



CITY OF LAKE FOREST PARK

CITY COUNCIL

AGENDA COVER SHEET

Meeting Date	November 13, 2025
Originating Department	Public Works
Contact Person	Phillip Hill, City Administrator
Title	Resolution 25-2044/Authorizing the Mayor to Sign an Agreement between the City of Lake Forest Park and Teamsters Local No. 117 (representing maintenance workers)

Legislative History

- First Presentation October 10, 2024 – closed session
 - Second Presentation December 12, 2024 – closed session
 - Third Presentation June 12, 2025 – closed session
 - Fourth Presentation September 11, 2025 – closed session
 - Action November 13, 2025 – regular meeting
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Attachments:

1. Resolution 25-2044 authorizing the Collective Bargaining Agreement between the City of Lake Forest Park and Teamsters Local No. 117 dated January 1, 2025, through December 31, 2027.
 2. Collective Bargaining Agreement between the City of Lake Forest Park and Teamsters Local No. 117 dated January 1, 2025, through December 31, 2027.
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Executive Summary

The City Administration and Teamsters Local No. 117 (representing maintenance workers) have bargained in good faith and reached an agreement on a Collective Bargaining Agreement for January 1, 2025, through December 31, 2027.

Background

The current Collective Bargaining Agreement between the City of Lake Forest Park and the Teamsters Local No. 117 expired on December 31, 2024. In September 2024, the City Administration and the Teamsters Local No. 117 began negotiations for a successor collective bargaining agreement.

The three-year contract provides for the following:

- Effective January 1, 2025: 3.0% wage adjustment plus a 3.0% market adjustment.
- Effective December 1, 2025: 1.5% market adjustment.
- Effective January 1, 2026: 100% of the June through June Seattle/Tacoma/Bellevue CPI-U with a maximum of 2.5% general wage adjustment plus 1.0% market adjustment.
- Effective January 1, 2027: 100% of the June through June Seattle/Tacoma/Bellevue CPI-U with a maximum of 2.0% general wage adjustment plus 1.0% market adjustment.
- Weekly Stand-By daily allowance of \$65.00 on weekdays and \$75.00 on weekends and observed holidays (excludes personal floating holidays).
- Emergency Stand-By daily allowance of \$75.00.
- A monthly employee premium sharing for medical benefits of 10% of the premium with a cap of \$155.00 in 2025, \$165.00 in 2026, and \$175.00 in 2027.
- Effective January 2026, an annual work attire allowance of \$500.00 and \$200.00 work boot allowance.

The City Administration has been notified that the Teamsters Local No. 117 voted on October 24, 2025, to ratify the terms of the attached Agreement effective January 1, 2025, through December 31, 2027.

Fiscal & Policy Implications

The Budget for 2025 and 2026 will be amended to account for this Agreement in the mid-biennial adjustment ordinance.

Alternatives

<i>Options</i>	<i>Results</i>
<ul style="list-style-type: none">• Approve the Resolution	The Collective Bargaining Agreement is ratified
<ul style="list-style-type: none">• Decline to approve the Resolution	Continued collective bargaining by the parties. The City would most likely face an allegation of an unfair labor practice violation for failure to bargain in good faith.

Staff Recommendation

The Administration recommends that the City Council approve Resolution 25-2044, authorizing the Mayor to sign the Agreement by and between the City of Lake Forest Park and Teamsters Local No. 117, dated January 1, 2025, to December 31, 2027.