

RESOLUTION NO. 25-37

A RESOLUTION OF KITSAP TRANSIT BOARD OF COMMISSIONERS
AUTHORIZING KITSAP TRANSIT TO INCREASE THE NON-REPRESENTED
SALARY SCHEDULE BY ONE AND A HALF PERCENT AND RELATED PARITY
ADJUSTMENTS TO BENEFITS

WHEREAS, Kitsap Transit staff and ATU Local 587 have reached a tentative collective bargaining agreement for both Routed and ACCESS services for the period from February 16, 2024, to February 15, 2028; and

WHEREAS, the agreement was ratified by ATU 587 on April 28, 2025, and the Kitsap Transit Board of Commissioners authorized the contract on May 6, 2025; and

WHEREAS, the new ATU contract includes wage adjustments of five and a half percent (5.5%) for Routed operators and six percent (6.0%) for ACCESS operators in 2024; and

WHEREAS, the new ATU contract specifies wage adjustments of four and a quarter percent (4.25%) for Routed operators and four and three quarter percent (4.75%) for ACCESS operators in 2025; and

WHEREAS, the non-represented staff received wage adjustments of four and a quarter percent (4.25%) effective January 1, 2024, and a four percent (4.0%) increase effective January 1, 2025, resulting in a total difference of one and a half percent (1.50%) compared to Routed services employees; and

WHEREAS, the new ATU contract recognizes Juneteenth as a paid holiday; and

WHEREAS, the new ATU contract increases life insurance benefits from ten thousand dollars (\$10,000) to fifty thousand dollars (\$50,000), effective January 1, 2025; and

WHEREAS, the new ATU contract also provides each full-time and extra board employee in both services with an additional twenty (20) hours of general leave in the first pay period following February 16, 2026; and

WHEREAS, Kitsap Transit has a history of maintaining internal equity among ATU and non-represented employees whenever possible; and

WHEREAS, staff recommends increasing the non-represented salary by one and a half percent (1.5%) effective the first full pay period following authorization of the Board of Commissioners, recognizing Juneteenth as a paid holiday effective June 19, 2025, the provision of an additional twenty (20) hours of general leave effective February 16, 2026, and increasing the life insurance benefit to fifty thousand dollars (\$50,000) effective June 1, 2025.

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners hereby authorizes the implementation of an adjusted non-represented salary schedule effective May 11, 2025; the recognition of Juneteenth as a paid holiday effective June 19, 2025; the provision of an additional twenty (20) hours of general leave effective February 16, 2026; and the increase of the life insurance benefit to fifty thousand dollars (\$50,000) effective June 1, 2025, for non-represented employees as presented.

ADOPTED by the Kitsap Transit Board of Commissioners at a regular meeting held on the 6th day of May 2025.

Signed by:

Rob Putaansuu

3B96492E3F5847D...

Rob Putaansuu, Chairperson

ATTEST:

DocuSigned by:

Jackie Bidon

2395D24B46804E7...

Jackie Bidon, Clerk of the Board