



**COMMISSION**  
**AGENDA MEMORANDUM**

**Item No.**

8g

**ACTION ITEM**

**Date of Meeting**

March 24, 2026

**DATE:** March 24, 2026

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

**FROM:** Michael Miskell, Labor Relations Manager

**SUBJECT: New Collective Bargaining agreement with the International Association of Firefighters, Local 1257, representing Fire Alarm Technicians**

**Total Port Cost Increase for the Duration of the Agreement:**

- With an assumed 3% COLA in Year 3: \$54,066
- With max possible COLA in Year 3: \$64,866

**ACTION REQUESTED**

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the International Association of Firefighters, Local 1257, representing two (2) Fire Alarm Technicians assigned to the Port of Seattle Aviation Maintenance divisions, covering the period from January 1, 2025, through December 31, 2027.

**EXECUTIVE SUMMARY**

Good faith bargaining between International Association of Firefighters, Local 1257, and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities. There are (2) Fire Alarm Technicians in the bargaining unit. This group services and inspects the fire alarm systems at the SeaTac airport.

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 with an assumed 3% COLA in Year 3 is \$54,066. The estimated total additional cost for wages and benefit increases with the max possible COLA in Year 3 is \$64,866. The estimated additional cost per year of the contract is: year one, \$10,786; and year two, \$15,910; and year three with estimated 3% COLA \$27,370; or with the max possible COLA \$38,170. The cost is based on an annual wage increases of 3.1% in year one, 2.8% in year two, COLA 0%-6% in year three.

Other changes include updates to the Equal Employment Opportunity Section, creation of an employee funded union leave bank for union officers to use and minor language clean-up and clarification throughout.

Meeting Date: March 24, 2025

**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.

**FINANCIAL IMPLICATIONS**

**Wages**

Classification	Effective 1/1/25 Base Monthly Rate (+3.1%)	Effective 1/1/26 Base Monthly Rate (+2.8%)	Effective 1/1/27 Base Monthly Rate (with assumed 3%)	Effective 1/1/27 Base Monthly Rate (with max 6%)
Fire Alarm Technician	\$10,801.79	\$11,104.24	\$11,437.36	\$11,770.49

**One-time Payments**

- For 2025 each member of the bargaining unit will receive a one-time payment of \$2,000
- For 2026 each member of the bargaining unit will receive a one-time payment of \$2,000
- For 2027 each member of the bargaining unit will receive a one-time payment of \$1,000

**Other Changes**

- Updates to the Equal Employment Opportunity Section.
- Creation of an employee funded union leave bank for union officers to use.
- Minor language clean-up and clarification throughout.

Cost Impact \$	Year 1	Year 2	Year 3 (assumed 3%)	Year 3 (max 6%)
<b>Pay</b>	\$9,900	\$18,500	\$25,989	\$35,527
<b>Benefits</b>	\$885	-\$2,589	\$1,381	\$2,643
<b>Total New Money</b>	\$10,786	\$15,910	\$27,370	\$38,170
<b>Total Cumulative Cost</b>	\$10,786	\$26,696	\$54,066	\$64,866

**ATTACHMENTS TO THIS REQUEST**

1. Collective Bargaining Agreement

**PREVIOUS COMMISSION ACTIONS OR BRIEFINGS**

None.