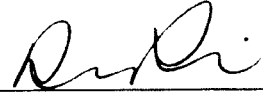


MEMORANDUM OF AGREEMENT 2020-1  
TWO YEAR EXTENSION OF LABOR AGREEMENT BETWEEN SKAGIT COUNTY AND  
PUBLIC DEFENDER'S SUPPORT STAFF  
AFSCME LOCAL 176-PDS,  
SKAGIT COUNTY CONTRACT # C20190071

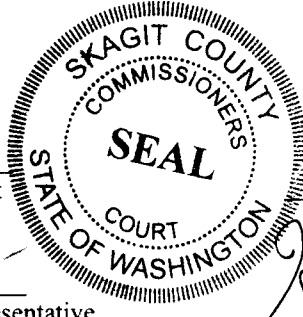
All Articles and Sections shall remain as per current contract language (CCL 2017-2019) except as enumerated below.

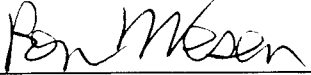
- Health & Welfare employee costs/plan design would remain unchanged for the two-year duration with the following addition to Article 14:  
14.9 {new section} 2020-2021 Plan Preservation:  
14.9.1 Notwithstanding the requirements of Section 14.2.1 establishing the appropriate division of the SMP Operating 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 2<sup>nd</sup> Qtr 2020 (TBA); Two meetings in 3<sup>rd</sup> Qtr if needed; One meeting in 4<sup>th</sup> 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