

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE STATE OF WASHINGTON  
And  
FISH AND WILDLIFE OFFICERS GUILD**

**Body Worn Camera Program Implementation**

**History**

The Department of Fish and Wildlife (DFW) is interested in utilizing Body Worn Cameras (BWC) for their Enforcement Officers. The parties agreed to a Limited Reopener as part of the 23-25 bargaining cycle to address a BWC Program if funding was provided by the legislature. DFW was awarded funding during the 2023 legislative session to support the infrastructure needed to manage a BWC Program.

**Agreement**

The parties recognize the value of a well-designed body worn camera (BWC) program. A well-designed program recognizes and balances the interests of the public, the Department, and the officers. The parties recognize that implementation of a BWC program has impact. To address the issues around implementation of BWC's, the parties agree as follows:

- A. The parties recognize adoption of BWC policies are necessary to implement BWCs. The parties' current efforts to negotiate a BWC policy have identified several issues that need to be resolved. The parties also recognize that many issues cannot be resolved until a BWC vendor is identified. Therefore, we will continue to consult on the development of the Body Worn Camera Policy and the Review and Retention of Body Worn Camera Video Policy until the documents are completed. This will be done through the following Ad HOC Labor Management Communication Committee process:
1. Composition of the ad hoc LMCC will consist of up to three (3) representatives per Union/Guild and up to four (4) Employer representatives. The Employer and Union/Guild will be responsible for the selection of their own representatives. If agreed to by all parties, additional representatives may be added.
  2. The meetings shall be held virtually and will be on paid work time.
  3. Meetings will be held at the minimum of once per month for up to two hours, but additional meetings can be scheduled by mutual agreement. Meetings shall commence in September 2023.
  4. The parties agree to supply sample polices for review no later than August 31, 2023.

TENTATIVE AGREEMENT ONLY.

This tentative agreement will only become final if it is first found to be financially feasible by OFM and subsequently funded by the Legislature in the 2024 supplemental budget.

- 5. If the parties cannot come to agreement on the policies by March 1, 2024, they agree to meet with the OFM Labor Negotiator to attempt to resolve the policies.
- B. All employees of this bargaining unit shall receive a lump sum payment of \$2000 upon the donning of the body worn cameras and the completion of the BWC policies, but no sooner than July 1, 2024. The parties agree that this constitutes the consideration and recognition for the employee efforts for the implementation and use of BWCs through June 30, 2025.
- C. If the parties do not come to agreement on the BWC policies through the process outlined in this MOU and/or the cameras are not worn universally, the MOU will expire and the impacts of the BWC program may be bargained in successor negotiations the parties mutually agree to bring future proposals related to the impacts of BWC program at the 2025-2027 successor CBA negotiations to bargain and no earlier. Resolution of the BWC policies in the successor negotiations or by an arbitrator for those negotiations shall constitute the completion of the policies and shall lead to immediate implementation of these agreed terms (but not the 2025-27 terms).

All applicable provisions of Chapter [41.56 RCW](#) including financial feasibility and legislative funding will continue to apply to the reopener bargaining.

Nothing in this memorandum of understanding should be construed as establishing a past practice or creating any future obligation other than what is contained in this agreement.

**This memorandum of understanding shall expire on June 30, 2025.**

**Dated:** September 25, 2023

**TENTATIVE AGREEMENT REACHED**

For the Employer

For the Union

/s/	9/25/2023	/s/	9/22/2023
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Hannah Hollander, Labor Negotiator	Date	Jim Cline, Counsel	Date
OFM/SHR Labor Relations & Compensation Policy Section		FWOG	