

**WHATCOM EXECUTIVE'S OFFICE**

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



Satpal Sidhu  
County Executive

**TO:** County Council Members  
**FROM:** Satpal Sidhu, County Executive  
**DATE:** September 1, 2021  
**SUBJECT:** Amendment #2 to Unrepresented Resolution 2020-046

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For your consideration, I recommend the following one-time Amendment #2 to the 2020-046 Unrepresented Resolution:

- Increase in carryover cap of vacation/PTO by 40 hours (240→280) (330 →370)
- Modification of cash out provision (50% of up to 80 hours → 100% of up to 40 hours)

While some temporary improvement was made, Unrepresented employees continue to struggle with unprecedented workload demands due to the COVID-19 pandemic and are unable to take the time off necessary to avoid losing large amounts of vacation/PTO at the end of the year. You adopted similar amendments previously on July 7, 2020 with the implementation of unpaid furlough and again on September 29, 2020.

While this change will not prevent all employees from losing time, it will provide a meaningful mechanism to help balance workload with time off and also creates parity with our other groups who can request a cash out of 100% of up to 40 hours each year.

If you have any questions, please contact Melissa Keeley at extension 5309.