

**AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN
KITSAP COUNTY
And
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
LOCAL 1308-S, AFSCME, AFL-CIO (SUPERVISORY EMPLOYEES)

KC-068-25-A**

Background

The current collective bargaining agreement between AFSCME Local 1308-S (Union) and Kitsap County (County) identifies positions represented by AFSCME Local 1308-S in Appendix A. In 2025, per Article I, Section T, an employee in the Kitsap County Treasurer's Office initiated a reclassification request. Human Resources conducted an analysis and recommended the position be reclassified to Fiscal Support Supervisor to better align the job duties with the appropriate classification. The body of work is not changing, and the parties agree that AFSCME Local 1308-S appropriately represents the body of work being performed by the Treasurer's Office position.

Agreement

The County and the Union, having bargained in good faith, mutually agree to the following:

1. Appendix A of the parties' CBA is amended to add the Fiscal Support Supervisor classification onto pay grade 9.
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 amendment is effective upon execution.

[signatures appear on next page]

AFSCME Local 1308-S

Patricia Croston

Tricia Croston, President

Aaron Cole

Aaron Cole, Staff Business Representative

DATED this 1st day of December, 2025

BOARD OF COUNTY COMMISSIONERS
KITSAP COUNTY, WASHINGTON

Christine Rolfes

CHRISTINE ROLFES, Chair

Oran Root

ORAN ROOT, Commissioner

Katherine T. Walters

KATHERINE T. WALTERS, Commissioner



ATTEST:

Dana Daniels

Dana Daniels, Clerk of the Board

Amendment KC-068-25-A Add Fiscal Support Supervisor to Pay Grade 9

Proposed Grade	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
0	(minimum wage scalar)	\$14,612.20	\$16,279.20	\$17,294.40	\$18,230.40	\$19,187.20	\$20,164.80	\$21,163.20	\$22,182.40	\$23,243.20	\$24,324.80
		\$16.66	\$17.49	\$17.93	\$18.38	\$18.84	\$19.31	\$19.79	\$20.28	\$20.79	\$21.31
1		\$42,848.00	\$44,990.40	\$46,113.60	\$47,257.60	\$48,443.20	\$49,649.60	\$50,897.60	\$52,186.40	\$53,476.80	\$54,808.00
		\$20.60	\$21.63	\$22.17	\$22.72	\$23.29	\$23.87	\$24.47	\$25.08	\$25.71	\$26.35
2		\$49,843.20	\$48,131.20	\$49,337.60	\$50,564.80	\$51,833.60	\$53,133.20	\$54,454.40	\$55,806.40	\$57,200.00	\$58,635.20
		\$22.04	\$23.14	\$23.72	\$24.31	\$24.92	\$25.54	\$26.18	\$26.83	\$27.50	\$28.19
3		\$49,046.40	\$51,500.80	\$52,796.40	\$54,300.80	\$55,452.80	\$56,846.40	\$58,260.80	\$59,726.80	\$61,214.40	\$62,753.60
		\$23.58	\$24.76	\$25.38	\$26.01	\$26.66	\$27.33	\$28.01	\$28.71	\$29.43	\$30.17
4		\$52,478.40	\$55,099.20	\$56,472.00	\$57,886.40	\$59,342.40	\$60,819.20	\$62,327.60	\$63,867.60	\$65,439.20	\$67,042.40
		\$25.23	\$26.49	\$27.15	\$27.83	\$28.53	\$29.24	\$29.97	\$30.72	\$31.49	\$32.28
5		\$56,139.20	\$58,947.20	\$60,424.00	\$61,942.40	\$63,481.60	\$65,042.40	\$66,634.80	\$68,248.80	\$70,094.40	\$71,881.60
		\$26.99	\$28.34	\$29.05	\$29.78	\$30.52	\$31.28	\$32.06	\$32.86	\$33.68	\$34.52
6		\$60,091.20	\$63,086.40	\$64,667.20	\$66,289.60	\$67,953.60	\$69,659.20	\$71,406.40	\$73,196.20	\$75,025.60	\$76,897.60
		\$28.89	\$30.33	\$31.09	\$31.87	\$32.67	\$33.49	\$34.33	\$35.19	\$36.07	\$36.97
6	General Services Supervisor										
7		\$64,292.80	\$67,516.80	\$69,201.60	\$70,928.00	\$72,696.00	\$74,505.60	\$76,377.60	\$78,291.20	\$80,248.40	\$82,243.20
		\$30.91	\$32.46	\$33.27	\$34.10	\$34.95	\$35.82	\$36.72	\$37.64	\$38.58	\$39.54
8		\$68,785.60	\$72,217.60	\$74,027.20	\$75,878.40	\$77,771.20	\$79,705.60	\$81,702.40	\$83,740.80	\$85,841.60	\$87,984.00
		\$33.07	\$34.72	\$35.59	\$36.48	\$37.39	\$38.32	\$39.28	\$40.26	\$41.27	\$42.30
9		\$73,604.03	\$77,284.23	\$79,216.34	\$81,196.75	\$83,226.67	\$85,307.34	\$87,440.02	\$89,626.02	\$91,866.67	\$94,161.34
		\$35.39	\$37.16	\$38.09	\$39.04	\$40.02	\$41.02	\$42.05	\$43.10	\$44.18	\$45.28
	9 Cadastral Supervisor										
	9 Facilities Crew Supervisor										
	9 Office Support Supervisor										
	9 Parks Crew Supervisor (MO Crew Spn)										
	9 Fiscal Support Supervisor										
10		\$78,749.01	\$82,686.46	\$84,753.62	\$86,872.46	\$89,044.27	\$91,270.38	\$93,552.14	\$95,890.94	\$98,288.21	\$100,745.42
		\$37.86	\$39.75	\$40.74	\$41.76	\$42.80	\$43.87	\$44.97	\$46.09	\$47.24	\$48.42
10	Utilities Lab Analyst Supervisor										
11		\$84,260.39	\$88,473.41	\$90,683.25	\$92,912.38	\$95,176.19	\$97,668.09	\$100,099.54	\$102,667.03	\$105,367.08	\$107,796.26
		\$40.51	\$42.54	\$43.60	\$44.69	\$45.81	\$46.96	\$48.13	\$49.33	\$50.56	\$51.82
11	Appraiser Supervisor										
11	Technology Support Supervisor										
12		\$90,158.85	\$94,666.79	\$97,033.46	\$99,458.30	\$101,945.78	\$104,494.42	\$107,106.76	\$109,784.45	\$112,529.96	\$115,347.29
13		\$96,467.18	\$101,290.54	\$103,822.80	\$106,418.37	\$109,076.83	\$111,805.80	\$114,600.95	\$117,465.97	\$120,402.62	\$123,412.69
13	Financial Supervisor										
13	Program Supervisor										
14		\$103,226.76	\$108,388.10	\$111,097.80	\$113,875.25	\$116,722.13	\$119,640.18	\$122,631.18	\$125,696.96	\$128,839.38	\$132,060.36
14	Senior Purchasing Officer										