



**COMMISSION
AGENDA MEMORANDUM**

Item No. 6c

ACTION ITEM

Date of Meeting February 13, 2018

DATE: February 5, 2018

TO: Stephen P. Metruck, Executive Director

FROM: David Freiboth, Senior Director of Labor Relations
Milton Ellis, Labor Relations Manager

SUBJECT: New collective bargaining agreement with the International Brotherhood of Teamsters, Local 117, representing Non-Sworn Communication Supervisors.

Total Port Cost Increase for the Duration of the Agreement: \$48,858

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, representing three (3) Non-Sworn Communication Supervisors assigned to the Port of Seattle Police Department, covering the period from January 1, 2017, through December 31, 2019.

EXECUTIVE SUMMARY

Good faith bargaining between the International Brotherhood of Teamsters, Local 117, and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities. This agreement is for three years covering the period from January 1, 2017, through December 31, 2019. The estimated total additional cost for wages and benefit increases is \$48,858. The estimated additional cost per year of the contract is: year one, \$7,363; year two, \$15,142; and year three, \$23,353.

The cost is based upon a 2.6 percent increase in wages in year one, a cost of living (COLA) increase of 3.0% in year two, and an estimated 2.5% cost of living (COLA) increase in year three of the agreement. The cost also consists of no increase in health insurance in years one and two of the agreement and an estimated two percent (2.0%) increase in health insurance in year three of the agreement. The vacation accruals for the Non-Sworn Communication Supervisors were enhanced to address the internal equity of the police department with a comparable represented bargaining group. In the later instance, the agreement provided an additional 16 hours of vacation accrual, i.e., an increase of 80 to 96 hours of vacation accrual for new employees up to 3.5 years of service. The ability to also accrue additional vacation hours in a shorter period of time before reaching the maximum accrual of 200 hours was acquired in exchange for lengthening the time to reach the maximum accrual from 16 to 25 years. The contract provides for an automatic contract adjustment to the health insurance plan for the

Meeting Date: February 13, 2018

Non-Sworn Communication Supervisors if either Officers or Sergeants agree to change medical plans or such change is generated by way of an interest arbitration decision. A wage differential spread between the top step of the Police and Fire Communication Dispatcher and the entry level of the Non-Sworn Communication Supervisor of 9.2% was created for promotional opportunities within the Port of Seattle Police Department. In addition, a night shift differential of two percent (2.0%) was also created for the Non-Sworn Communication Supervisor assigned to the night shift to align with the Officers and Sergeants contracts.

The sick leave provision of the agreement was modified to comply with new Washington State sick leave law effective January 1, 2018. The equal employment opportunity provision was also modified to conform to both state and federal law.

JUSTIFICATION

The three (3) Non-Sworn Communication Supervisors in the bargaining unit are assigned to the emergency 911 center of the Port of Seattle Police Department and provide supervisory oversight of the Police and Fire Communications Specialists.

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

DETAILS

Term of the Agreement

Retroactive to January 1, 2017, through December 31, 2019.

FINANCIAL IMPLICATIONS

Wages

Classification	Service Time	Effective 1/1/17 Base Hourly Rate (+2.5%)	Effective 1/1/18 Base Hourly Rate (+3.0%)	Effective 1/1/19 COLA Seattle/Tacoma/Bremerton CPI-U (0-6%) Estimated (2.5%)
Non-Sworn Communications Supervisor	Entry	\$37.74	\$38.87	\$39.84
	1 Year	\$39.83	\$41.03	\$42.06
	2 Year	\$42.77	\$44.05	\$45.16

Meeting Date: February 13, 2018

Health and Welfare

The contract provides for an automatic contract adjustment in regard to the health insurance plan for Non-Sworn Communication Supervisors if the same is done with either Officers or Sergeants on either a voluntary basis or through an interest arbitration decision.

Vacation Accrual

Vacation accruals for the Non-Sworn Communication Supervisors were enhanced by providing an additional 16 hours of vacation accrual, i.e., an increase of 80 to 96 hours of vacation accrual on the front end, for new employees up to 3.5 years of service. This provided internal equity with other bargaining groups within the Port of Seattle Police Department.

In addition, the contract was modified to provide the Non-Sworn Communication Supervisors the ability to accrue additional vacation hours in a shorter period of time before reaching the maximum accrual of 200 hours in exchange for lengthening the time to reach the maximum accrual from 16 to 25 years.

Wage Differential

A wage differential of 9.2% between the top step of the Police and Fire Communication Dispatcher and the entry rate of a Non-Sworn Communications Supervisor was created to provide promotional opportunities within the Port of Seattle Police Department.

Night Shift Differential

A night shift differential of two percent (2.0%) was created for the Non-Sworn Communication Supervisor assigned to the night shift to align with the Officers and Sergeants contracts.

Other Changes

- The sick leave provision was modified to conform to the new Washington State sick leave law.
- The Equal Employment Opportunity provision was updated to conform to both State and Federal Law

Cost Impact \$	Year 1	Year 2	Year 3
Pay	\$7,363	\$15,142	\$21,861
Benefits	\$ 0	\$0	\$ 1,492
Total	\$7,363	\$15,142	\$23,353

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$45,858.

Meeting Date: February 13, 2018

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, representing Non-Sworn Communication Supervisors in the Port of Seattle Police Department, covering the period from January 1, 2017, through December 31, 2019.

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.