

**WHATCOM COUNTY COMMISSION ON SALARIES  
FOR ELECTED OFFICIALS**

AGENDA

Wednesday, February 12, 2025

4:00 p.m. – 6:00 p.m.

[Virtual Meeting](#)

- 1. Call to Order**
- 2. Approval of Minutes from January 29, 2025 Meeting**
- 3. Public Comment – cap of 18 minutes total**
  - 3.1. Any interested attendee will be given 3 minutes for public comment
- 4. New Business**
  - 4.1. Discussion of request to review compensation/budget for County Charter Review Commission
  - 4.2. Discuss questions to be asked of elected officials in writing and/or for meeting participation
- 5. Information Review**
  - 5.1. Summary market data
  - 5.2. Commissioner Data Requests Status Updates
  - 5.3. Discussion
- 6. Next Steps**
  - 6.1. Request written and/or meeting participation from elected officials
  - 6.2. Additional information requests (if any)
  - 6.3. Next Meeting: Wednesday, February 26th 4 – 6 p.m. PDT
- 7. Adjourn**

**Attachments**

Attachment A (5.1): [Summary Market Data](#)

Attachment B (5.2): [Data Request from Commissioners](#)

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](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

+12532050468,,86327823912# US

+12532158782,,86327823912# US (Tacoma)

---

Dial by your location

- +1 253 205 0468 US
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
- +1 669 444 9171 US
- +1 669 900 6833 US (San Jose)
- +1 719 359 4580 US
- +1 301 715 8592 US (Washington DC)
- +1 305 224 1968 US
- +1 309 205 3325 US
- +1 312 626 6799 US (Chicago)
- +1 360 209 5623 US
- +1 386 347 5053 US
- +1 507 473 4847 US
- +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

Meeting ID: 863 2782 3912

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

---

Join by SIP

- 86327823912@zoomcrc.com

---

Join by H.323

- 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



## Attachment B (5.2): Data Request from Commissioners

### Commissioner Data Request

*Updated 2/5/2025*

**1. AWC data for "Summary of Data" on document.**

Updated Data Pending with 2/5/25 target delivery date.

[Summary of Data](#)

[Whatcom County Electeds and Seconds 2023](#)

[Whatcom County Electeds and Seconds 2025](#)

[COLA by Group](#)

**2. The updated salary grid for non-represented employees at the County.**

[Unrepresented Position Titles and Salary Matrix.](#)

**3. A copy of the 2025 budget.**

Full budget is online at the link below. Final version is not published yet but I confirmed it would be the same information except some technical corrections and more

narrative. <https://www.whatcomcounty.us/DocumentCenter/View/89954/Executives-Recommended-2025-2026-Budget>

**4. Any and all written compensation philosophies that exist for elected or employee groups at the County.**

“[Classifying County Positions Policy](#)” as well as the attached [2025 Unrepresented Resolution](#). Collective Bargaining Agreements are also [online](#).

**5. Information on what counties are used as "comparable counties" for any elected or employee groups at the county.**

Comparable Counties for all groups are Benton, Cowlitz, Kitsap, Skagit, Thurston and Yakima and listed in their agreements. More information about how those counties were determined can be found in the PERC Interest Arbitration decision from 2001 [online](#):

**6. The revenue forecast for the county broken down by major categories (i.e. property tax, b&o tax revenue, etc).**

Requested information from our Finance Office but in interim, please see revenue summary in the County budget and let me know if additional information is

needed. <https://www.whatcomcounty.us/DocumentCenter/View/89954/Executives-Recommended-2025-2026-Budget>

**7. Crime rates in the county as well as comparable counties**

Information is available on our Sheriff’s Office website: <https://www.whatcomcounty.us/3442/Crime-Stats>

More information about comparable counties can be found on the WASPC site. The document is very large, but searchable and contains summaries within for each of the requested counties. (For example, you can find Skagit Co Sheriff’s Office on page 396 & 397)

<https://waspc.memberclicks.net/assets/Crime%20in%20Washington%202023-compressed.pdf>

<https://www.waspc.org/cjis-statistics---reports>

**8. Information about the roles and responsibilities for the positions (job descriptions, etc).**

See attached County Charter Article 3. Full Charter is [online](#).

**9. 10-year Salary History for the position.**

[Elected Official Salary Increases.History.xls](#)

**10. Population of Whatcom County for the last 10 years (2014-2024)**

The most recent Comprehensive Plan is attached which shows total population in Figure 3 on page 6.

[Whatcom County Comprehensive Plan](#)

**11. Funding for elected position salaries**

[All elected positions are funded out of the general fund.](#)

Additional information:

[City and County Execs with Exec Branch 2024](#)

[Department Head 2025 Salary](#)

Attachments can be accessed via this [google drive](#).