

AMENDMENT NO. 1

by and between

SNOHOMISH COUNTY, WASHINGTON

and

WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
AFSCME, AFL-CIO

JANUARY 1, 2024 THROUGH DECEMBER 31, 2027

THIS AMENDMENT NO. 1 to the Collective Bargaining Agreement by and between Snohomish County, Washington and Washington State Council of County and City Employees, AFSCME, AFL-CIO – Marshal Addendum is entered into by and between the COUNTY OF SNOHOMISH, WASHINGTON, (“the Employer”), and Washington State Council of County and City Employees, AFSCME, AFL-CIO, Local 109-E (“the Union”), for the purpose of implementing recruitment incentive and a temporary and conditional referral incentive for employee referrals of newly hired Deputy Sheriffs and Corrections Deputies.

BACKGROUND

1. The Employer and the Union are parties to a Collective Bargaining Agreement (“CBA”) effective January 1, 2024, through December 31, 2027. The Union represents Marshals and Lead Marshals working in the Sheriff’s Office (“the Department”).
2. National staffing challenges in law enforcement and corrections have reached critical levels, with agencies across the U.S. struggling to recruit and retain personnel.
3. To address this, agencies have increased wages, made policy adjustments, implemented community engagement programs, and enacted innovative hiring practices including hiring and/or recruitment bonuses.
4. The County’s strategy in addressing these staffing challenges has been to ensure competitive salary and benefit packages, making policy adjustments, and implementing social outreach and community engagement programs. Even with this strategy, the Sheriff’s Office continues to have a high number of vacant Deputy Sheriff and Corrections Deputy positions.
5. The County and the Union have met and agreed on a monetary incentive for current employees to refer potential candidates for these vacancies.

NOW, THEREFORE, the parties agree as follows:

1. Article 7, of the Marshal Addendum of the CBA shall be amended to add the following:

Section 5. Recruitment Incentive, Effective on full ratification of this Amendment an employee who successfully recruits an individual who is subsequently hired into a regular position as a Deputy Sheriff, Corrections Deputy, Mental Health Professional or Nurse (or other highly needed positions as identified by the Sheriff) shall receive a day of leave or pay at the employee's option. If the employee selects leave, it shall be used within six (6) months of being credited. Employees who recruit on-duty shall be excluded from this incentive.

Effective upon full ratification of this Amendment, the recruitment incentive for recruitment of Deputy Sheriff and Corrections Deputy positions shall temporarily be replaced by payment to the referring employee(s) of \$10,000 for a new hire and \$20,000 for a lateral hire. This recruitment incentive shall be payable in two (2) equal installments, the first installment of \$5,000 (for a new hire) or \$10,000 (for a lateral hire) shall be paid once the recruited employee has completed required field training and is available for regular solo assignments performing the duties described in their assigned job descriptions and the second installment shall be paid upon the recruited employee's completion of any required probationary period. If multiple employees recruit a candidate, the incentive shall be split evenly amongst the employees identified. The recruitment incentive in this paragraph shall end for each classification and revert to the day-of-leave/day-of-pay recruitment incentive stated above upon hire of the first twenty (20) recruited employees for the Deputy Sheriff classification and the first twenty (20) recruited employees for the Corrections Deputy classification, respectively, and no later than December 31, 2027. This cap shall include employees hired by referral from any source and all other recruiting processes. This is a collective cap considering all hires after December 1, 2025, until expiration of the incentive under the terms of this paragraph. The Sheriff's office shall have final authority to determine criteria for eligibility and verification of referrals and shall establish a process to identify and pay eligible employees. This provision shall not be considered part of the status quo for successor contract negotiations.

IN WITNESS WHEREOF, the parties hereto have set their hand
this _____ day of _____, 2026.

FOR THE UNION

Heidi Reynolds
President, Local 109-E

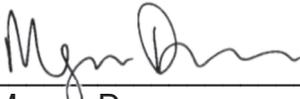
Carrie Caffrey, Staff Representative
WSCCCE, AFSCME

FOR THE EMPLOYER

Teigen,
Thomas

Digitally signed by Teigen,
Thomas
Date: 2026.02.03 10:52:56
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Dave Somers Executive Director
County Executive



Megan Dunn
Chairperson of County Council

ATTEST:



Elena Lao, CMC
Deputy Clerk of the Council

APPROVED AS TO FORM:

Steven Bladek
Deputy Prosecuting Attorney

Rob Sprague
Human Resources Deputy Director