

MEMORANDUM OF UNDERSTANDING
by and between the
City of Sammamish, Washington
and the
Washington State Council of County and City Employees, AFSCME Council 2 Local 1425

This Memorandum of Understanding ("MOU") is entered into by and between the employer City of Sammamish (the "City") and the Washington State Council of County and City Employees AFSCME Council 2 Local 1425 (the "Union") (collectively, the "Parties"), regarding extending the current collective bargaining agreement (CBA).

I. Background

- A. The Parties have executed a collective bargaining agreement ("CBA"), valid until December 31, 2026, or until a successor agreement is ratified and approved.
- B. In May 2026, the Parties began bargaining a successor agreement.
- C. The Parties realized that due to a transition in the City Manager position, the unknown of how the City plans to navigate its fiscal sustainability issues, and the outstanding issues related to performance reviews and compensation associated with them, it would be difficult to negotiate a long-term deal.
- D. Based on the foregoing, the Parties shifted their focus onto a short-term extension to provide time for the City to recruit a new permanent City Manager, chart a course of action for ongoing fiscal sustainability, and resolve the performance review and pay issues.
- E. This MOU memorializes the Parties' agreement for a short-term extension of the current, underlying CBA subject to the Terms and Conditions set forth herein.

II. Terms and Conditions

In consideration of the terms and conditions set forth herein and the mutual benefits to be derived, the Parties agree as follows:

- The Union agrees to withdraw the grievance (submitted March 24, 2026) related to the performance review process.
- The Parties agree to an 18-month extension of the current CBA, beginning retroactively to July 1, 2026 and expiring on December 31, 2027. (This extends the contract beyond the expiration date in Article 19, Term of the Agreement, in the CBA.)
- For 2026, all represented employees who meet expectations on their annual evaluation (average score of 2.0 and above) and are not at the maximum amount on their

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respective pay range will receive a 3.0% wage increase retroactive to their anniversary date. (This replaces the Performance Pay MOU approved by the Sammamish City Council on September 16, 2025.)

- All represented employees who had an evaluation in 2025, met expectations on their 2025 performance reviews (average score of 2.0 and above), were not at the maximum amount on their respective pay range, and did not receive a 3% or higher performance pay raise in 2025 (i.e., received 2%) will receive a one-time payment of \$1,000.

All represented employees will receive a one-time payment at the first feasible pay period after this MOU is fully approved and executed by the Parties.

- All represented employees who meet expectations on their 2027 performance reviews (average score of 2.0 and above) and were not at the maximum amount on their respective pay range will receive a 3.0% increase in their base wage on their anniversary date.
- The cost-of-living adjustment effective January 1, 2027, will be 2.9%. (This adds a 2027 wage adjustment to Article 13, Wages, of the CBA.)

Except as expressly set forth herein, the underlying CBA and all applicable MOUs shall remain in full force and effect.

For the Union:



Matt Wood
Staff Representative WSCCCE

Dated: 7/14/2026

For the City:



Andy Parks
Interim City Manager

Dated: 7/15/2026



Darci Donovan
President AFSCME Council 2 Local 1425

Dated: 7/14/2026