



Snohomish County Council

Legislation Details (With Text)

File #: 2023-0456 **Version:** 1

Type: Motion **Status:** Approved

File created: 4/19/2023 **In control:** General Legislative Session

On agenda: 4/26/2023 **Final action:** 4/26/2023

Title: Motion 23-173, authorizing the County Executive to sign the April 1, 2021 through March 31, 2025 Collective Bargaining Agreement between Snohomish County and Snohomish County Sheriff's Office Management Team

Sponsors:

Indexes:

Code sections:

Attachments: 1. Motion 23-173, 2. Staff Report, 3. Agreement - SIGNED, 4. Ratification Document, 5. Motion Assignment Slip

Date	Ver.	Action By	Action	Result
4/26/2023	1	General Legislative Session	Approved	Pass
4/25/2023	1	Finance, Budget and Administration Committee	Moved to the GLS Consent Agenda	
4/25/2023	1	Administrative Session	Assigned	

Executive/Council Action Form (ECAF)

ITEM TITLE:

Motion 23-173, authorizing the County Executive to sign the April 1, 2021 through March 31, 2025 Collective Bargaining Agreement between Snohomish County and Snohomish County Sheriff's Office Management Team

DEPARTMENT: Central Human Resources

ORIGINATOR: Brittany Johnson

EXECUTIVE RECOMMENDATION: Ken Klein 4/21/23

PURPOSE: Motion Authorizing the County Executive to sign the April 1, 2021 through March 31, 2025 Collective Bargaining Agreement between Snohomish County and the Sheriff's Office Management Team.

BACKGROUND: This is a four (4) year agreement with the Sheriff's Office Management Team effective April 1, 2021 through March 31, 2025. The agreement includes incorporating Captains in the callback language, addition of Public Information Officer (PIO) compensation, increase in tuition assistance to \$1,000 annually, unused accrued leave cash out 100% at death, and elimination of Step 1 Lieutenant pay. The agreement modifies the investigation and discipline language to be consistent internally and with modified state law, includes the addition of Juneteenth (19th) as a paid legal holiday, provides military leave benefits consistent with code, and increases annual vacation payout to 320 hours. Appendix A calls for cost-of-living adjustments tied to the Deputy Sheriff's Association, a 4% increase in wages effective April 1, 2021, and an 8% increase in wages effective April 1, 2022, a 6.5% increase effective April 1, 2023, and on April 1, 2024 an increase equal

to 100% of the CPI-W (1% minimum, 5% maximum). Finally, Appendix A provides for an employer-matched contribution to deferred comp of \$1.00 per employee \$1.00 contribution up to 2% of the employee's monthly base wage. This agreement supersedes the agreement that expired March 31, 2021 and covers approximately 20 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 4/21/23) and Deputy Prosecuting Attorney as to form (Steve Bladek 4/20/23).