



Citizens' Commission on Salaries of Elected Officials 2024



Commissioner Handbook

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Central Human Resources Compensation & Classification Team

shr-compclass@snoco.org

Lindsey Jones
HR Business Partner II

Chris Räbe
HR Consultant



Meeting Agendas and Timelines

Date	Discussion/Agenda
March 20, 2024 6:00pm	<ul style="list-style-type: none"> • Introductions and overview of commission duties • Selection of chairperson • Determination of quorum • Review salary and benefit data • Salary discussion • Other business • Confirm next meeting dates
<i>Tentatively</i> March 27, 2024 6:00pm	<ul style="list-style-type: none"> • Discussion of salary schedule • Elected Official comments • Adoption of preliminary salary schedule • Confirm next meeting date
<i>Tentatively</i> April 3, 2024 6:00pm	<ul style="list-style-type: none"> • Continued discussion of salary schedule • Adoption of salary schedule
<i>Tentatively</i> April 10, 2024	4 th meeting date if necessary
May 1, 2024	Deadline to file salary schedule with County Council and County Auditor
January 1, 2025	Effective date of new salary schedule for 2025 and 2026 <ul style="list-style-type: none"> • Salary schedule is incorporated into the county budget without further action by the County Council, County Executive, or Commission. • Salary decreases established by the commission become effective as to incumbent elected officials at the commencement of the next term of office. • Salary increases and decreases are subject to referendum as provided in SCC 2.105.080 and charter section 6.120.



Salary Commission

Why Are We Here

- Salary Commission has a long history in Snohomish County. Started out as an Advisory Committee to the County Council.

Has been in place since 1997

- In 2006, voters approved an amendment to the Snohomish County Charter creating an independent commission.

- The Commission sets the salaries for the County Council, Executive, Assessor, Auditor, Clerk, Sheriff, Treasurer and Prosecuting Attorney for the next two years, starting January 1.

Salary schedule is due no later than May 1



How Members Are Appointed

The commission is comprised of 10 members.

- Six selected by lot by County Auditor: one per Council district plus one “at large”
- Four selected by Executive with experience in personnel representing business, professional personnel management, legal profession, and organized labor
- Confirmed by County Council

Term

- Two years
- Two terms maximum

Compensation

- None



Commission's Responsibilities

Include:

- Studying the relationship of salaries to duties of the elected officials
- Establishing the salary schedule for each elected official for next two years
- Serving as an independent body with the fullest cooperation of all elected officials, departments and agencies of the County

Do not include:

- Evaluating performance of elected officials
- Recommending policy changes
- Weighing in on political issues
- Making budget recommendations





Snohomish County Citizens' Commission on Salaries of Elected Officials

Board Membership

<p>DISTRICT 1</p> <p>James Caravan Marysville</p>	<p>DISTRICT 2</p> <p>Anna Strom Everett</p> <p><i>Reappointment for 2nd Term</i></p>	<p>DISTRICT 3</p> <p>Markus Surratt Lynnwood</p> <p><i>Reappointment for 2nd Term</i></p>
<p>DISTRICT 4</p> <p>Nidhi Goyat Bothell</p>	<p>DISTRICT 5</p> <p>Erik Martin Snohomish</p>	<p>Citizen At Large</p> <p>Deborah Hoover Marysville</p>

<p>Representing Professional Personnel Management</p> <p>Megan Hodgson</p> <p>City of Marysville Human Resources</p>	<p>Representing the Legal Profession</p> <p>Cory Rein</p> <p>Cogdill Nichols Rein Wartelle Andrews</p> <p><i>Reappointment for 2nd Term</i></p>	<p>Representing Organized Labor</p> <p>Charlotte Murry</p> <p>Snohomish & Island County Labor Council</p> <p><i>Reappointment for 2nd Term</i></p>	<p>Representing the Business Sector</p> <p>Joseph Wankelman</p> <p>Data Analyst & Project Manager</p>
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County Charter and Code

County Charter

County Code

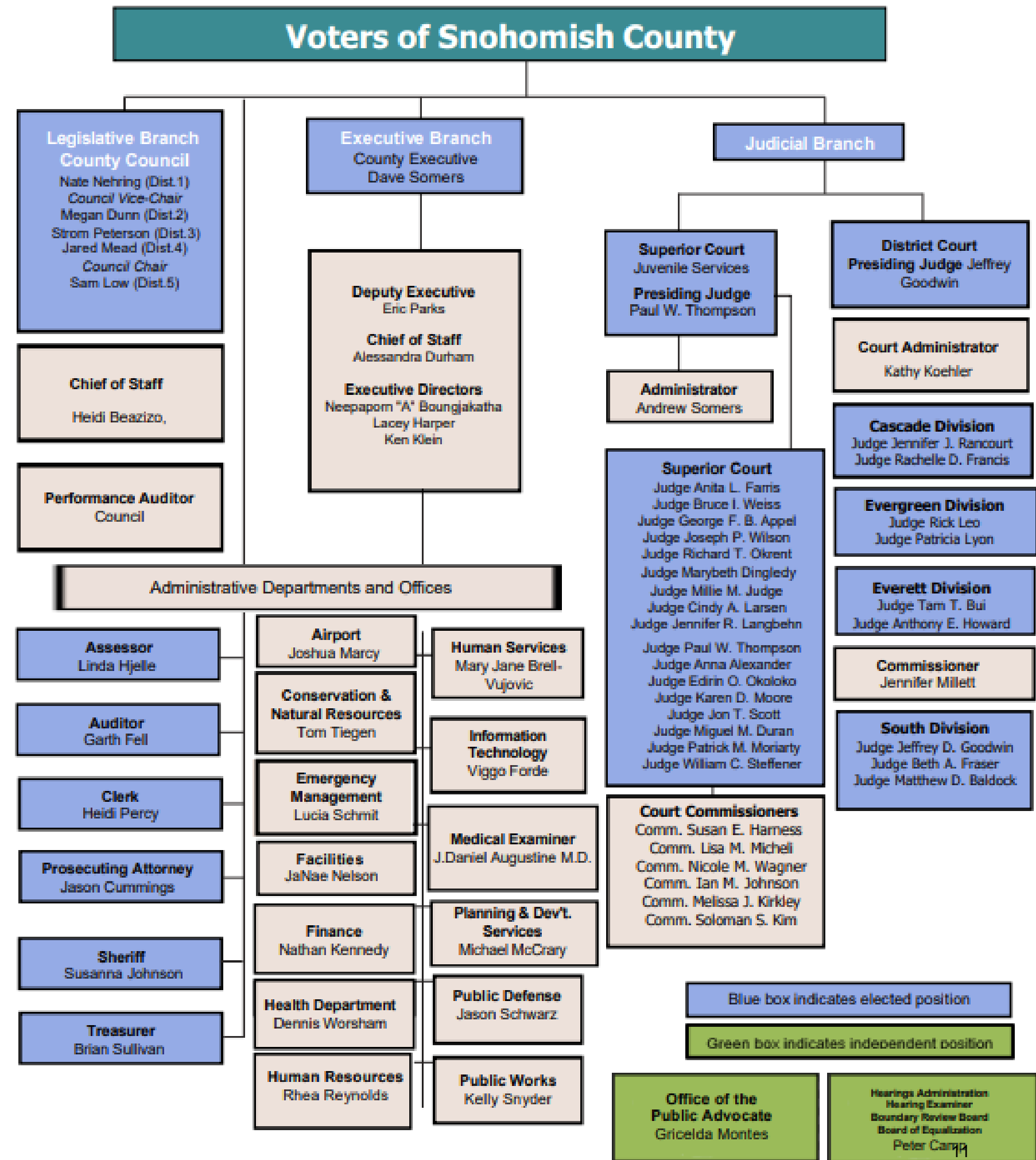


Recommended Ground Rules

- Begin and end on time
- Stay on subject and follow the agenda
- One person speaks at a time
- Respect the views of others
- Check your understanding by asking questions
- Engage in constructive discussion
- Decisions are made by simple majority of Commission members in attendance as a quorum
- Be mindful of requirements of the Open Public Meeting Act and the Public Records Act



County Organizational Chart



Elected Offices



County Council

Nate Nehring, Megan Dunn, Strom Peterson, Jared Mead, and Sam Low

A Snohomish County Council member serves as part of the legislative branch of county government. Each council member is elected from a particular geographic district. The five-member council adopts budgets, enacts ordinances, and levies taxes. The council provides an avenue for the public to participate in county government. The council represents the county on statewide commissions and committees regarding statewide issues.

Executive

Dave Somers

The Snohomish County Executive serves as the head of the executive branch of county government. The executive oversees county departments, proposes the budget to county council, prepares capital improvement plans (e.g., buildings, roads, and bridges), and presents an annual “state of the county” address. The executive represents the county on statewide commissions and committees regarding statewide issues.

Assessor

Linda Hjelle

The County Assessor administers the assessment and levy of property taxes in the county including all taxable real and personal property within the geographic boundaries of the county and property within incorporated cities. Responsibilities include but are not limited to: appraises property; assesses personal property (primary business equipment); administers exemption programs (senior citizen and non-profit); administers special programs (e.g., open space, forest land); assesses roll maintenance (legal description changes, subdivisions, maps); appeals processing; sets tax levies.

Auditor

Garth Fell

The County Auditor provides regional service to the county in the areas of licensing, elections, animal services, and recording. Responsibilities include but are not limited to: Safeguards and maintains voter registration files; conducts all elections; licenses cars and boats; records deeds, maps and miscellaneous documents and makes them available to the public; oversees licensing subagents; issues marriage licenses; licenses pets; investigates animal complaints.

Clerk

Heidi Percy

The County Clerk provides service to citizens involved with the Superior Court (including Juvenile Court) and is the official record keeper of the Superior Court system. Responsibilities include but are not limited to: receives and processes all court documents; provides independent records of all court proceedings; maintains and manages court files, records, and exhibits; receipts fees, fines, and court ordered moneys and fund disbursement; assists the public with family law and domestic violence matters.

Prosecuting Attorney

Jason Cummings

The County Prosecuting Attorney's Office is responsible for prosecuting all adult and juvenile felony cases referred by county law enforcement agencies, and all misdemeanor and gross misdemeanor cases referred by the county sheriff, the State Patrol, all state agencies, and some cities who have contracted with the county for misdemeanor prosecution services.

Sheriff

Susanna Johnson

The County Sheriff is the chief law enforcement officer of the county and enforces state and local laws relating to the protection of all county citizens and property. Responsibilities include but are not limited to: patrols and keeps the peace in all unincorporated areas, as well as numerous contracted cities; heads search and rescue endeavors; manages citizen patrol duties; enforces traffic laws; investigates major crimes; keeps all criminal records.

Treasurer

Brian Sullivan

The County Treasurer is custodian of all funds for the county and special purpose taxing districts and provides essential services in connection with the financial operation of local government. Responsibilities include but are not limited to: bills, collects, and administers property taxes, special assessments, excise taxes, gambling taxes, surface water fees, and miscellaneous receipts; manages accounting for all funds and deposits of revenue for the state, county, cities, and special purpose taxing districts; administers short and long term debt financing; manages the cash expenditures for the county and special purpose taxing districts; coordinates and manages the provision of banking services for the county and special purpose taxing district; invests public funds.

Boards and Commission Training

Karen Anderson
Executive Administrative Assistant
karen.anderson@co.snohomish.wa.us



Salary Commission Training

Salary Commission 2024

Harassment	Ethics
Lobbying	Open Public Meetings Act
Discrimination	Disability Accommodations
Whistleblower Policy	Media & Press



Karen Anderson 425.388.3460 (desk) or 425.309.8222 (cell)



Snohomish County

What constitutes harassment?

- Harassing conduct may include, but is not limited to, making jokes on the basis of someone's perceived status – such as their race, religion, ethnicity, sexual orientation, disability, etc.
- Making slurs, derogatory or demeaning comments about a person on the basis of their perceived status
- Mimicking the speech, accent or disability of a person
- Posting or circulating cartoons or pictures demeaning of protected groups
- Engaging in threatening, intimidating, or hostile acts against a person due to their protected status.

ETHICS IN PUBLIC SERVICE

- As a Snohomish County board member or commissioner, you are expected to uphold a high ethical standard
- All members of Snohomish County's boards and commissions are required to maintain the utmost standards of personal integrity, truthfulness, honesty and fairness in carrying out their public duties
- This includes avoiding conflicts of interest or even the appearance of conflicts of interest.

Public Records Act

- RCW 42.56 – Passed by Initiative - 1972

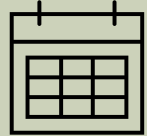
The people of the state do not yield their sovereignty to the agencies that serve them. The people, in delegating authority, do not give their public servants the right to decide what is good for the people to know and what is not good for them to know. The people insist on remaining informed so that they may maintain control over the instruments that they have created.

- What is a Public Record?
 - Any record related to County business or functions
 - Specifically, the PRA includes Boards & Commissions records
 - In any format
 - Residing in any location
 - Email, Social Media, Text

Basic Requirements of OPMA

- All meetings required to be open and public. RCW 42.30.030.
- Quorum: Generally, a meeting occurs when a majority of the body is in attendance and action is taken. RCW 42.30.020(2) and (3).
- All persons permitted to attend meetings with no preconditions. RCW 42.30.040.
- No voting by secret ballot. RCW 42.30.060(2).

Today's Action Items



Confirm Next Meeting Dates

March 27, 2024
6:00pm

- Discussion of salary schedule
- Elected Official comments
- Adoption of preliminary salary schedule
- Confirm next meeting date

April 3, 2024
6:00pm

- Continued discussion of salary schedule
- Adoption of salary schedule



Determine a Quorum

Quorum: The minimum number of members of an assembly or society that must be present at any of its meetings to make the proceedings of that meeting valid



Selection of Chairperson

- Selected by majority vote of the Commission
- Chairperson's responsibilities:
 - Facilitate meetings
 - Work with Commission to refine ground rules to guide discussions
 - Certify the salary schedule
 - Must be present at each meeting



Salary and Benefit Data

Data reports are included in your PDF packet, comprised of the following:

Comparables by Title:	Salary and benefits data from nearby and similar jurisdictions to Snohomish County
Elected Officials' Salary History:	Data from 2004-2024 of actual salaries and increase percentages
Salaries Within Elected Officials' Offices:	Salary of the elected officials in each office as compared to their three most highly compensated employees
COLA History:	History of employee salary increases by selected bargaining units
Data by Union:	FTEs, Salaries, and benefits by bargaining unit
CPI-W:	Consumer Price Index growth history for our region; Seattle-Tacoma-Bellevue includes Snohomish, King, and Pierce Counties



IT'S TIME FOR
A Break



Thank you for your time!

Feel free to reach out to us for any questions or concerns.



Appendix

Salary Benefit Data

2022 Elected Official Salary Schedule Final Report

County Charter Section 6.120 Salaries of Elected Officials

County Code Citizens' Commission on Salaries of Elected Officials Chapter 2.105



SALARY BENEFIT DATA

Comparable by Title:	Salary and benefits data from nearby and similar jurisdictions to Snohomish County
Elected Officials' Salary History:	Data from 2004-2024 of actual salaries and increase percentages
Salaries Within Elected Officials' Offices:	Salary of the elected official in each office as compared to their three most highly compensated employees
COLA History:	History of employee salary increases by selected bargaining units
Data by Union:	FTEs, salaries, and benefits by bargaining unit
CPI-W:	Consumer Price Index growth history for our region; Seattle-Tacoma-Bellevue includes Snohomish, King, and Pierce counties

Comparable by Title

Salary and benefits data from nearby and similar jurisdictions to Snohomish County

COUNCIL MEMBER							
Jurisdiction	Population (2022)	Job Title	2024 Salary Top Step	F/T - P/T	Medical Benefits	Elected or Appointed	2025 Salary Projected
City of Everett	111,337	Council President Council Member	\$42,108 \$32,388	P/T P/T	Y Y	Elected Elected	80% CPI-U Sea/Tac/Bel Min , Max 7.5%
City of Seattle	749,256	Councilmember-District or Councilmember-At Large	\$166,059	F/T	Y	Elected	Unknown
Clark County	516,779	Council Member	\$72,259	F/T	Y	Elected	Unknown
King County	2,226,789	Councilmember	\$177,973	F/T	Y	Elected	Unknown
Kitsap County	277,673	Commissioner	\$156,679	F/T	Y	Elected	Unknown
Pierce County	927,380	Council member	\$128,724	F/T	Y	Elected	Unknown
Skagit County	131,179	County Commissioner	\$141,304	F/T	Y	Elected	Unknown
Thurston County	298,758	Commissioner	\$139,560	F/T	Y	Elected	Unknown
Whatcom County	230,677	County Council	\$72,768	P/T	Y	Elected	\$76,416
F/T Average			\$140,365				
Snohomish County	844,400	County Council Member	\$140,763	F/T	Y	Elected	

COUNTY EXECUTIVE							
Jurisdiction	Population (2022)	Job Title	2024 Salary Top Step	F/T - P/T	Medical Benefits	Elected or Appointed	2025 Salary Projected
City of Everett	111,337	Mayor	\$209,568	F/T	Y	Elected	80% CPI-U Sea/Tac/Bel Min , Max 7.5%
City of Seattle	749,256	Mayor	\$231,246	F/T	Y	Elected	Unknown
Clark County	516,779	County Manager	\$207,900	F/T	Y	Appointed	\$218,295
King County	2,226,789	Executive	\$280,595	F/T	Y	Elected	Unknown
Kitsap County	277,673	County Administrator	\$205,582	F/T	Y	N/A	Unknown
Pierce County	927,380	Executive	\$223,121	F/T	Y	Elected	Unknown
Skagit County	131,179	County Administrator	\$240,084	F/T	Y	Appointed	Unknown
Thurston County	298,758	County Manager	\$210,000	F/T	Y	Appointed	Unknown
Whatcom County	230,677	County Executive	\$223,908	F/T	Y	Elected	\$235,104
F/T Average			\$225,778				
Snohomish County	844,400	County Executive	\$210,700	F/T	Y	Elected	

ASSESSOR							
Jurisdiction	Population (2022)	Job Title	2024 Salary Top Step	F/T - P/T	Medical Benefits	Elected or Appointed	2025 Salary Projected
City of Everett	111,337	No Match	----	----	----	----	----
City of Seattle	749,256	No Match	----	----	----	----	----
Clark County	516,779	Assessor	\$148,598	F/T	Y	Elected	Unknown
King County	2,226,789	Assessor	\$220,267	F/T	Y	Elected	Unknown
Kitsap County	277,673	Assessor	\$152,938	F/T	Y	Elected	Unknown
Pierce County	927,380	Assessor/Treasurer	\$162,154	F/T	Y	Elected	Unknown
Skagit County	131,179	Assessor	\$141,304	F/T	Y	Elected	Unknown
Thurston County	298,758	Assessor	\$139,560	F/T	Y	Elected	Unknown
Whatcom County	230,677	Assessor	\$158,976	F/T	Y	Elected	TBD - 71% of County Executive Pay
F/T Average			\$160,542				
Snohomish County	844,400	County Assessor	\$155,436	F/T	Y	Elected	

AUDITOR							
Jurisdiction	Population (2022)	Job Title	2024 Salary Top Step	F/T - P/T	Medical Benefits	Elected or Appointed	2025 Salary Projected
City of Everett	111,337	No Match	----	----	----	----	----
City of Seattle	749,256	Executive Manager - City Auditor	\$199,731	F/T	Y	Appointed	Unknown
Clark County	516,779	Auditor	\$148,598	F/T	Y	Elected	Unknown
King County	2,226,789	Auditor	\$222,770	F/T	Y	Appointed	Unknown
Kitsap County	277,673	Auditor	\$152,938	F/T	Y	Elected	Unknown
Pierce County	927,380	Auditor	\$162,152	F/T	Y	Elected	Unknown
Skagit County	131,179	Auditor	\$141,304	F/T	Y	Elected	Unknown
Thurston County	298,758	Auditor	\$139,560	F/T	Y	Elected	Unknown
Whatcom County	230,677	Auditor	\$158,976	F/T	Y	Elected	TBD - 71% of County Executive Pay
F/T Average			\$165,754				
Snohomish County	844,400	County Auditor	\$155,436	F/T		Elected	

CLERK							
Jurisdiction	Population (2022)	Job Title	2024 Salary Top Step	F/T - P/T	Medical Benefits	Elected or Appointed	2025 Salary Projected
City of Everett	111,337	City Clerk	\$159,276	F/T	Y	Appointed	Unknown
City of Seattle	749,256	Executive Manager - Legislative	\$172,000	F/T	Y	Appointed	Unknown
Clark County	516,779	County Clerk	\$148,598	F/T	Y	Elected	Unknown
King County	2,226,789	Clerk/ Clerk/Director of Judicial Administration, Superior Court	\$207,418	F/T	Y	Appointed	Unknown
Kitsap County	277,673	Clerk	\$152,938	F/T	Y	Elected	Unknown
Pierce County	927,380	Clerk of the Superior Court	\$178,371	F/T	Y	Appointed	Unknown
Skagit County	131,179	Clerk	\$141,304	F/T	Y	Elected	Unknown
Thurston County	298,758	Clerk	\$139,560	F/T	Y	Elected	Unknown
Whatcom County	230,677	No Match	----	----	----	----	----
F/T Average			\$162,433				
Snohomish County	844,400	County Clerk	\$155,436	F/T	Y	Elected	

PROSECUTING ATTORNEY							
Jurisdiction	Population (2022)	Job Title	2024 Salary Top Step	F/T - P/T	Medical Benefits	Elected or Appointed	2025 Salary Projected
City of Everett	111,337	City Attorney	\$227,424	F/T	Y	Appointed	Unknown
City of Seattle	749,256	City Attorney	\$196,731	F/T	Y	Elected	Unknown
Clark County	516,779	Prosecuting Attorney	\$228,261	F/T	Y	Elected	Unknown
King County	2,226,789	Prosecuting Attorney	\$285,528	F/T	Y	Elected	Unknown
Kitsap County	277,673	Prosecutor	\$217,931	F/T	Y	Elected	Unknown
Pierce County	927,380	Prosecuting Attorney	\$217,931	F/T	Y	Elected	Unknown
Skagit County	131,179	Prosecuting Attorney	\$217,931	F/T	Y	Elected	Unknown
Thurston County	298,758	Prosecuting Attorney	\$217,391	F/T	Y	Elected	Unknown
Whatcom County	230,677	Prosecuting Attorney	\$223,908	F/T	Y	Elected	TBD - 3% below County Executive Salary
F/T Average			\$200,134				
Snohomish County	844,400	Prosecuting Attorney	\$222,064	F/T	Y	Elected	

SHERIFF							
Jurisdiction	Population (2022)	Job Title	2024 Salary Top Step	F/T - P/T	Medical Benefits	Elected or Appointed	2025 Salary Projected
City of Everett	111,337	Police Chief	\$234,252	F/T	Y	Appointed	Unknown
City of Seattle	749,256	Police Chief	\$315,890	F/T	Y	Appointed	Unknown
Clark County	516,779	Sheriff	\$156,470	F/T	Y	Elected	Unknown
King County	2,226,789	Sheriff	\$285,528	F/T	Y	Appointed	Unknown
Kitsap County	277,673	Sheriff	\$178,965	F/T	Y	Elected	Unknown
Pierce County	927,380	Sheriff	\$191,100	F/T	Y	Elected	Unknown
Skagit County	131,179	Sheriff	\$184,782	F/T	Y	Elected	Unknown
Thurston County	298,758	Sheriff	\$172,416	F/T	Y	Elected	Unknown
Whatcom County	230,677	Sheriff	\$210,684	F/T	Y	Elected	TBD = 3% below Prosecuting Attorney
F/T Average			\$214,454				
Snohomish County	844,400	Sheriff	\$165,646	F/T	Y	Elected	

TREASURER							
Jurisdiction	Population (2022)	Job Title	2024 Salary Top Step	F/T - P/T	Medical Benefits	Elected or Appointed	2025 Salary Projected
City of Everett	111,337	Finance Director/Treasurer	\$207,228	F/T	Y	Appointed	Unknown
City of Seattle	749,256	No Match	----	----	----	----	----
Clark County	516,779	Treasurer	\$148,598	F/T	Y	Elected	Unknown
King County	2,226,789	No Match	----	----	----	----	----
Kitsap County	277,673	Treasurer	\$152,938	F/T	Y	Elected	Unknown
Pierce County	927,380	Assessor/Treasurer	\$162,154	F/T	Y	Elected	Unknown
Skagit County	131,179	Treasurer	\$141,304	F/T	Y	Elected	Unknown
Thurston County	298,758	Treasurer	\$139,560	F/T	Y	Elected	Unknown
Whatcom County	230,677	Treasurer	\$158,976	F/T	Y	Elected	TBD - 71% of County Executive Pay
F/T Average			\$158,680				
Snohomish County	844,400	County Treasurer	\$155,436	F/T	Y	Elected	

Elected Officials' Salary History

Data from 2004-2024 of actual salaries and increase percentages

Snohomish County Elected Officials Salary History									
Eff. Date	Executive	Assessor	Auditor	Clerk	Sheriff	Treasurer	Council Member	Council Chair	Prosecuting Attorney
2024	\$210,700	\$155,436	\$155,436	\$155,436	\$184,219	\$155,436	\$140,763	\$154,839	\$222,064
2023	\$205,561	\$151,645	\$151,645	\$151,645	\$179,726	\$151,645	\$137,330	\$151,062	\$216,647
2022**	\$189,457	\$139,765	\$139,765	\$139,765	\$165,646	\$139,765	\$126,571	\$139,228	\$199,675
2021**	\$189,457	\$139,765	\$139,765	\$139,765	\$165,646	\$139,765	\$126,571	\$139,228	\$199,675
2020	\$189,457	\$139,765	\$139,765	\$139,765	\$165,646	\$139,765	\$126,571	\$139,228	\$199,675
2019	\$183,939	\$136,356	\$136,356	\$136,356	\$160,821	\$136,356	\$123,484	\$135,832	\$190,985
2018	\$178,582	\$133,031	\$133,031	\$133,031	\$156,137	\$133,031	\$120,472	\$132,520	\$172,571
2017	\$174,226	\$129,786	\$129,786	\$129,786	\$152,329	\$129,786	\$117,534	\$129,287	\$169,187
2016	\$165,930	\$115,269	\$115,269	\$114,456	\$130,811	\$109,050	\$114,668	\$126,135	\$165,870
2015	\$164,336	\$114,162	\$114,162	\$113,357	\$129,554	\$108,003	\$113,567	\$124,924	\$162,618
2014	\$151,545	\$107,515	\$102,312	\$101,775	\$124,720	\$101,775	\$105,885	\$116,474	\$156,363
2013	\$149,305	\$105,926	\$100,800	\$100,271	\$122,877	\$100,271	\$104,321	\$114,753	\$151,809
2012	\$147,099	\$104,360	\$99,310	\$98,789	\$121,060	\$98,789	\$102,779	\$113,057	\$148,832
2011	\$147,099	\$104,360	\$99,310	\$98,789	\$121,060	\$98,789	\$102,779	\$113,057	\$148,832
2010	\$147,099	\$104,360	\$99,310	\$98,789	\$121,060	\$98,789	\$102,779	\$113,057	\$148,832
2009	\$147,099	\$104,360	\$99,310	\$98,789	\$121,060	\$98,789	\$102,779	\$113,057	\$148,832
2008	\$138,935	\$98,568	\$93,799	\$93,306	\$114,343	\$93,306	\$97,075	\$106,782	\$148,832
2007	\$134,697	\$95,562	\$90,937	\$90,460	\$110,855	\$90,460	\$94,265	\$103,692	\$140,979
2006	\$129,032	\$91,543	\$87,113	\$86,656	\$106,193	\$86,656	\$90,501	\$99,551	\$131,988
2005	\$126,273	\$89,585	\$85,250	\$84,803	\$103,922	\$84,803	\$88,666	\$97,532	\$128,143
2004	\$123,193	\$87,400	\$83,171	\$82,735	\$101,387	\$82,735	\$86,715	\$95,385	\$124,411

*Prosecuting Attorney's salary was tied to the WA State Superior prior to 2023

** Elected officials requested no increase in 2021 and 2022

Percentage Change in Salary									
Eff. Date	Executive	Assessor	Auditor	Clerk	Sheriff	Treasurer	Council Member	Council Chair	Prosecuting Attorney
2024	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2023	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%
2022**	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2021**	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2020	3.00%	2.50%	2.50%	2.50%	3.00%	2.50%	2.50%	2.50%	4.55%
2019	3.00%	2.50%	2.50%	2.50%	3.00%	2.50%	2.50%	2.50%	10.67%
2018	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.00%
2017	5.00%	12.59%	12.59%	13.39%	16.45%	19.02%	2.50%	2.50%	2.00%
2016	0.97%	0.97%	0.97%	0.97%	0.97%	0.97%	0.97%	0.97%	2.00%
2015	8.44%	6.18%	11.58%	11.38%	3.88%	6.12%	7.26%	7.25%	4.00%
2014	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	3.00%
2013	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	2.00%
2012	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2011	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2010	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2009	5.88%	5.88%	5.88%	5.88%	5.87%	5.88%	5.88%	5.88%	0.00%
2008	3.15%	3.15%	3.15%	3.15%	3.15%	3.15%	2.98%	2.98%	5.57%
2007	4.39%	4.39%	4.39%	4.39%	4.39%	4.39%	4.16%	4.16%	6.81%
2006	2.18%	2.19%	2.19%	2.19%	2.19%	2.19%	2.07%	2.07%	3.00%
2005	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.25%	2.25%	3.00%
2004	0.81%	0.81%	0.81%	0.81%	0.81%	0.81%	0.81%	0.81%	0.81%

** Elected officials requested no increase in 2021 and 2022

Salaries Within Elected Officials' Office

Salary of the elected official in each office as compared to their three most highly compensated employees

Most Highly Compensated Employees in Offices Headed by Elected Officials 2024

Office	Job Title	Annual Salary	Office	Job Title	Annual Salary
ASSESSOR	County Assessor	\$155,436	EXECUTIVE	Deputy County Executive	\$245,584
	Chief Deputy Assessor	\$147,287		Executive Director	\$222,817
	Residential Appraisal Manager	\$124,270		County Executive	\$210,700
	Commercial Division Manager	\$118,045		Executive Policy Officer	\$202,153
AUDITOR	County Auditor	\$155,436	PROSECUTOR	County Prosecuting Attorney	\$222,064
	Chief Deputy Auditor	\$150,970		Chief Criminal Deputy	\$189,551
	Licensing and Recording Manager	\$133,634		Chief Civil Deputy	\$189,551
	Animal Services Manager	\$118,111		Chief Family Support Deputy	\$189,551
CLERK	County Clerk	\$155,436	SHERIFF	Undersheriff	\$229,173
	Chief Deputy Clerk	\$133,434		Bureau Chief	\$208,678
	Judicial Case Management Juvenile Manager	\$112,415		Captain	\$191,097
	Judicial Finance Manager	\$104,386		County Sheriff	\$184,219
COUNCIL	Chief of Staff	\$178,935	TREASURER	County Treasurer	\$155,436
	Municipal Clerk III	\$158,380		Investment Officer	\$143,253
	Legislative Analyst Senior	\$150,751		Chief Deputy Treasurer	\$129,939
	County Councilmember	\$140,763		Accounting Manager	\$118,045

Green Highlighted titles represent elected officials



COLA History

History of employee salary increases by selected bargaining units

COLA History 2016-2024			
Year	Non-Represented and AFSCME	Clerks' Associations	Deputy Sheriffs' Association
2024	<i>Not settled</i>	<i>Not settled</i>	4.51%
2023	8.00%	3.50%	6.50%
2022	3.00%	3.00%	8.00%
2021	1.00%	1.00%	4.00%
2020	2.50%	2.50%	4.00%
2019	3.00%	3.00%	4.50%
2018	2.50%	2.50%	3.00%
2017	2.50%	2.50%	2.00%
2016	2.00%	2.00%	3.00%
2015	2.00%	2.00%	3.30%
2014	1.50%	1.50%	3.50%

Data by Union

FTEs, salaries, and benefits by bargaining unit

Data by Union 2022			
Bargaining Unit	Total FTEs	Avg Salaries	Avg Benefits
AFSCME	1,846.78	81,692	33,018
Corrections Guild	203	76,641	35,544
Corrections Lieutenants & Seargents (Teamsters)	26	110,809	38,417
Corrections Supervisors (Teamsters)	5	110,045	38,121
Corrections Support (Teamsters)	105	73,026	31,605
Deputy Sheriff's Association	290	103,222	35,321
Elected Officials	38	141,135	34,951
Int'l Association of Firefighters	23	98,760	29,125
Juvenile Detention Supervisors	5	89,302	34,417
Law Enforcement Support (Teamsters)	66	57,320	28,626
Non-represented	558.15	117,296	38,738
Professional & Technical Employees	98.75	83,510	33,346
Snohomish County Clerk's Association	71.45	67,857	30,629
Sheriffs Office Management Team	19	166,907	43,465
WA State Nurses Association	15	90,330	34,529

CPI-W

Consumer Price Index growth history for our region; Seattle-Tacoma-Bellevue includes Snohomish, King, and Pierce counties

**Consumer Price Index data for Urban Wage and Clerical
Workers (CPI-W)
Seattle-Tacoma-Bellevue**

Year	Annual Growth Rate
2023	5.50%
2022	8.80%
2021	4.80%
2020	1.90%
2019	2.10%
2018	3.40%
2017	3.30%
2016	2.30%
2015	0.90%
2014	1.90%



**Elected Official Salary Schedule
January 1, 2023 – December 31, 2024**

The Snohomish County Citizens' Commission on Salaries of Elected Officials, pursuant to chapter 2.105 SCC and Charter Section 6.120, hereby adopts the following salary schedule for elected officials for 2023 and 2024:

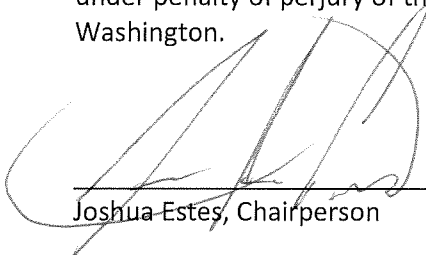
1. The annual salaries paid to the following elected officials for the fiscal year beginning January 1, 2023, through December 31, 2024, shall be the amounts stated below:

County Councilmember	\$137,329.54
County Executive	\$205,560.85
Assessor	\$151,645.03
Auditor	\$151,645.03
Clerk	\$151,645.03
Prosecuting Attorney	\$216,647.38
Sheriff	\$179,725.91
Treasurer	\$151,645.03

2. The annual salaries paid to the elected officials identified in Section 1 for the fiscal year beginning January 1, 2024, shall be the annual salary paid to the elected official for the fiscal year 2023 increased by two-and-a-half percent (2.5%).
3. In addition to the amount established in Sections 1 and 2 above for a County Councilmember, the annual salary of the Chair of the County Council shall include an additional amount equal to ten percent (10%) of the regular Councilmember salary for that year.

Pursuant to SCC 2.105.060 (1), Joshua Estes certifies as follows:

That he is the Chairperson of the Snohomish County Citizens' Commission on Salaries of Elected Officials. That this salary schedule has been adopted in accordance with the provisions of chapter 2.105 SCC, Charter Section 6.120 and the rules, if any, of the Commission. That he has made this certification under penalty of perjury of the laws of the State of Washington this 2nd day of May, 2022, at Everett, Washington.



Joshua Estes, Chairperson

2022 Snohomish County Citizens Commission on Salaries of Elected Officials Addendum

After careful review and deliberations, the Commissioners of the Snohomish County Citizens Commission on Salaries of Elected Officials (the "Commission") offer the following supportive statement to accompany our officially presented salary schedule for the period beginning January 1, 2023, and ending December 31, 2024; and

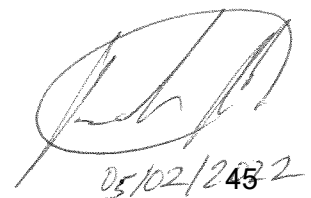
Furthermore, in recognition and honor of the unprecedented nature of the past two years in which our community and the world endured significant uncertainty and placed additional responsibilities on our elected officials to which they responded with an official request to forgo any potential salary schedule increases during the 2021 -2022 salary schedule; and

Whereas the 2022 Salary Commission provided careful deliberations regarding the impact of forgoing such increases during the 2020 Salary Commission Review compared to the rising cost of inflation, increased scope due to regulatory changes made by the Washington State Legislature and the importance of ensuring that Snohomish County remains a competitive and preferred employer that can recruit and encourage the most qualified and interested individuals to continue the important work of a representative government; and

The Commission's desire is to encourage the County and its elected officials to recognize the value and importance of the contributions made by all County employees in each department and to negotiate fair and adequate compensation that accounts for current economic and inflationary factors consistent with those factors used to determine the salary schedule for elected officials; and

To provide continuity and context with regard to the separation of the Prosecuting Attorney salary schedule from the Superior Court Judges schedule, we felt it was important to align this position with the other County elected positions so that it reflects the County's economic condition rather than a formula that is not specific to Snohomish County; and

To ensure that all proposed increases in salary schedule are based solely on the scope, impact and responsibilities of the position and not the individual, we analyzed each of the duties of the elected positions under our jurisdiction and the relevant data (both requested by the Commission, and provided by county staff) to come to a unified position with regards to the proposed salary schedule which over two years amounts to an eleven (11%) percent total increase. This number is both reflective of bringing each position closer to the Current Consumer Price Index changes since the salaries were forgone, and accounts for return to ongoing adjustments in the second year to remain competitive and in line with ongoing inflation adjustments long term.



05/02/2022

Section 6.120 Salaries of Elected Officials

The county council shall establish by ordinance and in accordance with law an independent "salary commission," which shall fix the salaries for the county council, executive, assessor, auditor, clerk, prosecuting attorney, sheriff and treasurer. Salary commission members shall serve two year terms ending December 31, 2009 and every two years thereafter. Members of the salary commission shall serve without compensation, but may receive reimbursement for mileage to and from meetings and for such other expenses directly related to their service as provided by ordinance.

The salary commission shall meet biennially and shall file the salary schedule with the county council and county auditor not later than May 1. The salary schedule shall become effective January 1 of the following calendar year and incorporated into the county budget without further action of the county council, county executive or salary commission. Salary changes fixed by the salary commission shall be subject to referendum petition in the manner as prescribed by law for county commissioner and councilmember salary commissions.

The salaries for the county council, executive, assessor, auditor, clerk, prosecuting attorney, sheriff and treasurer in effect on January 1, 2007 shall remain in effect until changed as provided herein.

(Added during General Election, Nov. 7, 2006, Eff date Jan. 1, 2007).

The Snohomish County Charter was last updated November 8, 2016.

Disclaimer: The clerk of the council's office retains the official version of the Snohomish County Charter. Users should contact the clerk of the council's office for information on charter amendments not yet reflected in the web version.

[County Website: snohomishcountywa.gov](http://snohomishcountywa.gov)

[Hosted by Code Publishing Company, A General Code Company.](#)

Chapter 2.105

CITIZENS' COMMISSION ON SALARIES OF ELECTED OFFICIALS

Sections:

- 2.105.010** Definitions.
- 2.105.020** *Repealed.*
- 2.105.025** Creation and purpose.
- 2.105.030** Duties of commission.
- 2.105.040** Eligibility and appointment.
- 2.105.050** Meetings and operation.
- 2.105.060** Salary schedules.
- 2.105.070** Compensation.
- 2.105.080** Referendum.

2.105.010 Definitions.

In this chapter, unless the context clearly requires otherwise,

- (1) "Commission" means the Snohomish County citizens' commission on salaries for elected officials created by SCC [2.105.025](#).
- (2) "Elected officials" means the county council, executive, assessor, auditor, clerk, prosecuting attorney, sheriff, and treasurer.
- (3) "Immediate family member" means a parent, spouse, sibling, child, or dependent relative of the officer, official, or employee, whether or not living in the same household. (Added by Amended Ord. 97-001 § 1, Jan. 29, 1997, Eff date Feb. 16, 1997; Amended by Ord. 07-053, June 27, 2007, Eff date July 9, 2007; Amended by Ord. 13-026, Apr. 24, 2013, Eff date May 10, 2013).

2.105.020 Creation and purpose.

(Added by Amended Ord. 97-001 § 1, Jan. 29, 1997, Eff date Feb. 16, 1997; Repealed by Ord. 07-053, June 27, 2007, Eff date July 9, 2007).

2.105.025 Creation and purpose.

The Snohomish County citizens' commission on salaries for elected officials is hereby established as an independent county commission. The purpose of the commission shall be to fix the salaries of the county council, executive, assessor, auditor, clerk, prosecuting attorney, sheriff, and treasurer in accordance with this chapter, the county charter, and state law. (Added by Ord. 07-053, June 27, 2007, Eff date July 9, 2007; Amended by Ord. 13-026, Apr. 24, 2013, Eff date May 10, 2013).

2.105.030 Duties of commission.

The commission shall study the relationship of salaries to the duties of the elected officials and shall fix the salary for each position in accordance with charter section [6.120](#), chapter [36.17](#) RCW, and this chapter. Except as provided in this chapter, the commission shall be solely responsible for its own organization, and shall enjoy the fullest cooperation of all elected officials, departments, and agencies of the county. Staff support shall be provided by the county executive. (Added by Amended Ord. 97-001 § 1, Jan. 29, 1997, Eff date Feb. 16, 1997; Amended by Ord. 07-053, June 27, 2007, Eff date July 9, 2007; Amended by Ord. 13-026, Apr. 24, 2013, Eff date May 10, 2013).

2.105.040 Eligibility and appointment.

- (1) The commission shall consist of 10 members nominated by the county executive and confirmed by the county council in accordance with the county charter and this section. The members of the commission may not include any officer, official, or employee of the county or any of their immediate family members.
- (2) Six of the 10 commission members shall be selected by lot by the county auditor from among those registered voters eligible to vote at the time persons are selected for appointment to full terms on the commission. Of these six commission members, one shall be selected from each county council district established under chapter [1.08](#) SCC and one shall be selected without reference to a county council district. The county auditor shall establish policies and procedures for conducting the selection by lot. The policies and procedures shall include, but not be limited to, those for notifying persons selected and for providing a new selection if a person selected under this subsection declines appointment to the commission or if, following the person's appointment, the person's position on the commission becomes vacant before the end of the person's term of office. The county auditor shall forward the names of persons selected under this subsection to the county executive who shall nominate those persons to the commission. Nominations made by the county executive under this subsection shall be confirmed by the county council.

(3) The remaining four of the 10 commission members must be residents of the county and shall be nominated by the county executive and confirmed by the county council. The persons selected under this subsection shall have had experience in the field of personnel management. Of these four members, one shall be selected from each of the following four sectors in the county: business, professional personnel management, legal profession, and organized labor. The county council may confirm or reject nominations made under this subsection. If the council rejects a nomination the county executive shall promptly nominate another person meeting the requirements of this subsection.

(4) The members of the commission shall serve two-year terms ending December 31, 2009, and every two years thereafter. No person may be appointed to more than two terms. Notwithstanding SCC [2.03.080](#), members of the commission may be removed by the county executive, with the approval of the county council, only for cause of incapacity, incompetence, neglect of duty, malfeasance in office, or for a disqualifying change of eligibility. Upon a vacancy in any position on the commission, a successor shall be nominated and confirmed to fill the unexpired term. The nomination and confirmation shall be concluded within 30 days of the date the position becomes vacant and shall be conducted in the same manner as the original appointment. (Added by Amended Ord. 97-001 § 1, Jan. 29, 1997, Eff date Feb. 16, 1997; Amended by Ord. 07-053, June 27, 2007, Eff date July 9, 2007; Amended by Ord. 13-026, Apr. 24, 2013, Eff date May 10, 2013).

2.105.050 Meetings and operation.

(1) All business of the commission shall be subject to the Open Public Meetings Act, chapter [42.30](#) RCW. The commission shall meet biennially as provided in charter section [6.120](#).

(2) The members of the commission shall elect a chair from among their number. (Added by Amended Ord. 97-001 § 1, Jan. 29, 1997, Eff date Feb. 16, 1997; Amended by Ord. 07-053, June 27, 2007, Eff date July 9, 2007; Amended by Ord. 13-026, Apr. 24, 2013, Eff date May 10, 2013).

2.105.060 Salary schedules.

(1) The commission shall prepare and file a schedule of salaries for the elected officials for the succeeding two calendar years with the county council and county auditor no later than May 1, 2008, and no later than May 1st every two years thereafter. The signature of the chair of the commission shall be affixed to each salary schedule filed by the commission. The chair of the commission shall certify that the salary schedule has been prepared and filed in accordance with the provisions of this chapter, charter section [6.120](#), and the rules, if any, of the commission.

(2) Except as provided in subsection [\(3\)](#) of this section, the salary schedule prepared and filed by the commission in accordance with this section shall become effective January 1st of the following calendar year and incorporated into the county budget without further action by the county council, county executive, or commission; provided, that salary decreases established by the commission shall become effective as to incumbent elected officials at the

commencement of their next subsequent terms of office. Salary increases established by the commission shall become effective as to all elected officials regardless of their terms of office.

(3) Salary increases and decreases shall be subject to referendum as provided in SCC [2.105.080](#) and charter section [6.120](#). (Added by Amended Ord. 97-001 § 1, Jan. 29, 1997, Eff date Feb. 16, 1997; Amended by Ord. 07-053, June 27, 2007, Eff date July 9, 2007; Amended by Ord. 13-026, Apr. 24, 2013, Eff date May 10, 2013).

2.105.070 Compensation.

Members of the commission shall serve without compensation, but may receive reimbursement for mileage to and from meetings and for such other expenses directly related to their service as may be approved by the county executive in accordance with chapter [2.03](#) SCC. (Added by Amended Ord. 97-001 § 1, Jan. 29, 1997, Eff date Feb. 16, 1997; Amended by Ord. 07-053, June 27, 2007, Eff date July 9, 2007; Amended by Ord. 13-026, Apr. 24, 2013, Eff date May 10, 2013).

2.105.080 Referendum.

(1) Salary changes fixed by the commission shall be subject to referendum in the same manner as a county ordinance except as otherwise provided in RCW [36.17.024](#). Referendum petitions shall be prepared and processed in accordance with charter section [5.80](#), except that pursuant to RCW [36.17.024](#) petitions containing the signatures of registered voters of the county equal in number to not less than five percent of the number of votes cast in the county in the last governor's election must be filed within 30 days after filing of the salary schedule.

(2) After the filing of a referendum petition the salary changes shall be suspended until approved by the voters as provided in charter section [5.80](#). If the voters fail to approve the salary changes for a two-year biennium the commission may prepare and file a schedule of salaries for the second year of the biennium no later than May 1st of the first year of the biennium, which shall be prepared and filed and take effect as provided in SCC [2.105.060](#). (Added by Ord. 07-053, June 27, 2007, Eff date July 9, 2007; Amended by Ord. 13-026, Apr. 24, 2013, Eff date May 10, 2013).

The Snohomish County Code is current through legislation passed January 3, 2024.

Disclaimer: The Clerk of the Council's Office electronically retains the ordinances as passed by Council and subsequently enacted. The Snohomish County Code is updated on the web as new ordinances become effective, and includes new ordinances through 23-137. New ordinances do not necessarily become effective in chronological or numerical order. Users should contact the Clerk of the Council's Office for information on legislation not yet reflected in the web version.

For questions related to the Snohomish County Code, contact the Code Reviser (Council Office): [425-388-3494](tel:425-388-3494).

Please note that Code Enforcement is not related to the management of County Code.

For questions and information related to Code Enforcement in Planning and Development Services (PDS), please go to the PDS website at

[Code Enforcement | Snohomish County, WA – Official Website \(snohomishcountywa.gov\)](https://www.snohomishcountywa.gov/code-enforcement) or call [425-388-3650](tel:425-388-3650).

[County Website: snohomishcountywa.gov](https://www.snohomishcountywa.gov)

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