

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

**COMMISSION AGENDA**

**ACTION ITEM**

<b>Item No.</b>	4f
<b>Date of Meeting</b>	September 8, 2015

**DATE:** September 1, 2015

**TO:** Ted Fick, Chief Executive Officer

**FROM:** David Freiboth, Senior Director of Labor Relations  
Kim Ramsey, Labor Relations Manager

**SUBJECT:** New collective bargaining agreement with the International Brotherhood of Teamsters, Local 117, representing Port of Seattle Police Officers.

**Total Port Cost Increase for the Duration of the Agreement:** \$429,788

**Source of Funds:** Port of Seattle Police Department

**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 International Brotherhood of Teamsters, Local 117, covering the period from January 1, 2015, through December 31, 2017, and affecting 72 Police Officer positions.

**SYNOPSIS**

The Port and the International Brotherhood of Teamsters, Local 117 worked collaboratively and in good faith to reach this agreement designed to meet the shared priorities of the parties to maintain morale, incentivize fitness and meet the challenges of a rapidly growing Sea-Tac Airport. This three year agreement covers the period from January 1, 2015, through December 31, 2017. The estimated total additional cost for wages and benefit increases is \$429,788. The estimated additional cost per year of the contract is: year one, \$210,092; year two, \$253,281; and year three, -\$33,586. The costs of the agreement will be offset by savings associated with the discontinuation of a 2.5% patrol premium and the discontinuation of standby and on-call assignment for canine and bomb squad units.

Employees will pay an increased portion of the cost of their health insurance premium. Base wages in the first year of the agreement will not increase. Instead, employees will receive a lump sum. Base wage will increase 50% of COLA in the second year and full COLA will be applied in the third year.

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Major features of this new agreement include restructure of the squad configuration, modification of the work week for most patrol officers; elimination of a 2.5% patrol premium; changes in special assignment pay; addition of a 2% night watch premium; inclusion of a physical abilities incentive and a two year pilot program to provide non-commission traffic support personnel on the airport drives.

## **BACKGROUND**

The International Brotherhood of Teamsters, Local 117, represents a bargaining unit of 72 Police Officers. These employees work in the Port of Seattle's Police Department. The previous agreement expired on December 31, 2014. 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, 2015, through December 31, 2017.

### **Wages:**

This Collective Bargaining Agreement shall provide the following:

- Upon execution of Agreement: Lump sum equivalent of 2.1% of 2014 gross wages; \$2728 average per officer.
- Effective January 1, 2016: Base wage rates shall be increased by fifty percent (50%) of the percentage increase in the Consumer Price Index (CPI-U) for Seattle/Tacoma/Bremerton, with a minimum increase of not less than zero percent (0%) or more than six percent (6.0%).
- Two lump sum payments totaling the equivalent of fifty percent (50%) of the percentage increase in the Consumer Price Index (CPI-U) for Seattle/Tacoma/Bremerton, with a minimum increase of not less than zero percent (0%) nor more than six percent (6.0%) applied to six (6) months of gross wages each shall be paid in February 2016 and July 2016.
- Effective January 1, 2017: Base wage rates shall be increased by the sum of one-hundred percent (100%) of the percentage increase in the Consumer Price Index (CPI-U) for Seattle/Tacoma/Bremerton, with a minimum increase of not less than zero percent (0%) nor more than six percent (6.0%)

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### **Health and Welfare**

Employees in the bargaining group are currently enrolled in the Western Conference of Teamsters Health and Welfare Trust. Employees will pay an increased premium share from \$50 per month to \$75 per month effective June 2015.

### **Pension**

Employees in this bargaining unit are LEOFF eligible with the exception of retirees of the Washington State Patrol. This agreement provides for employees who are retirees of the Washington State Patrol an equivalent amount to the regular LEOFF contribution to be contributed to the Port's 401(a) plan. No other changes to pension benefits.

### **Other Changes**

- **Modifications in Article 3 – Union Security** language that supports Port's due process obligations for employees terminated for non-payment of dues.
- **Modification in Article 8 – Equal Employment Opportunity** to standardize language across contracts.
- **Modifications in Article 11 – Hours of Work and Overtime** makes effective January 2016 new 2080 hour per year schedule of 12.5 hour patrol shifts with an additional 10 hour day per month, 5 squad configuration, each with a day and night watch. Other modifications were made to Canine Officers Schedule; Watch/Squad Bidding and Call Back
- **Modifications in Article 12 – Vacation** supports current hourly accrual practice
- **Modifications in Article 13 – Holidays** adds a holiday rate of accrual for new 12.5 hour patrol shift
- **Modifications in Article 14 – Sick Leave** supports current hourly accrual practice

### **Appendix A – Pay Rates**

#### **Differentials**

Effective June 1, 2015

- Increase in Bomb Squad Differential to 10%
- Increase in Canine Differential to 4%
- Addition of Professional Standards Sergeant, Professional Accountability Sergeant and Professional Development Sergeant eligible for special assignment premium of 5%

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- Increase in Marine Union/Boat Team Differential to 4%

Effective January 1, 2016 - Physical Ability Incentive Pay 1% with annual qualification

### **Appendix B - Police Officers Bill of Rights**

- New language permitting access upon request to officer related information in department electronic file systems
- New language requiring employee notification prior to the department providing written materials to the prosecutor's office unless part of an on-going investigation.

### **Associated MOU's**

- Pilot Project – Police Traffic Controllers on the Airport Drives

## **FINANCIAL IMPLICATIONS**

Cost Impact \$	Year 1	Year 2	Year 3
Pay	\$222,517	\$244,215	-\$62,347
Benefits	- \$12,425	\$9,066	\$28,761
Total	\$210,092	\$9,066	-\$33,586

The estimated total additional cost year over year to the Port for the duration of the contract is \$429,788.

### ***Budget Status and Source of Funds***

The increase in expense is included in the Police Department 2015; to be included in 2016 and 2017 budgets.

## **PREVIOUS COMMISSION ACTIONS OR BRIEFINGS**

None.