

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

AGENDA

Wednesday, January 29, 2025

4:00 p.m. – 6:00 p.m.

[Virtual Meeting](#)

- 1. Call to Order**
- 2. Approval of Minutes from January 15, 2025 Meeting**
- 3. Public Comment – cap of 18 minutes total**
  - 3.1. Any interested attendee will be given 3 minutes for public comment
- 4. Commission Updates**
  - 4.1. Reminder for Open Public Meeting Training
    - Stacey follow-up
  - 4.2. Introductions
- 5. Information Review**
  - 5.1. Summary market data
  - 5.2. Commissioner Data Requests Status Updates
  - 5.3. Discussion
- 6. Next Steps**
  - 6.1. Request for information from elected officials & meeting dates for attendance
  - 6.2. Additional information requests (if any)
  - 6.3. Next Meeting: Wednesday, February 12<sup>th</sup> 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/join/86327823912)

Join Zoom Meeting

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Meeting ID: 863 2782 3912

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- +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

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

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- 86327823912@zoomcrc.com

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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 A (5.1): Summary Market Data

Summary of Data							
	Assessor	Auditor	Treasurer	Executive	Prosecuting Attorney	Sheriff	County Council
Current Pay (2025):	\$ 166,932	\$ 166,932	\$ 166,932	\$ 235,104	\$ 228,060	\$ 221,208	\$ 76,416
Pay as of 7/1/2025	\$ 172,927	\$ 172,927	\$ 172,927	\$ 243,553	\$ 236,252	\$ 223,165	\$ 79,157
% of County Executive (current)	71%	71%	71%		97%	94%	32.5%
2022 Whatcom County:							
2022 Average (8 county average**):							N/A
2022 Average (6 county comparable):							
2022 Average (NonRep 5 County Comparisons):							
<b>Snohomish County 2023</b>							
WA State Treasurer 2025 (eff. 7/1/2025)			\$167,432				
WA State Treasurer 2026 (eff. 7/1/2026)			\$175,904				
WA State Auditor 2025 (eff. 7/1/2025)		\$154,588					
WA State Auditor 2026 (eff. 7/1/2026)		\$157,680					
WA State Superior Judge Pay 2025 (eff 7/1/2025)					\$ 236,465		
WA State Superior Judge Pay 2026 (eff 7/1/2026)					\$ 243,607		
City of Bellingham Police Chief (2023)						\$ 210,660	
WA State Legislators 2025 (eff 7/1/2025)							\$ 66,411
WA State Legislators 2026 (eff 7/1/2026)							\$ 71,127
City of Bellingham Council 2025							\$ 71,080
City of Bellingham Council 2026							\$ 73,213
Second-in-Command Actual							N/A
Second-in-Command Top Step							N/A
Range 14 (Finance Manager)							
Step 20 of 2023 Salary Matrix (Unrepresented EE's)							
Step 19 of 2023 Salary Matrix (Unrepresented EE's)							
Unrep COLA (2024)							
Unrep COLA (2025)							
<a href="#">CPI-U West Region 5-year Average</a>						4.28%	
** previously used by commission							
***State salaries are updated on 7/1 vs. Whatcom County adjustments which are effective 1/1							
<a href="#">State Salary information</a>							

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

1. AWC Salary Data for comparable counties
2. The updated salary grid for non-represented employees at the County. This would include the grid that shows which positions are in each grade and the salary ranges for each grade.
3. A copy of the 2025 budget
4. Written compensation philosophies that exist for elected or employee groups at the County.
5. Information on what counties are used as "comparable counties" for any elected or employee groups at the county.
6. The revenue forecast for the county broken down by major categories (i.e. property tax, b&o tax revenue, etc).
7. Crime rates in the county as well as comparable counties.
8. Information about the roles and responsibilities for the positions (job descriptions, etc).