

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

MOTION NO. 24-358

APPROVAL OF CLASSIFICATION PLAN AND SALARY SCHEDULE FOR
PROSECUTING ATTORNEY CAREER RETENTION SYSTEM AND IMPLEMENTING
COMPENSATION INCREASES AS AUTHORIZED IN THE 2024 ANNUAL BUDGET FOR
UNREPRESENTED DEPUTY PROSECUTING ATTORNEYS

WHEREAS, Ordinance No 83-147 as last amended by Ordinance No. 91-070 establishes a Career Retention System for attorneys in the Prosecuting Attorney's Office who are not subject to the County Personnel Rules, Title 3A SCC, the management and Exempt Employees Compensation Plan, Chapter 3.69 SCC, or a collective bargaining agreement; and

WHEREAS, Section 1.A. of Ordinance No. 83-147, as amended, directs the Prosecuting Attorney to prepare and in conjunction with the Human Resources Department periodically review a classification plan and salary schedule for such unrepresented attorneys, provided that changes in the salary schedule must be presented to the Executive and County Council for approval; and

WHEREAS, modifications to the classification plan and salary schedule for such unrepresented attorneys were last considered and approved by the County Council in 1996, as Motion No. 96-373; and

WHEREAS, the Snohomish County Council has since regularly approved cost of living adjustments applied to the classification and salary schedule for unrepresented Deputy Prosecuting Attorneys consistent with its annual budget; and

WHEREAS, by Amended Ordinance 23-121, adopted on November 8, 2023, the Snohomish County Council adopted the 2024 Budget ("2024 Budget Ordinance"); and

WHEREAS, Section 3(a) of the 2024 Budget Ordinance provides that compensation levels for 2024 for non-represented regular employees (except the elected officials identified in SCC 2.105.010, employees covered by the Sheriff's Office exempt employees compensation plan established by SCC 3.69.050, and District and Superior Court Judges and Commissioners) will be adjusted to reflect the same compensation increases, in both amount and manner of payment, granted to AFSCME union employees not subject to interest arbitration in their collective bargaining agreements covering the year 2024 determined at the time wage negotiations between the county and its AFSCME union employees are concluded; and

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PAGE 1 OF 3

WHEREAS, good faith negotiations were recently completed between Snohomish County and Washington State Council of County and City Employees, Council 2, AFSCME, AFL-CIO Local 1811-PA, on behalf of all Deputy Prosecuting Attorney employees in the Prosecutor's Office represented by a collective bargaining agreement (the "AFSCME Deputy Prosecuting Attorney bargaining unit"); and

WHEREAS, members of the AFSCME Deputy Prosecutor bargaining unit have ratified a collective bargaining agreement governing the 2024 calendar year (CBA); and

WHEREAS on August 27, 2024, by Motion 24-357, the County Council authorized the County Executive to sign the CBA; and

WHEREAS, the Prosecuting Attorney has presented the revised classification plan and salary schedule attached hereto as Exhibit A for unrepresented Deputy Prosecuting Attorneys to be implemented effective January 1, 2024, consistent with the Cost of Living Adjustment ("COLA") and salary range adjustments approved in the CBA for the AFSCME Deputy Prosecuting Attorney bargaining unit; and

WHEREAS, Section 3(a) of the 2024 Budget Ordinance provides that the amount and manner of compensation increases applicable to non-represented employees must be established by motion; and

WHEREAS, in order to effectuate the COLA and salary range adjustments in the same amount and manner of payment as compensation increases granted to the AFSCME Deputy Prosecuting Attorney bargaining unit employees as required by Section 3(a) of the 2024 Budget Ordinance, increased compensation for unrepresented Deputy Prosecuting Attorneys must be paid as a lump sum for those months prior to the date of the adjustment determination, and paid on a monthly basis as an increase in total compensation for those months following the adjustment determination; and

WHEREAS, the County Council desires to implement the classification plan and salary schedule attached hereto as Exhibit A effective January 1, 2024, consistent with the 2024 budget ordinance;

NOW, THEREFORE, ON MOTION:

1. The Prosecuting Attorney Career Retention System Classification Plan and Salary Schedule attached hereto as Exhibit A is approved effective January 1, 2024. Compensation increases reflected therein for unrepresented Deputy Prosecuting Attorneys shall be implemented, both in amount and manner of payment (lump sum and/or increase in total compensation going forward), by paying on the same schedule as implementation of the CBA applicable to the AFSCME Deputy Prosecuting Attorney bargaining unit a lump sum for those months prior to the date of the adjustment determination and on a monthly

basis as an increase in total compensation for those months following the adjustment determination.

2. The Prosecuting Attorney and the Department of Finance shall implement this motion effective as stated in section 1 of this motion.
3. The approved salary schedule and classifications are subject to adjustment after January 1, 2024, in accordance with Ordinance No. 91-070.


DATED this 27th day of August, 2024.

Snohomish County, Washington



Council Chair

ATTEST:



Deputy Clerk of the Council

Exhibit A

2024 PROSECUTING ATTORNEY CIVIL SALARY SCHEDULE

Effective 1-1-2024
40 HOUR (Monthly, Hourly & Annual Rates) 4.51% COLA

PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
451	7,515.92	7,891.67	8,286.31	8,700.57	9,135.68	9,592.43
451	43.361	45.529	47.806	50.196	52.706	55.341
451	90,191.04	94,700.04	99,435.72	104,406.84	109,628.16	115,109.16
452	9,764.16	10,252.37	10,765.03	11,303.25	11,868.41	12,461.82
452	56.332	59.148	62.106	65.211	68.472	71.895
452	117,169.92	123,028.44	129,180.36	135,639.00	142,420.92	149,541.84
453	12,731.30	13,367.87	14,036.26	14,738.09	15,474.98	16,248.74
453	73.450	77.122	80.978	85.027	89.279	93.743
453	152,775.60	160,414.44	168,435.12	176,857.08	185,699.76	194,984.88
454	15,474.98	16,248.74	(Minimum/Maximum Salaries)			
454	89.279	93.743				
454	185,699.76	194,984.88				
455	16,248.74	17,061.17	(Minimum/Maximum Salaries)			
455	93.743	98.430				
455	194,984.88	204,734.04				