

BEFORE THE BOARD OF HEALTH
SPOKANE REGIONAL HEALTH DISTRICT

RESOLUTION # 18-09

RE: (1) APPROVING UPDATED CLASSIFICATION SPECIFICATIONS, SALARY STRUCTURE AND EMPLOYEE COMPENSATION BASED ON THE SEGAL WATERS CONSULTING COMPENSATION PROJECT RECOMMENDATIONS FOR (a) SRHD NON-UNION EMPLOYEES AND (b) FOR PTE LOCAL 17 (PENDING PTE LOCAL 17 APPROVAL) AND (2) AUTHORIZING THE DISTRICT TO MAINTAIN CURRENT BUDGET AUTHORITY INTO 2019.

WHEREAS, Spokane Regional Health District, referred to as the "District", entered into agreement with Segal Waters Consulting on June 4, 2018 to review the District's current compensation program and provide recommendations for changes; and

WHEREAS, the objective of the compensation study was to update the District's compensation and classification program to provide market competitive and internally equitable salary rates, establish an implementation plan for any recommendations, and develop a sustainable maintenance plan; and

WHEREAS, the District's Board of Health has been informed about the compensation study throughout its duration; and

WHEREAS, Segal Waters Consulting completed their study and presented their recommendations to the District's Executive Leadership Team and Joint Management on November 6, 2018; and

WHEREAS, the District's Executive Leadership Team approved the updated classification specifications, salary structure and compensation recommendations of Segal Waters Consulting; and

WHEREAS, the District will consider additional recommendations of Segal Waters Consulting at a later time; and

WHEREAS, the estimated general budget impact on the District of implementing the compensation study recommendations approved by Executive Leadership Team is estimated at \$198,000 beyond the 2019 budget approved by the Board of Health on October 25, 2018; and

WHEREAS, the District desires to maintain current approved budget authority into 2019 and will request a 2019 budget amendment if needed to cover implementation of the compensation study; and

WHEREAS, Washington State Nurses Association (WSNA) is currently in negotiations with the District; and PTE Local 17 has completed negotiations, reviewed and is considering the recommendations of Segal Waters Consulting and the District;

NOW, THEREFORE BE IT RESOLVED, the Board of Health for the Spokane Regional Health District approves:

1. The updated classification specifications, salary structure and employee compensation for
 - a. non-union employees and
 - b. PTE Local 17 employees (pending approval by PTE Local 17); and
2. the District maintaining current budget authority into 2019.

Signed this 6th day of December 2018 in Spokane, Washington.

SPOKANE REGIONAL HEALTH DISTRICT
BOARD OF HEALTH



CHAIR, CHUCK HAFNER



KATE BURKE, COUNCILMEMBER



DONALD CONDON, BOARD MEMBER




VICE CHAIR, BREEAN BEGGS



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