

MEMORANDUM OF UNDERSTANDING
Between Lewis County and the Lewis County Deputies Guild
2027 Wage Schedule and Overtime Calculation Corrections

This Memorandum of Understanding is entered into by and between Lewis County, Washington (County), and the Lewis County Deputies Guild (Guild), collectively referred to as the Parties.

WHEREAS, the Parties are bound by a collective bargaining agreement effective December 1, 2025, through December 31, 2027 (CBA);

WHEREAS, Section 16.2 of the CBA provides that, effective January 1, 2027, employees will receive an additional one percent (1%) Health & Wellness Premium payment through December 31, 2027; and

WHEREAS, the 2027 wage schedule in Section 16.2 lists the Trainee Deputy salary as \$6,747 per month, which is the 2026 rate, although the Parties did not bargain for the Trainee Deputy rate to remain below Step I of the 2027 Deputy salary schedule; and

WHEREAS, the Parties desire to correct the 2027 Trainee Deputy salary and clarify that the Health & Wellness Premium payment is included in the computation of the hourly rate of pay under Section 16.4.1 of the CBA.

NOW, THEREFORE, the Parties agree as follows:

- 1. Correction to 2027 Trainee Deputy Salary.** Effective January 1, 2027, the Trainee Deputy salary listed in Section 16.2 is corrected from \$6,747 per month to \$7,084 per month, equal to Step I of the 2027 Deputy salary schedule. The Parties acknowledge that the \$6,747 figure was carried forward from the 2026 wage schedule in error and that this correction reflects their original bargaining intent.
- 2. Inclusion in Hourly Rate of Pay.** Effective January 1, 2027, the one percent (1%) Health & Wellness Premium payment described in Section 16.2 shall be included in the employee's monthly base salary for purposes of computing the employee's individual hourly rate of pay under Section 16.4.1. The resulting hourly rate shall be used when calculating overtime compensation under the CBA.
- 3. Limited Scope.** This Memorandum corrects the 2027 Trainee Deputy salary and clarifies the treatment of the Health & Wellness Premium payment under Section 16.4.1. It does not otherwise alter the wage schedule or the amount, eligibility requirements, method of calculation, or expiration date of the premium established in Section 16.2.
- 4. Term.** This Memorandum is effective January 1, 2027, and shall remain in effect through December 31, 2027, unless the Parties agree otherwise in writing. The provisions concerning the Health & Wellness Premium payment shall expire automatically when that premium ends.
- 5. No Other Changes.** Except as expressly provided in this Memorandum, all provisions of the CBA remain unchanged and in full force and effect.
- 6. Entire Agreement.** This Memorandum contains the complete agreement of the Parties concerning the subjects addressed herein and may be modified only by a written agreement signed by both Parties.

AGREED AND ACCEPTED by the authorized representatives of the Parties.

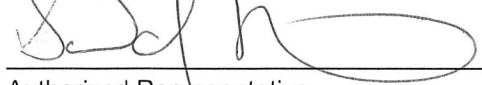
LEWIS COUNTY, WASHINGTON



Authorized Representative

Date: 10/7/26

LEWIS COUNTY DEPUTIES GUILD



Authorized Representative

Date: 10/06/26