

SUPPLEMENTAL AGREEMENT

by and between

COUNTY OF SNOHOMISH, WASHINGTON

and

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL

EMPLOYEES AND DRIVERS LOCAL UNION NO. 763

(Representing Law Enforcement Support)

JANUARY 1, 2023 THROUGH DECEMBER 31, 2023

This Supplemental Agreement to the Agreement by and between County of Snohomish, Washington and Public, Professional & Office-Clerical Employees and Drivers Local Union No. 763 January 1, 2023 through December 31, 2023 (“Supplement”) is entered into by and between County of Snohomish, Washington (the “Employer”) and Public, Professional & Office-Clerical Employees and Drivers Local Union No. 763 (the “Union”).

BACKGROUND

1. The Employer and the Union are parties to a Collective Bargaining Agreement (CBA) effective January 1, 2023, through December 31, 2023. The Union represents non-supervisory employees working in the Civil, Records and Public Disclosure units of the Sheriff’s Office (the Department) as well as other non-uniformed personnel in the Sheriff’s Office.
2. Due to an abnormally high vacancy rate, the County has faced significant and unprecedented challenges in maintaining enough staff to cover the essential posts within the units described in paragraph 1 above, even after utilizing all available employees for voluntary and mandatory overtime. These challenges have also led to very high rates of mandatory overtime that have negatively impacted the workforce.

NOW, THEREFORE, the parties agree as follows:

1. It is expressly agreed by the parties that this Supplement is intended to immediately initiate temporary voluntary and mandatory overtime incentives to address the current emergency staffing issues and minimize the application of mandatory overtime but shall not define the status quo as it pertains to overtime payment upon the expiration date of the CBA and/or the expiration of this Supplement.

2. Beginning on the date following full ratification of this Supplement, when a qualified employee in the bargaining unit volunteers to work overtime or is ordered to work mandatory overtime in the Civil, Records or Public Disclosure units in accordance with Article 5, Section 5.2 of the CBA, the employee shall be entitled to two and one-half times (2.5 X) their regular rate of pay for the time worked under the following conditions:
 - A) This premium shall apply only to filling vacant shifts or unit specific tasks in Civil, Records and the Public Disclosure units.
 - B) The Department shall first solicit volunteers from available employees, assigning the shifts in seniority order from available and eligible employees. If no volunteers, available and eligible employees will be assigned in reverse seniority order.
 - C) All other CBA provisions, recognized past-practices, and procedures regarding overtime that are not expressly changed in this Supplement or the CBA shall continue to apply, except that overtime compensated at the two and one-half times (2 1/2 X) rate of pay shall not be eligible for compensatory time as outlined in Article 5, Section 5.2.2 of the CBA.
 - D) This provision shall begin at the start of the first shift in the first day following full ratification of the Supplement.
 - E) The provision of overtime at the two and one-half times (2 1/2 X) rate of pay under this Supplement and all applications of this Supplement shall end December 31, 2023.
3. Any disputes regarding the interpretation or application of this Supplement shall be resolved by the Parties under the grievance procedures of the CBA.
4. Except as provided in Paragraph 2 above, this Supplement shall be effective on the date it is fully ratified by both parties and shall end December 31, 2023, as described in Paragraph 2.E.

IN WITNESS WHEREOF, the parties hereto have set their hand this _____
day of _____, 2023.

FOR THE UNION

Chad Baker
Secretary-Treasurer

FOR THE EMPLOYER

Ken Klein Digitally signed by Ken Klein
Date: 2023.09.27 11:33:13
-07'00'

Dave Somers Ken Klein
County Executive Executive Director

Jared Mead

Jared Mead
Chairperson of County Council

ATTEST:

Elena Lao

Elena Lao, CMC
Deputy Clerk of the Council

APPROVED AS TO FORM:

Steven Bladek
Deputy Prosecuting Attorney

Rob Sprague
Human Resources Deputy Director

COUNCIL USE ONLY	
Approved	<u>9/27/2023</u>
ECAF #	<u>2023-1093</u>
MOT/ORD	<u>Motion 23-403</u>