

**Memorandum of Understanding**  
**RN Unit Job Classifications and Salary Schedule**  
**January 21, 2011**

The purpose of this Memorandum of Understanding between the International Federation of Professional and Technical Engineers, AFL-CIO, Local 17 ("Local 17"), and the Kitsap County Health District ("District") is to memorialize an agreement reached between the parties regarding job classifications and salaries in the Registered Nurse (RN) Unit effective January 1, 2011. The parties agree to the following:

1. **RN:** The Registered Nurse (RN) job classification will be updated as follows:
  - a. Public Health Clinic Nurse duties
  - b. Requirements: RN, graduation from an NLN accredited nursing school (Diploma/AA/AS or BS); one year of general nursing experience preferred
  - c. No change in the salary range on the attached 2011-2012 RN Unit Salary Schedule
  
2. **PHN:** The Community Health Nurse and Public Health Nurse-Epidemiology job classifications will be consolidated under the attached Public Health Nurse (PHN) job classification as follows:
  - a. Public Health Nurse duties that vary by position, and will include working titles such as PHN - Disease Prevention, PHN - Epidemiologist, and PHN - Parent Child Health; PHNs primarily treat individuals, families, and groups
  - b. Requirements: RN and Bachelor of Science in Nursing (BSN)
    - i. Four years of nursing experience in a public health environment plus a bachelor's degree in a related field, such as public health or health education, may be substituted for the BSN requirement
    - ii. Current Public Health Nurse-Epidemiologist employees will be grandfathered into the PHN classification regardless of whether they meet the BSN requirement; this exemption will not apply to new hires
  - c. Classifications consolidated and no change in the salary range, as shown on the attached 2011-2012 RN Unit Salary Schedule
  
3. **PHN-AP:** A new classification, Public Health Nurse – Advanced Practice (PHN-AP), will be established as follows:
  - a. Advanced Practice Public Health Nurse duties that focus on community leadership, assessment, planning, intervention, and evaluation for entire populations
  - b. Requirements: RN, Master of Science in Nursing (MSN), and two years experience as a Public Health Nurse
  - c. Salary range of \$4,008 to \$6,170 (per month, full-time) added to 2011-2012 RN Unit Salary Schedule, as attached

4. **PHN-ARNP:** The Advanced Registered Nurse Practitioner (ARNP) job classification is updated, to include a title change to Public Health Nurse – Advanced Registered Nurse Practitioner (PHN-ARNP) as follows:
  - a. Public Health Clinic Nurse Practitioner duties
  - b. Requirements: RN, certification as a nurse practitioner, and graduation from an NLN accredited nursing school (Diploma/AA/AS or BS). New hires must have Master's degree in Nursing (MSN or MN),
  - c. No change in the salary range
5. **Effective Date:** Subject to Board of Health approval, the attached job classifications and salary schedule will become effective as of January 1, 2011.

Signed and dated this 1<sup>ST</sup> day of Feb., 2011.

Kitsap County Health District

International Federation of Professional and  
Technical Engineers, Local 17

By [Signature]  
Its Director of Health

By [Signature]  
Its Union Representative