

MEMORANDUM OF AGREEMENT 2020-1  
TWO YEAR EXTENSION OF LABOR AGREEMENT BETWEEN SKAGIT COUNTY AND  
TEAMSTERS 231 (Juvenile Detention),  
SKAGIT COUNTY CONTRACT # C20180378:

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

Article 4 Health & Welfare employee costs/plan design would remain unchanged for the two-year duration.

4.11 MOU regarding gym dues added into agreement, modifying amount of reimbursement from \$40 (plus tax) to a flat \$50.00 upon verifiable receipt.

NEW 4.12 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 4.12 as well as all other sections of the CBA shall be subject to bargaining regarding the terms of a successor Agreement.

- o Health Benefits Committee Meetings: One meeting no later than the 2<sup>nd</sup> Qtr (TBA); Two meetings in 3<sup>rd</sup> Qtr if needed; One meeting in 4<sup>th</sup> Qtr if needed.

11.6.2 NEW effective January 1, 2020 the forty (40) hours shall be increased to fifty (50) hours.

11.6.2.1 Effective January 1, 2020, until the end of the scheduled 2020 facility shutdown, or any extension thereof, for maintenance, the maximum comp time earned is temporarily increased to eighty (80) hours. Effective upon the end of the scheduled shutdown, the maximum comp time earned goes back to fifty (50) hours. The Parties will collaborate regarding the impact on employees in returning to the fifty (50) hour cap. In the event the Parties are not able to agree on a method for returning to a cap of fifty (50) hours, employees will be paid for the comp-time in excess of the cap.

16.6 In the event an employee is temporarily reassigned to and will actually be performing the majority of the responsibilities of a job of higher classification for five (5) working days or more, the employee shall be paid the first step of the salary range for the job, which represents at least a one-step salary increase (i.e. 3.5%) for the employee for the duration of the temporary assignment.

16.6.1 In the absence of a shift supervisor and **with approval of the Superior/Juvenile Court Administrator or designee**, to maintain continuity of chain-of-command within a 24/7 custody environment, an appointed JCO will receive an additional one dollar and twenty-five cents (\$1.25) per hour for the period of time in charge or is otherwise relieved of said responsibility.

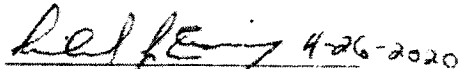
Wages: The County reply proposal (Article 12):

- o Effective 1/1/2020 2.0% across the table
- o Effective 1/1/2021 2.0% across the table

Article 21 confirmed:

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

TEAMSTERS LOCAL 231

  
Rich Ewing, Secretary/Treasurer

  
Daron Smith, Business Agent

ATTEST:

  
Clerk of the Board  
Skagit County Board of Commissioners

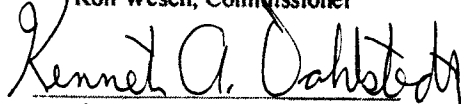
Approved:

May 4, 2020

Board of County Commissioners  
Skagit County, Washington

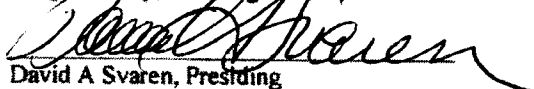


Ron Wesen, Commissioner

  
Kenneth A. Dahlstedt, Commissioner

  
Lisa Janicki, Commissioner

Elected Official  
Skagit County, Washington

  
David A Svaren, Presiding  
Superior Court Judge