

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**Thurston County**  
**Thurston County Sheriff's Office, Corrections Bureau**  
**And**  
**AFSCME/WSCCCE Local 618-CD, Corrections**

**RE: Thurston County Corrections Facility (TCCF) Options/Electronic Home Monitoring (EHM) Program Suspension**

Due to lack of participation, along with current staffing shortages, the decision was made to suspend the TCCF EHM program beginning September 1, 2023. The EHM program was the last remaining TCCF Options program to not have already been suspended (Work Release, Day Jail, Day Reporting, Community Betterment, etc.).

This memorandum of understanding is entered into this day for the purpose of memorializing the agreement between the parties relating to the suspension of the TCCF Options/EHM program.

The parties understand that bargaining for the successor to the 2022-2024 collective bargaining agreement may include negotiations as to the on-going impacts should these programs remain suspended for a significant period of time or ultimately eliminated.

**Areas/Items of Agreement:**

**3% Special Duty Pay** – Those staff currently assigned to an Options Program special duty position will continue to receive 3% special duty pay until the January 2024 shift rotation. There are currently eight (8) staff assigned, two (2) Sergeants and six line-level Corrections Deputies (CDs). Five (5) staff are scheduled to rotate out in January 2024, while three (3) were scheduled to remain. Special duty pay for all eight staff will end at the January 2024 rotation.


**Reopening/Reimplemented** - Should the TCCF Options programs reopen/reimplemented, those three (3) staff, who were not scheduled to rotate out in January 2024, would have first rights of refusal to return to their special duty assignment for the remainder of their initial assignment period.


**Other Special Duty Assignments** – Those three (3) staff, who were not scheduled to rotate in January 2024, will not be required to wait the required one year and will be allowed to apply for any other special duty assignment opportunities.

**Staff Assignments** – Those staff currently assigned to the TCCF Options program, with the exception of those currently serving a probationary period, will remain on their current bidded teams and schedules until the January 2024 shift rotation. Those staff currently serving a probationary period maybe reassigned as needed/necessary.


**Current Leave and Ancillary Vacation/Day-Off Requests** - Those leaves and ancillary vacation/day-off requests, approved at the time this MOU is executed, will be honored. Because these current staff will be absorbed into existing jail operations teams, thereby potentially increasing the number of overall staff assigned, exceptions to time off requests will be reasonably considered.

WSCCCE/AFSCME Council 2, 618-CD:

  
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Brian Roman, President  
Local 618-CD

  
\_\_\_\_\_  
Aaron Cole, Staff Representative  
AFSCME/WSCCCE

Thurston County:

  
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Dave Pearsall, Undersheriff  
Thurston County Sheriff's Office