



# Snohomish County Council

## Legislation Text

File #: 2024-0622, Version: 1

### Executive/Council Action Form (ECAF)

**ITEM TITLE:**

Motion 24-184, 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

**DEPARTMENT:** Central Human Resources

**ORIGINATOR:** Carla Freeman

**EXECUTIVE RECOMMENDATION:** Ken Klein 4/17/24

**PURPOSE:** Authorizing the County Executive to Sign the 2024-2026 Collective Bargaining Agreement between Snohomish County and the Snohomish County Clerk's Association.

**BACKGROUND:** This is a three-year agreement with the Snohomish County Clerk's Association effective January 1, 2024 through December 31, 2026. The agreement 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 at \$50 monthly and \$100 monthly based on certifications. These changes provide parity on benefits with other bargaining units on these specific provisions. The agreement also incorporates many administrative efficiencies as well as consistencies with other agreements. This agreement converts a few positions from the outdated clerical 300 pay table to the classified 200 table and provides for a catch-up to the current 200 rates as well as a \$2,700 lump sum payment.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. This agreement also provides for cost of living increases effective January 1, 2025 and January 1, 2026 equal to 100% of the consumer price index with a floor of one percent and a ceiling of five percent. This agreement supersedes the agreement that expired December 31, 2023 and covers approximately 70 employees.

**FISCAL IMPLICATIONS:**

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

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

<b>TOTAL</b>			

**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: Nathan Kennedy 4/17/24