

LETTER OF UNDERSTANDING
By and Between
KITSAP COUNTY
AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, LOCAL
1308-JC, AFSCME, AFL-CIO (JUVENILE COURTS)

RE: Overtime Pay

Background

The parties executed Collective Bargaining Agreement KC-180-25 (CBA) on April 14, 2025. Article II, Section F 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 in Juvenile Detention. Juvenile and Family Court Services management and members of AFSCME have met and discussed ways to improve detention staffing and to allow qualified AFSCME members to sign up for overtime shifts.

Agreement

1. The Employer agrees to pay 1.5 times an employee's regular rate of pay to any qualified AFSCME bargaining unit member who voluntarily works in an overtime capacity to cover a shift in Juvenile Detention.
2. The overtime agreement for AFSCME membership to work in Juvenile Detention will remain in effect until December 31, 2027.
3. The parties agree that members working in Juvenile Detention does not equate to Juvenile Detention work becoming AFSCME bargaining unit work. The work remains with the Juvenile Detention Officer's Guild.
4. The parties agree that members may not volunteer for such overtime work during their regular work shift or while on leave from their regular position.
5. The parties agree that all other rights and contractual requirements in the CBA not addressed in this LOU shall remain in full force and effect.
6. This LOU shall be effective upon execution and may be terminated by either party for convenience prior to December 31, 2027.

[signatures appear on next page]

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**WASHINGTON STATE COUNCIL OF COUNTY
AND CITY EMPLOYEES, AFSCME, AFL-CIO,
LOCAL 1308-JC (Juvenile Courts)**



Jabian Kelly, President

4.18.25

Date



Sean Hare, Staff Business Rep

4/17/25

Date

KITSAP COUNTY



Keri Sieckowski
Senior Human Resources Consultant

4/21/2025

Date



Shara Sauve
Director, Juvenile and Family Court Services

4/18/25

Date