

SNOHOMISH HEALTH DISTRICT  
RESOLUTION OF THE BOARD OF HEALTH

6 - 71

RESOLUTION NUMBER: 6 - 71

RESOLUTION SUBJECT: A RESOLUTION DESIGNATING THE STATE PERSONNEL BOARD AS THE CIVIL SERVICE COMMISSION FOR THE SNOHOMISH HEALTH DISTRICT, AND AMENDING RESOLUTION 5 - 71.

WHEREAS, it is necessary for the SNOHOMISH HEALTH DISTRICT to entirely amend its system of personnel administration and personnel policies as hereinbefore adopted in order to comply with federal requirements under Public Law 89-749 and to remain eligible to receive federal funds which support a significant portion of the public health program presently conducted by the Health District, and

WHEREAS, said modification of personnel policies of the Health District must be carried out without prejudice to the rights of its employees under existing collective bargaining agreements as hereinafter more particularly set forth, and

WHEREAS, the State Personnel Board for the State of Washington is so constituted and administers a competent personnel policy in the area of personnel administration based upon merit and scientific method governing appointments, promotion, transfer, layoff, recruitment, retention, classification and pay plan, removal, discipline and welfare, sick leave and vacation benefits, and other incidents of employment and is willing to act as the administrative officer and administrative agency for the SNOHOMISH HEALTH DISTRICT in these matters, NOW, THEREFORE,

IT IS HEREBY RESOLVED by the SNOHOMISH HEALTH DISTRICT BOARD OF HEALTH as follows:

1. ORIGINAL ADOPTION OF CIVIL SERVICE SYSTEM RULES: The State Personnel Board, as provided for in RCW 41.06.110, is designated as the civil service commission for this district, and shall be hereinafter referred to as the Personnel Board. The Director of the State Department of Personnel is designated as the administrative agency for operation of the District civil service system. The Personnel Officer of the Division of Health, State Department of Social and Health Services is designated as the Personnel Officer for this Health District and shall represent this Board and the District Health Officer to the Department of Personnel and the Personnel Board in the transaction of routine civil service business.

2. CONTRACT FOR CIVIL SERVICE ADMINISTRATION: To secure the services of the State Personnel Board, the Department of Personnel, and the Personnel Officer of the State Department of Social and Health Services, the Chairman of the Board is authorized to enter into a service contract with the State Director of Personnel and the

Assistant Secretary of the Division of Health, State Department of Social and Health Services providing for payment of one per cent (1%) or less of the gross payroll of all covered employees to the Department of Personnel.

Such contract is to remain in effect for a minimum period of one (1) year from its effective date of inception; said contract may be terminated upon the expiration of said one (1) year period by either party giving thirty (30) days notice of intention to terminate the contract served on the other party in writing thirty (30) days before the expiration of the first year of this contract; thereafter, said contract may be terminated at any time on thirty (30) days notice in writing served by one party on the other of election to terminate the contract.

3. ORIGINAL ADOPTION OF CIVIL SERVICE SYSTEM RULES: Except as covered by existing collective bargaining agreements hereinafter referred in Paragraph 4 of this resolution, all personnel policies heretofore adopted by resolution of the BOARD OF HEALTH are hereby repealed, unless the same are not in conflict herewith.

The civil service rules of this District are designated to be those of the Local Government Merit Program as presently adopted by the State Personnel Board. These rules may be modified from time to time by the Personnel Board without further action by the SNOHOMISH HEALTH DISTRICT BOARD OF HEALTH.

4. CONFLICT WITH EXISTING COLLECTIVE BARGAINING AGREEMENTS: The SNOHOMISH HEALTH DISTRICT has contracted by written collective bargaining agreement with the following unions and association, namely:

Washington State Council of County and City Employees,  
AFL-CIO, Local No. 1811;

Washington State Nurses Association, Inc.;

Professional and Technical Engineers Association, Local No. 17.

Reference is hereby made to said collective agreements with each of the said collective bargaining representatives, which agreements are in full force and effect between said associations or unions and the SNOHOMISH HEALTH DISTRICT for the calendar year 1971. The provisions of said collective bargaining agreements shall take precedence over the conflicting provisions of the Local Government Merit Program for the duration of the calendar year 1971. All personnel policies, and wages, where applicable, shall be determined, administered and settled in accordance with said collective bargaining agreements for the balance of the calendar year 1971.

The District Health Officer is directed to refrain from bargaining collectively for any future agreement regarding any condition of employment, which, by this resolution, is delegated to the State Personnel Board.

Any subsequent collective bargaining agreement entered into by the Health District prior termination of the Local Government Merit Program, as provided in Paragraph 2 above, shall contain provisions which state that said Local Government Merit Program shall govern and prevail over any conflicts in such collective bargaining agreements.

5. RESPONSIBILITY AND AUTHORITY OF PERSONNEL BOARD: The Health District hereby delegates to the aforementioned Personnel Board exclusive responsibility for amending existing provisions, or adopting new provisions of the Local Government Merit Program, provided that this Health District is given reasonable advance notice of pending changes, and that such changes are adopted in public meeting in which the District Health Officer or his representative, the Personnel Officer, and an employee representative of each employee organization having a recognized collective bargaining unit among employees of this District have had an opportunity to be heard.

The Health District further delegates exclusive responsibility to the aforementioned Personnel Board for all rules pertaining to: development and adoption of job classes, and allocation of positions thereto; determination and adjustment of salaries; recruitment, examination, selection, appointment, promotion, demotion, disciplinary actions, and termination of employees; perquisites including holidays, vacations and sick leave; rights of appeal, exemption of classes or types of positions and personnel from one or more provisions of the Merit Program; and disclosure of all information necessary to the operation of the Local Government Merit Program.

The position of District Health Officer is exempted from the standards of the Local Government Merit Program.

6. RESPONSIBILITY AND AUTHORITY OF THE PERSONNEL DIRECTOR: The Personnel Director shall serve as executive officer for the State Personnel Board, and shall have authority to establish, conduct, and enforce such procedures as necessary to maintain the Local Government Merit Program, and to delegate such authority to staff members of the State Personnel Department.

7. RESPONSIBILITY AND AUTHORITY OF DISTRICT HEALTH OFFICER; The District Health Officer is responsible to see that provisions of the Local Government Merit Program are observed in all operations of this Health District and to make those decisions allowed to this District under the Program. He may designate a staff member to carry out those duties of his which arise out of the civil service system; this person will be known as the Personnel Agent, and his signature on civil service transactions will carry authority of this District. The District Health Officer may also delegate authority to the Personnel Officer to conduct civil-service-related transactions as long as such delegation does not violate provisions of the Local Government Merit Program. The District Health Officer will advise the Health Board of significant changes in the rules or operations of the civil service system subsequent to the date of contract.

8. SEVERABILITY If any provision of this resolution is in conflict with the laws of the State of Washington or the United States, that provision shall be considered invalid and the balance of the resolution shall remain in effect.

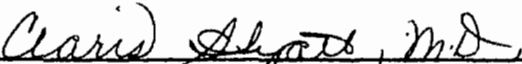
9. EFFECTIVE DATE: This resolution shall become effective June 1, 1971.

10. RESOLUTION AMENDED: Resolution 5 - 71 is hereby amended in its entirety as set forth herein.

Dated this 15th day of June, 1971.

  
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Richard Slye, Chairman

Attest:

  
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Claris Hyatt, M.D., M.P.H.  
Health Officer

June 15, 1971