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COMMISSION

AGENDA MEMORANDUM Item No. 8h

ACTION ITEM Date of Meeting November 8, 2022

DATE: October 28, 2022

TO: Stephen P. Metruck, Executive Director

FROM: Milton Ellis, Labor Relations Manager

Mikel O'Brien, Interim Sr. Director, Labor Relations

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

Additional cost over term: \$6,072,990.51

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, representing Police Officers at the Police Department for the Port of Seattle covering the period from January 1, 2022, through December 31, 2024.

EXECUTIVE SUMMARY

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

There are currently seventy-five (75) Police Officers employed at the Port of Seattle who are assigned to the Port of Seattle Police Department. Police Officers are assigned to the Port of Seattle Police Department and provide law enforcement services on Port properties.

This agreement is for three years covering the period from January 1, 2022, through December 31, 2024. The estimated total additional cost for wages and benefit increases is \$ 6,072,990.51.

The estimated cumulative cost per year of the contract is: year one, \$849,587, year two \$2,353,195, and year three, \$2,870,208.

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The cost is based upon a nine percent (9.0%) wage increase in year one of the agreement; a seven percent (7.0%) wage increase in year two of the agreement; and a Cost-of-Living increase, plus an additional two percent (2.0%) increase in wages, in year three of the agreement.

The cost also consists of a 1.8% increase in health insurance in year one, 4.7% increase in year two of the agreement and an estimated 3.0% increase in health insurance in year three of the agreement.

Other changes consist of the inclusion of Contract Law Enforcement Officers to assist the Port Police Department to fill vacant shifts where needed for the duration of the agreement; mandatory overtime exceptions that will allow the Port Police Department flexibility in assigning mandatory overtime assignments; compensation time provided to Officers up to a maximum accrual of 120 hours; the ability to extend an Officer's shift in order to meet Minimum Staffing Levels; the payment of 2X overtime to patrol officers filling vacant shifts on weekends to meet Minimum staffing levels and on weekends during the Cruise Season from May 1, 2023, through September 30, 2023.1

Other additions include a modification to squad assignments allowing for necessary weekend coverage of Officers; modification of the holiday provision to allow Officers to exchange up to six holidays that were not used or cash out for vacations days that were taken earlier in the same year; protected sick leave language where the Port identify that portion of accrued sick leave that is available for use according to the minimum requirements of the Washington Paid Sick Leave law; modification of the definition of immediate family for bereavement leave to include aunts and uncles; and modification of the jury compensation procedure where employees will no longer have to remit their jury compensation paid by the Court to the Port payroll department. Changes were also made to reflect a procedure and process for the implementation of Body Worn cameras no later than June 1, 2023.

Other changes include employees paying an additional \$25 per month in employee premium share for a total of \$150 per month effective year three of the agreement. The Port increased its

contribution of the Pacific Coast Benefits Trust supplemental pension from \$1.35 per hour compensated to \$1.50 per hour compensated for members in the bargaining unit. The differential Specialty premium for the Police Training Officer was increased from 3.0% to 4.0%. In addition, the Civil Disturbance Unit specialty premium for Officers was increased from 2.0% to 4.0%.

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The double overtime cost is estimated base upon an approximation of qualifying double-time hours over the duration of the contract.

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Terms of the Port's Vaccine mandate policy were included in this agreement as a Memorandum of Understanding.

Language was included under the Employment Opportunity provision acknowledging the Port and the Union commitment to equity, diversity, and inclusion.

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.

SCOPE OF THE AGREEMENT

Term of the Agreement

January 1, 2022, through December 31, 2024.

DETAILS

Retroactive to January 1, 2022, through December 31, 2024.

FINANCIAL IMPLICATIONS

FINANCIAL IMPLICATIONS

Wages

Classification Current Effective Effective Effective

Rate 1/1/22 Base 1/1/23 Base 1/1/24 Base

Hourly Rate Hourly Rate Hourly Rate

(+9.0%) (7.0%) (Estimated 3%

COLA + 2.0%)

Police Officers

Officer E \$38.98 \$42.49 \$45.46 \$47.73

Officer D \$41.80 \$45.56 \$48.75 \$51.19

Officer C \$43.86 \$47.81 \$51.16 \$53.72

Officer B \$46.02 \$50.16 \$53.67 \$56.35

Officer A \$49.64 \$54.11 \$57.90 \$60.80

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Employees were provided with a nine percent (9.0%) increase in year one of the agreement; a seven percent (7.0%) increase in year two of the agreement; and a cost-of-living increase in year three of the agreement based on the Seattle/Tacoma/Bellevue CPI-U (All Urban Consumers) October to October Index, plus an additional two-percent (2.0%) increase above CPI-U in year three of the agreement.

The Police Training Officer differential premium was increased from 4.0% to 5.0% and the Civil Disturbance Unit Specialty premium was increased from two percent (2.0%) to four percent (4.0%).

Health and Welfare

Members of the bargaining group are currently enrolled in Teamsters Medical Plan A where they are contributing one hundred twenty-five dollars (\$125) per month toward the cost of their

medical insurance. The contract provides for an increase in the amount of premium share paid by employees of \$25 in year three of the agreement. Total employee medical contribution will therefore increase to \$150 per month in year three of the agreement.

Pacific Coast Benefits Trust Supplemental pension

The Port increased its contribution to the Pacific Coast Benefits Trust supplemental pension from \$1.35 per hour compensated to \$1.50 per hour compensated for all members of the bargaining unit effective January 1, 2024.

Other Changes

- The addition of Contract Law Enforcement Officers for the duration of the agreement.
- Modifications to the mandatory overtime provision to allow the Port Police Department flexibility in assigning mandatory overtime to vacant shifts for the duration of the agreement.
- Compensation time for Officers up to a maximum accrual of 120 hours for the duration of the agreement.
- Ability to extend an Officer's shift in order to meet Minimum Staffing Levels.
- Establishing a procedure and process for Body Worn Cameras
- Modification to the Sick Leave provision in accordance with the Washington State Paid sick leave law.
- Equal Employment Opportunity modified to reflect the Port and Union's commitment to diversity, equity, and inclusion.

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- Modification of the definition of immediate family for bereavement leave to include Aunts and Uncles.
- Memorandum of Understanding to reflect terms of the Port's Vaccine policy

Cost Impact \$ Year 1 Year 2 Year 3

Pay \$ 825,827 \$ 1,435,748 \$ 469,101

Benefits \$ 23,760 \$ 67,860 \$ 47,912

Total New Money \$ 849,587 \$ 1,503,608 \$ 517,013

Total Cumulative \$ 849,587 \$2,353,195 \$2,870,208

Cost

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$6,072,990.51

ATTACHMENTS TO THIS REQUEST

(1) Collective Bargaining Agreement (red lined)

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None

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