

SIDE LETTER TO THE  
2020-2024  
MEMORANDUM OF UNDERSTANDING (“MOU”)  
BETWEEN  
THE COUNTY OF RIVERSIDE (“County”)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL  
UNION, LOCAL 721 (“SEIU”)

The parties hereto agree to amend Article 5, Workweek, Overtime and Premium Pay, Section 3, Premium Pay and Article 29, Compensation, Section 4, RUHS – Medical Center Registered Nurse Classification & Realignment, of the 2020 – 2024 MOU between SEIU and the County as follows:

E. Registered Nursing Specialty Care & Critical Care Differentials.

1. 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
- Assistant Nurse Manager – MC/CHC
- Nursing Education Instructor
- Nurse Practitioner
- 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.

2. Registered Nursing Specialty Care Differential. Effective March 26, 2020, 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. While permanently assigned to the Specialty Care unit, the Specialty Care differential will be applied to all paid hours ~~when using the employee's accrued sick and/or vacation leave balances~~. Nursing Education Instructors who, as part of their regularly assigned duties, are required to teach Specialty Care classes to nurses assigned to the RUHS, will receive the Specialty Care differential for all hours worked. Employees receiving a Specialty Care differential for work performed in a specialty care unit shall not receive a Difficult-to-Recruit differential for assignment or work performed in the same

specialty care area.

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)

3. Registered Nursing Critical Care Differential - Effective March 26, 2020, 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. While permanently assigned to the Critical Care unit, the Critical Care differential will be applied to all paid hours ~~when using the employee's accrued sick and/or vacation leave balances.~~ 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. Nursing Education Instructors, who as part of their regularly assigned duties, are required to teach Critical Care classes to nurses assigned to the RUHS, will receive the Critical Care differential for all hours worked. Employees receiving a Critical Care differential for work performed in a critical care unit shall not receive a Difficult-to-Recruit differential for assignment or work performed in the same critical care area.

RN Critical Care Units (excluding Emergency Department)
Trauma
Cath Lab
PACU
Adult ICU
Pediatric ICU
Labor & Delivery
NICU
SAFE Team
BERT Team
Code Team
Throughput Nurse Team
Wound Team

4. Emergency Department Critical Care Differential. Effective March 26, 2020, registered nursing employees permanently assigned to the Emergency Department Critical Care Unit shall be paid an ED Critical Care differential of \$4.00 per hour for all hours worked. For all new graduate Registered Nurses and those who are new to the Emergency Department as a critical care area, the ED Critical Care Differential will be applied following completion of required training necessary for the Emergency Department critical care unit and once the employee is authorized by RUHS to work independently in the Emergency

Department.

- a. After three (3) full cumulative years of permanent assignment in the RUHS-MC Emergency Department Unit, or three (3) full cumulative years of permanent assignment in any hospital-based Emergency Department in the United States, the employee's ED Critical Care differential shall be a total of \$5.50 per hour for all hours worked.
- b. After six (6) full cumulative years of permanent assignment in the RUHS-MC Emergency Department Unit, or six (6) full cumulative years of permanent assignment in any hospital-based Emergency Department in the United States, the employee's ED Critical Care differential shall be a total of \$7.00 per hour for all hours worked. In order to be eligible for the increased ED Critical Care differential, all six (6) full years of permanent assignment in a qualifying Emergency Department must be performed within the immediately preceding nine (9) years.
- c. Nursing Education Instructors, who as part of their regularly assigned duties, are required to teach Emergency Department Critical Care classes to nurses assigned to the RUHS, will receive the ED Critical Care differential for all hours worked in the Emergency Department.

Employees receiving an Emergency Department Critical Care differential for work performed in the Emergency Department shall not receive a Difficult-to-Recruit differential for assignment or work performed in Emergency Department.

While permanently assigned to the Emergency Department, the ED Critical Care differential will be applied to all paid hours ~~when using the employee's accrued sick and/or vacation leave balances~~. For purposes of the Emergency Department Critical Care Differential, approved leaves of absence (paid or unpaid) while employed in a permanent assignment to a qualifying Emergency Department shall not be considered as a break in service for purposes of calculating cumulative years of permanent assignment.

5. Advanced Care Nurse.

- a. Effective March 26, 2020, 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:
  1. Advanced Care Nurse I - \$3.00 per hour
  2. Advanced Care Nurse II - \$5.50 per hour
- b. While assigned as an Advanced Care Nurse, the Advanced Care Nurse differential will be applied to all paid hours ~~when using the employee's accrued sick and/or vacation leave balances~~.
- c. Minimum qualifications for Advanced Care Nurse I:
  1. Bachelor's in Nursing or health related field or National Certification (recognized by AACN or ANCC) AND six (6) years of full time experience as an RN; OR Master's in Nursing and four (4) years of full time experience as an RN

Plus:

2. Two years minimum in area of specialty
3. Meets/exceeds on prior evaluation
4. No active Medical Certification Directive on file
5. Not on a Performance Improvement Plan

Plus, minimum of one of below:

6. Qualified and approved major project by unit or department director
7. Active participation in a committee and one of the following: superuser, preceptor, performance improvement project, health fair, inservices classes taught, complete ACN acknowledgement form

d. Minimum qualifications for Advanced Care Nurse II:

1. Minimum qualifications: Bachelor's Degree in Nursing or health related field and National Certification (recognized by AACN or ANCC) AND nine (9) years of full time experience as RN; OR Master's in Nursing and seven (7) years of full time experience as an RN.

Plus:

2. Two years minimum in area of specialty
3. Meets/exceeds on prior evaluation
4. No active Medical Certification Directive on file
5. Not on a Performance Improvement Plan

Plus, minimum of one of below:

6. Qualified and approved major project
7. Active participation in a committee and 2 of the following: superuser, preceptor, performance improvement project, health fair, inservices classes taught, complete ACN acknowledgement form

#### Section 4. RUHS – Medical Center Registered Nursing Classification & Realignment

A. Effective March 26, 2020, employees in the classifications listed below, and working at the RUHS Medical Center or Community Health Clinics, shall be reclassified in accordance with the charts below. These reclassifications are exempt from the provisions and pay increase outlined in Article 6, Section 7 – Reclassification.

#### **Registered Nurse Series**

<b>Former Job Title</b>	<b>Current Job Code</b>	<b>New Job Title (&amp; Post-TTC)</b>	<b>New Job Code</b>
REGISTERED NURSE I	74036	REGISTERED NURSE I - SPC-T3 (REGISTERED NURSE I – MC/CHC)	74039
REGISTERED NURSE I - SPC-T1	74037		
REGISTERED NURSE I - SPC-T2	74038		

REGISTERED NURSE I - SPC-T3	74039		
REGISTERED NURSE II	74040	REGISTERED NURSE II - SPC-T3 (REGISTERED NURSE II – MC/CHC)	74043
REGISTERED NURSE II - SPC-T1	74041		
REGISTERED NURSE II - SPC-T2	74042		
REGISTERED NURSE II - SPC-T3	74043		
REGISTERED NURSE III	74044	REGISTERED NURSE III - SPC-T3 (REGISTERED NURSE III – MC/CHC)	74047
REGISTERED NURSE III - SPC-T1	74045		
REGISTERED NURSE III - SPC-T2	74046		
REGISTERED NURSE III - SPC-T3	74047		
REGISTERED NURSE IV	74048	REGISTERED NURSE III - SPC-T3 (REGISTERED NURSE III – MC/CHC)	74047
REGISTERED NURSE IV - SPC-T1	74049		
REGISTERED NURSE IV - SPC-T2	74050		
REGISTERED NURSE IV - SPC-T3	74051		
REGISTERED NURSE V	74052	REGISTERED NURSE III - SPC-T3 (REGISTERED NURSE III – MC/CHC)	74047
REGISTERED NURSE V - SPC-T1	74053		
REGISTERED NURSE V - SPC-T2	74054		
REGISTERED NURSE V - SPC-T3	74055		
ASST NURSE MGR	74023	ASST NURSE MGR - SPC-T3 (ASST NURSE MGR – MC/CHC)	74026
ASST NURSE MGR - SPC-T1	74024		
ASST NURSE MGR - SPC-T2	74025		
ASST NURSE MGR - SPC-T3	74026		

### Pre Hospital Liaison Nurse

Former Job Title	Current Job Code	New Job Title (& Post-TTC)	New Job Code
PRE HOSP LIAISON NURSE	73913	PRE HOSP LIAISON NURSE – SPC T1 (PRE HOSP LIAISON NURSE)	73913
PRE HOSP LIAISON NURSE – RCRMC	74034		
PRE HOSP LIAISON NURSE - SPC-T1	74035		

### Nursing Education Instructor

Former Job Title	Current Job Code	New Job Title (& Post-TTC)	New Job Code
NURSING EDUCATION INSTRUCTOR	73941	NURSING ED INSTRUCTOR - SPC-T3 (NURSING EDUCATION INSTRUCTOR)	74029
NURSING ED INSTRUCTOR – RCRMC	74027		

NURSING ED INSTRUCTOR - SPC-T1	74028		
NURSING ED INSTRUCTOR - SPC-T3	74029		

As part of the consolidation of the registered nursing classifications above, and elimination of Specialty Tiers and Specialty Classifications, the salary schedule for the new consolidated classifications will be realigned. The pre-existing Specialty Tier III (SPC-T3) salary plan/grade for the Registered Nurse and Assistant Nurse Manager classifications shall be established as the salary plan/grade for the new consolidated classifications. The pre-existing Specialty Tier I (SPC-T1) salary plan/grade for the Pre-Hospital Liaison Nurse shall be established as the salary plan/grade for the new consolidated classification. Specialty Care and Critical Care premiums for the former Specialty Tiers and Specialty Classifications will no longer be included in the base rate of pay after the restructure. Differentials for critical and specialty care will be paid separately from base pay rate in accordance with the terms of this MOU.


The salary placement of bargaining unit employees in the new classifications above shall be the dollar amount that, when added to the employee's new critical or specialty care differential, is equal to the base rate of pay held by the employee immediately prior to the reclassification.


The salary placement of bargaining unit employees in the new classifications above who have been at the maximum of the salary range of their former classification ~~for at least one (1) year or longer~~, shall be at the rate which is four percent (4%) higher than that paid on the range of the former classification, where the new range is able to accommodate the increase. In which case, the anniversary date following this realignment shall be the first day of the pay period following the completion of six (6) months in a paid status, not including overtime, in the new classification.

The anniversary date shall not change for all other employees who were not at the maximum of the salary range in their former classification for at least one year.

Employees in a Registered Nurse IV or V classification immediately prior to the effective date of the reclassification to Registered Nurse III will automatically be appointed as an Advanced Care RN I or II level, respectively, without additional application and continue under the same expectations required when classified as a Registered Nurse IV or V.

The terms of this Side Letter shall be incorporated into the successor MOU between the County and SEIU unless otherwise negotiated. All other terms and conditions of the MOU between the County and SEIU remain unchanged by this Side Letter.

  
 Steven Espinoza  
 Assistant Human Resources Director  
 County of Riverside  
 Date 6/16/22

  
 Eloy Alvarez  
 Inland Regional Director  
 SEIU, Local 721  
 Date 6/3/22