

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington

ORDINANCE NO. 25-083

RELATING TO TERMS OF EMPLOYMENT FOR EXEMPT POSITIONS; AND  
AMENDING ORDINANCE NO. 25-071

WHEREAS, SCC 3.68.010 provides that each Superior Court judge may designate two positions as exempt, which currently includes Law Clerk/Bailiff positions in Superior Court; and

WHEREAS, Ordinance No. 25-071, approved by Council on November 5, 2025, amended SCC Chapter 3.68 such that, as of January 1, 2026, positions designated as exempt will transition to positions designated as non-classified; and

WHEREAS, Ordinance No. 25-072, approved by Council on November 5, 2025, established the 2026 pay plan, which included the 2026 classified / non-classified rate table; and

WHEREAS, Ordinance No. 25-071 further provided that current exempt employees shall transition to an equivalent non-classified position at a designated step on a six-step pay range as established in the 2026 pay plan; and

WHEREAS, the former exempt pay plan provided for multiple steps for all classifications with the exception of the Law Clerk/Bailiff classification, which had a single rate of pay; and

WHEREAS, aligning the Law Clerk/Bailiff single pay rate using the same formula applicable to other exempt positions transitioning to non-classified positions would have the effect of devaluing the position; and

WHEREAS, the varied tenure of current employees in the Law Clerk/Bailiff classification is not recognized in the current conversion to the classified / non-classified rate table.

NOW, THEREFORE BE IT ORDAINED:

Section 1. Section 56 of Ordinance No. 25-071, approved on November 5, 2025, is amended to read:

Section 56. A new section is added to Chapter 3.68 to read:

**3.68.085 Transition of employees.**

Current employees occupying an exempt position on the effective date of this ordinance in a pay range with multiple steps shall transition to an equivalent non-classified position in which step 5 of the established pay range is closest to the top step of their exempt position pay range. Such

1 employees shall have a January 1 anniversary date in the non-classified position and placed at  
2 the lowest step in the established pay range for the non-classified position that represents a  
3 minimum two-percent (2%) increase over their exempt position pay rate but no higher than step  
4 6. Current employees occupying an exempt position on the effective date of this ordinance in a  
5 pay range with a single step shall transition to an equivalent non-classified position in which  
6 Step 2 of the established pay range is closest to the single rate of the exempt pay range. Such  
7 employees shall have a January 1 anniversary date in the non-classified position and those with  
8 less than two (2) years in the position shall be placed at Step 3, those with two to four (2 – 4)  
9 years in the position shall be placed at Step 4, and those employees with more than four (4) years  
10 tenure shall be placed at Step 5.

11  
12 PASSED this \_\_\_\_ day of \_\_\_\_\_, 2025.

13  
14 SNOHOMISH COUNTY COUNCIL  
15 Snohomish County, Washington

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19 \_\_\_\_\_  
20 Chairperson

21 ATTEST:

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24 \_\_\_\_\_  
25 Asst. Clerk of the Council

26  
27 ( ) APPROVED  
28 ( ) EMERGENCY  
29 ( ) VETOED

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31 DATE: \_\_\_\_\_

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35 \_\_\_\_\_  
36 County Executive

37 ATTEST:

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43 Approved as to form only:

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46 \_\_\_\_\_  
47 Deputy Prosecuting Attorney