

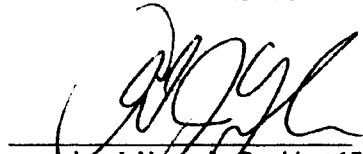
MEMORANDUM OF AGREEMENT 2020-1
TWO YEAR EXTENSION OF LABOR AGREEMENT BETWEEN SKAGIT COUNTY AND
PUBLIC DEFENDERS AFSCME LOCAL 176-PD,
SKAGIT COUNTY Contract # C20180128

The CBA between the parties expiring on December 31, 2019 shall be extended without change or modification except as herein agreed:

- Health & Welfare employee costs/plan design would remain unchanged for the two-year duration with the following addition to Article 15:
 - 15.9 {new section} 2020-2021 Plan Preservation:
 - 15.9.1 Notwithstanding the requirements of Section 15.2.1 establishing the appropriate division of the SMP Operating Costs at 80% County and 20% Employee the County shall for the life of this 2020 – 2021 Agreement continue to maintain the 2019 SMP benefit composition with the understanding that no later than January 1, 2022 the SMP shall be configured to proportionally allocate the SMP Operating Costs in accordance with Section 15.2.1
 - o Health Benefits Committee Meetings: One meeting no later than the 2nd Qtr 2020 (TBA); Two meetings in 3rd Qtr if needed; One meeting in 4th Qtr if needed
 - o The purpose of the Benefits Committee meetings will be to obtain compliance for the long term with the agreed 80%/20% plan costs split between County and employees.
- Wages: The County reply proposal:
 - o Effective 1/1/2020 the wage table of the PD Unit shall be “equalized” with the wage table of the Deputy Prosecutors’ Unit wage table.
 - o Effective 1/1/2020 2.0% across the table (final table per Payroll to preserve symmetry)
 - o Effective 1/1/2021 2.0% across the table (final table per Payroll to preserve symmetry)
- Article 21.1 shall be amended to reflect a Term through December 31, 2021.

The foregoing would be the amendments for a two (2) year extension of the CBA.

AFSCME LOCAL 176-PD


Adam J. Yapasak, President 176-PD

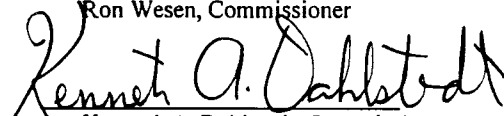

Joe Downes, Council 2 Representative

ATTEST:


Clerk of the Board
Skagit County Board of Commissioners

Board of County Commissioners
Skagit County, Washington


Ron Wesen, Commissioner


Kenneth A. Dahlstedt, Commissioner


Lisa Janicki, Commissioner