

**COMMISSION
AGENDA MEMORANDUM**

Item No.

8e

ACTION ITEM

Date of Meeting

October 27, 2026

DATE: September 29, 2026

TO: Stephen P. Metruck, Executive Director

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

SUBJECT: New Memorandum of Understanding between the Port of Seattle and the International Association of Fire Fighters Local 1257 (IAFF Local 1257), representing Fire Fighters (FIR/FIR2)

Total Port Cost Increase for the Duration of the Agreement: \$62,112

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new memorandum of understanding (MOU) between the Port of Seattle and the International Association of Fire Fighters Local 1257, covering the period from ratification through December 31, 2028, or when a successor agreement has been reached, whichever is first.

EXECUTIVE SUMMARY

Good faith bargaining between the International Association of Fire Fighters Local 1257 (IAFF Local 1257) representing Fire Fighters (FIR/FIR2), and the Port of Seattle resulted in a fair MOU consistent with the Port's priorities.

The Firefighters are assigned to the Port of Seattle Fire Department. There are four (4) Battalion Chiefs, sixteen (16) Captains and seventy-two (72) firefighters in the bargaining unit.

This agreement covers the period from ratification through December 31, 2028, or when a successor agreement has been reached, whichever is first. The estimated total additional cost for wages and benefit increases is \$62,112.

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.

Meeting Date: October 27, 2026

DETAILS

Term of the Agreement:

Upon ratification through December 31, 2028, or when a successor agreement has been reached, whichever is first.

The parties' current collective bargaining agreement (CBA) does not address wildland fire mobilization. There have been changes in State, Federal and Department of Natural Resources (DNR) mobilization. It is anticipated there will be an increase in the need for emergency response to wildfires.

The MOU details the process for deployment, employee compensation during deployment and the process for employees returning from deployment.

Port Risk Management reviewed and authorized the MOU on September 29, 2026.

FINANCIAL IMPLICATIONS

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$62,112.

ATTACHMENTS TO THIS REQUEST

1. Memorandum of Understanding

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None