

MEMORANDUM OF UNDERSTANDING

By and Between
Skagit County
And
The Skagit County Deputy Sheriff's Guild

This Memorandum of Understanding ("MOU") is executed between Skagit County ("County") and the Skagit County Deputy Sheriff's Guild ("Guild").

Background

- A. The County and Guild are parties to a collective bargaining agreement ("CBA").
- B. The County and Guild have determined that is in the mutual interest of the County and Guild to develop a policy that will set in place a procedure for the appointment and payment of Corporals.

The purpose of this MOU is to document policy and procedure for the appointment of Corporals

Agreement

In consideration of the mutual promises of the parties, it is hereby agreed as follows


- 1. A Corporal is an additional supervisor for a unit or squad that reports directly to a Sergeant. If there is not a Sergeant on duty and there is more than one Corporal on duty at the same time, the duty squad corporal will be in charge and receive sergeants pay.
- 2. A Corporal will be appointed by the Sheriff or designee. The appointment will take place from a testing procedure implemented by the Skagit County Sheriff. The Sheriff or designee will select candidates based on testing, work review and administrative interview.
- 3. Corporals shall be paid 3.33 % Per Hour above their current pay rate. Corporals will be paid the Step One Sergeants wage permitted by the current CBA if, there are no Sergeants on shift for an hour for hour basis.
- 4. If there is not a Sergeant or Corporal on duty, the highest ranking deputy on the current Corporals list, on shift, will be responsible for the shift (lead officer) and will receive the CBA rate (Step One of the Sergeants wage) for out of class pay even if there is a Sergeant in service for an overtime detail. In the event no one working is currently on the Corporals list, the shift Sergeant will designate a lead officer to cover the shift.
- 5. Any disputes concerning the interpretation of application of this MOU shall be resolved through the grievance procedure in the CBA between the Guild and County.
- 6. This MOU shall be effective immediately, and shall replace the existing Corporal MOU in the 2020-2022 CBA.

THIS CONTRACT SIGNED this 25 day of March, 2021.

DATED this April 5, 2021.

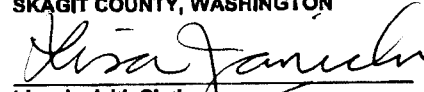


Don McDermott, Skagit County Sheriff




Martin Steiner, President
Skagit County Deputy Sheriff's Guild

BOARD OF COUNTY COMMISSIONERS
SKAGIT COUNTY, WASHINGTON



Lisa Janicki, Chair

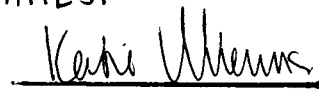


Peter Brownrig, Commissioner



Ron Wesen, Commissioner

ATTEST:



Keshi Williams
Clerk of the Board