



Committee of the Whole

Jim Martin

Council Initiated:

Yes

No

ECAF: 2026-1402

Motion: 26-232

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: Confirming the appointment of Robert Sprague as Human Resources Department Director

Scope: Confirm the appointment of Robert Sprague as the Department Director for the Human Resources Department.

Start Date: June 4, 2026

Salary: Pay Range 265, Step 4 (\$208,249.32/annually)

Comment: Robert Sprague has served as Snohomish County Human Resources Department Deputy Director for more than four years. Prior to that Rob was hired as the County's first in-house negotiator, filling the position of Chief Labor Contract negotiator for nine years. Previous to this, he spent seven years as King County Chief Labor Contract negotiator. Rob's human resources and leadership experience make him well-suited for the new role.

Duration: N/A

Fiscal Impact: Current Year Multi-Year N/A

Authority Granted: N/A.

Background: Pursuant to Snohomish County Charter 3.40, the Executive is responsible for the nomination/appointment of department directors within the County, and each of these appointments are subject to confirmation or rejection by the Snohomish County Council through Motion. Action on nominations must take place within 60 days of the nomination or the appointment is automatically confirmed due to lack of action.

Requested Action: Move to Council for consideration.