



MEMO TO: County Council Members
CC: Satpal Sidhu, County Executive
Tyler Schroeder, Deputy Executive
FROM: Donnie LaPlante, Human Resources Associate Manager
DATE: March 5, 2024
SUBJECT: PROTEC17 Collective Bargaining Agreement, 2024 - 2025

The County and Union bargaining teams began meeting in September of 2023 to negotiate a successor agreement to the 2022-2023 collective bargaining agreement. Both bargaining teams worked diligently through this process and reached a tentative agreement on January 4, 2024. The proposal was ratified by the bargaining unit on February 21, 2024.

We are pleased to have reached a two-year agreement for the approximately 25 employees represented across the County by this agreement.

Summary of significant changes:

Wages

2024 – 4%

2025 – 3%

Consolidation of longevity steps into one regular step

Medical Coverage Contribution

2024 - \$1,454.80 (actual cost)

2025 – up to \$1,616

2026 – in absence of successor agreement, up to \$1,697

Bilingual Premium

1% base wage for certified bilingual employee, as approved and assigned by Department Head.

Should you have any questions, I am available by email at dlaplant@co.whatcom.wa.us or at extension 5306.