



SNOHOMISH HEALTH DISTRICT
RESOLUTION OF THE BOARD OF HEALTH

15-03

RESOLUTION NUMBER: 15-03

RESOLUTION SUBJECT: SALARY ADJUSTMENT FOR NON-REPRESENTED
STAFF

WHEREAS Article 7.01 of the Non-Represented Policies states that Snohomish Health District (District) Board of Health (Board) approves salaries for positions in the annual budget, as amended or supplemented, and

WHEREAS the 2015 annual budget approved by the Board on December 9, 2014, did not include any salary adjustments for non-represented employees, and

WHEREAS the District has been engaged in collective bargaining with its four (4) represented groups since late Fall 2014, and

WHEREAS the District has provided wage increase proposals to each of its represented groups, and

WHEREAS the District now requests approval from the Board to authorize a general wage increase of two percent (2%) from the 2014 wage levels effective retroactively to January 1, 2015, for non-represented employees, and

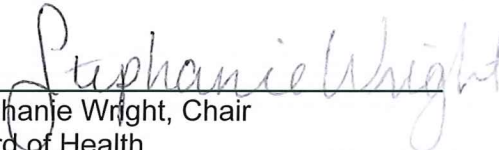
WHEREAS the District intends to utilize salary savings from delayed filling of vacancies and a lower starting salary associated with new hires, and

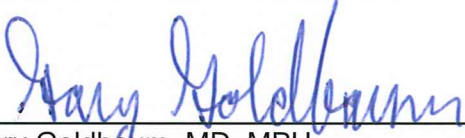
WHEREAS the District will prepare a 2015 budget amendment for Board approval reflecting all general wage increases for non-represented and represented employee groups upon ratification and approval of applicable collective bargaining agreements,

NOW THEREFORE, pursuant to the authority granted to the Snohomish Health District Board of Health in RCW 70.46, in the Charter of Snohomish Health District and Article 7.01 of the District 's Non-Represented Policies, the Board does authorize a general wage increase of two percent (2%) from the 2014 wage levels, retroactively effective to January 1, 2015, for non-represented employees and directs the District to prepare a 2015 budget amendment for Board approval reflecting all general wage increases for non-represented and represented employee groups upon ratification and approval of applicable collective bargaining agreements.

ADOPTED this 13th day of January, 2015.

ATTEST:


Stephanie Wright, Chair
Board of Health


Gary Goldbaum, MD, MPH
Health Officer and Director