

FILED

APR 03 2024

By MARCIE RICHEY, CLERK  
Clerk

LINN COUNTY, OREGON CJ2024-00157  
Commissioners' Journal 04/03/2024 11:00:00 AM



2024-00157

I, Marcie Richey, County Clerk for Linn County, Oregon, certify that the instrument identified herein was recorded in the Clerk records.



Marcie Richey - County Clerk

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR LINN COUNTY

IN THE MATTER OF A LETTER OF  
AGREEMENT BETWEEN SEIU LOCAL 503,  
OPEU LINN COUNTY LOCAL 390 and LINN  
COUNTY AND DELEGATING AUTHORITY  
TO EXECUTE ORIGINALS

RESOLUTION &  
ORDER NO. 2024-122  
(Amending 2022-230)

COMES NOW, Darrin L. Lane, Linn County Administrative Officer, in a regularly scheduled and  
duly advertised meeting on April 2, 2024, and respectfully requests that the  
Board of County Commissioners for Linn County (Board) approve a Letter of Agreement with SEIU Local  
503, OPEU Linn County Local 390 in the form found in Exhibit 1, attached hereto; and

WHEREAS, The Board having reviewed the Letter of Agreement, and being fully advised by staff;  
and, now, therefore, be it

RESOLVED, That the Letter of Agreement as set forth in Exhibit 1 with SEIU Local 503, OPEU  
Linn County Local 390, be approved; and

ORDERED, That duplicate originals conforming to Exhibit 1 be executed this day, and that Darrin L.  
Lane, Linn County Administrative Officer, be and hereby is delegated authority to sign the originals bearing  
this resolution and order number, and that the fully-executed originals be distributed as follows:

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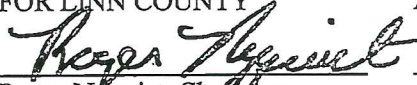
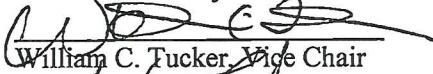
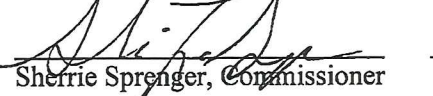
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Office of the County Attorney  
for Linn County  
PO Box 100  
Albany, OR 97321

- 1 (1) the originals to be distributed to Darrin L. Lane for signatures; and
- 2 (2) a copy to be returned to the Linn County Board of Commissioners for filing.

3 Dated this 2nd day of April, 2024.

BOARD OF COUNTY COMMISSIONERS FOR LINN COUNTY	AYE	NO
 Roger Nyquist, Chairman	X	—
 William C. Tucker, Vice Chair	X	—
 Sherrie Sprenger, Commissioner	X	—

11 APPROVED AS TO CONTENT:

12   
 13 Darrin L. Lane  
 14 Linn County Administrative Officer

11 APPROVED AS TO FORM:

12   
 13 Eugene J. Karandy II  
 14 County Attorney for Linn County



Office of the County Attorney  
 for Linn County  
 PO Box 100  
 Albany, OR 97321

LINN COUNTY, OREGON  
Commissioners'  
Journal

**CJ2024-00158**  
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I, Marcie Richey, County Clerk for Linn County,  
Oregon, certify that the instrument identified  
herein was recorded in the Clerk records.



Marcie Richey - County Clerk

# Cover Letter

Order Number: 2024-122

Letter of Agreement  
SEIU Local 503  
OPEU Linn County Local 390

**LETTER OF AGREEMENT  
HB 4071 WORKFORCE EXPANSION GRANT**

This Letter of Agreement is entered into between Linn County, Oregon (Employer) and SEIU Local 503, OPEU (Union).

Linn County's Behavioral Health programs have been understaffed for several years. Going into this fiscal year, the budget included 26 vacancies for providers. Under House Bill 4071, the Oregon Health Authority (OHA) shall provide incentives to increase the recruitment and retention of providers in the behavioral health care workforce with associate, bachelor's, master's, or doctoral degrees or other credentials that increase access to services. Funding received shall be used for developing programs and providing incentives to increase the number of individuals training for and entering the field of behavioral health and to improve the retention of behavioral health care providers in the state through: Sign-on bonuses, Part-time and flex time opportunities, and paid internships for undergraduate and graduate students going into the behavioral health field. Linn County accepted this grant to address recruitment and retention issues within the County. None of the part-time or paid interns hired with this funding are filling any positions normally held by SEIU members. It is the intention of Linn County to offer these opportunities with the hopes that some will apply for full-time positions upon graduation or meeting the qualifications for clinical work.

Therefore, the Parties agree to the following:

1. A one-time Recruitment Bonus will be provided to Behavioral Health Care workers within Linn County per the two-year Sign-On Bonus Agreement between the affected employees and the Employer. The Employer will adhere to the language within the agreements. The employees and the County understand the obligations outlined in the agreement and our Collective Bargaining Agreement.
2. Part-time employment opportunities for behavioral health positions to meet community and program needs will follow the parameters set within HB 4071.
3. Paid internships will be offered for graduate students in the behavioral health field to increase access to services and improve the retention of behavioral health care providers in Linn County.
4. Referral bonuses will be offered to employees in any department who refer qualified Behavioral Health clinicians to apply for a full-time position with Linn County Health services who are hired. The following bonuses will be offered for the following hard-to-fill positions for current job postings:
  - \$750 for unlicensed QMHPs/CADCs
  - \$1,000 for licensed QMHPs/CADCs and Psychiatric Nurses
  - \$1,250 for MH/A&D licensed Supervisors
  - \$1,500 for LMPs (Psychiatric Nurse Practitioners & Psychiatrists)
5. The Collective Bargaining Agreement supersedes the Workforce Expansion Agreement and the agreements are non-precedent setting.

This Letter of Agreement will become effective upon date of final signature and made retroactive to January 1, 2023 through June 30, 2025 or the funding from the grant has been exhausted.

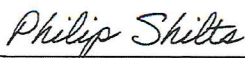
FOR THE EMPLOYER:



Darrin Lane, Linn County Administrator  
Linn County, Oregon

4-2-2024  
Date

FOR THE UNION:



Philip Shilts, Public Services Director  
Service Employees International Union, Local 503, OPEU

3/22/24  
Date