

**Memorandum of Understanding to the Agreement by and between the City of Kirkland  
and  
The Washington State Council of County & City Employees Local #1837 of the American  
Federation of State, County & Municipal Employees AFL-CIO  
January 1, 2012 – December 31, 2014**

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This Memorandum of Understanding is to clarify the intent of the language in agreement between the CITY OF KIRKLAND, WASHINGTON, hereinafter referred to as the “Employer”, and The Washington State Council and City Employees Local #1837 of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as “AFSCME”, regarding certain economic elements of the 2012-2014 collective bargaining agreement.

The parties in reaching this agreement have stipulated that during the term of this agreement should either the Teamsters Local #763 or the Management and Confidential employees (non-represented)<sup>1</sup> achieve gains in the following elements which exceed those negotiated with AFSCME; AFSCME will correspondingly be given these economic gains as well. The intent is to create “me-too” language as to each of the following economic stipulations:

- A greater COLA or across-the-board increase (in the cumulative) during the Agreement,
- An improvement in Longevity in either the years of service benchmark or rate,
- Improvement in the Vacation accrual benchmark or hours,
- Improvement in the Holiday accrual days or hours,
- Payoff of accumulated Sick Leave hours upon voluntary separation.

Additionally, should a “me-too” be given to Teamsters Local #763 concerning another bargaining unit, that “me-too” will also be applied to the AFSCME. In essence, this provision is not to ascribe to the AFSCME a “me-too” with any of the police and fire unions, but rather to assure that if Teamsters Local #763 receives such a provision, it will also be passed to the AFSCME.

City of Kirkland

Local 1837 Washington State Council of County  
& City Employees of the American Federation of  
State, County & Municipal Employees, AFL-CIO

By: \_\_\_\_\_  
Kurt Triplett, City Manager

By: \_\_\_\_\_  
Bill Keenan, Director of Organizing,  
WSCCCE

Date: \_\_\_\_\_

Date: \_\_\_\_\_

\_\_\_\_\_  
APPROVED AS TO FORM  
City Attorney

\_\_\_\_\_  
LABOR RELATIONS REVIEW  
Director of Human Resources and  
Performance Management

<sup>1</sup>

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Police Captains and Corrections Lieutenant shall not be subject to this Memorandum of Understanding.