

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

MOTION NO. 22-026

APPROVING AND IMPLEMENTING COMPENSATION INCREASES
FOR NON-REPRESENTED COUNTY EMPLOYEES AS AUTHORIZED
IN THE 2022 ANNUAL BUDGET

WHEREAS, by Amended Ordinance 21-093, adopted on November 09, 2021, the Snohomish County Council adopted the 2022 Budget (“2022 Budget Ordinance”); and

WHEREAS, Section 3(a) of 2022 Budget Ordinance provides that compensation levels for 2022 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) are intended to be treated in a manner that is the same in both amount and manner of payment (lump sum and/or increase in total compensation going forward) as any compensation increases granted to AFSCME union employees, not subject to interest arbitration in their collective bargaining agreements covering the year 2022 determined at the time wage negotiations between the county and its AFSCME union employees are concluded; and

WHEREAS, Section 3(b) of 2022 Budget Ordinance provides that active non-represented temporary employees who perform duties that are equivalent to those performed by regular employees and who receive a rate of compensation for such work that is equal to the rate paid for that work done by regular employees shall receive a cost of living adjustment (COLA) equivalent to that for regular employees; 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 2022 calendar year (CBA); and

WHEREAS, on January 10, 2022, by Motion 22-020, the County Council authorized the County Executive to sign the CBA; and

WHEREAS, the cost-of-living adjustment (COLA) negotiated in the CBA is three percent (3.0%) effective January 1, 2022; and

WHEREAS, a lump sum payment was negotiated in the CBA effective January 1, 2022 as follows: Regular employees in pay grades with a top step annual salary of \$80,000 or less shall receive a lump sum payment of \$3,000, regular employees in pay grades with a top step annual salary between \$80,000 and \$120,000 shall receive a lump sum payment of \$2,000 and regular employees in pay grades with a top step annual salary of greater than \$120,000 shall receive a lump sum payment of \$1,000. To be eligible for a lump sum payment, employees must be employed on January 2, 2022. Part-time regular employees shall receive a pro-rated payment equivalent to their FTE percentage; and

WHEREAS, Section 3 of the 2022 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 and lump sum payment 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 three percent (3.0%) increase effective January 1, 2022, based on the rates of compensation for 2021 previously adopted by the County Council in the 2021 Budget Ordinance.

2. 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 lump sum payment as follows: Employees in pay grades with a top step annual salary of \$80,000 or less shall receive a lump sum payment of \$3,000, employees in pay grades with a top step annual salary between \$80,000 and \$120,000 shall receive a lump sum payment of \$2,000 and employees in pay grades with a top step annual salary of greater than \$120,000 shall receive a lump sum payment of \$1,000. To be eligible for a lump sum payment, employees must be employed on January 2, 2022. Part-time employees shall receive a pro-rated payment equivalent to their FTE percentage.

3. 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 10th day of January, 2022.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



Council Chair

ATTEST:



Asst. Clerk of the Council