

CONCLUSION OF LAW

The unit described in finding of fact number 2 is an appropriate unit for the purposes of collective bargaining within the meaning of RCW 41.56; and all conditions precedent to a certification have been met.

NOW, THEREFORE, it is

CERTIFIED

The employees of the above named employer employed in the appropriate collective bargaining unit described in finding of fact number 3 have chosen:

KITSAP COUNTY DEPUTY SHERIFF'S GUILD

as their representative for the purpose of collective bargaining with their employer with respect to wages, hours and conditions of employment.

ISSUED at Olympia, Washington, this 10th day of January, 1992.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

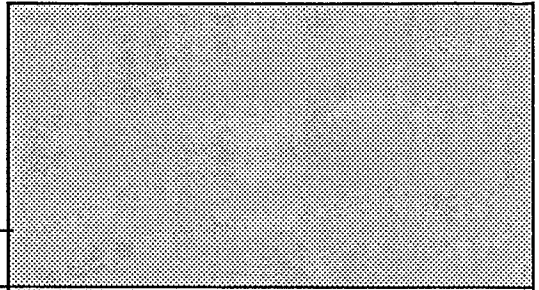


MARVIN L. SCHURKE, Executive Director



PUBLIC EMPLOYMENT RELATIONS COMMISSION

603 EVERGREEN PLAZA FJ-61 OLYMPIA, WASHINGTON 98504
(206) 753-3444



TALLY OF ELECTION BALLOTS

for CASE # 9463 - E - 91 - 1574

Instructions: See other side of this form.

Applicable Rule: See WAC 391-25-550.

The Public Employment Relations Commission has tabulated the ballots cast in the election conducted under the case number indicated above, and certifies that the results of the election are as follows:

EMPLOYER Kitsap County

- 1. APPROXIMATE NUMBER OF ELIGIBLE VOTERS 10
- 2. VOID BALLOTS 0
- 3. VOTES CAST FOR: Kitsap County Deputy Sheriff's Guild 10
- 4. VOTES CAST FOR: _____ _____
- 5. VOTES CAST FOR: _____ _____
- 6. VOTES CAST FOR: _____ _____
- 7. VOTES CAST FOR: NO REPRESENTATION 0
- 8. VALID BALLOTS COUNTED (Total of lines 3 through 7) _____
- 9. CHALLENGED BALLOTS CAST 10
- 10. VALID BALLOTS COUNTED PLUS CHALLENGED BALLOTS (Total of lines 8 and 9) 10
- 11. NUMBER OF VALID BALLOTS NEEDED TO DETERMINE ELECTION 6
- 12. CHALLENGED BALLOTS (check one):
 - ARE SUFFICIENT IN NUMBER TO AFFECT THE RESULTS OF THE ELECTION.
 - DO NOT AFFECT THE OUTCOME OF THE ELECTION.
- 13. THE RESULTS OF THE ELECTION APPEAR TO BE (check one):
 - INCONCLUSIVE, SO THAT A RUNOFF ELECTION WILL BE NECESSARY.
 - CONCLUSIVE, FAVORING THE CHOICE LISTED ON LINE 3, ABOVE.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

DATE ISSUED: December 30, 1991

BY: *Kenneth J. Lattich*

ACKNOWLEDGEMENT OF OBSERVERS

The undersigned acted as authorized observers for the parties, and acknowledge service of a copy of this tally of ballots.

- For Employer: Susan R. Smith Title: Personnel Analyst Date: 12/30/91 Telephone ()
- For organization listed on Line 3: James H. Hawn Title: Guild Pres. Date: 12/30/91 Telephone ()
- For organization listed on Line 4: Title: Date: Telephone ()
- For organization listed on Line 5: Title: Date: Telephone ()
- For organization listed on Line 6: Title: Date: Telephone ()
- For decertification petitioner: Title: Date: Telephone ()