

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

MOTION NO. 24-440

APPROVING AND IMPLEMENTING COMPENSATION INCREASES
FOR NON-REPRESENTED SNOHOMISH COUNTY EMPLOYEES
AS AUTHORIZED IN THE 2024 ANNUAL BUDGET

WHEREAS, by Amended Ordinance 23-121, adopted on November 8, 2023, the Snohomish County Council adopted the 2024 Budget (“2024 Budget Ordinance”); and

WHEREAS, Section 3(a) of the 2024 Budget Ordinance provides that compensation levels for 2024 for non-represented regular employees (except the elected officials identified in SCC 2.105.010, employees covered by the Sheriff’s Office exempt employees compensation plan established by SCC 3.69.050 and District and Superior Court Judges and Commissioners) are intended to be treated in a manner that is the same in both amount and manner of payment as any compensation increases granted to AFSCME union employees, not subject to interest arbitration in their collective bargaining agreements covering the year 2024 determined at the time wage negotiations between the county and its AFSCME union employees are concluded; and

WHEREAS, Section 3(b) of 2024 Budget Ordinance provides that active non-represented temporary employees who perform duties that are equivalent to those performed by regular employees and who receive a rate of compensation for such work that is equal to the rate paid for that work done by regular employees shall receive a cost of living adjustment (COLA), which shall be determined and paid in a manner equivalent to that set forth for regular employees; and

WHEREAS, good faith negotiations were recently completed and employee union members have ratified a Primary Collective Bargaining Agreement between Snohomish County and Washington State Council of County and City Employees, Council 2, AFSCME, AFL-CIO governing the 2024 calendar year (CBA); and

WHEREAS, on October 22, 2024, by Motion 24-448, the County Council authorized the County Executive to sign the CBA; and

WHEREAS, the cost-of-living adjustment (COLA) negotiated in the CBA is four and fifty-one hundredths percent (4.51%) effective January 1, 2024; and

WHEREAS, in Motion 24-358 approved by Council on August 27, 2024, implemented for the cost of living and salary adjustments for non-represented regular and temporary Deputy Prosecuting Attorneys under the Prosecuting Attorney Career Retentions System Classification Plan and Salary Schedule consistent with corresponding adjustments approved in the CBA for the AFSCME Deputy Prosecuting Attorney bargaining unit; and

WHEREAS, Section 3 of the 2022 Budget Ordinance provides that the amount of compensation increases applicable to non-represented regular and certain temporary employees must be established by motion; and

WHEREAS, in order to effectuate the COLA in the same amount and manner of payment as compensation increases granted to AFSCME union employees as required by Section 3 of the 2023 Budget Ordinance, increased compensation must be paid as a lump sum for those months prior to the date of the adjustment determination and paid on a monthly basis as an increase in total compensation for those months following the adjustment determination; and

WHEREAS, the County Council desires to implement the approved compensation increase for non-represented employees;

NOW, THEREFORE, ON MOTION, the Snohomish County Council adopts and approves a COLA for non-represented employees as follows:

1. Non-represented regular employees who were in active service as employees of Snohomish County on January 1, 2024, and who are currently so employed or who retired from active service since January 1, 2024, except the elected officials identified in SCC 2.105.010, employees covered by the Sheriff's Office exempt employees compensation plan established by SCC 3.69.050, District and Superior Court Judges and Commissioners, and non-represented regular and temporary Deputy Prosecuting Attorneys under the Prosecuting Attorney Career Retentions System Classification Plan and Salary Schedule shall receive a compensation increase equivalent to a four and fifty-one hundredths percent (4.51%) increase effective January 1, 2024, based on the rates of compensation for 2023 previously adopted by the County Council in the 2023 Budget Ordinance. The increase in compensation shall be paid as a lump sum for the component calculated by reference to dates before the date of this motion and otherwise as an increase in total compensation.

2. Non-represented regular employees who are currently employed but who were hired after January 1, 2024, shall receive a prorated COLA based on their date of employment, in accordance with paragraph 1 of this motion.

3. Active non-represented temporary employees who are employed performing duties which are equivalent to those performed by regular employees and who are receiving a rate of compensation for such work which is equal to the rate paid for that work done by regular employees shall also receive the cost-of-living adjustment specified in paragraph 1 and 2 of this motion.


DATED this 22nd day of October, 2024.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



Council Chair

ATTEST:



Deputy Clerk of the Council