

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

I. PARTIES

The parties to this agreement are the Marion County Health and Human Services Department (hereinafter, "the County") and Oregon Nurses Association (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 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 in the classification of Behavioral Health Nurse 1 or 2 and Mental Health Nurse Practitioner, working in a mental health program, who relocate from outside of Oregon.

- Up to \$3,000 reimbursement of moving expenses (invoices/receipts must be submitted and approved).
- Relocation Bonus in the amount of \$3,000, prorated based on FTE, as a one-time payment to be included in the employees first paycheck with the County.

B. Employee Retention Bonus:

Applies to regular status bargaining unit members (non-temp) in the classification of Behavioral Health Nurse 1 or 2 and Mental Health Nurse Practitioner, working in a mental health program who did not receive a retention bonus under 2023 House Bill 2949 Behavioral Health Workforce Initiative Letter of Agreement.

The total, maximum, amount of the Employee Retention Bonus will be \$3,000, prorated based on FTE. This bonus will be paid as follows:

- \$1,500 (50% of the bonus), prorated based on FTE, will be paid after 6 months of continuous employment following the approval date of this Letter of Agreement.
- \$1,500 (50% of the bonus), prorated based on FTE, will be paid after 12 months of continuous employment following the approval date of this Letter of Agreement.

Employees will only be eligible for one bonus within the 2023 and 2024 Letter of Agreement periods regardless of changes on the employee's classification as result of a desk audit, promotion or demotion.

Retention Bonus will be 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. Employee Recruitment Bonus:

Applies to regular status bargaining unit members (non-temp) in the classification of Behavioral Health Nurse 1 or 2 and Mental Health Nurse Practitioner, working in a mental health program. Recruitment bonus does not apply to existing employees.

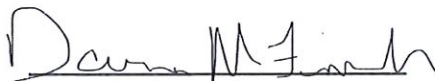
- Recruitment Bonus in the amount of \$2,000, prorated based on FTE, to Behavioral Health Nurse 1 or 2 and Mental Health Nurse Practitioner, working in a mental health program who start on January 1, 2024, through June 30, 2025, will be included in the employee's first paycheck with the county.

IV. CONCLUSION

This Letter of Agreement becomes effective January 1, 2024, and shall expire June 30, 2025. 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: 10/4/2023

For the Union



Dana Finch, RN, BSN
Membership Chair



Michael Coutley
Labor Representative, ONA

For the County



Jan Fritz
Chief Administrative Officer



Jane Vetto
County Legal Representative



Ryan Matthews
Health and Human Services Administrator



Salvador Llerenas
Chief Human Resources Officer