



Whatcom County

COUNTY COURTHOUSE
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Agenda Bill Master Report

File Number: AB2021-518

File ID:	AB2021-518	Version:	1	Status:	Approved
File Created:	09/01/2021	Entered by:	MKeeley@co.whatcom.wa.us		
Department:	Human Resources Division	File Type:	Resolution		
Assigned to:	Council Finance and Administrative Services Committee			Final Action:	09/14/2021
Agenda Date:	09/14/2021			Enactment #:	RES 2021-035

Primary Contact Email: mkeeleym@co.whatcom.wa.us

TITLE FOR AGENDA ITEM:

Resolution to amend Resolution 2020-046 for unrepresented Whatcom County employees

SUMMARY STATEMENT OR LEGAL NOTICE LANGUAGE:

Please refer to Executive memo for background and more information

HISTORY OF LEGISLATIVE FILE

Date:	Acting Body:	Action:	Sent To:
09/14/2021	Council	APPROVED	
		Aye: 7	Browne, Buchanan, Byrd, Donovan, Elenbaas, Frazey, and Kershner
		Nay: 0	
		Absent: 0	
09/14/2021	Council Finance and Administrative Services Committee	RECOMMENDED FOR APPROVAL	
		Aye: 3	Browne, Byrd, and Frazey
		Nay: 0	
		Absent: 0	

Attachments: Staff Memo, Proposed Resolution

PROPOSED BY: Executive

INTRODUCTION DATE: September 14, 2021

RESOLUTION NO. 2021 – 035

AN AMENDMENT TO RESOLUTION NO. 2020-046

**A RESOLUTION IN THE MATTER OF ADOPTING A SALARY SCHEDULE AND
POLICIES FOR UNREPRESENTED WHATCOM COUNTY EMPLOYEES
EFFECTIVE JANUARY 1, 2021 through DECEMBER 31, 2021**

WHEREAS, a Resolution in the Matter of Adopting a Salary Schedule and Policies for Unrepresented Whatcom County Employees for the year 2020 was adopted November 10, 2020; and

WHEREAS, the workload demands related to the COVID-19 pandemic and reopening plans have continued to disproportionately impact County leaders' ability to take time off work; and

WHEREAS, allowing additional end of year carry-over on a one-time basis will prevent some of the loss of earned accruals; and

WHEREAS, modifying the end of year cash out on a one-time basis will create parity among County employees;

NOW, THEREFORE, BE IT RESOLVED by the Whatcom County Council that Resolution 2020-046 is hereby amended as follows:

6.2 Vacation (Groups C through H).

... unused vacation in excess of two hundred and eighty (280) at the end of the business day on December 31 shall be forfeited.

Employees with vacation anticipated to be above the 280 hours carryover maximum can cash out up to forty (40) hours at 100% at the end of 2021. Requests for cash out must be submitted no later than November 30.

6.4.5 Paid Time Off Bank Carryover/Cash Out (Groups A and B).

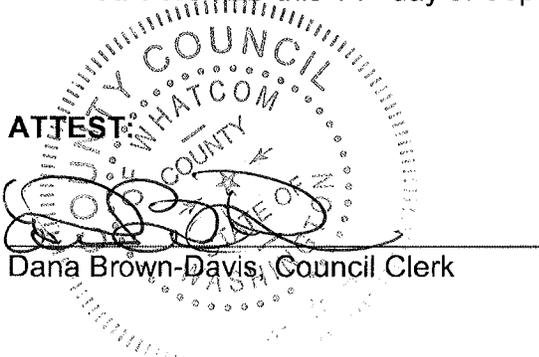
No more than three hundred and seventy (370) PTO hours at the end of the business day on December 31 can be carried over to the following calendar year; any additional hours are forfeited.

Employees with PTO anticipated to be above the 370 hours carry over maximum can cash out up to forty (40) hours at 100% at the end of 2021. Requests for cash out must be submitted no later than November 30.

AND FURTHER, THEREFORE, BE IT RESOLVED, that Resolution No. 2020-046 is hereby amended as described herein effective September 14, 2021.

APPROVED this 14th day of September, 2021.

ATTEST:



[Handwritten signature]

Dana Brown-Davis, Council Clerk

**WHATCOM COUNTY COUNCIL
WHATCOM COUNTY, WASHINGTON**

[Handwritten signature]

Barry Buchanan, Council Chair

APPROVED as to form:

[Handwritten signature]

Civil Deputy Prosecuting Attorney