



Committee of the Whole

Jim Martin

Council Initiated:

☐ Yes

☒ No

ECAF: 2025-1993

Motion: 25-305

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 2025 through 2028 Collective Bargaining Agreement between Snohomish County, Washington and the International Association of Firefighters Union Local #2597

Scope:

This is a four-year agreement, effective January 1, 2025, and continuing through December 31, 2028. This successor agreement includes changes bargained in most County bargaining units, such as revised holiday language, sick leave cash-outs, increase in life insurance, and various housekeeping amendments. As with other agreements, this agreement provides 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, January 1, 2027, and January 1, 2028, this agreement provides a cost-of-living increase equal to 100% of the annual June CPI-W (Seattle-Tacoma-Bellevue) with a floor of 1% and a ceiling of 5%. This agreement also provides a reduction in hours for uniformed employees (24-hour shift employees) from the current 2496 per year to 2184 per year in 2026. In recognition of this reduction, these uniformed employees also have a reduction in their sick and vacation accruals to the same level as the 40-hour employees and will receive half of the COLA adjustment in 2026 and 2027. This agreement supersedes the agreement that expired December 31, 2024, and covers approximately 22 employees.

Duration:

January 1, 2025 through December 31, 2028

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 GLS on June 25th for consideration.