



Snohomish County Council

Committee: Finance, Budget and Administration

Analyst: Jim Martin

ECAF: 2023-0463

Proposal: Mot. 23-174

Date: April 21, 2023

Consideration:

Authorizing the County Executive to sign the January 1, 2022, through December 31, 2024, Collective Bargaining Agreement between Snohomish County, Washington and the Washington State Council of County and City Employers, AFSCME, AFL-CIO, Local 109-S (Airport-Fleet-Roads-Solid Waste Supervisors)

Background

This is a three-year agreement with the Washington State Council of County and City Employers, AFSCME, AFL-CIO, Local 109-S (Airport-Fleet-Roads-Solid Waste Supervisors), effective January 1, 2022, through December 31, 2024. The agreement includes a wage adjustment of 3% for 2022, retroactive to January 1, 2022, and 8% for 2023, retroactive to January 1, 2023, and 100% of the SPI-W (Seattle-Tacoma-Bellevue, June 2022 to June 2023) with a floor of 1% and a ceiling of 5%. If the June 2022-2023 CPI-W amount is 7% or greater, the parties agree to reopen the Cost-of-Living Adjustments section of the contract for bargaining. Also included is the parking rates negotiation waiver, compensation when working an emergency 12-hour shift, callout pay adjustment to 3 hours, and the addition of premium/certification pay in line with subordinate premium/certification pay. The agreement also includes some minor language housekeeping and salary adjustments to certain positions to address compression issues. This agreement supersedes the agreement that expired December 31, 2021, and covers approximately 25 employees.

Current Proposal

This motion approves the collective bargaining agreement between Snohomish County and Washington State Council of County and City Employers, AFSCME, AFL-CIO, Local 109-S (Airport-Fleet-Roads-Solid Waste Supervisors) and authorizes the County Executive to sign the agreement.

Duration: January 1, 2022, through December 31, 2024

Fiscal Implications: 3% 2022 COLA, 8% 2023 COLA, CPI-W 2024 Cola (floor of 1%, ceiling of 5%)

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 April 26th for consideration.