

**CITY OF FIRCREST  
RESOLUTION NO. 1981**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY  
OF FIRCREST, WASHINGTON, AUTHORIZING THE  
CITY MANAGER TO SIGN A MEMORANDUM OF  
UNDERSTANDING WITH TEAMSTERS LOCAL UNION  
NO. 117 REGARDING RATIFICATION BONUSES.**

**WHEREAS**, the City of Fircrest and Teamsters Local Union No. 117 have been engaged in collective bargaining for a successor agreement to the contract that expired on December 31, 2024; and

**WHEREAS**, the parties reached a tentative agreement that includes a provision for a one-time, grossed-up ratification bonus payment of \$500 per eligible employee represented by Teamsters Local Union No. 117; and

**WHEREAS**, execution of a Memorandum of Understanding (MOU) memorializing this agreement is necessary to finalize and ratify the terms of the successor Collective Bargaining Agreement; and

**WHEREAS**, the City Council finds it to be in the best interest of the City to authorize the City Manager to execute the MOU to conclude the bargaining process.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE  
CITY OF FIRCREST:**

**Section 1.** The City Manager is hereby authorized and directed to execute a Memorandum of Understanding with Teamsters Local Union No. 117 regarding ratification bonus payments.

**APPROVED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF  
FIRCREST, WASHINGTON**, at a regular meeting thereof this 8th day of July  
2025.

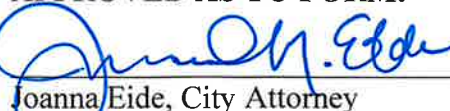
**APPROVED:**

  
Shannon Reynolds, Mayor

**ATTEST:**

  
Arlette Burkhardt, City Clerk

**APPROVED AS TO FORM:**

  
Joanna Eide, City Attorney