



**COMMISSION
AGENDA MEMORANDUM**

Item No.

8f

ACTION ITEM

Date of Meeting

March 24, 2026

DATE: March 24, 2026

TO: Stephen P. Metruck, Executive Director

FROM: Michael Miskell, Labor Relations Manager
Milton Ellis, Assistant Director of Labor Relations

SUBJECT: New Collective Bargaining Agreement for the Professional and Technical Employees Local 17 (PROTEC17), Representing Airport Duty Managers

Total Port Cost Increase for the Duration of the Agreement: \$496,375

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the Professional and Technical Employees Local 17 (PROTEC17), representing Airport Duty Managers (ADM) assigned to the Port of Seattle Aviation Operations divisions, covering the period from May 21, 2025, through May 20, 2028.

EXECUTIVE SUMMARY

Good faith bargaining between the Professional and Technical Employees Local 17 (PROTEC17) representing Airport Duty Managers (ADM), and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities.

There are currently fourteen (14) Airport Duty Managers (ADM) at the Port of Seattle who oversee the Day-To-Day operation of the Airport. They ensure the airport operates safely, efficiently, and in compliance with regulation. They fix/solve or route issues to the proper team to solve. This position is a highly visible public interacting representative of the airport operations. The ADM is the primary point-of-contact for day-to-day information regarding safety, emergencies, compliance, construction, airlines, passengers, and tenants.

This agreement is for three years covering the period from May 21, 2025, through May 20, 2028. The estimated total additional cost for wages and benefit increases is \$496,375. The estimated additional cost per year of the contract is: year one, \$56,419; and year two, \$163,392; and year three \$276,564.

The cost also consists of a 6% increase in health insurance in year one, and an estimated 8% increase in health insurance in years two and three of the agreement.

Meeting Date: March 24, 2026

Other changes include extending recall from layoff from one year to eighteen (18) months and defining the term discipline for purposes of reduction in force, inclusion of a ten percent (10%) training premium to conduct training for new ADMs, the addition of 1 (one) personal day for all bargaining unit members each year and incorporating the ADM Scheduling Pilot Program into the collective bargaining agreement.

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 May 21, 2025, through May 20, 2028

FINANCIAL IMPLICATIONS

Wages

Service Time	Current Base Rate	Effective 5/21/25 Base Rate	Effective 5/21/26 Base Rate	Effective 5/21/27 Base Rate
0-12 Months	\$112,644	\$116,699	\$120,784	\$125,011
13-24 Months		\$119,150	\$123,320	\$127,636
25-36 Months	\$116,816	\$121,652	\$125,910	\$130,317
37-48 Months		\$124,207	\$128,554	\$133,053
49-60 Months	\$120,988	\$126,815	\$131,254	\$135,847
61-72 Months		\$129,478	\$134,010	\$138,700
73+ Months	\$125,160	\$132,197	\$136,824	\$141,613

A new pay scale structure was put into place that added a pay step increase in months thirteen (13), thirty-seven (37), and sixty-one (61). In the first year of the agreement, pay step 0-12 months

Meeting Date: March 24, 2026

increased by 3.5%. There is a 2.1% differential between each of the steps in the new pay scale. Employees will also receive a 3.5% increase in years two and three of the agreement.

Other Changes

- Incorporated the ADM Scheduling Pilot Program into the collective bargaining agreement.
- Addition of 1 (one) personal day for all bargaining unit members each year
- Inclusion of a ten percent (10%) training premium to conduct training for new ADMs
- Extended the Recall from layoff from one year to eighteen (18) months and defined the term discipline for purposes of Reduction in Force.

Cost Impact \$	Year 1	Year 2	Year 3
Pay	\$45,274	\$128,557	\$216,560
Benefits	\$11,145	\$34,835	\$60,003
Total New Money	\$56,419	\$163,392	\$276,564
Total Cumulative Cost	\$56,419	\$219,811	\$496,375

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$496,375.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None