

Approved: 12/17/2025

Effective: 01/01/2026

SNOHOMISH COUNTY COUNCIL

Snohomish County, Washington

ORDINANCE NO. 25-083

RELATING TO TERMS OF EMPLOYMENT FOR EXEMPT POSITIONS; AND
AMENDING ORDINANCE NO. 25-071

WHEREAS, SCC 3.68.010 provides that each Superior Court judge may designate two positions as exempt, which currently includes Law Clerk/Bailiff positions in Superior Court; and

WHEREAS, Ordinance No. 25-071, approved by Council on November 5, 2025, amended SCC Chapter 3.68 such that, as of January 1, 2026, positions designated as exempt will transition to positions designated as non-classified; and

WHEREAS, Ordinance No. 25-072, approved by Council on November 5, 2025, established the 2026 pay plan, which included the 2026 classified / non-classified rate table; and

WHEREAS, Ordinance No. 25-071 further provided that current exempt employees shall transition to an equivalent non-classified position at a designated step on a six-step pay range as established in the 2026 pay plan; and

WHEREAS, the former exempt pay plan provided for multiple steps for all classifications with the exception of the Law Clerk/Bailiff classification, which had a single rate of pay; and

WHEREAS, aligning the Law Clerk/Bailiff single pay rate using the same formula applicable to other exempt positions transitioning to non-classified positions would have the effect of devaluing the position; and

WHEREAS, the varied tenure of current employees in the Law Clerk/Bailiff classification is not recognized in the current conversion to the classified / non-classified rate table.

NOW, THEREFORE BE IT ORDAINED:

Section 1. Section 56 of Ordinance No. 25-071, approved on November 5, 2025, is amended to read:

Section 56. A new section is added to Chapter 3.68 to read:

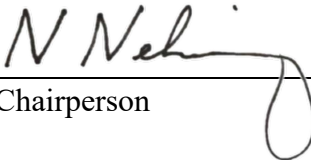
3.68.085 Transition of employees.

Current employees occupying an exempt position on the effective date of this ordinance in a pay range with multiple steps shall transition to an equivalent non-classified position in which step 5 of the established pay range is closest to the top step of their exempt position pay range. Such


1 employees shall have a January 1 anniversary date in the non-classified position and placed at
2 the lowest step in the established pay range for the non-classified position that represents a
3 minimum two-percent (2%) increase over their exempt position pay rate but no higher than step
4 6. Current employees occupying an exempt position on the effective date of this ordinance in a
5 pay range with a single step shall transition to an equivalent non-classified position in which
6 Step 2 of the established pay range is closest to the single rate of the exempt pay range. Such
7 employees shall have a January 1 anniversary date in the non-classified position and those with
8 less than two (2) years in the position shall be placed at Step 3, those with two to four (2 – 4)
9 years in the position shall be placed at Step 4, and those employees with more than four (4) years
10 tenure shall be placed at Step 5.

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12 PASSED this 17th day of December, 2025.

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14 SNOHOMISH COUNTY COUNCIL
15 Snohomish County, Washington

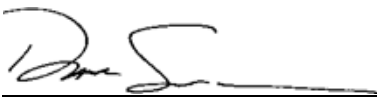
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19 Chairperson

20 ATTEST:

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24 Deputy Clerk of the Council

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26 (X) APPROVED
27 () EMERGENCY
28 () VETOED

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30 DATE: December 19, 2025

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34 County Executive

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36 ATTEST:

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39 Melissa Geraghty

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41 Approved as to form only:

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45 Deputy Prosecuting Attorney