



Meeting Date: May 22, 2017

Agenda Item No:

Kitsap County Board of Commissioners

Office/Department: Human Resources Department
Staff Contact & Phone Number: Kate Cummings, Management Analyst, 360.307.4344
Agenda Item Title: Collective Bargaining Agreement KC-106-16, Memorandum of Understand (MOU) – F between Kitsap County and the Washington State Council and City Employees, AFSCME, Local 1308, Courthouse Employees Union for contracting out Union work de-plugging Jail toilet drain “pinners” for a period of 14 months.

Recommended Action: Move that the Kitsap County Board of Commissioners execute MOU KC-103-16-F between Kitsap County and the Washington State Council and City Employees, AFSCME, Local 1308, Courthouse Employees Union.

Summary: The parties bargained and mutually agreed to allow the County to contract out solely that work associated with de-plugging the Jail facility inmate toilet drains, known as “pinners”. Provisions include:

1. The agreement to contract out shall be for a term of 14 months, unless extended by mutual agreement.
2. The County also agrees, prior to expiration of this MOU, to implement a new and regular training program for Facilities M&O Technicians and Specialists regarding appropriate protections and procedures for work involving drain pipe maintenance and sewage handling.
3. No other Union work shall be contracted out.

Attachments: 1. Memorandum of Understanding KC-103-16-F

Fiscal Impact for this Specific Action

Expenditure required for this specific action:	\$ None
Related Revenue for this specific action:	\$ None
Cost Savings for this specific action:	\$ None
Net Fiscal Impact:	\$ None
Source of Funds:	General, Emergency Management, Other Special Revenue

Fiscal Impact for Total Project – None

Fiscal Impact (DAS) Review

Departmental/Office Review & Coordination

Department/Office	Elected Official/Department Director	
Human Resources Department – Labor Relations	Nancy Buonanno Grennan	

Contract Information

Contract Number	Date Original Contract or Amendment Approved	Amount of Original Contract Amendment	Total Amount of Amended Contract
KC-103-16	2/22/2016	\$782,924	
KC-103-16-A	2/22/2016	None	\$782,924
KC-103-16-B	8/22//2016	None	\$782,924
KC-103-16-C	9/12/2016	None	\$782,924
KC-103-16-D	12/12/2016	None	\$782,924
KC-103-16-E	3/27/2017	None	\$782,924
KC-103-16-F	Pending	None	\$782,924



Kitsap County
CONTRACT REVIEW SHEET
 (Chapter 3.56 KCC)

A. GENERAL INFORMATION

1. Contractor Washington State Council and City Employees, AFSCME, Local 1308, Courthouse Employees Union

2. Purpose Agree to contract out Union work de-plugging Jail toilet drain "pinners"

3. Contract Amount None Disburse Receive

4. Contract Term 1/1/16 – 12/31/18

5. Contract Administrator Nancy Buonanno Grennan, HR Director Phone 360.337.4824

Approved: _____ Date _____
Department Director

B. AUDITOR – ACCOUNTING INFORMATION

1. Contract Control Number KC-103-16-F

2. Fund Name General, Emergency Management, Other Special Revenue

3. Payment from-Revenue to CC/Account Nbr _____

4. Encumbered By Dave Schureman Date 5/5/2017

C. AUDITOR'S ACCOUNTING – GRANTS REVIEW

Signature required only if contract is grant funded

1. Approved Not Approved
 Reviewer N/A Date N/A

2. Comments: _____

D. ADMINISTRATIVE SERVICES DEPARTMENT – RISK MANAGER REVIEW

1. Approved Not Approved
 Reviewer Anastasia Johnson Date 5/10/2017

2. Comments: Amendment Only

E. ADMINISTRATIVE SERVICES DEPARTMENT – BUDGET MANAGER REVIEW

Signature required only if contract is for \$50,000 or more, OR it will be signed by board of commissioners (regardless of dollar amount)

1. Approved Not Approved
 Reviewer Kristofer Carlson Date 05/08/2017

2. Comments: _____

F. HUMAN RESOURCES DEPARTMENT – HUMAN RESOURCES DIRECTOR REVIEW

Signature required only if union or employment contract

1. Approved Not Approved
 Reviewer _____ Date _____

2. Comments: _____

G. PROSECUTING ATTORNEY REVIEW

1. Approved as to Form Not Approved as to Form
 Reviewer Jacquelyn Aufderheide Date 05/10/2017

2. Comments: _____

H. CERTIFICATION BY CONTRACT ADMINISTRATOR: THIS CONTRACT IS READY FOR CONSIDERATION BY THE AUTHORIZED CONTRACT SIGNER.
 (For contract signing authority, see KCC 3.56.075)

Contract Administrator: Kermit Wooden Date _____
 Date Approved by Authorized Contract Signer: _____ Date _____
 RETURN SIGNED ORIGINALS TO: Kate Cummings, LR, Ext. 4344

MEMORANDUM OF UNDERSTANDING
By and Between
KITSAP COUNTY
AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, LOCAL
1308, AFSCME, AFL-CIO (COURTHOUSE EMPLOYEES)

KC-103-16-F

RE: Contracting out of emergency plumbing work for clogged “pinners” in Kitsap County Jail

Background:

AFSCME Local 1308 (the “Union”) represents Facilities Maintenance & Operations (M&O) Technicians and Specialists, whose regular work includes maintaining Jail mechanical systems such as air handlers, HVAC, electrical, plumbing and roofing. Inmates have increased activity to plug up toilet drains, requiring work to de-plug the toilet drain systems. This work detracts from Facilities M&O Technicians’ and Specialists’ main work and responsibilities and requires specialized training, equipment and disposal, yet is not sufficiently frequent enough to require or justify hiring staff solely to perform this work. Kitsap County (the “County”) has had a long-standing practice of contracting for back-up of this work; this contracting out has been for emergency work, and has been infrequent in nature.

Agreement:

1. The Union agrees that the County may contract out solely that work associated with de-plugging the Jail facility inmate toilet drains, known as “pinners”. This Agreement does not authorize the contracting out of work de-plugging other Jail facility toilet drains not used by the inmate population, nor any other work currently performed by Facilities M&O Technicians and Specialists.
2. The County acknowledges that infectious disease protections are important to the safety of County employees. The County agrees, prior to the expiration of this Agreement, to implement a new and regular training program for Facilities M&O Technicians and Specialists regarding appropriate protections and procedures for work involving drain pipe maintenance and sewage handling.
3. This contracting out will be non-precedent setting.
4. This Agreement will be in full force and effect from the date of execution for a term of fourteen (14) months. At any time, the parties may agree to meet to review the contract performance and activity. This Memorandum of Understanding may be extended by mutual agreement of the parties.

**WASHINGTON STATE COUNCIL OF COUNTY
AND CITY EMPLOYEES, AFSCME, AFL-CIO
LOCAL 1308, COURTHOUSE EMPLOYEES**

Conni Uhinck, President

Date

Aaron Cole, Union Representative

Date

DATED this _____ day of _____, 2017.

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

CHARLOTTE GARRIDO, Chair

ROBERT GELDER, Commissioner

EDWARD E. WOLFE, Commissioner

ATTEST:

Dana Daniels, Clerk of the Board