



REPRESENTATION PETITION

Case 141316-E-24

PARTIES

Employer: Snohomish County

Petitioner: Union

Filing Party: WSCCE - Council 2

Petition Type: Add Unrepresented Employees

Incumbent Union:

EXISTING BARGAINING UNIT

If a collective bargaining agreement (CBA) exists, most recent end date: 12/31/2023

Existing Bargaining Unit: Local 109-E & Local 109

Number of Employees: 450

PROPOSED BARGAINING UNIT

Proposed Bargaining Unit: 109-E Planners in Parks Long-Range Planning Unit & 109 Accountant

Number of Employees: 457

PARTY REPRESENTATIVES

Name, Title, and Organization	Contact Information	Representing
Carrie Caffrey Staff Representative WSCCCE-Council 2	3305 Oakes Ave Everett, Washington 4253597188 carriec@council2.com	Union
Rob Sprague HR Deputy Director Snohomish County	3000 Rockefeller Everett, Washington 4253883516 rob.sprague@snoco.org	Employer

SUBMISSION & SERVICE

Special requests related to case processing or reasonable accommodation:

Submitter Name: Carrie Caffrey

Submitter Email: carriec@council2.com

Submitter Title: Staff Representative

Date Submitted: 09/24/2024 at 4:40 PM

System Service:* Yes

**If yes, the submitter elected to use the system to serve the other parties.*



Snohomish County
PARK PLANNER SENIOR

CLASS CODE	3101	SALARY	\$40.30 - \$48.96 Hourly \$6,985.89 - \$8,486.04 Monthly \$83,830.68 - \$101,832.48 Annually
ESTABLISHED DATE	July 01, 1998	REVISION DATE	November 02, 2020

Description

BASIC FUNCTION

To coordinate and complete staff research, planning, and design and construction functions for the acquisition and development of park and recreation facilities.

Job Duties

STATEMENT OF ESSENTIAL JOB DUTIES

1. Plans, schedules, completes and/or manages work activities associated with park facility improvements.
2. Develops and recommends individual planning study objectives and may participate in system wide long range planning efforts.
3. Researches, studies, evaluates, and completes park site analysis, master plan/preferred plan proposals, or other major facility planning/design projects.
4. Prepares and manages contracts for consultant and construction services, following all county purchasing rules and regulations.
5. Prepares and/or coordinates construction bid specifications and documents; monitor layout and installation of project or contract items with consultants and contractors.
6. Reviews, recommends, and provides input into the annual Capital Improvement Program.
7. Reviews, comments on and processes environmental studies and various permit applications such as Shoreline Management, HPA, Corps of Engineers, and DNR Forest Practice.
8. Assists and prepares a variety of grant applications including HUD Block Grant and RCO Grant applications.
9. Develops and coordinates various site, facility, architectural and landscape graphics, and oral or written presentations as required.
10. May respond to, and resolve, park planning and design related conflicts and questions from the general public, private offices, and government officials, relative to park facilities/projects, permit processes, and departmental policies.
11. Organizes and conducts public meetings regarding park planning and design matters.
12. Performs administrative duties and special projects as assigned.
13. Represents the Parks, Recreation & Tourism Department at hearings and public meetings as required.
14. Performs related duties as required.

Minimum Qualifications

A bachelor's degree in landscape architecture, architecture, project management, engineering, planning, or related fields; AND, two (2) years experience directly related to park design and/or construction work; OR, any equivalent combination of training and/or experience that provides the required knowledge and abilities. Must pass job related tests.

SPECIAL REQUIREMENTS

A valid Washington State Driver's License may be required.

Additional Information

KNOWLEDGE AND ABILITIES

Knowledge of:

- current landscape architectural theory, principles, practices and procedures;
- park design theories, principles, practices and procedures;
- graphic techniques and methods relating to landscape architecture;
- principles of landscape architecture as they relate to the development and maintenance of park projects;
- project management principles and techniques
- county, state and federal codes, permits laws and standards;

Ability to:

- initiate, organize and work independently on all levels of park improvement projects;
- work collaboratively on team projects
- manage multiple projects with a varying level of complexity
- analyze and solve problems associated with park projects, policies or issues;
- plan, schedule and oversee park planning, design and contractor efforts;
- write clear and concise correspondence and reports;
- communicate respectfully and professionally with people of all ages and from a variety of cultural, economic and ethnic backgrounds;
- clearly communicate concepts and processes to public groups;
- conduct research and analysis, and compile results in easily understandable form;
- establish and maintain effective working relationships with all levels of county management and staff, representatives of other agencies, and the general public;
- demonstrate skill in the use of graphic materials and equipment to convey ideas and concepts.

SUPERVISION

The employee receives general direction from an administrative superior. The work is performed with considerable independence and is reviewed through meetings, periodic status reports and results obtained.

WORKING CONDITIONS

The work is primarily performed in an office environment or remotely, with frequent field trips to locations throughout the county for the purpose of attending community meetings, public hearings, and making site visits.

Reference

Snohomish County is an Equal Employment Opportunity (EEO) employer.
Accommodations for individuals with disabilities are provided upon request.
EEO policy and ADA notice

Class Established: August 1988 Spec No.450497

Revised: November 02020

Pay grade: 242 - Classified Pay Plan

EEO Category: 2 - Professional

Workers Comp: 5306 Non-Hazardous



Snohomish County
PARK PLANNER ASSOCIATE

CLASS CODE	3099	SALARY	\$31.57 - \$38.34 Hourly \$5,472.42 - \$6,645.83 Monthly \$65,669.04 - \$79,749.96 Annually
ESTABLISHED DATE	December 01, 1988	REVISION DATE	January 24, 2013

Description

BASIC FUNCTION

To perform a variety of support activities for the park planning and development functions.

Job Duties

STATEMENT OF ESSENTIAL JOB DUTIES

1. Assists Park's division planning staff in the formulation and administration of policies and procedures to facilitate dedication and development of park lands.
2. Conducts site selection, site analysis, and preliminary master planning for various park development projects.
3. Assists in the preparation and review of various environmental impact and park facility documents as directed.
4. Conducts special park design and development projects as assigned .
5. Prepares project presentation material; may present plans and designs to the Park's Advisory Board, and attend meetings with departments, agencies and the public as directed.
6. Prepares and reviews park site and facility designs.
7. Accomplishes the layout of park facility and landscape plans, and may supervise the installation of landscape plant material as required.
8. Assist in the preparation of landscape architectural and engineering documents using Autocad software or equivalent.
9. Grant writing administration and long range planning

STATEMENT OF OTHER JOB DUTIES

1. Performs related duties as required.

Minimum Qualifications

A Bachelor's Degree in Landscape Architecture, outdoor recreation planning, environmental planning, construction management, or related fields; AND, one (1) year experience in environmental or park and recreation planning work preferred; OR, any equivalent combination of training and/or experience that provides the required knowledge and abilities. Background or skills in biological sciences or environmental studies is strongly desired. Formal education

or work?related experience in word processing, general computer literacy, the use of AUTOCAD/LANDCAD computer software is desirable. Must pass job related tests.

SPECIAL REQUIREMENTS

A valid Washington State Driver's License may be required.

Additional Information

KNOWLEDGE AND ABILITIES

Knowledge of:

- current landscape architecture and environmental planning, theory, principles, practices and procedures;
- planning theories, principles, practices and procedures;
- graphic techniques and methods relating to landscape architecture;
- principles of landscape architecture as they relate to the development and maintenance of landscape projects;
- construction management and practices
- Autocad and other design software

Ability to:

- write clear and concise correspondence and reports;
- speak effectively to public groups;
- follow written and oral instruction;
- carry out research and analysis and compile results in easily understandable form;
- skill in the use of graphic materials and equipment;
- work independently and take lead on assigned projects

PHYSICAL REQUIREMENT

Physical mobility to conduct site selection. Speaking to make presentations before public groups. Hearing, seeing, walking and manual dexterity is associated with this classification as it is currently performed.

SUPERVISION

Supervision is received from a professional or administrative superior who makes assignments, observes work progress, and is available for consultation and advice on difficult problems.

WORKING CONDITIONS

Usual office environment with field trips to various county operations throughout Snohomish County as necessary.

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EEO policy and ADA notice

Reference

Class Established: December 1988 Spec No.450498

Revised January 2013

EEO Category: 5 - Paraprofessionals

Pay Grade: 237 - Classified

Workers Comp: 5306 Non-Hazardous

Pay Grade: 237 - Classified Pay Plan

EEO Category: 2 - Professionals

Workers Comp: 5306 – Non-Hazardous

SPECIAL REQUIREMENTS

A State of Washington Driver's License may be required.

When assigned to the Department of Information Services:

Candidates for employment must successfully pass a criminal background investigation, which includes fingerprinting.

Additional Information

KNOWLEDGE AND ABILITIES

Knowledge of:

- principles, theories and practices of governmental accounting
- current accounting developments and trends
- budgetary principles, practices and procedures
- internal and operational control concepts, techniques and relationships

Ability to:

- identify procedural problems and develop solutions
- read, interpret and apply relevant federal, state and local laws, rules and regulations
- establish and maintain effective working relationships with other county employees and the general public
- communicate effectively both orally and in writing
- maintain necessary records and prepare required reports
- work with minimum supervision
- use personal computers and standard office equipment
- learn Washington laws governing local government financial practices and procedures
- learn Governmental Accounting Standards Board, accounting practices and procedures
- learn the requirement of the Washington State Budgeting, Accounting and Reporting System Act

SUPERVISION

The employee receives limited supervision from an accounting manager. Objective, priorities and deadlines are established by the manager. Employees plan and carry out successive steps and resolve problems in accordance with instructions, policies and accepted practices.

WORKING CONDITIONS

The work is performed in the usual office environment with field trips to various locations throughout Snohomish County as necessary.

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Accommodations for individuals with disabilities are provided upon request.
EEO policy and ADA notice

Reference

Class Established: July 1987

Previous Spec No. 310220

Revised: June 1997



Snohomish County
ACCOUNTANT I

CLASS CODE	2001	SALARY	\$31.57 - \$38.34 Hourly \$5,472.42 - \$6,645.83 Monthly \$65,669.04 - \$79,749.96 Annually
ESTABLISHED DATE	July 01, 1987	REVISION DATE	March 17, 2014

Description

BASIC FUNCTION

To perform professional accounting work including the preparation of complex financial statements which requires the application of established accounting principles, theories, concepts and practices.

Job Duties

STATEMENT OF ESSENTIAL JOB DUTIES

1. Maintains general and subsidiary automated and manual ledgers; monitors and verifies the preparation and classification of accounting entries such as journal vouchers, invoices and account receivable billings; may sign payment vouchers; reconciles records; researches, finds and corrects errors.
2. Prepares financial statements and reports; compiles financial data; develops reports formats; prepares statements and reports such as income statements and balance sheets.
3. Makes studies of day-to-day accounting problems and recommends solutions; assists user departments by answering accounting related questions.
4. Develops working forms and tasks within general departmental policies and procedures.
5. Brings exceptions to accounting principles and standards to the attention of the appropriate level of management.

STATEMENT OF OTHER JOB DUTIES

1. Performs related duties as required.

Minimum Qualifications

A Bachelor's degree in accounting, business, finance or other field directly related to professional accounting work; PLUS, two (2) years of professional accounting experience; OR, any combination of training and or experience that provides the required knowledge and abilities. Washington state certification as a Certified Public Accountant may be substituted for the required education. Must pass job related tests.

PREFERRED QUALIFICATIONS

Previous professional accounting experience for a governmental agency is preferred.



Department of Conservation & Natural Resources

Organization Structure Current & Future States

Updated August 4, 2023

GO-TO: CURRENT ORG CHART

All Job descriptions are linked to the position for reference. Position number are provided if known. DCNR will continue to update this document going forward.

Format on Cards

Name
Job Description/Title
Position # (pay grade)

VACANT

DIRECTIOR

DIVISION DIRECTOR

Manager

Supervisor

LEAD

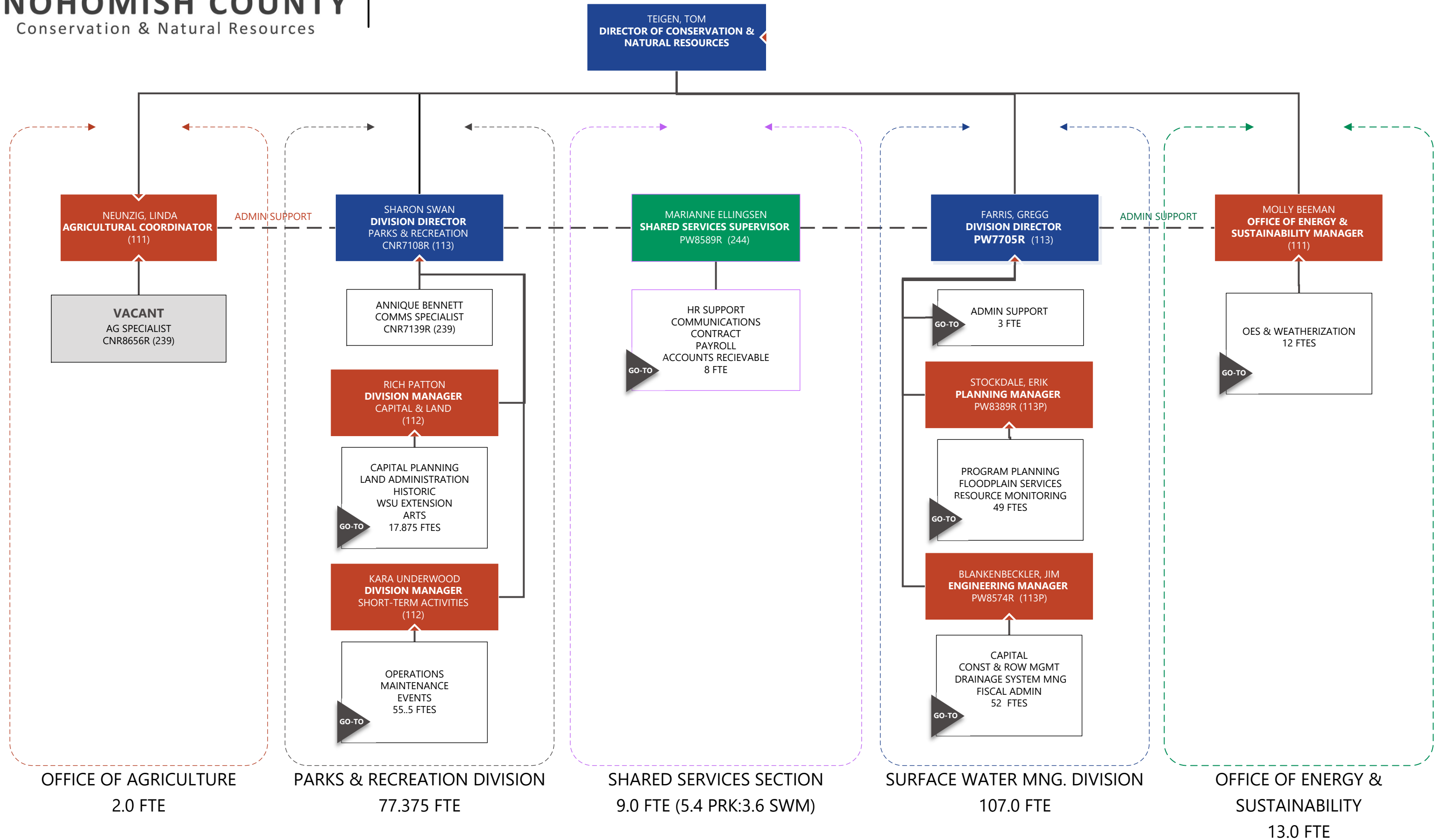
STAFF

Link to next level

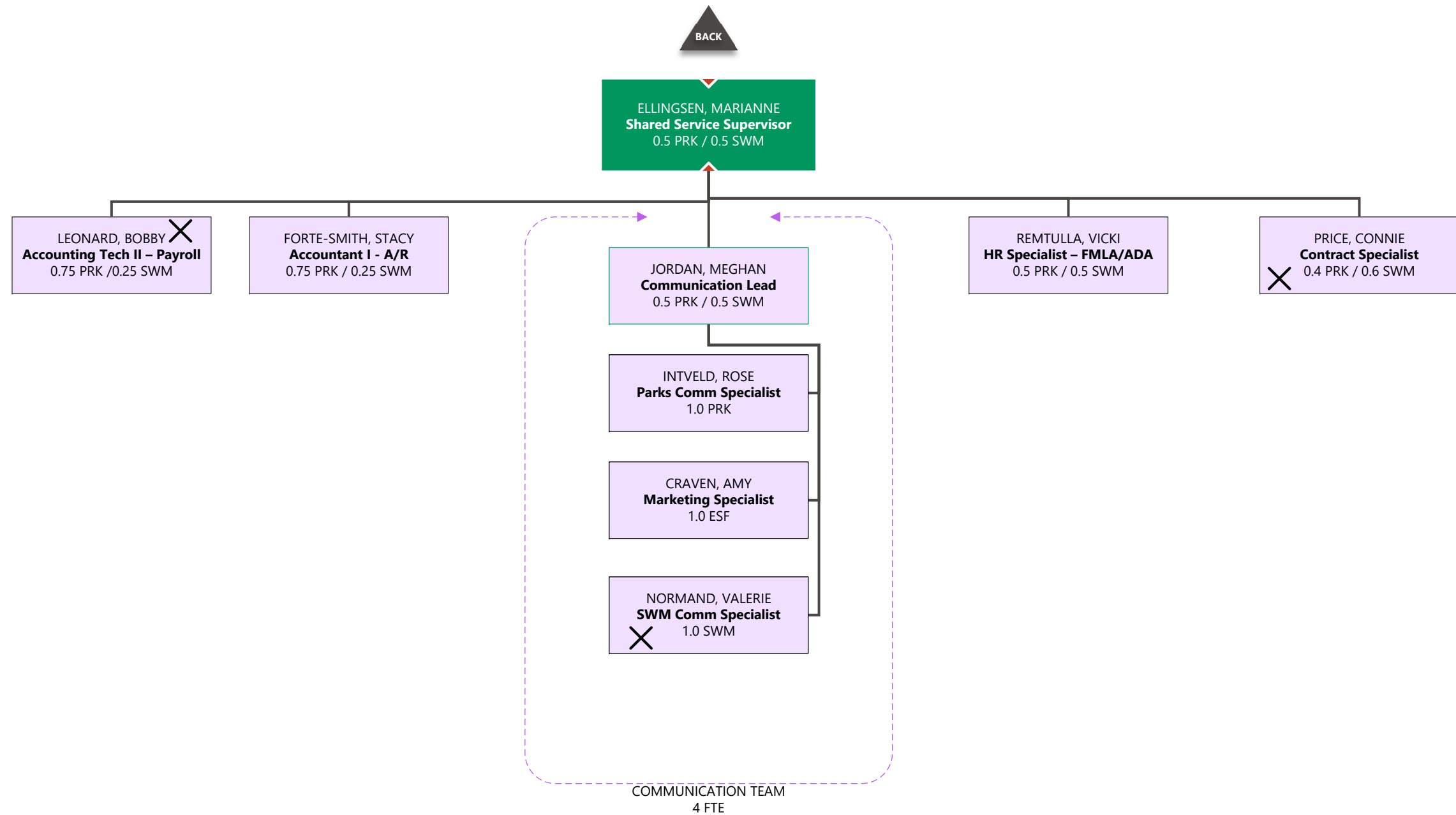


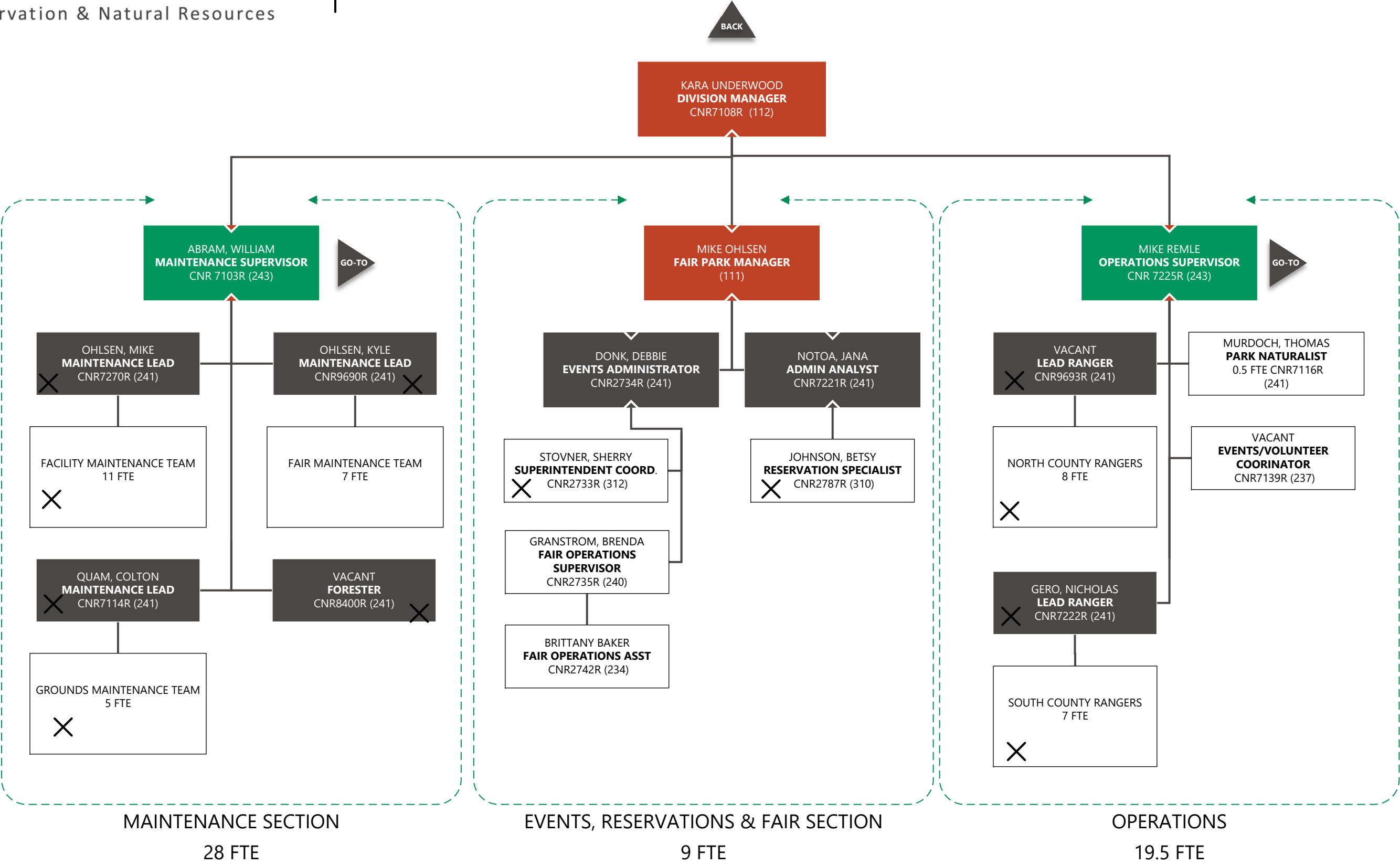
Link to up a level

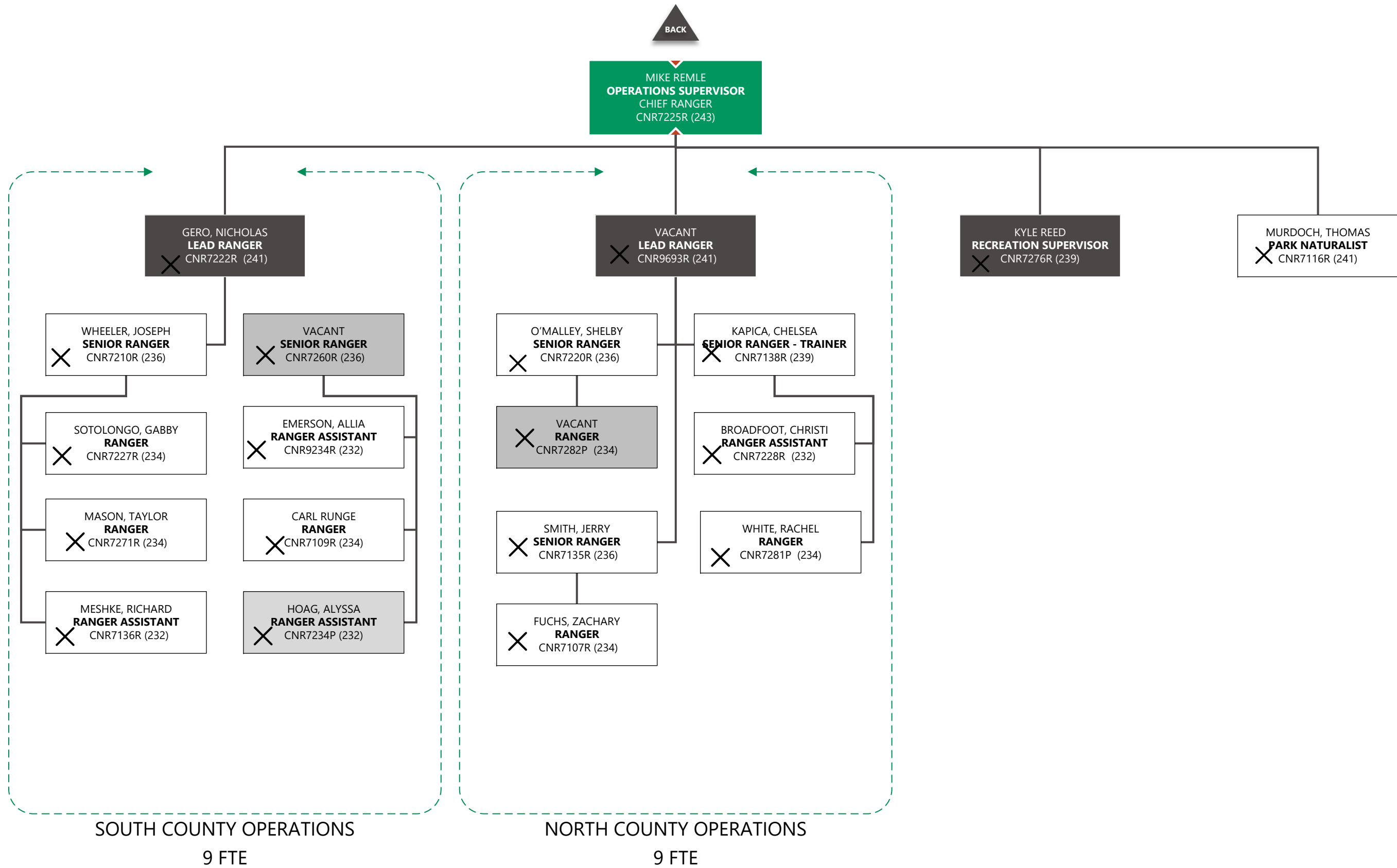




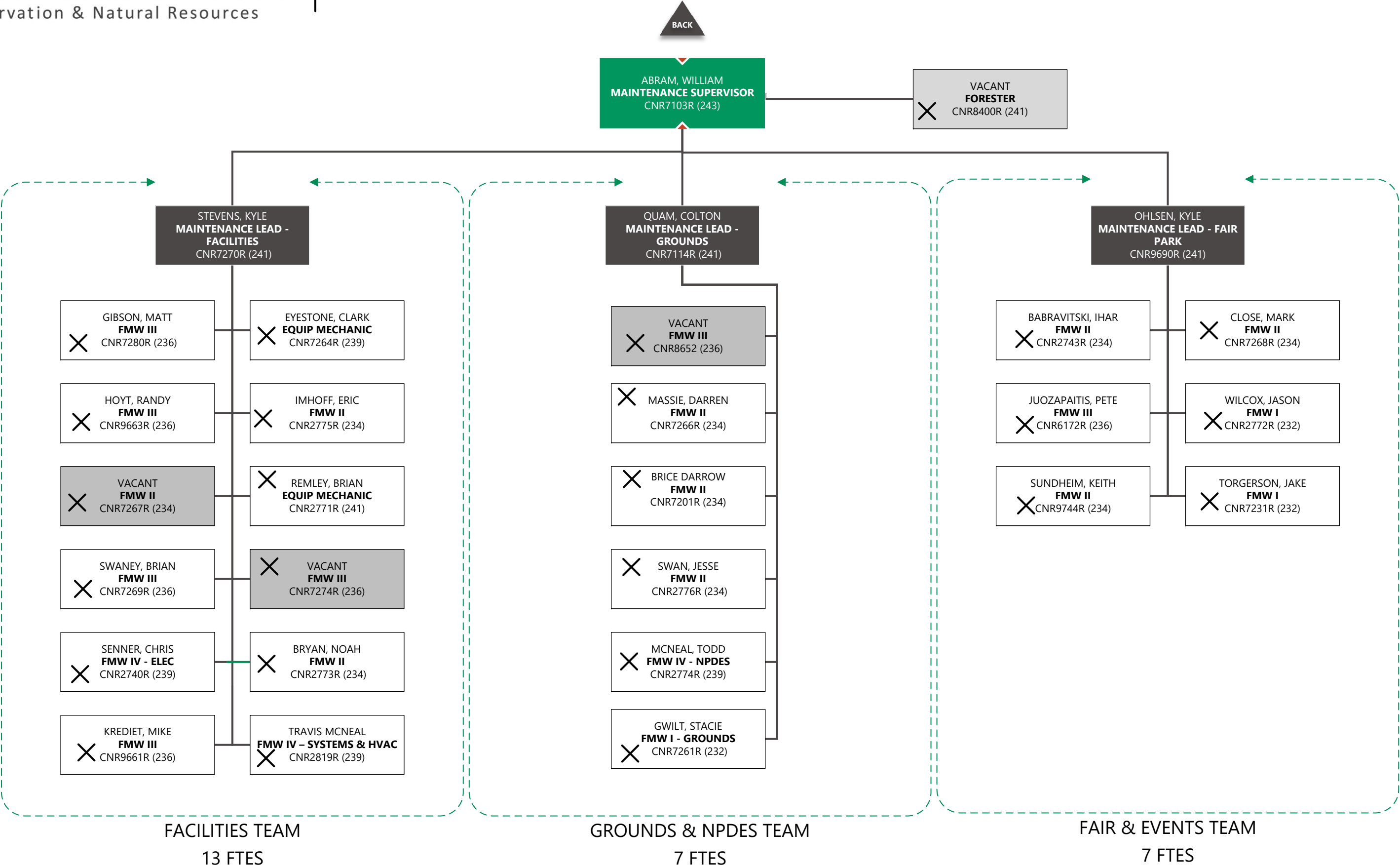
Shared Service Structure



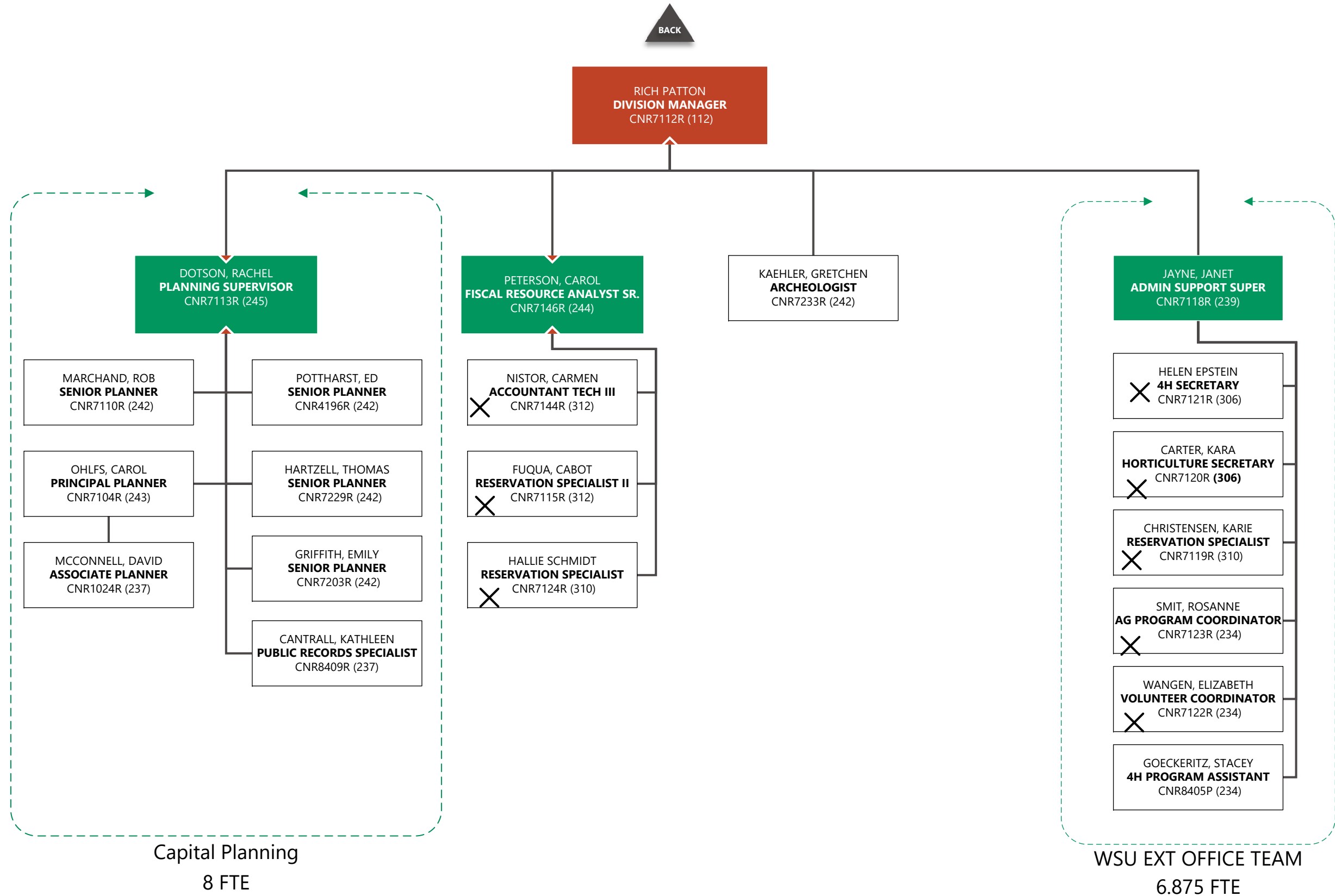




Parks Maintenance Section

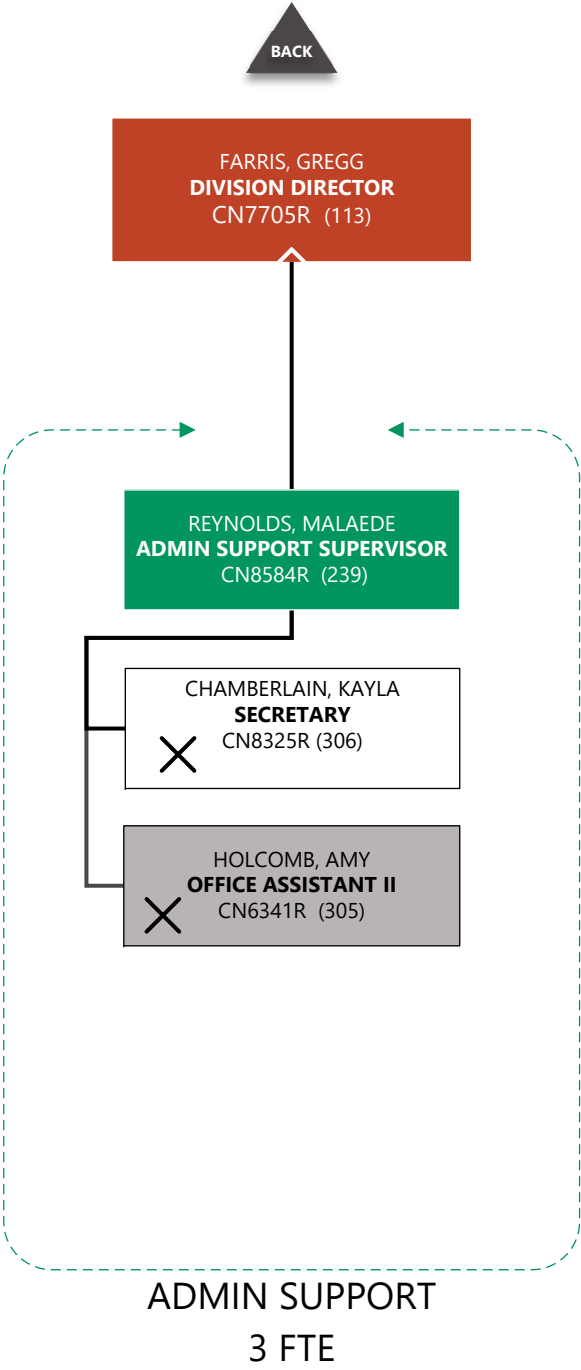


Parks Long-Range Activities





SWM Admin Support



SWM Planning Program

STOCKDALE, ERIK
PLANNING MANAGER
CN8389R (113P)

BACK

MAJEWSKI, JANELL
PW SUPERVISOR III
CN8449R (246)

BYLIN, ANN
PW SUPERVISOR III
CN4211R (246)

CRUMP, DONALD (KIT)
PW SUPERVISOR III
CN4048R (246)

SPOONER, TAYLOR
WATER QUALITY ANALYST
CN4056R (239)

BRITSCH, STEVE
PROJECT SPECIALIST IV
CN4639R (244)

BURGHDOFF, MARISA
WATER QUALITY SPECIALIST
III
CN4209R (243)

HOPKINS, GREYSON
BIOLOGIST
CN8935R (240)

WRIGHT, BRAD
PLANNER - PW
CN4034R (240)

HUME, KEITH
WATER QUALITY SPECIALIST
III
CN7706R (243)

LEIF, WILLIAM
ENV.PROG.COMP.SPEC
CN4021R (246)

LEONETTI, FRANK
PROJECT SPECIALIST IV
CN8645R (244)

ODEN, JENNIFER
WATER QUALITY SPECIALIST II
CN4037R (241)

PLOTNIKOFF, ROBERT
HABITAT SPECIALIST, SR
CN8393R (242)

, BAKER, STUART
HABITAT SPECIALIST, SR
CN8392R (242)

LESKIW, DOMINICK
WATER QUALITY ANALYST
CN4213R (239)

TRAN, TONG
ENG TECH IV
CN8938R (238)

WAHL, ALLAN
WATER QUALITY SPECIALIST II
CN4636R (241)

MARDIS, BENJAMIN
WATER QUALITY SPECIALIST
CN8528R (239)

WESTLUND, KEITH
ENG TECH IV-DRAINAGE
CN4047R (238)

CAMPBELL, PEGGY
PLANNER, SR PW
CN8547R (242)

DRISCOLL, DANIELLE
PLANNER SR, II SWM
CN8385R (243)

DAWSON, ELISA
PLANNER, SR PW
CN8391R (242)

ROBBINET, DONALD
PLANNER, SR - PW
CN8386R (242)

GLAUB, GRETCHEN
PLANNER, SR - PW
CN8643R (243)

HAMILL, JESSICA
PROJECT SPEC IV
CN4789R (244)

VACANT
PLANNER, SR - PW
CN6316R (242)

PITTMAN, ALEX
WATERSHED STEWARD
CN8640R (241)

POZARYCKI, KATHLEEN
PLANNER, SR II - SWM
CN8646R (243)

RAMOS-CUMMINGS, ALEXA
PLANNER, SR - PW
CN4066R (242)

BLUE, JOYCELYN
PLANNER - PW
CN4036R (240)

CURD, CARSTON
PLANNER - PW
CN8381R (240)

RICHARDSON, HARRY
PLANNER, SR - PW
CN8402R (242)

JERDE, MICAELLA
PLANNER - PW
CN4199R (240)

MONAGHAN, JOSHUA
PROJECT SPECIALIST IV
CN8654 (244)

AHN, GI-CHOUL
GIS ANALYST, PRIN
CN8915R (245)

GADDIS, BRETT
HABITAT SPEC, SR
CN4212R (242)

GODFREY, JOSEPH
GIS TECHNICIAN
CN4088R (302)

HAGEN, SHEILA
GIS ANALYST, SR
CN8390R (242)

VACANT
ENGINEER III
CN9535R (244)

MCLANE, BRENDEN
GIS ANALYST, SR
CN4206R (242)

PANDOSY, PASCAL
ENG TECH V - DRAINAGE
CN7730R (239)

RUSTAY, MIKE
PROJECT SPECIALIST IV
CNW8539R (244)

DUANE, OLIVIA
GIS ANALYST
CNK8966R (240)

RUSSELL, EVAN
ENGINEER II
CN8519R (243)

JACKSON, ADAM
WATERSHED STEWARD, PRIN
CN8380R (241)

VACANT
ENGINEER III
CN8590R (244)

TORRES, YAIR
GIS ANALYST, SR - WR
CN8410R (242)

TARIO, LISA
ENGINEER III
CN8372R (244)

SAW, GERALDINE
NOXIOUS WEED COORD
CN8498R (904)

PAGE, SHAHEEN
NOXIOUS WEED ASST
CN8498R (903)

GRATTON,SKYLER
OAI- GIS
CN8403R (302)

RESOURCE MONITORING SECTION

17 FTE

PROGRAM PLANNING SECTION

16 FTEs

FLOODPLAIN SERVICE SECTION

18 FTEs

SWM Engineering Program

BACK

BLANKENBECKLER, JIM
ENGINEERING MANAGER
CN8574R (113P)

FERNANDEZ, ALISON
PW SUPERVISOR III
CN8201R (246)

LEE, ARTHUR
PW SUPERVISOR III
CN4039R (246)

STUART, ERIC
PW SUPERVISOR III
CN8401R (246)

JOHNSON, KRIS
PW SUPERVISOR IV
CN8414R (248)

ANTON, MICHELE
GRANTS ANALYST
CN4207R (239)

BARBEAU, KENT
PROJECT SPEC IV
CN4219R (244)

HUGHES, DARCEY
FUNDING COORDINATOR
CN8647R (243)

CONSTANTINESCU, DANIELA
FISCAL RESOURCE ANALYST
CN4205R (243)

SHEEHAN, MICHAEL
BUSINESS TECH ANALYST.
CN8934R (242)

ROSALES, CLAUDIO
TECH SUPPORT SPEC
CN8259R (240)

ZHOU, SHARON
ACCOUNTING TECH II
CN4292R (310)

SOUZA, LISA
FINANCIAL SYST. COORDINATOR
CN4293R (310)

WOLDMICHAEL, BISRA
ACCOUNTING TECH II
CN86533R (310)

FISCAL ADMIN SECTION
10 FTE

GIBSON, WILLIAM
ENG TECH SR - LEAD
CN4043R (242)

ROBB, BRANDON
ENG TECH V-DRAINAGE
CN4046R (239)

VACANT
ENG TECH V-DRAINAGE
CN8328R (239)

LIND, JODY
ENG TECH SR
CN8570R (241)

JOHNS, ZACKERY
ENG TECH V-DRAINAGE
CN4045R (239)

BROWNE, LUCAS
ENG TECH V-DRAINAGE
CN8468R (239)

VACANT
ENG TECH V-DRAINAGE
CN8398R (239)

DRAINAGE SYSTEM MANAGEMENT SECTION
15 FTE

VACANT
PROJECT SPECIALIST IV
CN8559R (244)

BLANKENSHIP, ERIK
PLANNER, SR II - SWM
CN4049R (243)

SHOEMAKER, MARTIN
PLANNER - PW
CN4035R (240)

MURRAY, GREGOR
PLANNER - PW
CN9840R (240)

VACANT
ENG TECH V - DRAINAGE
CN4067R (239)

IBARRA, JOSE
ENG TECH IV-DRAINAGE
CN4044R (238)

REDIC, JAREN
ENG TECH IV-DRAINAGE
CN4042R (238)

MCLAUGHLIN, LAKE
CONSTRUCTION REP SR
CN8412R (244)

JONES, JOSHUA
CONSTRUCTION REP SR
CN8413R (244)

MARSH, PATRICIA
ENG TECH V - CONST
CN8417R (239)

COIT, KYLE
ENG TECH V - CONST
CN8418R (239)

HULBERT, ADRIENNE
REAL PROPERTY COORD SR
CN8419R (241)

STEPHENS, CRYSTAL
REAL PROPERTY SPEC II
CN8420R (239)

WILDE, TONI
CONTRACT ADMINISTRATOR
CN8421R (241)

CONST & ROW MGMT
8 FTE

VACANT
ENGINEER IV
CN8638R (245)

JOHNSON, DYLANNE
ENGINEER III
CN4058R (244)

NGUYEN, PHAT
ENGINEER III
CN8650R (244)

RIEGER, JACQUELINE
ENGINEER II
CN8396R (243)

BROWN, LAURIN
ENGINEER II
CN8649R (243)

STEWART, DAVID
ENGINEER IV
CN8397R (245)

PARANAYBA, GABI
ENGINEER II
CN8648R (243)

XIONG, TAO
ENGINEER III
CN4220R (244)

HEMRICH, ANTHONY
ENG TECH SR
CN8416R (241)

DIAZ, NATHAN
WATERSHED STEWARD
CN8529R (241)

MORRISON, AMBER
ENG TECH V - DRAINAGE
CN8510R (239)

SAGA, JAREN
ENG TECH IV - DRAINAGE
CN4640R (238)

HOWE, DANIEL
ENGINEER IV
CN8448R (245)

HERRMANN, JOHN
PROJECT SPECIALIST IV
CN4059R (244)

GILSON, TRACY
ENGINEER III
CN8651R (244)

BEBO, DANIEL
ENGINEER II
CN8415R (243)

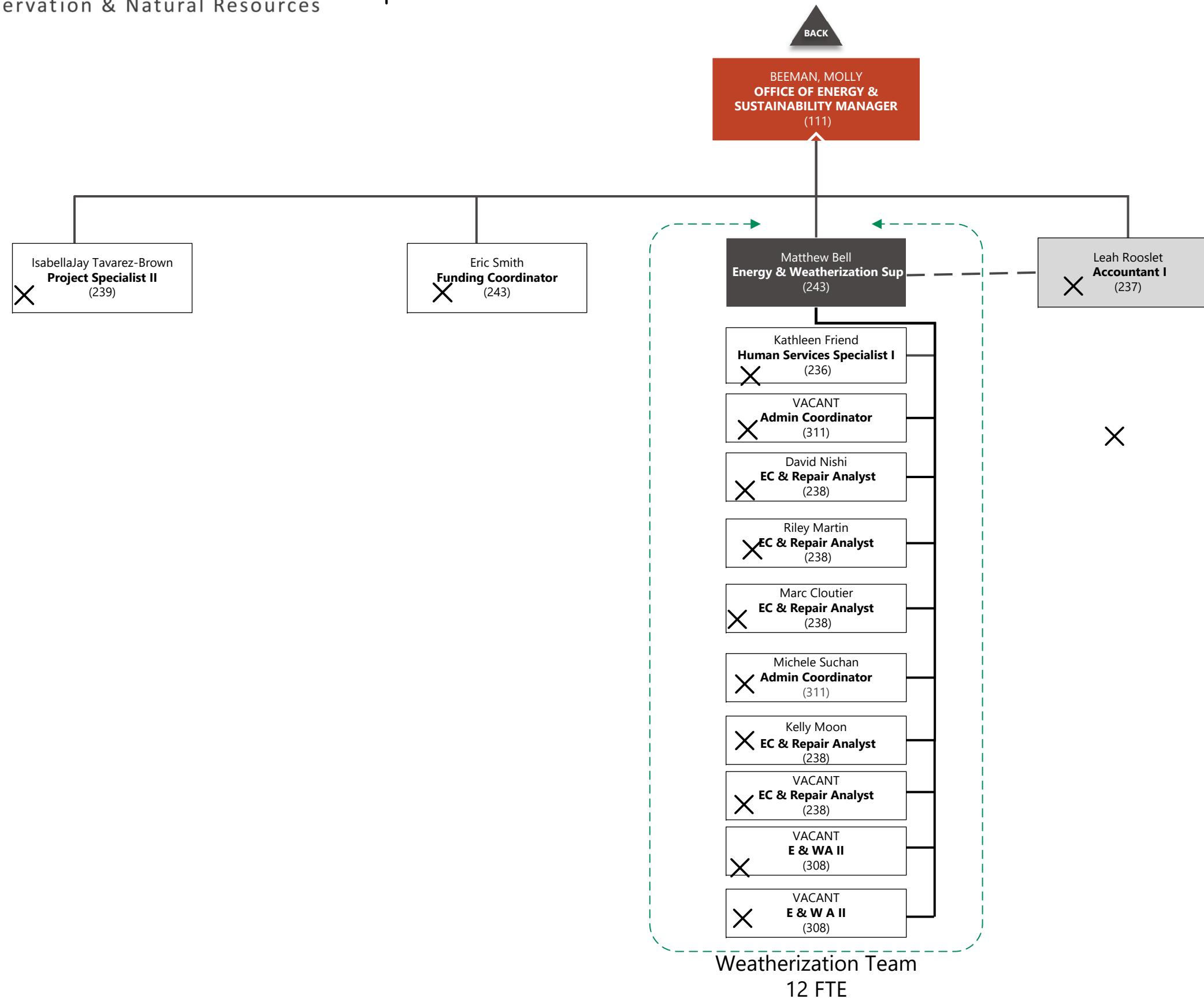
REYNOLDS, HEIDI
ENGINEER I
CN8395R (240)

MANN, JUBILEE
ENGINEER I - DESIGN
CN8644R (240)

JACKSON, ERIC
ENG TECH V - DESIGN
CN4041R (239)

CAPITAL SECTION
20 FTE

Current State - Office of Energy & Sustainability



September 24, 2024

P.E.R.C.
112 Henry Street NE, Suite 300
Olympia, WA 98506

Via e-mail: filing@perc.wa.gov

PERC-Unit Clarification Petition-Snohomish County Parks & DCNR.

In the spring of 2024 employees of Snohomish County reached out with interest in joining WSCCCE - Council 2 as many of the Parks, Surface Water Management and DCNR staff are already represented.

Currently we are in open contract bargaining with the County. These positions are identical to others we represent throughout the County in our Master Agreement spanning five locals. As well as throughout Surface Water Management, DCNR and Parks in the (attached) organizational chart. All employees currently represented by WSCCCE – Council 2 are marked with an X.

The Union feels that employees under the Planning Supervisor should be included in the bargaining unit as it reports to the immediate supervisors per the job description (attached). The non-represented Accountant I reports to the same Shared Services Supervisor as the represented Accountant II.

Snohomish County is aware that WSCCCE - Council 2 would be filing this Unit Clarification Petition on behalf of the affected work groups; even though this petition is not being filed jointly.

The parties are unable to voluntarily resolve this situation, and the Union asks for resolution through the Unit Clarification Petition.

Sincerely,

Carrie Caffrey
Staff Representative, WSCCCE-AFSCME