

CLEARANCES	Initial	Date	Date Received in Council Office	Agenda Date	Assigned to:
Originator:	<i>unc</i>	11/26/08	RECEIVED DEC 02 2008 WHATCOM COUNTY COUNCIL	12/09/08	Finance & Admin Svcs Committee/Council Agenda
Division Head:	<i>[Signature]</i>	11/26/08			
Dept. Head:	<i>[Signature]</i>	11/20/08			
Prosecutor:	<i>[Signature]</i>	11/26/08			
Purchasing/Budget:					
Executive:	<i>[Signature]</i>	11/20/08			

TITLE OF DOCUMENT:
2009/2010 Unrepresented Resolution

ATTACHMENTS:
Resolution amending section 4.2 of 2009/2010 Unrepresented Resolution

SEPA review required? () Yes (<input checked="" type="checkbox"/>) NO	Should Clerk schedule a hearing? () Yes (<input checked="" type="checkbox"/>) NO
SEPA review completed? () Yes (<input checked="" type="checkbox"/>) 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.)

Proposed technical amendment for Resolution No. 2008-077 (2009 - 2010 Unrepresented Resolution), section 4.2, to be effective January 1, 2009.

COMMITTEE ACTION:
 12/09/2008: Forwarded to Council for approval
 Brenner opposed.

COUNCIL ACTION:
 12/09/2008: Council Approved 5-2
 Caskey-Schreiber & Brenner opposed
 Res. 2008-084

Related County Contract #:

Related File Numbers:
 AB2008-361A

Ordinance or Resolution Number:
 Res. 2008-084

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.

PROPOSED BY: Executive

INTRODUCTION DATE: December 9, 2008

RESOLUTION NO. 2008 - 084

AN AMENDMENT TO RESOLUTION NO. 2008-077

WHEREAS, a RESOLUTION in the Matter of Adopting a Salary Schedule and Policies for Unrepresented Whatcom County Employees effective January 1, 2009 was adopted November 12, 2008; and

WHEREAS, an unintended consequence has been identified from a change to the Recognition and Retention Premium being rolled into the salary matrices; and,

WHEREAS, section 4.2 needs to be modified in order to prevent employees with fewer years of service leapfrogging over employees with greater years of service when promoted or reclassified due to the addition of the Recognition and Retention Premium to the salary matrices,

NOW, THEREFORE, BE IT RESOLVED, by the Whatcom County Council that section 4.2 of Resolution 2008-077 is hereby amended as follows, and this amendment shall become effective January 1, 2009.

4.2 Reclassification or Promotion. In compliance with County policy on reclassifications (AD140000Z), individuals who are reclassified (because of the addition of significantly higher-level duties), per written approval of the Executive's Office, or promoted into a higher position shall move to the step in the new range as follows. ~~If a 5% increase would place the employee in a salary step, the employee is placed in the step providing at least a 5% increase. The reclassification or promotion date becomes the step date.~~ If a 5% increase places the employee in a Recognition & Retention (R & R) step, the employee is placed in the new range in their current step with no change to the step date. The 'top wage step' is defined as the highest step in a given range which includes an increase in the wage component (as opposed to an increase in just the Recognition & Retention component) over the preceding step.

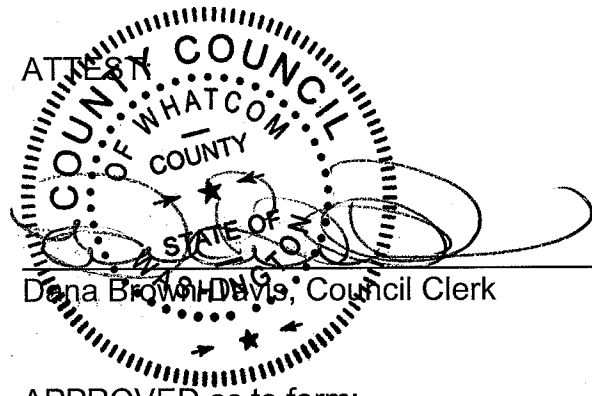
- For employees in Exhibits A (in 2010), B, C, or D, if a 5% increase would place the employee below the top wage step in the new range, the employee is placed in the new range in the step providing at least a 5% increase. The reclassification or promotion date becomes the next step date.

- For employees currently below the top wage step in Exhibits A (in 2010), B, C, or D, if a 5% increase would place the employee at or above the top wage step in the new range, the employee is placed in the top wage step. The reclassification or promotion date becomes the next step date.

- For employees currently at or above the top wage step in Exhibits A (in 2010), B, C, or D, if a 5% increase would place the employee at or above the top wage step in the new range, the employee is placed in their new range at their current step and maintains their current next step date.
- For Exhibits A (in 2009 only), E, and F, employees are placed in the step in the new range that provides at least a 5% increase in base salary, not to exceed the top step of the new range. The reclassification or promotion date becomes the next step date.
- For movement outside the employee's current Exhibit, if a 5% increase would place the employee below the top wage step in the new range, the employee is placed in the new range in the step providing at least a 5% increase. The reclassification or promotion date becomes the next step date. If a 5% increase would place the employee at or above the top wage step in the new range, the employee is placed in the new range at their current step and maintains their current next step date.

AND FURTHER, THEREFORE, BE IT RESOLVED, that Resolution No. 2008-077 continues in force and is hereby amended as described herein effective January 1, 2009.

APPROVED this 9th day of December, 2008,




Dana Brown Davis, Council Clerk

WHATCOM COUNTY COUNCIL
WHATCOM COUNTY, WASHINGTON



Carl Weimer, Chair

APPROVED as to form:



Assistant Chief Civil Deputy Prosecuting Attorney