

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA
ACTION ITEM

Item No. 4c
Date of Meeting May 12, 2015

DATE: May 5, 2015
TO: Ted Fick, Chief Executive Officer
FROM: Robin A. Romeo, Director, Labor Relations
Kim Ramsey, Labor Relations Manager *KR*
SUBJECT: Collective Bargaining Agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local Union No. 117 representing the Port of Seattle Police Department Non-Sworn Supervisors

ACTION REQUESTED

Request Commission authorization for the Chief Executive Officer to execute a new collective bargaining agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local Union No. 117 covering the Port of Seattle Police Department Non-Sworn Supervisors. This contract has a three-year term from January 1, 2014 – December 31, 2016.

SYNOPSIS

This three year agreement provides cost of living increases, restructured pay scales, introduces for the first time premium share on medical. The agreement also includes other non-wage terms and conditions of employment for the three (3) FTE POS Police Department Non-Sworn Supervisor bargaining unit.

The estimated total three year cost of this agreement is \$27,439.

BACKGROUND

The agreement is the result of good faith bargaining and has been ratified and executed by the Union.

This unit includes one Administrative Supervisor and two Communication Supervisors. Employees in this bargaining unit supervise the day to day activities of the Police Administrative Specialists and Police Communication Specialists (Police and Fire Dispatchers) within the Port's Police Department.

SCOPE OF THE AGREEMENT

- **Term of the Agreement:** January 1, 2014, through December 31, 2016.

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- **Modifications in Article 3 - Union Security** language is updated to include the non-association exception in RCW 41.56 and inserts due process requirements for employees terminated for non-payment of dues.
- **Modification in Article 7 – Equal Employment Opportunity** to standardize language across contracts.
- **Modification in Article 9 – Seniority and Reduction in Force** to provide a “return to former position” option for probationary employees in the bargaining unit.
- **Addition of language in Article 12 – Hours of Work** to incorporate a previously negotiated MOU providing the Administrative Supervisor with an unpaid lunch period in exchange for a wage increase.
- **Modification to Article 13 – Vacation** to 1) eliminate “pooled leave” provisions; 2) establish the vacation leave accrual rates and cap at Port or Department standard; and, 3) provide a vacation cash out option consistent with Port policy. All modifications for consistency and ease of administration purposes.
- **Modification to Article 19 – Sick Leave** to eliminate the sick leave cap and pooled leave provision consistent with Port standard.
- **Modification to Article 21 – Health and Welfare** that provides; 1) continuation of coverage under Washington Teamsters Welfare Trust; 2) for a \$75/month premium share for bargaining unit employees; and 3) union cooperation regarding Affordable Care Act requirements.
- **Appendix A – Pay Rates** establishes multi-step pay scales replacing single rates for each classification, annual COLAs, and longevity and education incentive premiums comparable with other Police Department contracts.

FINANCIAL IMPLICATIONS

The cost impact of this agreement is based on the estimated increase in the medical benefits premiums of eight percent (8%) per year and a two percent (2%) cost of living increase in 2016.

Cost Impact \$	Year 1	Year 2	Year 3
Labor	\$8,912	\$5,154	\$5,012
Benefits	\$2,868	\$1,973	\$3,521
Total	\$11,779	\$7,127	\$8,533

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This increase in expense is included in the 2014, 2015, and 2016 budgets of the Port of Seattle Police Department.

ATTACHMENTS TO THIS REQUEST

- The collective bargaining agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

- None

