

MEMORANDUM OF AGREEMENT
Between
THE UNIVERSITY OF VERMONT MEDICAL CENTER ("UVMCC")
and
VERMONT FEDERATION OF NURSES AND HEALTH PROFESSIONALS,
LOCAL 5221 ("VFNHP")

Emergency Department Technician
Career Ladder

This agreement is made between UVMCC and VFNHP and applies to Emergency Department Technicians working in the Emergency Department.

The parties agree that the following career ladder will be implemented in the Emergency Department with the specific skills, experience and competencies detailed on the job description for each respective title.

ED Tech I (Pay Grade V7)

Entry level position. Refer to full 080N Job Description.

ED Tech II (Pay Grade V8)

Tech II must have worked 3-6 months in the ED Tech 1 position at UVMCC and completed all competencies. Refer to full B714 Job Description.

ED Tech III (Pay Grade V47)

Annual application for promotion submitted to the practice council for review and recommendation to the manager for determination at evaluation time. Refer to full D149 Job Description.

Tech III must have all of the following:

- A minimum of 24 months experience in the UVMCC ED (at least part-time).
- Worked at least 240 hours per quarter in the UVMCC ED in the last 12 months.
- Maintains all job requirements for ED Tech II.
- Annual performance rating of at least "successful".
- Two peer letters of recommendation (upon initial application only).

Tech III must have at least 3 of the following:

1. Active participation in at least one committee (80% attendance).
2. Consistently rated as excellent by staff they precept.
3. Monitors / Oversees QA process within the ED for at least 12 months.
4. Independently leads an ongoing project in the ED.
5. Has taught or facilitated at least 2 classes within the last 12 months.



For UVM MC

8/10/2016

Date



For VFNHP

8/11/2016

Date

| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 | Step 21 | Step 22 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| V47 Emergency Department Tech III | 15.59 | 15.91 | 16.23 | 16.55 | 16.88 | 17.22 | 17.57 | 17.92 | 18.28 | 18.64 | 19.01 | 19.39 | 19.78 | 20.18 | 20.58 | 20.99 | 21.41 | 21.84 | 22.28 | 22.72 | 23.18 | 23.64 |
| FY17 | 15.75 | 16.07 | 16.39 | 16.72 | 17.05 | 17.39 | 17.74 | 18.09 | 18.45 | 18.82 | 19.20 | 19.58 | 19.98 | 20.38 | 20.79 | 21.20 | 21.63 | 22.06 | 22.50 | 22.95 | 23.41 | 23.88 |
| FY18 | 15.83 | 16.14 | 16.47 | 16.80 | 17.14 | 17.48 | 17.83 | 18.18 | 18.55 | 18.91 | 19.29 | 19.68 | 20.07 | 20.48 | 20.89 | 21.31 | 21.74 | 22.17 | 22.61 | 23.07 | 23.53 | 24.00 |
| FY19 | 15.83 | 16.14 | 16.47 | 16.80 | 17.14 | 17.48 | 17.83 | 18.18 | 18.55 | 18.91 | 19.29 | 19.68 | 20.07 | 20.48 | 20.89 | 21.31 | 21.74 | 22.17 | 22.61 | 23.07 | 23.53 | 24.00 |