Memorandum of Understanding Between Benton County and Oregon Nurses Association

This County of Benton (County) and Oregon Nurses Association (ONA) enter into this memorandum of understanding regarding an exception to Article 18.4 Working out of Classification:

A nurse assigned the major duties and responsibilities of a higher paid position shall receive compensation at Step 1 of the higher classification, or a one (1)-step increase in their regular classification, whichever is greater, provided such assignment is designated by the Department Director in writing, and providing that the assignment is planned to extend, or actually extends, for more than ten (10) continuous working days.

The County and ONA agree:

1. There is a current business need to assign the additional duties of the Nursing Supervisor position to Benton County employee J.Washko, Registered Nurse Care Coordinator (RNCC) Lead. In addition to being assigned the working out of class duties, they will still maintain their duties as the RNCC Lead. In recognition of the higher level of work in addition to the duties of the RNCC Lead the employee will receive both the 5% leadwork pay and the 1 step increase in pay for the duties performed working out of class.

2. This assignment of work requires the employee to be responsible for the supervision of the nursing staff to include, but not limited to hiring, firing, performance evaluations and disciplinary measures. For the duration of this assignment, the employee will be considered an employee classified as “Management/Non-Represented” and not as an ONA "Represented" employee.

This assignment would be from October 2, 2023, through May 2, 2024. If business needs dictate, the assignment could be extended for 6 additional months. At the end of the assignment the employee would resume their normal duties of RNCC Lead and again be classified as an ONA Represented employee.

The parties to this agreement hereby acknowledge and agree that this MOU is in no way precedent setting. This MOU shall not be introduced, referred to or in any way utilized in any subsequent arbitration, litigation, or administrative hearing except as may be necessary to enforce its provisions and terms.

For The Union

Niki Kelley, Co-Chair ONA

Gary Aguiar

Date

September 12, 2023

For the County

Tracy Martineau, HR Director

9.14.2023

Date