

MEMORANDUM OF AGREEMENT 2020-1
TWO YEAR EXTENSION OF LABOR AGREEMENT BETWEEN SKAGIT COUNTY AND
PUBLIC DEFENDER'S SUPPORT STAFF
AFSCME LOCAL 176-PDS,
SKAGIT COUNTY CONTRACT # C20190071

All Articles and Sections shall remain as per current contract language (CCL 2017-2019) except as enumerated below.

- Health & Welfare employee costs/plan design would remain unchanged for the two-year duration with the following addition to Article 14:

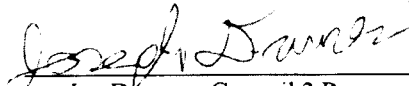
14.9 {new section} 2020-2021 Plan Preservation:

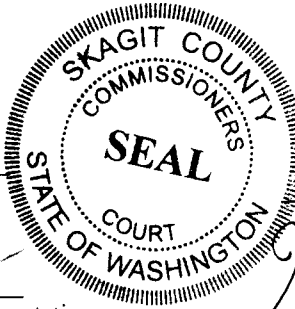
- 14.9.1 Notwithstanding the requirements of Section 14.2.1 establishing the appropriate division of the SMP Operating Costs at 80% County and 20% Employee the County shall for the life of this 2020 – 2021 Agreement continue to maintain the 2019 SMP benefit composition with the understanding that no later than January 1, 2022 the SMP shall be configured to proportionally allocate the SMP Operating Costs in accordance with Section 14.2.1
 - 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
 - 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:
 - Effective 1/1/2020 2.0% across the table (final table per Payroll to preserve symmetry)
 - Effective 1/1/2021 2.0% across the table (final table per Payroll to preserve symmetry)
 - It is understood that any employee whose wages are frozen shall receive not less than the frozen amount and not more than the wage table as soon as the wage table offers an increase of any amount above the frozen wage rate.
- Article 16.1 shall be amended to reflect a Term through December 31, 2021.

EXECUTED THIS 9 day of March 2020.

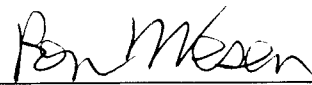
AFSCME LOCAL 176-PDS

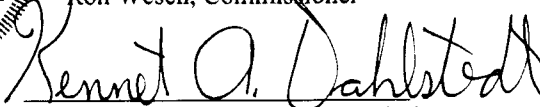

Desiree A. Pantoja, President

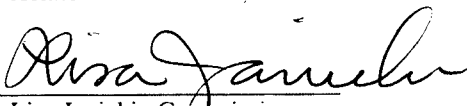

Joe Downes, Council 2 Representative

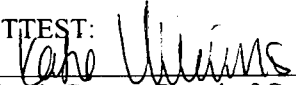


Board of County Commissioners
Skagit County, Washington


Ron Wesen, Commissioner


Kenneth A. Dahlstedt, Commissioner


Lisa Janicki, Commissioner

ATTEST:

Clerk of the Board
Skagit County Board of Commissioners