



**COMMISSION
AGENDA MEMORANDUM**

Item No. 4i

ACTION ITEM

Date of Meeting November 14, 2017

DATE: November 8, 2017

TO: Dave Soike, Interim Executive Director

FROM: David Freiboth, Sr. Director, Labor Relations
Milton Ellis, Labor Relations Manager

SUBJECT: New collective Bargaining Agreement between the Port of Seattle and the IAFF, Local 1257, representing Firefighters.

Total Port Cost Increase for the Duration of the Agreement: \$1,163,747.50

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the International Association of Firefighters, Local 1257, representing Firefighters at the Port of Seattle covering the period from January 1, 2017, through December 31, 2020.

EXECUTIVE SUMMARY

Good faith bargaining between the International Association of Firefighters, Local 1257, and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities. This agreement is for four years covering the period from January 1, 2017, through December 31, 2020. The estimated total additional cost for wages and benefit increases is \$1,163,757. The estimated additional cost per year of the contract is: year one, \$235,252; year two, \$338,706; year three, \$290,616, and year four, \$299,172.

The cost is based upon a 2.1 percent increase in wages in year one that is split in half as a lump sum for the first six months and based building COLA for the last six months, a 2.5% increase in wages in year two, and an estimated 2.0% cost of living (COLA) increase for years three and four of the agreement. The Battalion Chiefs and Captains will also receive an additional one percent differential on the Firefighter A salary rate effective years two (2018), three (2019), and four (2020) of the agreement.

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The cost also consists of a three (3) percent increase in health insurance in year one (2017), a two (2) percent increase in health insurance in year two (2018), and an estimated five (5) percent increase in health insurance in years three (2019) and four (2020) of the agreement.

The agreement provides for the adoption of a new medical insurance carrier, Northwest Firefighters Trust, effective January 1, 2018. Premium share contribution by employee will be shared 50%/50% on the basis of annual plan increases. The agreement also provides for the continuation of the Voluntary Separation Program which provides a severance of \$75,000 for up to two Firefighters per year who are eligible to retire from the Port of Seattle in years two (2018), three (2019), and four (2020) of the agreement. A new Self-Contained Breathing Apparatus position was created. Firefighters will be provided with paid parental leave similar to non-represented employees. The vacation cash out language was modified to conform with Port Policy. The total number of Driver Engineer positions on each shift will be at the discretion of the Fire Chief based upon operational needs. Forty-eight (48) hours of debit days may now be used for required training pursuant to FAA regulations at the discretion of the Fire Chief. The equal employment opportunity provision was also modified to conform to both state and federal law.

JUSTIFICATION

The IAFF, Local 1257 Firefighters bargaining unit consists of 81 employees consisting of Firefighters (61), Captains (13) and Battalion Chiefs (7). Members of the bargaining group provide Emergency Services for Aircraft Rescue Fire Fighting, Structural Fire Fighting, Emergency Medical Incidents, Hazardous Material Response, Confined Space Rescue, Fire Prevention Activities involving Building Inspection, Fueling Inspection, Construction Inspection and all other fire safety oversight for the Port of Seattle Properties on and around Sea-Tac Airport. RCW Chapter 41.56 requires the Port of Seattle to collectively bargain wages, hours and conditions of employment with the exclusive bargaining representative designated by the employees.

DETAILS

Term of the Agreement

Retroactive to January 1, 2017, through December 31, 2020.

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FINANCIAL IMPLICATIONS

Wages

Classification	Effective 7/1/17 Base Monthly Split COLA Rate (+1.05%)	Effective 1/1/18 Base Monthly COLA Rate (+2.5%)	Effective 1/1/19 Base Monthly Rate Estimated COLA (+2.0%)	Effective 1/1/20 Base Monthly Rate Estimated COLA (+2.0%)
Firefighter	\$7,946	\$8,145	\$8,308	\$8,474
Captain	\$9,138	\$9,448	\$9,720	\$9,999
Battalion Chief	\$10,727	\$11,077	\$11,382	\$11,694

Health and Welfare

The contract provides for the adoption of a new health insurance carrier – Northwest Firefighters Trust effective January 1, 2018. Coverages include medical, vision and dental insurance. Medical premium share contributions for employees will be based on a 50%/50% formula based upon annual plan increases.

Voluntary Separation Program

Up to two employees each year eligible to retire will receive a \$75,000 severance commencing in years two (2018), three (2019) and four (2020) of the agreement.

Vacation Cash Out

The vacation cash out language was modified to conform to Port Policy.

Other Changes

- New Self-Contained Breathing Apparatus position created.
- Paid parental leave provided similar to non-represented employees.
- Total number of Driver Engineer positions on each shift to be determined by the Fire Chief based upon operational needs

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- Forth-eight (48) hours of debit days to be used for required training pursuant to FAA regulations at the discretion of the Fire Chief.
- Grievance procedure modified to allow IAFF, Local 1257 the ability to assess the validity of a grievance and determine whether to pursue the grievance through the grievance process.
- Light duty assignment to be extended at the discretion of the Fire Chief on a case-by-case basis
- The Equal Employment Opportunity provision was updated to conform to both State and Federal Law

Cost Impact \$	Year 1	Year 2	Year 3	Year 4
Pay	\$188,087	\$153,731	\$205,955	\$210,344
Benefits	\$ 47,165	\$184,975	\$ 84,662	\$88,828
Total	\$235,252	\$338,706	\$290,6,17	\$299,172

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$1,163,764.50.

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 January 1, 2017, through December 31, 2020.

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None