

TECHNICAL AMENDMENT
BY AND BETWEEN SKAGIT COUNTY AND PROTEC17 UNION

- A. Skagit County and PROTEC17 (Union) are parties to a duly signed and adopted Collective Bargaining Agreement (CBA), Contract #20250305, and;
- B. The Parties have discovered errors in the CBA in Article 9.7- Sick Leave Cash Out (article 9.7.1 and article 9.7.2), and Article 12- Classification and Pay Plan (article 12.1.2).
- C. The Parties have conferred and bargained as required by law, and;
- D. The Parties agree to amend the current CBA and REPLACE certain provisions of Article 9.7 and Article 12 (Technical Amendment) to correct the errors.

NOW THEREFORE IT IS AGREED:

1. The CBA shall remain in full force. However,

CBA Article 9.7.1 is amended and replaced to state:

Unit Employees employed by the County for five (5) or more years of service who separate from employment in good standing may cash out 25% of their sick leave bank (not to exceed 80 hours).

CBA Article 9.7.2 is amended and replaced to state:

Unit Employees employed by the County for five (5) or more years of service who separate from employment and are eligible to receive retirement benefits through the Washington State Department of Retirement Systems (PERS), may cash out 50% of their sick leave bank (not to exceed 320 hours).

CBA Article 12.1.2 is amended and replaced to state:

Effective January 1, 2026, there shall be a 2.5% increase in the 2025 wage table resulting in a 2026 wage table. However, if, as of August 31, 2025, the known average general wage increase (as detailed below) of the County's chosen comparator counties' non-interest arbitration eligible employee bargaining units for that contract year exceeds 2.5%, then the total sum increase shall be adjusted to the average general wage increase.

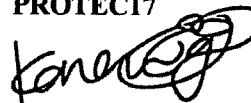
2. Voluntary Agreement. The Parties have had a full opportunity to review this Technical Amendment and consult with legal counsel and acknowledge that they executed it freely and voluntarily.
3. Severability. If any competent tribunal holds any provision of the Technical Amendment, or amended CBA invalid or unenforceable, all the other provisions shall remain valid and enforceable, unless the unenforceable provision is so material that the Parties cannot perform this Technical Amendment or CBA as intended without the stricken provision.

4. Entire Agreement. This Technical Amendment sets forth the entire CBA amendment between the Parties. If necessary to enforce this Technical Amendment's terms, the Parties shall bring any action under the CBA grievance procedure. Washington law shall apply.
5. No Precedent. The Parties agree that this Technical Amendment is non-precedent setting, does not waive either Party's rights in the future, and shall not limit, restrict, prevent, or require the Parties to agree to similar terms in the future. The Parties can only use this document as evidence in a matter between the Guild and County to enforce this Technical Amendment and the CBA.
6. Counterparts; Electronic Copies. The Parties may execute this Technical Amendment in two or more counterparts, each which will be originals, and all constitute the same instrument. An electronic copy is the same as an original.

Skagit County

Date

PROTEC17



Karen Estevenin,
Executive Director

07-03-2025
Date

Board of County Commissioners

See next page
Ron Wesen, Chair _____
Date

Lisa Janicki, Commissioner _____
Date

Peter Browning, Commissioner _____
Date

Attest: Clerk of the Board _____

DATED this 21 day of July, 2025.

**BOARD OF COUNTY COMMISSIONERS
SKAGIT COUNTY, WASHINGTON**

ABSENT

Lisa Janicki, Chair

Ron Wesen

Ron Wesen, Commissioner

Peter Browning, Commissioner

Attest:

Kerrie Utsumi

Clerk of the Board

For contracts under \$5,000:
Authorization per Resolution R20030146

Recommended:

Bonnie Beddall

Department Head

County Administrator

Approved as to form:

Judith A. Heist

Civil Deputy Prosecuting Attorney

Approved as to indemnification:

Bonnie Beddall

Risk Manager

Approved as to budget:

Lisha Logue

Budget & Finance Director