



# Snohomish County Council

## Legislation Details (With Text)

**File #:** 2021-0366      **Version:** 1

**Type:** Motion      **Status:** Approved

**File created:** 5/27/2021      **In control:** Administrative Session

**On agenda:** 6/7/2021      **Final action:** 6/7/2021

**Title:** Motion 21-204 to approve Lateral Deputy hiring incentives

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Motion 21-204, 2. 2021 Snohomish County Deputy Sheriff's Association Lateral Incentive Addendum - Fully Executed, 3. Staff Report, 4. Motion Assignment Sheet (1)

Date	Ver.	Action By	Action	Result
6/7/2021	1	Administrative Session	Approved	Pass

### Executive/Council Action Form (ECAF)

**ITEM TITLE:**

Motion 21-204 to approve Lateral Deputy hiring incentives

**DEPARTMENT:** Human Resources

**ORIGINATOR:** Rob Sprague

**EXECUTIVE RECOMMENDATION:** Approve

**PURPOSE:** Approval of an addendum to the successor agreement to the 2019-2021 collective bargaining agreement between Snohomish County and the Snohomish County Deputy Sheriff's Association, reflecting continuing incentives intended to attract lateral hire Peace Officers to the Snohomish County Sheriff's Office.

**BACKGROUND:** This will approve an addendum of the successor agreement to the two (2) year agreement with the Snohomish County Deputy Sheriff's Association effective April 1, 2019 through March 31, 2021. The addendum to the collective bargaining agreement reflects continuing incentives previously negotiated stemming from an inability to attract lateral hire Peace Officers to the Snohomish County Sheriff's Office. As an incentive, the addendum provides that lateral hires receive additional credit for years of service as it applies to placement on the accrual table based upon previous years of service as a certified Peace Officer, front load forty (40) hours of vacation into leave account upon completion of Field Training, hiring at Step Three or Step Four depending on prior years of service as a certified Peace Officer, and potential relocation assistance. This collective bargaining agreement covers approximately 265 employees.

**FISCAL IMPLICATIONS:**

EXPEND: 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	<input checked="" type="checkbox"/> CONTRACT#	AMOUNT

**Contract Period**

ORIGINAL	START	4/1/2019	END	3/31/2021
AMENDMENT	START		END	

**OTHER DEPARTMENTAL REVIEW/COMMENTS:** Approved/Reviewed by Finance & Risk