

**WHATCOM COUNTY
ADMINISTRATIVE SERVICES**



HUMAN RESOURCES

County Courthouse
311 Grand Avenue, Suite #107
Bellingham, WA 98225-4038
(360) 676-6802
hr@co.whatcom.wa.us

Karen Sterling Goens
Manager

MEMO TO: Councilmembers Rud Browne, Barry Buchanan, Tyler Byrd, Todd Donovan, Ben Elenbaas, Carol Frazey, and Kathy Kershner

CC: Satpal Sidhu, County Executive

FROM: Nan Kallunki, HR Associate Manager

DATE: January 14, 2020

SUBJECT: Fraternal Order of Police (FOP) Collective Bargaining Agreement Effective January 1, 2020 through December 31, 2021

In September of 2019, a new bargaining group, the Fraternal Order of Police, was certified by the Public Employees Relation Commission (PERC) to represent the Sheriff’s command staff of three Chief Deputy positions and three Lieutenant positions. These positions were formerly covered under the Unrepresented Resolution.

The Union and the County Management bargaining teams met December 17, 2019 and again January 6, 2020 to negotiate the first contract. The County management bargaining team consisted of myself, Dan Swedlow of Summit Law, Undersheriff Doug Chadwick, and Melissa Keeley. The parties reached a mutually acceptable agreement January 6, 2020 with union ratification confirmed later that day.

The bargaining process was fairly straightforward because most of the terms and conditions in the new agreement are the same as those already provided for in the Unrepresented Resolution.

Below is a summary of the significant elements of the new agreement:

Contract Terms	Agreement
DURATION	January 1, 2020 through December 31, 2021
COMPENSATION	January 2020 +3% <i>(This is the same wage settlement reached in the 2020-2021 Deputy Sheriff’s Guild Agreement)</i> January 2021 +3%
COMPENSATION	To address supervisory pay compression, Lieutenant position adjusted from range 650 to range 660 and Chief position adjusted from range 660 to range 670. Employees placed in new step closest to current salary.
HEALTH AND WELFARE	For plan year 2020, full family medical coverage is provided by the County’s self-insured medical plan with a County contribution of \$1,362 per month. For plan year 2021, the union may choose to stay with the County’s self-insured plan with a County contribution of \$1,430 per month or select a different plan.
HOURS OF WORK AND OVERTIME	Command Staff Duty Officer weekly on-call rotations for responding to significant law enforcement events on behalf of the Sheriff, will be compensated with either a stipend of \$400 or ten hours of compensatory following completion of the rotation. <i>(Similar to the provisions in the Unrepresented Resolution for weekly on-call rotations of the Prosecutors and Public Defenders.)</i>
NUMBER OF MEMBERS	6