

# 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 EDH950957 ORDINANCE 22-008 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 03/23/2022 and ending on 03/23/2022 and that said newspaper was regularly distributed to its subscribers during all of said period.

The amount of the fee for such publication is \$233.22.

Subscribed and sworn before me on this

24<sup>th</sup> day of March,

2022.



Notary Public in and for the State of Washington.

Snohomish County Council | 14104482  
ELENA LAO

SNOHOMISH COUNTY COUNCIL  
RECEIVED \_\_\_\_\_ TIME \_\_\_\_\_

MAR 28 2022

CC'D TO	CF	GOT
JLM	DIST 1	DLE
JDG	DIST 2	ALC
YSW	DIST 3	ELL
HCB	DIST 4	CMF
NAG	DIST 5	



SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington  
NOTICE OF INTRODUCTION OF ORDINANCE  
AND

NOTICE OF PUBLIC HEARING

NOTICE IS HEREBY GIVEN, that the Snohomish County Council will hold a public hearing to consider Proposed Ordinance 22-008 on Wednesday, April 6, 2022, at the hour of 10:30 a.m. at 3000 Rockefeller Avenue, 8th Floor, Jackson Board Room, Everett, WA, in conjunction with a remote meeting platform via the following Zoom link:

Zoom Webinar link: <https://zoom.us/j/94846850772>  
Dial in: (253) 215 8782 or (301) 715 8592  
Meeting ID: 948 4685 0772

Note: Please check the Council webpage 24 hours prior to the scheduled hearing time for the most up-to-date information

<https://snohomish.legistar.com/Calendar.aspx>,  
or contact the Council Clerk at 425-388-3494 or at  
[contact.council@snoco.org](mailto:contact.council@snoco.org).

**Background:** By Ordinance 21-039, Snohomish County Council adopted pay differential rules for employees on military leave, to address the potential loss of income during deployment. This proposed ordinance further addresses this issue, further defines eligible leaves, amends the calculation of pay differential by further defining what constitutes "base pay", and allowing for the continuation of leave accrual while on military leave. A summary is as follows.

PROPOSED ORDINANCE NO. 22-008  
ORDINANCE AMENDING SNOHOMISH COUNTY CODE  
SECTION 3A.06.055 RELATING TO  
EMPLOYEE MILITARY SERVICE

The following subsections of Snohomish County Code Chapter 3A.06.055 are amended to read:

(2) Definitions

(a) Uniformed Services. Service in any branch of the United States armed forces (Army, Navy, Air Force, Marines, Coast Guard), including the reserves, the Army and Air National Guards, and the commissioned corps of the Public Health Service, and any other persons designated by the President of the United States.

(b) Authorized Military Leave. Approved leave for active duty in the uniformed services, granted according to the provisions of this chapter.

(c) Involuntary Mobilization Leave. Authorized military leave granted to an employee due to an involuntary mobilization under Title 10 or 32 of the United States Code for an uninterrupted period exceeding 30 days.

(6) Active Duty Differential Payment. If, on or after July 1, 2021, a regular full-time or regular part-time employee of the county has been ~~((involuntarily mobilized under Title 10 or 32 of the United States Code for a period exceeding 30 days))~~ granted involuntary mobilization leave, the employee may receive from the county the difference between the employee's base pay and the employee's military pay plus allowances, if the military pay and allowances are lower than the county base pay, upon the employee's return to County employment. If, during a pay period for which the employee seeks differential pay, the employee ~~((receives))~~ received any pay from the county, the amount received will be deducted from the differential payment, if any, for the same pay period. Employees may elect to receive differential pay on a monthly basis or in a lump sum upon return from active duty. The county will pay based on its current pay schedule and shall deduct the prorated amount of the employee's military earnings across the county's pay structure.

The employee shall also continue to receive from the county any medical, dental, and vision benefits the employee was receiving prior to mobilization within the limits and restrictions of the insurance and medical benefit plans.

For the purposes of this section, "base pay" shall mean the employee's regular straight time base hourly rate of pay plus

longevity, educational incentive and/or specialty pay, if any. "Base pay" does not include any shift premium.

Only members and potential members of the regular classified non-represented and exempt regular employees of the legislative branch of government, the executive branch of government, the prosecuting attorney's office, superior and district courts, and regular employees represented by bargaining units to the extent agreed upon through collective bargaining to be bound by the terms of this section as now written, amended, or repealed, are eligible to receive differential pay and continuation of benefits under this section.

Receipt of differential payment and continuation of benefits is contingent on the employee applying for the same, ((agreeing-to)) seeking reemployment with ((Snohomish County)) the county or superior or district court under Title 38, Chapter 43 of the United States Code, the Uniformed Services Employment and Reemployment Act ("USERRA"), returning to active employment, and providing the county with supporting documentation as deemed necessary by the human resources department.

Payment and benefits provided for an involuntary mobilization under this section shall be limited to the term(s) of the involuntary mobilization, but in no case shall be provided for more than 24 months from the date of involuntary mobilization.

Receipt of differential pay and continuation of benefits shall not grant any right, benefit, or interest in employment or reemployment not granted to employees under USERRA or Washington state law. It is not a vested benefit and Snohomish County may repeal this program at any time.

(7) Continuation of Medical Insurance Benefits. Uniformed service members who are on unpaid leave of absence from employment because of the performance of ordered military duties may elect to continue their medical insurance coverage (including vision and dental insurance) for up to 24 months, or as required by law, by self-paying ((their share)) the full cost of the insurance premiums. Employees on involuntary mobilization leave may elect to continue such benefits for up to 24 months, with the county paying both the employer and employee portions of the insurance premiums. Premium payments must be made on the same schedule as is required for active employees in order to maintain coverage. Employees on military leave may establish a holding account with the County from which to draw payments in the event current pay is insufficient to cover benefit premiums due. Continuation of benefits for an involuntary mobilization is contingent on the employee applying for the same and providing the county with supporting documentation as deemed necessary by the human resources department.

(9) Leave Accrual. Employees on involuntary mobilization leave will continue to accrue leave under the applicable code or collective bargaining agreement (subject to maximum accrual limitations stated therein) as if the employee were in regular pay status. Leave accruals for an involuntary mobilization is contingent on the employee applying for the same and providing the county with supporting documentation as deemed necessary by the human resources department.

(11) Repeal. The ((ordinance)) provisions based on involuntary mobilization leave codified in this section shall be repealed without subsequent council action on the effective date United States Code, Title 38 is amended to include differential payments from any federal source.

At the hearing, the Council will consider a substitute ordinance that makes additional amendments to the proposed ordinance.

Where to Get Copies of the Proposed Ordinance. Copies of the full ordinance and related documentation are available upon request by calling the Snohomish County Council Office at (425) 388-3494, 1-800-562-4367 x3494, TDD 1-800-877-8339, or by e-mailing [Contact.Council@snoco.org](mailto:Contact.Council@snoco.org).

Website Access: The ordinance and related documents can be accessed through the Council's website at <https://snohomishlegistar.com/Legislation.aspx> (File 2022-0170) or <https://snohomishcountywa.gov/2134/Council-Hearings-Calendar-Hearings-Calendar>.

Public Testimony. All interested persons may testify concerning the above-described matter at the time and place indicated above or by remote participation in the meeting. Written testimony is encouraged and may be sent to Snohomish County Council, 3000 Rockefeller Avenue, M/S 609, Everett, WA 98201, faxed to 425 388-3496, or e-mailed to [contact.council@snoco.org](mailto:contact.council@snoco.org). Submitting testimony 24 hours prior to the hearing will ensure copies are provided to Council and appropriate staff in advance of the hearing. (Note: All public testimony are public records and may be subject to disclosure pursuant to RCW Chapter 42.56. Any contact information provided will be available to the public on the Council's website.)

American Disabilities Act Notice: Accommodations for persons with disabilities are available upon request. Please make arrangements one week prior to the hearing by calling Elena Lao at 425-388-3494, 1-800-562-4367 x3494, TDD 1-800-877-8339, or e-mail [elena.lao@snoco.org](mailto:elena.lao@snoco.org).

Dated this 16th day of March, 2022

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington  
/s/ Megan Dunn  
Council Chair

ATTEST:  
/s/ Elena Lao  
Asst. Clerk of the Council  
104482  
Published: March 23, 2022.

EDH950957

# 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 EDH952441 AMEND ORD 22-008 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 04/13/2022 and ending on 04/13/2022 and that said newspaper was regularly distributed to its subscribers during all of said period.

The amount of the fee for such publication is \$173.88.

Subscribed and sworn before me on this

13<sup>th</sup>

day of

April

2022

Linda Phillips

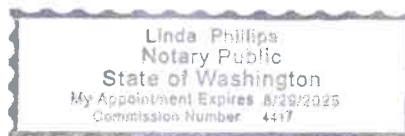
Notary Public in and for the State of Washington.

Snohomish County Council | 14104482  
ELENA LAO

SNOHOMISH COUNTY COUNCIL  
RECEIVED \_\_\_\_\_ TIME \_\_\_\_\_

APR 18 2022

CCD TO	CF	
JLM	DIST 1	GOT
JDG	DIST 2	DLE
YSW	DIST 3	ALC
HCB	DIST 4	ELL
NAG	DIST 5	CMF



SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington  
NOTICE OF ENACTMENT

NOTICE IS HEREBY GIVEN, that on April 6, 2022, the Snohomish County Council approved Amended Ordinance 22-009, which shall be effective on April 16, 2022.

**Background:** By Ordinance 21-039, Snohomish County Council adopted pay differential rules for employees on military leave, to address the potential loss of income during deployment. This ordinance further addresses this issue, further defines eligible leaves, amends the calculation of pay differential by further defining what constitutes "base pay", and allowing for the continuation of leave accrual while on military leave. A summary is as follows:

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(b) Authorized Military Leave. Approved leave for active duty in the uniformed services, granted according to the provisions of this chapter.

(c) Involuntary Mobilization Leave. Authorized military leave granted to an employee due to an involuntary mobilization under Title 10 or 32 of the United States Code for an uninterrupted period exceeding 30 days.

(6) Active Duty Differential Payment. If, on or after July 1, 2021, a regular full-time or regular part-time employee of the county has been ~~((involuntarily mobilized under Title 10 or 32 of the United States Code for a period exceeding 30 days))~~ granted involuntary mobilization leave, the employee may receive from the county the difference between the employee's base pay and the employee's military pay plus allowances, if the military pay and allowances are lower than the county base pay, upon the employee's return to County employment. If, during a pay period for which the employee seeks differential pay, the employee (receives) received any pay from the county, the amount received will be deducted from the differential payment, if any, for the same pay period. Employees may elect to receive differential pay on a monthly basis or in a lump sum upon return from active duty. The county will pay based on its current pay schedule and shall deduct the prorated amount of the employee's military earnings across the county's pay structure. The employee must submit all military pay stubs monthly or at the end of involuntary leave to receive differential pay.

The employee shall also continue to receive from the county any medical, dental, and vision benefits the employee was receiving prior to mobilization within the limits and restrictions of the insurance and medical benefit plans.

For the purposes of this section, "base pay" shall mean the employee's regular straight time base hourly rate of pay plus longevity, educational incentive and/or specialty pay, if any. "Base pay" does not include any shift premium.

Only members and potential members of the regular classified non-represented and exempt regular employees of the legislative branch of government, the executive branch of government, the prosecuting attorney's office, superior and district courts, and regular employees represented by bargaining units to the extent agreed upon through collective bargaining to be bound by the terms of this section as now written, amended, or repealed, are eligible to receive differential pay and continuation of benefits under this section.

Receipt of differential payment and continuation of benefits is contingent on the employee applying for the same, ~~((agreeing-to))~~

seeking reemployment with ((Snohomish County)) the county or superior or district court under Title 38, Chapter 43 of the United States Code, the Uniformed Services Employment and Reemployment Act ("USERRA"), returning to active employment, and providing the county with supporting documentation as deemed necessary by the human resources department.

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(7) Continuation of Medical Insurance Benefits. Uniformed service members who are on unpaid leave of absence from employment because of the performance of ordered military duties may elect to continue their medical insurance coverage (including vision and dental insurance) for up to 24 months, or as required by law, by self-paying ((their-share)) the full cost of the insurance premiums. Employees on involuntary mobilization leave may elect to continue such benefits for up to 24 months, with the county paying the employer's portion of the insurance premiums. Premium payments must be made on the same schedule as is required for active employees in order to maintain coverage. Continuation of benefits for an involuntary mobilization is contingent on the employee applying for the same and providing the county with supporting documentation as deemed necessary by the human resources department. Employees on voluntary military leave may establish a holding account with the County from which to draw payments in the event current pay is insufficient to cover benefit premiums due.

(9) Leave Accrual. Employees on involuntary mobilization leave will continue to accrue leave under the applicable code or collective bargaining agreement (subject to maximum accrual limitations stated therein) as if the employee were in regular pay status. Leave accruals for an involuntary mobilization is contingent on the employee applying for the same and providing the county with supporting documentation as deemed necessary by the human resources department.

(12) Repeal. The ((ordinance)) provisions based on involuntary mobilization leave codified in this section shall be repealed without subsequent council action on the effective date United States Code, Title 38 is amended to include differential payments from any federal source.

Copies of the Ordinance: For copies of the ordinance, call 425-388-3494, 1-800-562-4367 x3494, TDD 1-800-877-8339; or e mail [Contact.Council@snoco.org](mailto:Contact.Council@snoco.org). The ordinance is also available on the Council's website at

<https://snohomish.legistar.com/Default.aspx> (File #2022-0170).

Dated this 8th day of April, 2022.

/s/ Elena Lao  
Asst. Clerk of the Council  
104482

Published: April 13, 2022.

EDH952441