

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
LEWIS COUNTY, WASHINGTON**

IN THE MATTER OF:

APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN LEWIS COUNTY 911 COMMUNICATIONS AND THE LEWIS COUNTY DISPATCHERS' GUILD TO AUTHORIZE EMPLOYEE RETENTION BONUSES, NEW EMPLOYEE TRAINING INCENTIVES AND INCREASED TRAINING DIFFERENTIALS

RESOLUTION NO. 26-410

WHEREAS, Lewis County 911 Communications ("Employer") and the Lewis County Dispatchers' Guild ("Guild") are parties to a Collective Bargaining Agreement covering Guild-represented employees for the period January 1, 2026, through December 31, 2027; and

WHEREAS, the Employer and the Guild have negotiated a Memorandum of Understanding ("MOU") addressing employee retention, compensation for training responsibilities, and incentives for newly hired Communications Officers; and

WHEREAS, the MOU is intended to promote employee retention, maintain adequate staffing levels, encourage successful completion of training and development for newly hired Communications Officers, and provide appropriate compensation to employees assigned training responsibilities; and

WHEREAS, the MOU establishes a \$2,000 quarterly retention bonus for eligible Guild-represented employees who satisfy the eligibility requirements contained in the MOU; and

WHEREAS, the MOU establishes a \$3,000 one-time New Employee Retention and Training Incentive for eligible Guild-represented Communications Officers with less than one year of continuous service, consisting of a \$1,000 payment upon completion of required training and formal release to independently answer 911 emergency calls and administrative/business telephone lines, and a \$2,000 payment upon completion of required training and formal release to independently dispatch both fire radio and law enforcement radio without direct supervision of a trainer; and

WHEREAS, the MOU modifies the training differential applicable to employees assigned by management to train newly hired Communications Officers, providing for a \$4.00 per hour differential when twelve (12) or more dispatchers are working independently across all shifts, and a \$6.00 per hour differential when fewer than twelve (12) dispatchers are working independently across all shifts, with overtime trainer pay not authorized; and

WHEREAS, the MOU provides that the applicable number of independently working dispatchers shall be determined by the Employer at the beginning of each pay period based upon employees who have successfully completed training and are authorized to perform full dispatch duties without direct supervision; and

WHEREAS, the MOU provides that the quarterly retention bonus, new employee retention and training incentive, and training differential provisions shall remain in effect through December 31, 2027, unless otherwise modified, extended, or superseded as provided in the MOU; and

WHEREAS, the MOU provides that, except as specifically modified therein, all provisions of the existing Collective Bargaining Agreement remain in full force and effect; and

WHEREAS, the MOU has been executed by authorized representatives of both Lewis County 911 Communications and the Lewis County Dispatchers' Guild.

NOW THEREFORE BE IT RESOLVED that the governing body of Lewis County 911 Communications hereby approves and ratifies the Memorandum of Understanding between Lewis County 911 Communications and the Lewis County Dispatchers' Guild concerning employee retention bonuses, new employee retention and training incentives, and training differentials.

DONE IN OPEN SESSION this 6th day of October, 2026.

APPROVED AS TO FORM:
Jonathan Meyer, Prosecuting Attorney

BOARD OF COUNTY COMMISSIONERS
LEWIS COUNTY, WASHINGTON

David Bailey
By: David Bailey,
Chief Civil Deputy Prosecuting Attorney

Lindsey R. Pollock, DVM
Lindsey R. Pollock, DVM, Chair

ATTEST:



Scott J. Brummer
Scott J. Brummer, Vice Chair

Rieva Lester, CMC
Rieva Lester, CMC,
Clerk of the Lewis County Board of
County Commissioners

Sean D. Swope
Sean D. Swope, Commissioner