

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

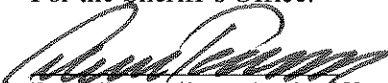
**RE: Civil Deputy Assignment Pay**

Due to the amount of civil paperwork, evictions, and writs and the level of complexity associated with the process, Civil Deputies are being asked to research and investigate at a deeper level. In an effort to recognize the work being performed by the Civil Deputies, the parties have reached the following agreement:


1. Employees assigned as Civil Deputies, shall receive 4% base wage adjustment for each pay period which those duties are assigned and performed.
2. The 4% base wage adjustment will occur 30 days after a Civil Deputy is assigned to the special duty assignment.
3. This agreement will take effect January 1, 2024 and will expire on December 31, 2024, but may be extended with mutual agreement.
4. This agreement is non-precedent setting and the parties agree that Article 9.3 shall be renegotiated if this agreement is to be included in the successor to the 2022-2024 Collective Bargaining Agreement.

By their signatures below, the parties acknowledge their understanding and acceptance of this agreement, as of January 1, 2024:

For the Sheriff's Office:

  
Dave Pearsall, Undersheriff

For the Association:

  
Knute Lehmann III, Association President