



**Robert R. Snaza**  
Sheriff

# OFFICE OF THE LEWIS COUNTY SHERIFF

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**"Public Safety through Professional Service"**

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**Rick B. Van Wyck**  
Field Operations Chief

**Chris J. Sweet**  
Corrections Chief

**Gabriel J. Frase**  
Special Services Chief

## Corrections Bureau Retention Bonus Request

The LCSO Administration is asking the County to approve the following retention incentives for our Corrections Bureau staff.

### **Background:**

In 2022, the Corrections Deputy Guild and the Corrections Sergeant/Lieutenant Teamsters Union ratified contract bargaining agreements specifically addressing salaries and benefits. Unfortunately, since 2022, there have been many unforeseen negative impacts within the law enforcement/corrections career field in Washington State. The LCSO Correction Bureau is currently sitting at 11 full-time employee vacancies. Due to the current vacancy situation, overtime hours have been extremely high while maintaining mandated requirements for keeping the jail operational 24/7. The 2024 overtime usage is currently at 10,312.75 hours as of November 1, 2024.

Our corrections deputies and sergeants are experiencing burnout, and we are beginning to see corrections deputies leaving this agency to other higher salary paying facilities. The corrections deputies and sergeants have been asking for additional benefits to lessen the impacts of working long hours caused by covering vacancies, and the increased workload these vacancies have impacted on their daily duties. Hiring and recruitment has been difficult due to higher salaries and benefits being paid in neighboring comparable facilities, along with hiring bonuses being offered.

LCSO administration and Lewis County Human Resources have completed a salary study with comparable counties (see attached document). The 2025 comparisons indicate Lewis County will be on average \$1,309.70 per month behind our comparable agencies.

### **Temporary Retention/Salary Increase Request:**

The Lewis County Sheriff's Office recognizes the current financial situation Lewis County is experiencing with the inability to increase monthly salaries under current CBAs. With this in mind, we request the following temporary retention incentives until the new CBAs are ratified for January 2026:

- A \$1,000.00 per quarter retention bonus for eligible corrections deputies and sergeants with two or more years of employment with LCSO.

### **Impacts:**

The LCSO Jail will soon be in an operational dilemma if we were to lose additional FTE positions. The safety and security of the entire facility is our primary concern. As a result, the jail may need to enact a temporary booking restriction protocol to reduce inmate population in an effort to create a safer and more manageable operating level for our depleted staff. The LCSO administration believes this retention incentive will mitigate losing tenured employees to surrounding agencies. LCSO staff continues to recruit and hire new employees to meet our staffing goals during these challenging times. On behalf of the Sheriff's Office administration and corrections employees, we appreciate your consideration in this matter.

#### **Lewis County Sheriff's Office Mission Statement:**

Being a committed community partner, providing professional service to enhance the safety, security, and quality of life in Lewis County.