



**COMMISSION  
AGENDA MEMORANDUM**

**Item No.** 8t

**ACTION ITEM**

**Date of Meeting** December 14, 2021

**DATE:** October 28, 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 Association of Firefighters, Local 1257, representing Firefighters at the Port of Seattle**

**Total Port Cost Increase for the Duration of the Agreement:** \$141,556

**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 Association of Firefighters, Local 1257, representing Firefighters 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 1257, representing Firefighters and the Port of Seattle resulted in a fair collective bargaining agreement consistent with Port's priorities.

The IAFF, Local 1257 Firefighters bargaining unit consists of 92 employees consisting of 68 Firefighters, 16 Captains, and 7 Battalion Chiefs. Members of the bargaining group provide Emergency Services for Aircraft Rescue Fire Fighting, Structural Fire Fighting, Emergency Medical Incidents, Hazardous Material Response, Confined Space Rescue, Fire Prevention Activities involving Building Inspection, Fueling Inspection, Construction Inspection and all other fire safety oversight for the Port of Seattle Properties on and around Sea-Tac Airport.

This agreement is for a one-year period from January 1, 2021, through December 31, 2021. The estimated total additional cost for increase is \$141,556.

Members of the bargaining group received a one and sixth tenths percent (1.6%) increase in wages that was deferred to December 31, 2021, at 11:59 p.m. There is therefore no cost associated with this wage increase. The total cost of the agreement is based upon an increase of

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three and nine-tenths percent (3.9%) in health insurance. The total cost is also based upon an increase in the services provided by Emergency Medical Technicians (EMT) where the limit of no more than two EMTs providing services within a twenty-four-hour period was lifted for no limit. In addition, the two percent (2.0%) premium for Firefighters providing Hazardous Materials and Technical Rope/Rescue services were expanded to include Firefighters on Suppression moving to day shift and maintaining their Hazardous Material and Technical Rope/Rescue certification.

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

**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 – July 1, 2021, through June 30, 2022.

**FINANCIAL IMPLICATIONS*****Wages***

Classification	Current Rate	Effective 12/31/21 11:59 p.m. Base Hourly Rate (1.6%)
Firefighter A	\$8,666/Month	\$8,805/Month
Captain	\$10,226/Month	\$10,390/Month
Battalion Chief	\$11,959/Month	\$12,151/Month

***Wage***

Members of Local 1257 received a one and sixth-tenths percent (1.6%) Cost of Living wage increase that was deferred to December 31, 2021, at 11:59 p.m.

***Health and Welfare***

Members of the bargaining group are currently enrolled in the Northwest Firefighters Trust. There was a three and nine-tenths percent (3.9%) increase in health insurance. Members of the bargaining group are currently contributing a range between \$0 for employee only and \$126.83/month for full family toward the cost of their medical insurance.

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***Other Changes***

- Emergency Medical Technician limit of no more than two EMTs being assigned to provide services within a twenty-four-hour period was lifted to provide for no limit.
- The two percent (2.0%) premium for Firefighters providing Hazardous Materials and Technical Rope/Rescue services were expanded to include Firefighters on Suppression moving to day shift and maintaining their Hazardous Material and Technical Rope/Rescue certification.

<b>Cost Impact \$</b>	<b>Year 1</b>
<b>Emergency Medical Technicians</b>	\$6,228
<b>Hazardous Materials and Technical/Rope Rescue Services</b>	\$51,760
<b>Benefits</b>	\$83,568
<b>Total New Money</b>	\$141,556
<b>Total Cumulative Cost</b>	\$141,556

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$141,556.

**ATTACHMENTS TO THIS REQUEST**

1. Collective Bargaining Agreement

**PREVIOUS COMMISSION ACTIONS OR BRIEFINGS**

None.