

WHATCOM COUNTY COMMISSION ON SALARIES
FOR ELECTED OFFICIALS

Virtual Zoom Meeting Link

Join Zoom Meeting

<https://us02web.zoom.us/j/84982854846?pwd=TjNlaU9udWUrWnczdjhnbFFuNko5dz09>

Meeting ID: 849 8285 4846

Passcode: 573277

Dial by your location

+1 253 215 8782 US (Tacoma)

AGENDA

Monday, March 15, 2021, 4:00 p.m. to 6:30 p.m.

- A. CALL TO ORDER

- B. APPROVAL OF MARCH 1, 2021 MINUTES

- C. PUBLIC COMMENT

- D. ADDITIONAL DATA TO REVIEW

- E. DISCUSSION & DRAFT SALARY PROPOSALS
 - Prosecuting Attorney
 - Executive
 - Sheriff
 - Assessor, Auditor, Treasurer
 - Council Members

- F. NEXT STEPS

- G. ADJOURN

Future Meeting Dates: April 5 & 19, 4:00-6:30 pm

SCD-1

Historical information used to determine Elected Official Salaries

ELECTED POSITION	2018		2019		2020		2021	
	1 st Year		2 nd Year		1 st Year		2 nd Year	
Executive	Salary match to Prosecuting Attorney		Salary match to Prosecuting Attorney		Salary match to Prosecuting Attorney		Salary match to Prosecuting Attorney	
Prosecuting Attorney	Separated from WA State Sup Ct Judge 1.9% COLA		2% COLA		\$5,000 less than WA State Superior Ct Judge No COLA		\$5,000 less than WA State Superior Ct Judge No COLA	
Sheriff	Adjusted up to \$142,000 over 2 years (COB Chief, County Comp)				5% Adjustment above top step of Deputy position (excluding Plus 2.23% COLA		Additional 5% Adjustment above top step of Deputy (excluding longevity pay) Plus 2.23% COLA	
Auditor								
Treasurer	Focus on County Comp							
Assessor								
Council	1.9% COLA		2% COLA		10% Adjustment Plus 2.23% COLA		10% Adjustment Plus 2.23% COLA	

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Whatcom County Elected Official Salary History with % Increases

ELECTED OFFICIAL	2013	2014	% INC	2015	% INC	2016	Inc	2017	% INC	2018
Executive	\$ 147,024	\$ 150,396	2.3%	\$ 153,864	2.3%	\$ 155,400	1.0%	\$ 158,820	2.2%	\$ 169,020
Prosecuting Attorney	\$ 145,548	\$ 151,800	4.3%	\$ 156,360	3.0%	\$ 162,612	4.0%	\$ 165,864	2.0%	\$ 169,020
Sheriff	\$ 119,352	\$ 126,144	5.7%	\$ 129,048	2.3%	\$ 132,000	2.3%	\$ 134,904	2.2%	\$ 138,456
Auditor	\$ 96,648	\$ 98,868	2.3%	\$ 101,136	2.3%	\$ 102,156	1.0%	\$ 104,400	2.2%	\$ 106,392
Treasurer	\$ 96,648	\$ 98,868	2.3%	\$ 101,136	2.3%	\$ 102,156	1.0%	\$ 104,400	2.2%	\$ 106,392
Assessor	\$ 96,648	\$ 98,868	2.3%	\$ 101,136	2.3%	\$ 102,156	1.0%	\$ 104,400	2.2%	\$ 106,392
Council	\$ 21,000	\$ 24,144	15.0%	\$ 24,699	2.3%	\$ 30,000	21.5%	\$ 30,660	2.2%	\$ 31,236

*2012 Salary Commission Ordinance Created

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% INC	2019	% INC	2020	% INC	2021	% INC
6.4%	\$ 172,404	2.0%	\$ 185,976	7.9%	\$ 194,664	4.7%
1.9%	\$ 172,404	2.0%	\$ 185,976	7.9%	\$ 194,664	4.7%
2.6%	\$ 141,996	2.6%	\$ 160,800	13.2%	\$ 172,428	7.2%
1.9%	\$ 108,516	2.0%	\$ 117,756	8.5%	\$ 126,264	7.2%
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1.9%	\$ 108,516	2.0%	\$ 117,756	8.5%	\$ 126,264	7.2%
1.9%	\$ 31,872	2.0%	\$ 35,796	12.3%	\$ 40,176	12.2%

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Elected Official Salary Comparison Summary

ELECTED OFFICIAL	2020 Salary	2021 Salary	COUNTY COMPARISON 2020 Salaries Compared		2ND IN COMMAND COMPARISON 2021 Salaries Comparison		OTHER COMPARISON 2021 Salaries Comparison	
			6 County Avg*	% Diff	Deputy Position*	% Diff	Other	% Diff
Executive	\$ 185,976	\$ 194,664	N/A		\$ 166,680	14%		
Prosecuting Attorney	\$ 185,976	\$ 194,664	\$ 189,096	-2%	\$ 144,828	26%	WA State Superior Ct Judge	\$ 199,675 -3%
Sheriff	\$ 160,800	\$ 172,428	\$ 138,986	16%	\$ 160,524	7%		
Auditor	\$ 117,756	\$ 126,264	\$ 114,920	2%	\$ 112,992	11%		
Treasurer	\$ 117,756	\$ 126,264	\$ 114,920	2%	\$ 112,992	11%		
Assessor	\$ 117,756	\$ 126,264	\$ 114,920	2%	\$ 112,992	11%		
Council	\$ 35,796	\$ 40,176	N/A		N/A			

* 6 Counties: Cowlitz, Benton, Skagit, Thurston, Kitsap, Yakima

* Deputy Position - Used top step of scale (not incumbent pay)

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Whatcom County Prosecuting Attorney Comparison

YEAR	WC Pros Attorney	Annual	WA Sup Ct Judge*	% Dif	HR Dept Notes**
2002	\$ 8,212	\$ 98,544	\$ 120,144	-22%	
2003	\$ 8,545	\$ 102,540	\$ 121,972	-19%	
2004	\$ 8,713	\$ 104,556	\$ 122,785	-17%	
2005	\$ 9,225	\$ 110,700	\$ 125,655	-14%	
2006	\$ 9,594	\$ 115,128	\$ 129,425	-12%	
2007	\$ 9,882	\$ 118,584	\$ 134,985	-14%	
2008 (July)	\$ 10,815	\$ 129,780	\$ 143,597	-11%	County portion increased by Resolution 2008-047
2008 (Sept)	\$ 11,520	\$ 138,240	\$ 143,597	-4%	State Increase
2009	\$ 11,748	\$ 140,976	\$ 148,832	-6%	Realignment
2010	\$ 12,129	\$ 145,548	\$ 148,832	-2%	
2011	\$ 12,129	\$ 145,548	\$ 148,832	-2%	Wages frozen at 2010 rates by Resolution 2010-054
2012	\$ 12,129	\$ 145,548	\$ 148,832	-2%	
2013	\$ 12,129	\$ 145,548	\$ 149,824	-3%	
2014	\$ 12,650	\$ 151,800	\$ 153,327	-1%	Increase by Resolution 2013-046
2015	\$ 13,030	\$ 156,360	\$ 158,448	-1%	
2016	\$ 13,551	\$ 162,612	\$ 163,702	-1%	
2017	\$ 13,822	\$ 165,864	\$ 166,976	-1%	
2018	\$ 14,085	\$ 169,020	\$ 170,315	-1%	
2019	\$ 14,367	\$ 172,404	\$ 180,627	-5%	
2020	\$ 15,498	\$ 185,976	\$ 195,149	-5%	
2021	\$ 16,222	\$ 194,664	\$ 199,675	-3%	

* WA Superior Court Judge comp data taken from 2020 Judicial Presentation to WA Salary Commission.

** All past resolutions are available online at <http://documents.whatcomcounty.us/webink8/CustomSearch.aspx?SearchName=ResolutionSearch&dbid=0>

From: **Melissa Keeley** mkeeley@co.whatcom.wa.us
 Subject: RE: Prosecuting Attorney Salary History
 Date: March 5, 2021 at 2:59 PM
 To: Kara Turner kara@turnerhrservices.com

Hi Kara,

I'm working on the Prosecutor numbers today. Regarding negotiations, all contracts are settled and adopted by Council as follows for 2021. Master, PROTEC17, and Corrections all extended their 2019-2020 contracts for one additional year. WSNA bargained a successor agreement for 2021-22. The 0% will not be changing for any groups.

Group	Budgeted FTEs	Contract Duration	2021 COLA	2022 COLA
Unrepresented	182	2021 Resolution	0%	TBD
Teamsters Master	476	2019-2021	0%	Open
PROTEC17 (Health)	21	2019-2021	0%	Open
WSNA (Nurses)	18	2021-2022	0%	1.25%
IBU/MMP (Ferry)	12	2020-2022	2.5%	1.25%
FOP (Corrections Sr. Management)	3	TBD – New Group		
FOP (Sheriff Command)	6	2020-2021	3%	Open
Teamsters Corrections	76	2019-2021	2.5%	Open
Sheriff's Guild (Patrol)	82	2020-2021	3%	Open

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

