



Snohomish County Council

Committee: COW
ECAF: 2021-0366
Motion: 21-204

Analyst: Nicole Gorle
Date: June 3, 2021

Consideration:

Motion 21-204 would approve an addendum to the successor agreement to the 2019-2021 collective bargaining agreement (CBA) for the Snohomish County Deputy Sheriff's Association (DSA), continuing incentives for lateral hires.

Background:

The 2019-2021 DSA CBA had an amendment which provided incentives for lateral hires of Peace Officers. The incentives are:

- **Vacation Benefits:** Conditional front-load of 40 hours of leave upon hire and be considered to have additional years of continued service.
- **Step Placement:** Lateral hires will receive step placement based on the following:
 - o Two or less years as a Peace Officer = Step 3
 - o More than two years as a Peace Officer = Step 4
 - o At the expiration of the successor CBA, lateral hires will be placed at a Step 3
- **Moving Expenses:** The following lateral hires are eligible for moving expense reimbursement:
 - o In-State hires that relocate within 90 days of hire – eligible for up to \$2,000 reimbursement for reasonable moving expenses.
 - o Out-of-State hires that relocate within 90 days of hire – eligible for up to \$5,000 reimbursement for reasonable moving expenses.

Motion 21-204 would continue these benefits in the interim while a new CBA is being negotiation and continue these benefits in the next CBA.

2021 Fiscal Impact:

Costs associated with this are included in the 2021 budget.

Handling: Expedite – May 28, 2021

Approved-as-to-form: Pending

Risk Management: Yes

Executive Recommendation: Approve

Attachment: None