

**PORT OF SEATTLE**  
**MEMORANDUM**

**COMMISSION AGENDA**

Item No. 11b

Date of Meeting March 5, 2009

**DATE:** February 4, 2009

**TO:** Tay Yoshitani, Chief Executive Officer

**FROM:** Gary Schmitt, Labor Relations Director

**SUBJECT:** The Labor Relations Director requests Port Commission authorization for the Chief Executive Officer to execute this new Collective Bargaining Agreement between the International Brotherhood of Teamsters Local Union No. 117 representing Police Officers.

**BACKGROUND**

This Agreement covers 83 positions within the Police Department.

**BUSINESS STRATEGIES**

This Collective Bargaining Agreement supports the Port's strategy of "High Performance Organization."

**SCOPE OF THE AGREEMENT**

Term of the Agreement: January 1, 2009 through December 31, 2011.

**BENEFITS**

**Wage Adjustments:**

- Effective January 1, 2009: 6.0% Cost of Living Adjustment, plus an additional 1.0% market equity increase to top-step Officer.
- Effective January 1, 2010: 5.0% Cost of Living Adjustment, plus an additional 1.0% market equity increase to top-step Officer.
- Effective January 1, 2011: 5.0% Cost of Living Adjustment, plus an additional 1.0% market equity increase to top-step Officer.

**Premium/Specialty Pay Adjustments:**

- Officers hired since June 1, 1996, shall be eligible to receive the educational incentive pay and longevity pay.

## **COMMISSION AGENDA**

Tay Yoshitani, Chief Executive Officer

February 4, 2009

Page 2 of 3

- Changes to the following specialty/assignment premiums:
  - Limit specialty/assignment premiums to the two (2) highest, excluding patrol shift differential.
  - Elimination of 0.5% Haz-Mat premium.
  - 0.5% increase to Bomb Squad premium.
  - 1.0% increase to SWAT premium, Canine premium, Dive Team premium.
  - Addition of 3.0% Marine/Boat Unit and Traffic/Motor Unit premium.
- Effective March 29, 2009: Addition of 2.5% pay differential for the new 12-hour patrol shift.

### **Schedule & Leaves**

- Effective March 29, 2009: Change from the existing 12-½ hour patrol shift to a new 12-hour squad based patrol shift (2196 hours worked annually) for consistent supervision and greater efficiency.
- Reduce 12-hour patrol shift holiday hours from 150 to 144 hours per year; change to semi-annual accrual and cash-out of holiday hours.
- Additional 8 hours of vacation at 6-11 years of service; additional 8 hours of vacation at 16-19 years of service; establishment of “black-out” dates for limiting vacation requests.
- Elimination of vacation leave conversion to paid service time upon termination.
- Change to hourly accrual method of vacation and sick leave when the Port upgrades payroll software.
- Allow 100% of sick leave (up to 960-hour cap) to be cashed-out in the event of an Officer’s death in the line of duty.

### **Health and Welfare:**

- Full maintenance of health & welfare benefits for duration of Agreement.
- Officers continue to contribute one-half (1/2) of monthly premium for Retiree Welfare Trust.
- All Officers will participate in a physical fitness program to be negotiated in 2009.

### **Pension:**

- Port continues current hourly contribution to Pacific Coast Benefit Trust of \$1.35 per compensated hour.

### **Other Changes:**

- Specific and exclusive management rights clause, including right to determine cruise ship staffing level.

## **COMMISSION AGENDA**

Tay Yoshitani, Chief Executive Officer

February 4, 2009

Page 3 of 3

- Reduction in call-back pay for telephonic appearances in court; exclude grievances from call-back pay.
- Reduction in bereavement leave for Officers on patrol (from 62.5 hours max to 40 hours max).
- Addition of Daylight Savings Time provision.
- Update contract provisions to reflect Port policies and procedures:
  - Equal Employment Opportunity
  - Educational Reimbursement
  - Shared Leave
  - Expense Reimbursement and Reporting
  - Bereavement Leave
- Mandatory direct deposit
- Streamlined grievance procedure and process.

## **REQUESTED ACTION**

The Labor Relations Director requests Port Commission authorization for the Chief Executive Officer to execute this new Collective Bargaining Agreement between the International Brotherhood of Teamsters Local Union No. 117 representing Police Officers.