

**Teamsters Local 1932 – New EPIC Classifications  
September 28, 2020**

**EPIC Background**

- Effective August 6, 2019, Arrowhead Regional Medical Center (ARMC) entered into an agreement with EPIC Systems Corporation to provide ARMC with a single, intuitively integrated Electronic Health Records (EHR) system for the purpose of unifying providers across all patient care areas and helping to improve performance for achieving and reporting quality and efficiency metrics.
- The new system will replace the outdated and soon to be unsupported MediTech EHR system.
- On January 7, 2020, the Board approved the following technical classifications and positions for EPIC implementation and ongoing staffing:
  - EPIC Analyst I, range 60T, Administrative Services Unit (underfill II level)
  - EPIC Analyst II, range 66C, Administrative Services Unit, 28 positions
  - EPIC Principle Trainer, range 66C, Administrative Services Unit, 6 positions
  - EPIC Supervisor/Project Manager, range 74, Supervisory Unit, 8 positions
  - EPIC Manager, 77C, Management Unit, 3 positions
  - EPIC Administrator, 80C, Exempt, 1 position

**Expansion of Existing EPIC Analyst Classifications**

- Analysts with healthcare/patient care experience are needed to develop more efficient work/patient flows and charting methods and to translate patient care practices into specifications, documentation, and project plans.
- For this reason, the scope of EPIC Analyst I and II classifications will be expanded to include analysts with healthcare/patient care experience and a technical level license, certification, or registration (e.g., Physical Therapy Assistant, Ultrasound Technologist II, and Phlebotomist).
- To accommodate this expansion, approximately 5 to 10 positions will be added to the existing EPIC Analyst II classification to be used for analysts with healthcare experience and certifications/licensure.

**Proposed New EPIC Supervisor and Manager Registered Nurse (RN) Classifications**

Two Supervisors and one Manager may be needed to oversee clinical/nursing modules and teams that include EPIC Analysts, EPIC Clinical Analysts, and EPIC RN Analysts. The supervisors and manager will need to be a licensed registered nurse and have nursing experience in addition to meeting other minimum qualifications for EPIC supervisor and manager positions. To meet this need, the following EPIC classifications are proposed:

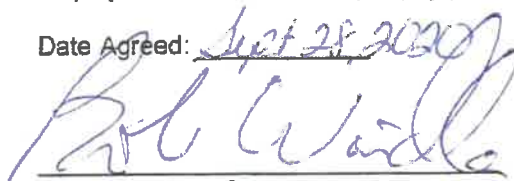
- **EPIC Supervisor – RN:** 74A (\$45.80 - \$63.12), Nurses Supervisory and Management Unit with Nurses Supervisory level benefits, and eligible for the Modified Benefit Option.
- **EPIC Manager – RN:** 77C (\$50.19 - \$69.21), Nurses Supervisory and Management Unit with Nurses Supervisory level benefits, and eligible for the Modified Benefit Option.
  - Should an employee be hired into this classification and desire lower pay in exchange for the Nurses Management level benefits, the parties shall meet to discuss a salary and benefit package that is approximately equivalent to the Unit Manager Specialty Critical Care total compensation.


**Proposed Differentials**

**EPIC Lead Differential:** Effective October <sup>24</sup>10, 2020, the County shall establish a 4% EPIC Lead Differential for employees in the classifications of EPIC Systems Analyst II who 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.

**EPIC Clinical Differential:** Effective October <sup>24</sup>10, 2020, the County shall establish a 2.5% EPIC Clinical Differential for employees in the classifications of EPIC Supervisor/Project Manager or EPIC Manager who are licensed Pharmacists, Physician Assistants, Chiropractors, or Medical Doctors and are assigned to oversee clinical modules and teams. The differential shall be paid for all hours actually worked while performing as the assigned EPIC Clinical Supervisor/Project Manager or EPIC Clinical Manager, up to the employee's standard hours per pay period.

Date Agreed: Sept 28, 2020

  
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