



Snohomish County Council

Committee: Committee of the Whole
ECAF: 2022-0011
Proposal: Mot. 22-020

Analyst: Jim Martin
Date: January 6, 2022

Consideration:

Authorizing the County Executive to sign the 2022 Master Collective Bargaining Agreement between Snohomish County and the Washington State Council of County and City Employees, AFSCME, AFL-CIO.

Background

This is a one-year master agreement with the Washington State Council of County and City Employees, AFSCME, AFL-CIO, effective January 1, 2022 through December 31, 2022. The agreement provides for a three percent Cost of Living adjustment, effective January 1, 2022. Also included is a lump sum payout in the amount of \$1,000, \$2,000, or \$3,000 to be determined by an employee's top step annual salary. In addition, the agreement includes the addition of Juneteenth (June 19th) as a paid legal holiday, as well as pay grade adjustments for Electricians, Designated Crisis Responders, and Senior Mechanics to address emergency recruitment and retention issues. The agreement also includes minor language housekeeping and clarifications. This agreement supersedes the agreement that expired December 31, 2021, and covers approximately 1,260 employees.

Current Proposal

This motion approves the agreement between Snohomish County and the Union effective January 1, 2022 through December 31, 2022, and authorizes the County Executive to sign the agreement.

Duration: January 1, 2022 through December 31, 2022

Fiscal Implications: 3% COLA, effective January 1, 2022; lump sum payout of \$1,000-\$3,000

2022 Budget:

Is this in the current year budget: Yes

Handling: Urgent, in order to avoid the necessity for retro payroll processing.

Approved-as-to-form: Yes

Risk Management: N/A

Executive Recommendation: Approval

Attachments: Refer to the submitted ECAF that includes the following attachments:

- (1) Proposed Motion.
- (2) Proposed Agreement

Amendments: NONE.

Request: Move to Council to Consider taking action.