



Committee of the Whole

Jim Martin

Council Initiated:

☐ Yes

☒ No

ECAF: 2025-1697

Motion: 25-256

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 2025-2028 Collective Bargaining Agreement between Snohomish County, Washington and the Washington State Council of County and City Employees, AFSCME, AFL-CIO, Local 109-S (representing Airport Maintenance, Fleet Services, Road Maintenance, and Solid Waste Supervisors)

Scope:

This is a four-year agreement, effective January 1, 2025, and continuing through December 31, 2028. This successor agreement includes changes bargained in most County bargaining units, such as revised holiday language, sick leave cash-outs, increase in life insurance, and various housekeeping amendments. As with other agreements, this agreement provides a cost-of-living increase of 3.63% effective January 1, 2025 representing 100% of the Seattle-Tacoma-Bellevue CPI-W. Effective January 1, 2026 and January 1, 2027, this agreement provides and additional Step 6 and Step 7 on existing 5 Step pay scales respectively, in lieu of a cost-of-living increase. Lastly, effective January 1, 2028, this agreement provides a cost of living increase equal to 100% of the annual June 2027 Seattle-Bellevue-Tacoma June to June CPI-W formula, with a floor of one percent (1%) and a ceiling of five percent (5%). This agreement supersedes the agreement that expired December 31, 2024, and covers approximately 25 employees.

Duration:

January 1, 2025 through December 31, 2028

Fiscal Impact:

☐ Current Year

☐ Multi-Year

☒ N/A

Authority Granted:

Authorizes the County Executive to sign the Collective Bargaining Agreement.

Background:

The Collective Bargaining Agreement has been negotiated and ratified by the bargaining unit.

Requested Action:

Move to Council for consideration.