



Finance, Budget and Administration

Nicole Gorle

Council Initiated:

☐ Yes

☒ No

ECAF: 2025-3725

Motion: 25-559

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: Snohomish County Executive Branch Equal Employment Opportunity Plan for 2025-2026

Scope: Motion 25-559 would adopt the Executives 2025-2026 Equal Employment Opportunity Plan.

The proposed goals for 2025-2026 are:

- Support the Executive and Office of Social Justices' work on Diversity Equity and Inclusion principals.
- Continued work on recruitment and retention of ethnically diverse candidates.
- Continued implementation of the class/comp study.
- Continued community outreach through job fairs, community service, and attendance at conferences emphasizing DEI principals such as Step Up.
- Continued promotion and development of employee wellness options and promotion of the Employee Assistance Program.
- Continued efforts to make sure County online tools are equitable and accessible for County residents and employees.

Duration: June 1, 2025 through May 31, 2026

Fiscal Impact: ☐ Current Year ☐ Multi-Year ☒ N/A

Authority Granted: n/a

Background: Snohomish County, through adoption of SCC 3.57.010 is committed "to provide equal employment opportunity to all its employees and applicants for employment, and to assure that there is no discrimination against any person on the basis of his or her race, color, sex, religion, marital status, national origin, age, sexual orientation, citizenship, veteran status, or the presence of any sensory, mental, or physical disability in accordance with state and federal laws." In addition, Snohomish County will act affirmatively "to eliminate barriers to equal employment opportunity encountered by women and racial minorities and to improve employment opportunities available to specific underutilized groups of women and racial minorities". Snohomish County Code 3.57.060 requires County Council to adopt an affirmative action plan.

Requested Action: Move to GLS for consideration.