

MEMORANDUM OF UNDERSTANDING
By and Between
KITSAP COUNTY
AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, LOCAL
1308, AFSCME, AFL-CIO (COURTHOUSE EMPLOYEES)

KC-262-22-A

RE: Contracting out of emergency plumbing work for clogged “pinners” in Kitsap County Jail

Background:

AFSCME Local 1308 (the “Union”) represents Facilities Maintenance & Operations (M&O) Technicians and Specialists, whose regular work includes maintaining Jail mechanical systems such as air handlers, HVAC, electrical, plumbing and roofing. Prior to 2019, when inmates intentionally plugged up toilet drains, requiring work to unclog the toilet drain systems, facilities staff would be called to perform the emergent work of removing items and waste from the drain. This work detracted from Facilities M&O Technicians’ and Specialists’ main work and responsibilities and requires specialized training, equipment, and disposal, yet is not sufficiently frequent enough to require or justify hiring staff solely to perform this work. Kitsap County (the “County”) has had a long-standing practice of contracting for back-up of this work.

Agreement:

1. The Union agrees that the County may contract out solely that work associated with unclogging the Jail facility inmate toilet drains, known as “pinners”. This Agreement does not authorize the contracting out of work unclogging other Jail facility toilet drains not used by the inmate population, nor any other work currently performed by Facilities M&O Technicians and Specialists.
2. The County acknowledges that infectious disease protections are important to the safety of County employees. The County agrees to continue a regular training program for Facilities M&O Technicians and Specialists regarding appropriate protections and procedures for work involving drainpipe maintenance and sewage handling.
3. This Agreement will be in full force and effect until the parties execute a successor collective bargaining agreement. At any time, the parties may agree to meet to review the contract performance and activity. This Memorandum of Understanding may be extended by mutual agreement of the parties.

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

James Shierk

Jim Shierk, President

5/26/22

Date

Carrie Caffrey

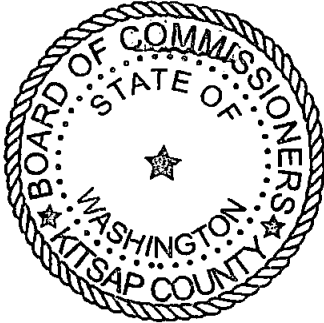
Carrie Caffrey, Business Rep.

5/26/22

Date

DATED this 13th day of June, 2022

BOARD OF COUNTY COMMISSIONERS
KITSAP COUNTY, WASHINGTON



E. E. Wolfe

EDWARD E. WOLFE, Chair

Charlotte Garrido

CHARLOTTE GARRIDO, Commissioner

Robert Gelder

ROBERT GELDER, Commissioner

ATTEST:

Dana Daniels

Dana Daniels, Clerk of the Board

CONTRACT AMENDMENT
By and Between
KITSAP COUNTY
And
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
LOCAL 1308, AFSCME, AFL-CIO (COURTHOUSE EMPLOYEES)

KC-262-22-B

RE: Out-of-Class Pay

Background

The current collective bargaining agreement between AFSCME Local 1308 and the County provides for temporary working out-of-class pay when an employee is assigned significant additional responsibilities for a minimum of five (5) consecutive working days. The parties executed a contract amendment in 2021 to align the collective bargaining agreement with the Kitsap County Personnel Manual to provide a five percent (5%) premium or a percentage increase that puts the employee the closest to, but not below, Step 1 of the salary range for the approved classification, whichever is greater, for the duration of the assignment.

The parties' bargained a successor agreement effective January 1, 2022 (KC-262-22), and incorporated the prior amendment into the collective bargaining agreement. However, a Scribner's Error resulted in the omission of the provision that provides for a percentage increase that puts the employee closest to, but not below, Step 1 of the salary range if a five percent (5%) premium is less than Step 1 of the salary range for the classification of the assignment. This Amendment corrects the omission.

Agreement

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

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

ARTICLE I. RIGHTS OF THE PARTIES

[Sections A – Q omitted]

SECTION R – WORK PERFORMED IN HIGHER CLASSIFICATION

An employee who performs work in a higher job classification for five (5) or more

consecutive days will be paid a five percent (5%) premium pay, OR a percentage increase that puts the employee the closest to, but not below, Step 1 of the salary range for the approved classification, whichever is greater, for the duration of the assignment. All of the employee's wages shall be paid at the out-of-class wage for the duration of the assignment; **provided:**

[Section R, 1-6 Omitted]

[Sections S – X 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. This Contract Amendment shall be effective January 1, 2022.

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

Carrie Caffrey 5/26/22
Carrie Caffrey, Business Rep. Date

Jim Shierk 5/26/22
Jim Shierk, President, Local 1308 Date

DATED this 13 day of June, 2022.



BOARD OF COUNTY COMMISSIONERS
KITSAP COUNTY, WASHINGTON

Edward E. Wolfe
EDWARD E. WOLFE, Chair

Charlotte Garrido
CHARLOTTE GARRIDO, Commissioner

Robert Gelder
ROBERT GELDER, Commissioner

ATTEST:
Dana Daniels
Dana Daniels, Clerk of the Board

MEMORANDUM OF UNDERSTANDING
By and Between
KITSAP COUNTY SUPERIOR AND DISTRICT COURTS
AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, LOCAL
1308, AFSCME, AFL-CIO (COURTHOUSE EMPLOYEES)

KC-262-22-C

RE: Contracting out of Court Security support work for 2022

Background:

AFSCME Local 1308 (the "Union") represents Court Security Officers and Court Security Officer Leads, whose regular work includes providing security and screening services in the Kitsap County Courthouse. Due to unprecedented staff shortages and high-profile trials that will require additional security patrols and screening, the parties agree that the County may enter into a short-term and temporary contract, through December 31, 2022, with a private security firm to support the existing Court Security staff.

Agreement:

1. The Union agrees that, to address the immediate need for Court Security support, the County may contract out solely that work associated with security screening and security patrols in and around the Kitsap County Courthouse to support existing County staff.
2. This contracting out will be non-precedent setting.
3. This Agreement will be in full force and effect through December 31, 2022. At any time, the parties may agree to meet to review the contract performance and activity. This Memorandum of Understanding may be extended by mutual agreement of the parties.

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

James L. Shierk 10/19/2022
Jim Shierk, President Date

Carrie Caffrey 10/17/22
Carrie Caffrey, Staff Business Rep Date

DATED this 14th day of November, 2022.



BOARD OF COUNTY COMMISSIONERS
KITSAP COUNTY, WASHINGTON

E.E. Wolfe
EDWARD E. WOLFE, Chair

Charlotte Garrido
CHARLOTTE GARRIDO, Commissioner

Robert Gelder
ROBERT GELDER, Commissioner

ATTEST:
Dana Daniels
Dana Daniels, Clerk of the Board