

**AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN
KITSAP COUNTY
And
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
LOCAL 1308-S, AFSCME, AFL-CIO (SUPERVISORY EMPLOYEES)**

KC-031-20-A

This COLLECTIVE BARGAINING AGREEMENT AMENDMENT is made and entered into between Kitsap County (hereinafter referred to as the "Employer") and AFSCME, Local 1308-S (Supervisory Employees) (hereinafter referred to as the "Union").

The parties mutually agree that their 2020 Collective Bargaining Agreement, KC-031-20 (CBA), shall be amended as follows:

1. The term of the CBA is extended through December 31, 2021.
2. The wage adjustment for 2021 shall be zero percent (0%).
3. Medical insurance contributions shall remain as provided in Article II, Section H of the CBA. Because there is no rate increase for 2021, there is no increase to employee medical insurance contributions in 2021. The County and employee monthly contributions towards medical coverage shall be increased proportionally thereafter, unless otherwise agreed.
4. Negotiations for a successor agreement to contract KC-031-20 shall be scheduled by the parties no later than September 1, 2021.
5. Except as expressly provided in this Agreement, all other terms and conditions of the original Collective Bargaining Agreement (KC-031-20) and any subsequent amendments, addenda or memorandums of understanding thereto, shall remain in full force and effect.

Upon execution by all parties, this amendment is effective January 1, 2021.

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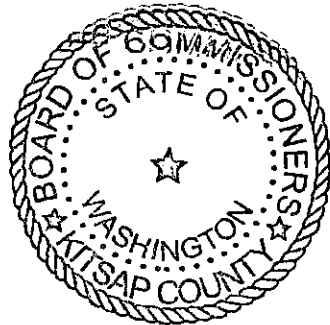
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AFSCME Local 1308-S

Kara Barnes
Kara Barnes, President

Abigail Zullo
Abigail Zullo, Union Representative

DATED this 12 day of OCTOBER, 2020



Attest:

Dana Daniels
Dana Daniels, Clerk of the Board

BOARD OF COUNTY COMMISSIONERS
KITSAP COUNTY, WASHINGTON

Charlotte Garrido
CHARLOTTE GARRIDO, Chair

Robert Gelder
ROBERT GELDER, Commissioner

Edward E. Wolfe
EDWARD E. WOLFE, Commissioner

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KC-031-20-B

Background

The current collective bargaining agreement between AFSCME Local 1308-S (Supervisors) and the County outlines the requirements for employees to advance within a pay grade in Article II, Section B. The Kitsap County Personnel Manual revisions, effective February 1, 2021, revise the requirements for step advancement. This agreement aligns the AFSCME Local 1308-S requirements with the Personnel Manual effective February 1, 2021.

Agreement

The parties, Kitsap County (County) and AFSCME 1308-Supervisors (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 II. ECONOMICS, HOURS, INSURANCE

[Section A omitted]

SECTION B – SALARY STEPS AND EVALUATIONS

1. Step movement on the Wage and Classification Plan shall be as follows:
 - a. For employees hired prior to January 1, 2020, employees placed at a pay step below Step 7 will receive a two-step increase (5%) following their last advancement or anniversary date in current position until Step 7 is reached. Employees at Step 7 or above will receive a one-step (2.5%) increase following their last advancement or anniversary date in current position. Step increases will be received annually until the top step is reached, provided the employee "Meets Standards" for the performance period. receives an overall satisfactory performance evaluation. Step increases are effective on the date of eligibility.

- b. All employees hired on or after January 1, 2020, shall advance within a pay grade as follows, provided the minimum performance requirement is met in accordance with Section 1.a. above:

Step Required Service Time

1-4 Progress to the next higher step following six months of service at the current salary step

~~5-top step15~~ Progress to the next higher step following twelve months of service at the current salary step

- c. An employee receiving “Does Not Meet Standards” for an overall rating, is not eligible for a step increase. See Personnel Manual Chapter 6, Section D for re-evaluation eligibility.

- d. Periods in which an employee is on an unpaid leave status, (voluntary or involuntary), shall not be included in the required service period.

- ed. ~~Effective January 1, 2017, All~~ part-time employees hired prior to January 1, 2017 will be eligible to receive a step advancement annually on their step increase eligibility date. ~~for a step increase after reaching 2080 compensated hours since their date in position or last step increase date. The date that they reach 2080 hours will become the anniversary date for their next step increase and they will then be eligible to receive annual step increases as stated above.~~

~~All part-time employees hired on or after January 1, 2017 will be eligible for annual step increases effective on the employee’s anniversary date in the position. Part time employees no longer have to work 2080 hours to be eligible. Part time employees will be eligible to receive a step annually.~~

- ~~e.~~ ~~Step increases shall be retroactive to the date of eligibility if delays in granting of the step increases are due to lack of current evaluation or failure to submit to the Human Resources Division the required paperwork within designated timeframes.~~

- 2. Employee Evaluations. Every new employee should be evaluated on or about three months and six months after employment. Probationary employees may be evaluated at any time during their probationary period. Every full-time or part-time employee shall be evaluated annually, prior to the month the employee is eligible for a step increment or the anniversary of the step increment date. Some departments may elect to evaluate employees all in one month, with no impact to an employee’s step eligibility date. Additional personnel evaluations may be used when deemed appropriate by the Elected Official/ Department Director. Evaluations shall be used as a factor in granting regular status, promotions, step

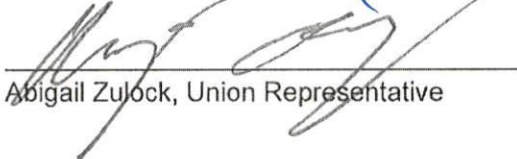
increases, transfers, demotions, layoffs and terminations. Concerns regarding performance which could negatively impact the performance evaluation score, should be communicated to the employee in a timely manner, in order to provide the employee an opportunity for taking corrective action. The employee's comments are included in the evaluation. For further information on evaluation procedure, reference the County Personnel Manual.

For further information on evaluation procedure, reference the "Performance Evaluation Guidelines for Employees and Supervisors."

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. Upon execution by all parties, this amendment is effective February 1, 2021.

AFSCME Local 1308-S


Kara Barnes, President


Abigail Zulock, Union Representative

DATED this 22 day of FEBRUARY, 2021



Attest:

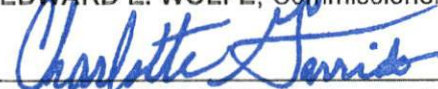


Dana Daniels, Clerk of the Board

BOARD OF COUNTY COMMISSIONERS
KITSAP COUNTY, WASHINGTON


ROBERT GELDER, Chair


EDWARD E. WOLFE, Commissioner


CHARLOTTE GARRIDO, Commissioner

MEMORANDUM OF UNDERSTANDING

**By and Between
KITSAP COUNTY
AND**

**WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, LOCAL 1308-S,
AFSCME, AFL-CIO (SUPERVISORY EMPLOYEES)**

KC-031-20-C

RE: 2022 Health & Welfare Benefits Pending Negotiations

This Agreement is made by and between Kitsap County (County) and Washington State Council of County and City Employees, Local 1308-S, AFSCME, AFL-CIO (Supervisory Employees). The parties mutually agree as follows:

Whereas, the current collective bargaining agreement, KC-031-20-C between the parties, Kitsap County (County) and Washington State Council of County and City Employees, Local 1308-S, AFSCME, AFL-CIO (Supervisory Employees), expires December 31, 2021. The parties are currently engaged in bargaining for 2022 health and welfare benefits; and

Whereas, in order to comply with regulations regarding IBNR (incurred but not reported) reserves and ensure sustainable medical plan funding, the County is conducting an actuarial review and evaluation of existing rate structures and premium sharing. Based on the results of the actuarial review, the rate structure for all health benefits will be adjusted as recommended by the actuary.

Therefore, during the pendency of the actuarial review process and contractual negotiations, the parties agree to the following provisions regarding health and welfare benefits. This Agreement does not alter the terms of the underlying agreement or the obligation of both parties to bargain for 2022 health and welfare benefits as part of new collective bargaining agreement.

1. As allowed by RCW 41.56.123, the parties will temporarily suspend the language of the collective bargaining agreement which provides for a proportional increase in County and employee monthly contributions toward medical coverage for 2022. There will be no increase to employee medical insurance contributions for 2022 pending completion of the actuarial review and execution of a 2022 and beyond successor agreement.
2. By entering into this Agreement, the parties are not altering or modifying any contractual language. Except as expressly provided in this Agreement, all other terms and conditions of the original Collective Bargaining Agreement (KC-031-20-C) and any subsequent amendments, addenda or memorandums of understanding thereto, shall remain in full force and effect. The terms of this Agreement are limited to addressing this situation and will not establish a precedent or practice.

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

Kara Barnes 11/4/2021
Kara Barnes, President Date

Zach Dugovich for 11/3/21
Zach Dugovich, Union Representative Date

DATED this 6 TH day of December, 2021.



Attest:

Dana Daniels
Dana Daniels, Clerk of the Board

BOARD OF COUNTY COMMISSIONERS
KITSAP COUNTY, WASHINGTON

Robert Gelder
ROBERT GELDER, Chair
NOT PRESENT

Edward E. Wolfe, Commissioner
Charlotte Garrido
CHARLOTTE GARRIDO, Commissioner