

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

**RE: Corrections Bureau Canine (K-9)/Drug Detection Program**

In an effort to mitigate the effects and impacts of illicit drugs within the Thurston County Corrections Facility, the Thurston County Sheriff's Office is creating the Corrections Bureau Canine (K-9)/Drug Detection Program.

This memorandum of understanding is entered into this day for the purpose of memorializing the agreement between the parties relating to the establishment of the Corrections Bureau Canine (K-9)/Drug Detection Program.

The parties understand that bargaining for the successor to the 2022-2024 collective bargaining agreement will include negotiations over how to incorporate the K-9 program into the contract. The terms agreed to in this agreement are non-precedent setting.

**Areas/Items of Agreement:**

**3% Special Duty Pay** – The position of K-9 Handler is considered a special duty assignment; therefore, special duty pay is authorized.

**On-Call/Overtime Pay** – On-call/overtime pay will be afforded and in compliance with the current Corrections CBA (Article 5 and Article 9). However, if the overtime is not K-9 related and is not an extension of their regular schedule shift, the dog is to remain at their residence.

In addition to the special duty assignment pay above, the assigned K-9 Deputy will receive one-half hour of release time each workday for canine care, for a total of two and one-half (2.5) hours of release time per week, upon placement of the dog into the Deputy's care. The K-9 Deputy will also receive one-half hour at the overtime rate, for each non-workday for the purposes of canine care. When on scheduled vacation leave, required leave use will be reduced by one-half hour for each day off if the canine remains in the care of the Deputy during the vacation leave. This release time and overtime is in lieu of any additional compensation to provide canine care. Any additional time needed for canine care must be requested and approved in advance.

Throughout their shift, when not working, training or providing care to their dog the K-9 Deputy is expected to assist where needed/necessary and as directed by the ODS.

**Vehicle** - A take-home K-9 Vehicle will be issued/supplied (Selected handler must live within 30 miles of the Thurston County line in accordance with TCSO Policy). The vehicle will be stripped down of all external markings and emergency equipment. All equipment necessary for the transport of the K-9 will be provided by TCSO.

**Home Kennel, Food and Veterinary Services** - An outside home kennel (installation included) will be provided. All food and home equipment will be provided. All veterinary services will be provided. All items necessary for the dog will be provide and/or costs covered.

**K-9 Handler Equipment/Uniforms** – All specialized equipment and/or uniform items (outer K-9 vest, leashes, training aides, etc.), outside standard TCSO requirements addressed in current TCSO policy and Article 9.4 of the current CBA, will be provided and/or costs covered. A TCSO cell-phone will be also assigned/provided.

**Work Schedule** – Will be a 5/2, eight (8) hour, schedule with weekends and observed holidays off (in accordance with current CBA and County Rules). Hours will vary between 0600 and 2300. At times the K-9 handler may flex work hours outside the assigned shift in accordance with Article 5.2.b. Hours will be rotated/adjusted with a one month notice to the handler (similar to the existing Floater process). The K-9 Handler will not be part of/assigned to minimum staffing but may assist and/or provide limited relief when necessary.

**Administrative Oversight** – The K-9/Drug Detection Program will fall under the direct supervision of the Programs Lieutenant.

**Length of Commitment** – Assignment to the K-9/Drug Detection Program will be a minimum of three (3) years and a maximum of Five (5) years.

**Restrictions/Limitations** – Those selected to be a K-9 Handler will not be eligible for the following additional assignments and/or opportunities: promotional opportunities, other specialty positions internally or externally (Court, Options, Defensive Tactics, Range, FTO, etc.).

**Minimum Qualifications:**

Two years employed as a Corrections Deputy

Must live within 30 miles of the Thurston County line

Must pass a scored oral board

Satisfactory annual performance reviews

No sustained disciplinary action during the past 12 months (written reprimand or higher)

Home/residence must be a single family home, fenced and have the ability accommodate a dog and kennel. Must pass a home inspection.

WSCCCE/AFSCME Council 2, 618-CD:



Brian Boman, President  
Local 618-CD



Aaron Cole, Staff Representative  
AFSCME/WSCCCE

Thurston County:



Dave Pearsall, Undersheriff  
Thurston County Sheriff's Office