

Spokane Regional Health District

**Memorandum of Agreement
Salary Structure Change**

This Memorandum of Agreement is entered into and between Spokane Regional Health District (SRHD) and the Washington State Nurses Association (WSNA). All existing contractual provisions shall apply unless otherwise provided for herein.

The parties recognize that there are significant recruitment and retentions issues attributable to the current salary structure for the Clinical Nurse 1, Clinical Nurse 2, Nurse Case Manager, and Nurse Practitioner job classifications. The parties further recognize the burden this poses on our current nursing staff. To address these issues, the parties agree to increase the wage structure as follows:

- Current Step 4 for each the Clinical Nurse 1, Clinical Nurse 2, and Nurse Case Manager classifications will become the new Step 1. This equates to 14.12% increase.
- Current Step 3 for the ARNP classification will become the new Step 1. This equates to 9.20% increase.
- The spread between steps will remain the same as the current structure.
- PHN2 classification will receive a 3% increase applied to each step of the wage scale.
- PHN3 classification will receive a 3% increase applied to each step of the wage scale.

All other remaining classifications will remain unchanged.

Nurses currently assigned to one of the job classifications listed above will retain their current step increase date and will move to the same salary step on the new salary range as they currently hold. All new increases set forth above will become effective July 16, 2021.

Amelia Clark Date 8/26/2021
Spokane Regional Health District

Smalley Date 8/25/21
WSNA