



# Whatcom County

COUNTY COURTHOUSE  
311 Grand Avenue, Ste #105  
Bellingham, WA 98225-4038  
(360) 778-5010

## Agenda Bill Master Report

File Number: AB2021-332

---

<b>File ID:</b>	AB2021-332	<b>Version:</b>	1	<b>Status:</b>	Approved
<b>File Created:</b>	06/04/2021	<b>Entered by:</b>	MKeeley@co.whatcom.wa.us		
<b>Department:</b>	Human Resources Division	<b>File Type:</b>	Resolution		
<b>Assigned to:</b>	Council Finance and Administrative Services Committee	<b>Final Action:</b>	06/15/2021		
<b>Agenda Date:</b>	06/15/2021	<b>Enactment #:</b>	RES 2021-021		

---

Primary Contact Email: mkeeley@co.whatcom.wa.us

**TITLE FOR AGENDA ITEM:**

Resolution to amend Resolution 2020-046 for unrepresented Whatcom County employees

**SUMMARY STATEMENT OR LEGAL NOTICE LANGUAGE:**

Please refer to Executive memo for background

---

### HISTORY OF LEGISLATIVE FILE

---

<b>Date:</b>	<b>Acting Body:</b>	<b>Action:</b>	<b>Sent To:</b>
06/15/2021	Council	APPROVED	
		Aye: 7	Browne, Buchanan, Byrd, Donovan, Elenbaas, Frazey, and Kershner
		Nay: 0	
		Absent: 0	
06/15/2021	Council Finance and Administrative Services Committee	RECOMMENDED FOR APPROVAL	
		Aye: 3	Browne, Byrd, and Frazey
		Nay: 0	
		Absent: 0	

---

**Attachments:** Executive Memo, Proposed Amendment

PROPOSED BY: Executive

INTRODUCTION DATE: June 15, 2020

**RESOLUTION NO. 2021 – 2021-021**

**AN AMENDMENT TO RESOLUTION NO. 2020-046**

**A RESOLUTION IN THE MATTER OF ADOPTING A SALARY SCHEDULE AND POLICIES FOR UNREPRESENTED WHATCOM COUNTY EMPLOYEES EFFECTIVE JANUARY 1, 2021 through DECEMBER 31, 2021**

**WHEREAS**, a Resolution in the Matter of Adopting a Salary Schedule and Policies for Unrepresented Whatcom County Employees for the year 2021 was adopted November 10, 2020 with wages frozen at 2020 rates; and

**WHEREAS**, the County desires to make a mid-year general wage adjustment for Unrepresented employees in consideration of unpaid furloughs and frozen wages; and

**WHEREAS**, the County handles changes to the Unrepresented Resolution via an amendment;

**NOW, THEREFORE, BE IT RESOLVED:**

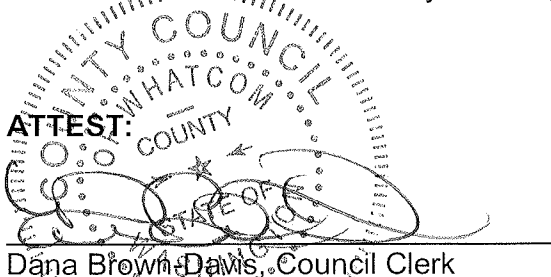
The following sections will be amended as follows:

**Section 2. Salary Ranges (Groups A through G).** Each wage step in all ranges of the 2021 salary matrices previously frozen at 2020 rates (Groups A through D) as established on Addendum A shall be increased by 2%.


**Section 3.1 Flat Rate Positions (Group G).** Amounts listed in Group G shall be increased by 2%.

**AND FURTHER, THEREFORE, BE IT RESOLVED**, that the Council intends that the Administration will apply the above amendments to the 2021 Unrepresented Resolution which shall become effective July 11, 2021.

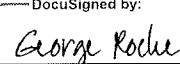
**APPROVED** this 15<sup>th</sup> day of June, 2021.

**ATTEST:**  
  
Dana Brown-Davis, Council Clerk

**WHATCOM COUNTY COUNCIL  
WHATCOM COUNTY, WASHINGTON**

  
Barry Buchanan, Council Chair

**APPROVED as to form:**

DocuSigned by:  
  
Civil Deputy Prosecuting Attorney

## Addendum A 2021 Salary Matrix for Unrepresented Employees

### Group A - Department Head Salary Matrix - Effective July 11, 2021 (+2.0%)

Range	12 months of service at each step required to move to next step								36 months of service at each step required to move to next step				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
500	9,358	9,720	10,092	10,483	10,888	11,306	11,742	12,191	12,663	12,684	12,710	12,739	12,766
500.1*	9,477	9,838	10,210	10,601	11,006	11,425	11,860	12,309	12,781	12,803	12,829	12,857	12,884
510	9,760	10,137	10,528	10,931	11,351	11,789	12,242	12,711	13,202	13,222	13,250	13,278	13,305
515	9,970	10,354	10,754	11,166	11,595	12,042	12,505	12,985	13,486	13,507	13,535	13,564	13,591
520	10,178	10,568	10,976	11,400	11,840	12,295	12,766	13,256	13,767	13,788	13,815	13,842	13,869
525	10,397	10,795	11,212	11,645	12,094	12,559	13,040	13,541	14,063	14,084	14,112	14,140	14,168
530	10,620	11,027	11,452	11,893	12,351	12,826	13,319	13,829	14,359	14,380	14,408	14,436	14,463

\*Range 500.1 - Supplemental Compensation Replacement

### Group B - Management Salary Matrix - Effective July 11, 2021 (+2.0%)

Range	12 months of service at each step required to move to next step								36 months of service at each step required to move to next step				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
400	5,933	6,164	6,401	6,651	6,908	7,177	7,454	7,744	8,043	8,065	8,091	8,121	8,149
405	6,182	6,427	6,675	6,934	7,203	7,484	7,773	8,073	8,387	8,408	8,436	8,465	8,494
410	6,447	6,699	6,958	7,230	7,508	7,799	8,102	8,414	8,742	8,763	8,791	8,820	8,848
415	6,723	6,986	7,258	7,539	7,829	8,134	8,448	8,774	9,113	9,136	9,163	9,193	9,220
420	7,010	7,284	7,566	7,858	8,166	8,478	8,806	9,145	9,498	9,520	9,546	9,576	9,604
425	7,312	7,597	7,890	8,194	8,511	8,841	9,183	9,535	9,905	9,926	9,953	9,983	10,011
425.1*	7,608	7,893	8,186	8,490	8,807	9,137	9,479	9,830	10,200	10,222	10,249	10,278	10,307
430	7,624	7,921	8,228	8,545	8,875	9,219	9,574	9,943	10,327	10,348	10,375	10,405	10,433
435	7,953	8,259	8,581	8,911	9,255	9,615	9,984	10,367	10,768	10,791	10,818	10,847	10,876
440	8,293	8,615	8,948	9,294	9,653	10,023	10,409	10,810	11,226	11,248	11,276	11,305	11,334
445	8,647	8,982	9,329	9,691	10,062	10,450	10,853	11,270	11,704	11,726	11,753	11,783	11,811
450	9,018	9,367	9,728	10,101	10,493	10,897	11,316	11,752	12,204	12,225	12,253	12,282	12,311

\*Range 425.1 - Supplemental Compensation Replacement

### Group C - Professional/Supervisory Salary Matrix - Effective July 11, 2021 (+2.0%)

Range	12 months of service at each step required to move to next step								36 months of service at each step required to move to next step				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
300	4,292	4,466	4,645	4,826	5,015	5,213	5,414	5,624	5,799	5,821	5,848	5,877	5,901
305	4,477	4,659	4,842	5,032	5,229	5,434	5,644	5,863	6,046	6,070	6,097	6,128	6,154
310	4,665	4,858	5,048	5,247	5,451	5,667	5,887	6,114	6,304	6,328	6,355	6,386	6,412
315	4,867	5,067	5,265	5,469	5,683	5,906	6,134	6,371	6,568	6,592	6,619	6,650	6,677
320	5,075	5,281	5,488	5,703	5,923	6,159	6,395	6,643	6,848	6,872	6,899	6,929	6,956
325	5,294	5,507	5,722	5,946	6,177	6,420	6,670	6,926	7,143	7,167	7,194	7,225	7,251
330	5,519	5,742	5,968	6,199	6,439	6,690	6,951	7,217	7,442	7,466	7,493	7,524	7,551
335	5,755	5,990	6,223	6,463	6,715	6,975	7,246	7,526	7,759	7,783	7,810	7,841	7,868
340	6,001	6,243	6,488	6,738	7,000	7,274	7,556	7,847	8,089	8,113	8,140	8,171	8,198
345	6,259	6,509	6,762	7,025	7,299	7,583	7,874	8,177	8,430	8,453	8,479	8,510	8,537
345.1*	6,555	6,805	7,058	7,320	7,595	7,879	8,170	8,472	8,725	8,749	8,775	8,806	8,833
350	6,525	6,787	7,053	7,327	7,611	7,906	8,209	8,526	8,788	8,812	8,839	8,870	8,896
355	6,805	7,077	7,353	7,637	7,934	8,242	8,560	8,890	9,164	9,187	9,214	9,245	9,272
360	7,097	7,382	7,668	7,965	8,271	8,594	8,924	9,267	9,552	9,575	9,602	9,633	9,660
365	7,400	7,695	7,995	8,304	8,625	8,960	9,305	9,662	9,959	9,983	10,010	10,041	10,068
370	7,718	8,025	8,338	8,660	8,993	9,343	9,702	10,076	10,385	10,409	10,436	10,467	10,494
375	8,047	8,371	8,694	9,029	9,378	9,743	10,116	10,504	10,827	10,851	10,878	10,909	10,935
380	8,393	8,730	9,067	9,417	9,778	10,159	10,549	10,954	11,290	11,314	11,341	11,372	11,397

\*Range 345.1 - Supplemental Compensation Replacement

**Group D - Support Salary Matrix - FLSA Non-Exempt - Effective July 11, 2021 (+2.0%)**

Range	12 months of service at each step required to move to next step									24 mos of service	36 months of service at each step required to move to next step			
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
200	3,097	3,221	3,356	3,494	3,632	3,779	3,927	4,078	4,239	4,323	4,347	4,373	4,404	4,431
210	3,228	3,358	3,496	3,641	3,784	3,936	4,090	4,252	4,420	4,506	4,530	4,557	4,588	4,615
220	3,363	3,500	3,645	3,794	3,943	4,102	4,263	4,428	4,602	4,692	4,716	4,743	4,774	4,801
230	3,508	3,651	3,803	3,959	4,113	4,277	4,444	4,618	4,801	4,896	4,918	4,945	4,976	5,003
240	3,658	3,809	3,964	4,126	4,286	4,458	4,631	4,810	5,000	5,098	5,120	5,148	5,178	5,205
250	3,812	3,969	4,132	4,302	4,470	4,647	4,828	5,015	5,213	5,315	5,338	5,365	5,396	5,423
260	3,975	4,139	4,307	4,482	4,659	4,844	5,033	5,228	5,433	5,540	5,564	5,591	5,622	5,649
270	4,135	4,484	4,666	4,849	5,039	5,239	5,441	5,651	5,874	6,046	6,070	6,097	6,128	6,154
280	4,500	4,677	4,867	5,058	5,255	5,464	5,675	5,894	6,126	6,306	6,331	6,359	6,392	6,419
290	4,694	4,878	5,076	5,275	5,481	5,699	5,919	6,148	6,390	6,578	6,603	6,633	6,666	6,695

**Group E - Sheriff's Binding Arbitration Adjustment Salary Matrix<sup>1</sup>**  
Effective January 10, 2021 (+3.0%)

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
690	9,891	10,284	10,688	11,111	11,533	11,973	12,428	12,899	13,377

Yrs of Service	%	Hourly Rate	Longevity
6	2.00%	\$43.30	\$0.87
9	3.00%	\$43.30	\$1.30
12	3.50%	\$43.30	\$1.52
15	4.00%	\$43.30	\$1.73
18	4.50%	\$43.30	\$1.95
21	5.00%	\$43.30	\$2.17
24	6.00%	\$43.30	\$2.60

**Group F - Corrections Binding Arbitration Adjustment Salary Matrix<sup>1</sup>**

Effective February 7, 2021 (+2.5%)

Range	36 months of service at each step required to move to next step									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
720	7,330	7,556	7,851	8,153	8,462	8,801	9,174	9,567	9,998	10,427
740	8,078	8,450	8,778	9,114	9,459	9,838	10,255	10,691	11,122	11,552

<sup>1</sup>If there is a collective bargaining agreement settled per Section 4.14 salaries may change during the term of this resolution.

**Group G - Court Reporters & Health Officer Salary Matrix - Effective July 11, 2021 (+2.0%)**

Range	12 months of service at each step required to move to next step								36 months of service at each step required to move to next step				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
801	6,877	6,884	6,891	6,899	6,906	6,916	6,923	6,931	6,941	6,964	6,990	7,021	7,048
802	7,912	7,919	7,926	7,934	7,941	7,951	7,958	7,966	7,976	7,999	8,025	8,056	8,083

**Group H - Court Commissioner Salary Matrix<sup>2</sup>**

Range	7/1/2020	7/1/2021	
903	14,976	14,976	{90% of Superior Court Judge Salary}
904	13,467	13,467	{85% of District Court Judge Salary}

<sup>2</sup>Salaries are set by the Washington Citizens' Commission on Salaries for Elected Officials.