

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
SKAGIT COUNTY  
AND  
SKAGIT COUNTY SHERIFF CORRECTIONS  
DEPUTY AND SERGEANT'S GUILD**

**This Memorandum of Understanding is by and between Skagit County, hereinafter called the "County" and FOP Local Lodge 18, hereinafter called the "Union", regarding the Corrections Deputies and Sergeants Collective Bargaining Agreement (CBA) dated January 1, 2022.**

The purpose of this temporary Memorandum of Understanding (MOU) is to extend the terms of the original agreement to provide Corrections Deputies and Sergeants an incentive to sign-up for overtime during a declared emergency staffing shortage.

**WHEREAS:**

1. The Skagit County Corrections Bureau continues to experience emergency staffing shortages and needs to fill all available uncovered shifts.
2. Article 6.2 of the CBA presently in effect provides that mandatory overtime (work outside of regular bid schedule) will be paid at the overtime rate (i.e. time-and-one-half of the employee's regular wage-rate event though such work may not actually be considered statutory overtime), including employees on a 12-hour shift.
3. The County and Union have discussed this issue and agreed upon the following temporary measure to address its severe staffing shortage.

**NOW, THEREFORE,** the parties agree as follows:

1. During the effective term of this agreement all time worked at the Skagit County Community Justice Center by members of the Union, in excess of regular scheduled shift hours and which would typically be overtime as contemplated by Article 6.2 of the CBA, whether mandatory or non-mandatory, will be paid at double time rate. Compensatory time accrued under the same terms and circumstances addressed in the preceding sentence shall also be accrued at a double time rate.
2. The original agreement remained in effect until either the County has determined, in its sole discretion, that the staffing shortage has been resolved, or one year from the execution date of this agreement, whichever is shorter. The terms of this agreement shall be extended through December 31, 2024.

Any overtime worked between the prior agreements expiration and the adoption of this agreement shall be paid as double time retroactively.

3. This temporary Agreement does not establish a precedent regarding overtime pay, premium pay, scheduling, or other any other matter and constitutes the full agreement between the County and Union for the subjects addressed herein. This Memorandum of Understanding shall become effective upon the last signature by the authorized parties and may not be modified or extended without the mutual consent of the parties.
4. But for the temporary changes contained herein, all other terms and conditions of the collective bargaining agreement between the parties shall remain unmodified and in full force and effect.

DATED this 29 day of April, 2024.

**SKAGIT COUNTY CORRECTIONS  
DEPUTY AND SERGEANTS' GUILD**

Janis Johnson

ATTEST:

Amber Epps  
Clerk of the Board

Recommend:

Bonnie Beddall  
Department Head

Approved as to form:

Frederick A. Hecet  
Civil Deputy Prosecuting Attorney

Approved as to indemnification:

Marylouber  
Risk Manager

Approved as to budget:

Lisha Gagne  
Budget and Finance Director

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SKAGIT COUNTY, WASHINGTON**

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Lisa Janicki, Commissioner

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Ron Wesen, Commissioner

For contracts under \$5,000:  
Authorization per Resolution 20030146

County Administrator

