

**WHATCOM COUNTY
ADMINISTRATIVE SERVICES**



HUMAN RESOURCES

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MELISSA KEELEY
Manager

MEMO TO: County Council Members

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

FROM: Melissa Keeley, Human Resources Manager *MK*

DATE: December 29, 2022

SUBJECT: Fraternal Order of Police (FOP) Sheriff Management LOU – 2023 Wages

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

Recently, other groups received a 6% wage increase for 2023. This Letter of Understanding provides an additional 3% wage increase (for a total of 6%) 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.