

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA
ACTION ITEM

Item No. 5c
Date of Meeting November 5, 2013

DATE: October 30, 2013

TO: Tay Yoshitani, Chief Executive Officer

FROM: Kim Ramsey, Labor Relations Manager

SUBJECT: Collective Bargaining Agreement between the International Brotherhood of Teamsters Local Union No. 117 representing Police Specialists

Amount of This Request: \$66,157

Source of Funds: Police Department Operating Budgets 2013, 2014, and future operating budgets of the Police Department

ACTION REQUESTED

Request Commission authorization for the Chief Executive Officer to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, covering the period from July 1, 2012, through June 30, 2015 affecting 8 Police Specialist positions.

SYNOPSIS

Good faith bargaining between the Port of Seattle and Teamsters, Local 117 resulted in a fair collective bargaining agreement consistent with the Port's priorities. The estimated total additional cost for wages and benefit increases is \$66,157. The estimated additional cost per year of the contract is: year one, \$25,599; year two, \$16,864; and year three \$23,694.

The agreement provides cost of living (COLA) increases of 2.9%, 2.15% and 0-6% Seattle/Tacoma/Bremerton CPI-U in each of three contract years, respectively. Increases to health care benefit costs to maintain coverage under the union's health and welfare plan while beginning premium sharing of \$30 per month per employee effective July 1, 2014, and increasing to \$50 per month per employee effective January 1, 2015. The Port agreed to add a 25-year longevity step of 6% above top wage step and add educational incentive premiums in the amount of 2% above base rate for an Associate's Degree and 4% for a Bachelor's Degree consistent with such premiums in other Police Department bargaining units. Specifics and other language changes are detailed below.

COMMISSION AGENDA

Tay Yoshitani, Chief Executive Officer

October 30, 2013

Page 2 of 3

BACKGROUND

Employees in the Police Specialist bargaining unit provide administrative support to the police department including reception, payroll, fleet management, records management, crime statistics, customer service, administrative support for detectives, and training support. RCW Chapter 41.56 requires the Port of Seattle to collectively bargain wages, hours and working conditions with the exclusive bargaining representative designated by the employees.

SCOPE OF THE AGREEMENT

Term of the Agreement

July 1, 2012, through June 30, 2015.

Wages

Classification	Service Time	Effective 7/1/12 Base Hourly Rate (+2.9%)	Effective 7/1/13 Base Hourly Rate (+2.15%)	Effective 7/1/14 COLA Seattle/Tacoma/Bremerton CPI-U (0-6%)
Police Specialist	Entry	\$20.24	\$20.68	TBD
	6 Mo.	\$21.93	\$22.40	TBD
	18 Mo.	\$24.12	\$24.64	TBD
	30 Mo.	\$25.84	\$26.40	TBD

Educational Incentives

2% premium above base wage for employees who have or obtain an Associate's Degree. 4% premium above base wage for employees who have or obtain a Bachelor's Degree.

Longevity Pay

Added 6% over top base rate premium for 25 years of service.

Article 10 Jury Duty

Language modified to clarify expectation of employees who are released from jury duty during scheduled work hours to return to work or take vacation time for balance of daily shift hours.

Article 18 Health and Welfare

Effective June 1, 2014, employees will pay \$30.00 premium share; effective January 1, 2015, employees will pay \$50.00 premium share.

Article 20 Performance of Duty, Strikes and Lockouts

Language modified to include expedited arbitration, in the event of a dispute.

COMMISSION AGENDA

Tay Yoshitani, Chief Executive Officer

October 30, 2013

Page 3 of 3

Article 24 Grievance Procedure

Language modified to include clear timeframes and provide for employer initiated grievances.

FINANCIAL IMPLICATIONS

Cost Impact \$	Year 1	Year 2	Year 3
Labor	\$14,592	\$9,451	\$12,183
Benefits	\$11,007	\$7,413	\$11,511
Total	\$25,599	\$16,864	\$23,694

The estimated total additional cost to the Port for the duration of the contract is \$66,157 based on an assumption of 2% COLA in year three and 8% increase in employer paid medical premiums.

ATTACHMENTS TO THIS REQUEST

Collective Bargaining Agreement between the Port of Seattle and the Teamsters Local 117 representing Police Specialists.

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.