

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

**Subject: COVID-19 – Case and Contact Investigators (DIS)**

**Purpose/Background:**

The parties share a mutual interest in assuring the health and safety of community members in Snohomish County. SHD is using funds to respond to the COVID-19 pandemic for COVID-19 case and contact investigation by creating term-limited positions.

SHD has received additional funding to continue the DIS work until December 31, 2022. This meant keeping on a few of the COVID – DIS team members as well as calling back some previously laid-off DIS team members.

The purpose of this MOU is to memorialize the parties' agreements regarding the terms and conditions of salary and step placement for these term-limited positions represented by PROTEC17.

**Agreement:**

1. The District hired COVID Disease Intervention Specialists (DIS) to be the case and contact investigators for Snohomish County.
2. If these term-limited COVID DIS employees apply and are selected for a full-time regular position, they will retain the service credits accrued in the term-limited positions accordingly.
3. The employees impacted by this MOU and date(s) the adjustments will be made are:
  - a. Katelynn Adamson: step 3 effective 8/23/22
  - b. Lorraine Bartosh: step 3 effective 7/1/22
  - c. Kathleen Butler: step 3 effective 7/1/22
  - d. Lynne Cox: step 3 effective 9/2/22
  - e. Dawn Johnston: step 3 effective 8/24/22
4. Since funding is only through December 31, 2022, at this time, these term-limited roles will end before the 31<sup>st</sup> given the need based off public demands.
5. If these roles are extended past the December 31 date, the employees will still follow the pay rate increases as outlined in the collective bargaining agreement (CBA). If they are laid off and called back, the CBA rules for lay off will apply accordingly.

**Duration of Agreement:** This Agreement will become effective on the dates listed in this agreement. SHD will backpay the wage difference accordingly. This will conclude any further concerns regarding the DIS team members based on when they came on as term-limited employees effective January 1, 2022.

**No Precedent.** This MOU does not set a precedent regarding any issues associated with the PROTEC17 bargaining units.

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

---

Steven Pray  
Union Representative

---

Date

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

---

Karen Estevenin  
Executive Director

---

Date

For Snohomish Health District (SHD):

---

Shawn Frederick  
Administrative Officer

---

Date