

WHATCOM COUNTY COUNCIL AGENDA BILL

NO. 2009-271

| CLEARANCES | Initial | Date | Date Received in Council Office | Agenda Date | Assigned to: |
|------------------------------------|----------------|-------------|---------------------------------------------------------------------------------|--------------------|--------------------------------------------------------------------|
| Originator: Wendy Wefer-Clinton | <i>WMC</i> | 5/29/09 | RECEIVED JUN - 2 2009 WHATCOM COUNTY COUNCIL | 6/9/09 | <i>Finance & Admin. Svcs Committee; Council Agenda</i> |
| Division Head Karen Goens: | <i>KSG</i> | 5/29/09 | | | |
| Dept. Head: | | | | | |
| Prosecutor: | <i>DG</i> | 06/01/09 | | | |
| Purchasing/Budget: | | | | | |
| Executive: | <i>PK</i> | 6-01-09 | | | |

TITLE OF DOCUMENT:

An Amendment to Resolution No. 2008-077

ATTACHMENTS:

Amendment to Unrepresented Resolution 2008-077

SEPA review required? () Yes (X) NO
 SEPA review completed? () Yes (X) NO

Should Clerk schedule a hearing? () 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.)*

Amendment to Unrepresented Resolution reducing expenditures for compensation of non-represented employees certified by this amendment as an integral part of the County's expenditure reduction efforts.

COMMITTEE ACTION:

6/09/2009: Forwarded to Council for approval

COUNCIL ACTION:

6/09/2009: Council Approved 7-0
 Res. 2009-039

Related County Contract #:

Related File Numbers:

Ordinance or Resolution Number:
 2008-077 Res. 2009-039

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: June 9, 2009

RESOLUTION NO. 2009 - 039

AN AMENDMENT TO RESOLUTION NO. 2008 - 077

**A RESOLUTION IN THE MATTER OF ADOPTING A SALARY SCHEDULE AND
POLICIES FOR UNREPRESENTED WHATCOM COUNTY EMPLOYEES
EFFECTIVE JANUARY 1, 2009**

WHEREAS, a RESOLUTION in the Matter of Adopting a Salary Schedule and Policies for Unrepresented Whatcom County Employees for 2009 and 2010 was adopted November 12, 2008; and,

WHEREAS, reducing expenditures for compensation of non-represented employees is certified by this RESOLUTION as an integral part of the County's expenditure reduction efforts;

NOW, THEREFORE, BE IT RESOLVED, by the Whatcom County Council that Resolution 2008-077 is hereby amended as follows and this amendment shall become effective June 28, 2009.

2. NON-REPRESENTED SALARY MATRICES

Non-represented employees eligible for overtime and non-represented employees who elect Option #1 below, must take 80 mandatory unpaid furlough hours, or a pro rata number of such hours based upon FTE or hire date, between June 28, 2009 and December 25, 2010 and their use of such leave must follow the guidelines as set forth in the Executive Order for Mandatory Unpaid Furloughs. If an employee in any of the following groups (except employees electing Option #2) has already taken voluntary unpaid furlough (using pay types 794 or 803 as appropriate) between January 1, 2009 and June 27, 2009, he or she shall receive credit towards mandatory unpaid furlough hours.

Group #1: For the non-represented employees eligible for overtime referred to above, a minimum of 40 hours of unpaid furlough, or a pro rata number of such hours based upon FTE or hire date, must be scheduled by September 1, 2009 and taken in 2009. The remaining hours must be scheduled by March 31, 2010 and taken by December 25, 2010. This time may be taken in one-hour increments.

Group #2: All other non-represented employees will be provided a one-time irrevocable decision to have either:

Option 1. 80 hours of mandatory unpaid furlough taken in work-week increments only between June 28, 2009 and December 25, 2010 with a minimum of 40 unpaid furlough hours scheduled by September 1, 2009 and taken during 2009. Remaining hours must be scheduled by March 31, 2010 and taken by December 25, 2010. The number of hours will be pro-rated based on FTE or hire date.

- OR -

Option 2. A deduction of 2.564% of salary between June 28, 2009 and December 25, 2010 in exchange for an additional **80 hours of personal holiday or a pro rata number of hours of such holiday based upon FTE or hire date.** 40 hours of personal holiday, or a pro rata number based upon FTE or hire date, will be added and must be taken in 2009 and 40 hours, or a pro rata number based upon FTE or hire date, will be added and must be taken by December 25, 2010. The added personal holiday hours for 2009 must be scheduled by September 1, 2009 and for 2010 must be scheduled by March 31, 2010. These added personal holiday hours may be taken in one-hour increments, and cannot be cashed out nor carried over to another year. Effective December 26, 2010, the deduction from salary in exchange for additional personal holiday hours will cease and employees salary will be paid per the wage established in Resolution No. 2008-077 or superseding resolution adopted subsequent to this resolution. Allowable accrued cashouts for separations from the County prior to December 26, 2010 will be at the rate established in Resolution 2008-077. Employees selecting Option 2 must have a decision form turned into Human Resources by June 17, 2009 or be automatically enrolled in Option 1.

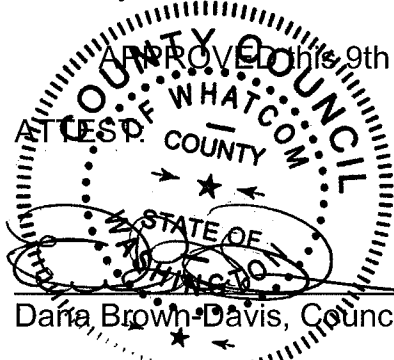
6.2 Vacation.

The cap on vacation hours allowed to be carried over will be increased from 240 to 280 hours on December 31 for 2009 and 2010.

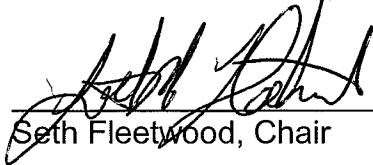
6.4.5 Paid Time Off Bank Carryover/Cashout.

The cap on PTO hours allowed to be carried over will be increased from 330 to 370 hours on December 31 for 2009 and 2010.

AND FURTHER, THEREFORE, BE IT RESOLVED, that Resolution No. 2008-077 is hereby amended as described herein effective June 28, 2009.

APPROVED this 9th day of June, 2009,

 Dana Brown-Davis, Council Clerk

WHATCOM COUNTY COUNCIL
 WHATCOM COUNTY, WASHINGTON


 Seth Fleetwood, Chair

APPROVED as to form:


 Assistant Chief Civil Deputy Prosecuting Attorney