



**SPECIAL MEETING MINUTES
COUNTY COUNCIL
SAN JUAN COUNTY (SJC), WASHINGTON
MONDAY, DECEMBER 29, 2025**

Legislative Hearing Room, 55 Second Street, Friday Harbor, WA

09:00 AM Call to Order & Flag Salute.

Council Chair McVeigh called the meeting to order at 09:00 AM. Present: Council Members Kari McVeigh, Jane Fuller (via teleconference) and Justin Paulsen (via teleconference), Deputy County Manager Tillery Williams, and Deputy Clerk to the Council Aiden Haines.

Excused Absences: None.

Approval of Agenda: Approved as presented.

Public Comments: None.

09:01 AM Executive Session: To discuss matters pertaining to collective bargaining pursuant to RCW 42.30.140(4)(b) (CLOSED SESSION.)

Council Chair McVeigh announced that the Council would be holding an Executive Session, to discuss matters pertaining to collective bargaining pursuant to RCW 42.30.140 (140(4)(b) (CLOSED SESSION), estimated for 10 minutes in total to begin at 9:10 AM and end at 9:20 AM

[Present: Full Council, Deputy County Manager Tillery Williams, and Director of Human Resources Matthew Bullock.]

Chair McVeigh adjourned the closed session, reconvened the regular meeting at 9:20 AM.

09:20 AM Discussion/Action: To consider a Resolution Ratifying the Collective Bargaining Agreement Reached Between San Juan County and AFSCME Local 1849 2026-2028, Jessica Hudson- County Manager and Matthew Bullock – Human Resources Director.

Mr. Bullock presented the Resolution and answered Council’s questions. After discussion, Council took the following action:

MOVED by Ms. Fuller, seconded by Mr. Paulsen to approve a Resolution Ratifying the Collective Bargaining Agreement Reached Between San Juan County and AFSCME Local 1849 2026-2028, ALL AYES: MOTION CARRIED.

09:22 AM Discussion/Action: To consider approval of a Resolution Adopting County Staffing Levels and Pay and Benefit Plans for 2026, Matthew Bullock – Human Resources Director.

Mr. Bullock presented the Resolution and answered Council’s questions. After discussion, Council took the following action:

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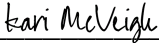
50 **MOVED by Ms. Fuller, seconded by Mr. Paulsen to approve a Resolution Adopting**
51 **County Staffing Levels and Pay and Benefit Plans for 2026, ALL AYES: MOTION**
52 **CARRIED.**

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54 Chair McVeigh adjourned the meeting.

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56 **ADJOURN 9:26 a.m.**

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**COUNTY COUNCIL
SAN JUAN COUNTY, WASHINGTON**

Signed by:


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Kari McVeigh, District 1

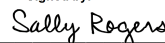
Signed by:


DF68BD6E5297417
Justin Paulsen, District 2

Signed by:


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Jane Fuller, District 3

74 ATTEST: Clerk to the Council

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76 By:  2/11/2026
77 Sally Rogers Date:
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79 Minutes approved by San Juan County Council on: January 20, 2026