MEMORANDUM OF AGREEMENT

New Hire Recruitment and Retention Bonus – 6-Month Pilot

I. Parties

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

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 and current employees to remain with the County and result in a reduction in voluntary turnover.

THEREFORE, the parties mutually agree as follows:

III. Terms

1. The New Hire Recruitment and Retention Bonus Program will be a pilot for six (6) months beginning upon ratification of the successor Collective Bargaining Agreement (hereinafter “CBA”).

2. Eligibility Criteria: newly hired employees in the following positions and working at least .5 Full-Time Equivalency (hereinafter “FTE”) will be eligible:

   a. Community Health Nurses/Registered Nurses
b. Psychiatric Mental Health Nurse Practitioners (PMHNPs)
c. Nurse Practitioners
d. Physician Assistants

Employees participating in a new graduate fellowship or the Corrections Health Provider Recruitment and Retention Bonus Program will not be eligible.

3. Eligible employees shall receive the following one-time New Hire Recruiting and Retention Bonus (measured from date of ratification for Current Employees and from hire date in Regular status for New Employees):

   a. Two Thousand, Five Hundred Dollars ($2,500), subject to Subsection III.3.d. below, at the time of hire.

   b. Two Thousand, Five Hundred Dollars ($2,500), subject to Subsection III.3.d. below, upon completion of one (1) year of continuous regular employment.

   c. FTE Proration:

      i. The bonuses shall be prorated based on the employee’s assigned FTE. The County and Association agree that, for purposes of this provision, .8 FTE and higher shall be treated as equivalent to 1.0 FTE.

      ii. The bonuses shall be prorated by both FTE and time in assignment when an eligible employee’s assigned FTE changes, subject to Subsection III.3.d.i. above.

   d. For accumulated leave of absence exceeding thirty (30) days, the periods in III.3.a., III.3.b., and III.3.c. above will be extended by the entire amount of accumulated leave taken.

4. Each one-time New Hire Recruiting 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.

5. An employee is only eligible to receive one disbursement of each tier of the New Hire Recruiting and Retention Bonus in the course of employment with Multnomah County during their lifetime.
6. At the end of the six (6) month pilot, and again after one (1) year following implementation, the New Hire Recruiting and Retention Bonus will be evaluated to determine the effect it has had on recruitment and retention.

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

8. 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 21 of the parties’ CBA.

Agreed to this______ day of ____________________, 2022.

For the Union: For the County:

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Jocelyn Pitman            James J. Opoka
ONA LR Representative    Labor Relations Manager