



## Snohomish County Council

**Committee:** Finance, Budget and Administration

**Analyst:** Jim Martin

**ECAF:** 2023-0549

**Proposal:** Mot. 23-207

**Date:** May 17, 2023

### **Consideration:**

Authorizing the County Executive to sign the January 1, 2023, through December 31, 2023, Master Collective Bargaining Agreement between Snohomish County, Washington and the Washington State Council of County and City Employers, AFSCME, AFL-CIO

### **Background**

This is a one-year master agreement with the Washington State Council of County and City Employers, AFSCME, AFL-CIO, effective January 1, 2023, through December 31, 2023. The agreement includes a wage adjustment of 8% for 2023, updated vacation accrual tables, increase of vacation leave maximum accrual payout from 240 hours to 320 hours, language for sick leave payment at employee death, and bilingual pay premium at \$50 monthly and \$100 monthly based on certifications. Also included is the parking rates negotiation waiver, job sharing language, increase of boot and safety glass allowance, a few pay grade adjustments due to recruitment challenges, and other minor housekeeping and language changes to create consistency. This agreement supersedes the agreement that expired December 31, 2022, and covers approximately 1500 employees.

### **Current Proposal**

This motion approves the master collective bargaining agreement between Snohomish County and Washington State Council of County and City Employers, AFSCME, AFL-CIO, and authorizes the County Executive to sign the agreement.

*Duration:* January 1, 2023, through December 31, 2023

*Fiscal Implications:* 8% 2023 COLA

### **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 May 24<sup>th</sup> for consideration.