

AGREEMENT

by and between

SNOHOMISH COUNTY, WASHINGTON

and

SNOHOMISH COUNTY

DEPUTY SHERIFF'S ASSOCIATION

ADDENDUM TO SUCCESSOR AGREEMENT TO APRIL 1, 2019 THROUGH MARCH 31,  
2021 AGREEMENT

THIS ADDENDUM NO. 1 TO SUCCESSOR AGREEMENT TO THE APRIL 1, 2019 TO MARCH 31, 2021 AGREEMENT ("Addendum No. 1") is entered into by and between the COUNTY OF SNOHOMISH, WASHINGTON AND THE SHERIFF OF SNOHOMISH COUNTY, hereinafter collectively referred to as the Employer, and THE SNOHOMISH COUNTY DEPUTY SHERIFF'S ASSOCIATION, hereinafter referred to as the Association, for the purpose of extending the temporary enhancement of incentives for lateral transfers while the parties continue negotiations for a complete Successor Agreement.

NOW, THEREFORE, the parties agree as follows:

1. It is expressly agreed by the parties that this Addendum No. 1 is intended to immediately extend the incentives set forth in Amendment No 1 to the April 1, 2019 through March 31, 2021 Collective Bargaining Agreement (the "CBA") between the parties to encourage lateral transfer candidates to join the Snohomish County Sheriff's Office. As such, the provisions in this Addendum No. 1, to the extent set forth below, shall be implemented immediately and supersede identified provisions of the CBA and the successor collective bargaining agreement to the CBA (the "Successor CBA), when implemented, as they relate to lateral transfer employees hired before the expiration of the Successor CBA, but shall not define the status quo as it pertains to lateral transfer employees hired on the expiration date of the Successor CBA or thereafter.
2. Beginning on the date of full ratification of this Addendum No. 1 Section 9.1.6.1, 9.1.6.2 and 9.1.6.3 of Article 9 of the Successor CBA shall be agreed to and implemented and shall read as follows:

**9.1.6.1 Lateral Transfer Employees, Vacation Benefits** – For the purpose of determining vacation accruals under Section 9.1, lateral transfer employees hired by the Employer between the date of full ratification of this Addendum No. 1 and the expiration date of the Successor CBA shall be provided a conditional front-load of vacation and be considered to have additional years of continuous service as follows instead of as provided in 9.1.6:

- (1) Employees who came to the County with less than five (5) years of service as a peace officer shall be considered to have an additional two (2) years of continuous service;
- (2) Employees who came to the County with five (5) or more years of service as a peace officer shall be considered to have an additional five (5) years of continuous service; and
- (3) Employees will be provided with a one-time vacation leave award of forty (40) hours at the completion of the Sheriff's Office Field Training Program (this shall be over and above the monthly accruals). A lateral transfer employee granted front-loaded vacation leave who separates from the position before completing his or her probationary period will forfeit (40) hours of vacation leave, or the full leave balance available if less than forty (40), and a corresponding deduction from the employee's final paycheck shall be made for the number of available vacation leave hours less than forty (40).

**9.1.6.2 Lateral Transfer Employees, Step Placement** – For the purpose of determining step placement under Section 9.1, lateral transfer employees hired by the Employer between the date of full ratification of this Addendum No. 1 and the expiration date of the Successor CBA shall be provided with step placement as follows instead of as provided in 9.1.6:

- (1) Lateral transfer employees with two (2) or fewer years of service as a peace officer will be hired at Step 3 of the pay range;
- (2) Lateral transfer employees with more than two (2) years of service as a peace officer will be hired at Step 4 of the pay range; and
- (3) Beginning on the expiration date of this collective bargaining agreement, the parties will return to the status quo such that all lateral transfer employees will be hired at Step 3 of the pay range.


**9.1.6.3 Lateral Transfer Employees, Moving Reimbursement** – For the purpose of potential moving reimbursement, lateral transfer employees hired by the Employer between the date of full ratification of this Addendum No. 1 and the expiration date of the Successor CBA shall be eligible for moving reimbursement as follows:

- (1) Lateral transfer employees who relocate within ninety (90) days of their hire date from their primary residence within Washington State shall be eligible to be reimbursed for up to \$2,000 of reasonable moving costs;
- (2) Lateral transfer employees who relocate within ninety (90) days of their hire date from their primary residence outside of Washington State shall be eligible to be reimbursed for up to \$5,000 of reasonable moving costs; and

(3) Moving costs must be supported by documentation indicating the dates, service provided, company name and contact information, and the amount paid. Reasonable expenses include professionally licensed pack/unpack services, storage fees and moving company services for household goods, and the cost of employee and household members' travel (airfare, mileage reimbursement, and/or lodging) from former home to new home. Costs incurred more than ninety (90) days before or after the start date will not be eligible for reimbursement. Any reimbursement made by the County shall be compliant with IRS regulations. Employees must successfully pass their probationary period in order to be eligible for the relocation reimbursement.

IN WITNESS WHEREOF, the parties hereto have set their hand this  
12th day of June, 2021.

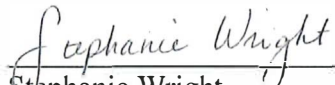
FOR THE ASSOCIATION

  
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Matthew Boice, President  
Deputy Sheriff's Association  
*M Boice*

FOR THE EMPLOYER

  
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Ken Klein  
2021.06.09  
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Ken Klein, Executive Director

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Dave Somers  
County Executive

  
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Stephanie Wright  
Chairperson of County Council

  
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Adam Fortney  
Sheriff

ATTEST:

  
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Debbie Eco, CMC  
Clerk of the Council

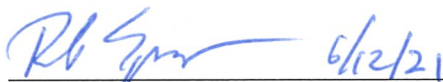
COUNCIL USE ONLY	
Approved	<u>6/7/2021</u>
ECAF #	<u>2021-0366</u>
MOT/ORD	<u>Motion 21-204</u>

APPROVED AS TO FORM:

Digitally signed by Steve  
Bladek  
Date: 2021.06.10 09:27:17  
-07'00'

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Steven Bladek  
Deputy Prosecuting Attorney

 6/12/21

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Rob Sprague  
Chief Labor Contract Negotiator