

**Memorandum of Understanding to the Agreement
by and between the City of Kirkland
and
Public, Professional & Office-Clerical Employees and Drivers
(Representing the Public Works and Parks Maintenance Employees)
Local Union No. 763**

January 1, 2018 through December 31, 2020

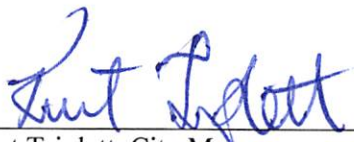
This Memorandum of Understanding (MOU) is supplemental to the AGREEMENT by and between the CITY OF KIRKLAND, WASHINGTON, hereinafter referred to as the "Employer" and The Public, Professional & Office-Clerical Employees and Drivers (Representing the Public Works and Parks Maintenance Employees) Local Union No. 763, AFL-CIO; hereinafter, referred to as the Teamsters.

It is understood and agreed by and between the parties that the Employer shall increase 2019 wage rates for Teamster represented positions by 3% rather than the 2% that was agreed to in the 2018- 2020 Collective Bargaining Agreement. Toward that end, the 2019 Salary Schedule included in the 2018-2020 Agreement will be replaced by the attached 2019 salary schedule reflecting a 3% wage increase from the 2018 salaries. The subsequent salary schedule for 2020 will be created prior to January 1, 2020, using the attached 2019 salary schedule as its base with a 3% increase.


The parties agree that nothing contained in this MOU creates a past practice and that the MOU is not precedent setting in any way.

This MOU is effective immediately upon signature by all representatives. The parties acknowledge and agree to the terms and conditions set forth in this MOU as evidenced by the signatures below:

City of Kirkland

By: 
Kurt Triplett, City Manager

Date: 1/17/19


APPROVED AS TO FORM
City Attorney

Public, Professional & Office-Clerical Employees
and Drivers, Local Union No. 763, affiliated with
the International Brotherhood of Teamsters

By:  ON BEHALF
Scott A. Sullivan, Secretary-Treasurer

Date: 1/15/2019


LABOR RELATIONS REVIEW
Human Resources Director