

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**KITSAP COUNTY**  
**And**  
**KITSAP COUNTY JUVENILE DETENTION OFFICER'S GUILD**  
  
**KC-283-22-A**

**RE: Overtime Incentive Pay**

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

**Background**

The parties executed Collective Bargaining Agreement KC-283-22 (CBA) on May 23, 2022. Article 12, Section C of the CBA provides for Overtime Pay for employees at the option of the rate of one and one-half (1 ½) times the employee's regular hourly rate of pay, or one and one-half (1 ½) hours of compensatory time off.

The County has recently struggled to maintain minimum staffing levels and have officers available to work overtime to staff shifts. Kitsap Juvenile and Family Court Services (KCJFCS) management staff and members of the Guild have met and discussed ways to improve staffing and to entice Guild membership to sign up for overtime shifts. The County and the Guild wish to provide financial incentives for officers to work overtime shifts and are entering into this agreement to resolve the current staffing issues.

**Agreement**

1. The County agrees to pay 2.0 times an employee's regular rate of pay to any Guild bargaining unit member who voluntarily works in an overtime capacity to cover a shift that needs additional staff as determined by the Employing Official or their designee and is outside of their regularly scheduled shift.
2. The 2.0 overtime rate will not apply to overtime hours accrued outside of the shifts as designated by the Employing Official in item 1 above.
3. The 2.0 overtime rate will remain in effect until December 31, 2023. Unless terminated by either party for convenience prior to that date.

4. If no officers volunteer to work the open overtime shifts, other Juvenile and Family Court employees who have successfully completed Juvenile Detention Officer's Academy may volunteer to work the positions.

5. 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.

6. This Memorandum of Understanding shall be effective upon execution and will begin the first full pay period following execution.

*[signatures appear on next page]*

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JUVENILE DETENTION OFFICERS' GUILD

Pepe Pedesclaux 10/26/22  
Pepe Pedesclaux, President Date

KITSAP COUNTY JUVENILE AND FAMILY COURT SERVICES

Michael Merringer 10/27/22  
Michael Merringer, Director Date

Signed and dated this 14<sup>th</sup> day of November, 2022.

BOARD OF COUNTY COMMISSIONERS  
KITSAP COUNTY, WASHINGTON



Edward 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