

MEMORANDUM OF UNDERSTANDING

By and Between

Thurston County Sheriff's Office

And the

**Thurston County Deputy Sheriff's Association
Representing Thurston County Deputy Sheriff Personnel**

This memorandum of understanding is entered into for the purpose of memorializing the agreement between the Thurston County Sheriff's Office (Sheriff's Office) and the Thurston County Deputy Sheriff's Association (Association), hereinto refer to as the "parties", as related to eligibility for the bonus payment referenced in section 8.1 of Article 8 – Wages in the 2022-2024 Collective Bargaining Agreement.

Section 8.1 of Article 8 – Wages in the 2022-2024 Collective Bargaining Agreement states in part the following:

In addition to the wage increases specified above, employees who are actively employed by the Thurston County Sheriff's Office on October 1, 2022, shall also receive a bonus payment totaling five thousand dollars (\$5,000). The bonus will be paid in monthly amounts of \$500 (\$250 per pay period) for ten (10) months, beginning with the October 25, 2022 paycheck. Employees who leave service before receiving the final installment of the bonus shall receive a prorated amount based on their departure date.

In consideration of mutual agreement between parties, the parties agree as follows:

1. Employees who were actively employed by the Thurston County Sheriff's Office on October 1, 2022 and transfer into the Thurston County Deputy Sheriff's Association (representing Thurston County Deputy Sheriff personnel) shall begin receiving bonus payments beginning with their first paycheck that reflects the transfer, or agreement of this MOU, whichever is later.
2. The bonus will be paid in monthly amounts of \$500 (\$250 per pay period).
3. Bonus payments shall not be retro.
4. The final bonus payment will be \$250 on the August 10, 2023 paycheck.

The start date for this new MOU will be February 1, 2023.

This MOU does not change or modify any provision of the Collective Bargaining Agreement between both parties.

Signed and dated this 26th day of January, 2023.

Thurston County Sheriff's Office:

Thurston County Deputy Sheriff's Association:

Handwritten signature of Dave Pearsall in blue ink, written over a horizontal line. The signature is cursive and includes the initials "CO-2" at the end.

Dave Pearsall, Undersheriff

Handwritten signature of Knute Lehmann in blue ink, written over a horizontal line. The signature is cursive and includes the initials "1P26" at the end.

Knute Lehmann, TCDSA President