



Snohomish County Council

Committee: COW
ECAF: 22-1288
Proposal: Mot. 22-543

Analyst: Heidi Beazizo
Date: December 8, 2022

Consideration

The Executive's Office requests Council consider approving proposed Motion 22-543 which would approve the 2023 Transition Agreement between Snohomish County and the Washington State Council of County and City Employees, AFSCME, AFL-CIO, Local 1811.

Background

On June 8th Council approved a Notice to withdraw from the Snohomish Health District through Motion 22-248¹. 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 26th, Council approved three ordinances necessary to effectuate the integration of the Health District into the County.²

Pending Council Action, Ordinance 22-067³ 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 22-543 requests Council approve the transition agreement and authorize the County Executive to sign the agreement; at the time of this Staff Report drafting, the full ratification of the agreement is pending and anticipated by December 13, 2022.

The transition agreement covers:

Insurance Benefits, Wages, Longevity Pay, Bilingual Premium Pay, Leave Accruals, Sick Leave Cash Out, Floating Holidays, Probationary Periods, Deferred Compensation, VEBA, Grievance Procedures, and Compensatory Time-Off.

Duration: January 1, 2023. The agreement will continue in full force and effect for a period not to exceed six (6) years or until a full collective bargaining agreement is agreed to, whichever is later.

2022 Budget: N/A

Future Budget Impacts: N/A

Handling: Urgent

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

² 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.

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

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

Risk Management: YES

Executive Recommendation: APPROVE

Request: Move to GLS on December 14th for Council to consider taking action.