

**Memorandum of Understanding  
By and Between  
Thurston County,  
The Thurston County Sheriff's Office, and  
The Thurston County Deputy Sheriffs' Association**

RE: Pay for Mandatory Overtime Due to Minimum Staffing – Temporary Agreement (Patrol Division Staffing, Only)

It is a difficult time to work in law enforcement. Many law enforcement jurisdictions are facing challenges retaining skilled and experienced law enforcement employees. The Thurston County Sheriff's Office is not immune to this and recognizes the daily efforts of Patrol Division 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 mandatory overtime to meet minimum staffing needs for the Patrol Division will 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 June 1, 2022, or the first day of the month in which the Deputy Sheriffs' Association ratifies a tentative agreement with the county for the successor to the 2019-2021 collective bargaining agreement, whichever is later, and will remain in effect through December 31, 2022.
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.

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

Signed and dated this 1<sup>st</sup> day of June, 2022.

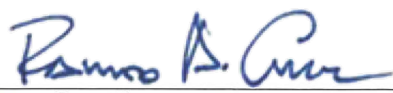
For the Sheriff's Office:

  
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Ray Brady, Undersheriff

For the Association:

  
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Knute Lehmann, Association President

For Thurston County:

  
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Ramiro Chavez, County Manager

  
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Jim David, Association Attorney