

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 25-071 on Wednesday, November 5, 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. 25-071

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.

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

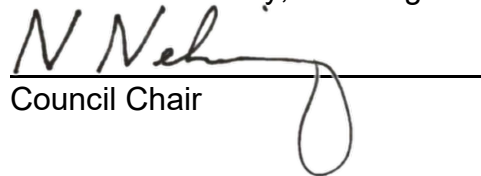
For More Information: Copies of the full ordinance and related documents are available upon request by calling the Council Office at (425) 388-3494, 1(800) 562-4367 x3494, TDD 1(800) 877-8339, or by e-mailing Contact.Council@snoco.org. Files are also available on the Council's website at <https://snohomish.legistar.com/Legislation.aspx>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

Public Testimony: The public may testify in person or remotely. Written testimony may be sent to Snohomish County Council, 3000 Rockefeller Ave M/S 609, Everett, WA 98201, or e-mailed to contact.council@snoco.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, 1(800) 562-4367 x3494, TDD 1(800) 877-8339, or by e-mail elena.lao@snoco.org.

Dated this 21st day of October, 2025.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington


Council Chair

ATTEST:


Deputy Clerk of the Council

Publish: October 23, 2025

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

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 EDH1021586 ORDINANCE 25-072 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 10/23/2025 and ending on 10/23/2025 and that said newspaper was regularly distributed to its subscribers during all of said period.

The amount of the fee for such publication is \$116.25.

Subscribed and sworn before me on this 23rd day of October, 2025.

Randie P.

Notary Public in and for the State of Washington.

Snohomish County Human Resources | 14104502
ELENA LAO



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Dated this 21st day of October, 2025.

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

ATTEST:

/s/ Elena Lao, CMC
Deputy Clerk of the Council
104502
Published: October 23, 2025.

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