



MEMO TO: County Council Members

CC: Satpal Sidhu, County Executive
Tyler Schroeder, Deputy Executive

FROM: Donnie LaPlante, Human Resources Associate Manager

DATE: January 12, 2022

SUBJECT: Fraternal Order of Police (FOP) Collective Bargaining Agreement – Sheriff Management 2022-2024

The County and the Union have successfully bargained a three-year agreement. This collective bargaining agreement represents the Sheriff's Corrections Senior Management group of one Chief and two Lieutenant positions.

Highlights are summarized below:

Wages

- 3% across the board increase each year (2022, 2023, 2024)
- \$2,000 one-time lump sum
- Modification of salary schedule: elimination of steps 1,2,3 and 36-month steps 8,9,10, and addition of new top step on ranges 720 (Lt.) and 740 (Chief), and alignment of range 740 to achieve base wage parity with other Sheriff's Office Chief positions.
- Increase in uniform allowance to match Corrections Deputies

Holiday

- Addition of Juneteenth to the Holiday Pay schedule

Health and Welfare Benefits

- Incorporated changes to benefits agreed to previously by Letter of Understanding in 2020.
- Increase in County contribution to medical (1.7% 2022, 5% 2023, 5% 2024)

Vacation

- Modified cash out to up to 40 hours over cap at 100%

Should you have any questions, I am available by email at dlaplant@co.whatcom.wa.us or at extension 5306.