

**Memorandum of Understanding  
Between  
The Thurston County Sheriff's Office  
and the  
Thurston County Deputy Sheriffs' Association Sheriff's Administrative Staff**

**RE: Implementation of "Straight Shifts" for the Sheriff's Administrative Staff**

Based on on-going discussion about mutual needs and goals, the parties have reached an agreement to implement paid lunch periods for the Sheriff's Administrative Staff. Under this arrangement, sometimes referred to as "straight shifts," employees forgo their right to a 30-minute unpaid meal period at the middle of the day, and instead receive a 30-minute paid meal period. During the paid meal period, employees remain on duty on the premises and may be interrupted to perform duties.

To implement the paid meal period, the parties have reached the following agreements.

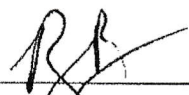
**Agreement**

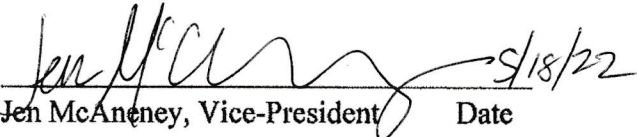
1. To ensure adequate coverage, all employees in the Sheriff's Administrative Staff unit agree to work straight shifts with a 30-minute paid meal period.
2. Existing shifts will be adjusted and shortened by 30 minutes. The default schedule will be a 9/80's schedule with the specific start and end times determined based on the needs of each Bureau.
3. Approval of straight shifts may be rescinded at any time at the request of either party.
4. This agreement will take effect on June 1, 2022 and the parties agree to this change of schedule within a two-week notice.

By their signatures below, the parties acknowledge their understanding and acceptance of this agreement:

For the Sheriff's Office:

For the Association:

  
\_\_\_\_\_  
Ray Brady, Undersheriff                      5/18/22                      Date

  
\_\_\_\_\_  
Jen McAnaney, Vice-President                      5/18/22                      Date