

**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:** PROTEC17 Environmental Health LOA – 2023 Wages

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The County and the Union have an established Collective Bargaining Agreement for PROTEC17 which represents professional environmental health staff. It includes a 2% wage increase for 2023.

Recently, other groups received a 6% wage increase for 2023. This Letter of Understanding provides an additional 4% wage increase (for a total of 6%) which will create internal equity and avoid compression among similarly situated employees.

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.