



Meeting Date: July 23, 2018
 Agenda Item No:

Kitsap County Board of Commissioners

Office/Department: Human Resources Department
Staff Contact & Phone Number: Kate Cummings, Labor Relations Analyst, 360.307.4344
Agenda Item Title: Collective Bargaining Agreement KC-106-16, Memorandum of Understanding (MOU) – J between Kitsap County and the Washington State Council of County and City Employees, AFSCME, Local 1308, Courthouse Employees Union extending agreement to contract out toilet de-plugging work performed on Jail inmate toilets.

Recommended Action: Move that the Kitsap County Board of Commissioners execute MOU KC-103-16-J between Kitsap County and the Washington State Council of County and City Employees, AFSCME, Local 1308, Courthouse Employees Union.

Summary: The parties bargained and mutually agreed to continue to allow the County to contract out solely that work associated with de-plugging the Jail facility inmate toilet drains, known as “pinners”. Provisions include:

1. The agreement to contract out shall be for a term of 14 months, unless extended by mutual agreement.
2. The County also agrees to continue a regular training program for Facilities M&O Technicians and Specialists regarding appropriate protections and procedures for work involving drain pipe maintenance and sewage handling.
3. No other Union work shall be contracted out.

Attachments: 1. Memorandum of Understanding KC-103-16-J

Fiscal Impact for this Specific Action

Expenditure required for this specific action:	\$ None
Related Revenue for this specific action:	\$ None
Cost Savings for this specific action:	\$ None
Net Fiscal Impact:	\$ None
Source of Funds:	General, Emergency Management, Other Special Revenue

Fiscal Impact for Total Project – None

Fiscal Impact (DAS) Review

Departmental/Office Review & Coordination

Department/Office	Elected Official/Department Director	
Human Resources Department – Labor Relations	Nancy Buonanno Grennan	

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Contract Information

Contract Number	Date Original Contract or Amendment Approved	Amount of Original Contract Amendment	Total Amount of Amended Contract
KC-103-16	2/22/2016	\$782,924	
KC-103-16-A	2/22/2016	None	\$782,924
KC-103-16-B	8/22//2016	None	\$782,924
KC-103-16-C	9/12/2016	None	\$782,924
KC-103-16-D	12/12/2016	None	\$782,924
KC-103-16-E	3/27/2017	None	\$782,924
KC-103-16-F	5/22/2017	None	\$782,924
KC-103-16-G	1/8/2018	\$105,001	\$887,925
KC-103-16-H	Pending	None	\$887,925
KC-103-16-I	6/25/2018	None	\$887,925
KC-103-16-J	Pending	None	\$887,925



Kitsap County
CONTRACT REVIEW SHEET
 (Chapter 3.56 KCC)

A. GENERAL INFORMATION	
1. Contractor	Washington State Council of County and City Employees, AFSCME, Local 1308, Courthouse Employees Union
2. Purpose	Extend agreement to contract out toilet de-plugging work for Jail inmate toilets
3. Contract Amount	None Disburse <input checked="" type="checkbox"/> Receive <input type="checkbox"/>
4. Contract Term	7/23/2018 – 9/23/2019
5. Contract Administrator	Nancy Buonanno Grennan, HR Director Phone 360.337.4824
Approved:	Nancy Buonanno Grennan Date 7/6/2018 <i>Department Director</i>
B. AUDITOR – ACCOUNTING INFORMATION	
1. Contract Control Number	KC-103-16-J
2. Fund Name	General, Emergency Management, Other Special Revenue
3. Payment from-Revenue to CC/Account Nbr	
4. Encumbered By	Susanne Yost Date 7/5/2018
C. AUDITOR'S ACCOUNTING – GRANTS REVIEW <i>Signature required only if contract is grant funded</i>	
1. <input type="checkbox"/> Approved <input type="checkbox"/> Not Approved	
Reviewer N/A	Date N/A
2. Comments:	
D. ADMINISTRATIVE SERVICES DEPARTMENT – RISK MANAGER REVIEW	
1. <input checked="" type="checkbox"/> Approved <input type="checkbox"/> Not Approved	
Reviewer Anastasia Johnson	Date 7/5/2018
2. Comments:	
E. ADMINISTRATIVE SERVICES DEPARTMENT – BUDGET MANAGER REVIEW <i>Signature required only if contract is for \$50,000 or more, OR it will be signed by board of commissioners (regardless of dollar amount)</i>	
1. <input checked="" type="checkbox"/> Approved <input type="checkbox"/> Not Approved	
Reviewer Kristofer Carlson	Date 7/5/2018
2. Comments:	
F. HUMAN RESOURCES DEPARTMENT – HUMAN RESOURCES DIRECTOR REVIEW <i>Signature required only if union or employment contract</i>	
1. <input type="checkbox"/> Approved <input type="checkbox"/> Not Approved	
Reviewer _____	Date _____
2. Comments:	
G. PROSECUTING ATTORNEY REVIEW	
1. <input checked="" type="checkbox"/> Approved as to Form <input type="checkbox"/> Not Approved as to Form	
Reviewer Jacquelyn Aufderheide	Date 7/9/2018
2. Comments:	
H. CERTIFICATION BY CONTRACT ADMINISTRATOR: THIS CONTRACT IS READY FOR CONSIDERATION BY THE AUTHORIZED CONTRACT SIGNER. (For contract signing authority, see KCC 3.56.075)	

Contract Administrator: Kermit Wooden Date _____
 Date Approved by Authorized Contract Signer: _____ Date _____
 RETURN SIGNED ORIGINALS TO: Kate Cummings, LR, Ext. 4344

MEMORANDUM OF UNDERSTANDING
By and Between
KITSAP COUNTY
AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, LOCAL
1308, AFSCME, AFL-CIO (COURTHOUSE EMPLOYEES)

KC-103-16-J

RE: Contracting out of emergency plumbing work for clogged “pinners” in Kitsap County Jail

Background:

AFSCME Local 1308 (the “Union”) represents Facilities Maintenance & Operations (M&O) Technicians and Specialists, whose regular work includes maintaining Jail mechanical systems such as air handlers, HVAC, electrical, plumbing and roofing. Inmates have increased activity to plug up toilet drains, requiring work to de-plug the toilet drain systems. This work detracts from Facilities M&O Technicians’ and Specialists’ main work and responsibilities and requires specialized training, equipment and disposal, yet is not sufficiently frequent enough to require or justify hiring staff solely to perform this work. Kitsap County (the “County”) has had a long-standing practice of contracting for back-up of this work; this contracting out has been for emergency work, and has been infrequent in nature.

Agreement:

1. The Union agrees that the County may contract out solely that work associated with de-plugging the Jail facility inmate toilet drains, known as “pinners”. This Agreement does not authorize the contracting out of work de-plugging other Jail facility toilet drains not used by the inmate population, nor any other work currently performed by Facilities M&O Technicians and Specialists.
2. The County acknowledges that infectious disease protections are important to the safety of County employees. The County agrees to continue a regular training program for Facilities M&O Technicians and Specialists regarding appropriate protections and procedures for work involving drain pipe maintenance and sewage handling.
3. This contracting out will be non-precedent setting.
4. This Agreement will be in full force and effect from July 23, 2018 for a term of fourteen (14) months, through September 23, 2019. At any time, the parties may agree to meet to review the contract performance and activity. This Memorandum of Understanding may be extended by mutual agreement of the parties.

**WASHINGTON STATE COUNCIL OF COUNTY
AND CITY EMPLOYEES, AFSCME, AFL-CIO
LOCAL 1308, COURTHOUSE EMPLOYEES**

Cynthia Samuels, President

Date

Aaron Cole, Union Representative

Date

DATED this _____ day of _____, 2018.

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

ROBERT GELDER, Chair

EDWARD E. WOLFE , Commissioner

CHARLOTTE GARRIDO, Commissioner

ATTEST:

Dana Daniels, Clerk of the Board