

A G R E E M E N T

By and Between

THE CITY OF ISSAQUAH

And

TEAMSTERS LOCAL UNION NO. 117

Affiliated With The

International Brotherhood of Teamsters

Representing the Law Enforcement Commanders



Term of Agreement

January 1, 2026 through December 31, 2028

CITY OF ISSAQUAH

TEAMSTERS 117, COMMANDERS

AGREEMENT 2026-2028

NOTICE TO ALL MEMBERS

If you become unemployed, or are off due to an on the-job injury in the jurisdiction of Local Union 117, you will be put on a withdrawal status upon request, provided all dues and other financial obligations are paid to Local Union 117, including the dues for the month in which the withdrawal status is effective.

If you are on a dues check-off with your company and leave for any reason and dues are not deducted, it is your obligation and responsibility to keep your dues current and/or request a withdrawal by contacting the office at (206) 441-4860.

TEAMSTERS 117 MEMBER FORMS



www.teamsters117.org/member_forms

Please follow the link or scan the QR code with your mobile phone camera app if:

- You are new to the Union to fill out your Teamsters 117 Member Application.
- You moved or need to update your contact information with the Union.
- You need to designate or change the beneficiary for your Union-paid life insurance.

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THIS AGREEMENT is by and between the CITY OF ISSAQUAH, WASHINGTON, hereinafter referred to as the Employer, and TEAMSTERS LOCAL UNION NO. 117, hereinafter referred to as the Union.

ARTICLE 1: DEFINITIONS

As used herein, the following terms shall be defined as follows:

1.1 "Employer" shall mean the City of Issaquah, Washington.

1.2 "Union" shall mean the Teamsters Local Union No 117.

1.3 "Bargaining Unit" shall mean all full time Commanders employed by City of Issaquah, excluding confidential employees and all other employees. Per Certification in PERC Case No. 132824-E-20, Decision No. 13213-PECB.

1.4 "Employee" shall mean an individual employed in the bargaining unit covered by this Agreement.

1.5 On promotion or hire into the bargaining unit, Employees shall serve a twelve (12) month trial service period commencing with an employee's date of hire or promotion, excluding time spent at the WSCJST. During this period, such employees shall be evaluated by the Employer and may be terminated or returned to a lower classification at the discretion of the Employer without recourse to the grievance procedure. The Employer may extend a probationary period up to an additional six (6) months.

ARTICLE 2: RECOGNITION, UNION MEMBERSHIP AND PAYROLL DEDUCTION

Recognition - The City recognizes the Union as the exclusive bargaining representative for all employees in the bargaining unit as certified by the Public Employment Relations Commission.

Union Membership – All employees whose classification or job title is included in Article 1, Section 1 of this Agreement may voluntarily join the Union as a member.

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Dues Deduction - Upon receipt of written authorization individually signed by a bargaining unit employee, the City shall deduct from the pay of such employee the amount of dues and fees as certified by the Union and shall transmit the same to the Union within ten (10) business days of the issuance of pay checks. Such authorization shall be terminable upon the employee providing both the City and the Union thirty (30) days' written notice.

List of Employees - The City will transmit to the Union a current listing of all employees in the bargaining unit within thirty (30) days of request for same but not to exceed twice per calendar year. Such list shall include the name of the employee, position, and salary.

Hold Harmless - The Union will indemnify and save the City harmless from all suits, actions, and claims against the City or persons acting on behalf of the City whether for damages, compensation or a combination thereof, arising out of the City's faithful compliance with the terms of this Article. In the event of any suit or proceeding brought to invalidate this Article, the Union will actively defend the suit or action. However, in the event any determination is made by the highest court having jurisdiction that this Article is invalid, the Union shall be solely responsible for any reimbursement.

Union Visitation – Authorized agents of the Union shall have reasonable access to the Employer's establishment during working hours for the purpose of adjusting disputes, investigating working conditions, and ascertaining that the Agreement is being adhered to. The Union Representative shall notify the Human Resources Department and/or appropriate Department Head or their designee prior to visiting City facilities for the purpose of conducting necessary Union business or investigating grievances, except in emergency situations. The Union Representative shall follow local check-in measures established for non-City staff; however, nothing in this article shall prevent the Union Representative from meeting with City employees without management supervision.

Bulletin Boards – The Employer will designate a place at the facility that is readily accessible to employees and representatives of their Union for the purpose of posting Union notices. The notices will include Union meeting announcements, social event invitations, and other communications from the Union.

ARTICLE 3: NEW HIRE ORIENTATION

The Union through a Shop Steward or Union Representative shall have thirty (30) minutes during regular working hours of the Employer's new hire orientation program to meet with the employee(s) for the purposes of filling out Union paperwork and orienting the employee to Union membership.

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ARTICLE 4: NON-DISCRIMINATION

Neither the Employer nor the Union will discriminate in hiring, promotion or continued employment because of race, religion, creed, color, age, disability, national origin, sex, sexual orientation, military status, ancestry or any other legally protected class or condition. This Agreement shall be interpreted to permit the reasonable accommodation of disabled persons as required by state or federal law, including the Americans with Disabilities Act (ADA).

ARTICLE 5: WAGES

Employees covered by this Agreement shall receive the monthly rates of pay as set forth in Appendix A to this Agreement which by this reference shall be incorporated herein as if set forth in full.

ARTICLE 6: HOURS OF WORK

Commanders are FLSA exempt and typically work forty (40) hours a week, although may be required to work more hours, including nights and weekends. Typical schedules are eight (8) hours a day, five (5) days a week. Alternative schedules may be implemented at the discretion of the Police Chief and may be terminated at the discretion of the Police Chief.

ARTICLE 7: HOLIDAYS

Employees shall receive eight (8) hours off with pay for each of the following recognized holidays plus two eight (8) hour floating holidays in lieu of time-off on the specific holiday(s). Holiday schedules shall be determined by the Employer.

New Year's Day

Martin Luther King, Jr.'s Birthday

President's Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Veteran's Day

Thanksgiving Day

Day after Thanksgiving

Christmas Eve

Christmas Day

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Two (2) "Floating Holidays" designated by the employee after consultation with the Employer. These days will be added to the employee's leave balance and will appear on the first pay stub following their date of hire. The floating holidays must be taken by December 15th of the current calendar year or the hours will be forfeited.

ARTICLE 8: VACATION AND MANAGEMENT LEAVE

At the time of hire and annually thereafter, employees shall have the option of selecting from two vacation/sick leave schedules based on years of service. Once a selection is made, it will remain intact until such time as the employee requests a different vacation/sick leave schedule. This change can only be made during the annual open enrollment period at the end of each year. If no selection is made at the time of hire, Schedule 1 will be assigned.

Bargaining unit members employed by the City on January 1, 2026 shall begin accruing vacation at the eight year accrual level.

VACATION SCHEDULE 1					VACATION SCHEDULE 2				
w/12 days per year sick leave					w/8 days per year sick leave				
Years	Days Per Year	Hours Per Month	Max Days Allowed	Max Hours Allowed	Years	Days Per Year	Hours per Month	Max Days Allowed	Max Hours Allowed
0 – 4	12	8.00	24	192.00	0 – 4	16	10.67	32	256.08
5 – 9	16	10.67	32	256.08	5 – 9	20	13.33	40	319.92
10 – 14	20	13.33	40	319.92	10 – 14	24	16.00	48	384.00
15 – 19	22	14.67	44	352.08	15 – 19	26	17.33	52	415.92
20 +	24	16.00	48	384.00	20 +	28	18.67	56	448.08

SICK LEAVE SCHEDULE 1			SICK LEAVE SCHEDULE 2		
Days Per Year	Hours Per Month	Hours Per Year	Days Per Year	Hours Per Month	Hours Per Year
12	8.00	96	8	5.33	64

The final determination regarding the scheduling of vacation time off shall be subject to the sole discretion and approval of the Police Chief.

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Management Leave – In recognition of attendance at public meetings and other demands which may require the attendance or efforts of FLSA Exempt employees outside of normal working hours, an annual Management Leave bank shall be provided. Employees shall receive sixty (60) hours of management leave annually. Deposits will be made on December 16th to be used during the following calendar year (ending December 15th). Any Management Leave balances as of December 15th will not be carried forward into the next year and will be forfeited. Upon separation from the City, a balance of Management Leave shall not be cashed out and shall be forfeited. Requests to take Management Leave shall be made in the same manner as vacation leave is requested.

ARTICLE 9: SICK LEAVE

Sick Leave – Sick leave shall be accrued at the rate of either eight (8) hours per month or 5.33 hours per month, according to the vacation/sick leave schedule selected by the employee (presented above in Article 8). Employees shall be allowed to carry over up to twelve hundred eighty (1280) hours of sick leave from year to year. Any hours in excess of twelve hundred eighty (1280) at the time of carryover shall be forfeited.

Sick leave shall not be charged against an employee on a regularly scheduled day off.

Sick Leave Cash-Out – Upon leaving employment with the City, an employee with five (5) years of service who leaves the City in good standing may receive one percent (1%) per year of service (to a maximum of twenty-five percent [25%]) of the dollar value of their sick leave accrual balance. This amount will be paid to the employee upon separation from the City.

In the event of an employee active duty death, one hundred percent (100%) of that employee's unused sick leave hours that remain in their sick leave bank shall be converted to an hourly amount based upon their base hourly rate of pay and paid to their beneficiaries.

Bereavement Leave – An employee shall be allowed up to three (3) bereavement leave days for the death of an immediate family member. In the event of a death in the employee's immediate family, an employee may be approved to use up to seven (7) days of sick leave to attend funeral services of a member of their immediate family. Immediate family member shall include: parent, parent-in-law, spouse, domestic partner, sibling, children, step-children, the employee's grandparents, grandchildren, and persons for whom the employee is the legal guardian.

ARTICLE 10: HEALTH AND WELFARE INSURANCE BENEFITS

- 10.1 Medical - The Employer shall pay each month the percentage of medical premiums for employees and dependents set forth in Appendix B.

Each Employee shall select one of the City's Medical plans set forth in Appendix B. Each Employee may change from the Medical plan in Appendix B that the Employee selected to a different Medical plan in Appendix B during the annual open enrollment period (typically during the month of November) if so desired. Notice of the change from one Medical plan to a different Medical plan must be given to the Employer during open enrollment of the prior year, typically held during the month of November each year. The change to the coverage will begin effective January 1st of the following year.

New employees shall be eligible for Medical benefits the first day of the first month following employment.

10.1.1 The Employer retains the right to re-open the issue of medical insurance coverage levels in the event of unforeseen changes necessitated by Health Care Reform legislation at the State or Federal Level.

Dental and Orthodontia - The Employer shall pay each month one hundred percent (100%) of the premium necessary for the purchase of employee dental coverage and one hundred percent (100%) of the premium necessary for purchase of dependent dental coverage for the following insurance plans:

Association of Washington Cities Dental Plan J or Willamette Dental (\$10 co-pay plan) (offered through the Association of Washington Cities (AWC) Benefit Trust) as selected by the employee.

10.1.2 For any employee who selects Delta Dental, the Employer shall pay each month one hundred percent (100%) of the premium necessary for the purchase of employee orthodontia coverage and one hundred percent (100%) of the premium necessary for the purchase of dependent orthodontia coverage. The orthodontia plan provided will be Association of Washington Cities Orthodontia Plan V (offered through the AWC Benefit Trust).

Vision – The Employer shall pay each month one hundred percent (100%) of the premium necessary for the purchase of vision insurance for the employee and the employee's dependents. The plan provided shall be the Association of Washington Cities Vision Service Plan \$0 Copay Second Pair Plan.

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Life and Long-Term Disability Insurance - The Employer shall pay each month on behalf of each employee those premiums necessary for the purchase of a fifty thousand-dollar (\$50,000.00) Group Basic Term Life Insurance Plan naming a beneficiary selected by the employee.

10.1.3 The Employer shall pay each month the premiums necessary for the purchase of a ten thousand dollar (\$10,000) dependent life insurance plan.

10.1.4 The Employer shall pay for a long-term disability plan for each regular full time employee as approved by Human Resources.

Deferred Compensation - Employees in the bargaining unit who are enrolled in the deferred compensation plan shall become eligible to receive contributions from the Employer toward the ICMA Deferred Compensated Plan. Participating employees are responsible for following the procedural requirements as dictated by the ICMA Deferred Compensation Plan.

10.1.5 The Employer's contributions are a one-to-one match up to a maximum of two hundred dollars (\$200.00) per month.

Teamsters Retirees' Welfare Trust - Effective January 1, 2021 based on December 2020 hours and on a monthly basis thereafter, the City shall deduct from the employees' wages the sum of one hundred seventy-five dollars (\$175.00) per month for benefits under the "RWT-XL Plan". During the period this Collective Bargaining Agreement is in effect, the City agrees to remit payment to the Retirees Welfare Trust, c/o NORTHWEST ADMINISTRATORS, INC., for each employee who received compensation for eighty (80) hours or more in the previous month. Other than payroll deduction, the City shall have no responsibility for administration of this benefit. The parties agree that this benefit is paid solely by the employees via wage deduction and that the City's only role is to remit such payments as described above. The parties further agree that this approach to payment of the benefit is intended to remain a permanent feature that shall be maintained in successor labor agreements for as long as the parties continue to participate in the RWT-XL Plan. Nothing herein grants any vested rights to current or future retirees.

10.1.6 *Maintenance of Benefits* – The Trustees of the Washington Teamsters Welfare Trust or the Retirees Welfare Trust may modify benefits or eligibility of any plan (i.e. for the purpose of cost containment, cost management, or changes in medical technology and treatment). If increases are necessary to maintain the current benefits or eligibility, or benefits or eligibility as modified by the Trustees during the life of the Agreement, the employees, via payroll deduction as described above, shall pay such increases as determined by the Trustees.

ARTICLE 11: WELLNESS PROGRAM

Wellness Day Off – Employees shall be eligible for a wellness day off in the following calendar year based on guidelines established by the Wellness Committee and approved by Human Resources. The program is based on a calendar year and employees may choose to participate every year on January 1st. There are no pro-rated allowances from date of hire.

Community Center Pass – Employees shall be eligible for an annual family pass for drop-in activities at the Community Center and Julius Boehm Pool. Passes are subject to the rules and restrictions of the Issaquah Community Center.

ARTICLE 12: EQUIPMENT AND SUPPLIES

The Employer may make available coffee and normally related supplies; this provision shall not be subject to the grievance procedure.

ARTICLE 13: TAKE HOME VEHICLES

The Take Home Vehicle program is intended to increase operational efficiency, provide increased ability to respond to emergencies, improve cost efficiency of vehicle use by reducing overall maintenance costs, and improve retention of Police Officers.

13.1 Employees must live within a straight-line distance of fifty (50) miles from the City. If the employee lives outside of this boundary, they must park the take home vehicle at a secure location, such as a police or fire station, within a straight-line distance of fifty (50) miles from the City.

13.2 Take-home vehicles must be locked at all times if not in use. All weapons and computer equipment must be removed from the vehicle while parked at a residence or secured location unless the vehicle is parked inside an enclosed, locked garage.

13.3 Take-home vehicles may be used to drive to and from work only. No stops are allowed unless in the City of Issaquah, except for stops covered in Section 13.6, below.

13.4 No passengers are allowed in take-home vehicles unless the employee has obtained prior approval from a supervisor.

13.5 Employees must be in their assigned uniform for the day and armed while driving a marked vehicle to and from their residence or secure parking location.

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13.6 Emergency response and enforcement action during the employee's commute in the take-home vehicle shall be according to existing City policy. Stopping for fuel is allowed.

13.7 Any time a take-home vehicle is involved in a traffic collision regardless of how minor, a supervisor shall be notified immediately. Investigations will be conducted in accordance with existing City policy. Investigations may result in loss of an assigned take-home vehicle or may result in disciplinary action up to and including termination.

13.8 It is the employee's responsibility to schedule routine maintenance with Fleet staff. Routine maintenance should be scheduled at the City Fleet Shop. In the event of a collision or extended maintenance, the employee will be expected to find alternative means to get to work. It is the employee's responsibility to clean the interior and exterior of the vehicle and any equipment within the vehicle.

13.9 The City reserves the right to search or conduct inspections of take-home vehicles to ensure compliance with Section 13.8, above. Employees have no expectation of privacy within the take-home vehicle.

13.10 Employees are responsible for fueling their vehicles, and fuel shall be paid for by the City. Employees shall endeavor to fuel vehicles at locations supported by City fuel cards if at all possible.

13.11 Employees are responsible for all fees, including tolls, camera enforcement, parking citations, etc. incurred off-duty.

13.12 Employees must follow all federal, state, and local laws while driving their vehicles. Employees shall not operate a City vehicle after consuming any alcohol or any other substances that would impair driving ability.

13.13 The City will only assign take-home vehicles as available currently in the City's fleet. Due to the current number of cars, not all employees will be immediately assigned a vehicle. Nothing in this Article requires the City to purchase new vehicles; however, it is the City's intent to purchase enough vehicles over time to establish a take home car program that allows for individually assigned take home vehicles. Vehicles will be assigned first by interest, then by seniority.

ARTICLE 14: MANAGEMENT RIGHTS

The Union recognizes the prerogatives of the Employer to operate and manage its affairs in all respects in accordance with the responsibilities and powers of authority.

The Employer has the right to schedule work as required in a manner most advantageous to the Department and consistent with requirements of Municipal employment and public safety.

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Every incidental duty connected with operations enumerated in job description is not always specifically described.

The Employer reserves the right to lay off personnel for lack of work or funds; or for the occurrence of conditions beyond the control of the Department; or when such continuation of work would be wasteful and unproductive. The Employer shall have the right to determine reasonable schedules of work and to establish the methods and processes by which such work is performed in accordance with Article 6 of this Agreement.

No policies or procedures covered by this Agreement shall be construed as reducing or abridging any of the following Employer authority:

- To evaluate employee performance;
- To determine employee classification;
- To subcontract;
- To recruit, assign, transfer, or recommend promotion of employees to positions within the Department;
- To take disciplinary action against employees for just cause;
- To relieve employees from duties because of lack of work, lack of funds;
- To determine methods, means, and personnel necessary for departmental operations;
- To control the departmental budget;
- To take whatever actions may be necessary in emergencies in order to assure the proper functioning of the Department.

Any and all rights concerned with the management and operation of the Department are exclusively that of the Employer unless otherwise provided by the terms of this Agreement.

ARTICLE 15: MISCELLANEOUS

Disclosure of Personnel File Information – Upon receipt of any court order or subpoena seeking documents from an employee's personnel file, the Employer will provide the employee with a copy of

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the order or subpoena. When documents or information in an employee's personnel, payroll, supervisory, or training file are the subject of a public records request, the Employer will provide the employee with a copy of the request at least ten (10) business days in advance of the intended release date.

ARTICLE 16: GRIEVANCE PROCEDURE

Any grievance which may arise over the application, meaning or interpretation of this Agreement, shall be settled in the following manner except that in cases of suspension, demotion, or termination the appeal will begin at Step 2 and shall follow the Employer's established chain of command, unless the specified command level does not have the authority to resolve the grievance:

16.1.1 Prior to the filing of a grievance the employee may attempt to resolve the issue through informal discussions with the employee's immediate Supervisor. These informal discussions and any potential resolution by the Supervisor should be concluded within eight (8) calendar days of the occurrence of such grievance.

16.1.2 *STEP 1* - A grievance shall be presented to the Police Chief in writing by the aggrieved employee with a copy to the Human Resources Department and/or the Union, within thirty (30) calendar days of the occurrence of such grievance. The Police Chief shall gain all relevant facts and shall attempt to adjust the matter and notify the employee/Union in writing within fourteen (14) calendar days.

16.1.3 *STEP 2* - If the grievance is not resolved by the Police Chief, the employee and/or Union shall present the grievance, in writing, within twenty-one (21) calendar days to the City Administrator, after which the City Administrator shall attempt to resolve the matter and notify the employee/Union in writing within twenty-one (21) calendar days.

16.1.4 *STEP 3* - If the grievance is not resolved by the City Administrator, the Union may refer the grievance within twenty-one (21) calendar days to arbitration by written notice to the Chief of Police. After receipt of the referral to arbitration, for disciplinary grievances as defined by RCW 41.58.070, the arbitrator shall be assigned by PERC in accordance with state law. For all other grievances, the parties will attempt to agree on an arbitrator. If the Union and the Employer are unable to agree upon an arbitrator, they shall jointly request that the American Arbitration Association or Federal Mediation and Conciliation Service provide a list of arbitrators from which the parties shall select one (1). The representatives of the Employer and the Union shall alternately eliminate the name of one (1) person on the list until one (1) name remains who shall hear and rule upon the dispute. It shall be the function of the arbitrator to hold a hearing at which time the parties may submit their cases concerning the grievance. The arbitrator shall render their decision based upon the interpretation and application of the provisions of the Agreement within thirty (30) calendar days after such hearing. The decision of the arbitrator shall be binding on the Employer, the Union and the employee(s) involved.

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16.1.5 The cost for the services of the arbitrator shall be shared equally by both parties. Both parties agree to apply the decision of the arbitrator to all substantially similar situations arising thereafter and to eliminate the filing of grievances where possible by the application of precedent. Neither the arbitrator nor any other person or persons involved in the grievance procedure shall have the power to negotiate new agreements, or to change any of the present provisions of this Agreement.

Each party shall be responsible for the costs of presenting its own case to the arbitrator, including witness and attorney's fees.

16.1.6 The parties agree that Section 16.1.5 will not apply (to either the grievance or the appeal) if the decision of the arbitrator is appealed to the courts by the City.

16.1.7 It is the intent of the parties that any alleged grievance shall be advanced from one step to the next as soon as is reasonably possible in order to achieve an expeditious resolution to the disputed issue. Grievances are deemed withdrawn if the matter is not moved to the next step within the prescribed amount of time, unless timelines have been waived or extended in accordance with Section 16.1.9.

16.1.8 An appeal on any matter under the jurisdiction of the Civil Service Commission and the grievance procedure of the contract may be filed simultaneously but may not be processed through both. In the event the City receives simultaneous appeals of the same action through an appeal to the Public Safety Civil Service Commission and through the grievance procedure, the City shall provide notice of the simultaneous appeals to the Union. If both appeals are still pending after sixty (60) days from the receipt of such notice by the Union, the appeal through the grievance procedure shall be deemed withdrawn.

16.1.9 The City and the Union may agree to bypass steps set forth here or agree to extend timeframes. Such agreements shall be in writing.

ARTICLE 17: PERFORMANCE OF DUTY

The Union and the Employer recognize that the public interest requires the efficient and uninterrupted performance of emergency service. To this end, the Union and the Employer pledge their best efforts to avoid or eliminate any conduct contrary to this objective.

During the life of this Agreement the Union shall not cause, encourage or participate in any strike including strike picketing, slowdown, walkout, or work stoppage. Nothing contained within this Agreement shall be construed to prohibit political activity of individual members, or the Union, as prescribed in RCW 41.06.250.

Notwithstanding anything else to the contrary contained within this Agreement, failure to respond to the Union's request to return to work by an individual's next scheduled work shift, may cause disciplinary action to be taken. This action may include suspension or immediate dismissal.

ARTICLE 18: SAVINGS CLAUSE

It is the intention of the parties hereto to comply with all applicable law and they believe that each and every part of this Agreement is lawful. All provisions of this Agreement shall be complied with unless any of such provisions shall be declared invalid or inoperative by a Court of final jurisdiction.

Should any provision of this Agreement and/or any attachments hereto be held invalid by operation of Law or by an tribunal of competent jurisdiction, or if compliance with or enforcement of any provisions should be restrained by such tribunal, the remainder of this Agreement and/or any attachments hereto shall not be affected thereby and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such provisions and/or any attachment hereto.

ARTICLE 19: DURATION

This Agreement shall be effective on the date of signing and shall remain in full force and effect through December 31, 2028, unless otherwise provided for herein and shall remain in effect during the course of negotiations on a new Agreement. All wage increases shall be effective as set forth in Appendix A of this Agreement.

APPENDIX A: WAGES

A.1 Rates of Pay –

A.1.1 Effective January 1, 2026, the pay rates in effect on December 31, 2025, shall be increased by three percent (3%).

Effective January 1, 2027, the pay rates in effect on December 31, 2026, shall be increased by one hundred percent (100%) of the positive changes in the Seattle Tacoma Bellevue June 2025 to June 2026 CPI-U, with a minimum increase of two percent (2.0%) plus an additional one percent (1%) and a maximum total increase of five percent (5.0%).

Effective January 1, 2028, the pay rates in effect on December 31, 2027, shall be increased by one hundred percent (100%) of the positive changes in the Seattle Tacoma Bellevue June 2026 to June 2027 CPI-U, with a minimum increase of two percent (2.0%) plus an additional one percent (1%) and a maximum total increase of five percent (5.0%).

A.2 Wages

2026 Wages

TEAMSTERS 117 - POLICE COMMANDER SALARY SCHEDULE EFFECTIVE JANUARY 1, 2026

(Reflects a 3% wage increase)

Grade	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
CMDR	Police Commander	Annual	\$174,241	\$181,211	\$188,459	\$195,998	\$203,838
		Monthly	\$14,520.08	\$15,100.90	\$15,704.92	\$16,333.16	\$16,986.50
		Pay Period	\$7,260.04	\$7,550.45	\$7,852.46	\$8,166.58	\$8,493.25

A.3 Step increases are typically automatic upon an employee completing the months of service required at each step. In the event that an employee is not performing adequately at a satisfactory rate of improvement, step increases may be withheld until performance improves, at the discretion of the Police Chief.

- A.4 The rates of pay in Section A.2 are the minimum rates of pay. Nothing shall prohibit the Employer from paying in excess of the minimum amounts.
- A.5 If an employee's anniversary date occurs on the 1st through the 15th of the month, any STEP increases shall be effective on the 1st of that month. If an employee's anniversary date occurs on the 16th through the 31st of that month, any STEP increases shall be effective on the 1st of the following month.
- A.6 Promotional Increases – Upon promotion into a position covered by the bargaining unit, the employee's salary shall be the greater of the minimum of the new salary range or five percent (5%) above the employee's previous salary and a maximum of ten percent (10%) above the employee's previous salary range. Department Directors may request a salary placement above ten percent (10%) with approval of the City Administrator and Mayor. For purposes of this provision, an employee's previous salary shall include base wage and Longevity Incentive Pay.

APPENDIX B: CITY OF ISSAQUAH MEDICAL PLANS

- B.1 The Employer shall offer the following medical plans for the employee to select from: Association of Washington Cities (AWC) Regence HealthFirst \$250 Deductible Plan, AWC Regence High Deductible Health Plan, and AWC Kaiser Permanente \$200 deductible.
- B.2 Premium Sharing and HSA Contribution Amounts - The premiums shall be shared between the employee and the Employer on the following basis:

AWC Regence HealthFirst \$250 Deductible Plan	Employee Premium Share	Employer Premium Share
Employee	0%	100%
Spouse/Domestic Partner	10%	90%
1 st dependent	10%	90%
2 nd dependent +	10%	90%

AWC Regence High Deductible Health Plan	Employee Premium Share	Employer Premium Share
Employee	0%	100%
Spouse	0%	100%
1 st dependent	0%	100%
2 nd dependent +	0%	100%
Employer HSA Contribution: \$3350 for employee, \$6650 full family (which shall be defined as employee plus one (1) or more dependents).		

For Payroll purposes, administration of the HSA (for employees covered by the AWC Regence High Deductible Health Plan) shall be pro-rated on a semi-annual basis with the option elected by the employee.

AWC Kaiser Permanente \$200 Deductible Plan	Employee Premium Share	Employer Premium Share
Employee	0%	100%
Spouse/Domestic Partner	10%	90%
1 st dependent	10%	90%
2 nd dependent +	10%	90%

For each of the plans set forth above there shall be no additional charge to the employee if an employee has more than two (2) dependents.

- B.3 The above employee and Employer premium sharing contributions shall be made monthly and shall be used only for the costs normally and reasonably associated with the provision of medical expenses for members of the City's health care fund which includes members of the bargaining unit and covered family members. The employee contributions shall be deducted semi-monthly from their paychecks.
- B.4 The Employer and the Union will partner to explore AWC WellCity criteria for plan year 2024 and beyond.

CITY OF ISSAQUAH

TEAMSTERS LOCAL UNION

NO. 117/IBT (ISSAQUAH POLICE COMMANDERS)

Signed by:

Mark Mullet

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MARK MULLET

Mayor

6/9/2026

Date

Signed by:

Paul Dascher

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PAUL DASCHER

Secretary-Treasurer

6/9/2026

Date

WEINGARTEN RECOMMENDATIONS TO EMPLOYEES¹

The Union recommends employees take the following steps to protect their jobs²:

1. If you are asked to attend a meeting with management which you believe may lead to discipline, ask to have a Union steward present. If possible, notify the steward or other Union official of the meeting immediately. When in doubt, ask management whether or not anything said at the meeting could lead to disciplinary action.
2. If you are unable to obtain representation before entering the meeting, you should:
 - a. Ask whether you are free to leave the room if you choose to do so;
 - b. Ask whether anything said at the interview could lead to disciplinary action or discharge;
 - c. If so, ask that (1) a Union representative be contacted and brought to the meeting place before any questioning occurs, and (2) you be permitted to speak to the Union representative in private prior to the questioning;
 - d. If a Union representative is unavailable, ask that the meeting be postponed until a Union representative can be present;
 - e. In the event the employer nonetheless insists on proceeding with the meeting, ask that a fellow employee whom you trust be brought to the meeting to act as a witness.

If the Employer denies any or all of you the foregoing requests, the Union recommends that you comply with their demands, including answering their questions. However, you should state that you are doing so only under protest.

¹ These recommendations do not apply when an employee faces possible criminal charges. Such employees should obtain the advice of an attorney.

² These recommendations are not appropriate in some industries and should be tailored to reflect contract and internal Union procedures.

TEAMSTERS 117 MEMBER FORMS



www.teamsters117.org/member_forms

Please follow the link or scan the QR code with your mobile phone camera app if:

- You are new to the Union to fill out your Teamsters 117 Member Application.
- You moved or need to update your contact information with the Union.
- You need to designate or change the beneficiary for your Union-paid life insurance.