

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

**COMMISSION AGENDA**

**Item No.** 5h

**ACTION ITEM**

**Date of Meeting** July 24, 2012

**DATE:** July 17, 2012

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

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

**SUBJECT:** Collective Bargaining Agreement between the Port of Seattle and the Teamsters, Local 763, representing Police Commanders

**Total Estimated Cost to the Port:** \$10,442

**Period of Agreement:** 1 year

**Source of Funds:** Police Department Operating Budget

**ACTION REQUESTED:**

Request Commission authorization for the Chief Executive Officer to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the Teamsters Local 763, representing Police Commanders for January 1 through December 31, 2012. The CBA covers five full-time equivalent (FTE) positions. The total estimated additional cost to the Port for the duration of the one-year contract is \$10,442.

**SYNOPSIS:**

This CBA contains no increase to wage rates, which will remain at 2011 levels. For the first time, this CBA requires employees to begin paying a portion of their monthly health benefits premiums (\$50 per month). As part of the final agreement reached on all contract terms, the CBA includes a one-time lump-sum payment of \$1,850, equivalent to approximately 1.5% of the annual base wage rate to each bargaining unit member. The total cost to the Port for the duration of the contract is \$10,442 and is included in the Police Department's 2012 operating budget.

**BACKGROUND:**

This bargaining unit supervises the work of Sergeants and Officers. Although this CBA covers five Police Commander FTEs in the Police Department, only four of the positions currently are filled.

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### **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:**

#### **Term of the Agreement**

January 1, 2012 – December 31, 2012

#### **Wages**

- As soon as practicable following the execution of this Agreement, each employee shall receive a one-time lump-sum payment of \$1,850.00.

#### **Benefits**

- Effective January 1, 2012, the total increased cost of the Teamsters Plan A health benefits is \$67.54 per employee per month. These benefits cover medical (including time loss plan and nine-month disability waiver), dental, and vision.
- Effective December 1, 2012, each employee shall contribute \$50.00 per month toward the monthly premium.

#### **Working Conditions**

- Article 9.01. The length of the probation period increases from six to nine months.
- Article 14.04(e). A modification eliminates a prior inequity by extending an annual grant of Awarded Time to all bargaining unit members (previously received by Patrol Commanders only).
- Article 14.05. This contract eliminates entitlement to Awarded Time if an on-call employee is required to report to work.
- Article 14.06. The provision requiring seniority-based assignments is eliminated. New language states that all assignments will be made at the discretion of the Police Chief.
- Article 20.01(k). A modification extends the maximum commute boundary for department vehicles by five miles. New language states that exceptions may be made by

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the Police Chief for operational or Department need, although such decisions are not subject to the grievance process.

- **Other:** The CBA additionally includes miscellaneous language clarifications covering outdated text, hours worked, pro-rating, leave scheduling, timing of holiday cash-out, and expedited arbitration.

## **FINANCIAL IMPLICATIONS:**

The total estimated additional wage and benefit cost to the Port for the duration of the contract is \$10,442.

## **BUDGET STATUS AND SOURCE OF FUNDS:**

The increase in expense is included in the Police Department's 2012 operating budget.

## **OTHER DOCUMENTS ASSOCIATED WITH THIS REQUEST:**

Collective Bargaining Agreement between the Port of Seattle and the Teamsters Local 763 representing Police Commanders.

## **PREVIOUS COMMISSION ACTIONS OR BRIEFINGS:**

None.