

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA

ACTION ITEM

Item No. 6h

Date of Meeting June 5, 2012

DATE: May 30, 2012

TO: Tay Yoshitani, Chief Executive Officer

FROM: Trish Murphy, Labor Relations Manager

SUBJECT: Memorandum of Understanding between the Port of Seattle and the International Brotherhood of Teamsters, Local Union No. 117 representing Non-Sworn Supervisors

Total Estimated Cost to the Port: \$11,391.81

Period of Agreement: 1.75 Years

Source of Funds: Police Department Operating Budget

ACTION REQUESTED:

Request Commission authorization for the Chief Executive Officer to execute a memorandum of understanding (MOU) between the Port of Seattle and the International Brotherhood of Teamsters, Local Union No. 117 representing Non-Sworn Supervisors effective March 26, 2012, through December 31, 2013. The MOU modifies the Non-Sworn Supervisors Collective Bargaining Agreement (CBA) – Police Administrative Supervisor Hours of Work, Meal Period, and Wages. The total additional estimated cost to the Port for the MOU is \$11,391.81 over the twenty-one (21) month period.

SYNOPSIS:

This MOU covers one position in the Non-Sworn Supervisors bargaining unit in the Port of Seattle Police Department. The Police Department needs to schedule the Police Administrative Supervisor for 2.5 additional hours per week. The MOU reflects the parties' agreement regarding the additional work and corresponding pay. The additional estimated cost to the Port in the current budget year to implement the MOU is \$4952.46.

BACKGROUND:

The Police Department has one employee classified as a Police Administrative Supervisor. Under the provisions of the CBA, this Supervisor worked fewer hours per week than her subordinates, and the Department had more work for the Supervisor to perform than she could

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cover under the schedule in the CBA. The CBA provides for a daily 8-hour shift 5 days per week. However, each 8-hour shift includes a paid half hour lunch and 7.5 hours of scheduled work time. The paid half hour lunch is not operationally necessary for the Supervisor position.

The new schedule consists of an 8.5-hour schedule that includes an unpaid half hour lunch and 8 full hours of work. The parties agreed that the Supervisor's compensation should equitably reflect the change. The hourly pay adjustment necessary to compensate equitably the increase in weekly work hours from 37.5 to 40 hours and eliminate the paid lunch period is as follows:

Old Rate	Hours worked plus paid meal period	Daily Pay	Actual Hours Worked Per Day	Hourly Cost of Hour Worked	Annualized	Hours Worked	Percent Difference
\$ 32.65	8	\$ 261.20	7.5	\$ 34.83	\$ 67,912.00	1950	0%

New Rate							
\$ 34.83	N/A	\$ 278.64	8	\$ 34.83	\$ 72,446.40	2080	6.7%

1. Cost per hour worked remains the same
2. Increased costs are associated with increase in additional hours worked

PROJECT JUSTIFICATION:

RCW Chapter 41.56 requires the Port of Seattle to collectively bargain wages, hours, and working conditions with the exclusive bargaining representative designated by the employees.

SCOPE OF THE AGREEMENT:

The MOU impacts the wages and schedule of one bargaining unit classification. It does not impact other provisions of the CBA.

FINANCIAL IMPLICATIONS:

Budget Status and Source of Funds

The increase in expense in the Police Department's 2012 and 2013 operating budgets are as follows:

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2012 Budget Impact		
Start	End	Pay Periods
26-Mar-12	29-Dec-12	20
Old Rate	New Rate	Difference
	\$	
\$ 32.65	34.83	
	\$	
\$ 52,240.00	55,728.00	\$ 3,488.00
	42%	Benefits cost
	\$ 4,952.96	2012 Budget Impact

2013 Budget Impact		
Start	End	Pay Periods
Jan. 2013	Dec. 2013	26
Old Rate	New Rate	Difference
	\$	
\$ 32.65	34.83	
	\$	
\$ 67,912.00	72,446.40	\$ 4,534.40
	42%	Benefits cost
	\$ 6,438.85	2013 Budget Impact
	\$ 11,391.81	Total cost over life of MOU (1.75 years)

OTHER DOCUMENTS ASSOCIATED WITH THIS REQUEST:

- MOU between the Port of Seattle and the International Brotherhood of Teamsters, Local Union No. 117 representing Non-Sworn Supervisors

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS:

- July 12, 2011 – The Commission authorized a new collective bargaining agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local Union No. 117 representing Non-Sworn Supervisors covering the period from January 1, 2011, through December 31, 2013.