

Everett Daily Herald

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 EDH1023499 NOI ORD NO 25-083 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 12/04/2025 and ending on 12/04/2025 and that said newspaper was regularly distributed to its subscribers during all of said period.

The amount of the fee for such publication is \$86.80.

Subscribed and sworn before me on this
5th day of December
2025.

Notary Public in and for the State of Washington.

Snohomish County Human Resources | 14104502
ELENA LAO



Classified Proof

SNOHOMISH COUNTY COUNCIL Snohomish County, Washington

NOTICE OF INTRODUCTION AND PUBLIC HEARING
NOTICE IS HEREBY GIVEN, that the Snohomish County Council will hold a public hearing to consider Ordinance 25-083 on Wednesday, December 17, 2025, at 10:30 a.m., in the Jackson Board Room, 8th Floor, Robert J. Drewel Building, 3000 Rockefeller Avenue, Everett, WA, in conjunction with a remote meeting via the following Zoom link:

Zoom Webinar Information:
Join Online: <https://zoom.us/j/94846850772> or by Phone:

(253) 215-8782

Meeting ID: 948 4685 0772

PROPOSED ORDINANCE NO. 25-083

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

Summary: The proposed ordinance addresses the Law Clerk/Bailiff positions in the wage scales that were adopted by Ordinance 25-071 on November 5, 2025. The positions in this classification were previously in a 1-step wage schedule, and will transition to an equivalent non-classified position in which step 2 of the established pay range is closest to the single rate of the exempt pay range, and have an anniversary date of January 1. Employees with less than two years in the position shall be placed at Step 3; those with two to four years in the position shall be placed at Step 4; and those employees with more than four years tenure shall be placed at step 5.

At the Public Hearing, the Council may consider amendments to the proposed ordinance.

For More Information: Copies of the proposed ordinance and related documents are available upon request by calling the Council Office at (425) 388-3494, TTY/TDD Relay 711, 1(800) 562-4367 x3494, or by e-mailing Contact.Council@snooco.org. Files are also available on the Council's website at <https://snohomish.legistar.com/Legislation.aspx> (File # 2025-3720).

Public Testimony: The public may testify in person or remotely. Submit written testimony to Snohomish County Council, 3000 Rockefeller Ave M/S 609, Everett, WA 98201, or e-mail council@snooco.org. Submitting written testimony 24 hours prior to the hearing will ensure copies are distributed to the Council and appropriate staff in advance of the hearing.

American with Disabilities Act Notice: Accommodations for persons with disabilities are available upon request. Please contact Elena Lao one week prior to the hearing at (425) 388-3494, TTY/TDD Relay 711, 1(800) 562-4367 x3494, or by e-mail elena.lao@snooco.org.

Dated this 3rd day of December, 2025.

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

ATTEST:

/s/ Elena Lao, CMC
Deputy Clerk of the Council
104502

Published: December 4, 2025.

EDH1023499

Everett Daily Herald

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 EDH1024479 ORDINANCE NO. 25-083 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 12/24/2025 and ending on 12/24/2025 and that said newspaper was regularly distributed to its subscribers during all of said period.

The amount of the fee for such publication is \$46.50.

Michael Gates
Subscribed and sworn before me on this
24th day of December
2025.

Notary Public in and for the State of Washington.

Snohomish County Human Resources | 14104502
ELENA LAO



Classified Proof

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

NOTICE OF ENACTMENT

NOTICE IS HEREBY GIVEN, that on December 17, 2025, the
Snohomish County Council approved Ordinance 25-083

ORDINANCE NO. 25-083

RELATING TO TERMS OF EMPLOYMENT FOR EXEMPT

POSITIONS, AND AMENDING ORDINANCE NO. 25-071

Summary: The ordinance addresses the Law Clerk/Bailiff positions in the wage scales that were adopted by Ordinance 25-071 on November 5, 2025. The positions in this classification were previously in a 1-step wage schedule, and will transition to an equivalent non-classified position in which step 2 of the established pay range is closest to the single rate of the exempt pay range, and have an anniversary date of January 1. Employees with less than two years in the position shall be placed at Step 3; those with two to four years in the position shall be placed at Step 4; and those employees with more than four years tenure shall be placed at step 5.

For More Information: Copies of the ordinance and related documents are available upon request by calling the Council Office at (425) 388-3494, TTY/TDD Relay 711, (800) 562-4367 x3494, or by e-mailing Contact.Council@snoco.org. The ordinance is also available on the Council's website at <https://snohomish.legistar.com/Legislation.aspx> (File # 2025-3720).

Dated this 22nd day of December, 2025.

/s/ Elena Lao, CMC
Deputy Clerk of the Council
104502

Published: December 24, 2025.

EDH1024479