

## **MEMORANDUM OF AGREEMENT**

### **Corrections Health Provider Recruitment and Retention Bonus Program**

#### **I. Parties**

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

#### **II. Background**

- A. The parties have an interest in continuing the retention of Nurse Practitioners and Physician Assistants (hereinafter "Providers") in Corrections Health to sustain employee retention, safety and quality of care, and ensure adequate staffing.
- B. Corrections Health has experienced challenges in the past in attracting and retaining qualified Providers. Prior to the Corrections Health Provider Recruitment and Retention Program 3-Year Pilot Program, which was agreed to during 2018 ONA successor negotiations, for each person hired, two were lost to resignation or transfer.
- C. Multnomah County's Primary Care Health Clinics qualify within the Federally Qualified Health Care (hereinafter "FQHC") system. Providers working in Primary Care Health Clinics qualify for loan repayment programs, but Corrections Health is not included within the FQHC system, and therefore, Corrections Health Providers do not qualify for loan repayment programs.
- D. Recruiting, on-boarding, and training of Providers with high first year attrition rates results in additional costs and affects the morale of remaining staff.
- E. Vacant posts result in extra shifts and mandated overtime, which further negatively affects morale and increases the attrition rate.
- F. The parties have an interest in continuing the Provider Recruitment and Retention Bonus Program for the 2022-2026 ONA Collective Bargaining Agreement (hereinafter "CBA").

THEREFORE, the parties mutually agree as follows:

## MOA - Corrections Health Provider Recruitment & Retention Bonus

### III. Terms


1. The Provider Recruitment and Retention Bonus Program will be for the 2022-2026 ONA CBA, beginning upon ratification of the successor Collective Bargaining Agreement (hereinafter "CBA"), although the bonus amounts described below will be available retroactively to all eligible providers as described in Section III.2 below who were employed by the County as of January 1, 2022.
2. Eligibility Criteria: Regular Nurse Practitioners and Physician Assistants (hereinafter "Providers") assigned to job positions and working at least .5 Full-Time Equivalency (hereinafter "FTE") in Corrections Health.
3. Eligible Providers, as described in Section III.2. above, shall receive the following one-time retention bonus (measured from date of ratification for Current Employees and from hire date in Regular status for New Employees):
  - a. Twenty Thousand Dollars (\$20,000), subject to Subsection III.3.d. below, upon completion of one (1) year of continuous regular employment in Corrections Health.
  - b. Twenty Thousand Dollars (\$20,000), subject to Subsection III.3.d. below, upon completion of two (2) years of continuous regular employment in Corrections Health.
  - c. Twenty Thousand Dollars (\$20,000), subject to Subsection III.3.d. below, upon completion of three (3) years of continuous regular employment in Corrections Health.
  - d. FTE Proration:
    - i. The bonuses shall be prorated based on the employee's assigned FTE. The County and Association agree that, for purposes of this provision, .8 FTE and higher shall be treated as equivalent to 1.0 FTE.
    - ii. The bonuses shall be prorated by both FTE and time in assignment when an eligible employee's assigned FTE changes, subject to Subsection III.3.d.i. above.
    - iii. An eligible employee that has a FTE split between two locations (i.e. .4 FTE in Primary Care and .4 FTE in Corrections Health), shall have the bonuses prorated to the percent of FTE dedicated to Corrections Health.
  - e. For accumulated leave of absence exceeding thirty (30) days, the periods in III.3.a., III.3.b., and III.3.c. above will be extended by the entire amount of accumulated leave taken.

MOA - Corrections Health Provider Recruitment & Retention Bonus

4. Each one-time Corrections Health Provider Retention Bonus disbursement will be made through County Payroll on the employee's regular paycheck, and is subject to required tax withholdings and deductions.
5. A Corrections Health Provider is only eligible to receive one disbursement of each tier of the Corrections Health Provider Retention Bonus in the course of employment with Multnomah County during their lifetime.
6. At the end of the 2022-2026 ONA CBA, the Corrections Health Provider Retention Bonus will be evaluated to determine the effect it has had on recruitment and retention.
7. The MOA will expire at the end of the 2022-2026 ONA CBA, unless the parties mutually agree to extend the MOA.
8. 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 20 of the parties' CBA.

Agreed to this 15<sup>th</sup> day of December, 2022.

For the Union:

  
\_\_\_\_\_  
Jocelyn Pitman  
ONA Labor Representative

For the County:

  
\_\_\_\_\_  
James J. Opoka  
Labor Relations Manager