

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

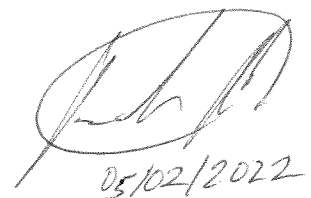
Furthermore, in recognition and honor of the unprecedented nature of the past two years in which our community and the world endured significant uncertainty and placed additional responsibilities on our elected officials to which they responded with an official request to forgo any potential salary schedule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