

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

**COMMISSION AGENDA**

Item No. 5d

Date of Meeting May 10, 2011

**DATE:** May 4, 2011

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

**FROM:** Trish Murphy, Labor Relations Manager

**SUBJECT:** Memorandum of Understanding between the Port of Seattle and the International Association of Firefighters, Local Union No. 1257 regarding lateral hire compensation.

**ACTION REQUESTED:**

Request authorization for the Chief Executive Officer to execute a Memorandum of Understanding (MOU) between the Port of Seattle and International Association of Firefighters, Local Union No. 1257, regarding lateral hire compensation. This MOU will remain in effect through December 31, 2011, when the current collective bargaining agreement expires.

**BACKGROUND:**

This agreement covers the International Association of Firefighters Local Union No. 1257 bargaining unit in the Fire Department. The bargaining unit currently consists of 66 Firefighter positions.

The existing Collective Bargaining Agreement between the parties addresses the compensation of firefighters hired at entry-level but lacks a provision covering classification and compensation of lateral hires. The Fire Department anticipates hiring lateral firefighters in 2011.

**SCOPE OF THE AGREEMENT:**

This memorandum covers the rate at which lateral firefighters hired by the Port will be compensated. Specifically, the agreement provides that lateral firefighters will be hired into the "Firefighter C" classification. The Collective Bargaining Agreement provides a specific pay rate for each firefighter classification (e.g., the current rate for Firefighter C is \$5,742 per month). The memorandum further states that the lateral hires will be eligible to progress to the "Firefighter B" and "Firefighter A" classifications in accordance with the provisions of Appendix A of the Collective Bargaining Agreement.

**COMMISSION AGENDA**

Tay Yoshitani, Chief Executive Officer

May 4, 2011

Page 2 of 2

**TERM OF THE AGREEMENT:**

The agreement will remain in effect through December 31, 2011. This is the expiration date of the Collective Bargaining Agreement currently in effect.

**OTHER DOCUMENTS ASSOCIATED WITH THIS REQUEST:**

Memorandum of Understanding between the Port of Seattle and International Association of Firefighters, Local No. 1257 (regarding lateral hire compensation).