

MEMORANDUM OF UNDERSTANDING

By and Between
Skagit County
And

The Skagit County Corrections Deputy Sheriff's Guild

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

Background

- A. The County and Guild are parties to a collective bargaining agreement ("CBA"). Whereas, the current collective bargaining agreement (CBA) for the parties runs from 1/1/17 to 12/31/19 has already been established.
- B. The County and Guild have determined that it is in the mutual interest of the County and Guild to establish Corporal assignments for Corrections Deputies and to develop a policy that will set in place a procedure for the appointment of and payment of Corrections Deputies assigned as Corporals.

The purpose of this MOU is to document policy and procedure for the placement of Corrections Deputies to the assignment of Corporal.

Agreement

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

1. A Corrections Deputy assigned as a Corporal is an additional supervisor for a unit or squad that reports directly to a Sergeant. If there is more than one Corporal on duty at the same time, the most senior corporal on shift will be the designated in charge below the on duty Sgt.
2. A Corrections Deputy assigned as a Corporal will be selected by the Sheriff or designee. The selection will take place from a testing procedure implemented by the Skagit County Sheriff's Office. The Sheriff or designee will select the candidate using the rule of 3 from the 3 top scores that exist on the corporal list as a result of the testing process.
3. Corrections Deputies assigned as Corporals shall be paid \$1.00 per hour above their current rate of pay. If a team Sergeant is not on duty then the Corporal will be the acting team Sergeant. When assigned as the acting team Sergeant, Corporals will be paid on the Sergeant Base pay range at the step which results in at least a one (\$1.00) increase over their current rate of pay. The Corporal will be compensated as described above for each hour spent as the acting team Sergeant.

4. If there is not a sergeant or Corporal on duty, the team Sergeant will select a lead officer from the highest three (3) ranking Corrections Deputies on the current Corporal's list, on shift. The lead officer will receive out of class pay per Article 6.5 of the current CBA. In the event the highest three (3) ranking Corrections Deputies from the current Corporal's are not on shift, the team Sergeant will designate a lead officer from those Corrections Deputies on shift.

5. Under article 18.7 (Specialty Pay Premium) in the current CBA, the "Security Threat Group/Transport Deputy" and the "Medical Liaison" will be removed. By way of this MOU, the specialty assignment of "Corporal" will be added and a total of five (5) deputies may be assigned as "Corporal".

6. Any disputes concerning the interpretation or application of this MOU shall be resolved through the grievance procedure in the CBA between the County and the Guild.

7. This MOU shall be effective immediately, and shall become a part of the CBA.

DATED this 29 day of January, 2018.

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

Kenneth A. Dahlstedt
Kenneth A. Dahlstedt, Chair

Lisa Janicki
Lisa Janicki, Commissioner

Ron Wesen
Ron Wesen, Commissioner

Attest:

Amber Epps
Clerk of the Board

Recommended:
Will Platt
Department Head

Paulsen
President SCCDG