

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

RE: Use of Vendors for Performing Polygraphs for New Hires

On September 18, 2023, the Thurston County Deputy Sheriff's Association filed a demand to bargain over the use of outside vendors to perform polygraph examinations. The parties met on October 17, 2023, to bargain this topic. Both parties recognize the importance of finding ways to improve and expedite the hiring process, to include background checks, specifically the polygraph examination.

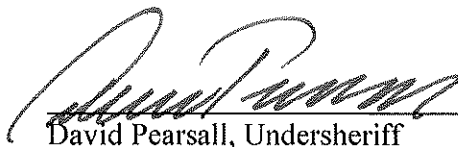
The purpose of this memorandum is to document the following agreement between the parties:

1. When polygraph examinations are needed for the purpose of background investigations, employees covered by this agreement shall have first right of refusal to perform this work.
2. The first right of refusal shall include the option to perform examinations as an overtime assignment.
3. In the case a deputy is unable to perform the examination, but has been given the opportunity, the Sheriff's Office may elect to use an outside vendor to perform the examination.
4. All efforts will be made to retain this body of work for employees covered by this agreement.
5. This agreement is ongoing but may be revisited at any time by mutual agreement.

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

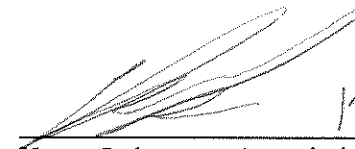
Signed and dated this 5th day of December, 2023.

For the Sheriff's Office:

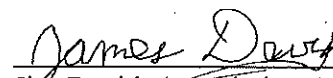


David Pearsall, Undersheriff
Thurston County Sheriff's Office

For the Association:

 153

Knute Lehmann, Association President
Deputy Sheriffs' Association



Jim David, Association Attorney
Washington Fraternal Order of Police