

**WHATCOM COUNTY
EXECUTIVE'S OFFICE**
County Courthouse
311 Grand Ave. Suite #108
Bellingham, WA 98225



Jack Louws
County Executive

MEMO TO: County Council Members
FROM: Jack Louws, County Executive
DATE: November 7, 2019
SUBJECT: **2020 UNREPRESENTED RESOLUTION**

For your consideration are my recommendations for the 2020 Unrepresented Resolution. The 2020 Resolution carries forward most of the previous policy provisions; substantive changes are summarized below. Some sections are updated to reflect new regulatory requirements, County policy or Executive Orders. Other sections are modified to provide consistency, clarification and direction to payroll preparers.

Term of Resolution

The resolution is effective January 1, 2020 through December 31, 2020.

Wage Increases

Each step in all ranges of the salary matrices increases by 3.0% in 2020.

The provision adopting wage adjustments for Elected Officials by resolution is deleted because wages are set by the Whatcom County Commission on Salaries for Elected Officials.

Applicability

The Sheriff's command staff consisting of the Chief and Lieutenant positions (6 employees) is now represented by the Fraternal Order of Police and no longer referenced.

Leaves

Maximum leave accruals will be calculated based on December 31 of each year rather than the last pay period of the year, which can vary from year to year.

It is no longer a requirement of the Fair Labor Standards Act (FLSA) that exempt employees must record sick leave, vacation, personal holiday, short term disability and paid time off in one-hour increments so the provision is removed from various leave sections. The FLSA allows deductions from leave banks of exempt employees in any increment established by policy, which is quarter-hour increments.

Other Compensation

Excess sick leave contributions for eligible employees will be placed in a 457 deferred compensation account rather than a Retirement Health Savings account because employees are interested in a less restrictive benefit with lower fees.

Compensatory time earned by employees required to work on a holiday can be carried forward to the following year. This prevents employees who earn compensatory time near year-end from losing it if it cannot be scheduled within that short time frame.

Other Language Changes

Various sections referencing "Executive's Office" or "County Executive" or "Executive" found in the Compensation/Employment and Leave sections are modified to "County Executive or designee" to provide consistency throughout the document.

Should you have any questions on the details of the above changes, please contact Nan Kallunki via email or at extension 5306.