

**AMENDMENT  
By and Between  
KITSAP COUNTY  
And  
CORRECTIONS OFFICERS' GUILD**

**KC-165-24-A**

**RE: Amendment to Appendix F, Shift Start Times**

The parties, Kitsap County ("County") and Kitsap County Corrections Officers' Guild ("Guild"), having bargained in good faith, mutually agree to changes in their Collective Bargaining Agreement, KC-165-24 (hereinafter CBA), as follows:

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

**APPENDIX F**

**Shift Start ~~and Ending~~ Times**

**Shift Start ~~and Ending~~ Times**

~~The following hours apply to Corrections Officers on the 10-hour 40-minute shift schedule only:~~

<del>1<sup>st</sup> Watch – Day Shift Early</del>	<del>0540-1620 hours</del>
<del>1<sup>st</sup> Watch – Day Shift Late</del>	<del>0820-1900 hours</del>
<del>2<sup>nd</sup> Watch – Mid Shift</del>	<del>1100-2140 hours</del>
<del>2<sup>nd</sup> Watch – Swing Shift</del>	<del>1620-0300hours</del>
<del>3<sup>rd</sup> Watch – Graveyard Early</del>	<del>1900-0540hours</del>
<del>3<sup>rd</sup> Watch – Graveyard Shift Late</del>	<del>2140-0820 hours</del>
<u>1<sup>st</sup> Watch – Day Shift</u>	<u>begins at 0200</u>
<u>2<sup>nd</sup> Watch – Second Watch Early</u>	<u>begins at 1100</u>
<u>2<sup>nd</sup> Watch - Swing Shift</u>	<u>begins at 1620</u>
<u>3<sup>rd</sup> Watch – Graveyard Early</u>	<u>begins at 1920</u>
<u>3<sup>rd</sup> Watch – Graveyard Late</u>	<u>begins at 2200</u>

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The parties agree to periodically re-examine the shift start and end times ~~in October 2022~~ to evaluate the schedule arrangement and work together to arrive at mutual agreement on any changes to these ~~se~~ start and end times, if necessary.

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 February 26, 2024.

DATED this 25 day of MARCH 2024.

**CORRECTIONS OFFICERS' GUILD**

William Mahn 1994 3/25/24  
William Mahn, President Date

**KITSAP COUNTY SHERIFF'S OFFICE**

John Gese 3-26-24  
John Gese, Sheriff Date