



# Snohomish County Council

## Legislation Text

File #: 2023-0463, Version: 1

### Executive/Council Action Form (ECAF)

**ITEM TITLE:**

Motion 23-174, authorizing the County Executive to sign the January 1, 2022 through December 31, 2024 Collective Bargaining Agreement between Snohomish County, Washington and the Washington State Council of County and City Employees, AFSCME, AFL-CIO, Local 109 - S (Airport - Fleet - Roads - Solid Waste Supervisors)

**DEPARTMENT:** Central Human Resources

**ORIGINATOR:** Brittany Johnson

**EXECUTIVE RECOMMENDATION:** Ken Klein 4/21/23

**PURPOSE:** Motion Authorizing the County Executive to sign the January 1, 2022 through December 31, 2024 Collective Bargaining Agreement between Snohomish County, Washington and the Washington State Council of County and City Employees, AFSCME, AFL-CIO, Local 109-S (Airport - Fleet - Roads - Solid Waste Supervisors)

**BACKGROUND:** Click or tap here to enter text.

**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:** This is a three (3) year agreement with the Washington State

Council of County and City Employees, AFSCME, AFL CIO, Local 109-S (Airport - Fleet - Roads - Solid Waste Supervisors) effective January 1, 2022 through December 31, 2024. The agreement calls for parking rates negotiation waiver, compensation when working an emergency 12 hour shift, changing callout pay to 3 hours at employee's regular hourly rate, and addition of premium/certification pay in line with subordinate premium/certification pay. The agreement also includes some minor language housekeeping. Article 27 - Cost of Living Adjustments calls for 3% in 2022, 8.0% in 2023, and a min 1.0% max 5% in 2024 with an opener if cost of living is greater than 7%. Appendix A calls for 2 pay grade increases for Fleet, Solid Waste, and Road Supervisors and a one pay grade increase for Airport Supervisors to address compression issues. All these changes create consistency of application and correct some internal misalignment. This agreement supersedes the agreement that expired December 31, 2021 and covers approximately 25 employees.

**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 4/21/23) and Prosecuting Attorney's Office as to form (Steve Bladek 4/20/23)