

This document is a text-only reovery of the original PDF file. Any graphics that were in the original PDF are not included here. If you need the original document, please contact the Commission Clerk at the Port of Seattle.

Agenda Item: 8I\_attach1  
Meeting Date: September 13, 2022

#### MEMORANDUM OF UNDERSTANDING

By and between

PORT OF SEATTLE

And

TEAMSTERS LOCAL UNION NO. 117

Affiliated with the International Brotherhood of Teamsters

Representing Police Officers

Re: Port Police Patrol Staffing

The following Memorandum of Understanding is entered between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, Police Officers, regarding Port Police Patrol Staffing and is subject to the following:

The Port of Seattle Police Department is experiencing a staffing shortage, with the Department often falling below minimum staffing levels (MSL). Immediate mitigation steps are necessary to increase staffing and improve public safety. In recognition of these interests, the Union and the Port have worked collaboratively to find a solution that the parties believe will significantly improve patrol coverage at the airport and seaport, while retaining the existing schedule for members of the unit. This MOU establishes an immediate solution for the next several months while the Department continues to recruit additional staff, and the parties work on more long-term strategies.

1) Overtime assignments will be filled as follows:

- a) Double time (2X) for all overtime hours worked to fill patrol shifts, both minimum staffing levels and optimum staffing levels, during the dates specified in this MOU.
- b) Patrol Shift is defined as shifts at the airport and waterfront (i.e., Paul, Tom, David, Robert, and William units), but does not include specialty units, training, or nonpatrol overtime.
- c) Effective for shifts starting August 28, 2022, Patrol Officers will sign up for an extra shift every two weeks contiguous to their normal workweek, where there are vacancies in shifts to meet MSL.
- d) The Port will determine which shifts are required to meet MSL.
- e) The Port will post the required shifts to meet MSL pursuant to section 1.c and 1.k of this MOU, with the first set of shifts beginning on August 28, 2022.

f)

The extra shifts will be filled by Patrol Officers by seniority. Patrol Officers will schedule their extra shifts in SharePoint commencing on the date noted above in item 1 (e) through the conclusion of this MOU.

g) If a Patrol Officer is unable to fill one of the extra shifts that they selected, the Patrol Officer will be required to find another Officer to trade with them in order to work the shift. This requirement does not apply for an Officers use of lawfully protected leave.

h) Voluntary overtime shifts will be available to meet the optimum patrol staffing level as determined by the Chief. Any bargaining unit member, regardless of regular assignment, volunteering to work an additional patrol shift is eligible for the 2X overtime pay or other CBA rules on overtime. The Chief will announce in writing what the optimum patrol staffing levels are and if the optimum patrol staffing levels change.

i) BDU will be assigned to Patrol working their current twelve-hour schedule.

j) Canine and Administrative Officers will be assigned to Patrol when needed to fill MSL.

k) The Department will continue posting Mandatory Overtime schedule 14 days in advance.

2) The parties agree to meet to collaborate and seek to resolve any issue(s) with this MOU within thirty (30) days following the execution and ratification date of this Memorandum of Understanding. Either party will also determine whether additional meetings will be required upon advance notice.

3) This Memorandum of Understanding is effective August 28, 2022, and entered into between the



parties on a one-time, non-precedent-setting basis, specific to the circumstances presented herein. Both parties reserve their respective rights to bargain pursuant to RCW 41.56. This MOU shall expire December 31, 2022.

PORT OF SEATTLE

TEAMSTERS LOCAL UNION  
NO. 117, IBT

STEPHEN P. METRUCK

JOHN SCEARCY

Executive Director

Secretary-Treasurer

Date

Date