

The County reserves the right to amend, modify, and/or make additional proposals as discussions during bargaining sessions commence. All agreements are tentative until full and final agreement is reached.

**County's Counter Proposal #7 to SEIU-June 28, 2023  
Appendix C-Public Health Nursing Unit**

**APPENDIX C – PUBLIC HEALTH NURSING UNIT**

**Supposal**

County would consider the following terms: PHN I-III and PHN Specialist would receive a 2.5% wage increase in exchange for deletion of section C.3 – Accumulated Time Earned.

| <b>Supposal</b>               |      |
|-------------------------------|------|
| Class Study                   | 5%   |
| Realignment                   | 5%   |
| GWI Year One                  | 5%   |
| Buy back                      | 2.5% |
| <b>TOTAL PHN I-III: 17.5%</b> |      |

| <b>Supposal</b>                  |      |
|----------------------------------|------|
| Class Study                      | 6.5% |
| Realignment                      | 5%   |
| GWI Year One                     | 5%   |
| Buy back                         | 2.5% |
| <b>TOTAL PHN Specialist: 19%</b> |      |

**~~C.3 – Accumulated Time Earned~~**

~~Public Health Nurses I, II, III, and Public Health Nurse Specialist(s) shall be provided six and one-half (6.5) additional days of vacation per year to be used in accordance with prescribed vacation scheduling procedures. The parties recognize that this program is extended to those classifications which have an alternate pay plan two and one-half percent (2 1/2%) below the regular pay or two and one-half percent (2 1/2%) below the regular pay for those workers on the Voluntary Reduced Work Hours Program.~~

[This Supposal is based upon the PHN's stated interest in being valued in a manner similar to the County's Clinical Nurses in RNPA. The Clinical Nurses in RNPA do not have the "Accumulated Time Earned" provision, and the exchange in this supposal would bring the PHN's much closer to the RNPA Clinical Nurses.]

From: SCCo To: SEIU June 28, 2023

This proposal includes all previous proposals unless specifically modified herein.

All TAs subject to ratification by the BOS.

New language is underlined.

Deleted language is ~~struck through~~.

Current contract language is CCL.