



Committee of the Whole

Nicole Gorle

Council Initiated:

Yes

No

ECAF: 2025-0850

Motion: 25-139

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: Collective Bargaining Agreement – Assessors Supervisor – Local 1811-S

Scope: This is a five-year contract. Primary changes from the prior contract are highlighted below.

- Sick leave cash-outs tied to being in good standing.
- Updates the reclass process to reflect the new process.
- Updates contract language to be consistent with other contracts by removing the non-discrimination clause from the grievance procedure.
- Other minor updates such as: restructuring language, changing to gender neutral verbiage, doubles the time required for an employee to be notified of changes in their work schedule (from 5 days to 10 days); restructures various aspects of the contract by moving language around.

COLA's

- 2024 – 4.51%
- 2025 – 3.63%
- 2026-2027 – instead of a COLA, provides additional Step 6 and Step 7 to the existing 5 step scale.
- 2028 – 100% of the annual June 2027 CPI. Minimum of 1% and maximum of 5%.

Additionally, this contract would change the pay range of multiple positions to come in alignment with market analysis. Appendix A provides the list of positions. All positions are increasing by 1 pay grade and a new position title is added, Residential Appraisal Analyst Crew Supervisor, at pay grade 243.

Duration: January 1, 2024 through December 31, 2028

Fiscal Impact: Current Year Multi-Year N/A

There will be an indirect fiscal impact from the approval of this contract. Funds were set aside in Non-departmental 2025-2026 budget to cover costs incurred under Union Contracts.

Authority Granted: Authorizes the Executive to execute the agreement.

Background: Snohomish County employees are represented by 26 different Collective Bargaining Unions who negotiate agreements (CBA) with the County's Labor division. The motion before you would approve the agreement for the Assessor's Office Supervisors under AFSCME. The most recent contract approved for this group was a one year contract for 2023, executed through [Motion 23-206](#). This agreement covers approximately nine (9) employees.

Requested Action: For Council to consider taking action.