

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

This Memorandum of Understanding (“MOU”) is entered into by and between the City of Sammamish (the “City”) and the Washington State Council of County and City Employees AFSCME Local 1425 (the “Union”) (collectively, the “Parties”), regarding placing the Maintenance Worker Supervisors into the Union.

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. Supervisors are excluded from the Union and specifically called out as an exception to recognizing the Union as the exclusive bargaining agent for those positions.
- C. The City created a new Maintenance Worker Supervisor position to support the Public Works and the Parks, Recreation & Facilities Departments.
- D. The Maintenance Worker Supervisors are intended to be working supervisors in the field with the maintenance staff they supervise.
- E. The City and Union have agreed to make a single exception to the supervisors exclusion from the Union for the Maintenance Worker Supervisors to facilitate their work in the field.
- F. To memorialize the single exception for Maintenance Worker Supervisors, this MOU sets forth amendments to several provisions of the CBA agreed to between the Parties.

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:

- A. Article 1 – Recognition and Union Rights, Section 1. Recognition, shall be amended as follows:

The Employer hereby recognizes the Union as the exclusive bargaining agent for all full-time and regular part-time nonsupervisory employees working at the City of Sammamish, excluding supervisors, confidential employees, and temporary/seasonal employees. Excluded positions include: City Clerk, Building Services Manager, and Traffic Engineering Manager and Police Executive Assistant. The Maintenance Worker Supervisors in the

Public Works and the Parks, Recreation & Facilities Departments shall be members of the Union due to the unique nature of their working supervisor role in the field. The Maintenance Worker Supervisors shall be the only supervisors recognized as included in the Union. . . .

- B. Article 6 – Hours of Work and Overtime, Section 4. Emergencies, subsection A. Emergency Shift Differential, shall be amended to add new language as follows:

All regular full time bargaining unit employees in Public Works and Parks Recreation & Facilities who voluntarily or by assignment work the snow operations night shift, shall be paid a shift differential of \$7 per hour for the entirety of their emergency shift. The Maintenance Worker Supervisors shall not be entitled to the night shift differential. . . .

- C. Article 6 – Hours of Work and Overtime, Section 6. Overtime, shall be amended to add new language at the end as follows:

. . .

As FSLA exempt, salaried supervisors, the Maintenance Worker Supervisors shall not be entitled to additional compensation such as overtime or compensatory time.

- D. Article 6 – Hours of Work and Overtime, Section 8. Weekend Shifts, shall be amended to add new language at the end as follows:

Maintenance Worker Supervisors shall work the same shifts as the staff they are assigned to supervise.

- E. Article 6 – Hours of Work and Overtime, Section 9. Call Back & Call Out, shall be amended to add new language as follows:

. . .

As FSLA exempt, salaried supervisors, the Maintenance Worker Supervisors shall not be entitled to additional compensation for call backs or call outs.

- F. Article 14 – Miscellaneous Benefits, Section 1. Clothing and Protective Equipment, subsection A. Clothing and Protective Clothing, shall have the Maintenance Worker Supervisor position added to the list of those classifications eligible to receive a clothing allowance.

- Maintenance Worker Supervisor: \$500

- G. Except as expressly set forth herein, the underlying CBA shall remain in full force and effect.

AFSCME Local 1425 Maintenance Worker Supervisor MOU

For the Union:

For the City:

Roger P. Moller

Roger P. Moller (Mar 20, 2025 13:02 PDT)

Roger Moller
Staff Representative WSCCCE

Dated: 03/20/2025

Scott MacColl

Scott MacColl
City Manager

Dated: 03/24/2025

Darci Donovan

Darci Donovan (Mar 20, 2025 10:55 PDT)

Darci Donovan
President AFSCME Local 1425

Dated: 03/20/2025











1. Exhibit 1 - AFSCME Local 1425 Maintenance Worker Supervisor MOU

Final Audit Report

2025-03-24


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