

# Side Letter Agreement

## Services Employees International Union, Local 721

### *Professional Unit*

Amendment Date: July 1<sup>st</sup>, 2023

#### **EPIC Clinical Analyst Classifications and Differential to Support the New EPIC System at ARMC**

##### **New EPIC Clinical Analyst Classifications**

In addition to EPIC analysts with technological expertise, analysts with clinical experience are necessary to perform duties ~~to include and~~ identifying and documenting requirements for system changes, workflow development and changes, and other system design decisions that support clinical operations. To meet this need, the following EPIC Clinical Analyst classifications shall be established:

- **EPIC Clinical Analyst II (journey level):** Range 68C, \$38.50 - \$54.30/hour
- **EPIC Clinical Analyst I (trainee level):** Range 62T, \$32.64 - \$43.86/hour

##### **Promotion to EPIC Clinical Analyst I and II from Salary Range Equal to or Lower than EPIC Clinical Analyst II Salary Range:**

Classifications that may have the clinical expertise to promote to EPIC Clinical Analyst II are as follows: Speech Therapist (65CE), Laboratory Technologist II (64E), Occupational Therapist II (64C), Physical Therapist II (64C), Cytotechnologist (59A), Social Service Practitioner II (S2), Social Service Practitioner III (S4), and Dietitian (51).

If an employee's salary range is less than the EPIC Clinical Analyst I's salary range (e.g. Dietitian), the employee shall be eligible for a promotional increase upon promoting to the EPIC Clinical Analyst I classification. Upon completion of the trainee period (i.e., completion of EPIC certification and one (1) year: 2,080 hours of experience as an EPIC Clinical Analyst I) ~~as an Epic Clinical Analyst I~~, the employee shall promote to the journey level EPIC Clinical Analyst II at which time the employee shall be eligible for ~~another~~ promotional salary increase.

If an employee's salary range is greater than the EPIC Clinical Analyst I' salary range but is less than or equal to the EPIC Clinical Analyst II's salary range (e.g., Speech Therapist), the employee shall retain the same salary rate (i.e., x-step). Upon completion of the trainee period (i.e., completion of EPIC certification and 1 year: 2,080 hours of experience as an EPIC Clinical Analyst I) ~~as an Epic Clinical Analyst I~~, the employee shall promote to the journey level EPIC Clinical Analyst II at which time the employee shall be eligible for a promotional increase based on the employee's "X" stepped hourly rate if the employee's former salary range is less than the EPIC Clinical Analyst II's salaryrange.

##### **Example:**

A Physical Therapist II on salary range 64C step 15 making \$49.17/hour demotes to EPIC Clinical Analyst I ~~for approximately six months~~ before promoting to EPIC Clinical Analyst II. This employee will retain the salary of \$49.17/hour while in the EPIC Clinical Analyst I classification since salary on the 64C salary range is less than that of the EPIC Clinical Analyst II on salary range 68C. Upon promotion to EPIC Clinical Analyst II, this employee will receive a salary increase to \$51.70 (approximately 5.15%).

**Differential**

EPIC Lead Differential: Effective October 24, 2020, the County ~~shall~~ establish ed a 4% EPIC Lead Differential for EPIC Clinical Analyst II who is licensed as a pharmacist, chiropractor, physician assistant, or medical doctor and is 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.

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

San Bernardino County



Leo Gonzalez  
County Labor Relations Chief

SEIU, Local 721



Print & Sign