

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

**KC-236-20-A**

**RE: Article II, Section F.5, Operations Sergeants 4/10 Alternative Schedule Pilot**

**Background**

Operations Sergeants make up six (6) employees of Kitsap County Corrections and are required to cover the 24/7 operations of the Kitsap County Jail. Operations Sergeants are tasked with supervising the day to day operations of Corrections Officer staff. In the 2020-2021 Collective Bargaining Agreement (KC-236-20) the parties bargained and mutually agreed to Article II, Section F.5, to allow the Operations Sergeants to move to a 4 day, 10 hours per day (4/10) alternative schedule as a pilot for the year 2021. The department and Operations Sergeant plan to implement the pilot program in February 2021.

Prior to implementation, the parties agreed to negotiate a Memorandum of Understanding to outline the details of the pilot program.

**Agreement**

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

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1. Effective February 1, 2021, the six (6) Operations Sergeants will begin a 4/10 alternative schedule pilot for one (1) year. The pilot schedule will expire on February 6, 2022 unless the parties' bargain and agree otherwise.
  2. Leave accrual rates – Leave accrual rates will remain at the full-time equivalent rate for the Operation Sergeants.
  3. Holiday pay - Article II, Section A
    - a. Holidays will be compensated in accordance with CBA KC-236-20
  4. Overtime – Article II, Section G
    - a. All work performed beyond the scheduled shift hours, eight (8) hours for Specialty Sergeants and ten (10) hours for Operations Sergeants, shall constitute overtime. Overtime shall be compensated in increments of fifteen (15) minutes.

- 5. Management reserves the right to adjust the staffing of the alternative schedule to address any nepotism issue or to meet the staffing and business needs of the jail facility. The parties will meet to discuss the impacts of any such decision.
- 6. Except as expressly provided in this Agreement, all other terms and conditions of the original Collective Bargaining Agreement (KC-236-20) and any subsequent amendments, addenda or memorandums of understanding thereto, shall remain in full force and effect.

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

DocuSigned by: 1/13/2021  
Aaron Cole  
 Aaron Cole, Staff Business Rep. Date  
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[Signature] 1/17/21  
 Kenneth Watkins, President, 1308-CS Date

DATED this 15 day of JANUARY, 2021.

**BOARD OF COUNTY COMMISSIONERS  
KITSAP COUNTY WASHINGTON**



[Signature]  
 ROBERT GELDER, Chair  
[Signature]  
 EDWARD E. WOLFE, Commissioner  
[Signature]  
 CHARLOTTE GARRIDO, Commissioner

ATTEST:

Dana Daniels  
 Dana Daniels, Clerk of the Board