SIDE AGREEMENT

This Side Agreement is entered into by Coos County, a political subdivision of the State of Oregon and hereinafter referred to as County; and the Oregon Nurses Association, hereinafter referred to as "ONA."

WHEREAS County and ONA are party to a Collective Bargaining Agreement effective from July 1, 2017 to June 30, 2020, hereinafter referred to as CBA; and

WHEREAS, County has conducted a Pay Equity Analysis and has determined that the position of Psychiatric Nurse within Coos Health & Wellness performs comparable duties to the positions of Public Health Nurse I, II and III; and

WHEREAS, based on the comparable determination, the pay scales for the positions should match, taking into account differences in compensation, such as health benefits; and

WHEREAS, the position of Psychiatric Nurse is under the American Federation of State, County and Municipal Employees, Counsel 75, AFL-CIO (AFSCME) paygrade 442;

NOW THEREFORE, the parties have reached the following Agreement, which shall be incorporated into the ONA CBA effective May 1, 2019:

1. Paygrades 602 (PHN I), 603 (PHN II), and 604 (PHN III) shall be deleted and replaced with paygrade 600 (Public Health Nurse).
2. Monthly pay for paygrade 600 shall be as follows:
   - Step 1 - $4,904 per month
   - Step 2 - $5,135 per month
   - Step 3 - $5,379 per month
   - Step 4 - $5,632 per month
   - Step 5 - $5,899 per month
   - Step 6 - $6,200 per month

   The pay scales above reflect differences between health insurance benefits paid by the County, and include scheduled negotiated increases for both AFSCME and ONA taking effect on July 1, 2019. These rates shall be in effective from May 1 2019 to June 30, 2020.

3. Kelsey Orr shall be placed at Step 3 of paygrade 600, which covers the 1% increase that was due on July 1, 2019 for paygrade 603. Kelsey Orr’s anniversary date shall not be amended.

4. The current vacant position(s) for Public Health Nurse I shall be advertised and filled under pay grade 600.

5. Lena Hawtin’s paygrade of 607 shall not be changed.

6. During the next negotiations between the parties for a successor agreement pursuant to Article 29 of the CBA, the parties shall negotiate the incorporation of the terms of this Agreement into the CBA. During negotiations, the parties shall also revisit whether to
transfer paygrades 600 and 605 (PHN IV) to the AFSCME Union, and whether the PHN V, PHN VI, and PHN VII positions qualify as Union covered positions per the Public Employee Collective Bargaining Act (PECBA) rules based on the fact that those positions exercise independent judgment in the supervision of staff, including hiring, performance evaluations and discipline.

For the County:

For ONA:

Chair

Courtney Weikel

Commissioner

Association

Date

Robert

Commissioner

5/1/2019

Mike Rowley, Health & Human Services Director

Date

5/1/19