

**Oracle Pay Incentive  
Letter of Agreement**

**I. PARTIES**

The parties to this agreement are the Marion County Information Technology Department (hereinafter, “the County”); and the Marion County Employees Association Local 294/Service Employees International Union Local 503, OPEU (hereinafter, “the Union”). The purpose of this agreement is to create a category of pay for certain represented employees in the Information Technology Department.

**II. AGREEMENT**

Oracle Pay Incentive:

The County and the Union agree to the following:

**TYPES OF COMPETENCY PAY & POTENTIAL AMOUNTS**

<u>Incentive Type</u>	<u>Annual Max.</u>	<u>% of Max. Based Upon</u>
Oracle Testing	\$1,500	Testing
Oracle Experience	\$1,500	Years of Oracle Experience
Performance in Oracle Assignment	\$1,500	Meets Standards or Better Performance Rating

ELIGIBILITY FOR INCENTIVE: Employee must:

1. Be assigned in a job class and position designated as eligible

Eligible job classes: programmer analyst 3/Oracle developer, data base administrator, senior data base administrator, AND

2. Be assigned in a regular work assignment specifically designated to work in Oracle applications and technology more than 50% of the time, AND

3. Meet the qualifications outlined for the testing-based component defined below, AND

Maintain standard performance: No type of competency pay will be paid to any employee if the employee’s performance is deemed below standard. An employee receiving any type of competency pay will have that pay discontinued immediately if sustained performance degenerates markedly at any time. Subsequent eligibility will depend on again achieving satisfactory performance during the ensuing performance review period.

QUALIFICATION TO RECEIVE INCENTIVE PAY: In A and B below, earned competency incentive pay will be paid as a lump sum payment at the end of the first year from hire date or start of Oracle assignment. Thereafter, earned competency pay will be paid biweekly. If an employee leaves the County, no further

amount is due.

- A. For newly hired employees:  
Attainment of career status by completion of one (1) year of continuous service with satisfactory performance
- B. For career status employees (employed with the County more than one (1) year):  
Satisfactory performance during the first year of the regular Oracle assignment with the Information Technology Department

Testing-Based component: An employee must successfully pass an Oracle skills test to be determined and provided by the Information Technology Department. The cost of the Oracle skills test will be paid by the employee. The testing must be current to the Oracle release versions used by the County. Testing for current proficiency, new releases and/or applications as adopted by the County may be required. Successfully passing the Oracle skills test satisfies this requirement and qualifies the individual for \$1,500 annually.

Directly-Related Experience component: A staff member must have a minimum of one (1) year of qualifying (directly-relevant) Oracle technology experience to qualify for this component. An existing Information Technology staff member newly and “regularly” assigned to Oracle responsibilities will be required to attain one (1) year of direct Oracle experience to qualify for the minimum amount of the experience incentive. Payment for experience will be as follows:

Minimum of 1 Year Experience	\$500
1-3 Years Experience	\$1,000
More Than 3 Years Experience	\$1,500

Job Performance-Based component: A portion of this \$1,500 incentive will be paid based upon annual performance appraisal results; proficiency in at least one (1) core competency equals \$500 annually. Proficiency in at least three (3) competencies equals \$1000 annually. Proficiency in at least five (5) competencies including job knowledge and role understanding, decision making, problem solving and innovative thinking and accountability equals \$1500 annually.

### III. CONCLUSION

The chief administrative officer, appropriate elected official or department head, human resources, and the designated representative 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.

Termination of agreement: unless otherwise negotiated through the bargaining process this agreement shall end June 30, 2026.

FOR THE UNION

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Kristina Ballow  
President, MCEA/Local 294

07/09/24  
Date

*H.T. Bl*

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Heather Blankenheim  
Bargaining Strategist, SEIU Local 503, OPEU

07/09/24  
Date

*Philip Shilts*

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Philip Shilts  
Public Services Director, SEIU Local 503, OPEU

07/09/24  
Date

FOR THE COUNTY

*Jan Fritz*

\_\_\_\_\_  
Jan Fritz  
Chief Administrative Officer

7/10/2024  
Date

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Salvador Llerenas  
Chief Human Resources Officer

7/10/2024  
Date