



# Snohomish County Council

## Legislation Text

File #: 2023-0549, Version: 1

### Executive/Council Action Form (ECAF)

**ITEM TITLE:**

Motion 23-207, authorizing the County Executive to sign the January 1, 2023 through December 31, 2023 Master Collective Bargaining Agreement between Snohomish County and the Washington State Council of County and City Employees, AFSCME, AFL-CIO

**DEPARTMENT:** Central Human Resources

**ORIGINATOR:** Brittany Johnson

**EXECUTIVE RECOMMENDATION:** Approved by Ken Klein 5/11/23

**PURPOSE:** Authorizing the County Executive to sign the January 1, 2023 through December 31, 2023 Master Collective Bargaining Agreement between Snohomish County and the Washington State Council of County and City Employees, AFSCME, AFL-CIO.

**BACKGROUND:** This is a one (1) year master agreement with the Washington State Council of County and City Employees, AFSCME, AFL-CIO effective January 1, 2023 through December 31, 2023. The agreement includes an updated vacation accrual table, increase of vacation leave maximum accrual and payout from 240 hours to 320 hours, and language for sick leave payment at employee death which is 100% cash out of accumulated sick leave at death. This agreement also includes a parking rates negotiation waiver, job sharing language, bilingual pay premium at \$50 monthly and \$100 monthly based on certifications, increase of boot and safety glass allowance, a few pay grade adjustments due to recruitment challenges, and other minor housekeeping and language changes to create consistency. This agreement also calls for an 8% cost of living adjustment effective January 1, 2023. This agreement supersedes the agreement that expired December 31, 2022 and covers approximately 1500 employees.

**FISCAL IMPLICATIONS:**

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

<b>REVENUE:</b> 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:** Approved by Finance - Nathan Kennedy 5/11/23