

**MEMORANDUM OF UNDERSTANDING
BETWEEN
KITSAP COUNTY
And
OPERATING ENGINEERS, LOCAL 302; TEAMSTERS, LOCAL 589; IAM & AW,
DISTRICT 160; LOCAL 282; AND LABORERS UNION, LOCAL 252 (THE "COUNCIL"
OF PUBLIC WORKS ROADS EMPLOYEES UNIONS)**

KC-120-22-A

RE: 2022 Retention Incentive

This Memorandum of Understanding (MOU) is entered into by Kitsap County ("County") and the Council. The parties mutually agree as follows:

Background

On April 11, 2022, the Board of Commissioners approved a resolution to provide retention and recruitment incentives for non-represented employees in the form of step advancements and a one-time lump sum retention payment for employees on Step 15. Effective January 3, 2022, upon execution of the 2022-2024 collective bargaining agreement (CBA), most but not all COUNCIL represented employees received the same step advances that the BOCC approved for non-represented employees; however, there are two (2) inconsistencies between the 2022 retention incentives for non-represented employees and the step advances bargained with COUNCIL. The County remains committed to equitable compensation between represented and non-represented employees.

Agreement

In order to provide internal equity between County non-represented and bargaining unit member employees, and to address inconsistencies between the step advances bargained and agreed to with the COUNCIL bargaining unit and those for non-represented employees, the parties agree to the following:

1. Effective April 11, 2022, employees who were on Step 7 or on Step 8 on January 2, 2022, and advanced 2 steps upon execution of the CBA on January 3, 2022, will advance one additional step.
2. Effective April 11, 2022, employees who were on Step 15 on January 2, 2022, and who were not eligible for any step advances as defined in the CBA, shall receive a one-time, non-precedent setting lump sum equivalent to 2.5% of their base annual wage.
3. Except as expressly provided in this Agreement, all other terms and conditions of the original Collective Bargaining Agreement (KC-120-22) and any subsequent amendments, addenda or memorandums of understanding thereto, shall remain in full force and effect.

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

Operating Engineers, Local 302	Date
<u><i>M. J. [Signature]</i></u>	<u>4/5/22</u>
Teamsters, Local 589	Date
<u><i>[Signature]</i></u>	<u>4/4/2022</u>
IAM & AW, District 160, Local 282	Date
_____	_____
Laborers, Local 252	Date
_____	_____

DATED this 11th day of April 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



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

<u>[Signature]</u>	<u>4/19/22</u>
Operating Engineers, Local 302	Date
<u>[Signature]</u>	<u>4/5/22</u>
Teamsters, Local 589	Date
<u>[Signature]</u>	<u>4/4/2022</u>
IAM & AW, District 160, Local 282	Date
<u>[Signature]</u>	<u>4/7/2022</u>
Laborers, Local 252	Date

DATED this _____ day of _____ 2022.

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

EDWARD E. WOLFE, Chair

ATTEST:

CHARLOTTE GARRIDO, Commissioner

Dana Daniels, Clerk of the Board

ROBERT GELDER, Commissioner