

AB 2023 - 366

WHATCOM COUNTY CONTRACT INFORMATION SHEET

Whatcom County Contract No. 202201035-1

Originating Department: Administrative Services
Division/Program: (i.e. Dept, Division and Program) Human Resources (HR)
Contract or Grant Administrator: Melissa Keeley, HR Manager
Contractor's / Agency Name: Letter of Understanding between Whatcom County and Fraternal Order of Police

Is this a New Contract? If not, is this an Amendment or Renewal to an Existing Contract? Yes [X] No []
Yes [] No [X] If Amendment or Renewal, (per WCC 3.08.100 (a)) Original Contract #: 202201035

Does contract require Council Approval? Yes [X] No [] If No, include WCC:
Already approved? Council Approved Date: (Exclusions see: Whatcom County Codes 3.06.010, 3.08.090 and 3.08.100)

Is this a grant agreement? Yes [] No [X] If yes, grantor agency contract number(s): CFDA#:
Is this contract grant funded? Yes [] No [X] If yes, Whatcom County grant contract number(s):

Is this contract the result of a RFP or Bid process? Contract
Yes [] No [X] If yes, RFP and Bid number(s): Cost Center:

Is this agreement excluded from E-Verify? No [] Yes [X] If no, include Attachment D Contractor Declaration form.

If YES, indicate exclusion(s) below:

- Professional services agreement for certified/licensed professional. Goods and services provided due to an emergency
Contract work is for less than \$100,000. Contract for Commercial off the shelf items (COTS).
Contract work is for less than 120 days. Work related subcontract less than \$25,000.
Interlocal Agreement (between Governments). Public Works - Local Agency/Federally Funded FHWA.

Contract Amount:(sum of original contract amount and any prior amendments):
This Amendment Amount:
Total Amended Amount:

Council approval required for; all property leases, contracts or bid awards exceeding \$40,000, and professional service contract amendments that have an increase greater than \$10,000 or 10% of contract amount, whichever is greater, except when:
1. Exercising an option contained in a contract previously approved by the council.
2. Contract is for design, construction, r-o-w acquisition, prof. services, or other capital costs approved by council in a capital budget appropriation ordinance.
3. Bid or award is for supplies.
4. Equipment is included in Exhibit "B" of the Budget Ordinance.
5. Contract is for manufacturer's technical support and hardware maintenance of electronic systems and/or technical support and software maintenance from the developer of proprietary software currently used by Whatcom County.

Summary of Scope:

Letter of Understanding between Whatcom County and Fraternal Order of Police (FOP) to amend the Corrections Senior Management Collective Bargaining Agreement for the period January 1, 2022 - December 31, 2024.

Term of Contract: Amendment to 2022-2024 contract

Expiration Date: 12/31/2024

- Contract Routing: 1. Prepared by: Melissa Keeley Date: 5/23/23
2. Attorney signoff: by email George Roche Date: 5/23/23
3. AS Finance reviewed: Date:
4. IT reviewed (if IT related): Date:
5. Contractor signed: [check] Date: 5/24/23
6. Submitted to Exec.: Date:
7. Council approved (if necessary): AB2023 - 366 Date: 6/6/23
8. Executive signed: Date: 6.7.23
9. Original to Council: Date:

**WHATCOM COUNTY
ADMINISTRATIVE SERVICES**



HUMAN RESOURCES

Whatcom County Courthouse
311 Grand Avenue, Suite #107
Bellingham, WA 98225-4038
(360) 778-5300
HR@co.whatcom.wa.us

MELISSA KEELEY
Manager

MEMO TO: County Council Members

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

FROM: Melissa Keeley, Human Resources Manager

DATE: May 24, 2023

SUBJECT: Fraternal Order of Police (FOP) Corrections Senior Management – 2023 Wages

RECEIVED

JUN 06 2023

**WHATCOM COUNTY
EXECUTIVE'S OFFICE**

MK

The County and the Union have an established Collective Bargaining Agreement for the Corrections Senior Management group which represents the three-person command staff of Chief and Lieutenant positions. It includes a 3% wage increase for 2023 and a 3% wage increase for 2024.

Recently, the Corrections Deputies and Sergeants received a 6% wage increase for 2023. This Letter of Understanding provides an additional 3% wage increase (for a total of 6%) for the Corrections Senior Management group, which will create internal equity, avoid compression, and promote successful succession planning and execution.

Should you have any questions, I am available by email at mkeeley@co.whatcom.wa.us or at extension 5305.

COUNTY ORIGINAL

WHATCOM COUNTY
CONTRACT NO.
202201035-1

**LETTER OF UNDERSTANDING
BY AND BETWEEN
WHATCOM COUNTY, WASHINGTON
AND
FRATERNAL ORDER OF POLICE
Matt Herzog Memorial Lodge #24**

This Letter of Understanding (LOU) is by and between Whatcom County, hereafter called "the County" and the Fraternal Order of Police, hereafter called "the Union" regarding the 2022-2024 Corrections Senior Management Collective Bargaining Agreement (CBA).

The County and the Union acknowledge this CBA included a 2023 wage increase of 3%.

On April 11, 2023, the County ratified a new agreement with the Teamsters Corrections Deputies unit providing a 6% wage increase for 2023.

The parties, therefore, agree as follows:

To avoid compression between the two groups, effective January 8, 2023, each wage step in all ranges of the Addendum A salary matrix shall increase by an additional 3.00% for a total of 6.00%.

This LOU does not establish a precedent regarding wage adjustments and shall become effective upon last signature by the authorized parties.

All other terms and conditions of the collective bargaining agreement shall remain unmodified and in full force and effect.

Name	Signature	Date
Melissa Keeley, HR Manager		5/23/2023
Wendy Jones, Corrections Chief		5/24/2023
A.W. "Buster" McGehee, FOP		5/24/2023
Satpal Sidhu, County Executive		6/7/2023

Approved as to form:


George Roche, Senior Civil Deputy Prosecuting Attorney

5/24/2023
Date

Date Approved by Council: 6/6/2023