

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

NOTICE OF ENACTMENT

NOTICE IS HEREBY GIVEN, that on November 5, 2025, the Snohomish County Council adopted Ordinance 25-072, which shall be effective January 1, 2026. A summary of the ordinance is as follows:

ORDINANCE NO. 25-072

AN ORDINANCE ESTABLISHING THE 2026 PAY PLAN

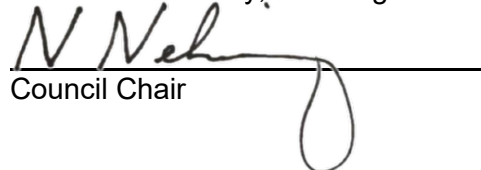
Summary: Snohomish County Code 3A.05.010 provides that the Human Resources Director prepares and submits a proposed ordinance establishing an annual pay plan. Amended Ordinance No. 24-083 stipulates that the compensation levels of non-represented county employees shall align with those of represented employees who are not subject to interest arbitration in their collective bargaining agreements. This ordinance establishes the rate tables for both classified and non-classified employees of the County. Rate tables for represented employees are consistent with their collective bargaining agreements. The Classified rate table has been modified to create a true five percent (5%) between steps and pay grades, correcting an inconsistency that existed previously with variances from 4.8% to 5.2%. Additionally, a new Step 6 has been added consistent with collective bargaining agreements with AFSCME represented employees. The Health Department Non-Represented Rate Table represents the same 2.72% increase agreed upon with the majority of represented bargaining units in the Health Department. Also, the rate table was expanded by 18 pay grades to accommodate the transition of non-classified personnel. The amended rate table has been renamed the Classified / Non-Classified rate table. Exhibits A through T illustrate the proposed rate tables for 2026 for classified and non-classified employees.

For More Information: Copies of the full ordinance and related documents are available upon request by calling the Council Office at (425) 388-3494, 1(800) 562-4367 x3494, TDD 1(800) 877-8339, or by e-mailing Contact.Council@snoco.org. Files are also available on the Council's website at <https://snohomish.legistar.com/Legislation.aspx> (File # 2025-3350).

Website Access: This ordinance and other documents can be accessed through the Council websites at: <https://snohomish.legistar.com/Calendar.aspx> or <http://www.snohomishcountywa.gov/2134/County-Hearings-Calendar>.

DATED this 14th day of November 2025.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington


Council Chair

ATTEST:


Clerk of the Council

Publish: November 19, 2025

SUBMIT AFFIDAVIT TO: County Council
SUBMIT INVOICE TO: Human Resources - 104502

Everett Daily Herald

SNOHOMISH COUNTY COUNCIL

RECEIVED

DATE: 11/20/25 Time 2:27 p.m.

Affidavit of Publication

State of Washington }

County of Snohomish } ss

Michael Gates being first duly sworn, upon oath deposes and says: that he/she is the legal representative of the Everett Daily Herald a daily newspaper. The said newspaper is a legal newspaper by order of the superior court in the county in which it is published and is now and has been for more than six months prior to the date of the first publication of the Notice hereinafter referred to, published in the English language continually as a daily newspaper in Snohomish County, Washington and is and always has been printed in whole or part in the Everett Daily Herald and is of general circulation in said County, and is a legal newspaper, in accordance with the Chapter 99 of the Laws of 1921, as amended by Chapter 213, Laws of 1941, and approved as a legal newspaper by order of the Superior Court of Snohomish County, State of Washington, by order dated June 16, 1941, and that the annexed is a true copy of EDH1022827 ORD 25-072 as it was published in the regular and entire issue of said paper and not as a supplement form thereof for a period of 1 issue(s), such publication commencing on 11/19/2025 and ending on 11/19/2025 and that said newspaper was regularly distributed to its subscribers during all of said period.

The amount of the fee for such publication is \$82.15.

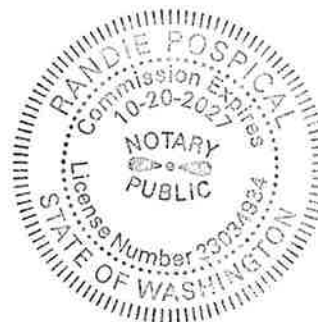
Subscribed and sworn before me on this

19th day of November
2025

Randie P.

Notary Public in and for the State of Washington.

Snohomish County Human Resources | 14104502
DEBBIE ECO



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Snohomish County, Washington
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DATED this 14th day of November 2025.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington
/s/ Nate Nehring
Council Chair

ATTEST:
/s/ Debbie Eco, CMC
Clerk of the Council
104502
Published: November 19, 2025.

EDH1022827