

MEMORANDUM OF AGREEMENT 2020-1
TWO YEAR EXTENSION OF LABOR AGREEMENT BETWEEN SKAGIT COUNTY AND
PUBLIC WORKS AFSCME LOCAL 176-PW,
SKAGIT COUNTY Contract # C20180255

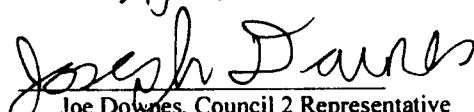
The CBA between the parties expiring on December 31, 2019 shall be extended without change or modification except as herein agreed:

- Health & Welfare employee costs/plan design would remain unchanged for the two-year duration with the following addition to Article 4:
4.9 2020-2021 Plan Preservation:
4.9.1 Notwithstanding the requirements of Section 4.2.1 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 4.2.1
 - 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 shall increase wages retroactively for employees on the payroll as of date of adoption:
 - 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)
- Article 19.1 shall be amended to reflect a Term through December 31, 2021.

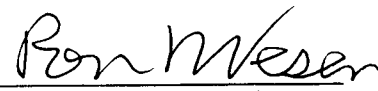
EXECUTED THIS 13 day of April 2020.


AFSCME LOCAL 176-PW

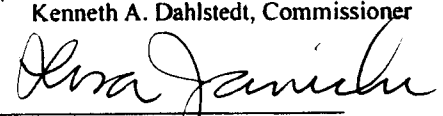

Wendy Heaton, President

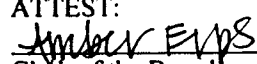

Joe Downes, Council 2 Representative

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