



## Snohomish County Council

**Committee:** Finance, Budget and Administration

**Analyst:** Nicole Gorle

**ECAF:** 2023-0644

**Motion:** 23-242

**Date:** June 8, 2023

### **Consideration:**

Authorize the Executive to execute the January 1, 2023 through December 31, 2023 Collective Bargaining Agreement with the Snohomish County Juvenile Court Supervisors Association.

### **Background**

A labor union is “a group of two or more employees who join together to advance common interests such as wages, benefits, schedules and other employment terms and conditions.”<sup>1</sup> The Snohomish County Juvenile Court Supervisors Association formed and registered with the State on October 1, 2014<sup>2</sup> and covers roughly 5 county employees.

The Executives labor negotiations team has been working on negotiating a new contract for the Association to replace the contract that ended December 31, 2022. This motion is a result of those negotiations.

### **Current Proposal**

#### *Scope:*

The proposed contract includes the following changes from the prior contract.

- COLA – 8% for 2023, effective January 1, 2023
- Update vacation accrual table
- Increase in maximum vacation leave accrual and payout to 320 hours, an increase of 80 hours
- Adds language for sick leave payout upon an employee’s death

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

*Fiscal Implications:* Yes, the COLA will have a fiscal impact. Contingency funds were set aside in the 2023 budget in anticipation of this.

**2023 Budget:** Yes

**Future Budget Impacts:** Yes

**Handling:** Expedite (email request)

**Approved-as-to-form:** Yes

**Risk Management:** n/a

**Executive Recommendation:** Approve

---

<sup>1</sup> [US Dept. of Labor – What is a Union](#)

<sup>2</sup> <https://ccfs.sos.wa.gov/#/BusinessSearch/BusinessInformation>

**Attachments:** None

**Amendments:** None

**Request:** Move to GLS on June 14<sup>th</sup> for consideration.