

**MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement is entered into between the County of Washington (hereafter “County”) and American Federation of State, County and Municipal Employees, AFL-CIO, District Council No. 5. (hereafter “Union”) representing employees in the Non-Exempt Unit of AFSCME.

**WHEREAS**, the County and the Union are parties to a Collective Bargaining Agreement (CBA) effective from January 1, 2022 through December 31, 2023; and

**WHEREAS**, the CBA covers the classification of Correctional Health Nurse and Correctional Health Nurse, Senior; and

**WHEREAS**, the classification has been hard to fill including a high number of vacancies, high turnover and long-term continuous postings with a low number of applicants for posted vacancies.

**NOW, THEREFORE** the County and the Union agree:

1. Recruitment Incentive for Newly Hired

Newly Hired Correctional Health Nurses or Senior Correctional Health Nurses may be granted a recruitment incentive of up to three thousand dollars (\$3,000). The incentive shall be paid in two (2) increments: half of the amount after three months of employment and the remainder upon satisfactory completion of their probationary period, which typically occurs at the twelfth (12) month of employment. The employee must be actively employed, i.e. not on a leave of absence, at the time of payment. Current employees of Washington County are not eligible for this payment.

2. Payments: Should the MOA sunset, or be terminated by either party, incentives that were offered to individual employees during the time it was active may continue to be paid out.

3. Pilot Agreement. Either party may terminate this Memorandum of Agreement with fourteen (14) days’ notice to the other party. Termination of this Memorandum of Agreement is not subject to the grievance procedure. This agreement is in effect as a pilot project and will sunset on December 31, 2022, unless renewed by mutual agreement.

**UNION**

**WASHINGTON COUNTY**

Suzanne Kowalek 8/22/2022  
Business Agent Date

Angela Malezny 8/22/2022  
Human Resources Director Date

Stephanie M. Dejeu 8/22/2022  
President Date