

**CONTRACT AMENDMENT**  
**By and Between**  
**KITSAP COUNTY**  
**And**  
**WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,**  
**LOCAL 1308-CS (Corrections Sergeants), AFSCME, AFL-CIO**

**KC-249-22-A**

**RE: Article III.B.4 – Vacation Accrual Cash-out Upon Retirement**

**Background**

The current Collective Bargaining Agreement (“CBA”) between AFSCME Local 1308-CS and the County provides for the cash-out of unused, accrued vacation leave upon separation of employment. The current language caps the maximum cash-out upon retirement at two hundred and forty (240) hours. The parties bargained to amend the current CBA (KC-249-22) to remove the maximum hours provision in order to align this bargaining agreement with other CBAs throughout Kitsap County and the Kitsap County Personnel Manual.

**Agreement**

The parties, Kitsap County (County) and AFSCME Local 1308-CS (Union), having bargained in good faith, mutually agree to the following:

1. The parties’ CBA is amended by underline, indicating new matter, and ~~strikethrough~~, indicating deleted matter.

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**ARTICLE III. LEAVE SCHEDULE AND ACCRUALS**

*[Sections A unchanged]*

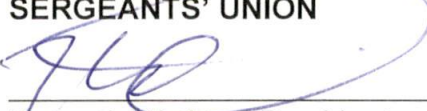
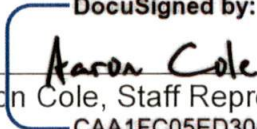
*[Sections B, 1-3 unchanged]*

4. Upon separation of an employee by retirement, resignation with two (2) weeks’ notice, layoff, dismissal or death, the employee or beneficiary thereof shall be paid for unused vacation leave at the rate being paid at the time of separation.  
~~Employees who are members of the Public Retirement System (PERS) or Public Safety Employees’ Retirement System (PSERS) shall have no more than two-hundred and forty (240) hours paid upon retirement.~~

*[Sections C – E unchanged]*

- 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. This Contract Amendment shall be effective January 1, 2022.




**KITSAP COUNTY CORRECTIONS  
SERGEANTS' UNION**

	<u>7/12/22</u>
Kenneth Watkins, President	Date
<b>DocuSigned by:</b>	
	<u>7/7/2022</u>
Aaron Cole, Staff Representative	Date
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DATED this 25 day of July, 2022.



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

	_____
EDWARD E. WOLFE, Chair	
	_____
CHARLOTTE GARRIDO, Commissioner	
	_____
ROBERT GELDER, Commissioner	

ATTEST:  
  
Dana Daniels, Clerk of the Board

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**KITSAP COUNTY**  
**And**  
**WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,**  
**LOCAL 1308-CS (Corrections Sergeants), AFSCME, AFL-CIO**

**KC-249-22-B**

**RE: Overtime Incentive Pay**

This Memorandum of Understanding (MOU) is by and between Kitsap County ("County") and AFSCME 1308-CS ("Union"). The parties mutually agree as follows:

**Background**

The parties executed Collective Bargaining Agreement KC-249-22 (CBA) on April 25, 2022. Article II, Section G of the CBA provides for Overtime Pay for employees at the option of the rate of one and one-half (1 ½) times the employee's regular hourly rate of pay, or one and one-half (1 ½) hours of compensatory time off.

Article III, Section B of the CBA states that "No more than three hundred sixty (360) hours of vacation leave may be carried over from one calendar year to the next." Employees with over 360 hours of vacation leave will be in a "must leave" situation at the end of the year, which has historically caused staffing issues because they take this "must leave" in November and December to avoid losing it.

The County has recently struggled to maintain minimum staffing levels. Kitsap County Sheriff's Office (KCSO) command staff and members of the Union have met and discussed ways to improve staffing and to entice Sergeants to sign up for overtime shifts. The County and the Union wish to provide financial incentives for Sergeants to work overtime shifts and are entering into this agreement to resolve the current staffing issues.

**Agreement**

1. The County agrees to pay 2.5 times an employee's regular rate of pay to any Union bargaining unit member who voluntarily works, or who is mandated by KCSO to work, a shift in an overtime capacity.
2. The 2.5 overtime rate will not apply to overtime hours accrued during an Sergeant's regularly scheduled shift.
3. The 2.5 overtime rate will remain in effect until December 31, 2022.

4. The County agrees to cash out the annual (vacation) leave banks of a Sergeant who is projected to have a “must leave” situation as of December 31, 2022. The hours available to be cashed out are limited to the hours over 360, which would be considered “use or lose”. Sergeants are eligible to cash out those hours on or before December 31, 2022.
5. The parties agree that all other rights and contractual requirements in the CBA not addressed in this MOU shall remain in full force and effect.

This MOU shall be effective upon execution.

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**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**KITSAP COUNTY**  
**And**  
**WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,**  
**LOCAL 1308-CS (Corrections Sergeants), AFSCME, AFL-CIO**

**KC-249-22-C**

**RE: Extension of Overtime Incentive Pay into 2023**

This Memorandum of Understanding (MOU) is by and between Kitsap County ("County") and AFSCME 1308-CS ("Union"). The parties mutually agree as follows:

**Background**

The parties executed Collective Bargaining Agreement KC-249-22 (CBA) on April 25, 2022. Article II, Section G of the CBA provides for Overtime Pay for employees at the option of the rate of one and one-half (1 ½) times the employee's regular hourly rate of pay, or one and one-half (1 ½) hours of compensatory time off.

The County has recently struggled to maintain minimum staffing levels. Kitsap County Sheriff's Office (KCSO) command staff and members of the Union met and discussed ways to improve staffing and to entice Sergeants to sign up for overtime shifts. The County and the Union reached an agreement (KC-249-22-B) which provides additional financial incentive for Sergeants to sign up for overtime shifts through December 31, 2022.

This agreement extends the overtime incentive originally set to expire on December 31, 2022, through February 26, 2023.

**Agreement**

1. The County agrees to pay 2.5 times an employee's regular rate of pay to any Union bargaining unit member who voluntarily works, or who is mandated by KCSO to work, a shift in an overtime capacity.
2. The 2.5 overtime rate will not apply to overtime hours accrued during a Sergeant's regularly scheduled shift.
3. The 2.5 overtime rate will remain in effect through February 26, 2023.
4. The parties agree that all other rights and contractual requirements in the CBA not addressed in this MOU shall remain in full force and effect.

This MOU shall be effective January 1, 2023, through February 26, 2023.

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**CORRECTIONS SERGEANTS' UNION**

*Ken Watkins* 8/11/22  
Ken Watkins, President Date

**DocuSigned by:**  
*Aaron Cole*  
Aaron Cole, Staff Representative Date  
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**KITSAP COUNTY SHERIFF'S OFFICE**

*John Gese* 8/11/22  
John Gese, Sheriff Date

DATED this 10th day of August 2022.

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



*Edward E. Wolfe*  
EDWARD E. WOLFE, Chair

*Charlotte Garrido*  
CHARLOTTE GARRIDO, Commissioner

NOT PRESENT  
ROBERT GELDER, Commissioner

ATTEST:  
*Dana Daniels*  
Dana Daniels, Clerk of the Board