

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

MOTION NO. 21-143

APPROVING AND IMPLEMENTING COMPENSATION INCREASES
FOR NON-REPRESENTED COUNTY EMPLOYEES AS AUTHORIZED
IN THE 2021 ANNUAL BUDGET

WHEREAS, by Amended Ordinance 20-075, adopted on November 10, 2020, the Snohomish County Council adopted the 2021 Budget (“2021 Budget Ordinance”); and

WHEREAS, Section 3 of 2021 Budget Ordinance provides that compensation levels for 2021 for non-represented regular employees (except the elected officials identified in SCC 2.105.010, employees covered by the Sheriff’s Office exempt employees compensation plan established by SCC 3.69.050 and District and Superior Court Judges and Commissioners), as well as certain temporary employees, are intended to be treated in a manner that is the same as any compensation increases granted to AFSCME union employees, not subject to interest arbitration in their collective bargaining agreements covering the year 2021 determined at the time wage negotiations between the county and its AFSCME union employees are concluded; and

WHEREAS, good faith negotiations were recently completed and employee union members have ratified a Master Collective Bargaining Agreement between Snohomish County and Washington State Council of County and City Employees, Council 2, AFSCME, AFL-CIO governing the 2021 calendar year (CBA); and

WHEREAS on April XX, 2021, by Motion 21-0049, the County Council authorized the County Executive to sign the CBA; and

WHEREAS, the cost-of-living adjustment (COLA) negotiated in the CBA is one percent (1.0%) effective April 1, 2021; and

WHEREAS, Section 3 of the 2021 Budget Ordinance provides that the amount of compensation increases applicable to non-represented regular and certain temporary employees must be established by motion, and

WHEREAS, the County Council desires to implement the approved compensation increase for non-represented employees;

NOW, THEREFORE, ON MOTION, the Snohomish County Council adopts and approves a COLA for non-represented employees as follows:

1. Non-represented regular employees, except the elected officials identified in SCC 2.105.010, employees covered by the Sheriff's Office exempt employees compensation plan established by SCC 3.69.050, and District and Superior Court Judges and Commissioners, shall receive a compensation increase equivalent to a one percent (1.0%) increase effective April 1, 2021, based on the rates of compensation for 2020 previously adopted by the County Council in the 2020 Budget Ordinance.

2. Active non-represented temporary employees who are employed performing duties which are equivalent to those performed by regular employees and who are receiving a rate of compensation for such work which is equal to the rate paid for that work done by regular employees shall also receive the cost-of-living adjustment specified in paragraph 1 of this motion.


DATED this 7th day of April, 2021.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



Council Vice-Chair

ATTEST:



Asst. Clerk of the Council