



**BUSINESS OF THE CITY COUNCIL  
CITY OF MERCER ISLAND**

**AB 6613  
January 21, 2025  
Consent Agenda**

**AGENDA BILL INFORMATION**

<b>TITLE:</b>	AB 6613: Approval of the 2025 AFSCME Collective Bargaining Agreement	<input type="checkbox"/> Discussion Only <input checked="" type="checkbox"/> Action Needed: <input checked="" type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution
<b>RECOMMENDED ACTION:</b>	Authorize the City Manager to sign the AFSCME Collective Bargaining Agreement for the period of January 1, 2025 thru December 31, 2025.	

<b>DEPARTMENT:</b>	Administrative Services
<b>STAFF:</b>	Ali Spietz, Chief of Administration Jason Kintner, Chief of Operations Nicole Vannatter, Human Resources Manager
<b>COUNCIL LIAISON:</b>	n/a
<b>EXHIBITS:</b>	1. Proposed 2025 AFSCME Collective Bargaining Agreement
<b>CITY COUNCIL PRIORITY:</b>	n/a

<b>AMOUNT OF EXPENDITURE</b>	\$ n/a
<b>AMOUNT BUDGETED</b>	\$ n/a
<b>APPROPRIATION REQUIRED</b>	\$ n/a

**EXECUTIVE SUMMARY**

The purpose of this agenda bill is to authorize the City Manager to sign the American Federation of State, County and Municipal Employees (AFSCME), Local 21-M collective bargaining agreement (Exhibit 1) for the period of January 1, 2025 through December 31, 2025.

- The City and AFSCME have negotiated a one year agreement for 2025.
- Effective January 1, 2025, wage rates for AFSCME employees will include a Cost-of-Living Adjustment (COLA) of 4.2%.
- The City and AFSCME will begin negotiations for the 2026-2028 collective bargaining agreement in April 2025.

**BACKGROUND**

The AFSCME bargaining unit is comprised of 48 members, working in the Public Works, Community Planning and Development, Administrative Services, and Finance departments. The City and AFSCME met on September 23, 2024 and December 18, 2024 to discuss a one year agreement for 2025. The previous agreement expired on December 31, 2024 and the two parties reached a tentative agreement on December 18, 2024 for a one-year agreement.

## **ISSUE/DISCUSSION**

The proposed one-year agreement is essentially a rollover of the current agreement. It does not contain any substantive changes to the language aside from the establishment of wages for 2025 in Article 12 and the inclusion of previously negotiated language regarding certification pay that was approved by the City Council ([AB 6531](#)).

## **NEXT STEPS**

Following the tentative agreement reached by the parties in December 2024, AFSCME bargaining unit employees voted affirmatively to ratify the attached collective bargaining agreement on January 8, 2025. The agreement is now ready to be fully executed.

## **RECOMMENDED ACTION**

Authorize the City Manager to sign the AFSCME Collective Bargaining Agreement for the period of January 1, 2025 through December 31, 2025 in substantially the form attached hereto as Exhibit 1.