

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

RESOLUTION #22-10

RE: ADOPTION OF A LABOR CONTRACT FOR EMPLOYEES OF SPOKANE REGIONAL HEALTH DISTRICT WHO ARE MEMBERS OF THE PROTEC17 UNION FOR THE PERIOD OF JANUARY 1, 2023 THROUGH DECEMBER 31, 2025.

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 PTOTEC17 Union, the Human Resources Director and the Financial Controller for Spokane Regional Health District recommend that the Board of Health approve a 3-year labor agreement for the period of January 1, 2023, through December 31, 2025, for those employees represented by PROTEC17 covered by the working agreement consisting of the following:

- **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
Employee Only	95%	5%
Employee + Child	85%	15%
Employee + Spouse	80%	20%
Family	80%	20%

Dental Cost Share		
	SRHD Rate	Employee Rate
Delta Dental	100%	0%
Willamette Dental *	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.
- **Juneteenth** - The District will observe an additional holiday.
- **On-Call Compensation** – The District will change from an on-call compensation at two hours calculation, the District will now compensate at a rate of 7% of employee's hourly base rate for actual hours worked.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Health for Spokane Regional Health District that the labor agreement with the PROTEC17 UNION for the period of January 1, 2023, through December 31, 2025 is adopted.

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

SPOKANE REGIONAL HEALTH DISTRICT
BOARD OF HEALTH



CHAIR, COMMISSIONER MARY KUNEV



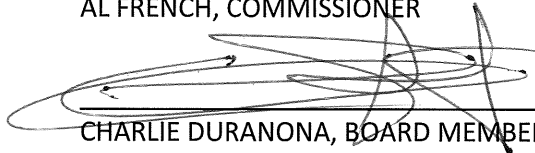
VICE CHAIR, MAYOR KEVIN FREEMAN

ABSENT

AL FRENCH, COMMISSIONER



JOSH KERNS, COMMISSIONER



CHARLIE DURANONA, BOARD MEMBER

ABSENT

CHRISTOPHER PATTERSON, BOARD MEMBER

ABSTAINED

ALYCIA POLICANI, ND, BOARD MEMBER