

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

MOTION NO. 26-021

AUTHORIZING THE COUNTY EXECUTIVE TO SIGN AMENDMENT NO. 1 TO THE
JANUARY 1, 2024 THROUGH DECEMBER 31, 2027 COLLECTIVE BARGAINING
AGREEMENT BETWEEN SNOHOMISH COUNTY, WASHINGTON AND THE
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, AFSCME,
AFL-CIO – MARSHAL ADDENDUM

WHEREAS, the Collective Bargaining Agreement between Snohomish County,
Washington and the Washington State Council of County and City Employees,
AFSCME, AFL-CIO - Marshal Addendum, January 1, 2024 through December 31, 2027
has been negotiated and ratified by the union and approved by the County Council; and

WHEREAS, this Agreement covers Marshals and Lead Marshals working in the
Sheriff's Office; and

WHEREAS, National staffing challenges in law enforcement and corrections have
reached critical levels, with agencies across the U.S struggling to recruit and retain
personnel; and

WHEREAS, 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; and

WHEREAS, 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; and

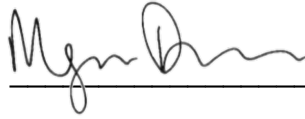
WHEREAS, the County and the Union have met and agreed on a monetary
incentive for current employees to refer potential candidates for these vacancies; and

WHEREAS, the County Council wishes to approve the Contract Amendment on
behalf of Snohomish County.

NOW, THEREFORE, ON MOTION, the Snohomish County Council approves the
Amendment No. 1 to the Collective Bargaining Agreement and the County Executive is
hereby authorized to sign such Collective Bargaining Agreement.

PASSED this 21st day of January, 2026.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



Council Chair

ATTEST:



Deputy Clerk of the Council