

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

MOTION NO. 25-584

APPROVAL OF CLASSIFICATION PLAN AND SALARY SCHEDULE FOR
PROSECUTING ATTORNEY CAREER RETENTION SYSTEM AND IMPLEMENTING
COMPENSATION INCREASES AS AUTHORIZED
IN THE 2025 – 2026 BIENNIAL 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 classified or non-classified pay plan, 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 Motion No. 24-358; and

WHEREAS, the Snohomish County Council in Motion 24-516 approved cost of living adjustments that applied to the classification and salary schedule for unrepresented Deputy Prosecuting Attorneys consistent with its budget for 2025; and

WHEREAS, by Amended Ordinance 24-083, adopted on November 25, 2024, the Snohomish County Council adopted the 2025 - 2026 Biennial Budget ("2025 – 2026 Budget Ordinance"); and

WHEREAS, the 2025 – 2026 Budget Ordinance provides that the base 2025 and 2026 compensation levels of non-represented county employees shall be treated the same as those granted to AFSCME union employees not subject to interest arbitration in their collective bargaining agreements covering the years 2024, 2025 and 2026; and

WHEREAS, the County and the 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") have executed a collective bargaining agreement governing the 2024 – 2026 calendar years (CBA); and

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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, 2026, 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 2025 – 2026 Budget Ordinance provides that the amount and manner of compensation increases applicable to non-represented employees must be established by motion; and

WHEREAS, the County Council desires to implement the classification plan and salary schedule attached hereto as Exhibit A effective January 1, 2026, consistent with the 2025 - 2026 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, 2026. Compensation increases reflected therein for unrepresented Deputy Prosecuting Attorneys is equivalent to a two and seventy-two hundredth percent (2.72%) increase effective January 1, 2026, based on the rates of compensation for 2025 previously approved by County Council.
2. Active non-represented temporary employees who are employed performing duties which are equivalent to those performed by regular employees and who are receiving a rate of compensation for such work which is equal to the rate paid for that work done by regular employees shall also receive the cost-of-living adjustment specified in paragraph 1 of this motion.

DATED this 17th day of December, 2025.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



Council Chair

ATTEST:



Deputy Clerk of the Council

2026 PROSECUTING ATTORNEY CIVIL RATE TABLE

Effective 1-1-2026
40 HOUR (Monthly, Hourly & Annual Rates) 2.72% COLA

PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
451	8,000.60	8,400.59	8,820.67	9,261.65	9,724.82	10,211.03
451	46.157	48.465	50.889	53.433	56.105	58.910
451	96,007.20	100,807.08	105,848.04	111,139.80	116,697.84	122,532.36
452	10,393.83	10,913.52	11,459.24	12,032.17	12,633.77	13,265.45
452	59.964	62.963	66.111	69.416	72.887	76.531
452	124,725.96	130,962.24	137,510.88	144,386.04	151,605.24	159,185.40
453	13,552.31	14,229.92	14,941.43	15,688.51	16,472.92	17,296.58
453	78.186	82.096	86.201	90.511	95.036	99.788
453	162,627.72	170,759.04	179,297.16	188,262.12	197,675.04	207,558.96
454	16,472.92	17,296.58	(Minimum/Maximum Salaries)			
454	95.036	99.788				
454	197,675.04	207,558.96				
455	17,296.58	18,161.40	(Minimum/Maximum Salaries)			
455	99.788	104.777				
455	207,558.96	217,936.80				