

WHATCOM COUNTY COUNCIL AGENDA BILL

NO. 2017-171

CLEARANCES	Initial	Date	Date Received in Council Office	Agenda Date	Assigned to:
Originator: Nan Kallunki	<i>nsk</i>	4/26/17	<p>RECEIVED</p> <p>MAY 23 2017</p> <p>WHATCOM COUNTY COUNCIL</p>	05/30/17	Finance & Admin Svcs Committee and Council Agenda
Division Head:					
Dept. Head: Karen Goens	<i>KGG</i>	5/2/17			
Prosecutor:	<i>DK</i>	05/11/17			
Purchasing/Budget:					
Executive:	<i>[Signature]</i>	5.23.17			

TITLE OF DOCUMENT:

2018-2019 Elected Officials Salary Resolution

ATTACHMENTS:

2018-2019 Elected Officials Salary Resolution

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 changes to Elected Officials Salary Resolution for 2018-2019 to reflect salary placements established by the Whatcom County Commission on Salaries for Elected Officials.

COMMITTEE ACTION:

5/30/2017: Substitute forwarded to Council for approval

COUNCIL ACTION:

5/30/2017: Substitute Approved 6-0, Brenner out of the room, Resolution 2017-032

Related County Contract #:

Related File Numbers:

Ordinance or Resolution Number:

Res. 2017-032

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: County Executive

INTRODUCTION DATE: May 19, 2017

RESOLUTION NO. 2017 - 032

**A RESOLUTION IN THE MATTER OF IDENTIFYING 2018 AND 2019 SALARIES
AND BENEFITS FOR ELECTED OFFICIALS**

WHEREAS, beginning January of 2017, the Whatcom County Commission on Salaries for Elected Officials held several meetings to complete the task of setting Whatcom County elected officials salaries for the years 2018 and 2019; and

WHEREAS, on April 20, 2017, the Commission submitted an elected official salary schedule to the county for the years 2018 and 2019 (Exhibit A); and

WHEREAS, it is necessary to provide an historical reference for salaries and benefits for Whatcom County elected officials;

NOW, THEREFORE, BE IT RESOLVED, by the Whatcom County Council that the salaries to be paid to elected officials for the years 2018 and 2019 as established by the Whatcom County Commission on Salaries for Elected Officials are as follows:

Position	2018		2019	
	Annual	Monthly	Annual	Monthly
Assessor	\$106,391	\$8,866	\$108,519	\$9,043
Auditor	\$106,391	\$8,866	\$108,519	\$9,043
Treasurer	\$106,391	\$8,866	\$108,519	\$9,043
Sheriff	\$138,452	\$11,538	\$142,000	\$11,833
Prosecuting Attorney	\$169,022	\$14,085	\$172,402	\$14,367
County Executive	\$169,022	\$14,085	\$172,402	\$14,367
County Council	\$31,243	\$2,603	\$31,867	\$2,656

BE IT FURTHER RESOLVED, that for the Executive Branch Elected Officials (County Executive, Prosecuting Attorney, Sheriff, Assessor, Auditor, and Treasurer), who were on the County payroll as of September 14, 2008, 5% of base salary provided will be mandatorily paid by the County to his or her Retirement Health Savings (RHS) account with the remaining 95% of base salary paid through payroll.

BE IT FURTHER RESOLVED that any elected official who meets eligibility criteria will be eligible for Health and Welfare Benefits as outlined in the Unrepresented Resolution for the applicable year.

BE IT FINALLY RESOLVED that changes to elected officials salaries under this resolution shall become effective the first pay periods of January 2018 and January 2019 respectively as noted herein and shall remain in effect until rescinded or amended by the Whatcom County Commission on Salaries for Elected Officials.

BE IT FINALLY RESOLVED that the other terms set forth in this resolution shall become effective as of January 1, 2018. Changes to items other than salary may be made as approved by the County Council.

APPROVED on this 30th day of May, 2017.

**WHATCOM COUNTY COUNCIL
WHATCOM COUNTY, WASHINGTON**

ATTEST



Dana Brown-Davis, Council Clerk



Barry Buchanan, Council Chairperson

APPROVED as to form:



Daniel Gibson
Chief Civil Deputy Prosecuting Attorney

EXHIBIT A

To: Whatcom County Council
From: Whatcom County Commission on Salaries for Elected Officials
Subject: Elected Official Salary Schedule for 2018 and 2019
Date: April 20, 2017

Starting in January 2017, the Whatcom County Commission on Salaries for Elected Officials met multiple times in order to complete its task of setting the 2018 and 2019 salaries for elected officials.

The Commission has used information from comparable jurisdictions, considered the unique challenges of some of our local offices, and considered written and oral testimony from elected officials and the general public. Members of the Commission have actively participated in the process and shared their unique perspective in the discussions that led to the Commission's salary placements.


Attached please find the Salary Commission's salary placements for Whatcom County elected officials for 2018 and 2019.

It has been an honor to be selected and serve on the Salary Commission for Whatcom County.


Brian Lydiard, Commission Chairman
(Business)

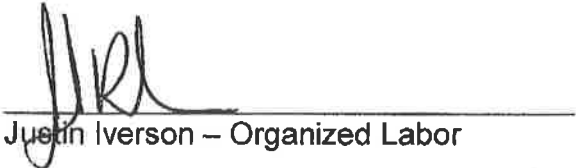

Todd Morris – Citizen at Large


Mike Arbiter – Citizen at Large


Jason Russell – Citizen at Large


Kristi Birkeland – Citizen at Large


Diana Schmidt – Citizen at Large


Justin Iverson – Organized Labor


Jon Sitkin – Legal Profession


Steve (George) King – Citizen at Large


Wendy Wefer-Clinton – Personnel
Management

Whatcom County Commission on Salaries for Elected Officials

Salary Placements April 20, 2017

Position	Current Salary 2017	2018	2019
Assessor	\$104,407	<ul style="list-style-type: none"> • 1.9% COLA • Adjustment: \$0 • Total: \$106,391 	<ul style="list-style-type: none"> • 2.0% COLA • Adjustment: \$0 • Total: \$108,519
Auditor	\$104,407	<ul style="list-style-type: none"> • 1.9% COLA • Adjustment: \$0 • Total: \$106,391 	<ul style="list-style-type: none"> • 2.0% COLA • Adjustment: \$0 • Total: \$108,519
Treasurer	\$104,407	<ul style="list-style-type: none"> • 1.9% COLA • Adjustment: \$0 • Total: \$106,391 	<ul style="list-style-type: none"> • 2.0% COLA • Adjustment: \$0 • Total: \$108,519
Sheriff	\$134,904	<ul style="list-style-type: none"> • 1.9% COLA • Adjustment: \$985 • Total: \$138,452 	<ul style="list-style-type: none"> • 2.0% COLA • Adjustment: \$779 • Total: \$142,000
Prosecuting Attorney	\$165,870	<ul style="list-style-type: none"> • 1.9% COLA • Adjustment: \$0 • \$169,022 	<ul style="list-style-type: none"> • 2.0% COLA • Adjustment: \$0 • Total: \$172,402
County Executive	\$158,823	<ul style="list-style-type: none"> • 1.9% COLA • Adjustment: \$7,181 • Total: \$169,022 	<ul style="list-style-type: none"> • 2.0% COLA • Adjustment: \$0 • Total: \$172,402
County Council	\$30,660	<ul style="list-style-type: none"> • 1.9% COLA • Adjustment: \$0 • Total: \$31,243 	<ul style="list-style-type: none"> • 2.0% COLA • Adjustment: \$0 • Total: \$31,867

Cost of Living Adjustment (COLA):

- The Salary Commission used *the Consumer Price Index - All Urban Consumers - West Urban* to establish the actual and projected rate of inflation. This is the same index used by previous Salary Commissions. See Attachment A.
- For 2018, the Commission establishes a 1.9% percent COLA for all positions. This is based upon the average of the last 10 years, 2007 through 2016.
- For 2019, the Commission establishes a 2.0% COLA. This is based upon the rounded 1.9% COLA from Attachment A, rounded to 2.0% to reflect inflation may increase slightly in future years.

Assessor, Auditor, Treasurer: The Commission researched the compensation for these positions at other Washington State counties, using the following for benchmarks:

- Assessed Value
- Population
- Number of Employees
- Budget

In each benchmark category, the Counties that were four larger and four smaller than Whatcom County were used for comparison. In all cases, Whatcom County positions are currently above market comparables. See Attachment B.

Based on those comparisons, the Commission concludes the compensation for these positions shall increase per the COLAs established by the Commission.

Sheriff: The Commission researched the compensation for this position at other Washington State counties, using the following for benchmarks:

- Assessed Value
- Population
- Number of Employees
- Budget

In each benchmark category, the Counties that were four larger and four smaller than Whatcom County were used for comparison. See Attachment B. In addition, because the City of Bellingham is a large population center within Whatcom County, the Bellingham Police Chief compensation and duties were also considered.

Because duties for sheriffs vary somewhat by county, the specific scope of duties for the Whatcom County Sheriff was then weighed. Considering the Whatcom County Sheriff's scope of duties, the diverse population served, and the large territory overseen, the Commission concludes salary adjustments in 2018 and 2019 are warranted, in addition to the COLAs established by the Commission. As reflected in the table, these adjustments increase the Sheriff's salary to \$142,000 by 2019.

Prosecuting Attorney: Prior county Salary Commissions matched the Prosecuting Attorney's compensation to Superior Court Judge compensation. For 2018 the State is increasing Superior Court Judge compensation by 4%, which the Commission feels exceeds what is warranted in Whatcom County. Therefore, for 2018 and 2019, the Commission concludes the Prosecuting Attorney compensation shall increase per the COLAs established by the Commission.

County Executive: Whatcom County's government structure (County Executive and seven County Council members) is somewhat unique. Therefore, the County Executive position was compared to other governmental executives within Whatcom County. Additionally, three other Washington counties with similar Executive/Council forms of government were considered to see how they compensate their County Executive relative to their Prosecuting Attorney.

Considering the scope of management responsibility of the County Executive, the Commission determines it important to adjust the Executive's compensation to re-establish its historical placement. Prior to the Prosecuting Attorney's compensation being tied to Superior Court Judge compensation, the Executive compensation was equal to or above the Prosecuting Attorney's compensation. Therefore, the Commission concludes the Executive compensation shall match the Prosecuting Attorney's compensation for 2018, and then adjust per the COLA established by the Commission for 2019.

County Council: Whatcom County's government structure (County Executive and seven County Council members) is somewhat unique. The County Council is the legislative body for Whatcom County. The Council members have broad powers requiring knowledge and research about many facets of County government in order to make impactful decisions affecting all citizens of Whatcom County.

Prior Salary Commissions adjusted compensation for the County Council over the last few years to appropriately reflect the demands of the position. Therefore, the Commission concludes no further adjustment to these positions is currently needed, and that the compensation for these positions shall increase per the COLAs established by the Commission.