

LETTER OF UNDERSTANDING
By and Between
KITSAP COUNTY
And
KITSAP COUNTY JUVENILE DETENTION OFFICER'S GUILD

~~KC-069-25-A~~ scrivener's error

RE: Overtime Shifts

This Letter of Understanding (LOU) 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-069-25 (CBA) on January 13, 2025. 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.

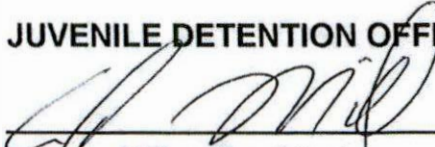
The County has recently struggled to maintain minimum staffing levels and have officers available to work overtime to staff shifts. Kitsap Juvenile and Family Court Services (KCJFCS) management staff and members of the Guild have met and wish to enter into this agreement to offer open overtime shifts to employees outside of the Guild to help resolve the current staffing issues.

Agreement

1. The County agrees to pay 1.5 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 as determined by the Employing Official or their designee and is outside of their regularly scheduled shift, in accordance with Article 12, Section C.
2. 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.
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. This Letter of Understanding shall be effective upon execution and may be terminated by either party for convenience prior to December 31, 2027.

[signatures appear on next page]

JUVENILE DETENTION OFFICERS' GUILD

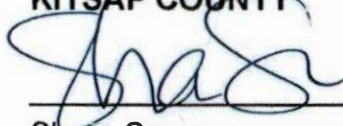


Andrea Miller, President

4/14/25

Date

KITSAP COUNTY

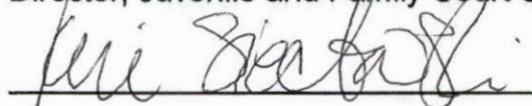


Shara Sauve

4/15/25

Date

Director, Juvenile and Family Court Services



Keri Sieckowski

4/16/2025

Date

Senior Human Resources Consultant