

AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT
Between
KITSAP COUNTY
And
KITSAP COUNTY SHERIFF'S SUPPORT GUILD

KC-094-19-A

RE: Medical Waiver Incentive

The parties, Kitsap County (County) and Kitsap County Sheriff's Support Guild (Guild), having bargained in good faith in accordance with their Collective Bargaining Agreement KC-094-19 (hereinafter CBA), mutually agree to the following:

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

ARTICLE III – INSURANCE

Section A – Wages.

[Sub-sections 1.a is omitted]

b. Waiver of Medical Coverage:

- 1) **Regular full-time employees** who provide proof of alternate medical coverage may waive coverage through Kitsap County's sponsored medical plans and for that waiver receive a one hundred and fifty dollars (\$150.00) ~~dollar (\$100.00)~~ per month waiver-incentive payment; however, such payment is subject to employment taxes. Regular, full-time employees may not waive their individual medical coverage in lieu of coverage as a spouse/domestic partner on a County-sponsored medical plan. Full-time employees who waive coverage to participate in Medicare are not eligible to receive the waiver-incentive premium pursuant to 42 CFR Section 411.103.


- 2) **Regular part-time employees** may waive their coverage through Kitsap County's sponsored medical plans and receive a pro-rated waiver incentive payment per month. For coverage effective January 1, 2020, this pro-ration will be one hundred dollars (\$100) per month, according to their established and approved full-time equivalent status for the year. For coverage effective January 1, 2018, this pro-ration will be at 65% of a full-time employee's waiver incentive payment, or \$65. Regular, part-time employees who waive their coverage to participate in Medicare are not eligible to receive the waiver-incentive premium, under federal regulations (See 42 CFR Section 411.103).

[Sub-sections 1.c; 2-10 omitted]

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 January 1, 2020.

KITSAP COUNTY SHERIFF'S SUPPORT GUILD



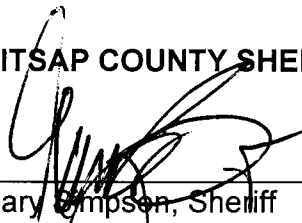
Jessica Cookson, President

3/31/2020

Date

DATED this _____ day of _____ 2020.

KITSAP COUNTY SHERIFF'S OFFICE

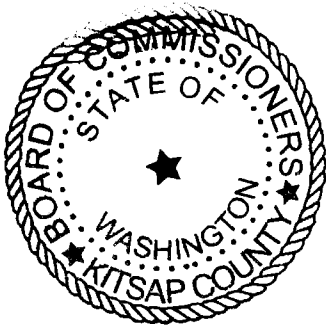


Gary Simpson, Sheriff

DATED this 23RD day of MARCH, 2020.

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

ATTEST:

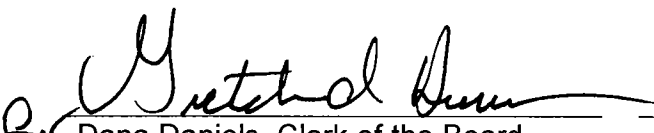




CHARLOTTE GARRIDO, Chair



ROBERT GELDER, Commissioner



Dana Daniels, Clerk of the Board



EDWARD E. WOLFE, Commissioner

MEMORANDUM OF UNDERSTANDING
By and Between
KITSAP COUNTY
AND
KITSAP COUNTY SHERIFF'S SUPPORT GUILD

KC-094-19-B

RE: Supported Employment Program

Background

In 2017, in order to give meaningful work opportunities to Kitsap County residents with developmental disabilities, the segment of Kitsap's population with the highest levels of unemployment, Kitsap County created a Supported Employment Program in Resolution 197-2017. Kitsap County (County) and Kitsap County Sheriff's Support Guild (Guild) agree that the creation of a supported employment program at the County is a positive change that will aid in creating an inclusive government that reflects the communities it serves; a thriving local economy by providing living wage employment opportunities to a segment of our community that has high unemployment rates; and effective and efficient county service by ensuring that employees are working to their highest capability. The program helps include people with developmental disabilities to diversify our workforce. The County and the Guild both feel it is important to become involved with Supported Employment, to significantly enhance opportunities for workers with disabilities to become more active and effective members of the workforce without reductions of any existing Bargaining Unit FTE's.

Agreement

In order to facilitate the inclusion of the Supported Employment Program in the Kitsap County Sheriff's Office workforce represented by the Guild, the County and the Guild agree to the following with regard to supported employees who are hired into Guild-represented workplace:

1. Supported Employment positions will not be used to replace and/or supplant regularly budgeted positions within the Kitsap County Sheriff's Support Guild, nor will they adversely affect any part of the current agreement the Guild has with the County. It is also recognized that Supported Employees will be conducting a combination of what is currently represented and non-represented work.
2. Upon implementation, Supported Employment positions will not be represented by the Guild; however, nothing in this agreement shall preclude a Supported Employee from seeking representation with the Kitsap County Sheriff's Support Guild.

3. Supported Employment positions will not be a cause of layoff of or reduction of hours of regular employees covered under the collective bargaining unit.
4. The parties understand that the intent of the program is to encourage departments to “carve out” tasks into jobs that can be performed by an individual with developmental disabilities. Each Department participating in the program shall work with the County’s Human Resources Department to hire qualified individuals to fill those positions. The tasks “carved out” from currently represented work are contingent on Guild agreement and will not be core duties of any represented position.
5. The County agrees to provide the Guild advance notice of any proposed new Supported Employment position and to address any concerns it may have regarding the “carved out” tasks and its impact on regular bargaining unit positions. The County will give notice to the Guild if new tasks are identified for an established Supported Employment position.
6. The parties agree to review this Memorandum of Understanding and discuss each Supported Employment position on an annual basis during the first quarter of each year to ensure the intent of the agreement is adhered to.
7. In the event of potential layoffs in a Guild-represented department or elected office where supported employee(s) are present, the County agrees to convene a meeting with the Guild prior to any layoff in order to discuss the need for layoffs and the potential consequences.
8. Except as expressly provided in this Memorandum of Understanding, all other terms and conditions of the parties’ original Contract, and subsequent amendments, addenda or modifications thereto, remain in full force and effect.
9. This Memorandum of Understanding shall be effective upon execution.

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KITSAP COUNTY SHERIFF'S SUPPORT GUILD

[Signature]
Joseph Adams, President Date

DATED this 3rd day of March 2021.

KITSAP COUNTY SHERIFF'S OFFICE

[Signature]
Gary Simpson, Sheriff

DATED this 22nd day of MARCH, 2021.

BOARD OF COUNTY COMMISSIONERS
KITSAP COUNTY, WASHINGTON

[Signature]
ROBERT GELDER, Chair

[Signature]
EDWARD E. WOLFE, Commissioner

[Signature]
CHARLOTTE GARRIDO, Commissioner



ATTEST:

[Signature]
Dana Daniels, Clerk of the Board