Port of Seattle

COMMISSION
AGENDA MEMORANDUM

ACTION ITEM

Item No. 8f

Date of Meeting September 9, 2026

DATE: September 9, 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 Non-Sworn Supervisors

Total Port Cost Increase for the Duration of the Agreement: $201,211

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 Non-Sworn Communication Supervisors at the Police Department for the Port of Seattle covering the period from January 1, 2026, through December 31, 2028.

EXECUTIVE SUMMARY

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

There are currently three (3) Non-Sworn Communication Supervisors and one (1) Police Administrative Supervisor employed at the Port of Seattle who are assigned to the Port of Seattle Police Department. Non-Sworn Communication Supervisors are assigned to the Port of Seattle Police Department and supervise the Police/Fire Communications Specialists in the 911 call Center.

This agreement is for three years covering the period from January 1, 2026, through December 31, 2028. The estimated total additional cost for wages and benefit increases is $201,211.
The estimated cumulative cost per year of the contract is: year one, $35,843; year two, $66,671 and year three, $98,697.

The cost is based upon a four and a half percent (4.5%) increase in year one of the agreement effective January 1, 2026, a four percent (4.0%) increase in year two of the agreement effective January 1, 2027, and a four percent (4.0%) increase in year three of the agreement effective January 1, 2028.

The cost also consists of an estimated eight percent 4.5% increase in health insurance in year one of the agreement and an estimated 3.0% increase in health insurance in years two and three of the agreement.

Other additions to the agreement consist adding the Juneteenth holiday; members of the bargaining groups are now eligible to participate in the Public Service Employee Retirement System; all cash out and lump sum payments pension and benefits contributions shall be addressed in accordance with law; 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 seventy dollars ($170) per month effective in the third year agreement, on October 1, 2028; and employees new to the bargaining unit will have to wait six months before receiving education premium.

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, 2026, through December 31, 2028.

FINANCIAL IMPLICATIONS

Wages

Classification	Service Time	Current Rate	Effective 1/1/26 Base Hourly Rate (4.5%)	Effective 1/1/27 Base Hourly Rate (4.0%)	Effective 1/1/28 Base Hourly Rate (4.0%)
Non-Sworn Communications Supervisor	Entry	$55.82	$58.33	$60.66	$63.09
	1 Year	$58.92	$61.57	$64.03	$66.60
	2 Year	$62.02	$64.81	$67.40	$70.10
Police Administrative Supervisor	Entry	$53.59	$56.00	$58.24	$60.57
	1 Year	$56.41	$58.95	$61.31	$63.76

Employees in the bargaining unit were provided with a four and a half percent (4.5%) increase in wages effective January 1, 2026, 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, 2027, and a four percent (4.0%) increase effective the third year of the agreement, January 1, 2028.

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 October 1, 2028, this premium share amount will increase by twenty dollars ($20) for a total of one hundred sixty dollars ($170) per month.

Other Changes/Additions include:

- Addition of the Juneteenth Holiday

- Employees are now eligible to participate in the Public Service Employee Retirement System
- Incorporation of Port Payroll Calendar in assessing medical eligibility

Cost Impact $	**Year 1**	**Year 2**	**Year 3**
Pay	$28,098	$52,846	$78,577
Benefits	$7,745	$13,825	$20,120
Total New Money	$35,843	$66,671	$98,697
Total Cumulative Cost	$35,843	$102,514	$201,211

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is $201,211.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None