

**BEFORE THE BOARD OF HEALTH
SPOKANE REGIONAL HEALTH DISTRICT**

RESOLUTION #19-04

RE: ADOPTION OF A LABOR CONTRACT FOR EMPLOYEES OF SPOKANE REGIONAL HEALTH DISTRICT WHO ARE MEMBERS OF THE WASHINGTON STATE NURSES ASSOCIATION FOR THE PERIOD OF OCTOBER 1, 2018 THROUGH SEPTEMBER 30, 2020.

WHEREAS, the Board of Health of Spokane Regional Health District is responsible for Health District personnel, property and the management of the Health District funds and business; and

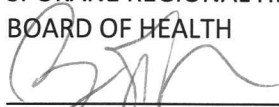
WHEREAS, pursuant to recent negotiations with the Washington State Nurses Association (WSNA), the Human Resources Manager and Interim Administrator for Spokane Regional Health District recommend that the Board of Health approve a 2-year labor agreement for the period of October 1, 2018 through September 30, 2020 for those employees represented by WSNA covered by the working agreement consisting of the following:

- A 2.9% Cost of Living Adjustment (COLA) effective January 1, 2019.
- A 1.1% Market Adjustment to the Public Health Nurse 1, 2 and 3 salary ranges effective January 1, 2019.
- A 7.1% Market Adjustment to the Nurse Practitioner salary range effective January 1, 2019.
- Medical Benefits at the same contribution rate as members of the PTE union and Non-Represented Employees for 2019 effective January 1, 2019.
- Preceptor Pay will increase from \$1.00 per hour to \$1.75 per hour effective upon acceptance of collective bargaining agreement.
- Bilingual Pay will increase from an additional \$1.00 per hour to an additional \$10.00 per hour effective upon acceptance of the collective bargaining agreement.
- Weekend Premium pay will increase by an additional \$4.00 per hour for any work on Saturdays and Sundays effective on acceptance of collective bargaining agreement.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Health for Spokane Regional Health District that the labor agreement with the Washington State Nurses Association for the period of October 1, 2018 through September 30, 2020 is adopted.

Signed this 30th day of May 2019 in Spokane, Washington.

SPOKANE REGIONAL HEALTH DISTRICT
BOARD OF HEALTH



CHAIR, BREEAN BEGGS



KATE BURKE, COUNCILMEMBER



DONALD CONDON, BOARD MEMBER



KEVIN FREEMAN, MAYOR


ABSENT

AL FRENCH, COMMISSIONER



ANDREA FROSTAD, BOARD MEMBER

ABSENT

VICE CHAIR, BEN WICK


CHUCK HAFNER, BOARD MEMBER



JOSH KERNS, COMMISSIONER



MARY KUNEY, COMMISSIONER

ABSENT

KAREN STRATTON, COUNCILMEMBER



LINDA THOMPSON, COUNCILMEMBER