California Nurses Association – Nurses Unit
Proposed Registered Nurse Classifications and
Differential to Support the New EPIC System at ARMC
October 2, 2020

New EPIC Registered Nurse (RN) Analyst Classifications

In addition to EPIC analysts with technological expertise, analysts with nursing experience are necessary to perform duties and identify and document requirements for system changes, workflow development and changes, and other system design decisions that support clinical/nursing operations. To meet this need, the following EPIC RN Analyst classifications are proposed:

- o **EPIC RN Analyst II (journey level)**: Group 2, $40.71 - $54.34 plus longevity steps (salary range and specifications attached)
- o **EPIC RN Analyst I (trainee level)**: Group 8A, $32.64 - $43.86 plus longevity steps (salary range and specifications attached)

Transition from Current RN Classification to New EPIC RN Analyst

A. Promotion/Job Change to EPIC RN Analyst I and II from Salary Range Equal to or Lower than EPIC RN Analyst II Salary Range:

A nurse who is on base steps 1 – 12 (non-longevity) or on a longevity step (steps 13 - 17) and demotes to an EPIC RN Analyst I classification shall retain the same salary rate (i.e., x-step) if the nurse's former salary range is less than or equal to the EPIC RN Analyst II's salary range. Upon completion of the trainee period (i.e., completion of EPIC certification) as an Epic RN Analyst I, the nurse shall promote to the journey level EPIC RN Analyst II at which time the nurse shall be eligible for a promotional increase based on the nurse's "X" stepped hourly rate if the nurse is on a non-longevity step and the nurse's former salary range is less than the EPIC RN Analyst II's salary range. However, if a nurse is on a longevity step, the nurse shall be placed on the same longevity step of the EPIC RN Analyst II salary range.

Example of a nurse currently on a non-longevity step:
A Registered Nurse II ARMC on Group 6 salary range and top non-longevity step making $49.03/hour demotes to EPIC RN Analyst I for approximately six months before promoting to EPIC RN Analyst II. This nurse will retain the salary of $49.03/hour while in the EPIC RN Analyst I classification since salary on the Group 6 salary range is less than that of the EPIC RN Analyst II (i.e., Group 2). Upon promotion to EPIC RN Analyst II, this nurse will receive a salary increase to $51.65 (5.34%).

Example of a nurse currently on a longevity step:
A Registered Nurse II ARMC on Group 6 salary range and longevity step 14 (15 years) making $51.19/hour demotes to EPIC RN Analyst I for approximately six months before promoting to EPIC RN Analyst II. This nurse will retain the salary of $51.19/hour while in the EPIC RN Analyst I classification since salary on the Group 6 salary range is less than that of the EPIC RN Analyst II (i.e., Group 2). Upon promotion to EPIC RN Analyst II, this nurse will move to longevity step 14 (15 years) on Group 2 salary range and receive a salary increase to $57.20 (11.7%).

B. Demotion to EPIC RN Analyst I and II from Salary Range Higher than EPIC RN Analyst II Salary Range (e.g., demotion from Nurse Practitioner II and Clinical Nurse Specialist):

A nurse with regular status who is not on a longevity step and voluntarily demotes to the EPIC RN Analyst I from a salary range (i.e. Nurse Practitioner or Clinical Nurse Specialist) that is higher than the EPIC RN Analyst II salary range shall be retained at the same salary rate, provided that the nurse's salary rate in the former classification does not exceed the top step of the EPIC RN Analyst II base salary range. For example, a Nurse Practitioner II on step 7 making $51.23/hour who demotes to EPIC RN Analyst I will

continue to be paid $51.23/hour since the nurse's actual salary rate falls below the top step of the EPIC RN Analyst II salary range (i.e., Group 2/$54.34). After completing the trainee period, the nurse shall progress to the EPIC RN Analyst II classification but will remain at the same rate of pay ($51.23) in the new classification (EPIC RN Analyst II).
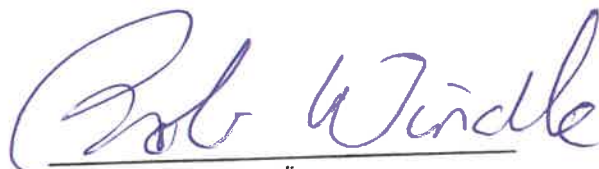
However, if the nurse's salary rate at the time of demotion is higher than the top step of the EPIC RN Analyst RN II base salary range, the nurse shall be placed at the top step of the base salary range of the EPIC RN Analyst II. For example, a Nurse Practitioner II at top step of his/her base range $(56.47) who demotes to the EPIC RN Analyst I will be paid the top rate of the EPIC RN Analyst II pay base range ($54.34) and shall remain at that rate upon progression to the EPIC RN Analyst II classification.

If at the time of demotion, a nurse is on a longevity step (steps 13 – 14) with a salary rate that is higher than the salary rate of the same longevity step on the EPIC RN Analyst II salary range, the nurse shall be placed at the same longevity step of the EPIC RN Analyst II salary range. For example, a Clinical Nurse Specialist at longevity step 14 ($60.99/hr.) who demotes to EPIC RN Analyst I will be placed on longevity step 14 ($57.20) of the EPIC RN Analyst II salary range and shall remain at the same longevity step upon progression to the EPIC RN Analyst II classification.

Differential

EPIC Lead Differential for Nurse Practitioner IIs and Clinical Nurse Specialists: Effective 10/24/20 the County shall establish a 4% EPIC Lead Differential for employees in the classifications of EPIC RN Analyst II who are licensed Nurse Practitioner IIs or licensed Clinical Nurse Specialists and are assigned as an EPIC Lead. The differential shall be paid for all hours actually worked while performing as the assigned EPIC Lead, up to the employee's standard hours per pay period.

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County of San Bernardino

California Nurses Association

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