

Memorandum of Agreement

Extension of ONA New Hire Recruitment and Retention Incentive Pilot Program

I. Parties

The parties to this Memorandum of Agreement (hereinafter "MOA") are Multnomah County, Oregon (hereinafter "County") and Oregon Nurses Association (hereinafter "ONA").

II. Background

- A. The parties have an interest in addressing recruitment challenges and increasing attrition of certain nursing and other bargaining unit positions to improve employee retention, sustain safety and quality of care, and ensure adequate staffing.
- B. Recruiting, on-boarding, and training of employees with high first year attrition rates results in additional costs and affects the morale of remaining staff.
- C. Vacant posts result in extra shifts and mandated overtime, which further negatively affects morale and increases the attrition rate.
- D. The parties have an interest in piloting a New Hire Recruitment and Retention Bonus Program for six (6) months to determine whether it will incentivize new hires to remain with the County and result in a reduction in voluntary turnover.
- E. The parties entered into an agreement for a 6-month recruitment and retention incentive pilot program, which was executed on February 6th, 2023 and set to expire on August 6th, 2023.
- F. The parties have a mutual interest in extending this program for an additional 12-month period.

THEREFORE, the parties mutually agree as follows:

III. Terms

- A. The New Hire Recruitment and Retention Incentive Program will be extended for a period of 12-months from August 6th, 2023 to August 6, 2024.
- B. Eligibility Criteria: Candidates hired on or after December 16, 2022, must meet the following eligibility criteria:
 - 1. Hired as a regular employee working at least 0.50 Full-Time Equivalency (hereinafter “FTE”) in the following positions:
 - a. Community Health Nurses (CHNs) / Registered Nurses (RNs)
 - b. Psychiatric Mental Health Nurse Practitioners (PMHNPs)
 - c. Nurse Practitioners (NPs)
 - d. Physician Assistants (PAs)
 - e. Advanced Practice Clinician
 - 2. If the new hire employee is participating in a new graduate fellowship or is eligible for the Corrections Health Provider Recruitment and Retention Bonus Program, they are not eligible for the New Hire Recruitment and Retention Bonuses.
- C. New Hires meeting the eligibility criteria in III.B. above shall receive the following one-time New Hire Recruitment and Retention Bonus, measured from the New Hire’s first day of employment in a qualifying, regular position:
 - 1. Two thousand five hundred dollars (\$2,500), subject to Subsection III.C.3.a. below, at the time of hire.
 - 2. Two thousand dollars (\$2,000), subject to Subsection III.C.3. below, upon completion of one (1) year of continuous regular employment.
 - 3. FTE Proration:
 - a. The bonuses shall be prorated based on the employee’s assigned FTE. The County and ONA agree that, for purposes of this provision, 0.80 FTE and higher shall be treated as equivalent to 1.00 FTE.
 - b. The bonuses shall be prorated by both FTE and time in assignment when an eligible employee’s assigned FTE changes, subject to Subsection III.C.3.a. above.

4. For accumulated leave of absence exceeding thirty (30) days, the periods in III.C.2. above will be extended by the entire amount of accumulated leave taken.
- D. Each one-time New Hire Recruitment and Retention Bonus disbursement will be made through County Payroll on the employee's regular paycheck, and is subject to required tax withholdings and deductions.
- E. An employee is only eligible to receive one disbursement of each tier of the New Hire Recruitment and Retention Bonus in the course of employment with Multnomah County during their lifetime.
- F. Employees who have received the New Hire Recruitment and Retention Bonus will not be eligible for the one-time Retention Payments in Article 18 - Wages (previously Article 16), Section 1. of the ONA 2022-2025 Collective Bargaining Agreement (hereinafter "CBA").
- G. At the end of the six (6) month pilot, and again after one (1) year following implementation, the New Hire Recruitment and Retention Bonus will be evaluated to determine the effect it has had on recruitment and retention.
- H. This MOA shall not be construed as establishing a precedent, practice, or custom, and neither party may raise it as such in any other forum. Any dispute over the meaning, interpretation, or application of this MOA shall be subject to the grievance procedure set forth in Article 23 (previously Article 21) of the ONA 2022-2025 CBA.

Agreed to this 17 day of August, 2023.

For the Union:



Daisy Hernandez-Haws
Labor Representative
Oregon Nurses Association

For the County:



Elizabeth Calixtro
Labor Relations Manager
Multnomah County