

January 2, 1991

INTRODUCED BY CYNTHIA SULLIVAN

PROPOSED NO. 91 - 46

9791

ORDINANCE NO.

AN ORDINANCE approving and adopting the memorandum of understanding negotiated by and between the Seattle-King County Department of Public Health and the Washington State Nurses Association representing the staff nurses unit, establishing the effective date of said agreement, and adding new sections to Ordinance 8605.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. The memorandum of understanding negotiated between the Seattle-King County Department of Public Health and the Washington State Nurses Association - Staff Nurses Unit, and attached hereto is hereby approved and adopted and by this reference made a part hereof, and incorporated into the collective bargaining agreement approved by Ordinance 8605, and further modified by the interim memorandum of understanding as approved by Ordinance 9568, conditioned upon ratification by the Seattle City Council.

SECTION 2. Terms and conditions of the memorandum of understanding shall be effective from June 16, 1990 through and including December 31, 1990.

INTRODUCED AND READ for the first time this 14th day of January, 1991.

PASSED this 22nd day of January, 1991.

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

Lois North  
Chair

ATTEST:

Gerald A. Pater  
Clerk of the Council

APPROVED this 4th day of February, 1991.

Jim Hill  
King County Executive

MEMORANDUM OF UNDERSTANDING

9791

By and Between

WASHINGTON STATE NURSES ASSOCIATION

and

KING COUNTY

The Employer shall be identified as the Seattle-King County Health Department. The Union is the Washington State Nurses Association.

The Employer makes the following proposals to modify the current contract between the parties:

1. Effective beginning with the second pay period in June, a fifteen percent (15%) premium shall be paid in lieu of the current \$.50 per hour reflected in the rates in Addendum A for nursing titles assigned to the Jail Health Services Clinic. This rate is to be reduced to a ten percent (10%) premium effective with the effective date of any further contract modifications agreed upon by the parties.
2. The jail weekend premium shall be increased from \$2.00/hr. to \$3.00/hr. effective the second pay period in June, 1990, and \$4.00/hr. effective the second pay period in December, 1990, notwithstanding modifications from the mutual consideration and implementation of the salary survey.
3. Effective beginning the second pay period in June, 1990, the shift differential on swing shift will increase from \$.85 to \$1.10/hr. and graveyard shift from \$1.50 to \$1.70/hr., notwithstanding modification from the mutual consideration and implementation of the salary survey.
4. Effective beginning the second pay period in June, 1990, per diem nurses pay will move from the fourth (4th) to the fifth (5th) step in the nurses salary range, notwithstanding modifications from mutual consideration and implementation of the salary survey.
5. Effective beginning the second pay period in June, 1990, nurses with ten (10) years of public health service with King County or the City of Seattle will be paid a two (2%) longevity premium, nurses with fifteen (15) years public health service a four percent (4%) longevity premium and nurses with twenty (20) years of public health service will be paid a six percent (6%) longevity premium pending completion of the salary survey.
6. Upon completion of the survey, but no later than August 1, 1990, the parties will meet to negotiate wages with intent to make any changes effective beginning with the last pay period of June, 1990.

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APPENDIX A  
REVISED

9791

Effective June 16, 1990

This appendix is supplemental to the 1988-1990 collective bargaining agreement between WSNA-Staff Unit and the Seattle-King County Health Department, and covers nursing classifications assigned to the Jail Health Clinic. Rates include 15% premium for work in the Jail.

<u>Months of Service</u>	<u>Registered Nurse Assigned to Jail</u>	<u>Public Health Nurse Assigned to Jail</u>	<u>Nurse Practitioner Assigned to Jail</u>
0-6	13.6878	16.0147	16.9386
7-18	14.2115	16.6307	17.5547
19-30	14.7114	17.2466	18.1706
31-42	15.2590	17.8627	18.7866
43-54	15.8660	18.4786	19.4025
55-66	16.4730	18.7866	19.7105
67-78	17.0562	19.0946	20.0185
79-90	17.5800	19.4025	20.3264
91-102	18.1751	19.7105	20.7230
103-114	18.7701	19.7105	20.7230
115+	19.0440	19.7105	20.7230

con40:APPA

~~DRAFT~~

Approved

PER DIEM NURSING RATES - 06/16/90

9791

	PREMIUM PAY PERCENTAGE	REGISTERED NURSE EFFECTIVE HOURLY RATE	REGISTERED NURSE - JAIL EFFECTIVE HOURLY RATE
HOURS 1 THRU 520	5 %	14.4602	16.6293
HOURS 521 THRU 1040	10 %	14.4602	16.6293
HOURS 1041 THRU 2080	15 %	14.4602	16.6293
HOURS 2081 +	20 %	14.4602	16.6293
	25 %	14.8781	17.1099

	PREMIUM PAY PERCENTAGE	PUBLIC HEALTH NURSE EFFECTIVE HOURLY RATE	PUBLIC HEALTH NURSE - JAIL EFFECTIVE HOURLY RATE
HOURS 1 THRU 520	5 %	16.8413	19.3675
HOURS 521 THRU 1040	10 %	16.8413	19.3675
HOURS 1041 THRU 2080	15 %	16.8413	19.3675
HOURS 2081 +	20 %	16.8413	19.3675
	25 %	17.4074	20.0185

	PREMIUM PAY PERCENTAGE	NURSE PRACTITIONER EFFECTIVE HOURLY RATE	NURSE PRACTITIONER - JAIL EFFECTIVE HOURLY RATE
HOURS 1 THRU 520	5 %	17.6833	20.3359
HOURS 521 THRU 1040	10 %	17.6833	20.3359
HOURS 1041 THRU 2080	15 %	17.6833	20.3358
HOURS 2081 +	20 %	17.6833	20.3358
	25 %	18.4116	21.1734

WSNA JANUARY 1991 MOU  
FILE:WSNA  
1/11/91

Salary Market Comparison

	<u>Proposed Salary</u> <u>(1 year)</u>	<u>"Market" Comparison</u> <u>(1 year)</u>	<u>Proposed Salary</u> <u>(5 years)</u>	<u>"Market" Comparison</u> <u>(5 years)</u>	<u>Proposed Salary</u> <u>(10 years)</u>	<u>"Market" Comparison</u> <u>(10 years)</u>	<u>Proposed Salary</u> <u>(15 years)</u>	<u>"Market" Comparison</u> <u>(15 years)</u>	<u>Proposed Salary</u> <u>(20 years)</u>	<u>"Market" Comparison</u> <u>(20 years)</u>
Registered Nurse	\$12.35	-4.6%	\$14.82	-6.1%	\$19.05	4.3%	\$19.90	4.2%	\$20.26	1.1%
Public Hlth Nurse	\$14.46	-4.4%	\$17.54	-5.2%	\$19.34	2.5%	\$20.06	7.6%	\$20.43	8.0%
Nurse Practitioner	\$15.80	1.7%	\$19.12	1.6%	\$21.08	3.1%	\$21.86	7.3%	\$22.27	2.8%

9791

## MEMORANDUM OF UNDERSTANDING

by and between

WASHINGTON STATE NURSES ASSOCIATION

and

KING COUNTY AND THE CITY OF SEATTLE

The Employer shall be identified as the Seattle - King County Health Department. The Union is the Washington State Nurses Association.

The Employer and the Union agree to the following amendments to modify the current contract between the parties based upon a prior memorandum of understanding by which the parties agreed upon wage rates, beginning with the second pay period of June 1990, would be subject to further negotiation.

1. Effective with the required legislative approval of the Employer, the attached pay schedule entitled Appendix A/Revised 2, 10/19, shall apply to the classifications of Registered Nurse, Public Health Nurse and Nurse Practitioner.
2. Upon the effective date of this agreement all employees shall be moved up one pay step in the pay schedule for the classification they occupy. Any changes to an employee's rate of pay resulting from the above described movement or

because of the implementation of the new wages set forth in Appendix A/Revised 2, 10/19, shall be retroactive to June 16, 1990.

3. The Employer agrees to implement a longevity plan at the rate of: two (2) percent for eight years of service with the Employer; three (3) percent for ten (10) years; four (4) percent for twelve (12) years; five (5) percent for fifteen (15) years; and, six (6) percent for twenty (20) years. The longevity percentage shall be applied to the pay step(s) the employee attains during the longevity eligibility period. Longevity percentages shall not be pyramided, one on the other. Length of service for eligibility for longevity premiums shall be based on the total number of calendar months of regular employment status, public health service with the Seattle-King County Health Department whether such service was on a full time or a half time basis or some other part time basis between half time and full time, but shall not apply to per diem or temporary employee service.
  
4. It is agreed between the parties that the longevity plan outlined in paragraph\_three (3) above replaces the plan outlined in the Memorandum of Understanding signed by the parties on July 10, 1990. Compensation owing to an employee under the terms of the new plan, shall be retroactive to June 16, 1990. However, payment of longevity under the

terms of this agreement, releases the Employer from any and all requirements for longevity pay under the terms of the July 10, 1990 Memorandum of Understanding.

5. The following increased shift premiums shall be in lieu of those previously provided in paragraph (a) of Section 12 of Article VII as modified by the prior Memorandum of Understanding, and shall be effective December 1, 1990.

	Existing Rate	Increased Rate
Evening Shift	\$1.10	\$1.50
Night Shift	\$1.70	\$ 3.00

6. Effective November 1, 1990, nurses may be hired at up to step 6 of the salary range for assignments to the jail upon the approval of the King County Personnel Manager based upon the nurse's previous relative nursing experience. The County will adjust the pay step of those nurses hired prior to November 1, 1990, who are below step 6 to the step warranted by experience level up to step 6.

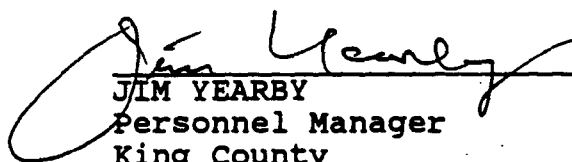
7. The Jail weekend premium of \$3.00 per hour, effective June 16, 1990, shall be increased to \$4.00 per hour effective the second pay period of December 1990 and is in lieu of the premium provided in Article VII Section 15 but shall be paid pursuant to the terms and conditions otherwise provided in that paragraph.




8. The attached Appendix shall reflect a fifteen (15) percent (15%) differential for all classifications when assigned to the King County Jail. This premium is in lieu of the \$.50 per hour in paragraph (b) of Section 14 of Article VII, but shall be paid pursuant to the terms and conditions otherwise provided in that paragraph.

FOR THE EMPLOYER

FOR THE UNION

 12/28/90  
JIM YEARBY (Date)  
Personnel Manager  
King County

 11/21/90  
KAREN WALP (Date)  
Director, Labor Relations  
WSNA

CLINIC ASSIGNMENTS

JAIL ASSIGNMENTS

JOB TITLE	MONTHS OF SERVICE	CURRENT RATES	ADJUSTED RATE SCHEDULE	ARS WITH LONGEVITY	CURRENT RATES	ADJUSTED RATE SCHEDULE	ARS WITH LONGEVITY
<b>Registered Nurse</b>							
	0-6	\$11.90	\$12.35		\$13.69	\$14.20	
	7-18	\$12.35	\$12.79		\$14.20	\$14.71	
	19-30	\$12.79	\$13.26		\$14.71	\$15.25	
	31-42	\$13.26	\$13.79		\$15.25	\$15.86	
	43-54	\$13.79	\$14.32		\$15.86	\$16.47	
	55-66	\$14.32	\$14.83		\$16.47	\$17.05	
	67-78	\$14.83	\$15.28		\$17.05	\$17.57	
	79-90	\$15.28	\$15.80		\$17.57	\$18.17	
	91-102	\$15.80	\$16.32	*8 yrs - 2X \$16.65	\$18.17	\$18.77	*8 yrs - 2X \$19.14
	103-114	\$16.32	\$16.89		\$18.77	\$19.42	
	115-126	\$16.56	\$17.48	*10 yrs - 3X \$18.01	\$19.04	\$20.10	*10 yrs - 3X \$20.71
	127+		\$18.09			\$20.81	
<b>Longevity:</b>							
	2X	\$16.89	\$18.46	12 yrs - 4X \$18.82	\$19.42	\$21.22	12 yrs - 4X \$21.64
	4X	\$17.22	\$18.82	15 yrs - 5X \$19.00	\$19.81	\$21.64	15 yrs - 5X \$21.85
	6X	\$17.55	\$19.18	20 yrs - 6X \$19.18	\$20.19	\$22.06	20 yrs - 6X \$22.06
<b>Public Health Nurse</b>							
	0-6	\$13.92	\$14.46		\$16.01	\$16.63	
	7-18	\$14.46	\$14.99		\$16.63	\$17.24	
	19-30	\$14.99	\$15.53		\$17.24	\$17.86	
	31-42	\$15.53	\$16.33		\$17.86	\$18.78	
	43-54	\$16.06	\$16.87		\$18.47	\$19.40	
	55-66	\$16.33	\$17.54		\$18.78	\$20.17	
	67-78	\$16.60	\$18.24		\$19.09	\$20.98	
	79-90	\$16.87			\$19.40		
	91-102	\$17.13		8 yrs - 2X \$18.60	\$19.70		8 yrs - 2X \$21.40
<b>Longevity:</b>							
				10 yrs - 3X \$18.79			10 yrs - 3X \$21.61
	2X	\$17.47	\$18.60	12 yrs - 4X \$18.97	\$19.47	\$21.40	12 yrs - 4X \$21.82
	4X	\$17.82	\$18.97	15 yrs - 5X \$19.15	\$19.85	\$21.82	15 yrs - 5X \$22.02
	6X	\$18.16	\$19.33	20 yrs - 6X \$19.33	\$20.24	\$22.23	20 yrs - 6X \$22.23
<b>Nurse Practitioner</b>							
	0-6	\$14.72	\$15.80		\$16.93	\$18.17	
	7-18	\$15.26	\$16.33		\$17.55	\$18.78	
	19-30	\$15.80	\$17.13		\$18.17	\$19.70	
	31-42	\$16.33	\$17.67		\$18.78	\$20.32	
	43-54	\$16.87	\$18.38		\$19.40	\$21.14	
	55-66	\$17.13	\$19.12		\$19.70	\$21.99	
	67-78	\$17.40	\$19.88		\$20.01	\$22.87	
	79-90	\$17.67			\$20.32		
	91-102	\$18.02		8 yrs - 2X \$20.28	\$20.72		8 yrs - 2X \$23.32
<b>Longevity:</b>							
				10 yrs - 3X \$20.48			10 yrs - 3X \$23.55
	2X	\$18.38	\$20.28	12 yrs - 4X \$20.68	\$20.41	\$23.32	12 yrs - 4X \$23.78
	4X	\$18.74	\$20.68	15 yrs - 5X \$20.88	\$20.81	\$23.78	15 yrs - 5X \$24.01
	6X	\$19.10	\$21.08	20 yrs - 6X \$21.08	\$21.21	\$24.24	20 yrs - 6X \$24.24

\*A longevity pay rate is given here as an illustration. In this example it is assumed an RN is being paid at the 91-102 month step. The actual hourly rate, incorporating longevity, will depend on the employee's step placement.