



Committee of the Whole

Jim Martin

Council Initiated:

Yes

No

ECAF: 2024-2709

Motion: 24-448

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: Authorizing the County Executive to sign the January 1, 2024 through December 31, 2027 Collective Bargaining Agreement between Snohomish County and the Washington State Council of County and City Employees, AFSCME, AFL-CIO.

Scope: This is a four-year agreement, effective January 1, 2024, and continuing through December 31, 2027. The agreement includes exempting the non-discrimination clause from the grievance procedure, aligning uniform provisions consistent between bargaining units, resignation tied to good standing for sick leave cash-outs, increase in life insurance, Intermittent Out of Class Work that provides efficiencies for continued work and a complete revision of the Reclass process. Effective January 1, 2024, this agreement provides a 4.51% cost of living adjustment. This agreement also provides for a cost of living increase of 3.63% effective January 1, 2025. Also effective January 1, 2025, Appendix A of the various Addenda of the agreement provide wage adjustments that align certain positions within market based on market analysis and budgetary restraints as well as converts positions from the outdated clerical pay table to the classified pay table. Effective January 1, 2026 and January 1, 2027, this agreement provides an additional Step 6 and Step 7 on existing 5 Step pay scales respectively, in lieu of a Cost of Living Increase. This agreement supersedes the agreement that expired December 31, 2023 and covers approximately 1700 employees.

Duration: January 1, 2024 through December 31, 2027

Fiscal Impact: Current Year Multi-Year N/A

Authority Granted: Authorizes the County Executive to sign the Collective Bargaining Agreement.

Background: The Collective Bargaining Agreement has been negotiated and ratified by the bargaining unit.

Requested Action: Move to Council for consideration.