

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 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 performance pay.

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. There is language in Article 13 - Wages, Section 1 Wages, (E) pertaining to the parties continuing to negotiate a performance pay structure as the performance evaluation process is redesigned.
- C. The City and the Union jointly created a new performance evaluation process in NeoGov.
- D. This MOU outlines the performance pay structure, and amends Article 13, Section 1(E).

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 13 – Wages, Section 1. Wages, subsection E, shall be amended as follows:

Section 1. Wages.

- E. Retroactive to January 1, 2024, the 2024 wages shall be increased by 8.6%. Additionally, in 2024, the Union and the Employer, through the Labor-Management Committee and with Non-represented delegates participating, shall redesign the pay for performance evaluation system for 2025 and beyond. No employees (Union or non-Union) will be eligible for pay for performance pay increases in 2024 while the evaluation system is being redesigned. The parties’ intent is to resume pay for performance in 2025 and beyond. Should the Union and Employer fail to develop a new pay for performance evaluation system for 2025 by October 1, 2024, then the parties agree to reopen this Agreement to resolve this issue.

AFSCME Local 1425 Performance Pay

For 2025 and 2026, employees will be eligible for a performance pay increase to their base salary based on the score of their performance evaluation as follows:

<u>Average Overall Score</u>	<u>Percentage Performance Pay Increase</u>
<u>Below 2.0</u>	<u>No Increase</u>
<u>2.0 – 2.14</u>	<u>2%</u>
<u>2.15 – 2.49</u>	<u>3%</u>
<u>2.50 and above</u>	<u>4%</u>

For 2025, employees who have had a performance evaluation prior to the execution of this MOU will receive their appropriate performance pay increase beginning on the date that this MOU is fully executed. Any increase will not be retroactive back to the date of the evaluation.

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

For the Union:

For the City:

Roger Moller
Staff Representative WSCCCE

Scott MacColl
City Manager

Dated: _____

Dated: _____

Darci Donovan
Darci Donovan
President AFSCME Council 2 Local 1425

Dated: _____

Signature: *Darci Donovan*

Email: ddonovan@sammamish.us

Signature: *Michael L...*

Email: michaelr@council2.com









AFSCME Local 1425 Performance Pay MOU FINAL 8.29.25

Final Audit Report

2025-09-12

Created:	2025-09-12
By:	Meng Franklin (mfranklin@sammamish.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAA-0x6SFBzaEpPZIT5uqCuc0LXwfDnvuh3

"AFSCME Local 1425 Performance Pay MOU FINAL 8.29.25" History

-  Document created by Meng Franklin (mfranklin@sammamish.us)
2025-09-12 - 8:05:46 PM GMT
-  Document emailed to Darci Donovan (ddonovan@sammamish.us) for signature
2025-09-12 - 8:05:49 PM GMT
-  Document emailed to Michael Rainey (michaelr@council2.com) for signature
2025-09-12 - 8:05:49 PM GMT
-  Email viewed by Darci Donovan (ddonovan@sammamish.us)
2025-09-12 - 8:05:55 PM GMT
-  Email viewed by Michael Rainey (michaelr@council2.com)
2025-09-12 - 8:06:25 PM GMT
-  Document e-signed by Darci Donovan (ddonovan@sammamish.us)
Signature Date: 2025-09-12 - 8:26:05 PM GMT - Time Source: server
-  Document e-signed by Michael Rainey (michaelr@council2.com)
Signature Date: 2025-09-12 - 9:04:42 PM GMT - Time Source: server
-  Agreement completed.
2025-09-12 - 9:04:42 PM GMT

Signature: *Scott MacColl*

Email: smaccoll@sammamish.us





AFSCME Local 1425 Performance Pay MOU FINAL - for CMO signature

Final Audit Report

2025-09-17

Created:	2025-09-16
By:	Meng Franklin (mfranklin@sammamish.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAA8DhnFnzUOWHIn_X-TKw-hnPK8Kn8rAs0

"AFSCME Local 1425 Performance Pay MOU FINAL - for CMO signature" History

-  Document created by Meng Franklin (mfranklin@sammamish.us)
2025-09-16 - 11:25:05 PM GMT
-  Document emailed to Scott MacColl (smaccoll@sammamish.us) for signature
2025-09-16 - 11:25:08 PM GMT
-  Email viewed by Scott MacColl (smaccoll@sammamish.us)
2025-09-16 - 11:25:13 PM GMT
-  Document e-signed by Scott MacColl (smaccoll@sammamish.us)
Signature Date: 2025-09-17 - 2:24:11 AM GMT - Time Source: server
-  Agreement completed.
2025-09-17 - 2:24:11 AM GMT