County’s Economic Package Proposal, August 29, 2023

- **Article 16 – Wages** (per County proposal of Aug. 29, 2022), including the following improvements:
  - Add 2% retention bonus, payable following ratification.
  - 5% COLA guaranteed in Year 2
  - Accept ONA proposal to increase swing shift differential to $2.50
  - Accept ONA proposal to increase weekend shift differential to $3.50
  - Accept ONA proposal on auto reimbursement ($100/mo for full-time, $70/mo for part-time)
  - Increase same-day reassignment (floating) differential to $3.75
  - Updated exempt model for NPs and PAs

- **Article 3 – Recognition** (per County proposal of Aug. 1, 2022)
  - Increase on-call and temp differential in lieu of benefits to $3.00
  - Decrease hours worked requirement for on-call and temp employees to advance steps to 1248.

- **Article 7 – Holidays** (per County proposal of Feb. 7, 2022)

- **Article 8 – Vacation Leave** (per County proposal of Aug. 29, 2022) (updated to reflect higher accrual rates for NPs and PAs)

- **Article 9 – Sick Leave** (per County proposal of May 3, 2022)
  - MOA proposal forthcoming to extend EPSL banks and leave borrowing program through September 30, 2022.

- **Article 11 – Health and Welfare** (per County proposal of March 21, 2022)

- **Article 18 – Professional Staff Development** (per County Proposal of Feb. 24, 2022)

- **Article 25 – Termination** (per County proposal of April 4, 2022)

- **NEW – Same-Day Reassignment** (per County proposal of July 18, 2022)

- **NEW – MOA, ICS Primary Care NPs and PAs FTE Increase**