

**WHATCOM COUNTY CONTRACT  
INFORMATION SHEET**

Whatcom County Contract No.  
**202201003-1**

Originating Department:	Administrative Services
Division/Program: (i.e. Dept. Division and Program)	Human Resources (HR)
Contract or Grant Administrator:	Melissa Keeley, HR Manager
Contractor's / Agency Name:	LOU between Whatcom County and Fraternal Order of Police
Is this a New Contract?    If not, is this an Amendment or Renewal to an Existing Contract?    Yes <input checked="" type="radio"/> No <input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> If Amendment or Renewal, (per WCC 3.08.100 (a)) Original Contract #: <u>202201003</u>	
Does contract require Council Approval?    Yes <input checked="" type="radio"/> No <input type="radio"/> If No, include WCC: _____ Already approved? Council Approved Date: _____ (Exclusions see: Whatcom County Codes 3.06.010, 3.08.090 and 3.08.100)	
Is this a grant agreement?    Yes <input type="radio"/> No <input checked="" type="radio"/> If yes, grantor agency contract number(s): _____ CFDA#: _____	
Is this contract grant funded?    Yes <input type="radio"/> No <input checked="" type="radio"/> If yes, Whatcom County grant contract number(s): _____	
Is this contract the result of a RFP or Bid process?    Contract _____ Yes <input type="radio"/> No <input checked="" type="radio"/> If yes, RFP and Bid number(s): _____    Cost Center: _____	
Is this agreement excluded from E-Verify?    No <input type="radio"/> Yes <input checked="" type="radio"/> If no, include Attachment D Contractor Declaration form.	
If YES, indicate exclusion(s) below: <input checked="" type="checkbox"/> Professional services agreement for certified/licensed professional. <input type="checkbox"/> Goods and services provided due to an emergency <input type="checkbox"/> Contract work is for less than \$100,000. <input type="checkbox"/> Contract for Commercial off the shelf items (COTS). <input type="checkbox"/> Contract work is for less than 120 days. <input type="checkbox"/> Work related subcontract less than \$25,000. <input type="checkbox"/> Interlocal Agreement (between Governments). <input type="checkbox"/> Public Works - Local Agency/Federally Funded FHWA.	
Contract Amount:(sum of original contract amount and any prior amendments): \$ _____ This Amendment Amount: \$ _____ Total Amended Amount: \$ _____	Council approval required for; all property leases, contracts or bid awards <b>exceeding \$40,000</b> , and professional service contract amendments that have an increase greater than \$10,000 or 10% of contract amount, whichever is greater, <b>except when</b> : 1. Exercising an option contained in a contract previously approved by the council. 2. Contract is for design, construction, r-o-w acquisition, prof. services, or other capital costs approved by council in a capital budget appropriation ordinance. 3. Bid or award is for supplies. 4. Equipment is included in Exhibit "B" of the Budget Ordinance. 5. Contract is for manufacturer's technical support and hardware maintenance of electronic systems and/or technical support and software maintenance from the developer of proprietary software currently used by Whatcom County.
Summary of Scope: _____	
Letter of Understanding between Whatcom County and the Fraternal Order of Police, Matt Herzog Memorial Lodge #24 to amend the Collective Bargaining Agreement for the period January 1, 2022 - December 31, 2024.	
Term of Contract: Addendum to 2022-2024 contract	Expiration Date: 12/31/2024

Contract Routing:	1. Prepared by: <u>Melissa Keeley</u>	Date: <u>12/29/22</u>
	2. Attorney signoff: <u>by email George Roche</u>	Date: <u>12/29/22</u>
	3. AS Finance reviewed: _____	Date: _____
	4. IT reviewed (if IT related): _____	Date: _____
	5. Contractor signed: _____	Date: _____
	6. Submitted to Exec.: _____	Date: <u>1-11-23</u>
	7. Council approved (if necessary): <u>(AB2023-042)</u> ✓	Date: <u>1-10-23</u>
	8. Executive signed: _____	Date: <u>1-12-23</u>
	9. Original to Council: _____ ✓	Date: <u>1-13-23</u>

WHATCOM COUNTY  
CONTRACT NO.  
202201003-1

**LETTER OF UNDERSTANDING  
BY AND BETWEEN  
WHATCOM COUNTY, WASHINGTON  
AND  
FRATERNAL ORDER OF POLICE  
Matt Herzog Memorial Lodge #24**

This Letter of Understanding (LOU) is by and between Whatcom County, hereafter called "the County" and the Fraternal Order of Police, hereafter called "the Union" regarding the 2022-2024 Collective Bargaining Agreement (CBA).

The County and the Union acknowledge this CBA included a 2023 wage increase of 3%.

During 2022, the County settled a new agreement with the Deputy Sheriff's Guild providing a 6% wage increase for 2023.

**The parties, therefore, agree as follows:**

To avoid compression between the two groups, effective January 8, 2023, each wage step in all ranges of the Addendum A salary matrix shall increase by an additional 3.00% for a total of 6.00%.

This LOU does not establish a precedent regarding wage adjustments and shall become effective upon last signature by the authorized parties.

All other terms and conditions of the collective bargaining agreement shall remain unmodified and in full force and effect.

Name	Signature	Date
Melissa Keeley, HR Manager		12/15/2022
WCMG Chairperson, Kevin Mede	 <small>DocuSigned by:</small>	12/15/2022
A.W. "Buster" McGehee, FOP	 <small>DocuSigned by:</small>	12/15/2022
Satpal Sidhu, County Executive		1/12/23

Approved as to form:

DocuSigned by:  
  
George Roche, Senior Civil Deputy Prosecuting Attorney

12/15/2022  
\_\_\_\_\_  
Date

**WHATCOM COUNTY  
ADMINISTRATIVE SERVICES**



**HUMAN RESOURCES**

Whatcom County Courthouse  
311 Grand Avenue, Suite #107  
Bellingham, WA 98225-4038  
(360) 778-5300

[HR@co.whatcom.wa.us](mailto:HR@co.whatcom.wa.us)

**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

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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](mailto:mkeeley@co.whatcom.wa.us) or at extension 5305.