

**AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT**  
**By and Between**  
**KITSAP COUNTY,**  
**KITSAP COUNTY OFFICE OF THE PROSECUTING ATTORNEY**  
**And the**  
**KITSAP COUNTY PROSECUTING ATTORNEY GUILD**

**KC-113-22-A**

**RE: 2022 Retention Incentive – Art II, Section B**

The parties, Kitsap County (County) and Kitsap County Office of the Prosecuting Attorney and the Kitsap County Prosecuting Attorney Guild (Guild), having bargained in good faith, mutually agree to changes in their Collective Bargaining Agreement, KC-113-22 (hereinafter CBA), as follows:

1. The parties' CBA is amended by underline, indicating new matter, and ~~strike-through~~, indicating deleted matter.

**ARTICLE II. – ECONOMICS, HOURS, INSURANCE**

[Section A omitted]

**Section B Wage Adjustments**

1. All wage increases shall be applied to the first step of each wage scale. Each wage step thereafter shall be adjusted to provide a two and one-half percent (2.5%) increase over the previous wage step. Wages for classifications covered by this bargaining unit shall be increased during the term of this Agreement as follows:
  - a. 2022: Effective the first day of the first full pay period in January 2022, the existing salary schedule shall be increased by five percent (5.0%)
  - b. 2023: Effective the first day of the first full pay period in January 2023, the existing salary schedule shall be increased by two and one-half percent (2.5%).
  - c. 2024: Effective the first day of the first full pay period in January 2024, the existing salary schedule shall be increased by two percent (2.0%).
2. Step increase progression for employees hired on or after January 1, 2020 and their required performance evaluation criteria to earn step increases for all employees are set forth in Appendix A of this Agreement.

For 2022 only, each employee who is employed on April 11 2022, will receive a one-time, non-precedent setting step advancement, effective April 11, 2022, as follows:

Deputy Prosecuting Attorney 1:

- Employees on step 6 on April 10, 2022, will move 4 steps to Deputy Prosecuting Attorney 2, step 2
- Employees on step 7 on April 10, 2022, will move 4 steps to Deputy Prosecuting Attorney 2, step 3

- Employees on step 8 on April 10, 2022, will move 4 steps to Deputy Prosecuting Attorney 2, step 4

Deputy Prosecuting Attorney 2 and Deputy Prosecuting Attorney 3:

- Employees on steps 1-6 on April 10, 2022, receive a 4-step advancement;
- Employees on steps 7-8 on April 10, 2022, receive a 3-step advancement;
- Employees on steps 9-13 on April 10, 2022, receive a 2-step advancement;
- Employees on step 14 on April 10, 2022, receive a 1-step advancement; and
- Employees on step 15 on April 10, 2022, receive a one-time, non-precedent setting lump sum equivalent to 2.5% of their base annual wage.

Employees advanced through this provision will retain their step anniversary date.

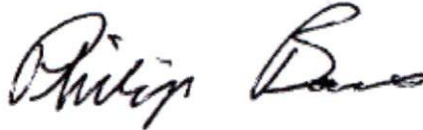
[Sections C-K omitted]

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2. Except as expressly provided in this Contract Amendment, all other terms and conditions of the parties' original Contract, and subsequent amendments, addenda or modifications thereto, remain in full force and effect.

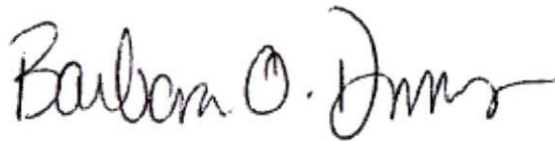
3. Except as expressly provided herein, this Amendment shall be effective April 11, 2022.

**KITSAP COUNTY DEPUTY PROSECUTING  
ATTORNEY GUILD**



Philip A. Bacus, President

Date 3/24/22



Barbara O. Dennis, Vice President

Date 3/18/22

DATED this 11th day of April 2022.

**BOARD OF COUNTY COMMISSIONERS  
KITSAP COUNTY, WASHINGTON**



EDWARD E. WOLFE, Chair

*Charlotte Garrido*

CHARLOTTE GARRIDO, Commissioner

*Robert Gelder*

ROBERT GELDER, Commissioner

ATTEST:

*Dana Daniels*

Dana Daniels, Clerk of the Board



**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**KITSAP COUNTY,**  
**KITSAP COUNTY OFFICE OF THE PROSECUTING ATTORNEY**  
**And the**  
**KITSAP COUNTY PROSECUTING ATTORNEY GUILD**

**KC-113-22-B**

**RE: Suspension of Appendix A provisions regarding DPA 1**

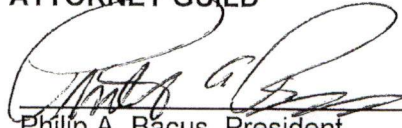
The parties, Kitsap County (County), Kitsap County Office of the Prosecuting Attorney and the Kitsap County Prosecuting Attorney Guild (Guild), having bargained in good faith, mutually agree to changes in their Collective Bargaining Agreement, KC-113-22 (hereinafter CBA), as follows:

1. The parties' agreement is amended to suspend the provisions of the Kitsap County Prosecuting Attorney's Office Salary Schedule Policy, Appendix A, Sections 1 and 2 that apply to Deputy Prosecutor 1 (DPA 1).
2. The Prosecuting Attorney may utilize the 15 Step Pay Scale for DPA 1, subject to the approval process for placement at Step 7 or above.
3. DPA 1s who are hired with more experience than the classification requires, but not enough to advance to DPA 2 may be considered for promotion to DPA 2 once the minimum qualifications are met.
4. DPA 1s who progress to DPA 2 shall be placed in the higher classification's pay scale at the step which is closest to but not below their rate of pay at the DPA 1 pay scale, on the first day of the first full pay period following promotion.
5. To resolve the impact to the two employees hired within 90 days of this agreement and to ensure internal equity within the pay band, the parties agree to a one-time adjustment to the salary step placement of the employees in PID D69 and PID D73, to Step 13 of the DPA 1 pay scale.
6. This Memorandum of Understanding shall be non-citable and non-precedent setting as to any future contracts, requested amendments thereto, or as to any other former, current, or future employees.
7. Except as expressly provided in this Contract Amendment, all other terms and conditions of the parties' original Contract, and subsequent amendments, addenda or modifications thereto, remain in full force and effect.
8. This Amendment shall be effective November 20, 2023.

*[signatures appear on the next page]*

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KITSAP COUNTY DEPUTY PROSECUTING  
ATTORNEY GUILD

  
Philip A. Bacus, President Date 11/21/2023

  
Barbara O. Dennis, Vice President Date 11/20/2023

DATED this 11 day of December 2023.




ATTEST:

  
Dana Daniels, Clerk of the Board

BOARD OF COUNTY COMMISSIONERS  
KITSAP COUNTY, WASHINGTON

  
CHARLOTTE GARRIDO, Chair

  
KATHERINE T. WALTERS, Commissioner

  
CHRISTINE ROLFES, Commissioner