

**AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT**  
**By and Between**  
**KITSAP COUNTY**  
**And**  
**TEAMSTERS, LOCAL 589, for KITSAP COUNTY PARKS EMPLOYEES**  
**KC-135-22-A**

**RE: 2022 Retention Incentive – Art II, Sec B**

The parties, Kitsap County (County) and Teamsters, Local 589, for Kitsap County Parks Employees (Union), having bargained in good faith, mutually agree to changes in their Collective Bargaining Agreement, KC-135-22 (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 – Salary Steps/Evaluations**

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:

- 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.

1. Step movement will be as follows.
  - a. Employees placed at a pay step below Step 7 will receive a two-step increase (5%) following their last advancement or anniversary date in current position until Step 7 is reached. Employees at Step 7 or above will receive a one-step (2.5%) increase following their last advancement or anniversary date in current position. Step increases will be received annually until the top step is reached; **provided**, the employee "Meets Standards" for the performance period. Step increases are effective and automatically awarded on the date of eligibility.
  - b. Employees hired on or after January 1, 2020 will receive a one-step (2.5%) increase following six months of service until they reach step 5, and then step increases will be received annually until the top step is

reached; **provided**, the employee achieves a "Meets Standards" during the performance period. Step increases are effective and automatically awarded on the date of eligibility.

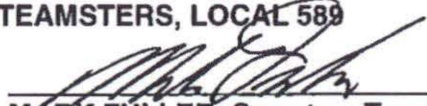
- c. Does Not Meet Standards: If an employee receives an evaluation score of "Does Not Meet Standards" and is therefore not eligible for a step increase, at the discretion of the Employing Official, the employee may be re-evaluated in 60-180 days. If the employee receives an evaluation score of "Meets Standards" at a later date, the employee will be granted the step increase effective on that date. The delayed step increase does not change the employee's step eligibility 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.

**TEAMSTERS, LOCAL 589**

  
MARK FULLER, Secretary-Treasurer

DATED this 11th day of April 2022.

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

  
EDWARD E. WOLFE, Chair

  
CHARLOTTE GARRIDO, Commissioner

  
ROBERT GELDER, Commissioner

ATTEST:

  
Dana Daniels, Clerk of the Board

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**KITSAP COUNTY**  
**And**  
**TEAMSTERS, LOCAL 589, for KITSAP COUNTY PARKS EMPLOYEES**  
**KC-135-22-B**

**RE: Appendix A, Bargaining Unit Positions**

The parties, Kitsap County (County) and Teamsters, Local 589, for Kitsap County Parks Employees (Union), having bargained in good faith, mutually agree to changes in their Collective Bargaining Agreement, KC-135-22 (hereinafter CBA), as follows:

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

**APPENDIX A – BARGAINING UNIT POSITIONS**

~~Fiscal Support Technician~~

M&O Worker

M&O Technician

M&O Specialist

M&O Coordinator

General Service Worker

Office Support Assistant

Office Support Specialist

2. The parties agree to mutually open Appendix A for further negotiations with the successor agreement bargaining.
3. 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.
4. Except as expressly provided herein, this Memorandum shall be effective upon execution.

*[signatures appear on page 2]*



DATED this 6<sup>th</sup> day of March 2024.

TEAMSTERS, LOCAL 589

Robert A. Driskell

ROBERT DRISKELL, Secretary-Treasurer

DATED this 8<sup>th</sup> day of April 2024.



ATTEST:

Dana Daniels

Dana Daniels, Clerk of the Board

BOARD OF COUNTY COMMISSIONERS  
KITSAP COUNTY, WASHINGTON

Katherine T. Walters

KATHERINE T. WALTERS, Chair

Christine Rolfes

CHRISTINE ROLFES, Commissioner

Charlotte Garrido

CHARLOTTE GARRIDO, Commissioner

MEMORANDUM OF UNDERSTANDING

By and Between  
KITSAP COUNTY  
AND  
TEAMSTERS, LOCAL 589, for KITSAP COUNTY PARKS EMPLOYEES  
KC-135-22-C

RE: 2025-2027 Health & Welfare Benefits Pending Successor Agreement

This Agreement is made by and between Kitsap County (County) and Teamsters, Local 589, for Kitsap County Parks Employees. The parties mutually agree as follows:

Whereas, the current collective bargaining agreement, KC-135-22 between the parties, Kitsap County (County) and Teamsters, Local 589, for Kitsap County Parks Employees, expires December 31, 2024; and

Whereas, the parties are currently engaged in bargaining for the 2025-2027 agreement and have reached a tentative agreement regarding health and welfare benefits; and

Whereas, open enrollment for health and welfare benefits occurs from November 1 to November 15, 2024; and

Whereas, the parties desire to implement the tentative agreement while continuing to negotiate the rest of the successor agreement.

1. The parties agree to implement the Prime HMO and PPO plan choices and 2025-2027 employee contribution rates in Attachment A.

Article II, Subsection G is hereby amended as follows, which will be incorporated into the successor collective bargaining agreement:

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1. **Medical Insurance Contributions:** For coverage effective January 1, ~~2022~~ 2025 through December 31, ~~2024-2027~~, the County will provide medical insurance to employees and their eligible dependents through the plans described in Appendix B.

- a. **Regular, Full-Time Employees:** Regular full-time employees (approved FTE (Full Time Equivalent) of .75 and above) will contribute towards the cost of medical insurance for their coverage and coverage of their dependents based on the plan and tier of coverage they select through the County's open enrollment processes. Employee contributions for years ~~2025, 2026, 2027~~ 2022, 2023 and 2024 are specified in Appendix B. ~~The County and employee monthly~~



~~contributions toward medical coverage shall be increased proportionally thereafter. For example, if the rates increase by three percent (3.0%), both the County and employee contributions will increase by more than five percent (5%), the parties agree to explore plan design changes through the Medical Benefits Committee to keep the increase at or below five (5%) percent.~~

- b. **Regular Part-Time Employees:** For regular employees working less than full time (approved FTE of less than .75 and at or above .5), the County will prorate the amount of its contributions to .65 of full-time FTE status for the year. Part-time employees will be responsible for paying the remainder of the costs of medical insurance, as specified in Appendix B.

2. **Waiver of Medical Coverage:**

- a. **Regular, full-time employees** who provide proof of alternate medical coverage may waive coverage through Kitsap County's sponsored medical plans and for that waiver receive a one hundred fifty dollar (\$150.00) per month waiver-incentive payment; however, such payment is subject to employment taxes. Regular, full-time employees may not waive their individual medical coverage in lieu of coverage as a spouse/domestic partner on a County-sponsored medical plan. Full-time employees who waive their coverage to participate in Medicare are not eligible to receive the waiver-incentive premium.
- b. **Regular, part-time employees** may waive their coverage through Kitsap County's sponsored medical plans and receive a one hundred dollar (\$100.00) per month waiver-incentive payment; however, such payment is subject to employment taxes. Regular, part-time employees who waive their coverage and enroll in their spouse's or registered domestic partner's County-sponsored medical plan are not eligible to receive the pro-rated waiver incentive payment. Regular, part-time employees who waive their coverage to participate in Medicare are not eligible to receive the waiver-incentive premium.

- 3. **Double Coverage:** County employees may have double coverage under County-sponsored medical plans (i.e., employees may cover their spouse/domestic partner if the spouse/domestic partner is employed in a regular, full-time position with the County) except HDHP plans.

4. **Dental Benefits, County Contribution:**

- a. County Contribution:

- (1) **Regular, full-time employees:** The County will pay 100% of the employee-only rate for the County-selected, base dental plan or an optional plan, whichever is less expensive. The County will contribute fifty percent (50%) of the dependent rate or twenty-five dollars (\$25.00) per employee per month, whichever is greater, towards insured dependent dental benefits under the County-sponsored dental plans.
  - (2) **Regular, part-time employees:** The dental benefits contributions for regular, part-time employees will be the same as offered to regular, full-time employees.
  - (3) **Employee Premium Contributions:** Employees will be responsible for paying the portion of their dependent premiums that are not covered by the County's contribution.
- b. All regular full-time and part-time employees will participate in a County-sponsored dental plan.
- c. The County-selected base dental plan provides substantially similar benefits to those provided by Delta Dental of Washington plan C – Option 2 (\$1,000 a year maximum benefit). Other dental plans will also be offered and, if selected, employees are responsible to contribute any additional cost through payroll deduction.
5. **Life Insurance:** The County will contribute the total cost necessary to fund, provide, and maintain County-selected, basic life insurance coverage for regular, full-time and part-time employees and their eligible dependents.
6. **Optional Benefits:** Employees may enroll themselves and dependents in optional life insurance plans or other optional benefits at their own expense.
7. **Changes to Coverage During Plan-year:** Employees are required to comply with federal, state and specific health plan rules in order to make any changes outside of the annual open enrollment period designated by the County.
8. **Long-Term Disability:** The County will contribute the total cost necessary to fund, provide, and maintain County-selected, basic long-term disability coverage for regular, full-time and part-time employees.
9. **Vision Insurance:** The County will provide and pay all the premiums necessary for WCIF VSP vision insurance [or a comparable plan](#).
10. **Pre-tax payments:** All employee contributions will be made pre-tax.
11. **WA Paid Family & Medical Leave:** Eligible employees are covered by Washington's Family and Medical Leave Program, RCW 50A.04. Eligibility

for leave benefits is established by Washington State law and is therefore independent of this Agreement. Employer and Union agree that premiums and benefits are established by law and will be deducted accordingly.

### **Medical Benefits Committee**

The Union representative on the joint labor-management Medical Benefits Committee may participate in deliberations regarding medical coverage for the following year and the Union representative may, but will not be required to cast a vote. If the Union representative votes for a majority recommendation to the Board of County Commissioners, such recommendation will become a tentative agreement between the parties, subject to final ratification by the bargaining unit membership and approval by the Board of County Commissioners as part of a successor collective bargaining agreement.

The parties recognize that it may be mutually beneficial to memorialize the practice to the joint labor-management Medical Benefits Committee and/or to establish more definite rules for the Medical Benefits Committee's function. Beginning at any time during the term of the agreement, the County or the Medical Benefits Committee may call for joint labor-management discussions, as mutually agreed by the parties, to draft and propose such rules. Any such rules will be subject to adoption by the majority of the units constituting the voting members of the committee and approval by the Board of County Commissioners.

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2. By entering into this Agreement, the parties are not altering or modifying any additional contractual language. Except as expressly provided in this Agreement, all other terms and conditions of the original Collective Bargaining Agreement (KC-135-22) and any subsequent amendments, addenda or memorandums of understanding thereto, shall remain in full force and effect.
3. This Agreement does not establish a precedent or past practice.

*[signatures appear on page 5]*

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DATED this \_\_\_\_\_ day of \_\_\_\_\_ 2024.

TEAMSTERS, LOCAL 589

Robert A. Driskell

ROBERT DRISKELL, Secretary-Treasurer

DATED this 2 day of December 2024.

BOARD OF COUNTY COMMISSIONERS  
KITSAP COUNTY, WASHINGTON



Katherine T. Walters

KATHERINE T. WALTERS, Chair

Christine Rolfes

CHRISTINE ROLFES, Commissioner

Charlotte Garrido

CHARLOTTE GARRIDO, Commissioner

ATTEST:

Dana Daniels for

Dana Daniels, Clerk of the Board

## Attachment A

Kitsap County Monthly Insurance Rates & Contributions for Full-Time Employees (30+ Hrs/Week)												
Kaiser Permanente of WA (HMO Plan)	Employee Only			Employee + Child(ren)			Employee + Spouse			Employee + Family		
	2025	2026	2027	2025	2026	2027	2025	2026	2027	2025	2026	2027
Prime (formerly Classic)	0.00	0.00	0.00	68.25	75.08	82.58	98.08	107.89	118.68	164.07	180.48	198.52
HDHP w/HSA	10.00	11.00	12.10	42.69	46.96	51.65	59.56	65.52	72.07	101.69	111.86	123.04
Aetna (PPO Plan)	Employee Only			Employee + Child(ren)			Employee + Spouse			Employee + Family		
	2025	2026	2027	2025	2026	2027	2025	2026	2027	2025	2026	2027
Prime (formerly Classic)	33.08	36.39	40.03	129.10	142.01	156.21	168.52	185.37	203.91	261.18	287.30	316.03
HDHP w/HSA	13.61	14.97	16.47	64.69	71.16	78.27	85.12	93.63	103.00	136.22	149.84	164.83
Dental	Employee Only			Employee + 1 Child			Employee + Spouse			Employee + Family		
	Monthly Rate	County Contribution	Employee Monthly Cost	Monthly Rate	County Contribution	Employee Monthly Cost	Monthly Rate	County Contribution	Employee Monthly Cost	Monthly Rate	County Contribution	Employee Monthly Cost
Delta Plan C	57.15	57.15	0.00	101.84	82.16	19.68	101.84	82.16	19.68	183.77	120.47	63.30
Delta Plan D	60.46	57.16	3.30	107.12	78.86	28.26	107.12	78.86	28.26	193.18	121.88	71.30
WCIF Plans	Employee Only			Employee + Child(ren)			Employee + Spouse			Employee + Family		
	Monthly Rate	County Contribution	Employee Monthly Cost	Monthly Rate	County Contribution	Employee Monthly Cost	Monthly Rate	County Contribution	Employee Monthly Cost	Monthly Rate	County Contribution	Employee Monthly Cost
VSP- vision												
Willamette- dental												