

**Memorandum of Understanding
By and Between
Snohomish Health District
And
Professional & Technical Employees, Local 17 (PROTEC17)
Contracts: Allied Health, Environmental Health, and Supervisors**

Subject: COVID-19 Emergency – Case and Contact Investigations

Purpose/Background:

The parties share a mutual interest in assuring the health and safety of community members in Snohomish County. The federal Coronavirus Aid, Relief, and Economic Security (CARES) Act of 2020 provided grant money to Snohomish County, some of which the County provided to the Snohomish Health District (SHD). SHD is using these funds to increase capacity for COVID-19 case and contact investigation by creating new limited-duration positions.

In order to adequately staff COVID-19 case and contact investigation positions, SHD has solicited current employees, including those represented by PROTEC17, to work as supervisors under the program funded by federal grant money, and three PROTEC17 represented employees have applied.

The purpose of this MOU is to memorialize the parties' agreements regarding the terms and conditions of employment for PROTEC17 members who are hired into those positions.

Agreement:

1. The temporary Disease Intervention Specialist Supervisor positions created using CARES Act funding (the "temporary DISS positions") are exempt, non-represented positions.
2. PROTEC17 members who are hired into temporary DISS positions will remain represented by PROTEC17 while working on the special assignment.
3. PROTEC17 members working in temporary DISS positions will continue to accrue seniority and will continue to receive benefits provided by the PROTEC17/SHD CBA. Compensation and other terms and conditions of employment will be consistent with the District's exempt, non-represented positions.
4. PROTEC17 members working in temporary DISS positions will retain their base classification for the duration of time spent working in temporary positions, and will retain all rights associated with their seniority in their base positions.
5. When the temporary DISS assignment ends, PROTEC17 members will return to the classifications that they held prior to taking a temporary DISS position. In the event that the District has experienced a reduction in force that affects a position vacated by a

PROTEC17 member filling a temporary DISS position, the returning employee will be provided with all rights and options in the parties' CBA associated with their seniority.

6. The employees that applied and were selected are:

- a. Keri Moore, Healthy Communities Specialist .60 FTE
- b. Pia Sampaga-Khim Healthy Communities Specialist 1.00 FTE

Duration of Agreement: This Agreement is retroactive to the date the employees were moved into the DISS assignment until the funding of positions provided for in the CARES Act of 2020 ends or until the parties agree by mutual consent.

For Professional & Technical Employees, Local 17 (PROTEC17):

Steven Pray
Union Representative

Date

For Professional & Technical Employees, Local 17 (PROTEC17):

Karen Estevenin
Executive Director

Date

For Snohomish Health District (SHD):

Shawn Frederick
Administrative Officer

Date

Pam Aguilar
Human Resources Manager

Date