



Committee of the Whole

Jim Martin

Council Initiated:

☐ Yes

☒ No

ECAF: 2025-3367
Ordinance: 25-071

Type:

- ☐ Contract
- ☐ Board Appt.
- ☒ Code Amendment
- ☐ Budget Action
- ☐ Other

Requested Handling:

- ☐ Normal
- ☒ Expedite
- ☐ Urgent

Fund Source:

- ☐ General Fund
- ☐ Other
- ☒ N/A

Executive Rec:

- ☒ Approve
- ☐ Do Not Approve
- ☐ N/A

Approved as to

Form:

- ☒ Yes
- ☐ No
- ☐ N/A

Subject:

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.

Scope:

This proposed ordinance eliminates the existing Management and Exempt pay plan and the Sheriff's Office Exempt pay plan and integrates them into the proposed Classified/Non-Classified Rate table. Additionally, this proposed ordinance would change the terminology for appointed employees of the County from "Management and Exempt" to "Non-Classified." The ordinance also cleans up some gender based language still in code. This change will 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 a two percent (2.0%). This migration reduces the number of rate tables maintained by the County and also creates consistency across the board. Additionally, 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.

Duration: N/A

Authority Granted: N/A

Background: Snohomish County Code 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.

Requested Action: Move to Council to set time and date for a public hearing.