Financial Proposals Specific to ONA NPs/PAs

MCHD/ONA Bargaining 2022
Areas of Focus as Prioritized by ONA

- Provider equity between NPs/PAs and Physicians
- Acknowledgement of the additional time needed to provide comprehensive patient care in ICS
- Retention incentives
- Wage adjustments
**WHAT**: Financial Compensation for all NPs/PAs

**ONA Focus**: Provider Equity between NPs/PAs and Physicians

**NEW**: FLSA Exempt (Salaried) Package

- Vacation accruals to align with physicians bargaining agreement
- CEU/CME amount and time aligns with physicians bargaining agreement
- Board certification reimbursement aligns with physician bargaining agreement
- After hours call assignments
**WHAT**: Financial Compensation for all NPs/PAs

ONA Focus: Acknowledgement of the additional time needed to provide comprehensive patient care in ICS.

Proposal: **Only applies to ICS***- Increase FTE (and salary) by 20% for all ICS NPs/PAs in Primary Care (excludes student health center) to account for indirect patient care time. **No change to the current scheduled direct patient care time.**

<table>
<thead>
<tr>
<th>ICS NPs/PAs Only*</th>
<th>Current FTE Hourly</th>
<th>New FTE Salaried</th>
<th>Direct Patient Care</th>
<th>Indirect Patient Care</th>
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</thead>
<tbody>
<tr>
<td>0.8</td>
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<td>32</td>
<td>8</td>
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</tr>
<tr>
<td>0.6</td>
<td>0.8</td>
<td>26</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>0.5</td>
<td>0.6</td>
<td>20</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>–</td>
<td>0.5</td>
<td>17</td>
<td>3</td>
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</tbody>
</table>

*exploring options to include PH NPs/PAs

NEW! Increases wages by 20%
**WHAT**: Financial Compensation for all NPs/PAs

**ONA Focus: Retention incentives**

- **NPs and PAs Hiring Bonus**: $5,000** (2,500 at hire and 2,500 after one year of service) - Excludes APC Fellows

- **Continuation of Corrections Health (CH) Provider (NPs & PAs) Bonus MOA**: $60,000 over 3 years (Completion of Year 1 - $20,000; Completion of Year 2 - $20,000; and Completion of Year 3 - $20,000)

- **ALL ONA 2% Retention Bonus** (one time)

**Separate MOA outside of bargaining**
**WHAT:** Financial Compensation for all NPs/PAs

**ONA Focus: Wage Adjustments**

- 2.53% Market Adjustment for NPs/PAs (in addition to FTE increase for ICS)
- 10% Premium for Psychiatric Mental Health NPs
- Additional compensation for NPs/PAs who work additional shifts (clinical sessions)
- Increased after hours call premium for CH and PH
- Float Differential $3.75/hr*
- Cultural KSA Premium (4%) *
- Ad Hoc Bilingual Premium (4%) *
- Longevity Pay*
  - 5 yrs: 1.5% **(NEW)**
  - 10 yrs: 1%→2%
  - 20 yrs: 2%→2.5%

*not specific to NPs/PAs- applies to all nurses*
Questions?

Thank you!