

LETTER OF AGREEMENT
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925
AND
SKAGIT 911

2024-2026 CONTRACT MODIFICATION

Whereas the Service Employees International Union, Local 925 (SEIU925) and Skagit 911 (Employer) are parties to a Collective Bargaining Agreement (CBA) in effect January 1, 2024, through December 31, 2026, and

Whereas SEIU925 and Employer desire to enhance recruitment and retention due to temporary labor challenges, and

Therefore SEIU925 and Employer agree to the following terms and conditions for the purpose of improving recruitment and retention as follows:

1. The No Union Options Letter of Agreement (2024-002) will terminate on September 30, 2025.
2. The Overtime Incentive Letter of Agreement (2024-001) will terminate on September 30, 2025.
3. Effective October 1, 2025, CBA Section 9.4.2 will be replaced as follows:

~~**9.4.2 Retention Bonus:** *Employees that have or will reach Step 7 on the wage scale on January 1 of 2024 will receive an annual retention bonus of \$1,250 in September 2024. Additionally, retention bonuses will be made to eligible employees in January 2025 and January 2026. Retention bonuses are subject to standard payroll withholdings.*~~

9.4.2 Longevity Premium: Employees who have completed ten (10) consecutive years of regular service to the Employer will be paid an hourly longevity premium equal to two and one-half percent (2.5%) of their base rate of pay for each hour worked or in paid status. Employees who have completed fifteen (15) consecutive years of regular service to the Employer will be paid an hourly longevity premium equal to five percent (5%) of their base rate of pay for each hour worked or in paid status. Employees are eligible based on their annual anniversary date of employment (seniority date).

4. Effective October 1, 2025, the existing 2025 wage schedule will be replaced as follows:
 - a. Step 1 of each job title on the wage schedule will be increased by five (5%) percent as reflected in the table below.
 - b. Step 2, Step 3, Step 4, and Step 5 will each be five (5%) percent higher than the Step preceding it, as reflected in the table below.

- c. Employees will remain on their current Step, provided that all employees with 60 or more months will be placed on Step 5 effective October 1, 2025.
- d. The Premium rates shall be maintained as negotiated (Acting Lead Dispatcher, Training Lead, Trainer, Coach, Mentor).

Step #	1	2	3	4	5	6	7	8	9	10
Months at Step	12	12	12	12	24	24	24	24	24	
Public Records Tech	24.21	24.04	25.69	26.46	27.45	28.72	29.16	29.59	30.04	30.66
Call-Taker/Trainee	28.57	28.88	29.75	30.65	31.78	33.27	33.78	34.27	34.79	35.52
Law Dispatcher	29.43	30.32	31.23	32.17	33.36	34.92	35.44	35.97	36.51	37.27
Fire/EMS Dispatcher	29.43	30.32	31.23	32.17	33.36	34.92	35.44	35.97	36.51	37.27
Cross-Trained Dispatcher	30.32	31.23	32.17	33.13	34.35	35.97	36.51	37.05	37.61	38.40
Lead Dispatcher	32.38	33.35	34.35	35.38	36.69	38.42	40.16	40.77	41.37	42.25

Step #	1	2	3	4	5
Months at Step	12	12	12	12	12
Public Records Tech	25.42	26.69	28.03	29.43	30.90
Call-Taker/Trainee	30.00	31.50	33.07	34.73	36.46
Law Dispatcher	30.90	32.45	34.07	35.77	37.56
Fire/EMS Dispatcher	30.90	32.45	34.07	35.77	37.56
Cross-Trained Dispatcher	31.84	33.43	35.10	36.85	38.70
Lead Dispatcher	34.00	35.70	37.48	39.36	41.33

Step #	1	2	3	4	5
Months at Step	12	12	12	12	12
Public Records Tech	26.44	27.76	29.15	30.60	32.13
Call-Taker/Trainee	31.20	32.76	34.40	36.12	37.92
Law Dispatcher	32.14	33.74	35.43	37.20	39.06
Fire/EMS Dispatcher	32.14	33.74	35.43	37.20	39.06
Cross-Trained Dispatcher	33.11	34.76	36.50	38.33	40.24
Lead Dispatcher	35.36	37.13	38.98	40.93	42.98

PREMIUMS:

- Acting Lead Dispatcher¹ 10%²
- Training Lead¹ 10%²
- Trainer¹ 9%²
- Coach¹ 3%²
- Mentor¹ 3%²

¹ Job Functions; premium only paid when performing function.

² Premium paid above employee's current pay rate

5. All employees at Lead Dispatcher Step 9 and 10 of the legacy 2025 Wage Schedule will be redlined at their base rate of pay in effect on September 30, 2025 until the Step 5 base rate of pay for their position exceeds that amount. .

This Letter of Agreement is effective when signed by both parties.

For SEIU925: 9/29/2025

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Brandon D. Tippy

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Brandon Tippy,
Internal Organizer

For Skagit 911: 9/29/2025

Signed by:

Alysn Everbeck

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Alysn Everbeck,
Executive Director