

**WHATCOM COUNTY COUNCIL AGENDA BILL**

NO. AB2007-530

CLEARANCES	Initial	Date	Date Received in Council Office	Agenda Date	Assigned to:
Originator: Karen Goens	<i>KG</i>	11/30/07	<b>RECEIVED</b>  <b>NOV 30 2007</b>  <b>WHATCOM COUNTY COUNCIL</b>	December 4, 2007	Finance/Council – Consent Agenda
Division Head: Karen Goens	<i>KG</i>	11/30/07			
Dept. Head: Dewey Desler		11/30/07			
Prosecutor: Daniel L. Gibson	<i>DLG</i>	11/30/07			
Purchasing/Budget: Brad Bennett					
Executive: Pete Kremen	<i>PK</i>	11/30/07			

**TITLE OF DOCUMENT: :**  
  
*Amendment to Resolution – 2006-075 – Unrepresented Resolution*

**ATTACHMENTS:**  
**Resolution**

SEPA review required?    ( ) Yes    ( x ) NO	Should Clerk schedule a hearing?    ( ) Yes    ( x ) NO
SEPA review completed?    ( ) Yes    ( x ) NO	Requested Date:

**SUMMARY STATEMENT OR LEGAL NOTICE LANGUAGE:** *(If this item is an ordinance or requires a public hearing, you must provide the language for use in the required public notice. Be specific and cite RCW or WCC as appropriate. Be clear in explaining the intent of the action.)*

~~Due to a recent Internal Revenue Service (IRS) determination, the County’s existing agreement with the ICMA Retirement Corporation (“ICMA-RC”) originally set-up through County Ordinance Number 2002-039 requires amendment for 2008. The proposed Amendment to the RHS Adoption Agreement will bring the plan into compliance with new guidance from the Internal Revenue Service by:~~

- ~~1. Making the RHS Plan mandatory for all employees who accrue over 960 hours of sick leave.~~
- ~~2. Providing for the reversion of account balances to the County if a participant dies with no living spouse or dependents.~~

The Resolution to amend the 2007 Unrepresented Resolution will implement the new RHS plan provision for unrepresented employees, set the Medical Contribution Cap for 2008, and allow the 2007 Unrepresented Resolution to remain in force.

<p><b>COMMITTEE ACTION:</b> 12/4/2007: Forwarded to Council for approval</p>	<p><b>COUNCIL ACTION:</b> 12/4/2007: Council Approved 7-0 Res. 2007-073</p>
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<p><b>Related County Contract #:</b> 200106020-2</p>	<p><b>Related File Numbers:</b></p>	<p><b>Ordinance or Resolution Number:</b> Res. 2007-073</p>
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**Please Note:** Once adopted and signed, ordinances and resolutions are available for viewing and printing on the County’s website at: [www.co.whatcom.wa.us/council](http://www.co.whatcom.wa.us/council).

PROPOSED BY: Executive

INTRODUCTION DATE: December 4, 2007

**RESOLUTION NO. 2007 - 073**

**AN AMENDMENT TO RESOLUTION NO. 2006-075**

**A RESOLUTION IN THE MATTER OF ADOPTING A SALARY SCHEDULE AND POLICIES FOR UNREPRESENTED WHATCOM COUNTY EMPLOYEES FOR THE YEAR 2008**

**WHEREAS**, a RESOLUTION in the Matter of Adopting a Salary Schedule and Policies for Unrepresented Whatcom County Employees for the Year 2007 was adopted November 21, 2006; and,

**WHEREAS**, the County is currently in negotiations with a number of unions for four Collective Bargaining Agreements which remain in effect until superseded, and,

**WHEREAS**, an Internal Revenue Service ruling requires amendment to the to the County's Retirement Health Savings Plan, and

**WHEREAS**, the County needs to increase the medical contribution cap to the estimate provided by our benefits consultant,

**NOW, THEREFORE, BE IT RESOLVED**, by the Whatcom County Council that sections 6.1.4, 8.2.1 8.3.6, and 10 of Resolution 2006-075 are hereby amended as follows, and this amendment shall become effective January 1, 2008.

**6.1.4 Retirement Health Savings Plan.** Employees who have at least 960 hours in a sick leave bank at beginning and end of a calendar year (or at the beginning of a calendar year and upon termination in that same year) ~~are eligible to~~ **will** receive a County-paid Retirement Health Savings (RHS) plan contribution, based upon a portion of the hours accrued but not used during the year. ~~if they are enrolled in the plan.~~ Sick leave hours accrued to a maximum of forty-eight (48) hours ~~may be eligible for~~ **will apply to a** partial contribution to a Retirement Health Savings Plan if less than forty-eight (48) hours of sick leave are used that year. Calculation is based on 25% of eligible hours.

**8.2.1 Medical Contribution Cap.** For ~~2007~~ **2008**, the County will contribute for each employee, up to ~~\$732.~~ **\$757** per month for medical coverage under the Cap Plan.

~~8.3.6 Retirement Health Savings. The County provides a tax-free retirement health savings plan for medical expenses into which unrepresented employees can make voluntary contributions per plan documents. Open enrollment is October 1–November 29 each year for participation the following year. New employees may enroll within thirty (30) days of hire.~~

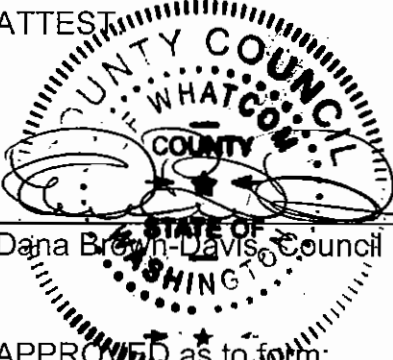
10. EFFECTIVE DATE

All changes in salaries and benefits under this resolution shall become effective on January 1, 2007 2008, and shall remain in effect until rescinded, except where noted otherwise and except that any further changes during 2007 be retroactively applied as approved by the County Council.

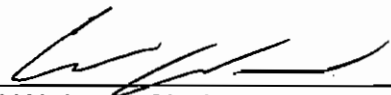
**AND FURTHER, THEREFORE, BE IT RESOLVED**, that Resolution No. 2006-075 continues in force and is hereby amended as described herein effective January 1, 2008.

APPROVED this 4<sup>th</sup> day of December, 2007.

ATTEST

  
Dana Brown-Davis, Council Clerk

WHATCOM COUNTY COUNCIL  
WHATCOM COUNTY, WASHINGTON

  
Carl Weimer, Chair

APPROVED as to form:

  
Assistant Chief Civil Deputy Prosecuting Attorney