

EXECUTIVE ORDER 98-04

**Authorization for Emergency Market Adjustment
For Identified Positions in Public Works Engineering**

WHEREAS, Whatcom County is currently facing an immediate emergency with regard to recruiting and retaining qualified engineering personnel, and

WHEREAS, the inability to attract and retain such specialized technical personnel resources threatens the County's ability to complete planned projects, and

WHEREAS, a compensation survey of relevant and comparable governmental entities by the Human Resources Division of the Administrative Services Department has determined that the current compensation of Engineering personnel is below reasonably established market levels, and

WHEREAS, the Administration has discussed this matter with the Council on June 30, 1998 and July 16, 1998, to receive legislative concurrence to implement emergency compensation adjustments as were reasonably necessary to address a matter of critical organizational importance,

NOW, THEREFORE, BY VIRTUE OF THE POWER VESTED IN ME BY THE HOME RULE CHARTER FOR WHATCOM COUNTY, I HEREBY ORDER, EFFECTIVE IMMEDIATELY, THAT THE FOLLOWING STEPS WILL BE TAKEN WITH REGARD TO THE IDENTIFIED ENGINEERING POSITIONS IN THE PUBLIC WORKS DEPARTMENT:

- 1 **Range Adjustment:** The positions identified below will have a range adjustment as listed.:

Position	Range Adjustment	New Range
Engineer	2	20
Senior Engineer	2	22

2. **Flexible Entry Step:** Flexibility in the hiring process will be allowed to hire qualified and experienced applicants within the assigned range. This would also open up all the steps between entry and the identified entry hiring step to allow for varying degrees of qualifications.

Position	Entry Hiring Step
Engineering Technician II	1A
Engineering Technician III	2A
Engineer	2
Management Positions	DOQ's and subordinate step placement

3. **Emergency Market Adjustment:** An 11% Emergency Market Adjustment to base salary shall apply to all Engineering Managers. The County may cease to apply the market adjustment to new hires when market conditions change. The Emergency Market Adjustment will remain in place until such time as a salary survey can be completed and implemented for all unrepresented positions or removed via Executive Order.

EFFECTIVE DATE: July 26th, 1998.

DATED this 20 day of July, 1998.

Pete Kremen, Whatcom County Executive