

**Memorandum of Understanding
Between
Skagit County,
The Skagit County Sheriff's Office,
and
The Skagit County Sheriff's Office Support Staff Guild**

RE: Opt-Out of HRA-Post Separation Retirement VEBA

The parties agree to modifying the current operative collective bargaining agreement regarding HRA-Post Separation Retirement VEBA.

The parties agree to the following:

1. Changing Article 20.10.3 "The Guild has elected to "opt in" for the duration of this agreement." to "The Guild has elected to "opt out" for the duration of this agreement."
2. All other terms of the collective bargaining agreement shall remain intact.
3. This agreement will expire when a new collective bargaining agreement is ratified.
4. This agreement is non-precedent setting, and any permanent changes will require bargaining for the successor contract.

By the signatures below, each party has the authority to agree to the terms, acknowledge their understanding, and acceptance of this agreement.

Signed and dated this ___5th___ day of ___May_____, 2025.

For Skagit County:

For the Guild:

Don McDermott

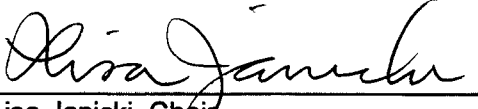
Don McDermott, Sheriff
Skagit County Sheriff's Office

Elizabeth Christensen

Elizabeth Christensen, Guild President
Skagit County Sheriff's Office Support Staff
Guild

DATED this 12 day of May, 2025.

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



Lisa Janicki, Chair



Ron Wesen, Commissioner

ABSENT

Attest:

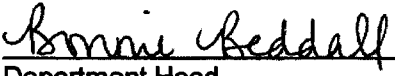


Clerk of the Board

Peter Browning, Commissioner

For contracts under \$5,000:
Authorization per Resolution R20030146

Recommended:



Department Head

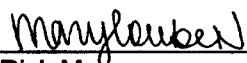
County Administrator

Approved as to form:



Civil Deputy Prosecuting Attorney

Approved as to indemnification:



Risk Manager

Approved as to budget:



Budget & Finance Director