

MEMORANDUM OF AGREEMENT 2020-1
TWO YEAR EXTENSION OF LABOR AGREEMENT BETWEEN SKAGIT COUNTY AND
SHERIFF'S SUPPORT STAFF
AFSCME LOCAL 176-SO,
SKAGIT COUNTY Contract # C20180008

- §7.8 WORK OUT OF CLASS adding NEW §7.8.1
 - 7.8.1 REGULAR ASSIGNMENTS: In the event an employee is reassigned to and will actually be performing the responsibilities of a job of higher classification on a "regular part-time" schedule, approved by HR, consisting of three (3) days or more within any week, the employee shall be paid for each "regular part-time" hour of such work the first step of the salary range for the job which represents a salary increase for the employee for the duration of the assignment. It is understood that no more than one person at a time will be considered to be working a regular part-time out of class assignment.
- Health & Welfare employee costs/plan design would remain unchanged for the two-year duration with the following addition to Article 20:
 - 20.10 {Delete current outdated language and replace} 2020-2021 Plan Preservation:
 - 20.10.1 Notwithstanding the requirements of Section 20.2.1 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 20.2.1
 - 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: Wages for employees employed on the date of adoption will be retroactively increased:
 - ✓ ○ 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)
- The CBA will terminate as of 12/31/2021
- Animal Control Issues
 - ✓ ○ The County can agree to the concept of an addendum to address details impacting Animal Control employees to be worked on during the term of the 2020-2021 CBA.
 - ✓ ○ Animal Control Employees: Upon presentation of a receipt, shall be reimbursed up to the TWO HUNDRED TWENTY-FIVE Dollars (\$225) per calendar year (January 1 through December 31), for the purpose of procuring appropriate work footwear for their responsibilities.

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EXECUTED THIS 13 day of April 2020.

AFSCME LOCAL 176-SO


Board of County Commissioners
Skagit County, Washington




Jacoba Gage, President




Joe Downes, Council 2 Representative



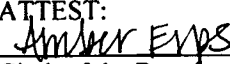
Ron Wesen, Commissioner



Kenneth A. Dahlstedt, Commissioner



Lisa Janicki, Commissioner

ATTEST:


Clerk of the Board
Skagit County Board of Commissioners

65