

MEMORANDUM OF AGREEMENT
APC Lead Duties and Other APC Salary Clarifications

I. Parties to the Agreement

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

II. Background

- A.** The parties reached agreement on a Memoranda of Agreement (MOA) in 2022 successor bargaining to make the APC (formerly NP and PA) job profiles for those at 1.0 FTE Exempt (salaried) under the Fair Labor Standards Act. This MOA will hereafter be referred to as “2022 MOA.”
- B.** On April 6, 2026, during subsequent successor negotiations, the parties reached agreement on a Memorandum of Agreement (MOA) regarding ICS Advanced Practice Clinicians (APCs). The MOA would provide an opportunity to regular status ICS APCs who are hourly and less than 1.0 FTE to become Exempt (salaried) under the Fair Labor Standards (FLSA) for those who opt in. This MOA will hereafter be referred to as “2026 MOA.”
- C.** The intention of the 2026 MOA was to expand upon and/or clarify terms of the 2022 MOA, not replace it. The terms of the 2022 MOA remain valid, as do the terms of the 2026 MOA, unless otherwise specified.

D. Lead Premium:

- a. The 2026 MOA does not specify eligibility for Lead Premium for less than 1.0 FTE employees converting to salaried.
- b. The Health Department has identified a need to assign Lead duties, as defined by the ONA Collective Bargaining Agreement (CBA), to certain salaried APCs. This position would be an APC Lead over the APC Fellowship Program.
- c. Class and Compensation has reviewed the new Position Description and determined that it meets the requirements for Lead duties.

E. Preceptor Premium:

- a. The 2022 MOA is silent on preceptor premiums, which are outlined in the 2026 MOA.

F. Additional Shifts Worked:

- a. The 2026 MOA is silent on Additional Shifts Worked, which are outlined in the 2022 MOA, in Section III, E:

“1.00 FTE NPs and PAs in ICS Primary Care only who work additional shifts beyond their FTE in direct patient care (ie: additional clinical sessions) will receive additional compensation at the NPs or PAs hourly rate equivalent to their salary multiplied by the number of additional hours worked after receiving prior approval from the Clinic Manager.”

G. Scheduling

- a. The 2026 MOA is silent on scheduling, which is addressed in the 2022 MOA, in Section III, D:

“Indirect patient care time shall be ‘scheduled’ in Epic practice management (Cadence) in alignment with the existing schedule assignments and processes and shall align with the Workday schedule. The scheduling of indirect patient care time shall be by mutual agreement of the provider and the Site Medical Director.”

G. After-hours on-call services:

- a. Both the 2022 and 2026 MOAs are silent regarding after-hours on-call services.

J. Therefore, the parties mutually agree as follows:

III. Term of Agreement:

1. Lead Premium

- a. All salaried APCs (including less than 1.0) will be eligible for the Lead premium or relief lead as assigned at the rate of six and one-half percent (6.5%), per Article 18, Section 14, a of the ONA CBA.
- b. The Lead Premium may be “stacked” on top of another premium, per current practice of other Lead premium-eligible positions.

2. Preceptor Premium:

Salaried APCs (including 1.0 FTE) will be awarded an annual bonus at the end of the fiscal year and reflected on the July 31st paycheck based on the number of hours they have coded as preceptors. These preceptor rates will be retroactive to July 1, 2025.

Preceptor Hours Completed per Fiscal Year	Bonus
1-49	\$150
50-99	\$350
100-199	\$650
200-299	\$1000
300-399	\$1500

3. Additional Shifts Worked Compensation:

- a. Salaried APCs (regardless of FTE) in ICS Primary care who work additional shifts beyond their FTE in direct patient care (ie: additional clinical sessions) will receive additional compensation at the APC's hourly rate equivalent to their salary multiplied by the number of additional hours worked after receiving prior approval from the Clinic Manager. The additional compensation is done through time entry in Workday using the time code "Additional Shift Salaried."

4. Scheduling

The terms of the 2022 MOA regarding scheduling will carry over.

5. After-Hours On-Call Services

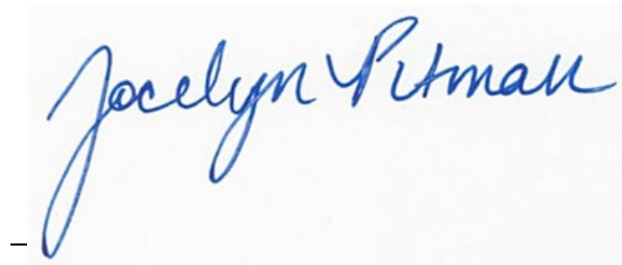
- a. Salaried APCs (regardless of FTE) in ICS Primary care may also provide after hours on-call services for Corrections Health, and will receive additional compensation at the APC's hourly rate equivalent to their salary multiplied by the number of additional hours worked on-call after receiving prior approval from the Clinic Manager. The additional compensation is done through time entry in Workday using the time code "Additional Shift Salaried."
6. The terms of the 2022 MOA and 2026 MOA will be honored and remain in practice in tandem.
 7. This MOA represents the complete agreement of the parties to address the circumstances described in Section II. Background of this agreement, and will not set any future precedent or binding past practice for any party, and will not be offered or admissible as evidence thereof.
 8. This MOA will expire upon ratification of the successor labor contract, unless

otherwise negotiated.

Agreed to this __25th__ day of August , 2026.

For the Union:

For the County:



Jocelyn Pitman
Labor Relations Representative
Oregon Nurses Association



Elizabeth Calixtro
Interim Labor Relations Director
Multnomah County