



*Satpal Singh Sidhu*  
*Whatcom County Executive*



**TO:** County Council Members

**FROM:** Satpal Sidhu, County Executive

**DATE:** November 9, 2023

**SUBJECT: 2024 UNREPRESENTED RESOLUTION**

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For your consideration are my recommendations for the one-year 2024 Unrepresented Resolution.

I recommend a 4% across the board wage increase which is consistent with other groups across the County.

In addition, I recommend removal of language restricting access for some employees to their frozen sick leave banks. In 2023, we transitioned unrepresented employees to a combined paid time off accrual and discontinued separate sick leave accruals placing current sick leave balances in a frozen bank. The restriction I propose removing requires our FLSA exempt employees to use three days of PTO before accessing their frozen sick bank while our FLSA non-exempt employees do not have that restriction in maintaining compliance with RCW 49.46.200 Paid Sick Leave. This has created an inequity and perception of unfairness that we wish to correct and in doing so should also remove our sick leave liability more expediently from the books.

Should you have any questions about these changes, please contact Melissa Keeley via email [mkeeley@co.whatcom.wa.us](mailto:mkeeley@co.whatcom.wa.us) or at extension 5305.