

**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

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 or at extension 5305.