



Snohomish County Council

Committee: Committee of the Whole
ECAF: 2022-0017
Proposal: Mot. 22-026

Analyst: Jim Martin
Date: January 6, 2022

Consideration:

Approving and implementing compensation increases for non-represented county employees as authorized in the 2022 annual budget.

Background

Section 3 of the 2022 Council adopted Budget Ordinance provides that compensation levels for 2022 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 2022.

Good faith negotiations were recently completed, and employee union members have ratified a Master Collective Bargaining Agreement between Snohomish County and AFSMCE, which included a cost of living adjustment of three percent (3%), effective January 1, 2022. Also included is a lump sum payout in the amount of \$1,000, \$2,000, or \$3,000 to be determined by an employee's top step annual salary.

Current Proposal

This motion adopts and approves a COLA for non-represented employees, except as noted, equivalent to three percent, effective January 1, 2022, based on the rates of compensation for 2021 previously adopted by the County Council.

Duration: N/A

Fiscal Implications: 3% COLA, effective January 1, 2022; lump sum payout of \$1,000-\$3,000

2022 Budget:

Is this in the current year budget: Yes

Handling: Urgent, in order to avoid the necessity for retro payroll processing.

Approved-as-to-form: N/A

Risk Management: N/A

Executive Recommendation: Approval

Attachments: Refer to the submitted ECAF that includes the following attachments:

(1) Proposed Motion.

Amendments: NONE.

Request: Move to Council to Consider taking action.