

**AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT  
By and Between  
KITSAP COUNTY**

**And  
TEAMSTERS, LOCAL 589 - PARKS**

**KC-130-19-A**

RE: Accretion of New Classifications and Change of Classification Title

The parties, having bargained in good faith agree to the following changes effective the first full pay period following execution of this agreement:

1. Accretion of Classifications

Kitsap County agrees to voluntarily recognize Local 589, of the Teamsters as the Authorized Bargaining Representative for the following job classifications in the Kitsap County Parks Department:

- **Maintenance and Operations Coordinator**, paid at the B4 pay scale as set forth in the attached pay scale
- **Office Support Coordinator**, paid at the B3 pay scale as set forth in the attached pay scale

The parties agree that the above job classification will be covered under the terms of the existing collective bargaining agreement between the parties.

2. Change in County Worker Job Classification to General Services Worker

Following a review of similar classifications, including County Worker A0, A1, Food Services Worker 1 and 2, and Custodian, the County has determined it is more efficient and effective to combine these various classifications into one General Services Worker job series.

County Worker (Job Type CW1FAN) shall be changed to General Services Worker 1 (GS1FAN). There is no pay change associated with this change in classification title.

3. Status of Current Fairgrounds Maintenance & Operations Workers

Current staff employed in the Maintenance & Operations Worker (M&O Worker) classification at the Fairgrounds shall remain classified as M&O Workers, with the ability to transfer or be transferred to Parks M&O Worker responsibilities, functions and positions. New hires shall be hired into the General Service Worker classification.

4. Lead Premium Pay

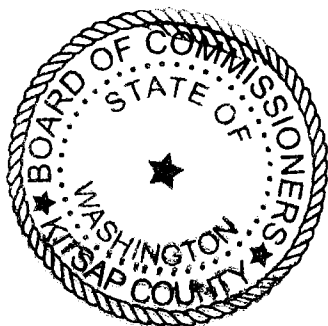
M&O Staff at the Fairgrounds An employee assigned with mutual agreement in writing to perform the duties of Fairgrounds Crew Lead shall be paid for all compensated hours a pay premium equal to seven and one-half percent (7.5%) when so assigned.


TEAMSTERS, LOCAL 589


  
Mark Fuller, Secretary-Treasurer


DATED this 29 day of OCTOBER, 2019

BOARD OF COUNTY COMMISSIONERS  
KITSAP COUNTY, WASHINGTON



  
EDWARD E. WOLFE, Chair

  
CHARLOTTE GARRIDO, Commissioner

  
ROBERT GELDER, Commissioner

ATTEST:

  
Dana Daniels, Clerk of the Board

**1/7/2019**  
**Kitsap County**  
**Teamsters - Parks & Recreation (Non-exempt)**  
**Salary Schedule (Annual/Hourly)**

Grade Class: F00

Pay Grade: FA0

<u>Job Type</u>	<u>Description</u>	<u>01</u>	<u>02</u>	<u>03</u>	<u>04</u>	<u>05</u>	<u>06</u>	<u>07</u>	<u>08</u>	<u>09</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
GS1FAN	General Svcs Wkr	24,960.00	25,584.00	26,228.80	26,894.40	27,560.00	28,246.40	28,953.60	29,681.60	30,430.40	31,200.00	31,990.40	32,780.80	33,592.00	34,424.00	
		12.00	12.30	12.61	12.93	13.25	13.58	13.92	14.27	14.63	15.00	15.38	15.76	16.15	16.55	

Pay Grade: FA2

<u>Job Type</u>	<u>Description</u>	<u>01</u>	<u>02</u>	<u>03</u>	<u>04</u>	<u>05</u>	<u>06</u>	<u>07</u>	<u>08</u>	<u>09</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
MO1FAN	M&O Worker	35,318.40	36,192.00	37,107.20	38,043.20	39,000.00	39,977.60	40,976.00	41,995.20	43,035.20	44,116.80	45,219.20	46,342.40	47,507.20	48,692.80	49,920.00
OS1FAN	Office Support Asst	16.98	17.40	17.84	18.29	18.75	19.22	19.70	20.19	20.69	21.21	21.74	22.28	22.84	23.41	24.00

Pay Grade: FB1

<u>Job Type</u>	<u>Description</u>	<u>01</u>	<u>02</u>	<u>03</u>	<u>04</u>	<u>05</u>	<u>06</u>	<u>07</u>	<u>08</u>	<u>09</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
FS1FBN	Fiscal Support Tech	42,536.00	43,596.80	44,678.40	45,801.60	46,945.60	48,110.40	49,316.80	50,544.00	51,812.80	53,102.40	54,433.60	55,785.60	57,179.20	58,614.40	
OS2FBN	Office Support Spec	20.45	20.96	21.48	22.02	22.57	23.13	23.71	24.30	24.91	25.53	26.17	26.82	27.49	28.18	

Pay Grade: FB2

<u>Job Type</u>	<u>Description</u>	<u>01</u>	<u>02</u>	<u>03</u>	<u>04</u>	<u>05</u>	<u>06</u>	<u>07</u>	<u>08</u>	<u>09</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
FS2FBN	Fiscal Support Spec	46,134.40	47,278.40	48,464.00	49,670.40	50,918.40	52,187.20	53,497.60	54,828.80	56,201.60	57,616.00	59,051.20	60,528.00	62,046.40	63,606.40	
		22.18	22.73	23.30	23.88	24.48	25.09	25.72	26.36	27.02	27.70	28.39	29.10	29.83	30.58	

Effective 8/19/2019 - Changed County Worker to General Services Worker (FA0) and added Grade FB4 and Maintenance and Operations Coordinator (M&O Coord) per KC-130-19-A

Annual rates are shown for illustrative purposes and reflect a full-time salary. Employees on the biweekly pay system may receive portions of that salary in a different calendar year, due to the variations of the pay cycles.

**AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT**  
**By and Between**  
**KITSAP COUNTY**  
**And**  
**TEAMSTERS, LOCAL 589**  
**PARKS AND RECREATION**

**KC-130-19-B**

RE: Accretion of New Classification and Change of Classification Title

The parties, having bargained in good faith and Kitsap County agrees to voluntarily recognize Local 589, of the Teamsters as the Authorized Bargaining Representative for the following job classifications in the Kitsap County Parks Department:

- **Associate Financial Analyst**, paid at the B5 pay scale.
- **General Services Worker 2**, paid on the A1 pay scale.

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.

Except as expressly provided herein, this Amendment shall be effective the first day of the first full pay period following execution.

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**TEAMSTERS, LOCAL 589**

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Mark Fuller, Secretary-Treasurer

**DATED** this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_

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

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**EDWARD E. WOLFE**, Chair

Attest:

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**CHARLOTTE GARRIDO**, Commissioner

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Dana Daniels, Clerk of the Board

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**ROBERT GELDER**, Commissioner

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**KITSAP COUNTY**  
**AND**  
**TEAMSTERS, LOCAL 589**  
**PARKS AND RECREATION**

**KC-130-19-C**

**RE: Medical Waiver Incentive**

This Memorandum of Understanding (MOU) is entered into by Kitsap County ("County") and Teamsters, Local 589 ("Union"). The parties mutually agree as follows:

**Background**

On December 9, 2019, the Board of Commissioners approved resolution 221-2019 adopting the 2020 medical, vision, dental, long term disability and life insurance benefits for non-represented employees. Item 1.d increases the waiver of the medical coverage incentive payment from \$100 to \$150 for full-time employees and from \$65 to \$100 for part-time employees. The County desires to increase the medical waiver incentive payment to all County employees and the parties agree to increase the incentive payment for the duration of the current collective bargaining agreement.

**Agreement**

In order to provide internal equity amongst County non-represented and bargaining unit member employees, the parties mutually agree to the following:

1. Increase the medical waiver incentive payment for regular, full-time employees who provide proof of alternate medical coverage from one hundred dollars (\$100.00) to one hundred and fifty dollars (\$150.00) per month; however, such payment is subject to employment taxes. 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. Increase the medical waiver incentive payment for regular, part-time employees (.50 to less than .75 FTE) from a pro-rated waiver incentive payment per month for coverage effective January 1, 2020, to one hundred dollars (\$100) per month. Regular, part-time employees who waive their coverage and enroll in their spouse's or registered domestic partner's County-sponsored medical plan are not eligible to receive the pro-rated waiver incentive payment. Regular, part-time employees who waive their coverage to participate in Medicare are not eligible to receive the waiver-incentive

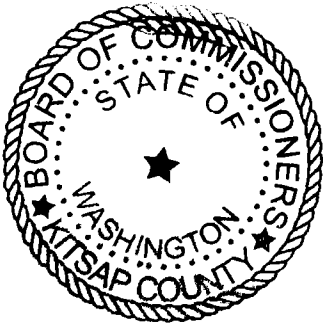
premium, under federal regulations (See 42 CFR Section 411.103).

3. 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.
4. Except as expressly provided herein, this Memorandum of Understanding shall be effective the first full pay period in January 2020.

**TEAMSTERS, LOCAL 589**

*Mark Fuller* *1/8/2020*  
Mark Fuller, Secretary/Treasurer      Date

DATED this *23<sup>rd</sup>* day of *March* 2020.



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

*Charlotte Garrido*

CHARLOTTE GARRIDO, Chair

*Robert Gelder*

ROBERT GELDER, Commissioner

*E. E. Wolfe*

EDWARD E. WOLFE, Commissioner

ATTEST:

*Dana Daniels*  
Dana Daniels, Clerk of the Board

**AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
KITSAP COUNTY  
And  
TEAMSTERS, LOCAL 589, for KITSAP COUNTY PARKS EMPLOYEES  
  
KC-130-19-D**

This COLLECTIVE BARGAINING AGREEMENT AMENDMENT is made and entered into between Kitsap County (hereinafter referred to as the “Employer”) and Teamsters, Local 589, Parks (hereinafter referred to as the “Union”).

The parties mutually agree that their 2019-2020 Collective Bargaining Agreement, KC-130-19 (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. Effective February 1, 2021, Article II, Section B is amended by underline indicating new matter, and ~~strikethrough~~, indicating deleted matter, as follows:

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

**Section A – Wages** *[Omitted because no change in language for 2021]*

**Section B – Salary Steps/Evaluations**

Step movement shall be as follows.

1. 

a. 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. achieves the minimum performance score on their evaluation that entitles them to the step increase as defined in Article II, Section B.3.c. Step increases are effective and automatically awarded on the date of eligibility.

b. Employees hired on or after January 1, 2020 will receive a one-step (2.5%) increase following six months of service until they reach step 5, and then step increases will be received annually until the top step is reached; **provided**, the employee achieves a “Meets Standards” during the performance period. the minimum performance score on their evaluation that entitles them to the step

~~increase as defined in Article II, Section B.3.c. Step increases are effective and automatically awarded on the date of eligibility.~~

~~(5) c. Does Not Meet Score Requirements for a Step Increase Standards: If an employee receives an evaluation score of "Does Not Meet Standards" and is therefore not eligible for a step increase, that does not meet the score requirements to be eligible for a step increase, at the discretion of the Employing Official, the employee may be re-evaluated in 60-180 days. If the employee receives an evaluation score of "Meets Standards" that meets the score requirements at a later date, the employee shall be granted the step increase effective on that date. The delayed step increase does not change the employee's step eligibility date, and their evaluation date shall be adjusted to the new date.~~

~~In 2019, as a one-time only adjustment, employees will receive their step increases as follows, provided the employee achieves the minimum performance score as part of the pilot program establishing a new performance evaluation and feedback system:~~

<del>Current step anniversary date</del>	<del>2019 Step anniversary date</del>
<del>January 1—March 31</del>	<del>January 1</del>
<del>April 1—June 30</del>	<del>April 1</del>
<del>July 1—September 30</del>	<del>July 1</del>
<del>October 1—December 31</del>	<del>October 1</del>

~~This adjustment for 2019 will not change employees' regular step anniversary dates for 2020.~~

2. Employee Evaluations:

- a. Every new employee shall be evaluated on or about the 90th and 180th calendar days after employment. Every full-time or part-time employee shall be evaluated annually thereafter. Annual employee evaluations will be scheduled ~~at least one month before the employee's step advancement eligibility date, or annually at the employee's anniversary date of employment~~ annually, typically in January of each calendar year. Additional personnel evaluations may be used when deemed appropriate by the Director and agreed upon by the employee. Evaluations shall be used as a factor in granting regular status, promotions, merit increases, transfers, demotions, layoffs and terminations.
- b. No evaluation shall be used or considered valid unless the following requirements have been substantially met:
  - (1) It is in writing, completed, dated and within the required time frame.



- (2) It has been performed as part of the periodic evaluation program and within the required time frame.
- (3) At the employee's option he/she may request twenty-four (24) hours advance notice that the evaluation will be made.
- (4) The employee has had, if he/she so desires, two (2) days to study his/her evaluation prior to the required discussion with the Employer and prior to the evaluation being acknowledged by the employee signature. In no event shall an employee refuse to sign an evaluation. By signing an evaluation an employee only acknowledges and does not necessarily concur with the evaluation.
- (5) An employee may challenge an evaluation through the grievance procedure set forth in Article I Section I.
- (6) The employee may file a rebuttal statement and the statement shall become a permanent part of the employee's personnel file.

~~c. Score Requirements:~~

~~(1) The following minimum performance scores are required in order for an employee to be entitled to a step increase:~~

<u>Step</u>	<u>Required Score</u>
<del>2 – 8</del>	<del>3.0</del>
<del>9 – 11</del>	<del>3.5</del>
<del>12 – 14</del>	<del>4.0</del>

~~(2) An average score of 3.0 must be maintained to be eligible for advancement from Step 1 through Step 8,~~

~~(3) An average score of 3.5, with a minimum of 3.0 on each element, must be maintained to be eligible for advancement from Step 9 through Step 11, each year following their date of hire or last advancement.~~

~~(4) An average score of 4.0, with a minimum of 3.0 on each element, must be maintained to be eligible for advancement from Step 12 through Step 14, each year following their date of hire or last advancement.~~

~~(5) Does Not Meet Score Requirements for a Step Increase: If an employee receives an evaluation score that does not meet the score requirements to be eligible for a step increase, at the discretion of the Employing Official, the employee may be re-evaluated in 60-180 days. If the employee receives an evaluation score that~~

4. Medical insurance contributions shall remain as provided in Article II, Section G of the CBA. This shall result in no increase to employee medical insurance contributions in 2021. The County and employee monthly contributions towards medical coverage shall be increased proportionally thereafter.
5. Negotiations for a successor agreement to contract KC-130-19 shall be scheduled by the parties no later than September 1, 2021.
6. Except as expressly provided in this Agreement, all other terms and conditions of the original Collective Bargaining Agreement (KC-130-19) and any subsequent amendments, addenda or memorandums of understanding thereto, shall remain in full force and effect.

Upon execution by all parties, with the exception of item #3 which is effective on February 1, 2021, this amendment is effective January 1, 2021.

TEAMSTERS, LOCAL 589

*Mark Fuller* 1/21/21  
 Mark Fuller, Secretary/Treasurer Date

DATED this 25 day of JANUARY 2021.

BOARD OF COUNTY COMMISSIONERS  
 KITSAP COUNTY, WASHINGTON



*Robert Gelder*

ROBERT GELDER, Chair

*E. E. Wolfe*

EDWARD E. WOLFE, Commissioner

*Charlotte Garrido*

CHARLOTTE GARRIDO, Commissioner

ATTEST:

*Dana Daniels*

Dana Daniels, Clerk of the Board

**MEMORANDUM OF UNDERSTANDING**

**By and Between  
KITSAP COUNTY  
AND  
TEAMSTERS, LOCAL 589  
KITSAP COUNTY PARKS EMPLOYEES**

**KC-130-19-E**

**RE: 2022 Health & Welfare Benefits Pending Negotiations**

This Agreement is made by and between Kitsap County (County) and Teamsters, Local 589, Parks Union (hereinafter referred to as the "Union"). The parties mutually agree as follows:

Whereas, the current collective bargaining agreement, KC-130-19 between the parties, Kitsap County (County) and Teamsters, Local 589, Parks (Union), 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-130-19) 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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*Mark Fuller* 11/11/21  
Mark Fuller, Secretary/Treasurer Date

DATED this 6 day of December, 2021

BOARD OF COUNTY COMMISSIONERS  
KITSAP COUNTY, WASHINGTON

*Robert Gelder*  
ROBERT GELDER, Chair

Attest:

*Dana Daniels*  
Dana Daniels, Clerk of the Board

NOT PRESENT

EDWARD E. WOLFE, Commissioner  
*Charlotte Garrido*  
CHARLOTTE GARRIDO, Commissioner

