

AMENDMENT NO. 1  
by and between  
SNOHOMISH COUNTY, WASHINGTON  
and  
SNOHOMISH COUNTY CLERK'S ASSOCIATION  
JANUARY 1, 2024 THROUGH DECEMBER 31, 2026

THIS AMENDMENT NO. 1 to the Collective Bargaining Agreement by and between Snohomish County, Washington and the Snohomish County Clerk's Association January 1, 2024 through December 31, 2026 is entered into by and between the COUNTY OF SNOHOMISH, WASHINGTON, hereinafter referred to as the Employer, and SNOHOMISH COUNTY CLERK'S ASSOCIATION, hereinafter referred to as the Union, for the purpose of amending the wage provisions in Appendix A to expand the five (5) step wage table to a seven (7) step table, and extend the term of the Agreement through December 31, 2027.

NOW, THEREFORE, the parties agree as follows:

1. The agreement will change from a three-year to a four-year term effective January 1, 2024, through December 31, 2027. *Article 31 - Duration* is amended as follows:

All provisions of the Agreement shall become effective on the date specified and shall remain in full force and effect until December 31, 20262027. The parties agree to commence negotiations for a successor collective bargaining agreement no later than June 30, 20262027.

2. The following wage provisions of *Article 27 – Cost-of-Living Adjustments* are amended as follows:

The wage tables as provided in Appendix A shall apply to all employees in the bargaining unit.

Effective January 1, 2024:

Judicial Process Assistant, Judicial Operations Assistant, Judicial Accounting Assistant, Judicial Process Assistant – Juvenile Clerk's Office

2023 Catch-up Part 1:

- Move from 312 Pay Grade of the Clerk's Clerical Salary Schedule to a 235 Pay Grade of the Clerk's Classified Salary Schedule (Step to Step – i.e. 312 Step 3 goes to 235 Step 3, etc.)

2023 Catch-up Part 2:

- Convert Clerk's 200 Classified Table to AFSCME/Non-Represented 200 Classified Table

Part 3:

After 2023 catch-up parts 1 and 2, apply 2024 4.51% COLA

Other Positions in Unit

- Remain in current pay grade
- 2023 Catch-up Part 1:  
Convert Clerk's 200 Classified table to AFSCME/Non-Represented 200 Classified table
- Part 2:  
After 2023 catch up, apply 2024 4.51% COLA

To provide parity with other units that received 8% COLA in 2023, each active employee in the bargaining unit at the time of ratification will receive a one-time lump sum payment of \$2,700. This amount will be prorated for part-time employees.

Effective January 1, 2025 the salary ranges for classifications within the bargaining unit will be increased by an amount equal to 100% of the annual June 2024 CPI-W (Seattle-Tacoma-Bellevue, June 2023 to June 2024) with a floor of 1% and a ceiling of 5%.

Effective January 1, 2026, ~~the salary ranges for classifications within the bargaining unit will be increased by an amount equal to 100% of the annual June 2025 CPI-W (Seattle-Tacoma-Bellevue, June 2024 to June 2025) with a floor of 1% and a ceiling of 5% the five (5) step salary table shall be adjusted to reflect a true five percent (5%) between steps and grades and have a sixth (6<sup>th</sup>) step added to the top of each pay grade. Employees who have been at Step 5 for a full year shall be placed at Step 6 effective January 1, 2026.~~

Effective January 1, 2027, the six (6) step salary table shall have a seventh (7th) step added to the top of each pay grade. Employees who have been at Step 6 for a full year shall be placed at Step 7 effective January 1, 2027.

The parties agree that employees eligible for step increases will be granted such step increases each year of this agreement.

IN WITNESS WHEREOF, the parties hereto have set their hand this 25th day of November, 2025.

FOR THE UNION

  
Erin McCartney  
Erin McCartney (Dec 1, 2025 08:42:14 PST)

Erin McCartney  
President

FOR THE EMPLOYER

  
Klein, Ken  
Digitally signed by Klein, Ken  
Date: 2025.11.25  
12:07:08 -08'00'

Dave Somers      Ken Klein  
County Executive      Executive Director

  
Nate Nehrung  
Chairperson of County Council

ATTEST:

  
Elena Lao  
Deputy Clerk of the Council

APPROVED AS TO FORM:

  
Steven Bladék  
Steven Bladék (Nov 26, 2025 11:36:00 PST)

Steven Bladék  
Deputy Prosecuting Attorney

  
Carla Freeman  
Digitally signed by  
Freeman, Carla  
Date: 2025.11.25 16:06:57  
-08'00'

Carla Freeman  
Labor Negotiator

# Clerks Amendment No. 1 Final

Final Audit Report

2025-12-01

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