



**COMMISSION
AGENDA MEMORANDUM**

Item No.

8d

ACTION ITEM

Date of Meeting

August 12, 2025

DATE: July 29, 2025

TO: Stephen P. Metruck, Executive Director

FROM: Spruce Metzger, Labor Relations Manager
Milton Ellis, Assistant Director of Labor Relations

SUBJECT: New Collective Bargaining Agreement Between the Port of Seattle and the International Association of Firefighters, Local 1257, representing Firefighters, Captains and Battalion Chiefs at the Port of Seattle

Total Port Cost Increase for the Duration of the Agreement: \$5,677,850

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement between the Port of Seattle and the International Association of Firefighters, Local 1257, representing Firefighters, Captains and Battalion Chiefs at the Fire Department covering the period from January 1, 2025, through December 31, 2027.

EXECUTIVE SUMMARY

Good faith bargaining between the International Association of Firefighters, Local 1257, representing Firefighters, Captains and Battalion Chiefs and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities.

There are currently seventy-three (73) Firefighters, one (1) Fire Marshall, seventeen (17) Captains and seven (7) Battalion Chiefs, employed at the Port of Seattle who are assigned to the Port of Seattle Fire Department. Members of the bargaining unit provide Emergency Services for Aircraft Rescue Fire Fighting, Structural Fire Fighting, Emergency Medical Incidents, Hazardous Material Response, Confined Space Rescue, Fire Prevention Activities involving Building Inspection, Construction Inspection and all other fire safety oversight for the Port of Seattle Properties on and around SEA Airport

The agreement is for three years, covering the period from January 1, 2025, through December 31, 2027. The estimated total cumulative cost for wages and benefit increases is \$5,677,850. The estimated cumulative cost per year of the contract is: year one (2025) \$1,009,122; year two (2026) \$2,863,601; and Year 3 (2027) \$5,677,850.

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The cost is based upon a four and a half percent (4.5%) wage increase in year one of the agreement; a cost-of-living increase of 100% of the August-to-August CPI-U for Seattle-Tacoma-Bellevue plus 2% in year two of the agreement (no less than 2% and no greater than 4%); and a cost-of-living increase of 100% of the August-to-August CPI-U for Seattle-Tacoma-Bellevue plus 2% in year three of the agreement (no less than 2% and no greater than 4%).

The cost also consists of an increase of 3% to the Captain and Battalion Chief wage differentials to the Firefighter 'A' rate in year 1 of the agreement; and an additional 1% increase to the Captain and Battalion Chief wage differentials to the Firefighter 'A' rate in year 3 of the agreement.

The cost also includes a \$50 per month increase to the Port's monthly contribution to MERP for each employee for a total of \$150 per month effective the first year of the agreement. There is a new provision allowing employees with at least 5 years of service who separate from the Port to roll over up to 50% of unused sick leave into either a HRA/VEBA, MERP or 457(b) deferred comp accounts. The bereavement leave provision was modified to allow the Fire Chief the discretion in determining when the bereavement leave is taken.

Additional changes to the agreement provide that employees may be excused from the Physical Fitness Program provision of the agreement at the discretion of the Battalion Chief. The number of Captains assigned to EMT increased from 8 to 12 per month (3 per shift). A new provision was established that provides a bank of union leave hours for union officers derived from an annual deduction from bargaining unit member's vacation accrual hours with a cap of 400 hours. The Equal Opportunity Employment provision was modified to align with Port EEO values. Pronoun changes were implemented across the CBA replacing "his/her" pronouns with "their".

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, 2025, through December 31, 2027.

FINANCIAL IMPLICATIONS

Wages

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Classification	Current Rate	Effective 1/1/25 Base Monthly Rate (4.5%)	Effective 1/1/26 Base Monthly Rate ¹ (Est. 4.0%)	Effective 1/1/27 Base Monthly Rate ² (Est. 4.0%)
Firefighter A	\$10,477/Month	\$10,948/Month	\$11,386/Month	\$11,841/Month
Captain	\$12,363/Month	\$13,247/Month	\$13,777/Month	\$14,446/Month
Battalion Chief	\$14,458/Month	\$15,437/Month	\$16,054/Month	\$16,814/Month

Wage

Members of Local 1257 received a four and a half percent (4.5%) wage increase in the first year of the agreement. In addition, members of the bargaining unit will also receive a cost-of-living increase of 100% of the August-to-August CPI-U for Seattle-Tacoma-Bellevue plus 2% in year two of the agreement (no less than 2% and no greater than 4%); and a cost-of-living increase of 100% of the August-to-August CPI-U for Seattle-Tacoma-Bellevue plus 2% in year three of the agreement (no less than 2% and no greater than 4%).

Captain and Battalion Chief Differentials

Captains and Battalion Chiefs will receive an increase of 3% wage differential to the Firefighter 'A' rate in the first year of the agreement; and an additional 1% increase to the Captain and Battalion Chief wage differential to the Firefighter 'A' rate in the third year of the agreement.

Other Changes

- Effective the first year of the agreement, the Port will increase the contribution to MERP for members by \$50 per month for a total of \$150 per month.
- Employees with at least 5 years of service can rollover up to 50% of unused sick leave into either a HRA/VEBA, MERP or 457(b) Deferred Compensation account upon separation.
- The EEO provision was modified to align with the Port's EEO Values.
- A new provision was established that provides a bank of union leave hours for union officers derived from an annual deduction from bargaining unit member's vacation accrual hours with a cap of 400 hours.

¹This value is based on an estimated wage increase of 4% because the value of the year 2 CPI is unknown at the time of submission.

² This value is based on an estimated wage increase of 4% because the value of the year 3 CPI is unknown at the time of submission.

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Cost Impact \$	Year 1	Year 2	Year 3
Pay	\$811,299	\$1,465,674	\$2,250,686
Benefits	\$197,824	\$388,805	\$563,563
Total New Money	\$1,009,122	\$1,854,479	\$2,814,249
Total Cumulative Cost	\$1,009,122	\$2,863,601	\$5,677,850

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$5,677,850.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None