



Snohomish County Council

Legislation Details (With Text)

File #: 2023-1043 **Version:** 1

Type: Motion **Status:** Approved

File created: 9/6/2023 **In control:** General Legislative Session

On agenda: 9/13/2023 **Final action:** 9/13/2023

Title: Motion 23-393, authorizing the County Executive to sign the January 1, 2022, through December 31, 2024, Collective Bargaining Agreement between Snohomish County, Washington and the International Association of Firefighters Union Local #2597

Sponsors:

Indexes:

Code sections:

Attachments: 1. Motion 23-393, 2. Agreement - SIGNED, 3. Staff Report, 4. Ratification Document, 5. Motion Assignment Slip

Date	Ver.	Action By	Action	Result
9/13/2023	1	General Legislative Session	Approved	Pass
9/12/2023	1	Finance, Budget and Administration Committee	Moved to the GLS Consent Agenda	
9/12/2023	1	Administrative Session	Assigned	

Executive/Council Action Form (ECAF)

ITEM TITLE:

Motion 23-393, authorizing the County Executive to sign the January 1, 2022, through December 31, 2024, Collective Bargaining Agreement between Snohomish County, Washington and the International Association of Firefighters Union Local #2597

DEPARTMENT: Central Human Resources

ORIGINATOR: Brittany Johnson

EXECUTIVE RECOMMENDATION: Ken Klein 9/8/23

PURPOSE: Authorizing the County Executive to Sign the January 1, 2022 through December 31, 2024 Collective Bargaining Agreement between Snohomish County, Washington and the International Association of Firefighters Union Local #2597.

BACKGROUND: This is a three (3) year agreement with the International Association of Firefighters Union Local #2597, effective January 1, 2022 through December 31, 2024. This agreement defines temporary shift changes, adds a new article defining temporary schedules, addition of Juneteenth to the holidays and correspondingly increases pay in lieu of holiday by .5%, creates a new vacation schedule for employees working 40 hours per week, an updated vacation accrual schedule for employees working 24 hour shifts along with some other administrative updates. The annual leave maximum accrual and cash out increased to 320 hours and updates to the sick leave language were made to include language for sick leave front load for new

or lateral employees. In addition, the current bargaining unit members will receive a non-precedent setting lump sum deposit of 175 hours of sick leave accrual, and updates were made to the Uniforms & Clothing Article to reflect current needs of the department. Appendix A calls for a 6.5% increase in wages effective January 1, 2022, a 5% increase in wages effective January 1, 2023, and on January 1, 2024 an increase equal to 100% of the CPI-W (3% minimum, 5% maximum). Finally Appendix A provides for Education Incentive Pay, 2% employees base wage for a job-related AA degree and 4% for a job-related BA degree. This agreement supersedes the agreement that expired December 31, 2021 and covers approximately 25 employees.

FISCAL IMPLICATIONS:

EXPEND: FUND, AGY, ORG, ACTY, OBJ, AU	CURRENT YR	2ND YR	1ST 6 YRS
TOTAL			

REVENUE: FUND, AGY, ORG, REV, SOURCE	CURRENT YR	2ND YR	1ST 6 YRS
TOTAL			

DEPARTMENT FISCAL IMPACT NOTES: [Click or tap here to enter text.](#)

CONTRACT INFORMATION:

ORIGINAL _____ CONTRACT# _____ AMOUNT _____
 AMENDMENT _____ CONTRACT# _____ AMOUNT _____

Contract Period

ORIGINAL START _____ END _____
 AMENDMENT START _____ END _____

OTHER DEPARTMENTAL REVIEW/COMMENTS: Reviewed/approved by Finance (Nathan Kennedy 9/8/23) and Prosecuting Attorney as to form (Steve Bladek 9/6/23)