

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

NOTICE OF INTRODUCTION OF ORDINANCE
AND
NOTICE OF PUBLIC HEARING

NOTICE IS HEREBY GIVEN, that the Snohomish County Council will hold a public hearing to consider Proposed Ordinance 21-045 on Wednesday, July 21, 2021, at the hour of 10:30 a.m. at 3000 Rockefeller Avenue, 8th Floor, Jackson Board Room, Everett, WA, in conjunction with a remote meeting platform via the following Zoom link:

Zoom Webinar link: <https://zoom.us/j/94846850772>
Dial in: (253) 215 8782 or (301) 715 8592
Meeting ID: 948 4685 0772

Background: Many County employees have performed duties or work involving additional risk of exposure during the COVID-19 emergency. To ensure that those eligible County employees are compensated for the risks of working during the COVID-19 emergency and to promote retention of vital workers, the proposed ordinance authorizes eligible County employees to receive up to \$1,250 Premium Pay as allowed by the CLRF-ARPA federal award for future work.

A summary is as follows:

PROPOSED 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 1, 2020 and July 15, 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.

At the hearing, the Council may also consider alternatives/amendments to the proposed ordinance.

Where to Get Copies of the Proposed Ordinance: Copies of the full ordinance and related documentation are available upon request by calling the Snohomish County Council Office at (425) 388-3494, 1-800-562-4367 x3494, TDD 1-800-877-8339, or by e-mailing Contact.Council@snoco.org.

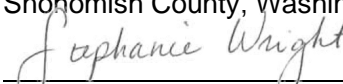
Website Access: The proposed ordinance is also available on the County Council's website at <https://snohomishcountywa.gov/2134/Council-Hearings-Calendar>.

Public Testimony: All interested persons may provide public testimony in person and remotely. Written testimony is encouraged and may be sent to Snohomish County Council, 3000 Rockefeller Avenue, M/S 609, Everett, WA 98201, fax to 425 388-3496, or e-mail to contact.council@snoco.org. Submitting testimony 24 hours prior to the hearing will ensure copies are provided to Council and appropriate staff prior to the hearing. (Note: All public testimony are public records and may be subject to disclosure pursuant to RCW Chapter 42.56. Any contact information provided will be available to the public on the Council's website.)

American Disabilities Act Notice: For hearings held in the Council Board Room, accommodations for persons with disabilities are available upon request. Please make arrangements one week prior to the hearing by calling Elena Lao at 425-388-3494, 1-800-562-4367 x3494, TDD 1-800-877-8339, or e-mail elena.lao@snoco.org.


Dated this 7th day of July, 2021.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



Council Chair

ATTEST:



Asst. Clerk of the Council

Publish: July 9, 2021

SUBMIT AFFIDAVIT TO: Council
SUBMIT INVOICE TO: Finance 104473