

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

**RESOLUTION #22-11**

RE: APPROVAL TO PROVIDE MATCHING BENEFITS TO ALL SRHD NON-UNION EMPLOYEES AS PROVIDED TO THE MEMEBERS OF THE PROFESSIONAL AND TECHNICAL EMPLOYEES, LOCAL 17 (PROTEC17) COVERING 2023, 2024 AND 2025 COST OF LIVING (COLA) AND BENEFITS PREMIUM COST SHARE

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, the District’s policy and past practice has been to provide equal COLA’s and benefits to non-represented personnel equal to that of represented personnel; therefore, the Human Resources Director and the Financial Controller for Spokane Regional Health District recommend the following:

Effective January 1, 2023:

- **Compensation:** A three-year agreement:
  - 6.0% Cost of Living Adjustment (COLA) effective January 1, 2023
  - 4.5% Cost of Living Adjustment (COLA) effective January 1, 2024
  - 3.0% Cost of Living Adjustment (COLA) effective January 1, 2025
- **Medical Benefits:** A three-year cost share for all plans to cover 2023, 2024 and 2025.

Premium Cost Share		
	SRHD Rate	Employee Rate
<b>Employee Only</b>	95%	5%
<b>Employee + Child</b>	85%	15%
<b>Employee + Spouse</b>	80%	20%
<b>Family</b>	80%	20%

Dental Cost Share		
	SRHD Rate	Employee Rate
<b>Delta Dental</b>	100%	0%
<b>Willamette Dental *</b>	Same as Delta Dental rate	\$19.30

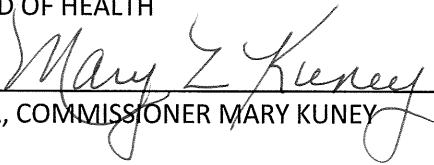
\*Employee to cover increase in cost as a result of utilization.

- **37.5 Hour Workweek** – The District will decrease the full-time workweek from 40 hours to 37.5 hours per week without a corresponding decrease to employees' compensation. This change will be effective January 1, 2023.
- **Longevity Pay** – The District establishes longevity pay at 2.5% for non-represented employees at milestones of 15 and 20 years of employment to match union employees.
- **Juneteenth** - The District will observe an additional holiday.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Health for Spokane Regional Health District that Spokane Regional Health District is, as approved and authorized to provide matching benefits to all Spokane Regional Health District non-union employees as provided to members of PROTEC17.

Signed this 1st day of December 2022 in Spokane, Washington.

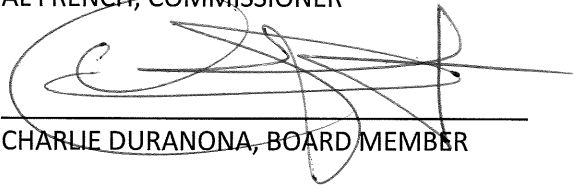
SPOKANE REGIONAL HEALTH DISTRICT  
BOARD OF HEALTH

  
\_\_\_\_\_  
CHAIR, COMMISSIONER MARY KUNEY

  
\_\_\_\_\_  
VICE CHAIR, MAYOR KEVIN FREEMAN

**ABSENT**  
\_\_\_\_\_  
AL FRENCH, COMMISSIONER

  
\_\_\_\_\_  
JOSH KERNS, COMMISSIONER

  
\_\_\_\_\_  
CHARLIE DURANONA, BOARD MEMBER

**ABSENT**  
\_\_\_\_\_  
CHRISTOPHER PATTERSON, BOARD MEMBER

**ABSTAINED**  
\_\_\_\_\_  
ALYCIA POLICANI, ND, BOARD MEMBER