

MEMORANDUM OF AGREEMENT
TWO YEAR EXTENSION OF LABOR AGREEMENT BETWEEN SKAGIT COUNTY
AND TEAMSTERS 231 (COURTHOUSE, COURTS, PARKS),
SKAGIT COUNTY CONTRACT #C20180206:

All Articles and Sections shall remain as per current contract language (CCL 2017-2019) except as enumerated below.

NEW

- 4.11 Notwithstanding the requirements of Section 4.2.1 establishing the appropriate division of the SMP Operating Costs at 80% County and 20% Employee the County shall for the life of this 2020 – 2021 Agreement continue to maintain the 2019 SMP benefit composition with the understanding that no later than January 1, 2022 the SMP shall be configured to proportionally allocate the SMP Operating Costs in accordance with Section 4.2.1 The Parties agree that this Section 4.11 as well as all other sections of the CBA shall be subject to bargaining regarding the terms of a successor Agreement
- Health Benefits Committee Meetings: One meeting no later than the 2nd Qtr 2020 (TBA); Two meetings in 3rd Qtr if needed; One meeting in 4th Qtr if needed

NEW

- 13.6.1 Upon certification by the Elected Official or Department Head that an employee is temporarily assigned, and such assignment is for at least three (3) days and such assignment warrants the additional pay the five (5) day requirement in 13.6 shall be reduced to three (3) days.

NEW:

- 14.5 Parks & Facilities Employees: Upon presentation of a receipt, Parks Maintenance and Facilities employees (Engineering/Maintenance and Custodial), shall be reimbursed up to the specified amounts listed below per calendar year (January 1 through December 31), for the purpose of procuring appropriate work footwear for their respective responsibilities.
- Facilities and Parks Maintenance employees: \$200.00
 - Custodial employees: \$150.00

Wages: The County agrees to increase wages:

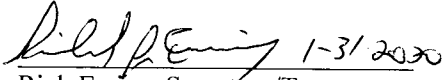
- Effective 1/1/2020 2.0% across the table, retroactive to the 1st pay-period in 2020
- Effective 1/1/2021 (1st pay-period) 2.0% across the table


Should the County agree to provide economic adjustments/provisions that exceed the terms of this Agreement to any group of employees, including the group of unrepresented employees, but excluding Interest Arbitration employees, the County agrees, subject to good faith bargaining, to provide any such exceeding adjustments/provisions to unit employees covered under this Agreement.

Article 21 Section 21.1 shall be updated to reflect a new Term of AGREEMENT from the Date of execution through December 31, 2021.

EXECUTED THIS 10 day of February 2020.

Local 231, Teamsters


Rich Ewing, Secretary/Treasurer


Daron Smith, Business Agent


Board of County Commissioners
Skagit County, Washington


Ron Wesen, Commissioner



Kenneth A. Dahlstedt, Commissioner

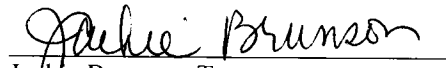

Lisa Janicki, Commissioner

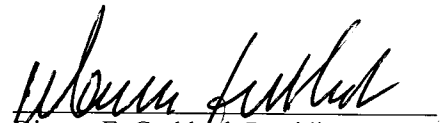
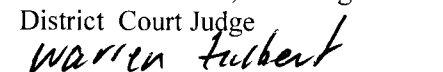
Elected Officials
Skagit County, Washington

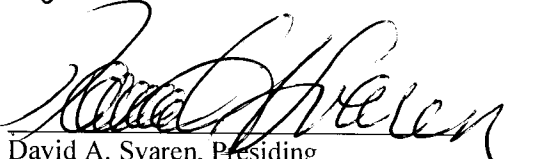

Dave Thomas, Assessor


Sandra Perkins, Auditor


Melissa Beaton, County Clerk


Jackie Brunson, Treasurer


Dianne E. Goddard, Presiding
District Court Judge



David A. Svaren, Presiding
Superior Court Judge

ATTEST:



Linda Hammons, Clerk of the Board
Skagit County Board of Commissioners