



**COMMISSION
AGENDA MEMORANDUM**

Item No.

8j

ACTION ITEM

Date of Meeting

March 11, 2025

DATE: February 27, 2025

TO: Stephen P. Metruck, Executive Director

FROM: Milton Ellis, Labor Relations Manager

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

Total Port Cost Increase for the Duration of the Agreement: \$2,193,338

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, 2025, through December 31, 2027.

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 eighty-six (86) 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, 2025, through December 31, 2027. The estimated total additional cost for wages and benefit increases is (\$2,193,338). The estimated cumulative cost per year of the contract is: year one, \$748,779, year two \$730,596, and year three, \$713,963.

The cost is based upon a four percent (4.0%) wage increase in year one of the agreement; a four percent (4.0%) wage increase in year two of the agreement; and a four percent (4.0%) wage increase in year three of the agreement.

Meeting Date: March 11, 2025

The cost also consists of a (3.8%) increase in health insurance in year one, an estimated (4%) increase in year two of the agreement and an estimated (4%) increase in health insurance in year three of the agreement.

Other changes consist of a modification to squad assignments allowing for necessary weekend coverage of Officers; Officers provided the option not to work a Make-up day if the day is not scheduled for training, the request does not drop staffing below MSL and the request is made at least thirty (30) days in advance; Homeland Emergency Services SWAT scheduled outlined in the agreement similar to the Canine and BDU schedule; Officers who complete probation by December 31st will be allowed to bid watch and shift assignments; overtime assignments less than twelve (12) hours will be assigned on a voluntary basis, rather than assigned to Officers on the drives; new voluntary overtime procedure established that allows overtime assignments to be filled in the order of Non-probationary officers, Officers on Solo patrol and then Sergeants.

Other changes noted in the agreement consist of Officers on approved leave being exempt from mandatory overtime assignments; Officers assigned to Solo patrol being eligible to take vacation if approved by the Police Chief; pension and benefit contribution on lump sum payments being addressed in accordance with law.

Adoption of the Port payroll calendar for determining benefit eligibility.

The Physical Fitness Incentive provided to Officers who pass the Physical Ability Test will increase from one and half percent (1.5%) to two percent (2.0%) effective the second year of the agreement.

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, 2025, through December 31, 2027.

Meeting Date: March 11, 2025

FINANCIAL IMPLICATIONS**Wages**

Classification	Current Rate	Effective 1/1/25 Base Hourly Rate (+4.0%)	Effective 1/1/26 Base Hourly Rate (4.0%)	Effective 1/1/27 Base Hourly Rate (4.0%)
Police Officers				
Officer E	\$48.55	\$50.49	\$52.51	\$54.61
Officer D	\$52.07	\$54.15	\$56.32	\$58.57
Officer C	\$54.64	\$56.83	\$59.10	\$61.46
Officer B	\$57.32	\$59.61	\$61.99	\$64.47
Officer A	\$61.84	\$64.31	\$66.88	\$69.56

Employees were provided with a four percent (4.0%) increase in year one of the agreement; a four percent (4.0%) increase in year two of the agreement; and a four percent (4.0%) increase in year three of the agreement.

The Physical Ability Fitness incentive increased from one and a half percent (1.5%) to two percent (2.0%) effective the second year of the agreement – January 1, 2026.

Health and Welfare

Members of the bargaining group are enrolled in Teamsters Plan A Medical Plan. Premium contributions for members of the bargaining group remained the same at \$150/month for the term of the agreement.

Meeting Date: March 11, 2025

Other Changes

- Physical Ability Fitness – premium of one and a half percent (1.5%) increased by a half percent (0.5%) for a total of two-percent (2.0%) effective January 1, 2026.
- Police Officers Bill of Rights Reopener

Cost Impact \$	Year 1	Year 2	Year 3
Pay	\$488,892	\$569,352	\$552,226
Benefits	\$259,887	\$161,244	\$161,737
Total New Money	\$748,779	\$730,596	\$713,963
Total Cumulative Cost	\$748,779	\$1,479,375	\$2,193,338

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$2,193,338.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.