



**COMMISSION  
AGENDA MEMORANDUM**

**Item No.** 8d

**ACTION ITEM**

**Date of Meeting** February 23, 2021

**DATE:** February 5, 2021

**TO:** Stephen P. Metruck, Executive Director

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

**SUBJECT: New Collective Bargaining Agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, Representing Police/Fire Communication Specialists**

**Total Port Cost Increase for the Duration of the Agreement: \$3,696**

**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 Police/Fire Communication Specialists at the Port of Seattle covering the period from January 1, 2021, through December 31, 2021.

**EXECUTIVE SUMMARY**

Good faith bargaining between the International Brotherhood of Teamsters, Local 117, representing Police/Fire Communication Specialists and the Port of Seattle resulted in a fair collective bargaining agreement consistent with Port's priorities.

There are currently sixteen (16) Police/Fire Communication Specialists employed at the Port of Seattle who are assigned to the 911 emergency call center at the Port of Seattle Police Department. Police/Fire Communication Specialists respond to and dispatch emergency calls in the 911 emergency call center of the Port Police Department.

This agreement is for a one-year period January 1, 2021, through December 31, 2021. The estimated total additional cost for increase is \$3,696.

There is no wage increase for members of the bargaining group. The total cost of the agreement is based upon a modest increase in health insurance of one and a half percent (1.5%).

All other provisions in the collective bargaining agreement remain the same.

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**JUSTIFICATION**

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 - January 1, 2018, through December 31, 2020.

**FINANCIAL IMPLICATIONS**

***Wages***

Classification	Current Rate	Effective 1/1/21 Base Hourly Rate (0.0%
Communication Specialists	\$29.59	\$29.59

***Wage***

Employees did not receive a wage increase for the term of the agreement.

***Health and Welfare***

Members of the bargaining group are currently enrolled in Teamsters Medical Plan A. There was a modest increase in the health insurance premiums of one and a half percent (1.5%). Members of the bargaining group are currently contributing one-hundred twenty-five dollars (\$125) per month toward the cost of their medical insurance.

***Other Changes***

- No other changes were made to the collective bargaining agreement.

Cost Impact \$	Year 1
Pay	\$0
Benefits	\$ 3,696
Total New Money	\$ 3,696
Total Cumulative Cost	\$3,696

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The estimated total additional cost to the Port of Seattle for the duration of the contract is \$3,696.

**ATTACHMENTS TO THIS REQUEST**

1. Collective Bargaining Agreement

**PREVIOUS COMMISSION ACTIONS OR BRIEFINGS**

None.