

TO: City Council
FROM: Mallory Coleman, Human Resource Analyst
DATE: July 21, 2026
SUBJECT: Memorandum of Understanding with Teamsters Local Union No. 252

1) Recommended Action:

Authorize the Mayor to execute the Memorandum of Understanding (MOU) between the City of Tumwater and Teamsters Local Union No. 252.

2) Background:

The City of Tumwater and Teamsters Local Union No. 252 have reached a mutually agreed upon Memorandum of Understanding (MOU) to address several operational and organizational changes that have occurred since adoption of the current Collective Bargaining Agreement (CBA).

The proposed MOU reflects collaborative discussions between the city and the union regarding the addition of new classifications, updates to annual leave accruals, recognition of an additional paid holiday, and wage placement for newly established positions within the bargaining unit. The agreement also provides a framework for implementation of these changes while preserving all remaining provisions of the existing CBA.

Several of the classifications included in this MOU support the city's continued investment in utility operations, infrastructure maintenance, and workforce development by formally recognizing specialized positions and establishing a pathway for future staffing needs.

3) Policy Support:

- 2026-2032 Strategic Plan:
 - Values - We recognize the vital contributions of our staff and foster a supportive environment that promotes growth, celebrates achievements, and retains talent to serve our community with excellence.
 - Refine and sustain a great organization: Attract, retain, and promote a talented and diverse workforce (Action Item #1)
 - 2024-2026 CBA: Article 20, Section 1.d. – This agreement may be amended at any time... provided mutual consent of both parties in writing.
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4) Alternatives:

- ☐ Reject the MOU and provide staff direction on reengaging negotiations.
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5) Fiscal Notes:

Implementation of the MOU includes fiscal impacts associated with:

- Addition of one paid holiday.
- Increased annual leave accruals.
- Wage placement for newly established classifications.
- Premium pay associated with the Electrician training assignment.

Funding for these changes is available within the existing budget and has been accommodated in the FY2728 departmental personnel budgets as proposed.

6) Attachments:

- A. Memorandum of Understanding between the City of Tumwater and Teamsters Local Union No. 252