



**COMMISSION
AGENDA MEMORANDUM**

Item No. 4e

ACTION ITEM

Date of Meeting June 13, 2017

DATE: June 6, 2017

TO: Dave Soike, Interim Chief Executive Officer

FROM: David Freiboth, Senior Director of Labor Relations
Milton Ellis, Labor Relations Manager

SUBJECT: New collective bargaining agreement with the International Brotherhood of Teamsters, Local 117, representing Police Specialists.

Total Port Cost Increase for the Duration of the Agreement: \$124,778

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, representing Police Specialists in the Port of Seattle Police Department, covering the period from July 1, 2015, through June 30, 2018.

EXECUTIVE SUMMARY

Good faith bargaining between the International Brotherhood of Teamsters, Local 117, and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities. This agreement is for three years covering the period from June 1, 2015, through June 30, 2018. The estimated total additional cost for wages and benefit increases is \$124, 778. The estimated additional cost per year of the contract is: year one, \$20,083; year two, \$39,478; and year three, \$65,217.

The cost is based upon a 2.5 percent increase in wages in year one, a 2.5% increase in wages in year two, and an estimated 2.0% cost of living (COLA) increase and a 3.0% longevity step increase in year three of the agreement. The cost also consists of a seven percent (7.0%) increase in health insurance in year one, a six percent (6.0%) increase in health insurance in year two and an estimated two and a half percent (2.5%) increase in health insurance in year three of the agreement. The agreement provides for limits on vacation accrual modified from 24 month accrual to 480 hours to align with Port Policy. The vacation accruals for the police specialists were enhanced to address the internal equity of the police department with a comparable represented bargaining group. In the later instance, the agreement provided an additional 16 hours of vacation accrual, i.e., an increase of 80 to 96 hours of vacation accrual for new employees up to 3.5 years of service and an increase of 192 to 200 hours of vacation accrual for employees with 22.5 years of service. Health insurance premiums for employees were increased from \$50 to \$75 a month effective the third year of the agreement – July 1,

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2017. The agreement also provides for a modified four tens work schedule during the summer months at the discretion of the police department. The equal employment opportunity provision was also modified to conform to both state and federal law.

JUSTIFICATION

The eight (8) administrative employees in the Police Specialists bargaining unit provide administrative support to the Port of Seattle Police Department consisting of 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 bargaining wages, hours and conditions of employment with the exclusive bargaining representative designated by the employees.

DETAILS

Term of the Agreement

Retroactive to July 1, 2015, through June 30, 2018.

FINANCIAL IMPLICATIONS

Wages

Classification	Service Time	Effective 7/1/15 Base Hourly Rate (+2.5%)	Effective 7/1/16 Base Hourly Rate (+2.5%)	Effective 7/1/17 COLA Seattle/Tacoma/Bremerton CPI-U (0-6%) Estimated (2.0%)
Police Specialists	Entry	\$21.71	\$22.25	\$22.70
	6 Months	\$23.51	\$24.10	\$24.58
	18 Months	\$25.86	\$26.51	\$27.04
	30 Months	\$27.71	\$28.40	\$28.97
	36 Months			\$29.84

Health and Welfare

The contract provides for an increase in premium share on behalf of employees in the bargaining unit from fifty dollars (\$50) per month to seventy-five dollars (\$75) per month effective the third year of the agreement, July 1, 2017.

Vacation Accumulation Limit

The 24-month limit on vacation accrual was modified to 480 to align with Port policy.

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Vacation Accrual

The vacation accrual for members of the bargaining groups was enhanced by 16 hours on the front end and eight hours on the back end in order to address the internal equity of other bargaining units within the police department.

Modified Work Week

The contract was modified to allow a four tens work week during the summer months at the discretion of the police department.

Other Changes

- The Equal Employment Opportunity provision was updated to conform to both State and Federal Law
- The breaks and lunch period memorandum of understanding was extended for the term of the agreement.
- The overtime provision was modified to account for a four (4) tens (10) workweek when and if applicable.

Cost Impact \$	Year 1	Year 2	Year 3
Pay	\$11,889	\$24,228	\$49,583
Benefits	\$ 8,194	\$15,250	\$15,634
Total	\$20,083	\$39,478	\$65,217

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$124,778.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, representing Police Specialists in the Port of Seattle Police Department, covering the period from July 1, 2015, through June 30, 2018.

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None