

RESOLUTION 2026-488

BEFORE THE BOARD OF COMMISSIONERS OF BENTON COUNTY, WASHINGTON

IN THE MATTER OF A MEMORANDUM OF UNDERSTANDING REGARDING OUT OF CLASS PAY
BETWEEN BENTON COUNTY AND THE BENTON COUNTY DEPUTY SHERIFFS' GUILD,
REPRESENTING COMMISSIONED OFFICERS OF THE SHERIFF'S OFFICE

WHEREAS, the 2025-2027 Deputies Collective Bargaining Agreement (CBA) contains a provision regarding out of class pay in Appendix B; and

WHEREAS, the change from monthly to bi-weekly pay has made the current language administratively burdensome; and

WHEREAS, the Benton County Sheriff and the Deputy Sheriffs' Guild have entered into a Memorandum of Understanding to clarify the out of class pay provision and streamline pay administration for out of class pay; **NOW THEREFORE**,

BE IT RESOLVED, the Benton County Commissioners approve and adopt the attached Memorandum of Understanding as signed by the Benton County Sheriff and Deputy Sheriffs' Guild.

Dated this 11th day of August, 2026.

Signed by:

Michael Alvarez

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Chair

DocuSigned by:

Will McKay

135987D784E74CF...

Chair Pro Tem

DocuSigned by:

Jerome Delvin

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Commissioner

Constituting the Board of Commissioners
of Benton County, Washington

Signed by:

Amanda Pearson

34825A975E034CE...

Attest.....

Clerk of the Board

Memorandum of Understanding

This Memorandum of Understanding (MOU) is entered into by and between Benton County (County), by and through the Benton County Deputy Sheriff's Guild (SO).

Whereas, the County and the Guild desire to modify the out of class pay from the current Collective Bargaining Unit;

APPENDIX B

“G. SUPERVISORS WORKING OUT OF CLASS: When an employee is assigned by the Sheriff or designee to work out of class for four work days or more in a pay period, for hours worked out of class in that pay period, the employee shall receive a premium of four percent of base pay.”

Therefore, the parties agree as follows:

1. The County will modify the out of class pay from the collective bargaining unit. Out of class pay will apply to all hours worked out of class instead of the original requirement of four hours per month.

M. Clark
M. Clark (Jul 16, 2026 11:39:41 PDT)
Benton County Sheriff

16/07/2026
Date


Benton County DSG

14/07/2026
Date