

**AMENDMENT
By and Between
KITSAP COUNTY
And
CORRECTIONS OFFICERS' GUILD

KC-165-24-A**

RE: Amendment to Appendix F, Shift Start Times

The parties, Kitsap County ("County") and Kitsap County Corrections Officers' Guild ("Guild"), having bargained in good faith, mutually agree to changes in their Collective Bargaining Agreement, KC-165-24 (hereinafter CBA), as follows:

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

APPENDIX F

Shift Start ~~and Ending~~ Times

Shift Start ~~and Ending~~ Times

~~The following hours apply to Corrections Officers on the 10-hour 40-minute shift schedule only:~~

1st Watch – Day Shift Early	0540-1620 hours
1st Watch – Day Shift Late	0820-1900 hours
2nd Watch – Mid Shift	1100-2140 hours
2nd Watch – Swing Shift	1620-0300hours
3rd Watch – Graveyard Early	1900-0540hours
3rd Watch – Graveyard Shift Late	2140-0820 hours
<u>1st Watch – Day Shift</u>	<u>begins at 0200</u>
<u>2nd Watch – Second Watch Early</u>	<u>begins at 1100</u>
<u>2nd Watch - Swing Shift</u>	<u>begins at 1620</u>
<u>3rd Watch – Graveyard Early</u>	<u>begins at 1920</u>
<u>3rd Watch – Graveyard Late</u>	<u>begins at 2200</u>

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The parties agree to periodically re-examine the shift start and end times ~~in October 2022~~ to evaluate the schedule arrangement and work together to arrive at mutual agreement on any changes to these ~~se~~ start and end times, if necessary.

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 February 26, 2024.

DATED this 25 day of MARCH 2024.

CORRECTIONS OFFICERS' GUILD

William Mahn 1994 32524
William Mahn, President Date

KITSAP COUNTY SHERIFF'S OFFICE

John Gese 3-26-24
John Gese, Sheriff Date

**AMENDMENT
By and Between
KITSAP COUNTY
And
CORRECTIONS OFFICERS' GUILD**

KC-165-24-B

RE: Amendment to Article I, Section M.2, Administrative Assignments

The parties, Kitsap County ("County") and Kitsap County Corrections Officers' Guild ("Guild"), having bargained in good faith, mutually agree to changes in their Collective Bargaining Agreement, KC-165-24 (hereinafter CBA), as follows:

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

2. Administrative Assignments Identified/Duration:

a. With the exception of the K9 assignment, Aadministrative Aassignments are three (3) years in duration. At the discretion of the Administration, the following are potential administrative assignments:

- (1) Booking Coordinator
- (2) Court Officers
- (3) Alternatives Officer
- (4) Classification Officers
- (5) Training Officer
- (6) Background Investigations Officer
- (7) Medical Transport Officer
- (8) Re-Entry Officer
- (9) Medical Liaison Officer
- (9)(10) K9

DATED this 13 day of May 2024.

CORRECTIONS OFFICERS' GUILD

William Mahn 1499 4-30-2
William Mahn, President Date

KITSAP COUNTY SHERIFF'S OFFICE

John Gese 4/12/24
John Gese, Sheriff Date



**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
Dana Daniels, Clerk of the Board

**AMENDMENT
By and Between
KITSAP COUNTY
And
CORRECTIONS OFFICERS' GUILD**

KC-165-24-C

RE: Amendment to Article III, Insurance - Section A, Health and Welfare Benefits

The parties, Kitsap County ("County") and Kitsap County Corrections Officers' Guild ("Guild"), having bargained in good faith, mutually agree to changes in their Collective Bargaining Agreement, KC-165-24 (hereinafter CBA), as follows:

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

ARTICLE III – INSURANCE

SECTION A – HEALTH AND WELFARE BENEFITS

The County's contributions towards medical, dental and life insurance coverage for regular employees shall be as follows:

1. The County's plan offerings and contributions towards medical, dental and life insurance will be as follows:

- a. **Medical Insurance Coverage:** The 2023-2024 medical plans will be as follows:

- (1) Kaiser Classic Plan
- (2) Kaiser Value Plan
- (3) Kaiser HDHP/HSA 1500 Plan
- (4) Aetna Classic Plan
- (5) Aetna Value Plan
- (6) Aetna HDHP/HSA 1500 Plan

2025

The County agrees to offer Guild members the LEOFF Trust Plan F for medical coverage beginning January 1, 2025, instead of all other plans except the County will ~~continue to~~ offer the ~~Kaiser Classic~~HMO Prime Plan ~~(formerly Kaiser Classic)~~ and the ~~Kaiser HMO~~ HDHP/HSA ~~1500~~ Plan. The ~~HMO Prime~~Kaiser Classic Plan and ~~HMO~~Kaiser HDHP/HSA Plans will continue to be offered unless unfeasible due to low enrollment or other eligibility criteria are no longer met, in which case affected Guild members will be enrolled in the LEOFF Trust Plan F. If the Guild ceases to meet LEOFF Trust Plan F eligibility requirements at any time, all Guild members will be enrolled in the ~~HMO Prime~~Kaiser Classic Plan.

- b. **Medical Insurance Contributions:**

- (1) Regular full-time employees: for regular employees with an established and approved FTE (Full Time Equivalent) of .75 and above
 - i. 2023-2025: effective with the January 2024 premiums, employee contribution rates to County Plans will increase at all tiers by 15%.

Effective January 1, 2025, employee contribution rates to the HMO Prime-Kaiser Classic Plan and HMOKaiser HDP/HSA Plan shall increase at all tiers by 5% each year.

The County will pay 97% of the premium for the employee-only tier and 90% of the premium for all other tiers on the LEOFF Trust Plan F. Employees will pay the remaining premium amount by payroll deduction.

Employees may not enroll twice, both as an employee and a dependent, if eligible to do so

3. Except as expressly provided in this Contract Amendment, all other terms and conditions of the parties' original Contract, and subsequent amendments, addenda or modifications

4. Except as expressly provided herein, this Amendment shall be effective January 1, 2025.

DATED this 28 day of October 2025.

CORRECTIONS OFFICERS' GUILD

William Mahn 1499 10-03-24
William Mahn, President Date

KITSAP COUNTY SHERIFF'S OFFICE

John Gese 10-4-24
John Gese, Sheriff Date



**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
Dana Daniels, Clerk of the Board

MEMORANDUM OF UNDERSTANDING
By and Between
KITSAP COUNTY
And
KITSAP COUNTY CORRECTIONS OFFICER'S GUILD

KC-165-24-D

RE: Step Placement of Certain Employees

This Memorandum of Understanding (MOU) is by and between Kitsap County ("County") and Kitsap County Corrections Officer's Guild ("Guild"). The parties mutually agree as follows:

Background

The parties executed Collective Bargaining Agreement KC-165-24 (CBA) on February 12, 2024. The County successfully recruited and hired ten (10) lateral corrections officers in 2023. Recently, a discrepancy in the initial step placement of two lateral hires was discovered that created an internal inequity. The parties agree to correct the step placement of two (2) officers to remedy the pay inequity.

Agreement

1. The County agrees to correct the step placement of two (2) officers as follows:
 - a. Rothwell, Nicholas will be corrected to current placement of step 8
 - b. Kelly, Sarah will be corrected to current placement of step 8
2. The step advancement eligibility date shall not be changed.
3. The parties agree that all other rights and contractual requirements in the CBA not addressed in this MOU shall remain in full force and effect.

This MOU shall be effective September 11, 2024.

[signatures appear on page 2]

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CORRECTIONS OFFICERS GUILD

William Mahn 1494 10-03-24
William Mahn, President Date

KITSAP COUNTY SHERIFF'S OFFICE

[Signature] 10-4-24
John Gese, Sheriff Date

DATED this 28 day of October 2025.

**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
Dana Daniels, Clerk of the Board