

**WHATCOM COUNTY COUNCIL AGENDA BILL**

NO. 2009-458

CLEARANCES	Initial	Date	Date Received in Council Office	Agenda Date	Assigned to:
Originator:	WCC	11/30/09	<b>RECEIVED</b>  <b>DEC 01 2009</b>  <b>WHATCOM COUNTY COUNCIL</b>	12/8/09	Finance & Admin Svcs Committee/Council Agenda
Division Head:	[Signature]	11/30/09			
Dept. Head:	[Signature]	11/30/09			
Prosecutor:	[Signature]	11/30/09			
Purchasing/Budget:					
Executive:	[Signature]	11/30/09			

**TITLE OF DOCUMENT:**

*An Amendment to Resolution No. 2008-077*

**ATTACHMENTS:**

*Amendment to Unrepresented Resolution – 2009/2010*

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.)

*Proposed amendments for Resolution No. 2008-077 (2009 - 2010 Unrepresented Resolution) to be effective January 1, 2010.*

**COMMITTEE ACTION:**

12/8/2009: Forwarded to Council for approval

**COUNCIL ACTION:**

12/8/2009: Council Approved 6-0  
 Res. 2009-075

**Related County Contract #:**

**Related File Numbers:**

**Ordinance or Resolution Number:**  
 2008-077 Res. 2009-075

**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 8, 2009

**RESOLUTION NO. 2009 - 075**

**AN AMENDMENT TO RESOLUTION NO. 2008-077**

**A RESOLUTION IN THE MATTER OF ADOPTING A SALARY SCHEDULE AND POLICIES FOR UNREPRESENTED WHATCOM COUNTY EMPLOYEES FOR THE YEARS 2009 AND 2010**

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

**WHEREAS**, Referendum 71 was approved by the voters of Washington State in November 2009; and,

**WHEREAS**, consistent with the recommendation of the County's benefit consultant and the Medical Advisory Committee to apply the intent of the new state law to the County's self-insured medical plan section 8.2 (Health & Welfare Benefits), and sections 6.1.6 (Sick Leave for Family Care), and 6.6 (Bereavement Leave) of the RESOLUTION and,

**NOW, THEREFORE, BE IT RESOLVED**, by the Whatcom County Council that sections 6.1.6, 6.6 and 8.2 of Resolution 2008-077 are hereby amended as follows, and this amendment shall become effective January 1, 2010

**6.1.6 Sick Leave for Family Care**

Sick leave can be used to care for the child of an employee with a health condition that requires treatment or supervision, or for the care of an employee's spouse, domestic partner, registered spousal equivalent (up to forty (40) hours per year), parent, parent-in-law or grandparent with a serious health condition or an emergency condition. Domestic partners must be registered with the Washington State Office of the Secretary of State and spousal equivalents must be registered with AS-Human Resources prior to requesting sick leave usage.

**6.6 Bereavement Leave.**

Bereavement leave shall be provided to non-represented employees, who suffer a death in the immediate family, of up to five (5) days off (maximum of forty hours) without loss in pay. Immediate family members include a spouse or domestic partner, registered spousal equivalent, child or parent (including step) of either the employee or the employee's spouse. Domestic partners

must be registered with the Washington State Office of the Secretary of State and spousal equivalents must be registered with AS-Human Resources prior to requesting bereavement leave. Up to three (3) days off without loss of pay is available for other close family members (including step): brother, sister, grandchildren or grandparents of either the employee or the employee's spouse. In the event of a funeral or other memorial occurring as a result of the death of a current, lawful brother or sister-in-law, the affected employee may have up to eight (8) hours off without loss in pay to attend the funeral or memorial, if not covered above. Additional days off without pay or using accrued leave may also be available upon written approval of the department head. Requests for greater than five (5) days of leave without pay in a calendar year requires Executive Office approval.

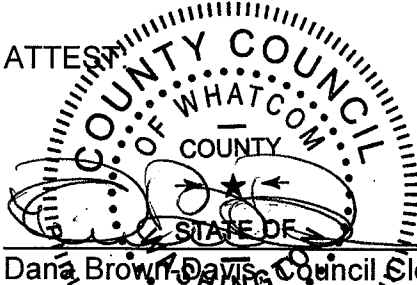
**8.2 Health & Welfare Benefits.**

All elected officials and eligible non-represented employees shall be granted the following health and welfare benefits, and the benefits shall include full premium contribution by the County for the employee, spouse, and dependent children of the employee, except as noted below.


- A) Medical (including premium contribution for coverage effective January 1, 2010 for domestic partner – defined as same sex or opposite sex with one partner at least 62 years of age - when registered with the Washington State Office of the Secretary of State).
- B) Dental
- C) Vision
- D) Long-Term Disability – employee only
- E) Life insurance – employee only - in the face amount of each elected official or non-represented employee's annual salary to a maximum of \$50,000.

**AND FURTHER, THEREFORE, BE IT RESOLVED**, that Resolution No. 2008-077 is hereby amended as described herein effective January 1, 2010,

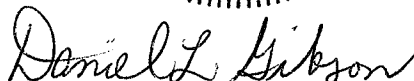
APPROVED this 8<sup>th</sup> day of December, 2009

ATTEST  
  
Dana Brown-Davis, Council Clerk

WHATCOM COUNTY COUNCIL  
WHATCOM COUNTY, WASHINGTON

  
Seth Fleetwood, Chair

APPROVED as to form:

  
Assistant Chief Civil Deputy Prosecuting Attorney