

**House Bill 2949 Behavioral Health Workforce Initiative  
2024 Letter of Agreement**

**I. PARTIES**

The parties to this agreement are the Marion County (hereinafter, "the County") and MCEA Local 294/SEIU Local 503, OPEU (hereinafter, "the Union").

**II. PURPOSE OF THE AGREEMENT**

The purpose of the agreement is to support the recruitment, retention, and professional development of mental health providers, within the Health and Human Services Department and the Juvenile Department, through one-time grant monies associated with HB 2949.

**III. AGREEMENT**

The County and the Union agree to the following:

A. Employee Relocation Package:

Applies to regular status bargaining unit members (non-temp) Mental Health Specialists I, II, III; Licensed Mental Health Specialists; and Family Intervention Therapists who relocate from outside of Oregon.

- Up to \$3,000 reimbursement of moving expenses shall be paid to Mental Health Specialists I, II, III; Licensed Mental Health Specialists; and Family Intervention Therapists who relocate from outside of Oregon (invoices/receipts must be submitted and approved).
- Relocation Bonus in the amount of \$3,000, prorated based on FTE, to Mental Health Specialists I, II, III; Licensed Mental Health Specialists; and Family Intervention Therapists who relocate from outside of Oregon as a one-time payment to be included in the employee's first paycheck with the County.

B. Employee Retention Bonus:

Applies to regular status bargaining unit members (non-temp) who did not receive a retention bonus under 2023 House Bill 2949 Behavioral Health Workforce Initiative Letter of Agreement or amended letter of agreement that are defined as Mental Health Specialists I, II, III; Mental Health Associates; Licensed Mental Health Specialists; Peer Support Specialists; Care Coordinators; Care Coordinator Trainees; Occupational Therapy Specialist; ACT dual-credentialed Addiction Treatment Associate 1; and Family Intervention Therapists.

The total, maximum, amount of the Employee Retention Bonus will be \$6,000, prorated based on FTE, for (non-temp) Mental Health Specialists I, II, III; Licensed Mental Health Specialists; Occupational Therapy Specialist; and Family Intervention Therapists.

This bonus will be paid as follows:

- \$3,000 (50% of the bonus), prorated based on FTE, will be paid on the second pay period after 6 months of continuous employment following the approval date of this Letter of Agreement.
- \$3,000 (50% of the bonus), prorated based on FTE, will be paid on the second pay period after 12 months of continuous employment following the approval date of this Letter of Agreement.

Employees will only be eligible for one (1) retention bonus within the 2024 Letter of Agreement regardless of changes on the employee's classification as result of a desk audit, promotion, or demotion.

The total, maximum, amount of the Employee Retention Bonus will be \$4,000, prorated based on FTE, for Care Coordinators; Care Coordinator Trainees; ACT dual-credentialed Addiction Treatment Associate 1; and Mental Health Associates.

This bonus will be paid as follows:

- \$2,000 (50% of the bonus), prorated based on FTE, will be paid on the second pay period after 6 months of continuous employment following the approval date of this Letter of Agreement.
- \$2,000 (50% of the bonus), prorated based on FTE, will be paid on the second pay period after 12 months of continuous employment following the approval date of this Letter of Agreement.

Employees will only be eligible for one (1) retention bonus within the 2024 Letter of Agreement regardless of changes on the employee's classification as result of a desk audit, promotion, or demotion.

The total, maximum, amount of the Employee Retention Bonus will be \$2,500, prorated based on FTE, for Peer Support Specialists.

This bonus will be paid as follows:

- \$1,250 (50% of the bonus), prorated based on FTE, will be paid on the second pay period after 6 months of continuous employment following the approval date of this Letter of Agreement.
- \$1,250 (50% of the bonus), prorated based on FTE, will be paid on the second pay period after 12 months of continuous employment following the approval date of this Letter of Agreement.

Employees will only be eligible for one (1) retention bonus within the 2024 Letter of Agreement regardless of changes on the employee's classification as result of a desk audit, promotion, or demotion.

Retention Bonus will sunset for employees who start on or after July 1, 2024. Employees who start on July 1, 2024, through December 31, 2024, will receive up to 50% of the retention bonus. No retention bonus for employees who start on or after January 1, 2025.

C. Tuition Assistance:

Applies to regular (non-temp) employees interested in professional development towards a profession in behavioral health.

- When an employee wishes tuition assistance, they must seek department head approval before registration for the course.
- Up to \$20,000 per person, per year, to reimburse for tuition, licensure and/or other educational expenditures set forth on Marion County Tuition Payments Policy 303 for those enrolled in an eligible degree path in an accredited school or university. Employee will need to submit proof of actual costs as well as proof of approved course completion. Employee will be reimbursed upon satisfactory completion of approved courses. Satisfactory completion is defined as "C" grade or equivalent if applicable.
- The County will reimburse Care Coordinators; Care Coordinator Trainees; Occupational Therapy Specialists; Peer Support Specialists; ACT dual-credentialed Addiction Treatment Associate 1, Mental Health Specialists I, II, and III; Licensed Mental Health Providers; or Family Intervention Therapists for actual expenses for recertification and approved required continuing education in order to maintain their licensure. Such requests shall not be arbitrarily denied.
- Requires a 2-year employment agreement to work for Marion County as a behavioral health professional in the following classifications: QMHA, QMHP, Licensed Mental Health Provider, Family Intervention Therapist, Care Coordinator, Care Coordinator Trainee, Occupational Therapy Specialist, Peer Support Specialist, or ACT dual-credentialed Addiction Treatment Associate 1 or the tuition assistance must be repaid by the employee.

D. HB 2949 Wage Enhancement:

Applies to all behavioral health employees (regular and temporary).

The wage enhancement is for hours worked between 6:00 PM and 6:00 AM at Horizon House, as well as our 24/7 crisis program.

- A wage enhancement of \$3.00 would be applied to qualifying hours worked, this is in addition to base rate of pay, shift differential payments or any overtime eligibility per the current MCEA Collective Bargaining Agreement.

E. Recruitment Bonus:

Applies to newly hired regular status bargaining unit members (non-temp) Mental Health Specialists I, II, III; Licensed Mental Health Specialists; and Family Intervention Therapists. Recruitment bonus does not apply to existing employees.

- Recruitment Bonus in the amount of \$2,000, prorated based on FTE, to Mental Health Specialists I, II, III; Licensed Mental Health Specialists; and Family Intervention Therapists who start on January 1, 2024, through June 30, 2025, will be included in the employee's first paycheck with the County.

F. All monies will be paid consistent with current pay practices.

#### IV. CONCLUSION

This Letter of Agreement becomes effective January 1, 2024, and shall expire June 30, 2025. The parties agree to reopen this LOA on September 3, 2024. The chief administrative officer, spokespersons, human resources, and the designated representatives of the Union, to be valid, must sign any letters of agreement. Such letters of agreement shall be attached and made part of the collective bargaining agreement. This agreement is made without precedent to either party and may not be used by either party in current or future negotiations.

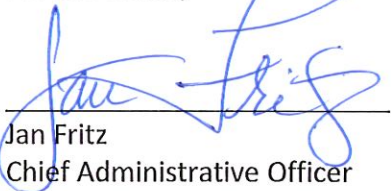
Agreed this date: November 2, 2023

For the Union



Kristina Ballow  
President, MCEA/Local 294

For the County



Jan Fritz  
Chief Administrative Officer



Shawna Schaeffer  
Public Services Field Coordinator  
SEIU Local 503, OPEU



Jane Vetto  
County Legal Representative



Melissa Unger  
Executive Director, SEIU Local 503, OPEU



Salvador LLerenas  
Chief Human Resources Officer