

MEMORANDUM OF AGREEMENT (Amendment 2 to C20160453)

Between Skagit County and Skagit County Corrections Deputy Guild

- A. Skagit County (County or Employer) and the Skagit County Corrections Deputy Guild (Union) are parties to a Collective Bargaining Agreement (CBA) #C20160453 expiring in 2019, and;
- B. The Union has presented the County with a request “*in equity*” soliciting a revision by addition to the current CBA, and;
- C. The County had agreed in the current CBA to grant new Corrections Deputies hired during 2017 a \$500 hiring bonus as outlined in Section 18.11, and;
- D. The County had also agreed to provide retention incentives to Corrections Deputies hired during 2017 as outlined in Section 18.12 of the current CBA, and;
- E. The County has reviewed the circumstances regarding the current recruiting environment for Corrections Deputies, and Skagit County has a strong need to remain attractive to new candidates;
- F. The County modified bereavement leave eligibility and usage for other represented employees after ratification of the current CBA, and;
- G. Having discussed the issues, the Parties would like to put their agreement in writing amending by addition the current CBA.

NOW THEREFORE IT IS AGREED:

- 1. The hiring bonus and retention incentives as outlined in Sections 18.11 and 18.12 of the current CBA with the Corrections Guild shall apply to new Corrections Deputies hired between January 1, 2018 and December 31, 2019.

- 2. Section 10.1.1 of the current CBA shall be revised to the following:

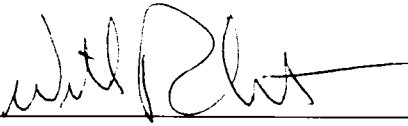
Immediate Family: Individuals considered to be members of the family are the employee's spouse or same or opposite sex domestic partner, child, parent, grandparent, grandchild, sister or brother. It also includes individuals in the following relationships with the employee's spouse or domestic partner: child, parent, sister, brother and grandparent. "Child" also includes any child residing in the employee's home through foster care, legal guardianship or custody. Family members include those persons in a "step" relationship and any person residing with or legally dependent upon the employee.

- 3. Section 10.1.2.1 of the current CBA shall be revised to the following:

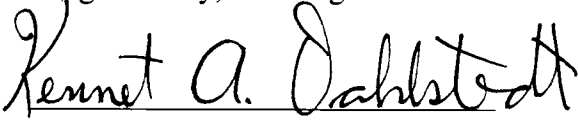
In the event of a death in any employee's immediate family, the employee shall be eligible for not more than forty (40) working hours of leave with pay to attend to personal matters. Regular Part Time employees shall receive bereavement leave based on their percentage of full-time.

Executed this 2 day of November 2018.

December 31, 2018
Board of County Commissioners
Skagit County, Washington



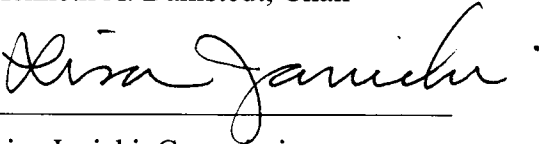
Will Reichardt, Skagit County Sheriff



Kenneth A. Dahlstedt, Chair



Local President



Lisa Janicki, Commissioner



Ron Wesen, Commissioner

ATTEST:



Clerk of the Board

Skagit County Board of Commissioners