

**WHATCOM COUNTY
ADMINISTRATIVE SERVICES**



HUMAN RESOURCES

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KAREN STERLING GOENS
Manager

MEMO TO: County Council Members

CC: Satpal Sidhu, County Executive
Tyler Schroeder, Deputy Executive

FROM: Melissa Keeley, Employee Relations Manager

DATE: June 4, 2021

SUBJECT: WSNA - Letter of Understanding

Employees covered by the WA State Nurses Association collective bargaining agreement contributed towards our fiscal stability through frozen wages in 2021.

It is the County's intent to recognize those employees who did not receive a wage adjustment in 2021 with a mid-year 2% general wage adjustment effective July 11, 2021. This adjustment will help with retention and recruitment, maintain pace with our comparable Counties, and close the gap in internal equity among other County groups who received adjustments in January 2021.