

**AGREEMENT**

**by and between**

**SNOHOMISH COUNTY, WASHINGTON**

**and**

**WASHINGTON STATE NURSES ASSOCIATION**

**January 1, 2023 through December 31, 2023**

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**Recognition:**

Effective January 1, 2023, the County recognizes the Washington State Nurses Association ("WSNA") as the sole and exclusive bargaining representative for all full-time and part-time employees employed in the Classifications which are listed in Addendum A of this Agreement. The bargaining unit shall include all regular and trial service employees, except those working in majority grant funded positions, who hold one of the following position classifications: Lead Public Health Nurse, Public Health Nurse, Lead Registered Nurse, and Registered Nurse.

**Insurance Benefits:**

All employees in the bargaining unit will be eligible for County provided medical, dental and vision with coverage effective January 1, 2023.

**Medical** - Employee medical premiums are paid in the pay periods of the month prior to coverage. To minimize the impact on employees, the new Health Department will pay the employee premiums for January coverage. Effective January 1, 2023 employee premium contributions shall be the following amounts:

<u>Regence Plan A</u>	<u>Employee pays per Month</u>
Employee only	\$38.00
Employee/Spouse	\$87.00
Employee/Child(ren)	\$66.00
Employee/Family	\$114.00

<u>Regence Plan B</u>	<u>Employee pays per Month</u>
Employee only	\$45.00
Employee/Spouse	\$108.00
Employee/Child(ren)	\$77.00
Employee/Family	\$140.00

<u>Kaiser Permanente CORE HMO</u>	<u>Employee pays per Month</u>
Employee Only	\$00.00
Employee and Spouse	\$00.00
Employee and Children	\$00.00
Employee and Family	\$00.00

The Employer's premium contribution for regular, part-time employees will be to pro-rate the premium contribution on an FTE basis for newly hired, regular part-time employees working less than thirty-five (35) hours per week.

The County will determine the percentage increase or decrease in the overall composite rates for the April 1, 2023 and succeeding plan years using its current calculation methodology of aggregating Regence Plan A, Regence Plan B, Regence PPO, and Regence Selections (all Regence County employees other than Regence LEOFF), and separately aggregating Kaiser Permanente populations. The percentage changes in the composite rates (increase or decrease) by carrier will be applied to change tiered rates. Then 80% of the dollar change in tiered rates will be applied to the County contribution and 20% to the employee contribution. This calculation shall establish the contribution rates for the coming plan year unless the calculation would result in the

employee contribution to any tiered rate falling below \$0, in which case the employee contribution for that tiered rate will be \$0 and the employer contribution will be the tiered rate for the plan year.

**Dental Insurance** - The Employer shall pay one hundred percent (100%) of those premiums necessary to purchase and maintain the existing level of benefits under the County's present Dental Insurance Programs for each employee and his/her dependents.

**Vision Care** - The Employer shall pay one hundred percent (100%) of those premiums necessary to purchase and maintain the existing level of benefits under the County's present Vision Care Insurance program for each employee and his/her dependents.

**Disability Insurance** - The Employer shall pay the premiums for this program in full for all regular full-time and regular part-time employees.

**Life Insurance** - The Employer shall provide a life insurance benefit for employees in the bargaining unit in the amount of forty thousand dollars (\$40,000) (term face value), and shall provide an additional forty thousand dollars (\$40,000) for accidental death, provided the death occurs within the time limits specified in the policy.

#### **Wages:**

All employees in the bargaining unit will remain in their current job descriptions in the current pay range (grade) identified in Addendum A. Employees service credits will be converted to continuous service dates and step increase dates. Employees who are not at the top step of their pay range (grade), will continue to get step increases on their step increase date. Continuous service dates and step increase dates are the first of the month for dates that fall between the first and 15<sup>th</sup> of that month and the first of the following month for dates that fall between the 16<sup>th</sup> and end of the month. New hires who have been promised a six (6) month step increase will receive that step increase and that date will become the employees step increase date. Continuous service dates and step increase dates, once established, shall not be changed due to subsequent reclassification, promotion or demotion, but will be adjusted for any leave without pay or layoff period of ninety calendar days or more.

#### **Longevity:**

Additional payment for longevity will be made to eligible employees according to the following schedule (employees converted continuous service date as discussed above, will be used for determining longevity rates):

- Additional payment of \$30.00 per month after completion of 10 years of continuous full-time service.
- Additional payment of \$30.00 per month (or a total of \$60.00 per month) after completion of 15 years of continuous full-time service.
- Additional payment of \$30.00 per month (or a total of \$90.00 per month) after completion of 20 years of continuous full-time service.
- Additional payment of \$30.00 per month (or a total of \$120.00 per month) after completion of 25 years of continuous full-time service).

**Bilingual Premium Pay:**

Employees who demonstrate, to the satisfaction of the County, the ability to communicate in a foreign language will be eligible to receive an addition to their base salary of fifty (\$50) per month as premium pay. Employees who are certified interpreters in a foreign language by the Department of Health and Human Services will be eligible to receive an addition to their base salary of one hundred (\$100) per month as premium pay. The premiums in this Section will only be paid to those employees assigned to a position for which their particular language skills are a preferred qualification, as determined by the County.

**Leave Accruals:**

All employees will be able to bring their existing sick leave and vacation accruals as of December 31, 2022 to the County. Employees converted continuous service date as discussed above, will be used for determining accrual rates.

**VACATION LEAVE ACCRUAL SCHEDULE FOR FULL-TIME REGULAR EMPLOYEE (1.0 F.T.E.)**

<u>Length of continuous service (Years)</u>	<u>Monthly accrual (hours)</u>	<u>Annual accrual (hours)</u>
Date of employment to end of 1 <sup>st</sup> year	8	96
Beginning of 2nd year to end of 2nd year	8.6667	104
Beginning of 3rd year to end of 5th year	10	120
Beginning of 6th year to end of 9th year	12	144
Beginning of 10th year to end of 11th year	14	168
Beginning of 12th year to end of 13th year	14.7666	176
Beginning of 14th year to end of 15th year	15.3333	184
Beginning of 16th year to end of 17th year	16	192
Beginning of 18th year to end of 21st year	16.6667	200
Beginning of 22nd year and thereafter	20	240

A new employee hired on the first (1<sup>st</sup>) through the fifteenth (15<sup>th</sup>) of the month shall receive a full month's accrual. A new employee hired on the sixteenth (16<sup>th</sup>) through the end of the month shall receive half a month's accrual. An employee separating on the first (1<sup>st</sup>) through the fifteenth (15<sup>th</sup>) of the month shall receive a half month's accrual. An employee separating on the sixteenth (16<sup>th</sup>) through the end of the month shall receive a full month's accrual.

The Health District's annual cap of 320 hours shall carry over to this bargaining unit as well. This cap will become a year-end cap (excluding December accruals), but also applies to cash-out upon separation.

**Sick Leave** - For the purpose of calculating sick leave accruals, the regular full-time (1.0 F.T.E.) employee shall be credited with eight (8) hours of sick leave per month. Employees who are in paid status less than a full calendar month shall have their sick leave accrual adjusted on a pro rata basis in the same percentage as the employee's actual hours worked or in paid status as related to forty (40) hours per week. Regular part-time employees shall accrue sick leave on a pro rata basis in the same percentage as the employee's actual hours worked compared to the available hours to work in the month if on a forty (40) hours per week schedule.

1. Sick leave will be available for use only after it has been posted to the employee's accrued leave account through the payroll system on the first day of the month following the month in which it was accrued.
2. A new employee hired on the first (1<sup>st</sup>) through the fifteenth (15<sup>th</sup>) of the month shall receive a full month's accrual. A new employee hired on the sixteenth (16<sup>th</sup>) through the end of the month shall receive half a month's accrual. An employee separating on the first (1<sup>st</sup>) through the fifteenth (15<sup>th</sup>) of the month shall receive a half month's accrual. An employee separating on the sixteenth (16<sup>th</sup>) through the end of the month shall receive a full month's accrual.

*\*Note – The County calculates what portion of sick leave accruals are Washington State Paid Sick Leave and put these in a separate leave "bucket" that is used first when employees use sick leave.*

**Sick Leave Cash-out:**

Accumulated sick leave upon separation or termination due to resignation, retirement) or Reduction-in-Force will be paid according to the schedule below (years of service based on converted continuous service date as discussed above):

For employees hired prior to January 1, 2015:

- A. Employment through the 6th year: no payment of any portion of accumulated sick leave upon termination.
- B. Employment from the 7th through the 14th year: twenty-five percent (25%) of accumulated sick leave upon termination.
- C. Employment 15 years or longer: fifty percent (50%) payment of accumulated sick leave upon termination.

For employees hired on or after January 1, 2015:

- A. **Base Cash Payment Upon Separation.** Upon separation from County employment, the employee shall be paid a lump sum payment from accrued sick leave reserves in the Sick Leave Account up to and including the maximum amount specified in the following schedule. This payment shall be made at the employee's then current pay rate:

<u>Length of Classified Service</u>	<u>Maximum Number of Days Paid</u>	<u>Maximum Number of Hours Paid</u>
Date of Employment through the 5th year	0	0
Date of 5th Anniversary through the 10th years	5	40
Date of 10th Anniversary through 15th year	10	80
Date of 15th Anniversary through the 20th year	15	120
Date of 20th Anniversary and thereafter	24	192

- B. **Additional Cash Payment Upon Termination.** Upon termination, employees with twenty (20) or more years of service or who are sixty-five (65) years of age shall be paid a lump sum payment of ten percent (10%) of accrued sick leave remaining in the Sick Leave Account after the base cash payment made pursuant to subsection A of this section. This payment shall be made at the employee's then current pay rate.
- C. **Retiree Medical Insurance.** For employees eligible to receive a Washington State or Washington Municipal retirement benefit immediately following separation from employment, the Employer will pay one month of the total premium of the county's retiree medical insurance program for the retiree and spouse for each one-hundred (100) hours of unused sick leave in excess of sick leave cashed out pursuant to subsections A and B of this section to a maximum of twelve (12) months of premium payments. Upon the death of an enrolled retiree, a surviving spouse/registered domestic partner who has been enrolled in the county retiree medical plan shall be offered COBRA retiree medical coverage, at their own expense, as required by law.

#### **Floating Holidays:**

Existing employees in the bargaining unit at the time of transition to the County shall be eligible for three (3) floating holidays. Employees hired into the new Health Department on or after January 1, 2023, shall be eligible for two (2) floating holidays. Floating holidays shall not be eligible for use until January 16<sup>th</sup> of the year earned and are noncumulative and not compensatory upon termination.



**Bereavement Leave:**

Upon notification, a Department Head shall grant an employee bereavement leave with pay in the event of death in the immediate family of the employee. The maximum number of working days leave shall be three (3), except that when the occurrence is at a distance beyond 300 miles, additional time not exceeding four (4) additional working days may be granted to attend the funeral and to make necessary arrangements. If the employee is the personal representative or is the trustee of the estate of the deceased, the Department Head shall grant an additional three (3) days of bereavement leave and the employee may also, upon notification to the Supervisor, use two (2) days of sick leave.

The term "immediate family" shall include:

- A. Spouse, state registered domestic partner (per RCW 26.60, et seq.), children of employee, children of spouse, or children of state registered domestic partner;
- B. Mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, stepmother, stepfather, stepbrother, or stepsister of employee or spouse or state registered domestic partner;
- C. Grandparents and grandchildren of employee or spouse or state registered domestic partner;
- D. Any relative living in the immediate household of the employee; or
- E. In relationships other than those set forth above, or in cases where an employee is responsible for funeral arrangements, bereavement leave may be granted by the employing official or department head upon request.

**Probationary Periods:**

All employees in the bargaining unit who have completed their initial or promotional six (6) month trial service period with the District shall be considered to have completed their probationary period or trial service period with the County. Any employees who have yet to complete their initial or promotional six (6) month trial service period will still be subject to completing that period. If during the promotional trial service period the employee decides within sixty (60) calendar days that the position is not a good fit, or if the County elects within six (6) months of the appointment to rescind the promotion/transfer, the employee shall be given the right to resume the previous position and to receive the salary which would have been reached by that time had the promotion not occurred. Such employee's step-increase date will be reestablished as though the promotion/transfer had not occurred. The employee will not lose any benefit during a promotional/lateral appointment trial service period except that such employee will not have the right to appeal a rescinding of the promotional/lateral appointment during the trial service period. The period for the County to rescind a promotion/transfer shall be extended by each working day of nonpaid leave that occurs during the trial service period.

**Disciplinary Actions:**

The parties agree that in general, discipline shall be corrective and progressive in nature, while recognizing that exceptions are sometimes necessary. Documentation of disciplinary action at the oral warning or written reprimand level of discipline will be removed from the employee's personnel file after three (3) years upon the employee's request, provided there are no further similar occurrences in the intervening period.

The County may suspend, suspend without pay, demote or discharge an employee for just cause.

For just cause the County may suspend an employee for a period up to 15 calendar days as a single penalty; or up to a total of 30 calendar days in any one calendar year as an accumulation of several penalties. Such suspension will not affect seniority, but it will constitute a suspension of holiday pay, accumulation of sick leave and accumulation of annual leave credit.

When an employee is suspended without pay, the County will furnish the employee with a written notice of suspension which states the cause for the suspension. The notice will be furnished directly to the employee during working hours, or if the employee is absent on that day of work, the notice may be sent by registered mail to the employee's last known address.

An employee being demoted for disciplinary reasons will be given a notice of demotion stating the cause for the action a minimum of 5 calendar days prior to the effective date of the action. No demotion shall be made as a disciplinary action unless the employee to be demoted possesses the minimum qualifications for employment in the lower position. An employee demoted for disciplinary reasons has no right to displace a subordinate or junior employee who has permanent status.

An employee having regular status but serving a trial service period following promotion may be demoted to the previously held position without a right of appeal and without notice of cause.

An initial trial service employee may be subject to any of the aforementioned disciplinary actions without notice of cause or right of appeal.

**Reduction-in-Force.**

The County may lay off or reduce the FTE status of employees as made necessary due to lack of work, budgetary constraints or other business-related reasons. Any such reduction in personnel or reduction in FTE status of greater than .1FTE, shall be considered a reduction-in-force for purposes of this Agreement.

An approved leave of absence does not prevent an employee from being subject to reduction-in-force.

Prior to a reduction-in-force, the County will provide 30 days written notice to the employee(s) affected and to the bargaining representative. During such period the bargaining representative may offer proposals regarding alternatives to the reduction-in-force which will be duly considered by the County. If the affected employee(s) is an initial trial service employee(s), the above procedure will not apply and the County will be required to give the employee a minimum of one day advance notice.

An employee affected by a reduction-in-force shall be transferred to a vacant position within the same classification with the same FTE allocation (if any); provided he/she meets the minimum skills, abilities and qualifications, and can perform the full range of duties of the position, with a brief orientation or familiarization period. In the event that no such position is available, the employee will be offered the options from the list below to the extent they are available within the bargaining unit, and will be given five (5) business days following notice to choose among available options:

- a) The right to bump the least senior employee in the same classification (or from a lead to a non-lead) with a comparable FTE allocation provided he/she has more seniority than the employee being bumped, meets the minimum skills, abilities and qualifications for the position, and can perform the full range of duties of the position with a brief orientation or familiarization period. "Comparable FTE allocation" shall mean the identical FTE allocation or, in the absence of a position with an identical FTE allocation, the position with the FTE allocation closest to the FTE allocation of the employee designated for layoff. An employee denied the right to bump into a position because the incumbent cannot perform the full range of duties of the position, with a brief orientation or familiarization period may bump the next least-senior employee in the classification with a comparable FTE allocation. As provided in paragraph (c) below, an employee may choose to be laid off and placed on the layoff register in lieu of exercising his/her bumping rights.
- b) A transfer to a vacant position within the same classification with a lesser FTE allocation, provided he/she meets the minimum skills, abilities and qualifications, and can perform the full range of duties of the position, with a brief orientation or familiarization period or the nurse may choose to be laid off and placed on the layoff register.
- c) Accept the reduction-in-force.

An employee accepting another position through a choice offered in paragraphs (a) or (b) above shall have his/her pay rate continued unchanged (unless such pay rate exceeds the range for the position of the employee replaced, in which case the employee exercising replacement rights shall be paid the top step of the new range), but must accept the FTE status of the new position.

No new employee shall be employed by the County to perform work in a classification from which employees have been laid off until all eligible and qualified employees on the layoff register for that classification have been offered reemployment. The names of all employees who are laid off, or whose FTE is reduced, as part of a reduction-in-force shall be placed on the layoff register for their classification. Names shall remain on the register for a period of two (2) years. The procedure for reemployment shall be as follows:

- a) When a position with the County is open for employment, no qualified internal applicants have applied for the position within the timeline for internal posting, and there are one or more persons on the layoff register for the classification who possess the minimum skills, abilities and qualifications for said position, the County shall notify the person(s) of the employment opportunity.

- b) Notification of the employment opportunity by the County shall be sent by registered mail and email to the employee's last known address and email address. It shall be the responsibility of each employee listed on the register to keep the County informed of his/her current home address and email address.
- c) The employee(s) shall respond to the County's notice within seven (7) calendar days (with the date of mailing of the letter by the County being counted as the first day). If the County does not receive a response from an employee within this time, the employee shall be removed from the register. In the event that one or more employee(s) responds to a notification, the position will be offered to the most senior employee responding.
- d) In order to be eligible to accept the offered job, the laid off employee must be able to report for work not later than twenty-one (21) calendar days after accepting the County's offer.
- e) If the laid off employee rejects a bona fide job offer, his/her name will be removed from the layoff register.

An employee returning from layoff pursuant to the procedure set forth above shall not lose any seniority accrual or rights, including service time credited for the purpose of vacation accrual. Any unused sick leave previously accrued and for which the employee did not receive payment shall be restored upon reemployment. For example, an employee who received payment for 25% of their accrued sick leave upon layoff would have the remaining 75% restored upon recall. The salary of the reemployed employee shall be established at the same step number the employee occupied at the time of layoff and the step-increase date shall be established in the future by the same number of months which existed to the employee's next step-increase date at the time of layoff. Laid-off employees will not accrue seniority time during the layoff period.

#### **Short-Term Emergency Furlough:**

In the event the County is faced with the temporary shutdown of state or federal government and the associated temporary elimination of County funding, the County is authorized to implement short-term furloughs or hours reductions on an emergency basis, applicable to those employees affected by the funds being temporarily eliminated. Such temporary actions require a minimum of seven (7) calendar days' notice to affected employees and will last no longer than fourteen (14) calendar days. Affected employees will not have the option to displace other employees and will not be placed on a recall list. If temporarily-eliminated funding is restored in part, such that affected employees in a particular program, who are subject to the same funding source, can be restored only in part, then recall shall be based on seniority on a per-program basis. Affected employees on a temporary furlough will continue to receive medical and other insurance benefits on the terms applicable immediately prior to the temporary hours reduction or furlough, and will maintain the leave balances accrued at the time of the temporary hours reduction or furlough (i.e. leave balances will not be cashed out). In addition, affected employees may elect to use accrued paid vacation leave during the temporary hours reduction or furlough. Temporary furloughs will not affect the notice provisions or other rights associated with a reduction-in-force, as described above.

**Deferred Compensation:**

The Employer will contribute fifty cents (\$.50) for every dollar (\$1.00) contributed by the employee. The employer contribution will not exceed one percent (1%) of the employee's monthly base wage.

**Grievance Procedure:**

**Grievance Defined/Time Limits** - A "grievance" is hereby defined as an alleged violation of the terms of this Agreement by the County, an employee, or a group of employees. Time limits may be extended only by written agreement of the parties. If the last day of any time limit under this grievance procedure falls on a Saturday or Sunday, or on a holiday, the time limit shall be automatically extended to the next weekday. If the employee or the Association fails to act or respond within the specified time limits, the grievance will be considered withdrawn. If the County fails to respond within the specified time limits, the grievance will automatically proceed to the next step of the grievance procedure without any further action by the employee or the Association.

**Grievance Procedure/Step One** - Any employee or group of employees having a grievance shall present the grievance in writing to the immediate supervisor within twenty-one (21) calendar days of the occurrence of the grievance. The "Notice of Grievance" shall set forth, so far as may be applicable:

1. The nature of the grievance and circumstances out of which it arose.
2. The remedy or correction the County is requested to make.
3. The section or sections of this Agreement relied upon or claimed to have been violated.

The immediate supervisor shall attempt to resolve the problem immediately and shall provide a written response within seven (7) calendar days from receipt of the "Notice of Grievance."

**Grievance Procedure/Step Two** - If the grievance is not satisfactorily resolved by the immediate supervisor, the employee(s) shall present the grievance to the Division Director within seven (7) calendar days of the immediate supervisor's response. The Division Director shall have seven (7) calendar days to issue a written decision.

**Grievance Procedure/Step Three** - All grievances must be presented to the Health Department Director in writing within fourteen (14) calendar days after failure of Step Two. The Health Department Director, or his/her designee, will take appropriate action to review the merits of the grievance and issue a written decision to the Association within fourteen (14) calendar days of receipt of the grievance.

**Grievances Asserted at Step Three by the Association** - Grievances asserted by the Association relating to issues that cannot be adjusted below the level of the Health Department Director shall be initiated at the Step Three level by the Association serving upon the Health Department Director a "Notice of Grievance" within twenty-one (21) calendar days of the occurrence of the grievance. The Health Department Director, or his/her designee, shall take appropriate action to review the merits of the grievance and issue a written decision to the Association within fourteen (14) calendar days of receipt of the grievance.

**Grievance Procedure/Step 4** - If the grievance is not settled in accordance with the foregoing procedure at Step 3, the Association or Employer, as the "moving party," may refer the grievance to arbitration by providing a written request for arbitration to the opposing party within thirty (30) working days after receipt of the County's answer to Step 3. If the request for arbitration is not sent within thirty (30) working days, the moving party waives its right to pursue the grievance through the arbitration procedure.

- a) Upon receipt of the request for arbitration, the County and the Association shall have thirty (30) working days to attempt to select a sole arbitrator by mutual agreement. In the event the parties are unable to agree upon an arbitrator within this time period, the moving party shall have an additional thirty (30) working days in which to request the Federal Mediation and Conciliation Service ("FMCS") or PERC to submit a panel of nine (9) arbitrators for which the parties will use to select an arbitrator via the alternate strike procedure, specified below. If the moving party fails to make such a request from the FMCS OR PERC within this time period, the moving party waves its right to pursue the grievance through the arbitration procedure.
- b) Upon receipt of the list of nine (9) arbitrators from the FMCS or PERC, the County and Association shall alternately strike names of arbitrators until one arbitrator's name is left who shall be arbitrator. The order of striking names shall be determined by the flip of a coin. The moving party has the burden of timely initiating the alternate strike procedure, but in no event shall the parties fail to complete the alternate strike procedure within sixty (60) working days of the date the FMCS or PERC mailed them the list of arbitrators. Failure to initiate the alternate strike procedure within this period will result in the moving party waiving its right to pursue the grievance through the arbitration procedure.
- c) When an arbitrator has been selected, using any of the above procedures, the moving party has the burden of notifying the arbitrator of his/her selection by sending a joint letter from the parties requesting that he/she set a time and a place for hearing, subject to the availability of the County and Association representatives. If the moving party fails to send this notification to the arbitrator within thirty (30) working days of his/her selection, the moving party waives its right to pursue the grievance through the arbitration procedure.
- d) Once an arbitrator is selected, he/she shall have jurisdiction over the hearing and any pre-hearing matters arising between the parties concerning the grievance at-issue, unless the parties mutually agree to rescind the appointment of the arbitrator. The fee and expenses of the arbitrator shall be borne by the County and the Association equally. The arbitrator shall have no right to amend, modify, ignore, add to, or subtract from the provisions of this agreement. He/she shall consider and decide only the specific issue submitted to him/her in writing by the County and the Association, and shall have no authority to make a decision on any other issue not submitted to him/her. The arbitrator shall submit his/her decision in writing within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The decision shall be based solely upon

his/her interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. The decision of the arbitrator shall be final and binding. Each party shall be responsible for compensating its own representatives and witnesses.

**Compensatory Time Off:**


Payment for overtime will be at the rate of one and one-half times the employee's usual rate of pay. Supervisors may grant employees' requests for compensatory time off in lieu of pay. Use of earned compensatory time may include partial days off in units of not less than 1 hour. Requests to use earned compensatory time will not be unreasonably denied. Unused compensatory time will be cashed out each year in the final payroll in December. Upon mutual consent between the District and any employee not otherwise required to flex hours, hours within the work week may be flexed.

**Duration:**

This agreement is effective January 1, 2023 through December 31, 2023.

IN WITNESS WHEREOF, the parties hereto have set their hands this 14<sup>th</sup> day  
of December, 2022.


FOR THE ASSOCIATION:

  
Karen Winchell (Jan 11, 2023 12:41 PST)

Karen Winchell  
PHN, WSNA Vice Chair

  
Susan Babcock (Jan 11, 2023 12:16 PST)

Susan Babcock  
PHN, WSNA Grievance Officer

  
Bret Percival (Jan 11, 2023 09:45 PST)

Bret Percival  
WSNA Nurse Representative




Kelly Ann Skahan  
WSNA Labor Counsel

FOR THE COUNTY:


Klein, Kenneth  
Klein, Kenneth  
2022.12.16 12:44:42  
-08'00'

Dave Somers  
Snohomish County Executive

Ken Klein  
Executive Director

  
Megan Dunn  
Council Chair

ATTEST:

  
Elena Lao, CMC  
Asst. Clerk of the Council

APPROVED AS TO FORM:

Steve Bladek  
Digitally signed by Steve  
Bladek  
Date: 2022.12.20 13:49:37  
-08'00'

Deputy Prosecuting Attorney

Sprague, Rob  
Digitally signed by Sprague,  
Rob  
Date: 2022.12.20 14:53:05  
-08'00'

Rob Sprague  
Human Resources Deputy Director

**COUNCIL USE ONLY**

Approved 12/14/2022  
ECAAF # 2022-1290  
MOT/ORD Motion 22-544



### Addendum A

Effective January 1, 2023, the salary ranges for classifications within the bargaining unit will be increased by five percent (5.0%) to the following:

2023 WSNA Salary Ranges											
Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Public Health Nurse Lead	206	\$7,134	\$7,491	\$7,866	\$8,259	\$8,672	\$9,106	\$9,561			
Public Health Nurse Registered Nurse Lead	203	\$5,861	\$6,154	\$6,462	\$6,785	\$7,124	\$7,480	\$7,854	\$8,247	\$8,659	\$9,092
Registered Nurse	201	\$5,746	\$5,976	\$6,214	\$6,463	\$6,721	\$6,990	\$7,269	\$7,560	\$7,711	\$7,866

Employees in pay ranges with a top step annual salary of \$80,000 or less shall receive a lump sum payment of \$3,000, employees in pay grades with a top step annual salary between \$80,000 and \$120,000 shall receive a lump sum payment of \$2,000 and employees in pay grades with a top step annual salary of greater than \$120,000 shall receive a lump sum payment of \$1,000. To be eligible for a lump sum payment, employees must be employed on January 1, 2023. Part-time employees shall receive a pro-rated payment equivalent to their FTE percentage.