

**House Bill 2949 Behavioral Health Workforce Initiative  
Letter of Agreement**

**I. PARTIES**

The parties to this agreement are the Marion County Health and Human Services Department (hereinafter, “the County”) and Oregon Nurses Association (hereinafter, “the Union”).

**II. PURPOSE OF THE AGREEMENT**

The purpose of the agreement is to support the recruitment, retention, and professional development of mental health providers through one time grant monies associated with HB 2949.

**III. AGREEMENT**

The County and the Union agree to the following:

A. Employee Relocation Package:

Applies to regular status bargaining unit members in the classification of Behavioral Health Nurse 1 or 2, working in a mental health program, who relocate from outside of Oregon.

- Up to \$3,000 reimbursement of moving expenses (invoices/receipts must be submitted and approved).
- Relocation Bonus in the amount of \$3,000, prorated based on FTE, as a one-time payment to be included in the employees first paycheck with the County.

B. Employee Retention Bonus:

Applies to regular status bargaining unit members in the classification of Behavioral Health Nurse 1 or 2, working in a mental health program.

The total, maximum, amount of the Employee Retention Bonus will be \$3,000, prorated based on FTE. This bonus will be paid as follows:

- \$1,500 (50% of the bonus), prorated based on FTE, will be paid after 6 months of continuous employment following the approval date of this Letter of Agreement.
- \$1,500 (50% of the bonus), prorated based on FTE, will be paid after 12 months of continuous employment following the approval date of this Letter of Agreement.

Employees will only be eligible for one bonus within a 12-month period regardless of changes on the employee’s classification as result of a desk audit, promotion or demotion.

**IV. CONCLUSION**

This Letter of Agreement becomes effective January 1, 2023, and shall expire December 31, 2023. The chief administrative officer, spokespersons, human resources, and the designated representatives of the Union, to be valid, must sign any letters of agreement. Such letters of agreement shall be attached and made part of the collective bargaining agreement. This agreement is made without precedent to either party and may not be used by either party in current or future negotiations.

Agreed this date: 12/28/2022

For the Union

Dana M. Finch

Dana Finch, RN, BSN  
Membership Chair

Michael Coutley

Michael Coutley  
Labor Representative, ONA

For the County

Jan Fritz  
Jan Fritz  
Chief Administrative Officer

Jane S. Vetto 1/4/23  
Jane Vetto  
County Legal Representative

Ryan Matthews

Ryan Matthews  
Health and Human Services Administrator

Salvador Llerenas  
Salvador Llerenas  
Chief Human Resources Officer