



Finance, Budget and Administration

Jim Martin

Council Initiated:

Yes

No

ECAF: 2024-0622

Motion: 24-184

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, 2026 Collective Bargaining Agreement between Snohomish County, Washington and the Snohomish County Clerks' Association.

Scope: This is a three-year agreement, effective January 1, 2024, and continuing through December 31, 2026. The agreement converts a few positions from the outdated clerical 300 pay table to the classified 200 table and provides for a catch-up to the current 200 rates as well as a \$2,700 lump sum payment. Effective January 1, 2024, this agreement provides for a 4.51% cost of living adjustment. COLAs for 2025 and 2026 will be equal to 100% of the consumer price index, with a floor of 1% and a ceiling of 5%. The agreement also includes an updated vacation accrual table, increase of vacation leave maximum accrual and payout from 240 hours to 320 hours, language for sick leave payment at employee death, which is 100% cash out of accumulated sick leave, and bilingual pay premium of \$50 monthly and \$100 monthly based on certifications. These changes provide parity on benefits with other bargaining units on these specific provisions.

Duration: January 1, 2024 through December 31, 2026

Fiscal Impact: Current Year Multi-Year N/A

Expenditures	Current Year	2024	2025	2026	2027	Total
						0
						0
Total's	0	0	0	0	0	0

Revenue	Current Year	2024	2025	2026	2027	Total
						0
						0
Total's	0	0	0	0	0	0

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

Background: The Collective Bargaining Agreement has been negotiated and ratified by the Clerks' Association.

Requested Action: Move to GLS on April 24th for consideration.