

All Articles and Sections shall remain as per current contract language (CCL 2017-2019 County Contract # C20180205) except as enumerated below.

- Health & Welfare employee costs/plan design would remain unchanged for the two-year duration with the following addition to Article 5:
 - 5.10 {Delete current outdated language and replace} 2020-2021 Plan Preservation:
 - 5.10.1 Notwithstanding the requirements of Section 5.2.1 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 5.2.1
 - 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.
- Article 22.1 shall be amended to reflect a Term through December 31, 2021.
- Article 22.3 shall apply during the term of this CBA continuation including the right of the Union to open the agreement as provided in §22.3
- Wages: Increase wages in Appendices A, B, C, D, and E as follows:
 - 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)
- NEW B.8
 - B.8 Effective for step advancements occurring after Jan 1, 2020 employees in the classifications of Cook/Transportation Driver and Nutrition Assistant will advance salary steps based on calendar months of service i.e. after 12 or 18 months per the schedule, not based on the number of hours budgeted. Only a one step advancement shall occur within any 12/18-month period.

The foregoing being the agreement of the Parties to extend the expired multi-unit CBA for an additional two (2) years this MOA is dully signed by the Parties to the CBA herein below.

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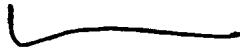
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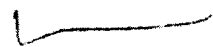
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EXECUTED THIS 4 day of May 2020

FOR PROTEC17 Units



For DEM (Appendix A)



For Health (Appendix B)



For Planning I (Appendix C)



For Planning II & GIS (Appendix D)



For Senior Center (Appendix E)


Brent K. Wagar

PROTEC17 Representative



Karen Estevenin,
PROTEC17 Executive Director

Board of County Commissioners
Skagit County, Washington



Ron Wesen, Commissioner



Kenneth A. Dahlsiedt, Commissioner



Lisa Janicki, Commissioner

ATTEST:



Clerk of the Board

Skagit County Board of Commissioners