

**MEMORANDUM OF AGREEMENT BY AND BETWEEN**  
**SKAGIT COUNTY COMMISSIONERS,**  
**THE SHERIFF OF SKAGIT COUNTY**  
**AND**  
**SKAGIT COUNTY DEPUTY SHERIFF'S GUILD**

**Whereas**, the Skagit County Deputy Sheriff's Guild (Patrol Division) (hereinafter "Guild") exercised its Article 19.4.2.4 right to open the wage terms in the collective bargaining agreement presently in effect between the Guild and the Skagit County Commissioners and the Sheriff of Skagit County (hereinafter "County") (Guild and County are jointly be referred to as "Parties"); and

**Whereas**, the Guild further demanded impact bargaining regarding the implementation of body worn cameras; and

**Whereas**, the Parties met to bargain regarding those issues, and bargained to agreement on both issues;

**Therefore**, the following agreement was reached:

Article 18.3 and Appendix A of the collective bargaining agreement shall be amended to provide that effective January 1, 2022 base salaries for patrol deputies and sergeants shall increase by an additional 2.75% over the already agreed upon 2.25% for a total increase of 5%.

Any retroactive increase implicated by the additional 2.75% over the previously agreed upon 2.25% in the collective bargaining agreement shall be paid within 30 days of the execution of this Memorandum of Agreement and shall only be afforded to those Guild employees who were employed as of the date of ratification of this Memorandum of Agreement by the Board of County Commissioners.

Sheriff of Skagit County

Skagit County Deputy Sheriff's Guild

Don McDermott  
Don McDermott

4-25-2022  
Date

Ben Hagglund  
Ben Hagglund

4/21/22  
Date

Board of County Commissioners

Peter Browning  
Peter Browning, Chair

5-2-2022  
Date

Lisa Janicki  
Lisa Janicki, Commissioner

5-2-2022  
Date

Ron Wesen  
Ron Wesen, Commissioner

5-2-2022  
Date

Linda Hanuman  
Attest: Clerk of the Board