



Committee of the Whole

Jim Martin

Council Initiated:

☐ Yes

☒ No

ECAF: 2025-3350

Ordinance: 25-072

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: An ordinance establishing the 2026 Pay Plan.

Scope: This ordinance would establish the pay plan structure for 2026, including the movement of “exempt employees” to “non-classified personnel”, and the inclusion of a new step 6, as bargained in the most recent collective bargaining agreements. The inclusion of a step 6 is in lieu of a cost of living adjustment in 2026. The proposal includes the creation of a true five percent differential between pay steps and pay grades in the consolidated pay plan where possible to create consistency and administrative simplicity.

Duration: N/A

Authority Granted: N/A

Background: Snohomish County Code 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. Amended ordinance 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.

Requested Action: Move to Council to set time and date for a public hearing.