

**WHATCOM COUNTY  
ADMINISTRATIVE SERVICES**



**HUMAN RESOURCES**

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**MELISSA KEELEY**  
Director

**MEMO TO:** County Council Members  
**CC:** Satpal Sidhu, County Executive  
Kayla Schott-Bresler, Deputy Executive/A.S. Director  
**FROM:** Melissa Keeley, Human Resources Director  
**DATE:** January 2, 2026  
**SUBJECT:** Deputy Sheriff's Guild Collective Bargaining Agreement 2026-2028

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The County and Union bargaining teams reached a tentative agreement on a three-year successor collective bargaining agreement beginning January 1, 2026, which the Union ratified.

Summary of significant changes:

**Wages**

- 2026 – 2.75% COLA + 3.25% market adjustment
- 2027 – 2.5% + 1% market adjustment
- 2028 – 2.5% + 1% market adjustment

As an interest arbitration eligible group, our ability to reach a voluntary tentative agreement is heavily influenced by external market conditions. This settlement spreads the market adjustment out over the term of the contract to bring positions to current market over the three-year contract period.

**Educational Incentive**

- Bachelor's degree – increase from 2 to 3%
- Associate's degree – increase from 1 to 1.5%

**Sergeant Salary Matrix**

- Eliminated Steps 1-2

**Compensation for Flexibility and Readiness**

- \$58 per day

**Bilingual Premium**

- 2% of base wage

**Annual Uniform Allowance**

- Increase from \$1,200 to \$1,400

**Voluntary Employees' Beneficiary Association (VEBA)**

- Employer provided VEBA plan effective 2027 funded by employees through pre-tax contributions to help pay for eligible healthcare expenses. No employer contributions.

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.