																		
<b>Group 8</b>		\$36.21	\$37.13	\$38.23	\$39.22	\$40.18	\$41.20	\$42.22	\$43.33	\$44.38	\$45.48	\$46.60	\$47.77	N/A	N/A	N/A	N/A	N/A	N/A
18061	Correctional Nurse I																		
19175	Specialty Care Registered Nurse - Trainee																		
<b>Group 8A</b>		\$34.96	\$35.86	\$36.74	\$37.65	\$38.59	\$39.55	\$40.54	\$41.53	\$42.58	\$43.62	\$44.74	\$46.37	N/A	N/A	N/A	N/A	N/A	N/A
01630	EPIC RN Analyst I																		
<b>Group 9</b>		\$33.91	\$35.20	\$36.21	\$37.29	\$38.22	\$39.23	\$40.22	\$41.28	\$42.29	\$43.35	\$45.08	\$46.21	N/A	\$48.29	\$49.22	\$49.95	\$50.68	\$51.71
05118	Emergency Medical Services RN																		
18207	Registered Nurse - PSD																		
<b>Group 10</b>		\$33.91	\$34.76	\$35.68	\$36.75	\$37.66	\$38.66	\$39.61	\$40.67	\$41.66	\$42.70	\$43.75	\$45.41	N/A	N/A	N/A	N/A	N/A	N/A
13155	Mental Health Nurse I																		
16370	Public Health Nurse I																		
18070	Registered Nurse I - ARMC																		
<b>Group 11</b>		\$30.09	\$30.74	\$31.68	\$32.46	\$33.28	\$34.11	\$34.96	\$35.48	\$36.04	\$36.47	\$37.11	\$38.30	N/A	N/A	N/A	N/A	N/A	N/A
18064	Registered Nurse I - Clinic																		

**Effective 07/15/2023**  
**Amended 04/12/2022**  
 3% Across the Board Increase  
 0.5% Increase to Longevity Steps

		Non-Longevity Steps												Longevity Steps					
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 12A	Step 13	Step 14	Step 15	Step 16	Step 17
														Temporary Step	12 years	15 years	20 years	25 years	30 years
<b>Group 1</b>		\$50.40	\$52.28	\$53.66	\$55.23	\$56.55	\$57.93	\$59.36	\$60.78	\$61.66	\$62.94	\$64.48	\$66.10	N/A	\$69.22	\$71.63	\$72.66	\$73.75	\$75.17
03243	Clinical Nurse Specialist																		
14035	Nurse Practitioner II																		
<b>Group 1C</b>		\$47.15	\$48.81	\$50.08	\$51.48	\$52.67	\$53.98	\$55.22	\$56.55	\$57.87	\$59.23	\$61.48	\$63.01	N/A	\$65.28	\$66.49	\$67.41	\$68.37	\$69.69
19191	Registered Nurse III - Specialty Care Critical Care																		
NEW	Nurse Educator - Specialty Care Critical Care																		
18063	Correctional Nurse III																		
<b>Group 1B</b>		\$45.94	\$47.59	\$48.85	\$50.26	\$51.46	\$52.74	\$54.00	\$55.33	\$56.66	\$58.01	\$60.24	\$61.76	N/A	\$64.63	\$65.87	\$66.80	\$67.74	\$69.07
19190	Registered Nurse III - Specialty Care																		
NEW	Nurse Educator - Specialty Care																		
<b>Group 1A</b>		\$44.92	\$46.58	\$47.84	\$49.24	\$50.44	\$51.74	\$52.98	\$54.32	\$55.64	\$56.99	\$59.24	\$60.72	N/A	\$63.61	\$64.83	\$65.77	\$66.73	\$68.04
<b>Group 2</b>		\$44.92	\$46.58	\$47.84	\$49.24	\$50.44	\$51.74	\$52.98	\$54.32	\$55.64	\$56.99	\$59.24	\$60.72	N/A	\$62.97	\$64.23	\$65.15	\$66.11	\$67.40
19178	Specialty Care Registered Nurse Critical Care																		
01631	Epic RN Analyst II																		
<b>Group 2A</b>		\$43.70	\$45.35	\$46.62	\$48.02	\$49.22	\$50.51	\$51.76	\$53.09	\$54.41	\$55.77	\$58.02	\$59.46	N/A	\$62.36	\$63.60	\$64.53	\$65.47	\$66.79
25902	Hospital Risk Coordinator																		
14025	Nurse Epidemiologist																		
19176	Specialty Care Registered Nurse																		
18062	Correctional Nurse II																		
<b>Group 3</b>		\$42.84	\$44.43	\$45.65	\$47.66	\$48.81	\$50.05	\$51.26	\$52.58	\$53.85	\$55.17	\$56.52	\$57.93	N/A	\$60.67	\$61.84	\$62.75	\$63.67	\$64.90
14020	Nurse Educator																		
14030	Nurse Practitioner I																		
14012	Coordinator																		
<b>Group 3A</b>		\$42.49	\$43.99	\$45.18	\$46.44	\$47.56	\$49.45	\$50.61	\$51.87	\$53.10	\$54.38	\$55.66	\$57.05	N/A	\$58.61	\$59.75	\$60.59	\$61.47	\$62.65
18078	Registered Nurse III																		
<b>Group 4</b>		\$41.62	\$43.19	\$44.44	\$46.42	\$47.60	\$48.82	\$50.05	\$51.38	\$52.64	\$53.94	\$55.28	\$56.67	N/A	\$59.43	\$60.59	\$61.51	\$62.43	\$63.67
08074	Hospital Employee Health Nurse																		
14013	Nursing Program Coordinator																		
03347	RN Care Manager																		
03344	Specialty Float Pool Nurse																		

**Effective 07/15/2023**  
**Amended 04/12/2022**  
 3% Across the Board Increase  
 0.5% Increase to Longevity Steps

		Non-Longevity Steps												Longevity Steps					
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 12A	Step 13	Step 14	Step 15	Step 16	Step 17
														Temporary Step	12 years	15 years	20 years	25 years	30 years
<b>Group 5</b>		\$41.05	\$42.59	\$43.81	\$45.09	\$46.24	\$48.16	\$49.35	\$50.62	\$51.88	\$53.21	\$54.51	\$55.88	N/A	\$58.60	\$59.76	\$60.64	\$61.55	\$62.78
18073	Float Pool RN																		
14054	Nurse Recruiter																		
14064	Occupational Health Nurse																		
21011	Quality Management Nurse																		
18069	RN Case Manager																		
21014	Clinical Document Improvement Nurse																		
<b>Group 6</b>		\$40.23	\$41.76	\$42.94	\$44.21	\$45.32	\$47.20	\$48.39	\$49.63	\$50.86	\$52.16	\$53.44	\$54.78	N/A	\$56.32	\$57.47	\$58.34	\$59.20	\$60.36
13160	Mental Health Nurse II																		
16375	Public Health Nurse II																		
18075	Registered Nurse II - ARMC																		
21008	Utilization Review/Perf Improv Nurse																		
<b>Group 7</b>		\$37.84	\$39.27	\$40.42	\$41.61	\$42.65	\$43.75	\$44.87	\$46.04	\$47.18	\$48.35	\$49.54	\$50.78	\$51.17	\$53.29	\$54.36	\$55.17	\$55.97	\$57.11
18065	Registered Nurse II - Clinic																		
19177	Specialty Care Registered Nurse Critical Care - Trainee																		
<b>Group 8</b>		\$37.30	\$38.24	\$39.38	\$40.40	\$41.39	\$42.44	\$43.49	\$44.63	\$45.71	\$46.84	\$48.00	\$49.20	N/A	N/A	N/A	N/A	N/A	N/A
18061	Correctional Nurse I																		
19175	Specialty Care Registered Nurse - Trainee																		
<b>Group 8A</b>		\$36.01	\$36.94	\$37.84	\$38.78	\$39.75	\$40.74	\$41.76	\$42.78	\$43.86	\$44.93	\$46.08	\$47.76	N/A	N/A	N/A	N/A	N/A	N/A
01630	EPIC RN Analyst I																		
<b>Group 9</b>		\$34.93	\$36.26	\$37.30	\$38.41	\$39.37	\$40.41	\$41.43	\$42.52	\$43.56	\$44.65	\$46.43	\$47.60	N/A	\$49.99	\$50.95	\$51.71	\$52.46	\$53.53
05118	Emergency Medical Services RN																		
18207	Registered Nurse - PSD																		
<b>Group 10</b>		\$34.93	\$35.80	\$36.75	\$37.85	\$38.79	\$39.82	\$40.80	\$41.89	\$42.91	\$43.98	\$45.06	\$46.77	N/A	N/A	N/A	N/A	N/A	N/A
13155	Mental Health Nurse I																		
16370	Public Health Nurse I																		
18070	Registered Nurse I - ARMC																		
<b>Group 11</b>		\$30.99	\$31.66	\$32.63	\$33.43	\$34.28	\$35.13	\$36.01	\$36.54	\$37.12	\$37.56	\$38.22	\$39.45	N/A	N/A	N/A	N/A	N/A	N/A
18064	Registered Nurse I - Clinic																		

**Effective 07/13/2024**  
**Amended 04/12/2022**  
 1% Across the Board Increase

		Non-Longevity Steps												Longevity Steps					
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 12A	Step 13	Step 14	Step 15	Step 16	Step 17
														Temporary Step	12 years	15 years	20 years	25 years	30 years
<b>Group 1</b>		\$50.90	\$52.80	\$54.20	\$55.78	\$57.12	\$58.51	\$59.95	\$61.39	\$62.28	\$63.57	\$65.12	\$66.76	N/A	\$69.91	\$72.35	\$73.39	\$74.49	\$75.92
03243	Clinical Nurse Specialist																		
14035	Nurse Practitioner II																		
<b>Group 1C</b>		\$47.62	\$49.30	\$50.58	\$51.99	\$53.20	\$54.52	\$55.77	\$57.12	\$58.45	\$59.82	\$62.09	\$63.64	N/A	\$65.93	\$67.15	\$68.08	\$69.05	\$70.39
19191	Registered Nurse III - Specialty Care Critical Care																		
NEW	Nurse Educator - Specialty Care Critical Care																		
18063	Correctional Nurse III																		
<b>Group 1B</b>		\$46.40	\$48.07	\$49.34	\$50.76	\$51.97	\$53.27	\$54.54	\$55.88	\$57.23	\$58.59	\$60.84	\$62.38	N/A	\$65.28	\$66.53	\$67.47	\$68.42	\$69.76
19190	Registered Nurse III - Specialty Care																		
NEW	Nurse Educator - Specialty Care																		
<b>Group 1A</b>		\$45.37	\$47.05	\$48.32	\$49.73	\$50.94	\$52.26	\$53.51	\$54.86	\$56.20	\$57.56	\$59.83	\$61.33	N/A	\$64.25	\$65.48	\$66.43	\$67.40	\$68.72
<b>Group 2</b>		\$45.37	\$47.05	\$48.32	\$49.73	\$50.94	\$52.26	\$53.51	\$54.86	\$56.20	\$57.56	\$59.83	\$61.33	N/A	\$63.60	\$64.87	\$65.80	\$66.77	\$68.07
19178	Specialty Care Registered Nurse Critical Care																		
01631	Epic RN Analyst II																		
<b>Group 2A</b>		\$44.14	\$45.80	\$47.09	\$48.50	\$49.71	\$51.02	\$52.28	\$53.62	\$54.95	\$56.33	\$58.60	\$60.05	N/A	\$62.98	\$64.24	\$65.18	\$66.12	\$67.46
25902	Hospital Risk Coordinator																		
14025	Nurse Epidemiologist																		
19176	Specialty Care Registered Nurse																		
18062	Correctional Nurse II																		
<b>Group 3</b>		\$43.27	\$44.87	\$46.11	\$48.14	\$49.30	\$50.55	\$51.77	\$53.11	\$54.39	\$55.72	\$57.09	\$58.51	N/A	\$61.28	\$62.46	\$63.38	\$64.31	\$65.55
14020	Nurse Educator																		
14030	Nurse Practitioner I																		
14012	Coordinator																		
<b>Group 3A</b>		\$42.91	\$44.43	\$45.63	\$46.90	\$48.04	\$49.94	\$51.12	\$52.39	\$53.63	\$54.92	\$56.22	\$57.62	N/A	\$59.20	\$60.35	\$61.20	\$62.08	\$63.28
18078	Registered Nurse III																		
<b>Group 4</b>		\$42.04	\$43.62	\$44.88	\$46.88	\$48.08	\$49.31	\$50.55	\$51.89	\$53.17	\$54.48	\$55.83	\$57.24	N/A	\$60.02	\$61.20	\$62.13	\$63.05	\$64.31
08074	Hospital Employee Health Nurse																		
14013	Nursing Program Coordinator																		
03347	RN Care Manager																		
03344	Specialty Float Pool Nurse																		

**Effective 07/13/2024**  
**Amended 04/12/2022**  
 1% Across the Board Increase

	Non-Longevity Steps												Longevity Steps					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 12A	Step 13	Step 14	Step 15	Step 16	Step 17
													Temporary Step	12 years	15 years	20 years	25 years	30 years
<b>Group 5</b>	\$41.46	\$43.02	\$44.25	\$45.54	\$46.70	\$48.64	\$49.84	\$51.13	\$52.40	\$53.74	\$55.06	\$56.44	N/A	\$59.19	\$60.36	\$61.25	\$62.17	\$63.41
18073	Float Pool RN																	
14054	Nurse Recruiter																	
14064	Occupational Health Nurse																	
21011	Quality Management Nurse																	
18069	RN Case Manager																	
21014	Clinical Document Improvement Nurse																	
<b>Group 6</b>	\$40.63	\$42.18	\$43.37	\$44.65	\$45.77	\$47.67	\$48.87	\$50.13	\$51.37	\$52.68	\$53.97	\$55.33	N/A	\$56.88	\$58.04	\$58.92	\$59.79	\$60.96
13160	Mental Health Nurse II																	
16375	Public Health Nurse II																	
18075	Registered Nurse II - ARMC																	
21008	Utilization Review/Perf Improv Nurse																	
<b>Group 7</b>	\$38.22	\$39.66	\$40.82	\$42.03	\$43.08	\$44.19	\$45.32	\$46.50	\$47.65	\$48.83	\$50.04	\$51.29	\$51.68	\$53.82	\$54.90	\$55.72	\$56.53	\$57.68
18065	Registered Nurse II - Clinic																	
19177	Specialty Care Registered Nurse Critical Care - Trainee																	
<b>Group 8</b>	\$37.67	\$38.62	\$39.77	\$40.80	\$41.80	\$42.86	\$43.92	\$45.08	\$46.17	\$47.31	\$48.48	\$49.69	N/A	N/A	N/A	N/A	N/A	N/A
18061	Correctional Nurse I																	
19175	Specialty Care Registered Nurse - Trainee																	
<b>Group 8A</b>	\$36.37	\$37.31	\$38.22	\$39.17	\$40.15	\$41.15	\$42.18	\$43.21	\$44.30	\$45.38	\$46.54	\$48.24	N/A	N/A	N/A	N/A	N/A	N/A
01630	EPIC RN Analyst I																	
<b>Group 9</b>	\$35.28	\$36.62	\$37.67	\$38.79	\$39.76	\$40.81	\$41.84	\$42.95	\$44.00	\$45.10	\$46.89	\$48.08	N/A	\$50.49	\$51.46	\$52.23	\$52.98	\$54.07
05118	Emergency Medical Services RN																	
18207	Registered Nurse - PSD																	
<b>Group 10</b>	\$35.28	\$36.16	\$37.12	\$38.23	\$39.18	\$40.22	\$41.21	\$42.31	\$43.34	\$44.42	\$45.51	\$47.24	N/A	N/A	N/A	N/A	N/A	N/A
13155	Mental Health Nurse I																	
16370	Public Health Nurse I																	
18070	Registered Nurse I - ARMC																	
<b>Group 11</b>	\$31.30	\$31.98	\$32.96	\$33.76	\$34.62	\$35.48	\$36.37	\$36.91	\$37.49	\$37.94	\$38.60	\$39.84	N/A	N/A	N/A	N/A	N/A	N/A
18064	Registered Nurse I - Clinic																	

## Per Diem Salary Table - Hypothetical 3-18-2022 Effective 07/16/2022 - Amended 04/12/2022

4% Across the Board Increase

Per Diem Classifications		Years of Completed Service*					
		< 2 Yrs	2 but less than 4 Yrs	4 but less than 7 Yrs	7 but less than 9 Yrs	9 but less than 12Yrs	12+ Yrs
03339	Registered Nurse I - Per Diem	\$45.31	N/A	N/A	N/A	N/A	N/A
13156	Mental Health Nurse I - Per Diem	\$49.32	N/A	N/A	N/A	N/A	N/A
18076	Registered Nurse II Clinic - Per Diem	\$49.72	\$51.30	\$52.21	\$53.11	\$53.87	\$54.63
13161	Mental Health Nurse II - Per Diem	\$52.29	\$53.94	\$54.90	\$55.86	\$56.66	\$57.46
16390	Public Health Nurse II - Per Diem	N/A	\$53.94	\$54.90	\$55.86	\$56.66	\$57.46
03340	Registered Nurse II - Per Diem	\$52.29	\$53.94	\$55.47	\$56.99	\$58.09	\$59.20
03342	Float Pool Registered Nurse - Per Diem	\$55.20	\$57.24	\$58.49	\$59.73	\$61.48	\$63.23
18066	Correctional Nurse - Per Diem	\$56.35	\$57.81	\$59.66	\$61.52	\$62.69	\$63.86
03345	Specialty Float Pool Nurse - Per Diem	\$55.49	\$56.33	\$56.54	\$56.75	\$57.56	\$58.36
03346	RN Case Manager - Per Diem	\$55.79	\$57.24	\$59.08	\$60.92	\$62.08	\$63.23

Trainee Specialty Care Per Diem Nurses: Nurses with more than 1 year of RN experience and no certification(s),orientation, and/or training in applicable Specialty Unit		Years of Completed Service*					
		< 2 Yrs	2 but less than 4 Yrs	4 but less than 7 Yrs	7 but less than 9 Yrs	9 but less than 12Yrs	12+ Yrs
19179	Specialty Care Registered Nurse - Per Diem	\$52.29	\$53.94	\$55.47	\$56.99	\$58.09	\$59.20
19180	Specialty Care Registered Nurse ER/Trauma - Per Diem	\$52.29	\$53.94	\$55.47	\$56.99	\$58.09	\$59.20

Journey Level Specialty Care Per Diem Nurses: Nurses with more than 1 year of RN experience and have required Specialty Unit certification(s),orientation, and/or training		Years of Completed Service*					
		< 2 Yrs	2 but less than 4 Yrs	4 but less than 7 Yrs	7 but less than 9 Yrs	9 but less than 12Yrs	12+ Yrs
19179	Specialty Care Registered Nurse - Per Diem	\$55.86	\$57.51	\$59.07	\$60.62	\$61.77	\$62.91
19180	Specialty Care Registered Nurse ER/Trauma - Per Diem	\$57.05	\$58.70	\$60.27	\$61.83	\$62.99	\$64.15

\*Refer to Salary Adjustments article for definition of Years of Completed Service.

## Per Diem Salary Table - Hypothetical 3-18-2022

### Effective 07/15/2023 - Amended 04/12/2022

3% Across the Board Increase

0.5% Increase to "12+ Yrs" Step

Per Diem Classifications		Years of Completed Service*					
		< 2 Yrs	2 but less than 4 Yrs	4 but less than 7 Yrs	7 but less than 9 Yrs	9 but less than 12Yrs	12+ Yrs
03339	Registered Nurse I - Per Diem	\$46.67	N/A	N/A	N/A	N/A	N/A
13156	Mental Health Nurse I - Per Diem	\$50.80	N/A	N/A	N/A	N/A	N/A
18076	Registered Nurse II Clinic - Per Diem	\$51.21	\$52.84	\$53.78	\$54.70	\$55.49	\$56.55
13161	Mental Health Nurse II - Per Diem	\$53.86	\$55.56	\$56.55	\$57.54	\$58.36	\$59.48
16390	Public Health Nurse II - Per Diem	N/A	\$55.56	\$56.55	\$57.54	\$58.36	\$59.48
03340	Registered Nurse II - Per Diem	\$53.86	\$55.56	\$57.13	\$58.70	\$59.83	\$61.29
03342	Float Pool Registered Nurse - Per Diem	\$56.86	\$58.96	\$60.24	\$61.52	\$63.32	\$65.46
18066	Correctional Nurse - Per Diem	\$58.04	\$59.54	\$61.45	\$63.37	\$64.57	\$66.11
03345	Specialty Float Pool Nurse - Per Diem	\$57.15	\$58.02	\$58.24	\$58.45	\$59.29	\$60.41
03346	RN Case Manager - Per Diem	\$57.46	\$58.96	\$60.85	\$62.75	\$63.94	\$65.46

Trainee Specialty Care Per Diem Nurses: Nurses with more than 1 year of RN experience and no certification(s),orientation, and/or training in applicable Specialty Unit		Years of Completed Service*					
		< 2 Yrs	2 but less than 4 Yrs	4 but less than 7 Yrs	7 but less than 9 Yrs	9 but less than 12Yrs	12+ Yrs
19179	Specialty Care Registered Nurse - Per Diem	\$53.86	\$55.56	\$57.13	\$58.70	\$59.83	\$61.29
19180	Specialty Care Registered Nurse ER/Trauma - Per Diem	\$53.86	\$55.56	\$57.13	\$58.70	\$59.83	\$61.29

Journey Level Specialty Care Per Diem Nurses: Nurses with more than 1 year of RN experience and have required Specialty Unit certification(s),orientation, and/or training		Years of Completed Service*					
		< 2 Yrs	2 but less than 4 Yrs	4 but less than 7 Yrs	7 but less than 9 Yrs	9 but less than 12Yrs	12+ Yrs
19179	Specialty Care Registered Nurse - Per Diem	\$57.54	\$59.24	\$60.84	\$62.44	\$63.62	\$65.12
19180	Specialty Care Registered Nurse ER/Trauma - Per Diem	\$58.76	\$60.46	\$62.08	\$63.68	\$64.88	\$66.40

\*Refer to Salary Adjustments article for definition of Years of Completed Service.

## Per Diem Salary Table - Hypothetical 3-18-2022

### Effective 07/13/2024 - Amended 04/12/2022

1% Across the Board Increase

Per Diem Classifications		Years of Completed Service*					
		< 2 Yrs	2 but less than 4 Yrs	4 but less than 7 Yrs	7 but less than 9 Yrs	9 but less than 12Yrs	12+ Yrs
03339	Registered Nurse I - Per Diem	\$47.14	N/A	N/A	N/A	N/A	N/A
13156	Mental Health Nurse I - Per Diem	\$51.31	N/A	N/A	N/A	N/A	N/A
18076	Registered Nurse II Clinic - Per Diem	\$51.72	\$53.37	\$54.32	\$55.25	\$56.04	\$57.12
13161	Mental Health Nurse II - Per Diem	\$54.40	\$56.12	\$57.12	\$58.12	\$58.94	\$60.07
16390	Public Health Nurse II - Per Diem	N/A	\$56.12	\$57.12	\$58.12	\$58.94	\$60.07
03340	Registered Nurse II - Per Diem	\$54.40	\$56.12	\$57.70	\$59.29	\$60.43	\$61.90
03342	Float Pool Registered Nurse - Per Diem	\$57.43	\$59.55	\$60.84	\$62.14	\$63.95	\$66.11
18066	Correctional Nurse - Per Diem	\$58.62	\$60.14	\$62.06	\$64.00	\$65.22	\$66.77
03345	Specialty Float Pool Nurse - Per Diem	\$57.72	\$58.60	\$58.82	\$59.03	\$59.88	\$61.01
03346	RN Case Manager - Per Diem	\$58.03	\$59.55	\$61.46	\$63.38	\$64.58	\$66.11

Trainee Specialty Care Per Diem Nurses: Nurses with more than 1 year of RN experience and no certification(s),orientation, and/or training in applicable Specialty Unit		Years of Completed Service*					
		< 2 Yrs	2 but less than 4 Yrs	4 but less than 7 Yrs	7 but less than 9 Yrs	9 but less than 12Yrs	12+ Yrs
19179	Specialty Care Registered Nurse - Per Diem	\$54.40	\$56.12	\$57.70	\$59.29	\$60.43	\$61.90
19180	Specialty Care Registered Nurse ER/Trauma - Per Diem	\$54.40	\$56.12	\$57.70	\$59.29	\$60.43	\$61.90

Journey Level Specialty Care Per Diem Nurses: Nurses with more than 1 year of RN experience and have required Specialty Unit certification(s),orientation, and/or training		Years of Completed Service*					
		< 2 Yrs	2 but less than 4 Yrs	4 but less than 7 Yrs	7 but less than 9 Yrs	9 but less than 12Yrs	12+ Yrs
19179	Specialty Care Registered Nurse - Per Diem	\$58.12	\$59.83	\$61.45	\$63.06	\$64.26	\$65.77
19180	Specialty Care Registered Nurse ER/Trauma - Per Diem	\$59.35	\$61.06	\$62.70	\$64.32	\$65.53	\$67.06

\*Refer to Salary Adjustments article for definition of Years of Completed Service.