

**Letter of Agreement
To the Agreement by and between
the City of Kirkland
and
Public, Professional & Office-Clerical Employees and Drivers
(Representing Public Works, Parks, and Facilities Maintenance Employees)
LOCAL UNION NO. 763**

January 1, 2023 through December 31, 2025

This Letter of Agreement (“LOA”) is supplemental to the Collective Bargaining Agreement (“CBA”) by and between the City of Kirkland, Washington, (“Employer”), and Teamsters Local Union No. 763 (“Union”).

Background

Article 9.1.1, Wage Adjustments of the parties’ CBA provides for the following wage adjustment for 2025:

2025 – 2.5%

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 Teamsters-represented staff 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 Union 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 for 2025 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%).

For all retroactive amounts, the Employer will provide all retroactive payments as soon as practicable, but no later than ninety (90) days following the effective date of this LOA.

All employees active and working on the date this LOA is approved by the City Council shall be eligible for retroactive amounts.

The parties agree that nothing contained in the LOA creates a past practice and that this LOA 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 LOA shall be resolved through the grievance provisions of the CBA.

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

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

City of Kirkland

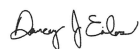
Public, Professional & Office-Clerical
Employees and Drivers Local Union No.
763, affiliated with the International
Brotherhood of Teamsters

By: 
Kurt Triplett, City Manager

By: 
Chad Baker, Secretary-Treasurer

Date: 10/3/25

Date: 10/03/2025



APPROVED AS TO FORM
City Attorney



LABOR RELATIONS REVIEW
Human Resources Director

