



MEMO TO: County Council Members
CC: Satpal Sidhu, County Executive
Kayla Schott-Bresler, Deputy Executive
Aly Pennucci, Deputy Executive/A.S. Director
FROM: Heidi Christie, Senior Human Resources Representative
DATE: December 5, 2025
SUBJECT: AFSCME Collective Bargaining Agreement 2026-2027

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

Summary of significant changes:

Wages

- 2026 – 2.75%
- 2027 – 2.5%

County Monthly Medical Contribution

- 2026 - \$1,621 (actual cost)
- 2027 – up to \$1,751

Specialty Assignment

- 5% of hourly base wage (increased from 2.5%)

After Hours On-Call Weekly Rotation Premium

Public Defenders are required to provide after hours to respond to and be available for time-sensitive court related mater.

- \$72 per day stipend (increase from \$57 per day) or 12 hours of comp time

Caseload Standards

- Amendment to implement Caseload Standards consistent with the WA State Court Rules and WA State Supreme Court Orders.

Should you have any questions, I am available by email at hchristi@co.whatcom.wa.us or at extension 5311.