

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington

NOTICE OF ENACTMENT

NOTICE IS HEREBY GIVEN, that on July 21, 2021, the Snohomish County Council adopted Amended Ordinance 21-045, which shall be effective August 2, 2021. A summary of the amended ordinance is as follows:

AMENDED ORDINANCE NO. 21-045

AN ORDINANCE OF THE SNOHOMISH COUNTY COUNCIL RELATING TO  
COVID-19 PREMIUM PAY FOR ELIGIBLE SNOHOMISH COUNTY EMPLOYEES

**Section 1. Findings.** Adopts findings in support of ensuring that eligible County employees are compensated for the risks of working during the COVID-19 emergency.

**Section 2. Eligible Employees**

An eligible employee is an employee that, as of July 15, 2021 meets all the following criteria and is not excluded under Section 4:

- A. Employed by Snohomish County, the Snohomish County Superior Court, or the Snohomish County District Court in a regular full or part-time position budgeted for at least twenty (20) hours per week in Amended Ordinance 20-075.
- B. Employed in the position and assigned regular duties within the job description for at least six (6) months between March 23, 2020 and July 5, 2021..
- C. During the six (6) qualifying months of assigned duties, was required by a supervisor or manager to perform job duties on-site (as opposed to remote telework) for a cumulative total of at least one-hundred-twenty (120) work hours that placed the employee in a position of potential exposure to COVID-19. As used in this ordinance, a position of potential exposure to COVID-19 means performing job duties in an on-site work location where the employee must interact in person with members of the public for a cumulative total of at least fifteen (15) minutes in a twenty-four (24) hour period or with co-workers that in the same day interacted with members of the public for a cumulative total of at least fifteen (15) minutes in a twenty-four hour period.

**Section 3. Premium Pay**

An eligible employee shall receive premium pay for hours worked up to a maximum total of twelve-hundred-fifty-dollars (\$1250) in premium pay as follows:

- A. FLSA exempt employees shall receive a lump sum of \$625 in each of the first two pay periods that the FLSA exempt employee receives paid compensation for at least seven (7) eight-hour work shifts or an equivalent number of work hours in the months of September and/or October 2021.
- B. FLSA non-exempt employees shall receive a premium of \$8.00 per hour (\$12.00 per hour for hours worked at a time-and-a-half overtime rate) for each hour worked in September and October 2021 until a maximum premium of twelve-hundred-and-fifty (\$1250) in premium pay is earned.

**Section 4. Exclusions.** The following employees are excluded from eligibility: Executive Office employees, County Council Office employees, Elected Officials, Department Directors and Deputy Department Directors.

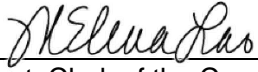
**Section 5. Executive Authority**

- A. The Executive, or designee(s) shall determine employee eligibility based on the criteria in Sections 2 and 4. Such determinations shall be final and shall not be subject to any grievance or appeal process. The determination shall be documented and include written justification of how the premium pay responds to eligible employee needs in performing essential work.
- B. The Executive is authorized to enter into agreements with bargaining unit representatives regarding application of this ordinance to represented employees that solely mirror its provisions.

**Section 6. Savings.** With respect to the subject matter of this ordinance, the County will retain the status quo working conditions of employees covered by existing collective bargaining agreements or a dynamic status quo until such time as the working conditions of such employees are changed in accordance with law.

**Copies of the Ordinance:** To request copies of the ordinance, please call 425-388-3494, 1-800-562-4367 x3494, TDD 1-800-877-8339; or e-mail [Contact.Council@snoco.org](mailto:Contact.Council@snoco.org). The ordinance is also available on the County webpage at <https://snohomishcountywa.gov/2134/Council-Hearings-Calendar> or <https://snohomish.legistar.com>.

Dated this 26<sup>th</sup> day of July, 2021.



Asst. Clerk of the Council

Publish: July 28, 2021

SUBMIT AFFIDAVIT TO: Council

SUBMIT INVOICE TO: Finance 104473