



# Committee of the Whole

Jim Martin

## Council Initiated:

☐ Yes

☒ No

**ECAF:** 2024-3112

**Motion:** 24-516

### 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:

Approving and implementing compensation increases for Non-Represented Snohomish County employees as authorized in the 2025-26 biennial budget.

### Scope:

This motion adopts and approves a COLA for non-represented employees, except as noted, equivalent to three point six-three percent (3.63%), effective January 1, 2025, based on the rates of compensation for 2024 previously adopted by the County Council.

Duration: N/A

### Fiscal Impact:

☐ Current Year

☐ Multi-Year

☒ N/A

Authority Granted: N/A.

Background: Section 3 of the 2025-2026 Council adopted Budget Ordinance provides that compensation levels for 2025 for non-represented regular employees, except the elected officials identified in SCC 2.105.010, employees covered by the Sheriff's Office exempt employees compensation plan established by SCC 3.69.050, and District and Superior Court Judges and Commissioners, as well as certain temporary employees, are intended to be treated in a manner that is the same as any compensation increases granted to AFSCME union employees, not subject to interest arbitration in their collective bargaining agreements covering the year 2025.

Good faith negotiations were recently completed, and employee union members have ratified a Master Collective Bargaining Agreement between Snohomish County and AFSCME, which included a cost of living adjustment of three point six-three percent (3.63%), effective January 1, 2025.

Requested Action: Move to Council for consideration.