



AGENDA COVER MEMORANDUM

AGENDA DATE: April 28, 2026

PRESENTED TO: Board of County Commissioners

DEPARTMENT: Human Resources

PRESENTED BY: Mirah Fodor, Sr. Human Resources Business Partner
Eliza Kashinsky, Sr. Classification & Compensation Analyst
Eve Gray, Health & Human Services Director

AGENDA TITLE: ORDER 26-04-28-07/ In the Matter of Providing Enhanced Continuing Medical Education Incentives for Non-Represented Staff Who Mentor Students as Part of the Lane County Behavioral Health Mentorship Program

I. MOTION

Move to approve Order No. 26-04-28-07, to provide enhanced continuing medical education incentives for non-represented staff who mentor students as part of the Lane County Behavioral Health Mentorship Program.

II. AGENDA ITEM SUMMARY

The Lane County Behavioral Health (LCBH) Division of Health & Human Services actively engages in medical student rotations at licensed clinics, in which non-represented staff provide clinical supervision and serve as mentors to students. The Board is being asked to approve an enhanced continuing medical education (CME) benefit for staff who voluntarily participate in student mentorship activities under an Affiliation Agreement with Western University of Health Sciences/College of Osteopathic Medicine of the Pacific (WesternU/COMP).

The County will receive funds for the program per the draft agreement (Attachment B) with WesternU/COMP for providing students with LCBH mentors. LCBH intends to use the funding to offer enhanced CME to staff who volunteer for mentorship assignments, including access to enhanced Career and Technical Education (CTE) training or other professional development opportunities as part of their official total compensation package.

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

LCBH and WesternU/COMP are currently parties to an Affiliation Agreement, under which certain non-represented staff provide mentorship and clinical supervision to WesternU/COMP students (Attachment A). The Board has not, and is not, being asked to approve actions regarding Affiliation Agreements or medical student rotations with WesternU/COMP, unless approval for such agreement were to surpass the usual contracting threshold.

B. Policy Issues

In accordance with Lane Manual 2.045.220, provisions of enhanced CME for participating staff will align with existing human resources policies and compensation structures and will not conflict with or add duties to the current classification specifications.

LCBH will develop procedures to ensure equitable access to non-represented staff wishing to participate in the mentorship program and receive the enhanced CME benefit. Defined standards will apply consistent eligibility criteria for participation opportunities.

C. Board Goals

Utilizing funding associated with the Affiliation Agreement with WesternU/COMP aligns with Strategic Goal Objective *“Employee Engagement and Development: Foster an engaged and connected workforce by prioritizing employee development, ensuring competitive and equitable compensation, and enhancing internal communication.”* Expanding training capacity helps the County cultivate and retain staff who contribute to a responsive, well-trained healthcare system.

D. Financial and/or Resource Considerations

The request before the Board is limited to authorizing enhanced CME incentives for non-represented staff who voluntarily serve as mentors to students within the Lane County Behavioral Health Mentorship Program. The enhanced CME incentives will be funded by payment from WesternU/COMP under the proposed Addendum to the WesternU/COMP Affiliation Agreement (Attachment B).

Resources needed to establish and implement eligibility criteria and coordinate access to enhanced CME and CTE will be absorbed within existing LCBH capacity and funding sources, or administrative fees as outlined in the Addendum to the Affiliation Agreement (Attachment B).

E. Health Implications

There are no significant implications.

F. Analysis

Opportunities for professional development and continuing education for non-represented staff continue to be constrained with limited avenues within existing LCBH resources. Staff who volunteer to provide mentorship opportunities take on additional responsibilities and administrative duties within their roles. Utilizing funding provided by WesternU/COMP for enhanced CME will provide staff meaningful recognition and development, while remaining fiscally responsible.

Additionally, the enhanced CME supports broader LCBH employee engagement and retention objectives, as strengthening professional development for mentors enhances the quality and consistency of clinical supervision and mentorship to students.

G. Alternatives/Options

1. Approve the use of funds received through the Affiliation Agreement with WesternU/COMP for enhanced CME for non-represented staff who voluntarily serve as mentors to students.
2. Reject the use of funds for enhanced CME and direct LCBH to allocate the financial resources elsewhere. This option would maintain status quo and may limit the ability for LCBH to build internal capacity and enhance student mentoring outcomes.

IV. RECOMMENDATION

Staff recommends approval of the use of funds received from WesternU/COMP for enhanced CME incentives for non-represented staff who voluntarily act as mentors. The enhanced CME provides a cost-effective method for recognizing added responsibilities, increases professional development opportunities, and supports LCBH efforts to enhance student mentoring without increasing personnel expenditures.

V. TIMING/IMPLEMENTATION

Upon approval, LCBH will develop eligibility criteria and defined standards to consistently apply when evaluating staff for selection of mentorship opportunities, as well as internal procedures for distribution of funds for enhanced CME. Staff will execute the Addendum to the Affiliation Agreement with WesternU/COMP (Attachment B).

VI. FOLLOW-UP

LCBH will evaluate the sustainability of offering the benefit afforded by financial resources provided under the Affiliation Agreement with WesternU/COMP to ensure the program remains feasible without adversely affecting other critical initiatives. Upon expiration of the agreement, expiration of subsequent renewals of the agreement, or a renewal agreement no longer includes payment for supervision/mentorship of students, LCBH will cease enhanced CME incentives.

VII. ATTACHMENTS

Attachment A: Affiliation Agreement Between WesternU/COMP and Lane County

Attachment B: Draft Addendum to Affiliation Agreement Between WesternU/COMP and Lane County

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 26-04-28-07

In the Matter of Providing Enhanced
Continuing Medical Education Incentives
for Non-Represented Staff Who Mentor
Students as Part of the Lane County
Behavioral Health Mentorship Program

WHEREAS, the Division of Behavioral Health in the Department of Health and Human Services has a standing Affiliation Agreement with Western University of Health Sciences/College of Osteopathic Medicine of the Pacific (WesternU/COMP) to provide mentorship to students; and

WHEREAS, providing enhanced continuing medical education opportunities to non-represented staff aligns with the Board of Commissioners' strategic goals and priorities.

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

1. Funds received through the Payment Addendum to Affiliation Agreement with WesternU/COMP be utilized to provide enhanced continuing medical education incentives for staff who volunteer to provide mentorship to students as part of the official total compensation package.
2. Enhanced continuing medical education incentives will cease at the expiration of any renewals of the Affiliation Agreement with WesternU/COMP or should the agreement no longer include payment for supervision and mentorship of students.

ADOPTED this 28th day of April, 2026.

Ryan Ceniga, Chair
Lane County Board of Commissioners