



MEMO TO: County Council Members

CC: Satpal Sidhu, County Executive
Tyler Schroeder, Deputy Executive

FROM: Melissa Keeley, Human Resources Manager

MK

DATE: December 30, 2021

SUBJECT: Fraternal Order of Police (FOP) Collective Bargaining Agreement – Sheriff Management 2022-2024

The County and the Union have successfully bargained a successor three-year agreement. This collective bargaining agreement represents the Sheriff's six-person command staff of Chief and Lieutenant positions.

Highlights are summarized below:

Wages

- 3% across the board increase each year (2022, 2023, 2024)
- \$2,000 one-time lump sum
- Addition of 27-year tier to longevity premium at 7%
- Effective December 31, 2024, payable the first full pay period in 2025, longevity shall be calculated off top step lieutenant rather than top step deputy.

Holiday

- Addition of Juneteenth to the Holiday Pay schedule

Health and Welfare Benefits

- Incorporated changes to benefits agreed to previously by Letter of Understanding in 2020.
- Increase in County contribution to medical (1.7% 2022, 5% 2023, 5% 2024)

Vacation

- Modified cash out to up to 40 hours over cap at 100%

Should you have any questions, I am available by email at mkeeley@co.whatcom.wa.us or at extension 5305.