

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

ORDINANCE NO. 25-072

AN ORDINANCE ESTABLISHING THE 2026 PAY PLAN

WHEREAS, SCC 3A.05.010 provides that the human resources director shall prepare and submit a proposed ordinance establishing an annual pay plan setting forth the official pay range for each class of work in the classification plan; and

WHEREAS, SCC 3.68.050 and SCC 3.69.050 provide that pay ranges for exempt employees other than superior court commissioners must be proposed by the human resources director to the executive and council for adoption; and

WHEREAS, the human resources director has prepared and submitted a proposed ordinance that would retitle exempt employees as non-classified personnel and consolidate the classified and non-classified pay plans; and

WHEREAS, the human resources director proposes to create a true five-percent (5%) differential between pay steps and pay grades in the consolidated pay plan where possible to create consistency and administrative simplicity; and

WHEREAS, AFSCME union employees will receive an additional step on their pay schedules effective January 1, 2026 in lieu of a cost of living adjustment; and

WHEREAS, Amended Ordinance No. 24-083 provides that the base 2025 and 2026 compensation levels of non-represented county employees shall be treated the same as those granted to AFSCME union employees not subject to interest arbitration in their collective bargaining agreements covering the years 2024, 2025 and 2026; and

WHEREAS, the majority of bargaining units in the Health Department agreed to a cost of living adjustment formula resulting in a 2.72% across the board increase in 2026; and

WHEREAS, the other wage tables have been established through collective bargaining and or separate statutory processes;

NOW, THEREFORE BE IT ORDAINED that the following tables shall be effective January 1, 2026, and together shall constitute the classified and non-classified pay plan, which shall remain in effect until modified by ordinance and as required by collective bargaining agreement:

Section 1. Exhibit A shall establish the 2026 Allied Professional Health Rate Table.

Section 2. Exhibit B shall establish the 2026 Health Department (Non-Represented) Rate Table.

Section 3. Exhibit C shall establish the 2026 Environmental Health Rate Table.

1 Section 4. Exhibit D shall establish the 2026 Environmental Health Supervisors Rate
2 Table.

3
4 Section 5. Exhibit E shall establish the 2026 Clerk's Association Rate Table.

5
6 Section 6. Exhibit F shall establish the 2026 Corrections Support Rate Table.

7
8 Section 7. Exhibit G shall establish the 2026 Law Enforcement Support Rate Table.

9
10 Section 8. Exhibit H shall establish the 2026 Corrections Supervisors Rate Table.

11
12 Section 9. Exhibit I shall establish the 2026 Classified / Non-Classified Rate Table.

13
14 Section 10. Exhibit J shall establish the 2026 Airport, Fleet, Roads and Solid Waste
15 Supervisors Rate Table.

16
17 Section 11. Exhibit K shall establish the 2026 Juvenile Court Supervisors Association
18 Rate Table.

19
20 Section 12. Exhibit L shall establish the 2026 Washington State Nurses Association
21 Rate Table.

22
23 Section 13. Exhibit M shall establish the 2026 Prosecuting Attorney Criminal Rate
24 Table.

25
26 Section 14. Exhibit N shall establish the 2026 Airport Fire Fighter Rate Table.

27
28 Section 15. Exhibit O shall establish the 2026 Sheriff Deputies and Sergeants Rate
29 Table subject to modifications upon full ratification of a successor agreement.

30
31 Section 16. Exhibit P shall establish the 2026 Sheriff Lieutenant and Captains Rate
32 Table subject to modification upon full ratification of a successor agreement.

33
34 Section 17. Exhibit Q shall establish the 2026 Information Services Rate Table.

35
36 Section 18. Exhibit R shall establish the 2026 Corrections Deputies Rate Table.

37
38 Section 19. Exhibit S shall establish the 2026 Corrections Sergeants and Lieutenants
39 Rate Table subject to modification upon full ratification of a successor agreement.

40
41 Section 20. Exhibit T shall establish the 2026 Public Works Rate Table.

42
43
44 PASSED this ____ day of October, 2025.

45
46 SNOHOMISH COUNTY COUNCIL
47 Snohomish County, Washington

48
49
50 _____
51 Chairperson

1 ATTEST:
2
3

4 _____
5 Asst. Clerk of the Council
6
7
8
9

10
11
12
13
14 () APPROVED
15 () EMERGENCY
16 () VETOED
17

18 DATE: _____
19
20

21 _____
22 County Executive
23
24

25 ATTEST:
26
27

28 _____
29
30 Approved as to form only:
31
32
33

34 /s/Steve Bladek
35 Deputy Prosecuting Attorney