

**Memorandum of Understanding
To the Agreement by and between
the City of Kirkland
and
Kirkland Police Guild
representing
NON-COMMISSIONED STAFF**

January 1, 2023 through December 31, 2025

This Memorandum of Understanding (“MOU”) is supplemental to the Collective Bargaining Agreement (“CBA”) by and between the City of Kirkland, Washington, (“Employer”), and the Kirkland Police Guild, representing NON-COMMISSIONED STAFF, (“Guild”).

Background

Article 9.1, Wage Adjustments of the parties’ CBA provides for the following wage adjustment for 2025:

9.1.1.c Effective January 1, 2025, the monthly rates of pay shall be increased by a two and one half percent (2.5%) wage adjustment.

The City has established wage adjustments for 2025 for its Management and Confidential employees, AFSCME-represented employees, and Police Commissioned employees that are all equal to 3.6% for 2025. These cost-of-living wage adjustments are in line with the Seattle-Tacoma-Bellevue June-to-June CPI-W for 2024.

The City is in a financial position to be able to offer an increased 2025 wage adjustment to the Non-Commissioned staff represented by the Guild and wishes to do so in order to recognize the important contributions of these employees and to support internal equity. As such, the City approached the Police Guild with an offer to increase the 2025 wage adjustment as is outlined in more detail below. The parties bargained in good faith and have agreed to the provisions as set forth below.

Agreement

Effective immediately upon signature by all representatives, and retroactive to January 1, 2025, the monthly rates of pay described in Article 9.1.1.c will be increased by one and one tenth percent (1.1%). This will represent a total wage adjustment for 2025 of three and six tenths percent (3.6%).

This one and one tenth percent (1.1%) increase will apply to all positions in the bargaining unit as of the date of Council approval of the MOU. This is to include positions reflected in the CBA, as well as positions established by MOU.

For all retroactive amounts, the Employer will provide all retroactive payments as soon as practicable, but no later than one hundred twenty (120) days following the effective date of this MOU.

All employees active and working on the date the MOU is approved by the City Council will be eligible for retroactive amounts.

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

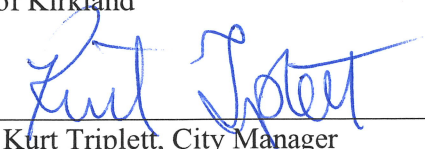
Any dispute and/or conflict as to the meaning, application, and/or interpretation of any portion of this MOU shall be resolved through the grievance provisions of the CBA.

This MOU may be executed in counterparts and when signed by all parties, shall be binding upon the parties. Transmission of this MOU by email showing the original signature of a party shall be considered an original signature and shall be binding upon the signatory party.

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

City of Kirkland

By: _____


Kurt Triplett, City Manager

Date: _____

9/5/25

Kirkland Police Guild Support Staff

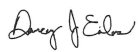
By: _____


Brian Frankeberger (Sep 4, 2025 08:50:13 PDT)

Brian Frankeberger, President

Date: _____

09/04/2025



APPROVED AS TO FORM
City Attorney



LABOR RELATIONS REVIEW
Human Resources Director