

**Longevity Pay Workgroup
Letter of Agreement**

I. PARTIES

The parties to this agreement are Marion County (hereinafter, "the County") and Oregon Nurses Association (hereinafter, "the Association").

II. PURPOSE OF THE AGREEMENT

The purpose of the agreement is to create a workgroup composed of management and one (1) member of each bargaining unit throughout the County to consider the longevity pay methodology. The Association will have one (1) bargaining unit member of their choosing participate in the workgroup.

III. AGREEMENT

The County is expected to select a new Enterprise Resource Planning (ERP) software system within the first quarter of 2025. This workgroup will begin to meet as soon as the final selection is determined. This workgroup will develop a proposal for a longevity pay methodology, which will be presented with a fiscal impact statement for consideration. The final longevity pay methodology recommendation will be presented to the Board of Commissioners. Nothing in this LOA will preclude the Association from bargaining over longevity pay methodology in the future.

IV. CONCLUSION

The chief administrative officer, spokespersons, human resources, and the designated representatives of the Association, 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 ASSOCIATION

Lana Harrington

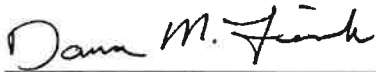
Lana Harrington, RN
Chair

07/08/2024
Date

FOR THE COUNTY

Jan Fritz
Jan Fritz
Chief Administrative Officer

7/9/2024
Date



Dana Finch, RN, BSN
Secretary and Treasurer

7/8/2024

Date



Ashley Bromley
Labor Relations Representative for ONA

7/08/2024

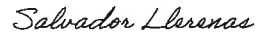
Date



Ryan Matthews
Health and Human Services Administrator

7/8/2024

Date



Salvador Llerenas
Chief Human Resources Officer

7/8/2024

Date