

**Memorandum of Understanding  
By and Between Thurston County,  
The Thurston County Sheriff's Office, and  
AFSCME/WSCCCE Local 618-CD, Corrections**

RE: Pay for Mandatory Overtime Due to Minimum Staffing - Temporary Agreement (Corrections Bureau)

It is a difficult time to work in corrections. Many correctional facilities are facing challenges retaining skilled and experienced corrections employees. The Thurston County Sheriff's Office is not immune to this and recognizes the daily efforts of Corrections employees to continue to do excellent work while covering a higher than normal number of vacancies.

In recognition of this challenge, the parties have reached the following agreement:

**Agreement**

1. For the duration of this agreement, employees who work any shift that is below minimum staffing needs in Corrections which is covered by an overtime shift, shall be paid at the rate of 2x their regular rate of pay (double time) for the qualifying overtime hours.
2. Overtime performed for other purposes will continue to be paid at the regular overtime rate (time and one-half).
3. This agreement will go into effect on January 1, 2024, and shall end on June 30, 2024, or once a total of \$500,000 in double time and benefits has been expended.
4. Disputes over whether or not specific overtime hours qualify for the higher rate will be resolved by the Sheriff or his designee, and such determinations will not be subject to the grievance procedure.
5. This agreement is not precedent setting.
6. Holiday overtime rate will be paid at the normal Holiday overtime rate and is not affected by this MOU.
7. Shift briefing is not affected by the double overtime MOU for those that are not backfilling due to short staffing.

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

Signed and dated this 28 day of December, 2023.

For the Sheriff's Office:



Dave Pearsall, Undersheriff  
Thurston County Sheriff's Office

For AFSCME/WSCCCE Council 2, 618-CD:



Brian Goman, President

For Thurston County:



Robin Campbell, Interim County Manager



Aaron Cole, Staff Representation  
AFSCME/WSCCCE