



Finance, Budget and Administration

Nicole Gorle

Council Initiated:

Yes

No

ECAF: 2026-0069

Motion: 26-021

Type:

- Contract
- Board Appt.
- Code Amendment
- Budget Action
- Other

Requested Handling:

- Normal
- Expedite
- Urgent

Fund Source:

- General Fund
- Other
- N/A

Executive Rec:

- Approve
- Do Not Approve
- N/A

Approved as to

Form:

- Yes
- No
- N/A

Subject: Collective Bargaining Agreement – Amendment #1 – Marshals (AFSCME, AFL-CIO)

Scope: Motion 26-021 would approve amendment #1 to the CBA that covers the Marshals. Under the amendment a new section is added for recruitment incentives which are:

1. **Base recruitment incentive:** One day of leave or one day of pay when individuals covered under this CBA recruit someone who is then hired to a regular position for the following positions:
 - Deputy Sheriff, Corrections Deputy, Mental Health Professional, Nurse, or any other position identified as highly needed by the Sheriff.
2. **Temporary enhanced recruitment incentive (my term, not for explanation purposes):** Employees under this union who recruit the following will receive:

Corrections Deputy (max 20) and Deputy Sheriff (max 20)
 New Hire - \$10k
 Lateral - \$20k

For both, half will be paid once the recruit is off FTO and the other half will be paid once they are ready for solo assignments.

Duration: Base recruitment incentive – for the duration of the CBA
Temporary enhanced recruitment incentive – upon 20 recruitments/agency or December 31, 2027 (whichever comes first)

Fiscal Impact: Current Year Multi-Year N/A

While there is not a direct fiscal impact with this motion, there will be an indeterminate financial component if approved.

Base recruitment incentive (has no expiration date)

- Employees will receive one day of leave or one day of pay. Cost will range based on how many employees recruit individuals and that person’s pay range.

Temporary enhanced recruitment incentive (expires at 20 recruitment/agency or December 31, 2027)

- The fiscal impact could range from \$400,000 to \$800,000 collectively (sheriff and corrections). Low-end estimate would be if all recruitments were new hires, and high-end would be if all recruitments were lateral. The most likely scenario is that it will be a combination of the two. The other factor this does not contemplate is if the number of recruitments allowed isn’t hit by the expiration date, the cost could be lower than the range provided above.

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Department	Low End	High End
Sheriff	\$200,000	\$400,000
Corrections	\$200,000	\$400,000
Total	\$400,000	\$800,000

Authority Granted: n/a

Background: Snohomish County employees are represented by 11 different Unions, covering 44 different bargaining units under 23 different Collective Bargaining Agreements which are negotiated by the County’s Labor Relations team in Central Human Resources. Due to staffing challenges for specific positions within the Sheriff’s Office and Corrections, a proposal has been made to the eight bargaining units covering employees under the Sheriff’s Office, including Corrections, to establish a recruitment incentive for those specific positions. The AFSCME, AFL-CIO Local 109-E bargaining unit representing the Marshals has accepted this proposal which is before you in this motion.

Requested Action: Move to GLS for consideration.