

AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT
By and Between
KITSAP COUNTY,
KITSAP COUNTY OFFICE OF THE PROSECUTING ATTORNEY
And the
KITSAP COUNTY PROSECUTING ATTORNEY GUILD

KC-113-22-A

RE: 2022 Retention Incentive – Art II, Section B

The parties, Kitsap County (County) and Kitsap County Office of the Prosecuting Attorney and the Kitsap County Prosecuting Attorney Guild (Guild), having bargained in good faith, mutually agree to changes in their Collective Bargaining Agreement, KC-113-22 (hereinafter CBA), as follows:

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

ARTICLE II. – ECONOMICS, HOURS, INSURANCE

[Section A omitted]

Section B Wage Adjustments

1. All wage increases shall be applied to the first step of each wage scale. Each wage step thereafter shall be adjusted to provide a two and one-half percent (2.5%) increase over the previous wage step. Wages for classifications covered by this bargaining unit shall be increased during the term of this Agreement as follows:
 - a. 2022: Effective the first day of the first full pay period in January 2022, the existing salary schedule shall be increased by five percent (5.0%)
 - b. 2023: Effective the first day of the first full pay period in January 2023, the existing salary schedule shall be increased by two and one-half percent (2.5%).
 - c. 2024: Effective the first day of the first full pay period in January 2024, the existing salary schedule shall be increased by two percent (2.0%).
2. Step increase progression for employees hired on or after January 1, 2020 and their required performance evaluation criteria to earn step increases for all employees are set forth in Appendix A of this Agreement.

For 2022 only, each employee who is employed on April 11 2022, will receive a one-time, non-precedent setting step advancement, effective April 11, 2022, as follows:

Deputy Prosecuting Attorney 1:

- Employees on step 6 on April 10, 2022, will move 4 steps to Deputy Prosecuting Attorney 2, step 2
- Employees on step 7 on April 10, 2022, will move 4 steps to Deputy Prosecuting Attorney 2, step 3

- Employees on step 8 on April 10, 2022, will move 4 steps to Deputy Prosecuting Attorney 2, step 4

Deputy Prosecuting Attorney 2 and Deputy Prosecuting Attorney 3:

- Employees on steps 1-6 on April 10, 2022, receive a 4-step advancement;
- Employees on steps 7-8 on April 10, 2022, receive a 3-step advancement;
- Employees on steps 9-13 on April 10, 2022, receive a 2-step advancement;
- Employees on step 14 on April 10, 2022, receive a 1-step advancement; and
- Employees on step 15 on April 10, 2022, receive a one-time, non-precedent setting lump sum equivalent to 2.5% of their base annual wage.

Employees advanced through this provision will retain their step anniversary date.

[Sections C-K 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.

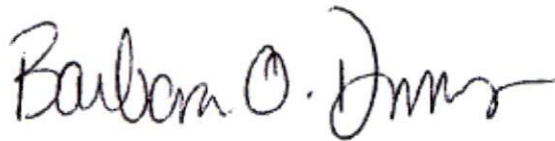
3. Except as expressly provided herein, this Amendment shall be effective April 11, 2022.

**KITSAP COUNTY DEPUTY PROSECUTING
ATTORNEY GUILD**



Philip A. Bacus, President

Date 3/24/22



Barbara O. Dennis, Vice President

Date 3/18/22

DATED this 11th day of April 2022.

**BOARD OF COUNTY COMMISSIONERS
KITSAP COUNTY, WASHINGTON**



EDWARD E. WOLFE, Chair

Charlotte Garrido

CHARLOTTE GARRIDO, Commissioner

Robert Gelder

ROBERT GELDER, Commissioner

ATTEST:

Dana Daniels

Dana Daniels, Clerk of the Board

