



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8d

ACTION ITEM

Date of Meeting July 14, 2026

DATE: June 4, 2026

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 Police Specialists**

Total Port Cost Increase for the Duration of the Agreement: \$181,223

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 Specialists in the Port of Seattle Police Department covering the period from July 1, 2025, through June 30, 2028.

EXECUTIVE SUMMARY

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

There are currently nine (9) Police Specialists filled positions out of a total of eleven (11) budgeted FTE positions, employed at the Port of Seattle who are assigned to the Port of Seattle Police Department. The police specialists perform a variety of administrative support duties for the Port Police department.

The agreement is for three years, covering the period from July 1, 2025, through June 30, 2028. The estimated total cumulative cost for wages and benefit increases is \$181,223. The estimated cumulative cost per year of the contract is: year one (2025-2026) \$24,951, year two (2026-2027) \$85,750 and year 3 (2027-2028) \$181,223.

The cost is based upon a four percent (4.0%) wage increase in year one of the agreement effective July 1, 2025, a three percent (3.0%) wage increase in year two effective July 1, 2026, and a three percent (3.0%) increase in year three effective July 1, 2027.

Meeting Date: July 14, 2026

The cost also consists of an estimated eight percent (8%) increase in health insurance in year one of the agreement and an estimated eight percent (8.0%) increase in health insurance in year two and year three respectively of the agreement.

Other additions to the agreement consist of modifying the seniority provision to allow employees to pursue other represented positions in the Port Police Department and return to the bargaining unit if they were not successful in the position in which they transferred; update jury duty provision to allow employees to keep any remuneration from the court; all cash out and lump sum payments pension and benefits contributions shall be addressed in accordance with law; delete the shift differential provision since all employees in the bargaining unit are assigned to day shift assignments; incorporate reference to the Port payroll calendar which will be used as an indicator of when an employee become eligible for health insurance; employee medical premium share has increased from one hundred fifty dollars (\$150) per month to one hundred sixty dollars (\$160) per month effective in the third year agreement, on May 1, 2028.

Other additions to the contract include the addition of aunts and uncles to the immediate family definition for purposes of bereavement leave; the Port's compliance with RCW 42.56.250 (12) when information contained in an employee's personnel file is subject to public records request; and an inclusion of a provision in the grievance procedure under the Arbitration section that allows the parties to select an Arbitrator from an Agency other than the Federal Mediation Conciliation Service (FMCS) by mutual agreement in those instances where FMCS is unresponsive to an Arbitration request.

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 July 1, 2025, through June 30, 2028.

Meeting Date: July 14, 2026

FINANCIAL IMPLICATIONS

Wages

Classification	Service Time	Current Rate - A Four Step Annual Salary Progression	Effective 7/1/25 Base Hourly Rate (4.0%)	Effective 7/1/26 Base Hourly Rate (3.0%)	Effective 7/1/27 Base Hourly Rate (3.0%)
<i>Police Specialist</i>	Entry	\$35.63	\$37.06	\$38.17	\$39.32
	12 Months	\$37.41	\$38.91	\$40.08	\$41.28
	24 Months	\$39.28	\$40.85	\$42.08	\$43.34
	36 Months	\$41.25	\$42.90	\$45.19	\$47.52
	48 Months	\$43.31	\$45.04	\$46.39	\$47.78

Employees in the bargaining unit were provided with a four percent (4.0%) increase in wages effective July 1, 2025, in the first year of the agreement. Employees were also provided with a three percent (3.0%) increase effective the second year of the agreement, July 1, 2026, and a three percent (3.0%) increase effective the third year of the agreement, July 1, 2027.

Health and Welfare

Members of the bargaining group are currently enrolled Teamsters Medical Plan A. Employees are currently paying one hundred and fifty (\$150) dollars per month for premium share. Effective May 1, 2028, this premium share amount will increase by ten dollars (\$10) for a total of one hundred sixty dollars (\$160) per month.

Other Changes/Additions include:

- Modifying the seniority provision to allow members of the bargaining group to pursue other positions outside the bargaining unit
- Updating the Jury leave provision to reflect current practice
- The addition of aunts and uncles to the immediate family definition for purposes of bereavement leave;
- Port compliance with RCW 42.56.250 (12) when information contained in an employee’s personnel file is subject to public records request.

Meeting Date: July 14, 2026

Cost Impact \$	Year 1	Year 2	Year 3
<i>Pay</i>	\$15,621	\$32,526	\$47,200
<i>Benefits</i>	\$9,330	\$28,273	\$48,272
<i>Total New Money</i>	\$24,951	\$60,799	\$95,473
<i>Total Cumulative Cost</i>	\$24,951	\$85,750	\$181,223

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$181,223.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None