



## Snohomish County Council

**Committee:** COW  
**ECAF:** 22-1290  
**Proposal:** Mot. 22-544

**Analyst:** Heidi Beazizo  
**Date:** December 9, 2022

### **Consideration**

The Executive's Office requests Council consider approving proposed Motion 22-544 which would authorize the execution of the 2023 Collective Bargaining Agreement between Snohomish County and Washington State Nurses Association.

### **Background**

On June 8th Council approved a Notice to withdraw from the Snohomish Health District through Motion 22-248<sup>1</sup>. These actions set in motion the integration of the Health District into the County, which must take place by the end of the year.

On October 26<sup>th</sup>, Council approved three ordinances necessary to effectuate the integration of the Health District into the County.<sup>2</sup>

Pending Council Action, Ordinance 22-067<sup>3</sup> establishes initial terms of employment of county employees formerly employed by the Snohomish Health District; the Public Hearing is scheduled for December 14, 2022.

### **Current Proposal**

*Scope:* Motion 22-544 requests Council approve the transition agreement and authorize the County Executive to sign the agreement; this agreement has been ratified by the union.

The transition agreement covers:

Insurance Benefits, Wages, Longevity Pay, Bilingual Premium Pay, Leave Accruals, Sick Leave Cash Out, Floating Holidays, Bereavement Leave, Probationary Periods, Disciplinary Actions, Reduction in Force, Short-Term Emergency Furlough, Deferred Compensation, Grievance Procedures, and Compensatory Time-Off.

This agreement covers 13 employees.

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

**2022 Budget:** N/A

**Future Budget Impacts:** N/A

**Handling:** Urgent

**Approved-as-to-form:** N/A (Collective Bargaining Agreement)

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<sup>1</sup> [Snohomish County Council - File #: 2022-0600 \(legistar.com\)](#)

<sup>2</sup> Ordinance 22-060 – Interlocal Agreement with the Health District, transferring its employees, operations, powers, duties, enforcement, and assets to the County.

Ordinance 22-061 – Creating the Health Department, fund, and other operational aspects of the new department.

Ordinance 22-062 – Repealing the establishment of a Health District in County Code and changing references of the Health District to Health Department throughout code.

<sup>3</sup> [Snohomish County Council - File #: 2022-1171 \(legistar.com\)](#)

**Risk Management:** YES

**Executive Recommendation:** APPROVE

**Request:** Move to GLS on December 14<sup>th</sup> for Council to consider taking action.