

**WHATCOM COUNTY
ADMINISTRATIVE SERVICES**

DEWEY G. DESLER
Director



HUMAN RESOURCES
Whatcom County Courthouse
311 Grand Avenue, Suite 107
Bellingham, WA 98225-4038

KAREN GOENS
Manager

March 2, 2009

Carrie Blackwood
Director of Internal Organizing and Training
International Federation of Professional and Technical Engineers, Local 17
2900 Eastlake Avenue East, Suite 300
Seattle, WA 98102

Dear Carrie:

You sent me an email February 20 asking for a final breakdown sheet on every employee. I have had Jared Ott in our office again review the information we provided you relative to employee's placement on the new longevity matrix. Enclosed is a memo to me from Jared identifying why the differences existed and the results of his in-depth review. Attached are breakdowns for all employee currently receiving longevity. There should be no questions for those employees not receiving longevity.

We have made our best effort to provide clear and accurate information; however, as you know, mistakes happen and for this reason we retain the right to correct any errors which may be found. Your help in identifying any necessary corrections is greatly appreciated. Please don't hesitate to contact me if you have further questions about the data provided. As a clarification, on the part-time people, if a loss is shown, it is a loss compared to what they would have received under the old system, but is not necessarily a net loss to their paycheck.

It is my understanding that Bob Braun talked with you last week regarding the County's position on the longevity matrix. Bob should continue to be your contact regarding the grievance Local 17 has filed on this matter.

Sincerely,

A handwritten signature in cursive script that reads "Weedy".

Wendy Wefer-Clinton
Employee Relations Manager

cc: Bob Braun, Regina Delahunt, Bill Angel

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Dewey G. Desler
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Karen Sterling Goens
Manager

TO: Wendy Wefer-Clinton, Employee Relations Manager

FROM: Jared Ott, Human Resources Representative II

DATE: March 2nd, 2009

SUBJECT: Local 17 Longevity Transition

A handwritten signature in black ink, appearing to read "Jared Ott", is written over the "FROM:" line of the memo.

I am writing in response to Ms. Blackwood's 2/20/09 email in which she raised some questions about the change to the new longevity matrices.

Differences in Information Provided

The information provided to Local 17 on December 5th was pro-rated for FTE, while the information provided on December 19th was not, at Local 17's request. This accounts for the differing values for all part time employees. Our letter of January 22nd identified and corrected the step placement of Tom Kunesh as he had received a step late in 2008 after we had pulled data. Finally, there was an error in the December 5th information on Margaret Kriger's step placement; the December 19th information correctly indicates a step increase from 6 to 10 in 2011. The enclosed charts also reflect this.

Final Break Down Sheets

In response to Local 17's concerns about the accuracy of the information sent on December 19th I have reviewed each employee's chart. No material errors were discovered with the exception of those listed above. In fact, with the exception of the 1/22/09 correction, the numbers provided herein are identical to those provided on December 19th, with minor differences due to rounding. There are also some modifications that will hopefully increase clarity.