



Committee of the Whole

Jim Martin

Council Initiated:

☐ Yes

☒ No

ECAF: 2025-0443

Motion: 25-063

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:

Authorizing the County Executive to sign the 2024-2027 Collective Bargaining Agreement between Snohomish County, Washington and the Washington State Council of County and City Employees, AFSCME, AFL-CIO Representing Local 1811-HS Human Services Supervisors.

Scope:

This is a four-year agreement, effective January 1, 2024, and continuing through December 31, 2027. This successor agreement mirrors changes bargained in the Primary Agreement such as exempting the non-discrimination clause from the grievance procedure, resignation tied to good standing for sick leave cash-outs, increase in life insurance, and including the revised reclass process. As with the Primary Agreement, effective January 1, 2024, this agreement provides a 4.51% cost of living adjustment as well as a cost-of-living increase of 3.63% effective January 1, 2025 representing 100% of the Seattle-Tacoma-Bellevue CPI-W. Effective January 1, 2026 and January 1, 2027, this agreement provides an additional Step 6 and Step 7 on existing 5 Step pay scales respectively, in lieu of a Cost of Living Increase. This agreement supersedes the agreement that expired December 31, 2023, and covers approximately 35 employees.

Duration:

January 1, 2024 through December 31, 2027

Fiscal Impact:

☐ Current Year

☐ Multi-Year

☒ N/A

Authority Granted:

Authorizes the County Executive to sign the Collective Bargaining Agreement.

Background:

The Collective Bargaining Agreement has been negotiated and ratified by the bargaining unit.

Requested Action:

Move to Council for consideration.