



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8b

ACTION ITEM

Date of Meeting June 27, 2023

DATE: June 27, 2023

TO: Stephen P. Metruck, Executive Director

FROM: Mikel O'Brien, Senior Director of Labor Relations
Matthew Bullock, Labor Relations Manager

SUBJECT: **New collective bargaining agreement between the Port of Seattle and the International Teamsters Union, Local 117, representing Police Specialists**

Total Port Cost Increase for the Duration of the Agreement: \$325,743

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 Teamsters Union, Local 117, representing Police Specialists at the Port of Seattle covering the period from July 1, 2022, through June 30, 2025.

EXECUTIVE SUMMARY

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

There are currently six (6) Police Specialists employed at the Port of Seattle who are responsible for a variety of administrative support for the police department including: administrative support, budget administration, departmental schedule, and public disclosure responses.

This agreement is for a three-year period from July 1, 2022, through June 30, 2025. The estimated total additional cost for increases is \$325,743.

This agreement is for three years covering the period from July 1, 2022, through June 30, 2025. The estimated total additional cost for wages and benefit increases is \$147,695. The estimated additional cost per year of the contract is: year one, \$48,802; and year two, \$65,004; and year three \$49,327. The cost is based on an annual wage increase of 6.25% year 1, CPI-U 0-6% + 2% year 2, and CPI-U 0-6% + 2% year 3.

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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 \$1.40 per hour compensated to \$1.50 per hour compensated for members in the bargaining unit.

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

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

Retroactive to July 1, 2022, through June 30, 2025.

FINANCIAL IMPLICATIONS

Wages

Classification	Current Rate	Effective 7/1/22 Base Hourly Rate (6.5%)	Effective 7/1/23 Base Hourly Rate (CPI-U 0-6% + 2%)	Effective 7/1/24 Base Hourly Rate (CPI-U 0-6% + 2%)
Police Specialist	\$25.29 - \$36.66	\$30.89 - \$39.04	\$33.36 - \$42.17	\$TBD

Employees were provided with a six and one-half percent (6.5%) increase in year one of the agreement; a cost-of-living increase in year two 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 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.

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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 twenty-five dollars (\$25) in year three of the agreement. Total employee medical contribution will therefore increase to one hundred fifty dollars (\$150) per month in year three of the agreement.

Other Changes

- Equal Employment Opportunity modified to reflect the Port and Union’s commitment to diversity, equity, and inclusion.
- Modification to the Sick Leave provision in accordance with the Washington State Paid sick leave law.

Cost Impact \$	Year 1	Year 2	Year 3
Benefits	\$173,372	\$184,710	\$194,485
Total New Money	\$48,802	\$65,004	\$49,327
Total Cumulative Cost	\$48,802	\$113,806	\$163,134

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$325,743.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.