

TO: SOUTHERN NEVADA DISTRICT BOARD OF HEALTH **DATE:** January 23, 2014

RE: *Ratification of Memorandum of Agreement dated December 5, 2013 by and between the Southern Nevada Health District and the Service Employees International Union, Local 1107 revising classification specifications changing status from non-exempt to exempt for the following: Communicable Disease Supervisor, Community Health Nurse Supervisor, Environmental Health Engineer-Supervisor, Environmental Health Supervisor, Health Education Supervisor, Public Health Preparedness Supervisor, Vector Entomologist/Supervisor, Administrative Analyst, Advanced Practitioner of Nursing, Computer Systems Analyst, Environmental Health Engineer I/II, Information Technology Project Coordinator, Publication Specialist, Regional Trauma Coordinator, Senior Accountant, Senior Epidemiologist, Senior Public Health Preparedness Planner, Web Content Specialist.*

PETITION #01-14

That the Southern Nevada District Board of Health *ratification of Memorandum of Agreement dated December 5, 2013 by and between the Southern Nevada Health District and the Service Employees International Union, Local 1107 revising classification specifications changing status from non-exempt to exempt for the following: Communicable Disease Supervisor, Community Health Nurse Supervisor, Environmental Health Engineer-Supervisor, Environmental Health Supervisor, Health Education Supervisor, Public Health Preparedness Supervisor, Vector Entomologist/Supervisor, Administrative Analyst, Advanced Practitioner of Nursing, Computer Systems Analyst, Environmental Health Engineer I/II, Information Technology Project Coordinator, Publication Specialist, Regional Trauma Coordinator, Senior Accountant, Senior Epidemiologist, Senior Public Health Preparedness Planner, Web Content Specialist.*

PETITIONERS:

Shirley Oakley, Human Resources Administrator
Andrew J. Glass FACHE, MS, Director of Administration
Joseph P. Iser MD, DrPH, MSc, Chief Health Officer

Shirley Oakley
Andrew J. Glass
Joseph P. Iser

DISCUSSION:

These classifications are based on review of organizational functions and are in the parameters of the fiscal year 2014 through 2015 approved budgets.

FUNDING:

No additional funding is required for these changes.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into this 5th day of December, 2013 (the "Effective Date") by and between the Southern Nevada Health District ("SNHD" or "Health District") and the Service Employees International Union, Local 1107 ("Union").

1. This MOA modifies the 2012 - 2014 Supervisory and Non-Supervisory Collective Bargaining Agreements ("CBA") between the Health District and the Union.

2. A paragraph "3" shall be added to Article 21, subsection 2(E) to both the Supervisory and Non-Supervisory CBAs as follows:

3. All bargaining unit classifications beginning with an "E" in Appendix A of this Agreement are deemed exempt from the provisions of the Fair Labor Standards Act ("FLSA") and shall not receive overtime pay, compensatory time, or call-back pay.

3. The following bargaining unit classifications in Appendix A of the Supervisory CBA shall be modified to include an "E" at the beginning of the classification as follows (designating that classification as exempt):

- E Communicable Disease Supervisor
- E Community Health Nurse Supervisor
- E Environmental Health Engineer-Supervisor
- E Environmental Health Supervisor
- E Health Education Supervisor
- E Public Health Preparedness Supervisor
- E Vector Entomologist/Supervisor

4. The following bargaining unit classifications in Appendix A of the Non-Supervisory CBA shall be modified to include an "E" at the beginning of the classification as follows (designating that classification as exempt):

- E Administrative Analyst
- E Advanced Practitioner of Nursing
- E Computer Systems Analyst
- E Environmental Health Engineer I
- E Environmental Health Engineer II
- E Information Technology Project Coordinator

- E Publication Specialist
- E Regional Trauma Coordinator
- E Senior Accountant
- E Senior Epidemiologist
- E Senior Public Health Preparedness Planner
- E Web Content Specialist

5. Unless already being paid on a salary basis, beginning with the first full pay period after January 1, 2014, the employees whose bargaining unit classifications have been reclassified as exempt pursuant to this MOA shall be paid on a salary basis. The weekly salary for each employee affected by this MOA shall be determined by multiplying the hourly wage rate designated in Appendix C to the CBA for the appropriate classification by 40. For the next printing of the CBAs, Appendix C shall be modified to reflect weekly salaries for the classifications affected by this MOA.

6. The parties to this MOA agree that all requirements in the CBAs, Article 21, subsection 2(E) have been complied with or such compliance has been waived.

7. The parties agree that exempt status of bargaining unit classifications shall not affect bargaining unit eligibility.

8. The Union represents and warrants that it has authority to enter into this MOA without ratification from Union membership.

9. Any dispute over the meaning, interpretation, or application of this MOA shall be subject to arbitration in accordance with the provisions of the appropriate CBA.

IN WITNESS WHEREOF, the parties hereto by their duly designated representatives have hereunto set their hands in Clark County, State of Nevada this 5th day of December, 2013.

HEALTH DISTRICT CHAPTER SERVICES
 EMPLOYEES INTERNATIONAL UNION,
 SEIU LOCAL 1107

SOUTHERN NEVADA HEALTH DISTRICT

By: [Redacted Signature]

By: [Redacted Signature] 

Print Name: Ed BURKE

Print Name: JOSEPH P. TSER

Its: Local 1107 Chief of Staff

Its: Chief Health Officer

Handwritten:
 JPT
 12-5-13