

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington

MOTION NO. 24-516

APPROVING AND IMPLEMENTING COMPENSATION INCREASES  
FOR NON-REPRESENTED COUNTY EMPLOYEES AS AUTHORIZED  
IN THE 2025-2026 BIENNIAL BUDGET

WHEREAS, by Amended Ordinance 24-083, adopted on November 25, 2024, the Snohomish County Council adopted the 2025-2026 Biennial Budget ("2025-2026 Budget Ordinance"); and

WHEREAS, Section 3(a) of the 2025-2026 Budget Ordinance provides that compensation levels for 2025 for non-represented regular employees (except the elected officials identified in SCC 2.105.010, employees covered by the Sheriff's Office exempt employees compensation plan established by SCC 3.69.050 and District and Superior Court Judges and Commissioners) are intended to be treated in a manner that is the same in both amount and manner of payment (lump sum and/or increase in total compensation going forward) as any compensation increases granted to AFSCME union employees, not subject to interest arbitration in their collective bargaining agreements covering the year 2025 determined at the time wage negotiations between the county and its AFSCME union employees are concluded; and

WHEREAS, Section 3(b) of the 2025-2026 Biennial Budget Ordinance provides that active non-represented temporary employees who perform duties that are equivalent to those performed by regular employees and who receive a rate of compensation for such work that is equal to the rate paid for that work done by regular employees shall receive a cost of living adjustment (COLA) equivalent to that for regular employees; and

WHEREAS, good faith negotiations were recently completed and the parties have ratified and signed a Primary Collective Bargaining Agreement between Snohomish County and Washington State Council of County and City Employees, Council 2, AFSCME, AFL-CIO governing the 2025 calendar year (CBA); and

WHEREAS, the cost-of-living adjustment (COLA) negotiated in the CBA is three and sixty-three hundredth percent (3.63%), effective January 1, 2025; and

WHEREAS, Section 3 of the 2025-2026 Biennial Budget Ordinance provides that the amount of compensation increases applicable to non-represented regular and certain temporary employees must be established by motion, and

WHEREAS, the County Council desires to implement the approved compensation increase for non-represented employees;

NOW, THEREFORE, ON MOTION, the Snohomish County Council adopts and approves a COLA for non-represented employees as follows.

1. Non-represented regular employees, except the elected officials identified in SCC 2.105.010, employees covered by the Sheriff's Office exempt employees compensation plan established by SCC 3.69.050, and District and Superior Court Judges and Commissioners, shall receive a compensation increase equivalent to a three and sixty-three hundredth percent (3.63%) increase effective January 1, 2025, based on the rates of compensation for 2024 previously adopted by the County Council.


2. Active non-represented temporary employees who are employed performing duties which are equivalent to those performed by regular employees and who are receiving a rate of compensation for such work which is equal to the rate paid for that work done by regular employees shall also receive the cost-of-living adjustment specified in paragraph 1 of this motion.

DATED this 18<sup>th</sup> day of December, 2024.

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington

  
\_\_\_\_\_  
Council Chair

ATTEST:

  
\_\_\_\_\_  
Deputy Clerk of the Council