

RESOLUTION 2026-249

BEFORE THE BOARD OF COMMISSIONERS OF BENTON COUNTY, WASHINGTON

**IN THE MATTER OF AMENDMENT I TO THE 2025- 2027 COLLECTIVE BARGAINING AGREEMENT
BETWEEN BENTON COUNTY AND THE BENTON COUNTY DEPUTY SHERIFF'S GUILD,
REPRESENTING COMMISSIONED OFFICERS OF THE SHERIFF'S OFFICE**

WHEREAS, negotiators for Benton County have reached an agreement for Amendment I to the 2025 - 2027 Collective Bargaining Agreement with the Benton County Deputy Sheriff's Guild, representing commissioned officers of the Sheriff's Office; **NOW THEREFORE**,

BE IT RESOLVED, the Benton County Commissioners approve Amendment I to the 2025 - 2027 Collective Bargaining Agreement between Benton County and the Benton County Deputy Sheriff's Guild, representing commissioned officers of the Sheriff's Office.

Dated this 5th day of May, 2026.

DocuSigned by:
Michael Alvarez
D0C0F57E34874E4...

Chair

DocuSigned by:
Will McKay
135987D784E74CF...

Chair Pro Tem

DocuSigned by:
Jerome Delvin
7ED07683283E486...

Commissioner

Constituting the Board of Commissioners
of Benton County, Washington

Attest.....
DocuSigned by:
Amanda Pearson
34828A975E034CE...

Clerk of the Board

AMENDMENT I
to
2025 - 2027 AGREEMENT
Between
BENTON COUNTY
And
The Benton County Deputy Sheriff's Guild

Representing COMMISSIONED OFFICERS OF THE SHERIFF'S OFFICE

Benton County (Employer) and the Deputy Sheriff's Guild (Guild), hereby agree to amend the Collective Bargaining Agreement (CBA) in effect from January 1, 2025, through December 31, 2027, as follows:

1. **APPENDIX B – PAY SCALE, ALLOWANCES, AND OTHER COMPENSATIONS** is hereby amended to read:

A. **EDUCATION BONUS:**

1. **Associate's Degree**

Employees who present to the Sheriff or designee evidence of satisfactory completion of a two-year Associate's Degree from an accredited institution shall receive two percent added to their base pay.

2. **Bachelor's Degree**

Employees who present to the Sheriff or designee evidence of satisfactory completion of a four-year Bachelor's Degree from an accredited institution shall receive four percent added to their base pay.

The education bonus is not cumulative and the maximum education bonus that can be received by an employee is four percent. Employees cannot simultaneously receive the Education Bonus and the Veteran Bonus, if otherwise eligible for both bonuses.

Tuition Reimbursement: As an additional educational bonus/incentive, the County will assist an employee's furtherance of their formal education by partially reimbursing tuition paid for degrees up to and including a Bachelor's bachelor's degree (BA/BS). An employee must attend an accredited college or university (including online courses of study), and the program selected must be pre-approved by the Sheriff or designee. The Sheriff or designee has the sole authority to approve or deny requests for reimbursement. Total cumulative reimbursement approvals for all eligible employees shall not exceed \$5,000 per fiscal year and approvals are subject to budgetary constraints. Reimbursement upon successful completion of a grading period shall be requested within 90 days of the completion of the grading period.

Education Reimbursement Procedure

1. **Pre-Enrollment Approval:** No more than 60 days prior to the enrollment period employees must submit a written request to the Sheriff for formal approval. This request must detail the specific classes, the institution, and a full breakdown of projected costs (tuition and mandatory fees).
2. **Enrollment Period Limitations:** Approvals are granted on a per-term basis (e.g., specific semester or quarter). Reimbursement is authorized on a first-come, first-served basis within the established budgetary constraints. Reimbursement is strictly confined to the pre-approved courses and schedule; any changes to the course load or timeline require a new approval to ensure budget availability.

- 3. Reimbursement Submission Deadline: To remain eligible for reimbursement, employees must submit their final grade report and proof of payment within 90 days of the official end of the grading period.
- 4. Performance Requirements: Reimbursement is contingent upon successful completion of the course with a grade of 2.0 or higher (or "Pass" in pass/fail systems).
- 5. Budget Cycle Constraints: To ensure fiscal compliance, reimbursement requests submitted during the second year of a two-year budget cycle must be completed and submitted prior to January 20th of the following year. Failure to meet this deadline may result in the forfeiture of funds due to the closing of the biennial budget.

The amount to be reimbursed is limited to 50% of the tuition, books, and fees, up to a maximum \$1,500 per grading period, for successful completion of the grading period. Grades must be 2.0 or higher (or pass if a pass/fail course) for successful completion. The employee will pay the tuition up front and will be reimbursed upon successful completion of grading period; or if seeking a degree online, at the successful completion of each class, using the following formula: For online courses, the \$1,500 limit applies to an on-campus semester/quarter equivalent number of classes.

~~Divide the total number of credits for the degree by total tuition for the program to determine the cost per credit. The cost of one credit is then multiplied by the number of credits in a class, which is the basis for reimbursement. (For online courses, the \$1,500 limit applies to an on-campus semester/quarter equivalent number of classes.)~~

An employee receiving tuition reimbursement must commit in writing to complete three years of service with the Sheriff's Office upon completion of the grading period program.

- B. SERVICE PAY: The following Service Pay rates will apply to eligible employees based on service years as a Deputy Sheriff, including years in Benton County Corrections. The following percentage of the employee's base pay will be added to the employee's base pay:

60 Months to 120 Months	=	2%
121 Months to 180 Months	=	3%
181 Months to 240 Months	=	4%
241 Months to 300 Months	=	5%
301 Months and greater	=	6%

- C. UNIFORM ALLOWANCE AND EQUIPMENT PROVISIONS:

- 1. Uniform issuance shall be quartermaster style as determined by the Sheriff or designee. It is the prerogative of the Sheriff or designee to set standards for uniform style, make-up, components, condition and appearance which employees will meet.
- 2. Uniform cleaning shall be provided in accordance with the determination of the Sheriff or designee. The Sheriff or designee will determine whether or not a uniform requires normal cleaning, dry-cleaning and/or repair due to soiling or damage occurring in the line of duty.
- 3. An extra, annual clothing allowance in the amount of \$600.00 shall be provided for plain clothes' detectives for purchase of additional work clothing beyond standard issue uniforms as set by the Sheriff or designee.

D. DETECTIVE DUTY: Any employee assigned to detective duty by the Sheriff or designee of Benton County shall receive four percent of their base pay added to their base wage during the time period said employee has been assigned to detective duty.

E. SPECIALTY PAY:

1. The County will provide a premium pay as follows, added to the base pay for each employee assigned by the Sheriff or designee to the following specialty teams:

SWAT – 3%
K-9 – 3%
Pilots – 2%
Marine Coordinators – 2%
Traffic – 2%

No employee can be on more than two specialty teams, however, bilingual and Field Training Officer ("FTO") incentives below shall not be part of this cap.

2. A premium of two percent of base pay will be paid to those assigned by the Sheriff or designee to the Bilingual team (bilingual interpreters who have been certified as interpreters in accordance with certification requirements determined by the Sheriff or designee).

3. A premium of two percent of base pay will be paid to those assigned by the Sheriff or designee as an FTO.

4. Deputies designated as Training Officers will receive four percent premium pay for all hours spent training. Employees will be eligible for the instructor incentive of four percent while actively instructing students at bona fide, sanctioned training as determined by the Employer. Non-exclusive examples of bona fide, sanctioned training may include pre-planned, syllabus-based Kelly training, academy, post academy training, or community education classes. Examples of non-bona fide, non-sanctioned training may include rollcall, impromptu, or non-syllabus training. Actively instructing does not include providing scene security or acting exclusively as a role-player in training scenarios. This section does not apply to employees designated as Training Coordinators.

5. The number of employees on each specialty team is in the Sheriff's or designee's discretion and may be changed by the Sheriff or designee at any time.

F. K-9 OFFICERS: In each 28-day FLSA work period, K-9 Officers shall be granted 16 hours of release time as compensation for the time it is necessary for the deputy to care for, groom, feed, and maintain the canine during off-duty hours. The K-9 Officers' supervisor will use their best effort to schedule this release time with the K-9 Officer at least seven calendar days in advance. Release time must be scheduled and used by the K-9 Officer during the 28-day FLSA work period in which it is accrued. Release time will normally be scheduled to coincide with the beginning or end of a K-9 Officer's work shift.

K-9 Officers are to record actual time spent on the above activities during each pay period and provide that record to the Employer each pay period. Any such non-regular duty work in excess of the paid release time shall require advanced written approval from the Sheriff or designee.

The release time shall include time necessary for the deputy to care for, groom, feed, and maintain the canine on days off, vacation, and holidays when the deputy has the canine in their possession. The deputy will thus be entitled to the same paid release time for canine care purposes during a scheduled vacation or holiday when the deputy has the canine in their possession.

Hours worked in law enforcement activities by K-9 Officers during hours scheduled as paid release time or outside of their regularly scheduled work shift shall be compensated at one and one-half times the K-9 Officer's regular rate of pay.

The parties have reviewed the hours of work actually spent and reasonably required for K-9 Officers to care for the canine outside normal duty hours and agree that those hours approximate the hours of release time granted. However, it is understood that compensation for canine maintenance work performed by K-9 Officers outside the regular duty assignment may calculate to be a lesser hourly rate than the deputy's regular pay rate.

The above release time is in addition to the Specialty Pay received by K-9 Officers as provided by Appendix B, Section E of this Agreement.

The number of K-9 Officers will be determined and may be changed by the Sheriff or designee at any time, in the Sheriff's or designee's discretion.

- 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.
- H. TAKE HOME CARS: Employees residing within a 43-mile radius and within Washington State of the Kennewick Sheriff's office may utilize their assigned patrol vehicle as a take-home vehicle for the duration of this Agreement.
- I. VETERAN BONUS: Employees who have performed active military service with an honorable discharge (e.g., general discharge under honorable conditions does not qualify) as substantiated by presentation to the Sheriff or designee, of their final DD-214215, shall receive two percent added to their base monthly pay.

The two percent Veteran Bonus will be increased commensurate with future increases to the two percent AA Education Bonus as negotiated for collective bargaining agreements.

Employees cannot simultaneously receive the Education Bonus (e.g., AA/BA/BS) and the Veteran Bonus, if otherwise eligible for both bonuses.

- 4. No other language in the CBA is amended or intended to be changed or modified.
- 5. This Amendment is effective upon last signature.

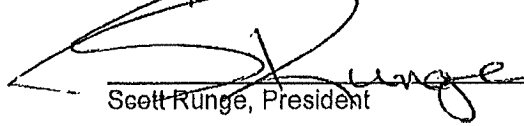
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IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their duly constituted and legal representatives as follows:


BENTON COUNTY SHERIFF'S OFFICE



Michael Clark, Sheriff

BENTON COUNTY DEPUTY SHERIFF'S GUILD


Scott Runge, President

BENTON COUNTY COMMISSIONERS

DocuSigned by:

Chair

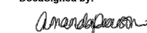
DocuSigned by:

Chair Pro Tem

DocuSigned by:

Commissioner


Constituting the Board of
Benton County Commissioners

Attest:

DocuSigned by:

Clerk of the Board

Date: 5/5/2026

Approved as to form:


Deputy Prosecuting Attorney