



Finance, Budget and Administration

Nicole Gorle

Council Initiated:

Yes

No

ECAF: 2025-0937

Motion: 25-169

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 – Superior Court Juvenile Services – Local 1811-JPD

Scope: This is a four-year contract. Primary changes from the prior contract are highlighted below.

- Adds definitions for ‘project employee’ and ‘resignation in good standing’.
- Amends floating holiday language in Article 5, Section 3.
- Removes requirement for Court to provide Union a list of new employees within 10 working days of them starting.
- Sick leave cash-outs tied to being in good standing.
- Adds language about Reclassification, Reorganization, Job Description Edits: what it is and the process.

COLA’s

- 2024 – 4.51%
- 2025 – 3.63%

For employees holding following three position types since January 1, 2022, they will receive a lump sum payment of \$4,000: Legal Process Assistant II, Legal Process Assistant Lead, and Legal Process Records Coordinator. This is to achieve parity with other Snohomish County Court units.

- 2026-2027 – instead of a COLA, provides additional Step 6 and Step 7 to the existing 5 step scale.

Additionally, this contract would change the pay range Legal Process jobs to come into alignment with other court units and convert the clerical pay table to the classified pay table.

Duration: January 1, 2024 through December 31, 2027

Fiscal Impact: Current Year Multi-Year N/A

There will be an indirect fiscal impact from the approval of this contract. Funds were set aside in Non-departmental 2025-2026 budget to cover costs incurred under Union Contracts.

Authority Granted: Authorizes the Executive to execute the agreement.

Background: Snohomish County employees are represented by 26 different Collective Bargaining Unions who negotiate agreements (CBA) with the County’s Labor division. The motion before you would approve the agreement for the Superior Court Juvenile Services under AFSCME. The most recent contract approved for this group was a one year contract for 2023, executed through [Motion 23-241](#). This agreement covers approximately seventy-two (72) employees.

Requested Action: Move to GLS March 26th for consideration.