

WHATCOM `EXECUTIVE'S OFFICE

County Courthouse
311 Grand Ave. Suite #108`
Bellingham, WA 98225



Satpal Sidhu
County Executive

TO: Councilmembers Rud Browne, Barry Buchanan, Tyler Byrd, Todd Donovan, Ben Elenbaas, Carol Frazey, and Kathy Kershner

FROM: Satpal Sidhu, County Executive *SS.*
Tyler Schroeder, Deputy Executive *TRS*

DATE: June 25, 2020

SUBJECT: Amendment #1 to Unrepresented Resolution 2019-061

For your consideration are my recommendations for Amendment #1 to the 2019 Unrepresented Resolution. The proposed changes are cost-saving measures needed to help offset the negative economic impact on County revenues due to the prolonged COVID-19 event.

The proposed changes to the Unrepresented Resolution authorize the implementation of unpaid furlough under similar conditions agreed to by employees represented by the Teamster Master Collective Bargaining Agreement (MCBA). We will be asking the other bargaining units to implement the same or equivalent cost reduction measures.

Wages

- All employees covered by the Unrepresented Resolution will take 32 hours of unpaid time off in the form of a furlough before September 12, 2020. This includes Department Heads, Managers, Supervisors, Professional Staff, Support Staff, Court Reporters and Health Officer, Court Commissioners, and the Sheriff's Office Management Staff.
- Employees who have a work assignment that is 80% or more related to the COVID-19 response will have until the end of the year to observe their furlough time.
- Employees may select their furlough days, upon approval of their supervisor, and have the option to substitute 32 hours of already scheduled vacation for unpaid furlough.

Vacation and PTO Leave

As with the MCBA, the maximum carryover for Vacation and Paid Time Off will increase by the number of furlough hours:

- For employees entitled to vacation accruals, the maximum carryover into 2021 will increase from 240 hours to 272 hours.
- For employees entitled to paid time off, the maximum carryover into 2021 will increase from 330 hours to 362 hours.

If projected fund revenues are not adequate to maintain the necessary minimum cash balance in the general fund, the resolution provides that additional unpaid furlough days may be put in place and observed later in the year.

If you have any questions, please contact Nan Kallunki on extension 5306.