

Memorandum of Agreement  
Between  
ProTec17  
And  
Spokane Regional Health District  
Effective  
January 1, 2021 expires December 31, 2022

The Parties agree to the following provisions for COLA for 2021 and 2022 and health care for 2021 with a reopener in 2022. All other contractual items not mentioned in this agreement remain unchanged.

**ARTICLE 6 – COMPENSATION**

**Section 6.1 – Cost of Living Adjustments (COLA).**

2021: Effective January 1, 2021: 0% Cost of Living Adjustment; implementation of comp study as part of the 2021 budget approved by the Board of Health.

2022: Effective January 1, 2022: A COLA wage increase of a minimum of 1% and a maximum of 2% based upon US All Cities CPI-U June to June BLS Index. By way of example only, if the US All Cities CPI-U June to June BLS Index is 1.3%, the COLA wage increase for 2022 will be 1.3%.

**ARTICLE 20 – MEDICAL AND OTHER INSURANCE BENEFITS**

**Section 20.1 – Medical.** Effective January 1, 2021 the District shall pay the following monthly contributions to PEBB Medical Plans. CDHP plans shall not exceed the actual cost of the premium:

Employee Only	\$767.09
Employee and Child(ren)	\$1086.51
Employee and Spouse	\$1151.53
Emp/Spouse/Child(ren)	\$1563.44

If the District pays more for any other employee at the District for medical, dental, vision and life insurance benefits, the same increased amount shall be paid for the Union members. It is understood that if another employee group chooses the option the Union has rejected, it will not trigger this “me too” provision.

The parties agree to maintain the premium cost share increases based upon the lowest cost traditional plan and re-open the contract for purposes of negotiating article 20.1 for 2022.

Health District

ProTec17

Sue Winters 12-16-20  
Sue Winters Date

Suzie Saunders 12-15-20  
Suzie Saunders Date

Raymond T. Byrne 12-16-2020  
Ray Byrne Date

Karen Estevenin 12-14-20  
Karen Estevenin Date