Letter of Agreement:  
Between  
Benton County  
And  
Oregon Nurses Association  

The County of Benton (County) and the Oregon Nurses Association (ONA) are committed to the principles of fair pay, pay for performance, and the County’s ability to recruit and retain high quality nurses. The County values the partnership with ONA in developing and implementing a pay for performance management program and acknowledges the delay in the project’s implementation. To that end, the County agreed to conduct a salary study of ONA nurse positions and explore implementation options that are to the mutual advantage of nurses and the County.

The parties hereby adopt and agree to the following terms in implementing the results of the salary study:

1. ONA salary ranges will no longer use a step-based salary range.

2. The ONA classifications of Health Care Professional 1 through 6 will be reallocated to the following salary ranges:

<table>
<thead>
<tr>
<th>DBM/Range</th>
<th>Classification</th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>C/41</td>
<td>Health Care Professional 1</td>
<td>$46,421</td>
<td>$60,523</td>
<td>$72,625</td>
</tr>
<tr>
<td></td>
<td>(no positions currently allocated)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C/42</td>
<td>Health Care Professional 2</td>
<td>$51,484</td>
<td>$64,368</td>
<td>$77,239</td>
</tr>
<tr>
<td></td>
<td>Nurse 1 (no positions currently allocated)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C/43</td>
<td>Health Care Professional 3</td>
<td>$54,560</td>
<td>$68,200</td>
<td>$81,840</td>
</tr>
<tr>
<td></td>
<td>Nurse 2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C/44</td>
<td>Health Care Professional 4</td>
<td>$57,636</td>
<td>$72,045</td>
<td>$86,454</td>
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<tr>
<td></td>
<td>(no positions currently allocated)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>C/45</td>
<td>Health Care Professional 5</td>
<td>$60,712</td>
<td>$75,890</td>
<td>$91,068</td>
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<tr>
<td></td>
<td>Nurse 3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C/4premB</td>
<td>Health Care Professional 6</td>
<td>$66,553</td>
<td>$87,412</td>
<td>$108,271</td>
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<td></td>
<td>Nurse Practitioner</td>
<td>$84,420</td>
<td>$105,525</td>
<td>$126,630</td>
</tr>
</tbody>
</table>

Consented 9/16/15  
Clancy Martin

#70-00020  
Consented copy sent to ONA 9/14/15.
3. Current nurses will be classified or re-classified in the following way:
   a. Health Care Professional 3: Erin Thompson
   b. Health Care Professional 5: Dawn Daniels, Nicole Kelley, Angela Edwards, Carol Oldshield, Terence Deeds, Mary Shaughnessy, Jan Liebeskind, Cindy Ertle, Eileen Marma
   c. Health Care Professional 6: Laura Foerst, Benjamin Goodrum
4. Nurses who were reclassified to a higher level will receive a 5% increase in addition to the ECI adjustment in effect July 1, 2015.

The above will apply to part-time employees on an equivalent basis pro-rated to the position’s FTE.

The revised implementation date for the pay for performance program is June 30, 2016.

The terms set forth above are effective July 1, 2015.

For the Union:  

Niki Kelley, ONA Co-Chair

Carol Oldshield, ONA Co-Chair

Christine Hauck, ONA Labor Relations Representative

For the County:

Jay Dixon, Commission Chair

Approved As To Form:

[Signature]

Committee of County Counsel

#70-00020

RECEIVED  

AUG 17 2015

BENTON COUNTY  
HUMAN RESOURCES