

**MEMORANDUM OF UNDERSTANDING (MOU)**  
**BETWEEN**  
**THE STATE OF WASHINGTON**  
**THE DEPARTMENT OF CORRECTIONS (DOC)**  
**AND**  
**WASHINGTON FEDERATION OF STATE EMPLOYEES (WFSE)**

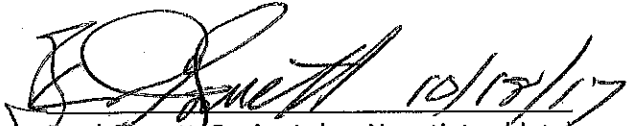
This agreement is a result of impact bargaining (#17-114) related to Community Correction Officers participating on specialty teams at Prison facilities.

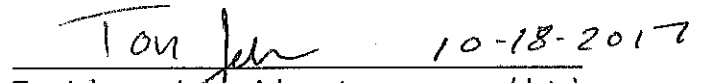
The parties agree:

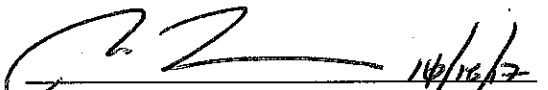
- The Secretary of the DOC, or the Secretary's designee, will allow DOC employees represented by the WFSE to apply for participation on specialty teams within the DOC.
- This agreement is not produced to ensure or guarantee participation on specialty teams under any or all circumstances. Additionally, it is not the intent of this agreement to allow the number of specialty team members to exceed what is outlined in DOC Specialty Team Policy 410.250 or any attachments to the policy.
- In order to appropriately pay WFSE represented employees for their assignment and participation on specialty teams, Assignment Pay Reference #59 will be added to the WFSE 2017-2019 Collective Bargaining Agreement. Reference #59 states, "Basic salary plus two (2) ranges shall be paid to trained and qualified employees who are assigned members of the following designated specialty teams: Emergency Response Team (ERT), Special Emergency Response Team (SERT), Inmate Recovery Team (IRT), Crisis Negotiation Team (CNT) and Critical Incident Stress Management (CISM). Assignment pay under this reference shall be paid on an hour for hour basis for every hour worked during an authorized team related assignment or training."
- Assignment Pay is not authorized under Reference #59 until this MOU is signed and implemented. WFSE represented employees will not be eligible for any retroactive assignment pay for participation on any listed specialty teams other than CISM, prior to the signing of this agreement.
- The WFSE 2017-2019 Collective Bargaining Agreement includes Assignment Pay Reference #61 which contains the same language found in Reference #59 with the exception that it only includes one specialty team, CISM. Since Reference #59 includes CISM as well as others, the parties agree to recommend at the next State HR Director's meeting Assignment Pay Reference #59 will be added to the WFSE 2017-2019 Collective Bargaining Agreement, according to the effective date of this MOU. Reference #61 will then be abolished.

- WFSE will withdraw WFSE Demand to Bargain #17-114.
- This MOU will become effective on the date of the last signature on this document and will remain in effect until June 30, 2019.

This agreement does not establish a practice and is not precedent setting.

  
Brad Garrett, Senior Labor Negotiator (date)  
State Human Resources, Labor Relations Section

  
Ton Johnson, Labor Advocate (date)  
Washington Federation of State Employees

  
Mac Pevey, Assistant Secretary, CCD (date)  
Department of Corrections