

## Recruitment and Retention Incentive Program

### MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into on this 17<sup>th</sup> day of DECEMBER, 2020, by and between the Public Health Trust/Miami-Dade County (hereafter "PHT"), and the Service Employees International Union, Local 1991 (hereafter "SEIU"). The PHT and SEIU shall be collectively referred to as "the Parties." The Parties agree as follows:

WHEREAS, the Parties agree that there is a need for the PHT to implement recruitment and retention incentives for difficult to fill positions to ensure that the hospital system attracts and retains qualified staff to effectively meet the current and ongoing talent acquisition needs of the organization.

NOW THEREFORE, the Parties agree as follows:

1. In an effort to attract and retain qualified, experienced nurses for difficult to fill positions for the organization, the PHT may implement a recruitment incentive program for the purpose of providing cash incentives to recruit and retain newly hired, experienced staff for difficult to fill positions in certain units in our system.
2. To be eligible for recruitment incentives, new hires must have a minimum of three (3) years of direct experience in the specialty area identified; must meet all PHT employment screening requirements for the position applied for; and must accept a full-time position with the PHT. At the time of hire, new hires eligible for participation in the program will be required to execute and comply with all of the terms of the PHT's Recruitment Incentive Agreement. All current Jackson Health System employees are not eligible for the recruitment bonus.
3. The candidates who have the requisite experience working in specialty units identified by the PHT will be eligible to participate in this recruitment incentive program. The Union will receive a minimum of 24 hours' notice when changes are made to eligible units:
4. Recruitment incentive pay will be in the amount of up to twenty-five thousand dollars (\$25,000), and will be subject to distribution based upon the experience in their related specialty. The recruitment incentive pay will be disbursed to the eligible employee in three equal parts over a thirty-six (36) month period.
  - a. The first incentive payment of ten thousand (\$10,000) dollars will be disbursed immediately after satisfactory completion of the six (6) months of continuous employment with the PHT.
  - b. The second incentive payment of five thousand (\$5,000) dollars will be disbursed after the satisfactory completion of eighteen (18) months of continuous employment with the PHT.
  - c. The third incentive payment of ten thousand (\$10,000) dollars will be disbursed after the satisfactory completion of thirty-six (36) months of continuous employment with the PHT.

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5. PHT Talent Acquisition personnel will be responsible for monitoring the new hire's/participant's employment throughout the distribution period for compliance with the incentive program's requirements.
6. The PHT may stop the implementation of this Recruitment Program at any time with twenty-four (24) hours written notice to the union.
7. Full-time and part-time clinical staff nurses and associate nurse managers who work in the following units (home base) will be eligible to receive an additional five dollar (\$5) per hour temporary base pay increase eligible for overtime and pension calculation for all hours worked and a five dollar (\$5) per hour lump sum bonus for all hours worked in the identified units on the first pay period in April

**Jackson South**

- 2South
- ICU Tower
- 2North
- CCS
- ECC

**Jackson North**

- MICU
- CCU
- 6<sup>th</sup> Floor
- ECC

**Holtz**

- Labor and Delivery

**Jackson Memorial**

- SW6
- SW7
- ECC
- SICU
- TICU
- MICU
- NSICU
- CCU
- Central 6

8. The PHT can amend the list of eligible units with a minimum of twenty-four hours (24) written notice to the Union.
9. Clinical staff nurses & associate nurse managers that float into the above-mentioned units will not be eligible for this retention bonus.

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10. This retention bonus program may be extended beyond March 31, 2021 with twenty-four (24) hours written notice to the Union.

For: Marta Baker  
Service Employees International Union,  
Local 1991

For: [Signature]  
Public Health Trust/Miami-Dade County

By: MARTHA BAKER, RO  
PRESIDENT SEIU 1991

By: [Signature]

Date: 12-17-20

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