

Ord 21-045  
Notice

# Everett Daily Herald

## Affidavit of Publication

State of Washington }

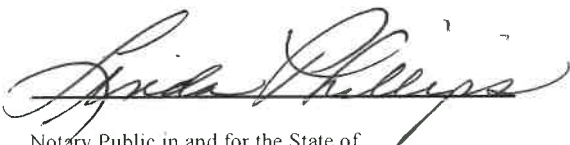
County of Snohomish } ss

Maggie Boyd 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 EDH932233 ORDINANCE 21-045 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 07/09/2021 and ending on 07/09/2021 and that said newspaper was regularly distributed to its subscribers during all of said period.

The amount of the fee for such publication is \$162.36.

Subscribed and sworn before me on this

9th day of July,  
2021



Notary Public in and for the State of  
Washington.

Snohomish County Budget & Finance | 14104473  
BJENALAO

SNOHOMISH COUNTY COUNCIL

RECEIVED \_\_\_\_\_ TIME \_\_\_\_\_

JUL 12 2021

CC'D TO	CF	
JLM	DIST 1	GOT
JDG	DIST 2	DLE
YSW	DIST 3	ALC
HCB	DIST 4	ELL
NAG	DIST 5	CMF



SNOMISH COUNTY COUNCIL  
SNOMISH COUNTY, WASHINGTON  
NOTICE OF INTRODUCTION OF ORDINANCE  
and  
NOTICE OF PUBLIC HEARING

NOTICE IS HEREBY GIVEN that the Snohomish County Council will hold a public hearing to consider Proposed Ordinance 21-045 on Wednesday, July 21, 2021, at the hour of 10:30 a.m. at 3000 Rockefeller Avenue, 6th Floor, Jackson Board Room, Everett, WA, in conjunction with a remote meeting platform via the following Zoom link:

Zoom Webinar link: <https://zoom.us/j/94846850772>

Dial in: (253) 215 8782 or (301) 715 8592

Meeting ID: 948 4685 0772

**Background:** Many County employees have performed duties or work involving additional risk of exposure during the COVID-19 emergency. To ensure that those eligible County employees are compensated for the risks of working during the COVID-19 emergency and to promote retention of vital workers, the proposed ordinance authorizes eligible County employees to receive up to \$1,250 Premium Pay as allowed by the CLRF-ARPA federal award for future work.

A summary is as follows:

PROPOSED Ordinance No. 21-045

AN ORDINANCE OF THE SNOMISH COUNTY COUNCIL  
RELATING TO COVID-19 PREMIUM PAY FOR ELIGIBLE  
SNOMISH COUNTY EMPLOYEES

**Section 1. Findings.** Adopts findings in support of ensuring that eligible County employees are compensated for the risks of working during the COVID-19 emergency.

**Section 2. Eligible Employees.**

An eligible employee is an employee that, as of July 15, 2021 meets all the following criteria and is not excluded under Section 4:

- A. Employed by Snohomish County, the Snohomish County Superior Court, or the Snohomish County District Court in a regular full or part-time position budgeted for at least twenty (20) hours per week in Amended Ordinance 20-075.
- B. Employed in the position and assigned regular duties within the job description for at least six (6) months between March 1, 2020 and July 15, 2021.
- C. During the six (6) qualifying months of assigned duties, was required by a supervisor or manager to perform job duties on-site (as opposed to remote telework) for a cumulative total of at least one-hundred-twenty (120) work hours that placed the employee in a position of potential exposure to COVID-19. As used in this ordinance, a position of potential exposure to COVID-19 means performing job duties in an on-site work location where the employee must interact in person with members of the public for a cumulative total of at least fifteen (15) minutes in a twenty-four (24) hour period or with co-workers that in the same day interacted with members of the public for a cumulative total of at least fifteen (15) minutes in a twenty-four hour period.

**Section 3. Premium Pay.**

An eligible employee shall receive premium pay for hours worked up to a maximum total of twelve-hundred-fifty-dollars (\$1250) in premium pay as follows:

- A. FLSA exempt employees shall receive a lump sum of \$625 in each of the first two pay periods that the FLSA exempt employee receives paid compensation for at least seven (7) eight-hour work shifts or an equivalent number of work hours in the months of September and/or October 2021.
- B. FLSA non-exempt employees shall receive a premium of \$8.00 per hour (\$12.00 per hour for hours worked at a time-and-a-half overtime rate) for each hour worked in September and October 2021 until a maximum premium of twelve-hundred-and-fifty (\$1250) in premium pay is earned.

**Section 4. Exclusions.** The following employees are excluded from eligibility: Executive Office employees, County Council Office employees, Elected Officials, Department Directors and Deputy Department Directors.

Section 5. Executive Authority

- A. The Executive, or designee(s) shall determine employee eligibility based on the criteria in Sections 2 and 4. Such determinations shall be final and shall not be subject to any grievance or appeal process. The determination shall be documented and include written justification of how the premium pay responds to eligible employee needs in performing essential work.
- B. The Executive is authorized to enter into agreements with bargaining unit representatives regarding application of this ordinance to represented employees that solely mirror its provisions.

Section 6. Savings. With respect to the subject matter of this ordinance, the County will retain the status quo working conditions of employees covered by existing collective bargaining agreements or a dynamic status quo until such time as the working conditions of such employees are changed in accordance with law. At the hearing, the Council may also consider alternatives/ amendments to the proposed ordinance.

Where to Get Copies of the Proposed Ordinance: Copies of the full ordinance and related documentation are available upon request by calling the Snohomish County Council Office at (425) 388-3494, 1-800-562-4367 x3494, TDD 1-800-877-8339, or by e-mailing [Contact.Council@snoco.org](mailto:Contact.Council@snoco.org).

Website Access: The proposed ordinance is also available on the County Council's website at <https://snohomishcountywa.gov/2134/Council-Hearings-Calendar>.

Public Testimony: All interested persons may provide public testimony in person and remotely. Written testimony is encouraged and may be sent to Snohomish County Council, 3000 Rockefeller Avenue, M/S 609, Everett, WA 98201, fax to 425-388-3496, or e-mail to [contact.council@snoco.org](mailto:contact.council@snoco.org). Submitting testimony 24 hours prior to the hearing will ensure copies are provided to Council and appropriate staff prior to the hearing. (Note: All public testimony are public records and may be subject to disclosure pursuant to RCW Chapter 42.56. Any contact information provided will be available to the public on the Council's website.)

American Disabilities Act Notice: For hearings held in the Council Board Room, accommodations for persons with disabilities are available upon request. Please make arrangements one week prior to the hearing by calling Elena Lao at 425-388-3494, 1-800-562-4367 x3494, TDD 1-800-877-8339, or e-mail [elena.lao@snoco.org](mailto:elena.lao@snoco.org).

Dated this 7th day of July, 2021.

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington  
/s/ Stephanie Wright  
Council Chair

ATTEST:  
/s/ Elena Lao  
Asst. Clerk of the Council  
104473  
Published: July 9, 2021

EDH932233

# Everett Daily Herald

017 21-045  
enactment

## Affidavit of Publication

SNOHOMISH COUNTY COUNCIL

RECEIVED \_\_\_\_\_ TIME \_\_\_\_\_

State of Washington }

County of Snohomish } ss

JUL 30 2021

Dicy Sheppard 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 EDH933974 AMENDED ORD 21-045 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 07/28/2021 and ending on 07/28/2021 and that said newspaper was regularly distributed to its subscribers during all of said period.

CC'D TO	CF	
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HCB	DIST 4	ELL
NAG	DIST 5	CMF

RCB RJ

The amount of the fee for such publication is \$108.24.

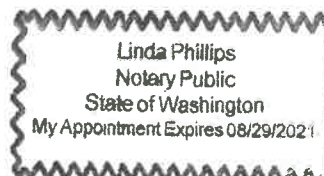
Subscribed and sworn before me on this

28<sup>th</sup> day of July,  
2021.

Linda Phillips

Notary Public in and for the State of Washington.

Snohomish County Budget & Finance | 14104473  
ELENA LAO



SNOHOMISH COUNTY COUNCIL  
SNOHOMISH COUNTY, WASHINGTON  
NOTICE OF ENACTMENT  
NOTICE IS HEREBY GIVEN, that on July 21, 2021, the Snohomish County Council adopted Amended Ordinance 21-045, which shall be effective August 2, 2021. A summary of the amended ordinance is as follows:

AMENDED Ordinance No. 21-045  
AN ORDINANCE OF THE SNOHOMISH COUNTY COUNCIL  
RELATING TO COVID-19 PREMIUM PAY FOR ELIGIBLE  
SNOHOMISH COUNTY EMPLOYEES

Section 1. Findings. Adopts findings in support of ensuring that eligible County employees are compensated for the risks of working during the COVID-19 emergency.

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- B. Employed in the position and assigned regular duties within the job description for at least six (6) months between March 23, 2020 and July 5, 2021.
- C. During the six (6) qualifying months of assigned duties, was required by a supervisor or manager to perform job duties on-site (as opposed to remote telework) for a cumulative total of at least one-hundred-twenty (120) work hours that placed the employee in a position of potential exposure to COVID-19. As used in this ordinance, a position of potential exposure to COVID-19 means performing job duties in an on-site work location where the employee must interact in person with members of the public for a cumulative total of at least fifteen (15) minutes in a twenty-four (24) hour period or with co-workers that in the same day interacted with members of the public for a cumulative total of at least fifteen (15) minutes in a twenty-four hour period.

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Section 4. Exclusions. The following employees are excluded from eligibility: Executive Office employees, County Council Office employees, Elected Officials, Department Directors and Deputy Department Directors.

Section 5. Executive Authority.

- A. The Executive, or designee(s) shall determine employee eligibility based on the criteria in Sections 2 and 4. Such determinations shall be final and shall not be subject to any grievance or appeal process. The determination shall be documented and include written justification of how the premium pay responds to eligible employee needs in performing essential work.
- B. The Executive is authorized to enter into agreements with bargaining unit representatives regarding application of this ordinance to represented employees that solely mirror its provisions.

Section 6. Savings. With respect to the subject matter of this ordinance, the County will retain the status quo working conditions of employees covered by existing collective bargaining agreements or a dynamic status quo until such time as the working conditions of such employees are changed in accordance with law.

# Classified Proof

Copies of the Ordinance: To request copies of the ordinance, please call 425-388-3494, 1-800-562-4367 x3494, TDD 1-800-877-8339, or e-mail [ContactCouncil@snoco.org](mailto:ContactCouncil@snoco.org). The ordinance is also available on the County webpage at <https://snohomishcountywa.gov/2134/Council-Hearings-Calendar> or <https://snohomish.legistar.com>.  
Dated this 26th day of July, 2021.  
/s/ Elena Lao  
Asst. Clerk of the Council  
104473  
Published: July 28, 2021.

EDH933974