

WHATCOM COUNTY COMMISSION ON SALARIES
FOR ELECTED OFFICIALS

Virtual Zoom Meeting Link

<https://us02web.zoom.us/j/86551674979?pwd=L2t5K3R4TDdzTFhYOCTEdVdiOGpHdz09>

Meeting ID: 865 5167 4979

Passcode: 745407

Dial by your location

+1 253 215 8782 US (Tacoma)

AGENDA

Monday, April 5, 2021, 4:00 p.m. to 6:30 p.m.

- A. CALL TO ORDER

- B. APPROVAL OF MARCH 15, 2021 MINUTES

- C. PUBLIC COMMENT

- D. ADDITIONAL DATA TO REVIEW
 - SCD-7 Dept Head Salary Steps
 - SCD-8 Dept Head Actual Salaries
 - SCD-9 HR Email

- E. CONTINUED DISCUSSION ON SALARY SCENARIOS

- F. MOTIONS AS APPROPRIATE

- G. NEXT STEPS

- H. ADJOURN

Future Meeting Date (if needed): April 19, 4:00-6:30 pm

Addendum A 2021 Salary Matrix for Unrepresented Employees

Group A - Department Head Salary Matrix - Effective January 2020 (+3.0%)

Range	12 months of service at each step required to move to next step								36 months of service at each step required to move to next step				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
500	9,175	9,530	9,894	10,278	10,674	11,085	11,511	11,952	12,415	12,436	12,461	12,489	12,516
500.1*	9,291	9,646	10,010	10,394	10,790	11,201	11,627	12,068	12,531	12,552	12,577	12,605	12,632
510	9,569	9,938	10,322	10,717	11,129	11,558	12,002	12,462	12,943	12,963	12,990	13,018	13,044
510.1*	9,743	10,112	10,496	10,891	11,303	11,732	12,176	12,636	13,117	13,137	13,164	13,192	13,218
510.2*	9,801	10,170	10,554	10,949	11,361	11,790	12,234	12,694	13,175	13,195	13,222	13,250	13,276
515	9,775	10,151	10,544	10,947	11,368	11,806	12,260	12,730	13,222	13,242	13,269	13,298	13,325
520	9,978	10,361	10,761	11,176	11,608	12,054	12,516	12,996	13,497	13,517	13,544	13,571	13,597
520.1*	10,269	10,651	11,051	11,466	11,897	12,344	12,920	13,286	13,786	13,807	13,834	13,860	13,888
525	10,193	10,584	10,992	11,417	11,857	12,313	12,785	13,275	13,787	13,808	13,835	13,863	13,890
530	10,412	10,811	11,227	11,660	12,109	12,575	13,058	13,558	14,078	14,098	14,125	14,153	14,180

*Ranges 500.1, 510.1, 510.2, and 520.1 - Supplemental Compensation Replacement

Group B - Management Salary Matrix - Effective January 2020 (+3.0%)

Range	12 months of service at each step required to move to next step								36 months of service at each step required to move to next step				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
400	5,817	6,043	6,276	6,520	6,772	7,036	7,308	7,592	7,885	7,907	7,933	7,962	7,990
405	6,061	6,301	6,544	6,798	7,062	7,337	7,621	7,914	8,223	8,244	8,270	8,299	8,327
410	6,321	6,568	6,822	7,089	7,361	7,646	7,943	8,249	8,571	8,591	8,618	8,647	8,675
415	6,591	6,849	7,115	7,391	7,675	7,975	8,282	8,602	8,935	8,957	8,983	9,012	9,039
420	6,873	7,141	7,418	7,704	8,006	8,312	8,633	8,966	9,312	9,334	9,359	9,388	9,416
425	7,169	7,448	7,736	8,034	8,344	8,668	9,003	9,348	9,711	9,731	9,758	9,787	9,815
425.1*	7,459	7,738	8,026	8,324	8,634	8,958	9,293	9,637	10,000	10,021	10,048	10,077	10,105
430	7,475	7,766	8,066	8,377	8,700	9,038	9,386	9,748	10,124	10,145	10,172	10,201	10,229
435	7,797	8,098	8,413	8,736	9,074	9,426	9,788	10,164	10,557	10,579	10,606	10,635	10,663
440	8,130	8,447	8,772	9,112	9,464	9,826	10,204	10,598	11,006	11,028	11,054	11,083	11,111
440.1*	8,420	8,736	9,062	9,402	9,753	10,116	10,494	10,888	11,296	11,318	11,344	11,373	11,401
445	8,478	8,806	9,146	9,501	9,865	10,245	10,641	11,049	11,474	11,496	11,523	11,552	11,580
450	8,841	9,183	9,538	9,903	10,287	10,683	11,094	11,522	11,965	11,986	12,012	12,041	12,069

*Ranges 425.1 & 440.1 - Supplemental Compensation Replacement

Group C - Professional/Supervisory Salary Matrix - Effective January 2020 (+3.0%)

Range	12 months of service at each step required to move to next step								36 months of service at each step required to move to next step				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
300	4,208	4,379	4,554	4,731	4,917	5,110	5,308	5,514	5,685	5,707	5,733	5,762	5,786
305	4,389	4,568	4,747	4,933	5,127	5,327	5,534	5,748	5,928	5,951	5,978	6,008	6,033
310	4,573	4,762	4,949	5,144	5,345	5,556	5,771	5,994	6,181	6,204	6,231	6,261	6,286
315	4,772	4,968	5,161	5,362	5,572	5,790	6,014	6,246	6,439	6,462	6,489	6,519	6,546
320	4,976	5,178	5,381	5,592	5,807	6,038	6,270	6,512	6,714	6,737	6,764	6,793	6,820
325	5,190	5,399	5,610	5,829	6,055	6,294	6,539	6,791	7,003	7,026	7,053	7,083	7,108
330	5,411	5,630	5,851	6,077	6,313	6,559	6,815	7,076	7,296	7,319	7,346	7,376	7,403
335	5,643	5,872	6,101	6,336	6,583	6,838	7,104	7,379	7,607	7,630	7,657	7,687	7,714
340	5,884	6,120	6,360	6,606	6,863	7,132	7,408	7,693	7,931	7,954	7,980	8,011	8,037
345	6,137	6,381	6,629	6,887	7,156	7,434	7,719	8,016	8,264	8,288	8,313	8,343	8,370
345.1*	6,427	6,671	6,919	7,177	7,446	7,724	8,009	8,306	8,554	8,578	8,603	8,633	8,660
350	6,398	6,654	6,915	7,184	7,462	7,751	8,048	8,358	8,616	8,639	8,666	8,696	8,721
355	6,671	6,938	7,209	7,488	7,779	8,080	8,392	8,716	8,985	9,007	9,033	9,063	9,090
360	6,958	7,237	7,518	7,809	8,109	8,426	8,749	9,085	9,365	9,387	9,414	9,444	9,470
365	7,254	7,544	7,838	8,142	8,456	8,784	9,123	9,473	9,764	9,787	9,814	9,844	9,871
370	7,566	7,868	8,174	8,491	8,816	9,160	9,512	9,879	10,181	10,204	10,231	10,261	10,288
375	7,889	8,207	8,523	8,852	9,194	9,552	9,918	10,298	10,615	10,638	10,665	10,695	10,721
380	8,228	8,558	8,889	9,232	9,587	9,960	10,342	10,740	11,069	11,092	11,119	11,149	11,174

* Range 345.1 - Supplemental Compensation Replacement

Group D - Support Salary Matrix - FLSA Non-Exempt - Effective January 2020 (+3.0%)

Range	12 months of service at each step required to move to next step									24 mos of service	36 months of service at each step required to move to next step			
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
200	3,036	3,158	3,290	3,425	3,561	3,705	3,850	3,998	4,156	4,238	4,262	4,287	4,317	4,344
210	3,165	3,292	3,428	3,569	3,710	3,859	4,010	4,169	4,333	4,418	4,441	4,468	4,498	4,525
220	3,297	3,431	3,574	3,720	3,866	4,022	4,179	4,342	4,512	4,600	4,623	4,650	4,680	4,707
230	3,439	3,580	3,728	3,881	4,032	4,193	4,357	4,527	4,707	4,800	4,822	4,848	4,878	4,905
240	3,587	3,734	3,886	4,045	4,202	4,371	4,540	4,716	4,902	4,998	5,020	5,047	5,077	5,103
250	3,737	3,892	4,050	4,217	4,382	4,556	4,733	4,917	5,110	5,211	5,233	5,260	5,290	5,317
260	3,897	4,057	4,222	4,394	4,568	4,749	4,934	5,125	5,326	5,432	5,455	5,481	5,512	5,538
270	4,230	4,396	4,575	4,754	4,940	5,136	5,334	5,541	5,759	5,928	5,951	5,978	6,008	6,033
280	4,412	4,585	4,771	4,959	5,152	5,357	5,564	5,779	6,006	6,183	6,207	6,235	6,266	6,293
290	4,602	4,782	4,977	5,172	5,374	5,587	5,803	6,027	6,264	6,449	6,474	6,503	6,536	6,563

Group E - Sheriff's Binding Arbitration Adjustment Salary Matrix¹
Effective January 2020 (+3.0%)

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
690	9,603	9,984	10,377	10,787	11,197	11,624	12,066	12,523	12,987

Yrs of Service	%	Hourly Rate	Longevity
6	2.00%	\$40.82	\$0.82
9	3.00%	\$40.82	\$1.22
12	3.50%	\$40.82	\$1.43
15	4.00%	\$40.82	\$1.63
18	4.50%	\$40.82	\$1.84
21	5.00%	\$40.82	\$2.04
24	6.00%	\$40.82	\$2.45

Group F - Corrections Binding Arbitration Adjustment Salary Matrix¹

Effective January 2020 (+3.0%)

Range	12 months of service at each step required to move to next step							36 months of service at each step required to move to next step		
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
720	7,151	7,372	7,659	7,954	8,255	8,586	8,950	9,334	9,364	9,392
740	7,881	8,244	8,564	8,892	9,228	9,598	10,005	10,431	10,461	10,490

¹If there is a collective bargaining agreement settled per Section 4.14 salaries may change during the term of this resolution.

Group G - Court Reporters & Health Officer Salary Matrix - Effective January 2020 (+3.0%)

Range	12 months of service at each step required to move to next step								36 months of service at each step required to move to next step				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
801	6,742	6,749	6,756	6,764	6,771	6,780	6,787	6,795	6,805	6,828	6,853	6,883	6,910
802	7,757	7,764	7,770	7,779	7,786	7,795	7,802	7,810	7,819	7,842	7,868	7,898	7,925

Group H - Court Commissioner Salary Matrix²

Range	7/1/2019	7/1/2020	
903	14,324	14,976	(90% of Superior Court Judge Salary)
904	12,881	13,467	(85% of District Court Judge Salary)

²Salaries are set by the Washington Citizens' Commission on Salaries for Elected Officials. and may be changed.

SCD-8**WC Dept Head Compensation
March 23, 2021**

Job Title	Department	Range	Step	Monthly	Yearly
Deputy Executive/Director	Administrative Services	525	9	\$13,787	\$165,444
Director	Public Works	520	9	\$13,497	\$161,964
Director	Superior & Juvenile Courts	515	11	\$13,269	\$159,228
Public Defender	Public Defender	510	10	\$12,963	\$155,556
Director	Planning & Development Service	510	9	\$12,943	\$155,316
Director	Health	510	6	\$11,558	\$138,696
Director	Parks & Recreations	500.1	12	\$12,605	\$151,260
DC and DCP Administrator	District Court Probation	500	13	\$12,516	\$150,192
Finance Manager	Administrative Services	440	13	\$11,111	\$133,332
HR Manager	Administrative Services	440	12	\$11,083	\$132,996
IT Manager	Administrative Services	440	10	\$11,028	\$132,336
Facilities Manager	Administrative Services	440	9	\$11,006	\$132,072

From: Melissa Keeley mkeeley@co.whatcom.wa.us
Subject: RE: A few more items
Date: March 16, 2021 at 12:12 PM
To: Kara Turner kara@turnerhrservices.com

Hi Kara,

1. Department head salary matrix is at the end of the Unrepresented Resolution in Addendum A.

<https://www.whatcomcounty.us/DocumentCenter/View/51949/2021-Unrepresented-Resolution>

There are 13 steps available. Steps are awarded annually until top step reached. Current salaries attached.

2. No discussions regarding 2022 COLA for any employees including department heads. There is too much unknown at this point. There is hope that there will be something available for employees who received 0 in 2021, but no number has been discussed. I believe those discussions will occur during the mid-biennium budget process which will occur this Fall with Council.

3. <http://mrsc.org/Home/Explore-Topics/Governance/Offices-and-Officers/County-Elected-and-Appointed-Officials.aspx>

Council members are established in the budget ordinance [AB 2020-504](#) as .5 FTE or 1,040 hours annually.

Council members receive full health and welfare benefits and sign an affidavit (attached) certifying hours worked to qualify for PERS service credit. They do not account for time on an hourly basis (unless they do this for their own recordkeeping) nor do any of our other Elected Officials. For payroll purposes, 4 hours of time are entered M – F at the hourly rate of \$38.63/hour.

Melissa Keeley, CLRP
Employee Relations Manager
Whatcom County - Human Resources
360-778-5309 | mkeeley@co.whatcom.wa.us

My incoming and outgoing messages are subject to public disclosure requirements per RCW 42.56

