



## Snohomish County Council

**Committee:** Finance, Budget and Administration

**Analyst:** Jim Martin

**ECAF:** 2023-0456

**Proposal:** Mot. 23-173

**Date:** April 21, 2023

### **Consideration:**

Authorizing the County Executive to sign the April 1, 2021, through March 31, 2025, Collective Bargaining Agreement between Snohomish County, Washington and Snohomish County Sheriff's Office Management Team

### **Background**

This is a four-year agreement with the Sheriff's Office Management Team, effective April 1, 2021, through March 31, 2025. The agreement includes a wage adjustment of 4% effective April 1, 2022, a 6.5% increase effective April 1, 2023, and on April 1, 2024 an increase equal to 100% of the CPI-W (1% minimum, 5% maximum). Also included is incorporating Captains in the callback language, addition of Public Information Officer compensation, increase in tuition assistance to \$1,000 annually, unused accrued leave cashout at 100% at death, and elimination of Step 1 Lieutenant pay, as well as the inclusion of Juneteenth as a paid legal holiday, provides military leave benefits consistent with code, and increases annual vacation payout to 320 hours. Finally, Appendix A provides for an employer matched contribution to deferred comp of \$1.00 per employee \$1.00 contribution up to 2% of the employee's monthly base wage. This agreement supersedes the agreement that expired March 31, 2021, and covers approximately 20 employees.

### **Current Proposal**

This motion approves the collective bargaining agreement between Snohomish County and the Sheriff's Office Management Team and authorizes the County Executive to sign the agreement.

*Duration:* April 1, 2021, through March 31, 2025

*Fiscal Implications:* 4% 2021 COLA, 8% 2022 COLA, 6.5% 2023 COLA, CPI-W 2024 Cola (floor of 1%, ceiling of 5%)

### **2023 Budget:**

*Is this in the current year budget:* Yes

**Handling:** Expedite.

**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 GLS on April 26<sup>th</sup> for consideration.