



**COMMISSION  
AGENDA MEMORANDUM**

**Item No.**

8e

**ACTION ITEM**

**Date of Meeting**

August 12, 2025

**DATE:** August 5, 2025

**TO:** Stephen P. Metruck, Executive Director

**FROM:** Milton Ellis, Assistant Director of Labor Relations

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

**Total Port Cost Increase for the Duration of the Agreement: \$342,885**

**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 Traffic Support Specialists at the Police Department covering the period from January 1, 2025, through December 31, 2026.

**EXECUTIVE SUMMARY**

Good faith bargaining between the International Brotherhood of Teamsters, Local 117, representing Traffic Support Specialists and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities.

There are currently twelve (12) Traffic Support Specialists, out of sixteen budgeted FTE positions, employed at the Port of Seattle who are assigned to the Port of Seattle Police Department. The Traffic Support Specialists are responsible for monitoring traffic on the airport drives at Sea-Tac.

The agreement is for two years covering the period from January 1, 2025, through December 31, 2026. The estimated total cumulative cost for wages and benefit increases is \$342,885. The estimated cumulative cost per year of the contract is: year one (2025) \$143,552 and year two (2026) \$199,333.

The cost is based upon a nine and sixteenth percent (9.6%) wage increase in year one of the agreement effective January 1, 2025, and a four percent (4.0%) wage increase in year two effective January 1, 2026.

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The cost also consists of a three and eight tenths percent (3.8%) increase in health insurance in year one of the agreement and an estimated five percent (5.0%) increase in health insurance in year two of the agreement.

Other additions to the agreement consist of the addition of the inclusion of aunts and uncles and in loco parentis under the definition of immediate family for bereavement leave; employees will be able to trade days off; for all cash out and lump sum payments pension and benefits contributions shall be addressed in accordance with law; the Port's contribution toward the Teamsters Pacific Coast Benefit Trust Supplemental pension plan increased from \$1.23/hour compensated to \$1.35/hour compensated; for employees in the bargaining group serving in the military, the Port will comply with the Uniform Services Employment and Reemployment ACT (USERRA); the Port payroll calendar will be used as an indicator of when an employee become eligible for health insurance; employee medical premium share has increased from fifty dollars (\$50) per month to sixty dollars (\$60) per month effective the second year of the agreement, on October 1, 2026;

Other additions to the contract include the addition of a longevity provision consisting of three percent (3.0%) for those employees in the bargaining unit who have been employed for ten (10) years or more; and the inclusion of a reopener on Multilingual incentive pay.

### **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, 2026.

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**FINANCIAL IMPLICATIONS****Wages**

Classification	Current Rate - A Five Step Annual Salary Progression	Effective 1/1/25 Base Hourly Rate (9.6%)	Effective 1/1/26 Base Hourly Rate (4.0%)
Traffic Support Specialists	\$26.64	\$29.20	\$30.37
	\$27.71	\$30.37	\$31.58
	\$28.81	\$31.58	\$32.84
	\$29.97	\$32.85	\$34.16
	\$31.16	\$34.15	\$35.52

Employees in the bargaining unit were provided with a nine and sixteenths (9.6%) increase in wages effective January 1, 2025, in the first year of the agreement. Employees were also provided with a four percent (4.0%) increase effective the second year of the agreement, January 1, 2026.

Members of the bargaining group employed as Traffic Support Specialists for ten or more years will receive a three percent (3.0%) longevity increase to their base.

**Health and Welfare**

Members of the bargaining group are currently enrolled Teamsters Medical Plan B. Employees are currently paying fifty (\$50) dollars per month for premium share. Effective October 1, 2026, this premium share amount will increase by ten dollars (\$10) for a total of sixty dollars (\$60) per month.

**Pension**

Members of the bargaining group are covered under the Washington State Public Employment Retirement System. Members of the bargaining group are also enrolled in the Teamsters Pacific Coast Benefit Trust Supplemental pension plan where the Port's contribution will increase from one-dollar twenty-three cents (\$1.23) per hour compensated to one-dollar thirty-five cents (\$1.35) per hour compensated effective upon ratification of the agreement.

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**Other Changes/Additions include:**

- The addition of aunt, uncle and in loco parentis under the definition of immediate family for Bereavement Leave
- The ability to trade days off
- For holidays, the day after Thanksgiving changed to Native American Heritage Day.
- The inclusion of the Uniform Services Employment and Reemployment Act (USERRA) for bargaining unit members serving in the military.
- Reopener - Multilingual incentive pay

<b>Cost Impact \$</b>	<b>Year 1</b>	<b>Year 2</b>
<b>Pay</b>	\$ 105,523	\$ 158,507
<b>Benefits</b>	\$ 38,029	\$ 40,826
<b>Total New Money</b>	\$ 143,552	\$ 199,333
<b>Total Cumulative Cost</b>	\$ 143,552	\$ 342,885

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$342,885.

**ATTACHMENTS TO THIS REQUEST**

1. Collective Bargaining Agreement

**PREVIOUS COMMISSION ACTIONS OR BRIEFINGS**

None