



# Committee of the Whole

Jim Martin

## Council Initiated:

☐ Yes

☒ No

**ECAF:** 2025-1690

**Motion:** 25-253

### 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 2024-2027 Collective Bargaining Agreement between Snohomish County, Washington and the Professional and Technical Employees Union Local 17 (representing the Health Department's Allied Professional Health Unit)

### Scope:

This is a four-year agreement, effective January 1, 2024, and continuing through December 31, 2027. This successor agreement represents an expansion of the 2023 agreement, integrating a series of new provisions rooted in District-era language proposed by the union. These provisions have been standardized in accordance with existing County provisions to ensure alignment and maintain operational consistency. Additionally, this successor agreement includes changes bargained in most County bargaining units, such as revised holiday language, sick leave cash-outs, increase in life insurance, and various housekeeping amendments. As with other agreements, effective January 1, 2024, this agreement provides a 4.51% cost of living adjustment as well as a cost-of-living increase of 3.63% effective January 1, 2025 representing 100% of the Seattle-Tacoma-Bellevue CPI-W. In years 2026 and 2027, this agreement establishes wage adjustments based on the Seattle-Bellevue-Tacoma annual June to June CPI-W formula, with a floor of one percent (1%) and a ceiling of five percent (5%). This agreement supersedes the agreement that expired December 31, 2023, and covers approximately 48 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.