



Snohomish County Council

Committee: Finance
ECAF: 2021-1054
Proposal: Mot. 21-455

Analyst: Heidi Beazizo
Date: Dec. 10, 2021

Consideration:

Authorizing the County Executive to sign the 2021-2024 collective bargaining agreement between Snohomish County and Public, Professional and Office-Clerical Employees and Drivers Local Union 763 affiliated with the International Brotherhood of Teamsters representing Corrections Sergeants & Lieutenants.

Background

This is a four (4) year agreement with the Public, Professional and Office-Clerical Employees and Drivers Local Union 763 affiliated with the International Brotherhood of Teamsters representing Corrections Sergeants & Lieutenants, and is effective January 1, 2021 through December 31, 2024, and has been ratified by Union membership. The agreement covers twenty-four (24) employees and includes:

- across the board wage increases of 3.5% effective January 1, 2021 (retroactive);
- across the board wage increases of 3% effective January 1, 2022;
- effective January 1, 2023, across the board wage increase equal to 100% of the CPI-W (Seattle-Tacoma-Bellevue, June 2021-June 2022) with a floor of 1.5% and a ceiling of 3.5%;
- effective January 1, 2024, across the board wage increase equal to 100% of the CPI-W (Seattle-Tacoma-Bellevue, June 2022-June 2023) with a floor of 1.5% and a ceiling of 3.5%;
- adds language that allows for a review of step placement in the instance where an employee was promoted to the Corrections Sergeants and Lieutenants bargaining unit during a contract hiatus. If a step adjustment occurs as a result of the review, no retroactive adjustment in compensation shall be included;
- adds a fourth step to the longevity program – at the completion of 25 years, the additional percentage paid is 4.0%; and
- adjusts the shift differential to 1% on swing shift (was \$.25/hour) and 2% on graveyard (was \$.50/hour).

Additionally, the agreement includes June 19th as a paid legal holiday and allows the county to adjust parking garage fees if those adjustments also apply to all employees. Administrative changes were made to align this agreement with other bargaining units effecting seniority, grievances and investigations.

Current Proposal

This motion approves the agreement between Snohomish County and the Union effective January 1, 2021 through December 31, 2024, and authorizes the County Executive to sign the agreement.

Duration: January 1, 2021 through December 31, 2024

Fiscal Implications: N/A

2022 Budget: YES

Handling: Expedite.

Approved-as-to-form: YES

Risk Management: N/A

Executive Recommendation: Approval

Attachments: NONE.

Amendments: NONE.

Request: Move to GLS on December 15th for Council to consider taking action.