



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8h

ACTION ITEM

Date of Meeting May 23, 2023

DATE: May 17, 2023

TO: Stephen P. Metruck, Executive Director

FROM: Mikel O'Brien, 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 763, Teamsters, Representing Police Commanders

Total Port Cost Increase for the Duration of the Agreement: \$ 436,479

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 763, representing Police Commanders 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 763, representing Police Commanders and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities.

There are currently five (5) Police Commanders employed at the Port of Seattle who are assigned to the Port of Seattle Police Department. Police Commanders are part of the Port of Seattle Police Department command staff and supervise the day-to-day activities of Port of Seattle Police Sergeants and Police Officers.

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 \$436,479. The estimated cumulative cost per year of the contract is: year one, \$80,189, year two \$151,404, and year three, \$204,886. 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.

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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 4.0% increase in health insurance in year three of the agreement.

Other changes consist of a 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; the addition of two personal days in year two of the agreement; increase in the Damage Reimbursement provision for uniforms from \$300 to \$400 for each incident; Port compliance with the Washington Paid Family and Medical Leave, where the Port pays the employee portion of the premium.

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 \$1.40 per hour compensated for members in the bargaining unit.

Terms of the Port's Vaccine mandate policy were included in this agreement as a Memorandum of Understanding. Members of the bargaining group who complied with the Port Vaccine policy and provided verification as of November 15, 2021, will receive an additional personal day in the third year of the agreement.

The grievance procedure was modified to reflect the procedure provided in RCW 41.58.070 for Law Enforcement terminations and/or suspensions that are appealed to arbitration and the process involving the selection of arbitrators.

JUSTIFICATION

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

DETAILS

Term of the Agreement

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

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FINANCIAL IMPLICATIONS

Wages

Classification	Current Rate	Effective 1/1/22 Base Hourly Rate (+9.0%)	Effective 1/1/23 Base Hourly Rate (7.0%)	Effective 1/1/24 Base Hourly Rate (Estimated 3% COLA + 2.0%)
<u>Police Commander</u>	\$74.98/hour	\$81.73/hour	\$87.45/hour	\$91.82 (Estimate)

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.

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 \$1.40 per hour compensated for all members of the bargaining unit effective upon ratification between the parties.

Other Changes

- Establishing a procedure and process for Body Worn Cameras
- Memorandum of Understanding to reflect terms of the Port’s Vaccine policy.
- Modification in the process of Jury Duty compensation,
- Increase in Damage Reimbursement for Uniforms from \$300 to \$400 per incident.

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- Increase in clothing allowance from \$70 to \$100 per month.
- Modification of the grievance process to reflect state procedures for the selection of an arbitration for Law Enforcement disciplinary suspension/terminations.

Cost Impact \$	Year 1	Year 2	Year 3
Pay	\$ 78,605	\$ 66,640	\$ 50,932
Benefits	\$ 1,584	\$ 4,575	\$ 2,550
Total New Money	\$ 80,189	\$ 71,215	\$ 53,482
Total Cumulative Cost	\$80,189	\$151,404	\$204,886

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$436,479.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None