

WHATCOM COUNTY COMMISSION ON SALARIES FOR ELECTED OFFICIALS

AGENDA

Wednesday, March 26, 2025

4:00 p.m. – 6:00 p.m.

[Virtual Meeting](#)

- 1. Call to Order**
- 2. Roll Call**
- 3. Approval of Minutes from April 16, 2025 Meeting**
- 4. Public Comment – cap of 18 minutes total**
 - 4.1. Any interested attendee will be given 3 minutes for public comment
- 5. Old Business**
 - 5.1. Review salary decisions made at 4/16/2025 meeting
- 6. New Business**
 - 6.1. Finalize salary decisions
- 7. Next Steps**
 - 7.1. Review report draft
 - 7.2. Meet to discuss?
- 8. Adjourn**

Attachments

- 5.1 Summary Data including Comparable Counties & “Other Positions”

Whatcom County Executive's Office is inviting you to a scheduled Zoom meeting.

Topic: 2025 WC Salary Commission

Time: Jan 29, 2025 16:00 Pacific Time (US and Canada)

Every 2 weeks on Wed, until Apr 23, 2025, 7 occurrence(s)

Please download and import the following iCalendar (.ics) files to your calendar system.

Weekly:

https://us06web.zoom.us/meeting/tZlude6grDgjG9Z3FoYDz_63x1cKbFNWiRRA/ics?icsToken=DNTB4qxTs7THNlaUUgAALAAAAMoU6WjacQz54jQSgqGmclJzTIgIeQWYgvBodBpGNG4w2iRBf3_hC5cv2VI7cQLb4wLaOfci2sEuVLeLRDAwMDAwMQ&meetingMasterEventId=BwaWVz-fSwK9Ue7908Qneg

Join Zoom Meeting

<https://us06web.zoom.us/j/86327823912>

Meeting ID: 863 2782 3912

One tap mobile

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- +1 564 217 2000 US
- +1 646 931 3860 US
- +1 689 278 1000 US
- +1 929 205 6099 US (New York)
- 833 548 0276 US Toll-free
- 833 548 0282 US Toll-free
- 877 853 5247 US Toll-free
- 888 788 0099 US Toll-free

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Find your local number: <https://us06web.zoom.us/j/86327823912>

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- 144.195.19.161 (US West)
- 206.247.11.121 (US East)
- 115.114.131.7 (India Mumbai)
- 115.114.115.7 (India Hyderabad)
- 159.124.15.191 (Amsterdam Netherlands)
- 159.124.47.249 (Germany)
- 159.124.104.213 (Australia Sydney)
- 159.124.74.212 (Australia Melbourne)
- 170.114.180.219 (Singapore)
- 64.211.144.160 (Brazil)
- 159.124.132.243 (Mexico)
- 159.124.168.213 (Canada Toronto)
- 159.124.196.25 (Canada Vancouver)
- 170.114.194.163 (Japan Tokyo)
- 147.124.100.25 (Japan Osaka)

Meeting ID: 863 2782 3912

Summary of Monthly Data (Updated April 1, 2025)

Position/Data Description	Description	All	Assessor	Auditor	Treasurer	Executive	Prosecuting Attorney	Sheriff	County Council
Current Pay (2025):	Monthly pay from 7/1/2024 - 6/30/2025		\$ 13,911	\$ 13,911	\$ 13,911	\$ 19,592	\$ 19,005	\$ 18,434	\$ 6,368
Pay as of 7/1/2025	Monthly pay from 7/1/2025 - 12/31/2025		\$ 14,411	\$ 14,411	\$ 14,411	\$ 20,297	\$ 19,688	\$ 19,097	\$ 6,596
"Comparable" County Data									
Benton - 1/1/2025	Salary data for incumbent at "comparable" county		\$ 10,392	\$ 10,392	\$ 10,392			\$ 11,120	\$10,392 and \$10,164
Kitsap - 1/1/2025	Salary data for incumbent at "comparable" county		\$ 13,358	\$ 13,358	\$ 13,358			\$ 16,327	\$13,701
Skagit - 1/1/2025	Salary data for incumbent at "comparable" county		\$ 12,364	\$ 12,364	\$ 12,364			\$ 16,168	\$12,935 and \$12,364
Thurston - 1/1/2025	Salary data for incumbent at "comparable" county		\$ 12,328	\$ 12,328	\$ 12,328			\$ 15,230	\$12,328
Yakima - 7/1/2024	Salary data for incumbent at "comparable" county		\$ 11,129	\$ 11,129	\$ 11,129			\$ 13,046	\$10,041
WA State Superior Judge Pay 2025 (eff 7/1/2025)	Pay for comparable State position						\$ 19,705		
WA State Superior Judge Pay 2026 (eff 7/1/2026)	Pay for comparable State position						\$ 20,301		
City of Bellingham Police Chief (1/1/2025)	Pay for comparable City position (largest in County)							\$ 18,805	
WA State Legislators 2025 (eff 7/1/2025)	Pay for comparable State position								\$ 5,534
WA State Legislators 2026 (eff 7/1/2026)	Pay for comparable State position								\$ 5,927
City of Bellingham Council 2025	Pay for comparable City position (largest in County)								\$ 5,923
City of Bellingham Council 2026	Pay for comparable City position (largest in County)								\$ 6,101
Second-in-Command Title(s)	Highest position (and pay) for the position that reports to the elected official. All but the Undersheriff are non-represented positions.		Chief Deputy Assessor	Chief Deputy Auditor	Chief Deputy Treasurer	Deputy Executive	Chief Civil Deputy Prosecutor/ Chief Criminal Deputy Prosecutor	Undersheriff	N/A
Second-in-Command Actual			\$ 9,491	\$ 9,852	\$ 11,437	\$ 15,127	\$15,629/\$16,223	\$ 14,870	N/A
Second-in-Command Top Step	Highest possible pay for the position that reports to		\$ 11,437	\$ 11,437	\$ 11,437	\$ 18,228	\$ 16,223	\$ 15,645	N/A
Department Heads - Whatcom County									
Top of Range 16		\$15,305							
Finance Director - Range 16 Actual		\$13,685							
IT Director - Range 16 Actual		\$14,745							
HR Director - Range 16 Actual		\$14,745							
Facilities Director - Range 16 Actual		\$14,745							
Additional Information:									
Step 20 of 2023 Salary Matrix (Unrepresented EE's)	Highest pay (step) for the highest (level) position on		\$ 19,322						
Step 19 of 2023 Salary Matrix (Unrepresented EE's)	Highest pay (step) for the highest occupied (level)		\$ 18,228						
Unrep COLA (2024)	Cost of Living Adjustment for non-represented staff in		4%						
Unrep COLA (2025)	Cost of Living Adjustment for non-represented staff		3%						
CPI-U West Region 5-year Average			4.28%						

Different districts have different salaries

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Notes:
 ** previously used by 2021 commission
 ***State salaries are updated on 7/1 vs. Whatcom County adjustments which are effective 1/1
[State Salary information](#)

Every effort was made to ensure accurate numbers, but in some cases there could be slight differences due to timing, rounding or other insignificant matters.

Comparable Counties		
2001 Arbitration Decision	2022 Non-rep Salary Survey*	AWC Survey*
Benton	Benton	Benton
Cowlitz	(no response)	(2/4)
Kitsap	Kitsap	Kitsap
Skagit	Skagit	Skagit
Thurston	(no response)	Thurston
Yakima	Yakima	Yakima
	Snohomish	Clark
	City of:	
	Bellingham	
	Federal Way	
	Kirkland	
	Renton (no response)	
	Richland	
	Yakima	
	Auburn (no response)	
<i>* union arbitration decision</i>	<i>*Gallagher, the compensation</i>	<i>** this process involves</i>

Prosecutor Salaries*		
Match Superior Court Judge	Exceed Superior Court	Below Superior Court Judge
Whatcom		
Benton	King	
	Snohomish	Cowlitz
Kitsap		
		Skagit
Thurston		
Yakima		
Pierce		
Spokane		
Clark		
Grant		
Mason		
Kittitas		
Island		

**as reported by Prosecutor Richey in his written report*

Additional Position Data for consideration*		
	Internal	External
Executive		
Prosecuting Attorney		WA State Superior Court Judge
Sherriff **	County Dent Heads: Undersheriff	City of Bellingham (COR) Police Chief
Treasurer	Finance Manager: Deputy (with 25%	City of Bellingham Finance Manager:
Assessor	County Dent Heads: Deputy	
Auditor	County Dent Heads (IT Mgr/HR	
County Council		

*based on statements in the elected officials written statements, the following positions are identified as ones to consider when setting salaries

** the Sheriff noted that pay and benefits can be different than identified positions