



# Committee of the Whole

Nicole Gorle

Council Initiated:

Yes

No

**ECAF:** 2024-2353

**Motion:** 24-403

**Type:**

- Contract
- Board Appt.
- Code Amendment
- Budget Action
- Other

**Requested Handling:**

- Normal
- Expedite
- Urgent

**Fund Source:**

- General Fund
- Other
- N/A

**Executive Rec:**

- Approve
- Do Not Approve
- N/A

**Approved as to**

**Form:**

- Yes
- No
- N/A

**Subject:** Collective Bargaining Agreement – Washington State Nurses Association (WSNA)

**Scope:** This is a three-year contract that covers roughly 13 employees in the Snohomish County Health Department. Changes under this contract are:

- Updates contract language to be consistent with other County negotiated contracts.  
*Sections this applies to are management rights, County definitions, union membership, non-discrimination, recruitment, vaccines, job classifications, and leave provisions.*
- 2024 COLA – 4.51%
- 2025 and 2026 COLA – 100% CPI with a minimum of 1% and maximum of 5%
- Modifies the Public Health Nurse and Public Health Nurse Lead pay schedule to increase the positions pay ranges.

**Duration:** Three years – January 1, 2024 through December 31, 2026

**Fiscal Impact:**  Current Year  Multi-Year  N/A

**Authority Granted:** Authorizes the Executive to execute the agreement.

**Background:** Snohomish County employees are represented by 26 different Collective Bargaining Unions who negotiate agreements (CBA) with the County's Labor division. The motion before you would approve the agreement for employees in the Snohomish County Health Department that are under the [Washington State Nurses Association](#). The first contract approved for this group, post Health District integration into the County, was through [Motion 22-544](#).

**Requested Action:** For Council to consider taking action.