

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington

NOTICE OF ENACTMENT

NOTICE IS HEREBY GIVEN, that on November 5, 2025, the Snohomish County Council adopted Ordinance 25-071, which shall be effective January 1, 2026.

A summary of the ordinance is as follows:

ORDINANCE NO. 25-071

RELATING TO TERMS OF EMPLOYMENT FOR EMPLOYEES EXCLUDED FROM THE COUNTY PERSONNEL SYSTEM; AMENDING CHAPTERS 2.02, 2.09, 2.11, 2.17, 2.18, 2.32, 2.36, 2.74, 2.100, 2.300, 2.350, 2.400, 2.600, 2.700, 2.750, 3A.01, 3A.02, 3A.06, 3A.08, 3A.13, AND 3.68 SCC, AND REPEALING CHAPTER 3.69 SCC

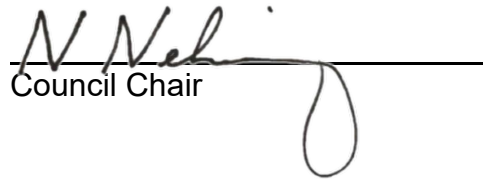
**Summary:** The ordinance amends Snohomish County Code (SCC) relating to terms of employment to eliminate the existing Management and Exempt pay plan and the Sheriff's Office Exempt pay plan and integrate them into the proposed Classified/Non-Classified Rate table. Additionally, this ordinance changes the terminology for appointed employees of the County from "Management and Exempt" to "Non-Classified" to align with the terminology of other agencies in the state and enhance clarity and reduce confusion within the County. Existing positions will be moved to the Pay Range on the Classified / Non-Classified Rate table most closely aligned at the current top step with the position's existing pay. Individual employees will be transitioned to the step in the new pay range that represents a minimum increase of two percent (2.0%). This migration reduces the number of rate tables maintained by the County and creates consistency across the board. Furthermore, this migration provides access to a new Step 6 being added to the Classified / Non-Classified table which is consistent with the collective bargaining agreements of AFSCME represented employees. SCC 3.68.050 and 3.69.050 stipulate that pay ranges for exempt employees other than Superior Court Commissioners must be proposed by the Human Resources Director to the Executive and Council for adoption. Amended Ordinance No. 24-083 provides that the compensation levels of non-represented county employees shall align with represented employees not subject to interest arbitration in their collective bargaining agreements.

**For More Information:** Copies of the full ordinance and related documents are available upon request by calling the Council Office at (425) 388-3494, 1(800) 562-4367 x3494, TDD 1(800) 877-8339, or by e-mailing [Contact.Council@snoco.org](mailto:Contact.Council@snoco.org). Files are also available on the Council's website at <https://snohomish.legistar.com/Legislation.aspx> (File # 2025-3367).

**Website Access:** This ordinance and other documents can be accessed through the Council websites at: <https://snohomish.legistar.com/Calendar.aspx> or <http://www.snohomishcountywa.gov/2134/County-Hearings-Calendar>.

DATED this 14<sup>th</sup> day of November 2025.

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington

  
Council Chair

ATTEST:

  
Clerk of the Council

Publish: November 19, 2025

SUBMIT AFFIDAVIT TO: County Council  
SUBMIT INVOICE TO: Human Resources - 104502

DATE: 11/20/25 Time 2:27 p.m.

**Affidavit of Publication**

State of Washington }

County of Snohomish } ss

Michael Gates being first duly sworn, upon oath deposes and says: that he/she is the legal representative of the Everett Daily Herald a daily newspaper. The said newspaper is a legal newspaper by order of the superior court in the county in which it is published and is now and has been for more than six months prior to the date of the first publication of the Notice hereinafter referred to, published in the English language continually as a daily newspaper in Snohomish County, Washington and is and always has been printed in whole or part in the Everett Daily Herald and is of general circulation in said County, and is a legal newspaper, in accordance with the Chapter 99 of the Laws of 1921, as amended by Chapter 213, Laws of 1941, and approved as a legal newspaper by order of the Superior Court of Snohomish County, State of Washington, by order dated June 16, 1941, and that the annexed is a true copy of EDH1022826 ORD 25-071 as it was published in the regular and entire issue of said paper and not as a supplement form thereof for a period of 1 issue(s), such publication commencing on 11/19/2025 and ending on 11/19/2025 and that said newspaper was regularly distributed to its subscribers during all of said period.

The amount of the fee for such publication is \$94.55.

Subscribed and sworn before me on this

19th day of November  
2025

Randie P

Notary Public in and for the State of Washington.

Snohomish County Human Resources | 14104502  
DEBBIE ECO



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DATED this 14th day of November 2025.

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington  
/s/ Nate Nehring  
Council Chair

ATTEST:  
/s/ Debbie Eco, CMC  
Clerk of the Council  
104502

Published: November 19, 2025.

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