

## Teamsters Pension Trust – Clarification & Alternate Proposal 11/4/2025

After numerous attempts to get the information from the Teamsters Pension Trust and Teamsters #763, including requests at the bargaining table, the City made information requests to other cities in Snohomish County on October 10, 2025. Staff also researched the cities outside of Snohomish County that were included in the salary study conducted in 2022-2023.

As of the Council meeting on October 21, 2025, the City had not received any information from its counterparts that indicated those cities made contributions to the Teamsters Pension Trust on behalf of their employees. This is why City Administrator Heather Thomas-Murphy stated, “we have reached out to our counterparts and Snohomish **appears** to be the only city in Snohomish County that contributes to the Teamsters Pension Trust.”

Staff completed its research of all comparable cities, as well as most of the cities within Snohomish County. That information is shown in the table below. The Union also sent an email to the Mayor and City Council on October 29, which has been provided to staff in order to verify accuracy for comp cities.

City Name	Has Teamsters Pension Trust? Yes or No	City Contributes to Trust on Behalf of Employee	Notes
<b>Snohomish County</b>			
Arlington (10/10/25)	No	n/a	Does not have Teamsters
Bothell (10/10/25)	No	n/a	Does not have Teamsters; DCP 1% on 3rd ann., 2% on 5th ann., 3% on 10th ann.
Edmonds (10/29/25)	No	n/a	
Everett (10/29/25)	No	n/a	Does not have Teamsters
Granite Falls (10/10/25)	Yes	No	Employees contribute \$1/hr
Lake Stevens (10/13/25)	Yes	No	City offers 1% match to DCP
Lynnwood (10/28/25)	No	n/a	
Marysville (10/29/25)	Yes	No	Employees contribute at varying amounts by unit
Mill Creek (10/29/25)	No	n/a	Does not have Teamsters
Monroe (10/29/25)	Yes	Yes	City contributes \$0.75/hr; employees contribute \$1.15/hr
Mountlake Terrace (10/14/25)	No	n/a	
Mukilteo (10/24/25)	Yes	Yes	PW: City pays \$0.75/hour, up to max of 2,080 hrs/yr. Pension not part of Office-Clerical contract.
Stanwood (10/28/25)	Yes	Yes	City contributes \$0.68/hr; employees do not contribute
Sultan (10/29/25)	Yes	No	City does not contribute
<b>Comp Cities Outside SnoCo</b>			
Duvall (10/29/25)	Yes	No	Employees contribute \$1/hr; City offers up to \$100/mo DCP match
North Bend (11/3/25)	Yes	No	PW Unit: Employees contribute \$1.50/hr; OT Unit contributes \$1.00/hr for perm and \$0.10/hr for temps/probationary
Poulsbo (11/3/25)	No	n/a	
Snoqualmie (11/3/25)	No	n/a	
Yelm (11/3/25)	No	n/a	

**Note:** Shaded rows are the mutually agreed upon comparable cities for Snohomish.

### Alternate Proposal

The City understands that there are a variety of opinions amongst the staff on whether or not to keep the Teamsters Pension Trust as a secondary retirement benefit. The City believes the decision on whether or not to participate should be one made by the employees individually. **Acknowledging that, the City is willing to keep the Teamsters Pension Trust if there can be an opt-out provision for current and future employees covered by the CBA.** This would provide flexibility that current and prospective employees have asked the City for, while also providing the option for those interested in keeping the Teamsters Pension Trust.