



MEMO TO: Satpal Sidhu, County Executive
THROUGH: Tyler Schroeder, Deputy Executive
FROM: Melissa Keeley, Human Resources Manager
DATE: January 28, 2022
SUBJECT: Contract for Compensation Study for Unrepresented Employees

Enclosed are two (2) originals of a Contract for Services between Whatcom County and Gallagher Human Resources and Compensation Consulting.

Background and Purpose

The County last completed a formal review of unrepresented compensation in 2016. The labor market has changed significantly in recent years and it is recommended to conduct a study to provide insight on whether compensation has remained competitive in the relevant labor market and if the classification structure is internally equitable.

Funding Amount and Source

On November 23, 2021 the Council approved an amount of \$50,000 for this study from the non-departmental general fund budget. The consultant's proposal is \$49,500.

Thank you for your consideration. Please contact me at mkeeley@co.whatcom.wa or ext. 5305 if you have any questions regarding the terms of this agreement.