



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8c

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
Milton Ellis, Labor Relations Manager

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

Total Port Cost Increase for the Duration of the Agreement: \$1,876,659

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 Sergeants 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 Sergeants and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities.

There are currently eighteen (18) Police Sergeants employed at the Port of Seattle who are assigned to the Port of Seattle Police Department. Police Sergeants are part of the Port of Seattle Police Department and supervise the day-to-day activities of Port of Seattle 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 \$1,876,659. The estimated cumulative cost per year of the contract is: year one, \$258,658, year two \$649,130, and year three, \$968,871.

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

Other changes consist of truncating the time for a Sergeant B to promote to a Sergeant A position from 48 to 36 months; adoption of a differential pay spread between Sergeant B to Sergeant A of five percent (5.0%); an additional three percent (3.0%) premium effective January 1, 2023, in recognition of additional duties and responsibilities associated with the supervision of Contracted Law Enforcement Officers and administering the Body Worn Camera equipment; mandatory overtime exceptions that will allow the Port Police Department flexibility in assigning mandatory overtime assignments to Sergeants to ensure that one Sergeant is on duty or two, when a Cruise Ship is scheduled, on short notice; the ability to extend an Sergeant's shift in order to meet Minimum Staffing Levels; the payment of 2X overtime effective June 1, 2023, to Sergeants filling vacant shifts on weekends to meet Minimum staffing levels, on weekends during the Cruise Season from May 1, 2023, through September 30, 2023, for shift extensions and mandatory overtime assignments on less than fourteen (14) days' notice.¹

Other additions include a modification to squad assignments allowing for necessary weekend coverage for Sergeants; restoration of a Sergeant cancel bid vacation day through voluntary overtime procedures; modification of the holiday provision to allow Sergeants 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.

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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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Increase Detective Differential from four percent (4.0%) to five percent (5.0%); clarifying the Canine Differential language by specifying that a Sergeant receives only one premium of four percent (4.0%) premium when either assigned a Canine or is assigned to the canine team; Police Chief has the discretion on whether to assign a canine to a Second Sergeant assigned to the canine team.

Terms of the Port’s Vaccine mandate policy were included in this agreement as a Memorandum of Understanding. Sergeants who complied with the policy will receive a personal day to be used in 2023. A reopener was provided in the Officers Bill of Rights 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.

DETAILS

Term of the Agreement

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

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 Sergeant</u>				
Sergeant B	\$57.11	\$62.25	\$66.61	\$69.94
Sergeant A	\$59.98	\$65.38	\$69.96	\$73.46

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)

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October to October Index, plus an additional two-percent (2.0%) increase above CPI-U in year three of the agreement.

The Sergeant Detective differential premium was increased from 4.0% to 5.0%. Sergeants will receive an additional three percent (3.0%) premium in recognition of performing additional duties and responsibilities.

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

- An additional three percent (3.0%) premium in recognition of additional duties and responsibilities associated with the supervision of Contract Law Enforcement Officers and the administration of Body Worn Camera equipment effective January 1, 2023 and 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.
- Ability to extend a Sergeant shift and provide less than fourteen (14) days' notice 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.
- 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

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Cost Impact \$	Year 1	Year 2	Year 3
Pay	\$ 232,688	\$350,656	\$ 292,232
Benefits	\$ 25,970	\$ 39,816	\$ 27,509
Total New Money	\$ 258,658	\$ 390,472	\$319,741
Total Cumulative Cost	\$ 258,658	\$649,130	\$968,871

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$1,876,659.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.