

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

KC-070-25-A

RE: Amendment to Appendix A, addition of Purchasing Officer 1 classification

Background

In 2023 and 2024, the County conducted a large-scale compensation study. The recommendations from the compensation study vendor included a recommendation for the County to examine its enterprise-wide functions to determine if classifications should be maintained as part of the general Program series or moved into separate classifications/class families. The County's review resulted in the creation of a purchasing classification series in the Purchasing Division of the Department of Administrative Services. The Purchasing Officer 1 classification was erroneously omitted from the pay scale, Appendix A.

Agreement

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

1. Appendix A of the parties' CBA is amended by the addition of the Purchasing Officer 1 classification onto pay grade 10 (see attachment).
2. The Purchasing Officer 1 incumbent in PID W02 will be placed and paid according to the terms of Article II, Section A – Wages of the parties' collective bargaining agreement.

[signatures appear on next page]

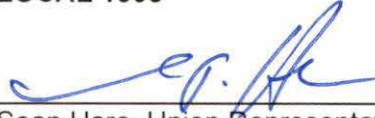
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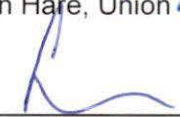
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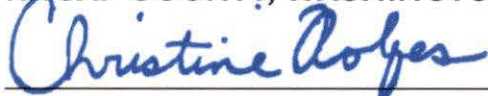
WASHINGTON STATE COUNCIL OF COUNTY
AND CITY EMPLOYEES, AFSCME, AFL-CIO,
LOCAL 1308

 5/13/25
Sean Hare, Union Representative Date

 5/15/25
Cynthia Samuels, President, Local 1308 Date

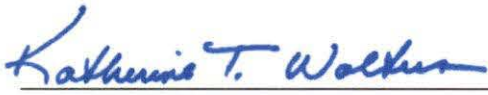
DATED this 9 day of June, 2025.

BOARD OF COUNTY COMMISSIONERS
KITSAP COUNTY, WASHINGTON


CHRISTINE ROLFES, Chair


ORAN ROOT, Commissioner




KATHERINE T. WALTERS, Commissioner

ATTEST:


Dana Daniels, Clerk of the Board

Appendix A (Effective 1.6.2025 - Amended per KC-070-25-A)

Proposed Grade	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
0		\$34,653	\$36,379	\$37,294	\$38,230	\$39,187	\$40,165	\$41,163	\$42,182	\$43,243	\$44,325
		\$ 16.66	\$ 17.48	\$ 17.83	\$ 18.36	\$ 18.84	\$ 19.31	\$ 19.79	\$ 20.28	\$ 20.79	\$ 21.31
1		\$42,848	\$44,990	\$46,114	\$47,258	\$48,443	\$49,650	\$50,898	\$52,186	\$53,477	\$54,808
	1 General Services Worker 1	\$ 20.60	\$ 21.63	\$ 22.17	\$ 22.72	\$ 23.29	\$ 23.87	\$ 24.47	\$ 25.08	\$ 25.71	\$ 26.36
2		\$45,943	\$48,131	\$48,338	\$50,565	\$51,834	\$53,123	\$54,454	\$55,806	\$57,200	\$58,635
	2 General Services Worker 2	\$ 22.04	\$ 23.14	\$ 23.72	\$ 24.31	\$ 24.92	\$ 25.54	\$ 26.18	\$ 26.83	\$ 27.50	\$ 28.19
	2 Office Support Assistant										
3		\$49,046	\$51,501	\$52,790	\$54,101	\$55,453	\$56,846	\$58,281	\$59,717	\$61,214	\$62,754
	3 Court Security Officer	\$ 23.58	\$ 24.76	\$ 25.38	\$ 26.01	\$ 26.66	\$ 27.33	\$ 28.01	\$ 28.71	\$ 29.43	\$ 30.17
4		\$52,478	\$55,099	\$56,472	\$57,886	\$59,342	\$60,819	\$62,316	\$63,898	\$65,499	\$67,142
	4 Fiscal Support Technician	\$ 25.23	\$ 26.49	\$ 27.15	\$ 27.83	\$ 28.53	\$ 29.24	\$ 29.97	\$ 30.72	\$ 31.49	\$ 32.28
	4 Facilities Maint Worker (MO Worker) - 1308										
	4 Office Support Specialist										
	4 Court Security Officer Lead										
5		\$56,139	\$58,947	\$60,424	\$61,942	\$63,482	\$65,062	\$66,685	\$68,349	\$70,054	\$71,802
	5 Court Clerk	\$ 26.99	\$ 28.34	\$ 29.05	\$ 29.78	\$ 30.52	\$ 31.28	\$ 32.06	\$ 32.86	\$ 33.68	\$ 34.52
	5 Fiscal Support Specialist										
	5 Office Support Coordinator										
6		\$60,091	\$63,086	\$64,667	\$66,290	\$67,954	\$69,659	\$71,406	\$73,195	\$75,026	\$76,898
	6 Construction Technician	\$ 28.89	\$ 30.33	\$ 31.09	\$ 31.87	\$ 32.67	\$ 33.49	\$ 34.33	\$ 35.19	\$ 36.07	\$ 36.97
	6 Court Clerk - Lead										
	6 Engineer Tech										
	6 Facilities Main Tech (MO Tech) 1308										
	6 Legal Assistant										
	6 Program Technician										
7		\$64,263	\$67,517	\$69,202	\$70,928	\$72,696	\$74,506	\$76,358	\$78,251	\$80,186	\$82,163
	7 Lead Legal Assistant	\$ 30.91	\$ 32.46	\$ 33.27	\$ 34.10	\$ 34.95	\$ 35.82	\$ 36.72	\$ 37.64	\$ 38.58	\$ 39.54
	7 Technology Technician										
8		\$68,786	\$72,218	\$74,027	\$75,878	\$77,771	\$79,706	\$81,702	\$83,741	\$85,842	\$87,984
	8 Appraiser - Residential	\$ 33.07	\$ 34.72	\$ 35.59	\$ 36.48	\$ 37.39	\$ 38.32	\$ 39.28	\$ 40.26	\$ 41.27	\$ 42.30
	8 Construction Inspector 1										
	8 Engineer Tech Analyst										
	8 Facilities Specialist (MO Specialist - Facilities)										
	8 Planner 1										
	8 Program Specialist										
	8 Utility Lab Analyst										
9		\$73,611	\$77,293	\$79,227	\$81,203	\$83,242	\$85,322	\$87,464	\$89,648	\$91,884	\$94,182
	9 Associate Financial Analyst	\$ 35.39	\$ 37.16	\$ 38.09	\$ 39.04	\$ 40.02	\$ 41.02	\$ 42.05	\$ 43.10	\$ 44.18	\$ 45.28
	9 Construction Inspector 2										
	9 Forensic Autopsy Technician										
	9 Medicolegal Death Investigator										
	9 Program Coordinator										
	9 Technology Specialist										
	9 Utility Lab Analyst Lead (added "Lab")										
10		\$78,749	\$82,680	\$84,739	\$86,861	\$89,024	\$91,250	\$93,538	\$95,867	\$98,259	\$100,714
	10 Appraiser - Commercial	\$ 37.86	\$ 39.75	\$ 40.74	\$ 41.76	\$ 42.80	\$ 43.87	\$ 44.97	\$ 46.09	\$ 47.24	\$ 48.42
	10 Deputy Fire Marshal 1										
	10 Planner 2										
	10 Sr. Engineering Tech										
	10 Purchasing Officer 1										
11		\$84,261	\$88,483	\$90,688	\$92,955	\$95,285	\$97,677	\$100,110	\$102,606	\$105,165	\$107,786
	11 Business Analyst	\$ 40.51	\$ 42.54	\$ 43.60	\$ 44.69	\$ 45.81	\$ 46.96	\$ 48.13	\$ 49.33	\$ 50.56	\$ 51.82
	11 Deputy Fire Marshal 2										
	11 Engineer 1										
	11 Financial Analyst - Department										
	11 Planner 3										
	11 Program Analyst										
12		\$90,159	\$94,659	\$97,027	\$99,459	\$101,957	\$104,497	\$107,102	\$109,771	\$112,506	\$115,326
	12 County Accountant (fmr Financial Analyst in Auditor)										
13		\$96,467	\$101,289	\$103,829	\$106,434	\$109,103	\$111,838	\$114,637	\$117,499	\$120,427	\$123,441
	13 Technology Analyst										

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

RE: SkillBridge Department of Defense Pilot Program

Background

The Department of Defense SkillBridge hiring initiative connects employers with highly qualified transitioning service members through a 12-week structured fellowship. The program is open to service members within 180 days of separation or retirement, military spouses, and caregivers.

Through this program, the County will serve as a host employer and will provide a structured experience that mirrors regular employment while supporting the unique transition needs of military personnel and their families. There is no cost to the host employer during the fellowship as the military continues to pay the wages to the service member until their discharge date. The SkillBridge program provides employers (the County) access to qualified military candidates who may want to transition to regular employment with the host employer and also allows for professional development and mentorship for military personnel. The County has agreed to participate in this program through SkillBridge and its provider, Hiring Our Heroes.

The Office of Public Defense requests approval to sponsor a SkillBridge fellowship for a transitioning service member from October 5, 2025, through December 31, 2025 (12 weeks). The selected fellow will gain comprehensive exposure to the public defense operations by performing duties typically assigned to Legal Assistants, work that is covered by AFSCME 1308's collective bargaining agreement.

This agreement will serve as a pilot initiative for this 12-week fellowship and an opportunity to evaluate the SkillBridge program's effectiveness for potential expansion in other County departments and offices.

Agreement

By agreeing to the SkillBridge pilot, the parties agree:

1. SkillBridge participants will not be used to supplant regularly budgeted positions within the AFSCME 1308 bargaining unit.
2. SkillBridge participants are not County employees during their 12-week fellowship and thus will not be represented by the Union.
3. If a SkillBridge participant is hired after the completion of their fellowship, the hire date represents the first day of employment with the County and all benefits, seniority, and probationary period begins with that date.
4. 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.
5. This Memorandum of Understanding shall be effective upon execution.

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



Cynthia Samuels, President

9/24/25

Date



Sean Hare, Union Representative

9/24/25

Date

KITSAP COUNTY



Keri Sieckowski, Sr. HR Consultant

9/24/2025

Date