

**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.

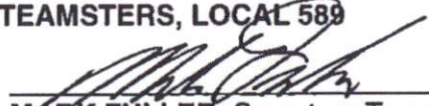
- c. Does Not Meet Standards: If an employee receives an evaluation score of "Does Not Meet Standards" and is therefore not eligible for a step increase, at the discretion of the Employing Official, the employee may be re-evaluated in 60-180 days. If the employee receives an evaluation score of "Meets 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]

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- 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**

  
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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