

## Memorandum of Understanding

This Memorandum of Understanding is reached between the Professional and Technical Engineers, Local 17 ("Local 17"), and Kitsap Public Health District (the "District"), to memorialize agreement reached during negotiations for a collective bargaining agreement covering the period beginning January 1, 2019 (the "Agreement").

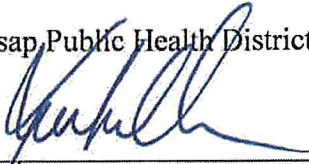
Now, therefore, the parties agree as follows:

1. Part-time employees of the District hired prior to July 1, 1981, who work 50% FTE or more, have historically received the same contribution to health insurance premiums that full-time employees receive. The parties have removed from the Agreement words memorializing this arrangement due to the anticipated retirement of Lori Werdall, the last eligible part-time employee still employed by the District. The parties agree that Ms. Werdall will continue to receive the full-time employee contribution to health insurance premiums until her retirement.

2. The length of the probationary period served by new employees has been changed in the Agreement. The parties agree that the new provisions regarding probation, included in Section 26.1 of the Agreement, will apply to employees hired on or after January 1, 2019, or the effective date of the Agreement, whichever is later. For employees currently serving a probation period as of December 31, 2018, the probation period will remain six (6) months in length, but may be extended by the District to a maximum of nine (9) months where specific circumstances warrant.

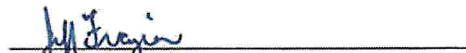
Signed and Dated this 4<sup>th</sup> day of DECEMBER, 2018.

Kitsap Public Health District



By Keith Grellner, RS  
Its Administrator

Professional and Technical Engineers,  
Local 17



By JEFF FRAZIER  
Its UNION REPRESENTATIVE