

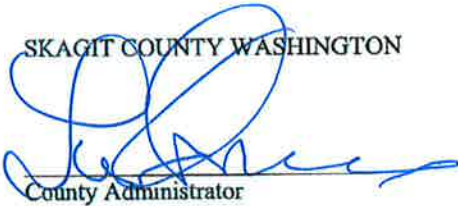
MEMORANDUM OF AGREEMENT (2019-1)  
BY AND BETWEEN THE BOARD OF COUNTY COMMISSIONERS  
AND PUBLIC DEFENDER'S SUPPORT STAFF  
AFSCME LOCAL 176-PDS

- A. Skagit County Washington (County) and AFSCME Local 176-PDS (Union) are parties to Collective Bargaining Agreement (CBA) which was signed by the Union on 11 February 2019, and;
- B. The Parties recognize an agreement to provide settlement amounts to employees remaining employed, and;
- C. The parties have met, conferred and bargained as required by law, and;
- D. The Parties wish to memorialize recent agreements that amend the current CBA. and:

**NOW THEREFORE IT IS AGREED:**

- 1. The CBA shall remain in full force and effect except may be modified with date specific provisions and as herein modified in this MOA for 2019.
- 2. The attached letters of settlement for each employee shall, upon returned execution, resolve, upon payments of the appropriate amounts, all claims regarding the impact of the bargaining or implantation of the negotiated agreement THROUGH February 28, 2019.

**THE FORGOING BEING THE AGREEMENT OF THE PARTIES IT IS DULY EXECUTED BY EACH OF THEM**

SKAGIT COUNTY WASHINGTON  
  
County Administrator

DATED this 20 day of March

PUBLIC DEFENDER'S  
SUPPORT STAFF:

  
Local President

DATED this 13 day of March 2019

  
Council & Staff Representative

DATED this 13 day of March 2019