



FIRST AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING

between

CITY OF LAWRENCE
and

EMPLOYEES

of the

CITY OF LAWRENCE SOLID WASTE DIVISION
TEAMSTERS UNION, LOCAL NO. 696

For the period January 1, 2025, through December 31, 2027



This amendment (“the Amendment”) is made to the Memorandum of Understanding (“MOU”) between the City of Lawrence, Kansas, and the employees in the Solid Waste Division of the City of Lawrence represented by Teamsters Union, Local No. 696, dated October 2, 2024, and covering the period from January 1, 2025, through December 31, 2027.

Pursuant to Article 20, Section 8 of the MOU, the parties met in 2025 and reopened the agreement solely for the purpose of negotiations of wages.

It is mutually understood that the MOU will be amended as follows.

1. Article 20, Sections 7 and 8, shall be repealed and replaced with the following.

ARTICLE 20: WAGES

Section 7. 2025, 2026, and 2027 Wages

2025. The pay grades below labeled “2025” shall be effective the first day of the first pay period of payroll year 2025. Employees shall move one step on the first day of the first pay period of payroll year 2025 unless or until the employee is at step 10 or as provided in Section 3.

2026. The pay grades below labeled “2026” shall be effective the first day of the first pay period of payroll year 2026. Employees shall move one step on the first day of the first pay period of payroll year 2026 unless or until the employee is at step 10 or as provided in Section 3.

2027. The pay grades below labeled “2027” shall be effective the first day of the first pay period of payroll year 2027.

Wages

<u>2025</u>	1	2	3	4	5	6	7	8	9	10
401	19.66	20.64	21.67	22.75	23.89	25.08	26.33	27.65	28.34	29.05
402	20.15	21.16	22.22	23.33	24.50	25.73	27.02	28.37	29.08	29.81
403	21.61	22.69	23.82	25.01	26.26	27.57	28.95	30.40	31.16	31.94
404	22.15	23.26	24.42	25.64	26.92	28.27	29.68	31.16	31.94	32.74
405	22.70	23.84	25.03	26.28	27.59	28.97	30.42	31.94	32.74	33.56
<u>2026</u>										
401	20.25	21.26	22.32	23.44	24.61	25.84	27.13	28.49	29.20	29.93
402	20.75	21.79	22.88	24.02	25.22	26.48	27.80	29.19	29.92	30.67
403	22.26	23.37	24.54	25.77	27.06	28.41	29.83	31.32	32.10	32.90
404	22.81	23.95	25.15	26.41	27.73	29.12	30.58	32.11	32.91	33.73
405	23.38	24.55	25.78	27.07	28.42	29.84	31.33	32.90	33.72	34.56
<u>2027</u>										
401	20.66	21.69	22.77	23.91	25.11	26.37	27.69	29.07	29.80	30.55
402	21.17	22.23	23.34	24.51	25.74	27.03	28.38	29.80	30.55	31.31
403	22.71	23.85	25.04	26.29	27.60	28.98	30.43	31.95	32.75	33.57
404	23.27	24.43	25.65	26.93	28.28	29.69	31.17	32.73	33.55	34.39
405	23.85	25.04	26.29	27.60	28.98	30.43	31.95	33.55	34.39	35.25

Section 8. Pay Grade.

The pay grade represents a 2% pay grade adjustment for 2025, a 3% adjustment for 2026, and a 2% adjustment for 2027. The parties agree to reopen this Agreement in 2026 solely for the purposes of the negotiation of wages for 2027.

2. All other provisions of the MOU shall remain in full force and effect.

[SIGNATURES ON FOLLOWING PAGE]

DATED AND ACKNOWLEDGED THIS 11th DAY OF December, 2025, IN
THE CITY OF LAWRENCE, KANSAS.

CITY OF LAWRENCE, KANSAS



Craig S. Owens, City Manager

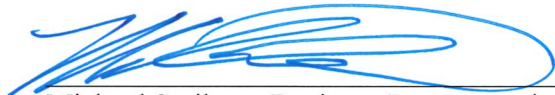
ATTEST:



Sherri Riedemann, City Clerk



TEAMSTERS UNION LOCAL 696



Michael Scribner, Business Representative