

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**KITSAP COUNTY**  
**AND**  
**OPERATING ENGINEERS, LOCAL 302; TEAMSTERS, LOCAL 589; IAM & AW,**  
**DISTRICT 160; LOCAL 282; AND LABORERS UNION, LOCAL 252 (THE “COUNCIL”**  
**OF PUBLIC WORKS ROADS EMPLOYEES UNIONS)**

**KC-281-19-A**

**RE: Medical Waiver Incentive**

This Memorandum of Understanding (MOU) is entered into by Kitsap County (“County”) and the Council. 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.

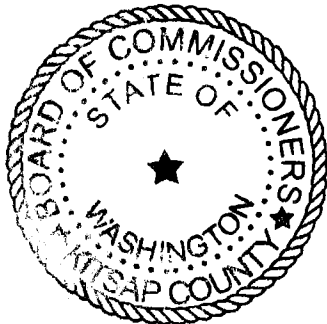
[Signature] 1-10-20  
Operating Engineer, Local 302 Date

[Signature] 1/2/2020  
Teamsters, Local 589 Date

[Signature] 1/10/2020  
IAM & AW, District 160, Local 282 Date  
Laborers, Local 252 Date

DATED this 22<sup>nd</sup> day of March 2020

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



[Signature]  
CHARLOTTE GARRIDO, Chair

[Signature]  
ROBERT GELDER, Commissioner

[Signature]  
EDWARD E. WOLFE, Commissioner

ATTEST:

[Signature]  
Dana Daniels, Clerk of the Board

**AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
KITSAP COUNTY  
And  
OPERATING ENGINEERS, LOCAL 302; TEAMSTERS, LOCAL 589; IAM & AW,  
DISTRICT 160; LOCAL 282; AND LABORERS UNION, LOCAL 252 (THE "COUNCIL"  
OF PUBLIC WORKS ROADS EMPLOYEES UNIONS)**

**KC-281-19-B**

This COLLECTIVE BARGAINING AGREEMENT AMENDMENT is made and entered into between Kitsap County (hereinafter referred to as the "Employer") and Operating Engineers, Local 302; Teamsters, Local 589; IAM & AW, District 160; Local 282; and Laborers Union, Local 252 (The "COUNCIL" of Public Works Roads Employees Unions) (hereinafter referred to as the "Union").

The parties mutually agree that their 2019-2020 Collective Bargaining Agreement, KC-281-19 (CBA), shall be amended as follows:



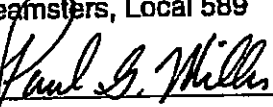

1. The term of the CBA is extended through December 31, 2021.
2. The wage adjustment for 2021 shall be zero percent (0%).
3. Medical insurance contributions shall remain as provided in Article 26.B of the CBA. This shall result in no increase to employee medical insurance contributions in 2021. The County and employee monthly contributions towards medical coverage shall be increased proportionally thereafter.
4. Negotiations for a successor agreement to contract KC-281-19 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-281-19) 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.

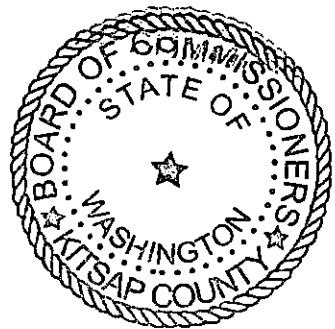
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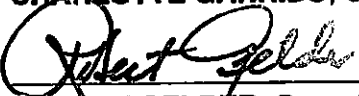

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 Operating Engineer, Local 302      Date 9-16-20  
  
 Teamsters, Local 589      Date 9/16/2020  
  
 IAM & AW, District 160, Local 282      Date 9-16-2020  
  
 Laborers, Local 252      Date 9/16/2020

DATED this 12 day of OCTOBER 2020.



**BOARD OF COUNTY COMMISSIONERS  
 KITSAP COUNTY, WASHINGTON**  
  
 CHARLOTTE GARRIDO, Chair  
  
 ROBERT GELDER, Commissioner  
  
 EDWARD E. WOLFE, Commissioner

ATTEST:  
  
 Dana Daniels, Clerk of the Board

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**KITSAP COUNTY**  
**AND**  
**OPERATING ENGINEERS, LOCAL 302; TEAMSTERS, LOCAL 589; IAM & AW,**  
**DISTRICT 160; LOCAL 282; AND LABORERS UNION, LOCAL 252 (THE**  
**“COUNCIL” OF PUBLIC WORKS ROADS EMPLOYEES UNIONS)**

**KC-218-19-C**

**RE: Step Placement of Certain Employees**

This Memorandum of Understanding (MOU) is entered into by Kitsap County (“County”) and the Council. The parties mutually agree as follows:

**Background**

Prior to 2019, Maintenance and Operations Specialists (“M&O Specialists”) of Kitsap County Public Works, represented by the Council, were appointed into the M&O Specialist position through internal recruitment. To address the operational need to fill the M&O Specialist positions with certified, experienced employees the parties agreed to expand the recruitment matrix to include external applicants and candidates. Additionally, the parties agreed to amend the step placement upon appointment requirements to provide greater flexibility in determining starting salary of the M&O Specialist to align with previous work experience and existing certifications. This change resulted in certain existing employees experiencing an internal pay inequity. Public Works and Human Resources have identified three (3) existing positions impacted by the change implemented in 2019.

**Agreement**

While Kitsap County is not obligated to address the pay equity of the three (3) identified positions, it is in the best interest of the parties to correct the pay inequity. The parties mutually agree to the following, effective July 7, 2021:

<b>Current Position Identification No.</b>	<b>Current Pay Band</b>	<b>Current Step Placement</b>	<b>New Step Placement</b>
R49	RB3H	07	10
R66	RB3H	07	10
R82	RB3H	07	09



**MEMORANDUM OF UNDERSTANDING**

**By and Between  
KITSAP COUNTY  
AND**

**OPERATING ENGINEERS, LOCAL 302; TEAMSTERS, LOCAL 589; IAM & AW, DISTRICT 160; LOCAL 282, LABORERS UNION, LOCAL 252 (THE "COUNCIL" OF PUBLIC WORKS ROADS EMPLOYEES UNIONS)**

**KC-281-19-~~0~~<sup>D</sup>**

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

This Agreement is made by and between Kitsap County (County) and Operating Engineers, Local 302; Teamsters, Local 589; IAM & AW, District 160; Local 282; and Laborers Union, Local 252 (The "COUNCIL" of Public Works Roads Employees Unions) (hereinafter referred to as the "Union"). The parties mutually agree as follows:

Whereas, the current collective bargaining agreement, KC-281-19 between the parties, Kitsap County (County) and COUNCIL (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-281-19) 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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<u>[Signature]</u>	11-10-21
Operating Engineers, Local 302	Date
<u>[Signature]</u>	11/10/21
Teamsters, Local 589	Date
<u>[Signature]</u>	11/10/21
IAM & AW, District 160, Local 282	Date
<u>[Signature]</u>	11/10/2021
Laborers, Local 252	Date

DATED this 6 day of December, 2021

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

[Signature]  
ROBERT GELDER, Chair  
NOT PRESENT

Attest:

[Signature]  
Dana Daniels, Clerk of the Board

EDWARD E. WOLFE, Commissioner  
[Signature]  
CHARLOTTE GARRIDO, Commissioner

