



Finance, Budget and Administration

Nicole Gorle

Council Initiated:

Yes

No

ECAF: 2024-1871

Motion: 24-327

Type:

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

Requested Handling:

- Normal
- Expedite – 8/14/24
- 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 – Corrections Guild

Scope: Motion 24-327 would approve a four (4) year Collective Bargaining Agreement with the Snohomish County Corrections Guild. Changes include the following:

- Annual COLA's – 100% of CIP with a minimum of 2% and maximum of 4%
2025 – 3.63%
- Conditional voluntary overtime at 2.25 x employee regular rate
- Increases probationary period from 9 months to 12 months
- Aligns vacation accrual rates with other units (resulting in an increase)
- Sick leave cash out at separation – employees in good standing only
- Keeps non-discrimination language in the contract, but removes it from the grievance process
- Adds a monetary recruitment incentive for employees

This agreement supersedes the existing agreement.

Duration: January 1, 2025 through December 31, 2028

Fiscal Impact: Current Year Multi-Year N/A

While the agreement itself doesn't have a fiscal impact, it will impact personnel cost and the County's budget in future years.

Authority Granted: Authorize the Executive to execute the agreement.

Background: Snohomish County has Collective Bargaining Agreements with twenty-six (26) separate groups. The Snohomish County Corrections Guild is one of these groups. As stated in Article 1 of the agreement, "It is the purpose of this Agreement to achieve and maintain harmonious relations between the Employer and the Guild; to provide for equitable conditions of work, to promote ethical conduct in the workplace, and to establish proper standards of wages and hours and to mutually strive to achieve peaceful adjustment of any difference which may arise in regard to the interpretation, application or violation of any terms or provisions of this Agreement. The parties recognize that the interests of the community and job security for employees depend upon the Employer's success in establishing proper services to the community." The current agreement expires December 31, 2024.

Requested Action: Move to GLS August 14th for consideration.