

EXECUTIVE ORDER 99-03

**Adjustment to Executive Order 98-04
Authorization for Emergency Market Adjustment
For Identified Positions in Public Works Engineering**

WHEREAS, Whatcom County has recently reviewed unrepresented salaries, and

WHEREAS, range adjustments were made to the Engineering Manager positions, and

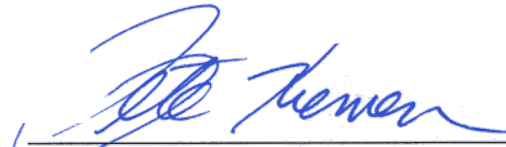
WHEREAS, performance pay and other compensation tools were put into place,

NOW, THEREFORE BY VIRTUE OF THE POWER VESTED IN ME BY THE HOME RULE CHARTER FOR WHATCOM COUNTY, I HEREBY ORDER, EFFECTIVE RETROACTIVELY TO SEPTEMBER 1, 1999, THAT THE FOLLOWING ACTION BE TAKEN:

The 11% Emergency Market Adjustment to base salary for Engineering Managers will be reduced to 6.5% effective retroactively to September 1, 1999.

EFFECTIVE DATE September 1, 1999

DATED this 29th day of October, 1999.



Pete Kremen, Whatcom County Executive