



Committee of the Whole

Nicole Gorle

Council Initiated:

Yes

No

ECAF: 2024-2374

Motion: 24-404

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: Collective Bargaining Agreement – Law Enforcement Support

Scope: The following changes are made to the proposed three-year contract:

- Changes to comp time. Limits it to a maximum of 80 hours annually, requires it be used by the end of each year, anything unused will be cashed out on the first day of the new year.
- Adjust the rate of pay for staff on standby.
- Adds language for probation and trial service periods.
- Increases employee contribution to Insurance plans (section 10.2).
- Increases employer provided life insurance benefit from \$40,000 to \$60,000. This goes into effect once the majority of County employees agree to the increase.
- 2024 COLA – 4.51%
- 2025 – In lieu of a COLA, adjustments are made to positions salary tables, moving them to the 200 rate table. To maintain equity among positions two position types will receive a \$600 lump sum payment; for market retention purposes three will be bumped up two pay grades; and for one already in the 200 rate table, filled positions will receive a 3.63%.
- 2026 COLA – 100% CPI with a minimum of 1% and maximum of 5%

Duration: Three years – January 1, 2024 through December 31, 2026

Fiscal Impact: Current Year Multi-Year N/A

Authority Granted: Authorizes the Executive to execute the contract.

Background: Snohomish County employees are represented by 26 different Collective Bargaining Unions who negotiate agreements (CBA) with the County's Labor division. The motion before you would approve the agreement for employees under Law Enforcement Support. The most recent contract was for a one year period and approved through [Motion 23-330](#).

Requested Action: For Council to consider taking action.