

MEMORANDUM OF UNDERSTANDING
By and Between
PORT OF SEATTLE
And
TEAMSTERS LOCAL UNION NO. 117
Affiliated with the International Brotherhood of Teamsters

**Re: Temporary Outsourcing of Background Investigations for Police/Fire
Communications Specialists and Police Specialists**

Teamsters Local Union No. 117 (Union) and the Port of Seattle (Port) hereby agree as follows:

1. In recognition of the staffing shortage of Police/Fire Communications Specialists, and the need to fully staff Police Specialist positions, the Port and the Union agree to the temporary outsourcing of applicants' background investigations for the positions of Police/Fire Communications Specialist and Police Specialist, in their entirety, via private service provider(s).
2. The Port and the Union agree the Port may submit applicants' information to the outsourced service provider(s), on a temporary basis. This Memorandum of Understanding will remain in effect through December 31, 2011.
3. Although the Port intends to use Public Safety Testing as the service provider described herein, the Port reserves the specific and exclusive right to change its service provider(s) under the MOU, at any time and for any reason. The Union agrees the Port's choice of service provider(s) is not subject to the grievance procedure listed in any applicable Union collective bargaining agreements.
4. The Port and Union agree that this Memorandum of Understanding schedule is a one-time, non-precedent setting agreement, specific to the circumstances presented herein, and shall not be used against either the Port or the Union in any future dispute or proceeding.

**FOR TEAMSTERS LOCAL UNION NO.
117, IBT:**

FOR THE PORT OF SEATTLE:

Tracey A. Thompson
Secretary-Treasurer

Tay Yoshitani
Chief Executive Officer

Date

Date