



*Satpal Singh Sidhu*  
*Whatcom County Executive*



**MEMO TO:** County Council Members

**FROM:** Satpal Sidhu, County Executive  
Aly Pennucci, Deputy Executive/A.S. Director  
Kayla Schott-Bresler, Deputy Executive

**DATE:** December 1, 2025

**SUBJECT:** 2026-2027 Unrepresented Resolution

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For your consideration, I present a two-year 2026 - 2027 Unrepresented Resolution to provide a salary schedule and policies for unrepresented employees.

**Summary of Significant Changes:**

**Wages**

- 2026 – 2.75%
- 2027 – 2.5%

**County Monthly Medical Contribution**

- Full contribution necessary to provide the WA Teamsters Welfare Trust plan

**Elimination of Long-Term Disability (LTD) Insurance**

The value of this traditional insurance has decreased significantly. LTD claims are very rare. Most employees never reach the threshold for an LTD claim because there are other overlapping layers of protection available such as WA Paid Family Medical Leave, Federal Family and Medical Leave, generous PTO leave provisions, and the County's Leave Sharing program. LTD insurance comes with a long waiting period before benefits are payable. Most employees resolve their situation or are accommodated long before LTD eligibility begins. Because utilization rates are so low, the cost to the County (approximately \$35,000 per year) outweighs the tangible benefit for the average employee.

**Emergency Response Stipend**

- Increase from \$225 to \$250 to respond to extraordinary emergencies between 9:00 p.m. – 6:00 a.m.

**Paid Administrative Leave**

- Allow for annual cash out upon County Executive approval

**Attorney After-Hours Weekly Rotation**

- Increase from \$400 per week or \$57 per day to \$72 per day (consistent with amount bargained with AFSCME Public Defenders)

**Juvenile Detention After-Hours Weekly Rotation**

Designated managers assigned to respond to events in Juvenile Detention, including frequent, rapid, and in-person responses to meet minimum staffing requirements, shall receive a \$72 per day stipend.