

MEMORANDUM OF UNDERSTANDING

By And Between The

SNOHOMISH HEALTH DISTRICT

and

Professional & Technical Employees, Local 17 (PROTEC17)

Representing the

ALLIED PROFESSIONAL HEALTH UNIT (APHU)

This Memorandum of Understanding ("MOU") is entered into by and between Snohomish Health District ("District") and Professional & Technical Employees, Local 17 ("PROTEC17"), APHU. This MOU memorializes the agreement reached between the District and PROTEC17 regarding the addition of the Lead Epidemiologist position to the Bargaining Unit.

I. Recitals

In 2020, the District received a reclassification request from Hollianne Bruce to be reclassified to a new position, Lead Epidemiologist. Ms. Bruce has been an Epidemiologist 2 with the District since 2004 in the Assessment program. Over the last few years, the Assessment team has been supervised by a wide range of individuals, some with an epidemiology background but most without that background. Currently the Assessment team reports to the Assistant Director in the Prevention Services Division. The current Assistant Director does not have an epidemiology background nor would it be likely that their successor would have an epidemiology background. Because the Assistant Director lacks epidemiology expertise, Ms. Bruce has been functioning in a lead role for the past year. The District has agreed to formalize this role and create the Lead Epidemiologist classification to assist the Assistant Director with the high-level technical work that needs to be completed and the lead the program.

II. Agreement

Now, therefore, the parties agree as follows:

1. The District will reclassify one FTE from the Epidemiologist 2 classification to a new Lead Epidemiologist classification.
2. The Lead Epidemiologist classification will be represented by PROTEC17 and shall be included in APHU collective bargaining agreement between PROTEC17 and the District.
3. The position will be FLSA Non-Exempt.
4. The Salary Range for the Lead Epidemiologist is Range 21. Ms. Bruce will be placed at Step 7 of the new range and will receive pay at the new rate retroactive to February 1, 2020.
5. The parties have reviewed and approved the job description for Lead Epidemiologist.
6. Ms. Bruce has been functioning in a lead role since February 2020 and is the selected candidate for the position. As a result of her work performing lead duties, she will not be required to serve the six-month trial service period associated with promotions described in in Section 5.11 Promotional Appointment.

Signed and Dated this _____ day of _____, 2021.

FOR THE DISTRICT:

FOR PROTEC17:

Shawn Frederick
Administrative Officer

Date

Karen Estevenin
PROTEC17

Date