

MEMORANDUM OF AGREEMENT
Washington County and AFSCME Non-Exempt
Recruitment Incentive LPN, Correctional and Senior Correctional Health Nurses

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, 2026 through December 31, 2028; and

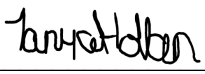
WHEREAS, the CBA covers the classifications of Licensed Practical Nurse, Correctional Health Nurse and Correctional Health Nurse, Senior; and

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 Licensed Practical Nurses, 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. Washington County employees who hold a position in any of these titles presently are not eligible for this payment.
2. Payments: Should the MOA sunset, or be terminated by either party, any remaining incentives that were offered but not paid shall be available to the individual employees.
3. This agreement will be effective January 1, 2026, through December 31, 2026.

UNION



Business Agent

7/7/2026

Date

WASHINGTON COUNTY



Director of Human Resources

7/9/2026

Date