Memorandum of Agreement

New Hire Recruitment and Retention Bonus
Six (6) Month Pilot Program

I. Parties

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

II. Background

A. The parties have an interest in addressing recruitment challenges and increasing attrition of certain nursing and other bargaining unit positions to improve employee retention, sustain safety and quality of care, and ensure adequate staffing.

B. Recruiting, on-boarding, and training of employees with high first year attrition rates results in additional costs and affects the morale of remaining staff.

C. Vacant posts result in extra shifts and mandated overtime, which further negatively affects morale and increases the attrition rate.

D. The parties have an interest in piloting a New Hire Recruitment and Retention Bonus Program for six (6) months to determine whether it will incentivize new hires to remain with the County and result in a reduction in voluntary turnover.

THEREFORE, the parties mutually agree as follows:

III. Terms

A. The New Hire Recruitment and Retention Bonus Program will be a pilot for six (6) months beginning upon the date this MOA is fully executed, although the bonus amounts described below will be available retroactively to all eligible regular new hires as described in Section III.B below who were hired by the County on or after December 16, 2022.

B. Eligibility Criteria: Candidates hired on or after December 16, 2022, must meet the following eligibility criteria:

1. Hired as a regular employee working at least 0.50 Full-Time Equivalency (hereinafter “FTE”) in the following positions:
a. Community Health Nurses (CHNs) / Registered Nurses (RNs)
b. Psychiatric Mental Health Nurse Practitioners (PMHNPs)
c. Nurse Practitioners (NPs)
d. Physician Assistants (PAs)

2. If the new hire employee is participating in a new graduate fellowship or is eligible for the Corrections Health Provider Recruitment and Retention Bonus Program, they are not eligible for the New Hire Recruitment and Retention Bonuses.

C. New Hires meeting the eligibility criteria in III.B. above shall receive the following one-time New Hire Recruitment and Retention Bonus, measured from the New Hire's first day of employment in a qualifying, regular position:

1. Two thousand five hundred dollars ($2,500), subject to Subsection III.C.3.a. below, at the time of hire.

2. Two thousand dollars ($2,000), subject to Subsection III.C.3. below, upon completion of one (1) year of continuous regular employment.

3. FTE Proration:

   a. The bonuses shall be prorated based on the employee's assigned FTE. The County and ONA agree that, for purposes of this provision, 0.80 FTE and higher shall be treated as equivalent to 1.00 FTE.

   b. The bonuses shall be prorated by both FTE and time in assignment when an eligible employee's assigned FTE changes, subject to Subsection III.C.3.a. above.

4. For accumulated leave of absence exceeding thirty (30) days, the periods in III.C.2. above will be extended by the entire amount of accumulated leave taken.

D. Each one-time New Hire Recruitment and Retention Bonus disbursement will be made through County Payroll on the employee’s regular paycheck, and is subject to required tax withholdings and deductions.

E. An employee is only eligible to receive one disbursement of each tier of the New Hire Recruitment and Retention Bonus in the course of employment with Multnomah County during their lifetime.

F. Employees who have received the New Hire Recruitment and Retention Bonus will not be eligible for the one-time Retention Payments in Article 18 - Wages (previously
Article 16), Section 1. of the ONA 2022-2025 Collective Bargaining Agreement (hereinafter "CBA").

G. At the end of the six (6) month pilot, and again after one (1) year following implementation, the New Hire Recruitment and Retention Bonus will be evaluated to determine the effect it has had on recruitment and retention.

H. The MOA will expire at the end of the six (6) month pilot, unless the parties mutually agree to extend the MOA.

I. 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 23 (previously Article 21) of the ONA 2022-2025 CBA.

Agreed to this 6th day of February, 2023.

For the Union:  
[Daisy Henderson-Haws]  
Labor Representative  
Oregon Nurses Association

For the County:  
James J. Opoka  
Labor Relations Manager  
Multnomah County