

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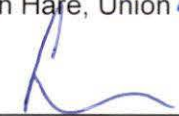
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WASHINGTON STATE COUNCIL OF COUNTY
AND CITY EMPLOYEES, AFSCME, AFL-CIO,
LOCAL 1308

 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	\$54,806
	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	\$108,771	\$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										