



**Karen Sterling Goens**  
Manager

## MEMORANDUM

**TO:** Jack Louws, County Executive

**FROM:** Nan Kallunki, HR Associate Manager

**DATE:** October 25, 2019

**SUBJECT:** Amendment 3—Contract between Whatcom County and Daniel A. Swedlow

*Karen for N. Kallunki*

Enclosed are two originals of Amendment No. 3 to the Contract between Whatcom County and Daniel A. Swedlow, Summit Law Group for your review and signature.

### Background and Purpose

With the addition of a new bargaining unit represented by the Fraternal Order of Police, there are now three labor groups with the right to binding interest arbitration. None of these groups have settled contracts.

Additionally, three other collective bargaining agreements will expire at the end of 2020: Teamster Master, WA State Nurses, and PTE-Local 17. Given the number of open agreements, Human Resources has determined we will gain efficiencies by moving to a single spokesperson at the bargaining table in 2020. Mr. Swedlow is highly qualified and experienced with contract negotiation, mediation, and interest arbitration for both binding and non-binding interest arbitration groups. Kimberly Gearity will serve as chief negotiator for the Ferry agreement which expires at the end of this year.

### Funding Amount and Source

Funding comes from the administrative cost allocation to 507140.

### Differences from Previous Contract

The proposed amendment extends the agreement with Mr. Swedlow from December 31, 2020 through December 31, 2022 and increases the annual "not to exceed" amount from \$35,000 to \$89,076 per year.

Please contact me at extension 5306, if you have any questions or concerns regarding the terms of this agreement.