MEMORANDUM OF UNDERSTANDING

Re: 2022 Cost of Living Adjustment

THIS MEMORANDUM OF UNDERSTANDING (MOU) is entered into by and between the City of Kirkland, Washington ("City" or "Employer") and Local 1837 Washington State Council of County and City Employees of the American Federation of State, County, and Municipal Employees, AFL-CIO ("Union"), collectively the "parties."

I. RECITALS

A. The City and the Union are parties to the 2021 Collective Bargaining Agreement ("Agreement"); and

B. The parties wish to implement a cost of living adjustment for 2022 while continuing to bargain for a successor Agreement.

II. AGREEMENT

NOW, therefore, the parties agree to the following terms and conditions:

1. Effective January 1, 2022, eligible employees will receive a 6.0% cost of living adjustment (COLA) to their base wages. Employees are eligible for the COLA if they are actively employed with the City on the date of full execution of this MOU.

2. This MOU shall be effective upon full execution by the parties.

3. The City will make retroactive payments and appropriate wage adjustments by the next regular pay period following 60 days of full execution of the MOU.

IN WITNESS WHEREOF, the parties have executed this MOU as their free and voluntary act on the dates set forth below.

CITY OF KIRKLAND, WASHINGTON

Kurt Triplett — 2/16/22
Kurt Triplett — Date
City Manager

Truc Dever (Feb 14, 2022 08:29 PST) — Feb 14, 2022
Truc Dever — Date
Human Resources Director

LOCAL 1837 WSCCCE, AFSCME, COUNCIL 2

Bill Keenan (Feb 14, 2022 07:54 PST) — Feb 14, 2022
Bill Keenan — Date
Director of Organizing

Shanon L. Sedlacek (Feb 14, 2022 07:55 PST) — Feb 14, 2022
Shannon Sedlacek — Date
Local President

Approved as to form:

Kevin Raymond (Feb 14, 2022 08:17 PST) — Feb 14, 2022
Kevin Raymond — Date
City Attorney