

A G R E E M E N T

By and Between

PORT OF SEATTLE

And

TEAMSTERS LOCAL UNION NO. 117

**Affiliated With The
International Teamsters Union**



REPRESENTING POLICE SERGEANTS

Term of Agreement

January 1, 2025 – December 31, 2027

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PORT POLICE
SERGEANTS' AGREEMENT

ARTICLE 1 – PURPOSE OF AGREEMENT

This mutual Collective Bargaining Agreement (hereinafter referred to as the Agreement) has been entered into by the International Brotherhood of Teamsters, Local No. 117 (hereinafter referred to as the Union), and the Port of Seattle (hereinafter referred to as the Port), which may hereinafter be referred to as Parties. The purpose of this Agreement is the promotion of harmonious relations between the Port and the Union; the establishment of equitable and peaceful procedures for the resolution of differences; and the establishment of rates of pay, hours of work, benefits, and other terms and conditions of employment.

ARTICLE 2 – UNION RECOGNITION

2.01 The Port recognizes the Union as the sole and exclusive bargaining agent for Port Police Sergeants.

2.02 In accordance with RCW 41.56.037, the Union will be given thirty (30) minutes to meet with new employees of the bargaining unit within ninety (90) days of employment at a mutually agreeable time to discuss matters concerning the rights of employees, responsibilities of the Union, and services available to the membership. A Union Representative, Shop Steward, and/or Local Union member will be responsible for the presentation. Only the new employee will be released from duty with pay.

ARTICLE 3 – UNION MEMBERSHIP

3.01 The Port shall notify the Union as soon as possible of any deduction authorization received by the Port. Upon receiving notice from the Union, the Port agrees to deduct from the paycheck of each Union member or each non-member voluntary financial supporter covered by this Agreement who has voluntarily so authorized it, the initiation fee, and regular monthly dues, assessments or voluntary non-member financial supporter fee. Such authorization for deductions may be made in writing, electronically or through recorded voice. The Port shall transmit fees and dues to the Union once each month on behalf of the employees involved. If a deduction error is identified, the error will be addressed as soon as practicable.

3.02 The Port agrees to notify the Union of any new employees employed in classifications covered by this Agreement within five (5) business days from date of hire.

3.03 A Union member or voluntary financial supporter of the Union may cancel their payroll deduction authorization in accordance with the terms of the Union's payroll deduction authorization form by giving written notification to the Union. If the Union receives such written notification, confirmation will promptly be sent to the Port by the Union when the terms of the employee's signed payroll deduction authorization form regarding cancellation have been met. The Port will make an effort to end the automatic dues deduction effective the first pay period but no later than the second pay period after receipt of the written cancellation notice.

3.04 Indemnification and Hold Harmless. The Union agrees to indemnify and hold harmless the Port for any action(s) taken by the Port pursuant to this Article. The Union agrees to refund to the Port any amounts paid to it in error upon presentation of proper evidence thereof.

3.05 Application of Agreement. The Agreement shall apply to all employees covered by this Agreement irrespective of membership or non-membership in the Union.

ARTICLE 4 – PAYROLL DEDUCTION

4.01 Teamsters Legal Defense Fund Participation. The Port agrees to deduct from the paycheck of each member covered by this Agreement who has so authorized it by signed notice submitted to the Port, the necessary fee, assessments, and regular monthly fees to provide the Teamsters Legal Defense Fund. The Port shall transmit such fees to "Teamsters Legal Defense Fund" once each month on behalf of the members involved.

4.02 Democrat, Republican, Independent Voter Education (DRIVE). Both the Port and Local 117 agree to reopen the contract on DRIVE if any other Local 117 bargaining group with the Port of Seattle negotiates contract language in their respective contract on this issue at any time during the term of this Agreement.

ARTICLE 5 – UNION REPRESENTATIVE ACCESS

5.01 The Port agrees to allow reasonable access to Port facilities for Union Representatives who have been properly authorized by the Union. Such access shall be permitted in a manner as not to interfere with the functions of the Police Department (hereinafter referred to as the Department) or the Port. This Article shall apply within the constraints of federal or state regulations, statutes, and the Airport Security Plan.

5.02 New Employee Orientation. The Union, through a Union member, Shop Steward, or Union Representative shall at a mutually agreeable time with the employer have up to thirty (30) minutes during the employer's new hire orientation program to meet with the employee(s).

ARTICLE 6 – BULLETIN BOARD

A bulletin board found to be acceptable and in compliance with the needs of limited use by the Union shall be provided by the Port. This bulletin board shall be used, maintained, and controlled by the Union. It is understood and agreed that no material shall be posted which is obscene, defamatory, or which would impair Port operations.

ARTICLE 7 – EQUAL EMPLOYMENT OPPORTUNITY

The Port of Seattle is an equal opportunity Employer. The Port embraces, and in fact relies on, having a diverse workforce. Every employee has the right to work in surroundings that are free from all forms of unlawful discrimination. The Port and the Union will not engage in, or

tolerate, any discrimination in the workplace prohibited by local, state or federal law. Specifically, no employee will be discriminated against on the basis of their age, race, color, national origin/ancestry, religion, disability, Family Medical Leave Act (FMLA) use, pregnancy, sex/gender, sexual orientation, whistleblower status, marital status, military status, use of workers' compensation, transgender status, political beliefs, or any other category protected by applicable federal, state or local law ("Protected Status").

The Port and the Union are committed to promoting equity, diversity, and inclusion in the workplace. The Port refers to equity as the fair treatment, access, opportunities, and advancement for all people while striving to identify and eliminate barriers that have prevented the full participation of historically oppressed communities.

ARTICLE 8 – MANAGEMENT RIGHTS

8.01 **Management Rights.** The Union recognizes the prerogatives of the Port to operate and manage its affairs in all respects in accordance with its responsibilities and powers of authority.

The Port reserves any and all exclusive rights concerning the management and operation of the Department, except as specifically limited in this Agreement. In exercise of such exclusive management rights, it is not intended that any other provision of this Agreement providing a specific benefit or perquisite to the covered employees shall be changed, modified, or otherwise affected, without concurrence of the Union.

8.02 **Specific and Exclusive Management Rights.** Subject to the provisions of this Agreement, the Port reserves the following specific and exclusive management rights:

- (a) To recruit, assign, transfer, or promote members to positions within the Department, including the assignment of employees to specific jobs;
- (b) To suspend, demote, discharge, or take other disciplinary action against members for just cause;
- (c) To determine the keeping of records;
- (d) To establish employment qualifications for new employee applicants, to determine the job content and/or job duties of employees, and to execute the combination or consolidation of jobs;
- (e) To determine the mission, methods, processes, means, policies, and personnel necessary for providing service and Department operations, including, but not limited to: determining the increase, diminution, or change of operations, in whole or in part, including the introduction of any and all new, improved, automated methods of equipment; and making facility changes;

- (f) To control the Departmental budget, and if deemed appropriate by the Port, to implement a reduction in force;
- (g) To schedule training, work, and overtime as required in a manner most advantageous to the Department and consistent with requirements of municipal employment and public safety, subject to the provisions of this Agreement;
- (h) To establish reasonable work rules, and to modify training;
- (i) To approve all employees' vacation and other leaves;
- (j) To take whatever actions are necessary in emergencies in order to assure the proper functioning of the Department; and
- (k) To manage and operate its Departments, except as may be limited by provisions of this Agreement.

8.03 Incidental Duties Not Always Described. It is understood by the Parties that every incidental duty connected with operations enumerated in job descriptions is not always specifically described.

ARTICLE 9 – PROBATION

The probationary period for any employee appointed to the rank of Sergeant shall be for the nine (9) calendar months following such appointment. The probationary period may be extended at the discretion of the Chief of Police (hereinafter referred to as Chief) if the probationary employee has been absent due to bona fide illness or other legitimate reason. If any employee fails, in the judgment of management, to satisfactorily fulfill the responsibilities of the Sergeant's position during the probationary period:

- a. An employee who has been promoted from a lower level Police Officer classification to Sergeant shall be demoted to the former classification held within the Department.
- b. An employee who has been appointed from a Port position outside the Port Police Department may be returned to their former position, placed in another Port position, or discharged, depending on the circumstances at the Chief's discretion.
- c. An employee who has been employed from outside the Port shall be discharged.

ARTICLE 10 – DISCIPLINE

10.01 Grievance Procedure – Applicability. The Parties agree that discipline is a command function. Decisions on disciplinary matters where discipline imposed involves discharge, suspension, demotion or written reprimands shall be subject to the grievance procedure, however written reprimands may not be pursued to arbitration.

10.02 Grievance Procedure – Timing. If an employee claims to have been unjustly discharged, suspended, demoted, or reprimanded, to be timely the case may, within twenty (20) calendar days after the date of such discharge, suspension, demotion or reprimand be referred in writing to Step 2 of the grievance procedure, as outlined in Article 29.05.

ARTICLE 11 – REDUCTION IN FORCE, RECALL, & SENIORITY

11.01 Selection Criteria for Reduction in Rank. In the event a reduction in force is required by Port management, those individuals shall be retained as Sergeants who, in the Port management's opinion, are most qualified to carry-on the future work of the organization. Sergeants shall not be laid-off under this Agreement but may be reduced in rank when a reduction in force is implemented. A Sergeant reduced in rank under provisions of this Article shall return to their seniority position as a Police Officer, as defined under the provisions of the Port Police Officers' Agreement. Selection for reduction in rank shall primarily be made on the basis of performance and skill; however, length of service shall also be a factor in determining the retention of a Sergeant's position when management evaluates the performance and skill of two (2) or more individuals as equal. In addition, the impact of a reduction in force on affected classes shall be considered in view of the Port's Affirmative Action Plan.

11.02 Restoration of Rank. Employees who are reduced in rank shall receive first consideration for Sergeant vacancies, which may occur within eighteen (18) months of the date of reduction in rank. Selection criteria for order of restoration of rank shall be the same as provided in Section 11.01.

11.03 Notice. In the event of an imminent reduction in force, written notice shall be provided to each employee scheduled for reduction in rank at least twenty eight (28) days prior to such action.

11.04 Limitation on Reduction in Force Application. The provisions of this Article shall be applied in good faith to bona fide situations where a reduction in force is required. This Article shall not be applied to provide an easy solution for dealing with employees who are unsatisfactory performers. Matters concerning unsatisfactory performance shall be subject to the conditions set forth in other provisions of this Agreement, including Articles 8, 9, and 10, and Appendices B and C.

11.05 Bumping Rights – Layoff in Other Bargaining Units. In the event a layoff at the Port results in a reduction in the number of commissioned officers in a bargaining unit made up of commissioned officers higher in rank, those affected individuals may bump back into this bargaining unit, based upon their seniority in the Police Sergeants' bargaining unit, provided that there is no Sergeant on layoff or reduced in rank with greater seniority. For the purpose of layoffs, no commissioned personnel shall be subject to a layoff or reduction in force while there are Traffic Support Specialists employed by the Port of Seattle.

11.06 Bumping Rights – Demotion from Other Bargaining Units. In the event that the Port demotes any commissioned officer from a bargaining unit made up of commissioned

officers higher in rank than Police Sergeant (for a reason other than a reduction in force), the affected individual may return to the Sergeants' unit, based upon their seniority in the Sergeants' bargaining unit, provided that there is no Sergeant on layoff or reduced in rank with greater seniority, and provided that no other Sergeant shall be displaced as a result.

ARTICLE 12 – SENIORITY

12.01 Seniority Applicability. Seniority applications under this Agreement shall be limited to the following:

- a. The provisions of Article 11, Reduction in Force, Recall & Seniority.
- b. Preference for scheduling of vacations and holidays.

Establishment of seniority in connection with reduction in force and restoration of rank as provided in Article 11, shall be based on the date of rank as a permanent Sergeant.

Establishment of seniority for vacation and holiday scheduling preference shall be based on the date of promotion to the rank of Sergeant. Any time spent as a temporary or Acting Sergeant shall not be considered for purposes of establishing seniority within rank. When more than one (1) employee is promoted to Sergeant on the same date, the total combined Sergeants' selection procedure test scores shall be used to establish the relative seniority position within rank.

12.02 Seniority Bidding and Assignment. Watch bids, days off, and vacation scheduling shall be controlled by classification seniority with the senior person having preference.

The Department will endeavor to make all assignment changes consistent with the annual bidding period.

Sergeants who experience changes in assignment for disciplinary reasons outside of the annual bidding period shall be assigned at management's discretion until the next annual bidding period.

A Sergeant whose special assignment/unit is eliminated may exercise their seniority for watch placement unless such exercise would disrupt the bids of less senior Sergeants. A Sergeant who voluntarily resigns from a special assignment/unit must select an available open position.

ARTICLE 13 – JURY DUTY & HEARING APPEARANCES

13.01 Jury Duty – Compensation. When an employee is called for and serves on jury duty, that employee shall, during such service period, receive full regular compensation from the Port. Port compensation for service on jury duty only applies to absence from regularly scheduled work hours. Hours compensated for jury duty service will be paid at the straight time rate.

13.02 Jury Duty - Hours of Work. For the period of jury duty service, the Sergeant shall be assigned to a Monday through Friday workweek on day shift schedule. Sergeants that are released prior to the end of their scheduled hours on any day shall call in to work and report if required. Upon final release from jury duty, the Sergeant will return to their regular schedule in such a way as to permit an uninterrupted continuation of compensation, and the maximum amount of work availability for the Port; provided, that no Sergeant regularly scheduled to work night shift shall be required to work on the night shift immediately following the conclusion of jury duty.

13.03 Court/Administrative Hearing Appearances

- A. Subpoenas Required. This Section shall only apply to a Sergeant's appearance to court and/or other administrative hearing, subject to the Sergeant's submission of a valid subpoena, issued by the court or administrative agency, to the Department.
- B. Grievances and Arbitrations Excluded. This Section shall not be construed to include either grievances or arbitrations as defined in Article 29 of this Agreement.
- C. Appearance During On-Duty Shift Extension. When an in-person or telephonic appearance commences on an employee's scheduled shift, and extends after shift completion, the on-duty employee shall be compensated at the overtime rate only for the actual time spent appearing after their regular shift.
- D. Appearance While Off-Duty. When an appearance commences while an employee is off-duty, either between regularly scheduled workdays or during regularly scheduled days off, an off-duty employee shall be compensated as follows:
 - 1. In-Person Appearance Between Regularly Scheduled Workdays. Three (3) hours at the overtime rate, or for the actual time spent for each in-person appearance at the overtime rate, whichever is greater. To verify time in excess of three (3) hours spent appearing in-person, an employee shall submit to the Port a time slip signed by an official of the court or administrative agency.
 - 2. In-Person Appearance on Regularly Scheduled Day Off. A minimum of four (4) hours pay at the overtime rate.
 - 3. Telephonic Appearance. One (1) hour at the overtime rate, or for the actual time spent for each telephonic appearance at the overtime rate, whichever is greater. In the case of a telephone appearance, the time slip will not be signed by an official of the court or administrative agency.

- E. Appearance During Vacation. When an in-person appearance commences on an employee's scheduled vacation day, the employee shall be placed on regular, straight-time pay status and compensated for a full workday, regardless of the time spent on the appearance. In addition, the employee shall have the vacation day restored which was lost due to the appearance.

ARTICLE 14 – BEREAVEMENT LEAVE

14.01 Eligibility; Hours. Employees who have been employed for thirty (30) or more days of uninterrupted service, and who have suffered the loss by death of a member of their immediate family, as defined in this Article, shall be eligible to receive up to forty (40) hours of leave per bereavement, at the discretion of the employee's supervisors, and under the supervision of the Chief of Police. Such leave shall not result in compensation for more than the number of hours in any normal work week.

14.02 Immediate Family Defined. Immediate family shall be defined as the spouse or domestic partner of the employee, and the following relatives of either the employee, spouse, or domestic partner: child, stepchild, child's spouse, grandchild, parent, step-parent, grandparent, sibling, sibling's spouse, aunts, uncles, and loss of pregnancy. In special circumstances, the Chief and/or Human Resources may include other relatives in the definition for purposes of bereavement leave.

14.03 Considerations. Individual circumstances, such as the distance to the funeral and the extent of employee involvement with the arrangements for the deceased, shall be considered in determining the number of hours to be granted an employee.

14.04 Use of Sick Leave. Following use of bereavement leave, in case of death of an employee's spouse, domestic partner (as defined under the Port's Salary and Benefits Resolution), or child, an employee may take up to two (2) weeks of sick leave.

ARTICLE 15 – HOURS OF WORK AND OVERTIME

15.01 Daily Schedule and Days Off for Police Sergeants. (See Attached Memorandum of Understanding – One Year Contract Extension and Traffic Support Specialists – Item # 2)

- A. Patrol Section; Waterfront Unit. The normal daily schedule and days off for Police Sergeants assigned to the Patrol Section shall be as follows:

The Patrol Section shall be divided into two (2) twelve and a half (12 ½) hour watches. First Watch shall work 0500 - 1730 hours. Second Watch shall work 1700 - 0530 hours. This includes twelve and a half (12 1/2) hours of work after the start of the watch plus two (2) mealtimes and two (2) rest periods. The two (2) mealtimes shall be provided for during the normal workday are for a period of thirty (30) minutes each. In addition, one (1) fifteen (15) minute rest period before and one (1) fifteen (15) minute rest period after mealtime shall be provided for in the normal workday.

Each watch will be divided into five (5) squads. The workweek for each squad shall be three (3) consecutive days as follows:

- A Squad: Sunday through Tuesday.
- B Squad: Tuesday through Thursday.
- C Squad: Wednesday through Friday.
- D Squad: Thursday through Saturday
- E Squad: Saturday through Monday.

Upon ratification and execution between the parties, the work week for D Squad will be Thursday through Saturday.

The Port of Seattle Police Department will have a drive Sergeant position available for Sergeants to work whenever there are at least seven (7) personnel (Traffic Support Specialists and /or Officer(s) scheduled on the drives).

Should the Port have more than ten (10) Sergeants, squad assignments will be modified by mutual agreement of the parties.

In addition, the regularly scheduled workweek shall include one ten-hour shift per month.

Guidelines for assignment of ten (10) hour day:

1. A month is defined as a twenty-eight (28) day cycle, Sergeants shall be scheduled for at least an eight (8) hour break between shifts;
2. Days off to be consecutive;
3. The ten (10) hour monthly "make up" day will be scheduled contiguous to scheduled work days;
4. "Make up" day schedules will be posted in the breakroom during the Sergeants' workweek at least fourteen (14) days in advance of the "make up" day;
5. "Make up" day, if a Sergeant so chooses not to work a make-up day, the hours will be charged against their vacation or holiday balances;
6. "Make up" days will not be scheduled during periods of bid vacations or a day in which the Sergeant has notified the Employer at least fourteen (14) days in advance that they will be observing a personally significant special event (i.e., wedding, baptism, child's graduation etc.) on a normally scheduled day off.

Patrol Sergeants, including those assigned to BDU, shall bid watches and squads during November or December, to be effective as of the first cycle FLSA work period in January, so long as such bids permit a workable distribution of assignments. Openings midterm shall be bid by seniority.

Vacations shall also be bid once each year based on seniority and in accordance with Section 16.01.

By mutual agreement of Management and the Union, special Patrol units can work ten (10) hour shifts, or other agreed to schedules, excluding eight (8) hour shifts.

- B. Sergeants in Administration or Investigation. The normal daily schedule for all Police Sergeants who are assigned to administration or investigation will be a ten and a half (10½) hour daily shift to be worked between 0500 and 1900 hours. These Sergeants shall be assigned a work schedule of four (4) consecutive work days, consisting of Monday through Thursday or Tuesday through Friday. Schedules will be assigned by bid based upon seniority. For Fair Labor Standards Act (FLSA) Section 7(k) purposes, the work period for Sergeants assigned to administration or investigation shall be twenty-eight (28) days.

15.02 Overtime Pay and Exceptions. Except as provided below, hours worked in excess of the normally scheduled workweek, or in excess of the normally scheduled workday, as defined in 15.01, shall be compensated for at the overtime rate of one and one-half (1½) times the rate of pay for the work performed. There shall be no compounding or "pyramiding" of overtime pay. Pay under this provision will be consistent with the requirements of the Fair Labor Standards Act.

Exceptions:

- (a) When an employee is involved in trading days off with another employee which results in work in excess of the normal workweek;
- (b) When the overtime is incurred as a result of travel time which is exempt from payment under the provisions of the Fair Labor Standards Act.

An employee who is mandated to work overtime at a location other than their primary duty location will have the option to report to their primary duty location to begin the overtime assignment.

15.03 Scheduling of Days Off. The Port shall not change or reschedule days off to prevent payment of overtime. Normal days off at the end of the scheduled week shall be consecutive.

15.04 Trading Days Off. When an employee wishes to trade days off with another employee, such trading of days off shall be subject to management approval and to the following controls and conditions:

- (a) A trade must involve a reciprocal even exchange of days off between two (2) employees, and the traded days must not be more than twenty-eight (28) days apart from each other.
- (b) No more than four (4) days or seven (7) days, depending on the employee's schedule, per pay period may be "traded" by an employee. "Trading" of days off shall be limited to accommodate special and unusual employee needs and shall not be approved on a frequently recurring basis for an individual employee.
- (c) When a "trade" occurs, bi-weekly paychecks will fluctuate to reflect actual hours worked. Time worked in excess of the regularly scheduled hours per week as a result of trading days off shall be paid for at the straight-time rate.

15.05 Mealtime. In the event that an employee is called back to work from mealtime and is not provided a meal period of reasonable duration later in their watch, such employee shall receive overtime pay for the duration of the mealtime not taken. If any employee independently or without proper authorization elects not to take mealtime, such employee shall not receive overtime payment for the mealtime missed.

15.06 Notice of Schedule Change. Except in emergencies, employees shall be provided with five (5) days' advance notice in the event of a schedule change.

15.07 Comp Time. In lieu of accepting overtime pay for hours worked in excess of the normal workday, or in excess of forty (40) hours in one week, an employee may elect to take compensatory time off under the following conditions:

- (a) One (1) hour of overtime worked provides one and one-half (1½) hours off.
- (b) In advance of performance of overtime work, comp time must be requested by the employee and approved at the sole discretion of management.

15.08 Approval for Overtime Work. Authority for approval of any overtime work shall be limited to departmental management or its designees.

The present overtime policies and procedures remain as is unless modified as herein.

15.09 On-Call Pay and Cell Phones. Sergeants will not normally be required to carry cell phones. If a Sergeant is specifically assigned "on call," such Sergeant will be required to carry a cell phone, and will be expected to respond and report as soon as possible if called. Sergeants on-call will be compensated at ten percent (10%) of each Sergeant's straight-time hourly rate for all assigned hours. If the on-call Sergeant reports for work during this period, in addition to the on-call pay benefit, other contract benefits apply, including call-back overtime

pay. The Sergeant shall no longer receive on-call pay from the time that Sergeant reports for duty.

When reasonably available, a car will be provided to each Sergeant specifically assigned under this section. Sergeants called in from on-call that have not been assigned a car shall be reimbursed for mileage incurred in responding to the call out. In addition, the Port shall provide insurance coverage for Officers to the extent that they are required to use their own car in such situations.

The Port of Seattle shall maintain an adequate number of Officers on each specialized team that may require assignment to "on-call" status. A Sergeant shall not be assigned to on-call status more frequently than one (1) period (not to exceed seven (7) consecutive days) during a twenty-eight (28) day FLSA work period.

15.10 Standby Pay. The Port agrees to minimize standby time Standby time shall be authorized by the Chief or his designee. Beginning and ending times for the standby period shall be established and communicated to the employee prior to placement on standby. If an employee is called back to work, the off-duty premium shall cease, and thereafter normal overtime rules shall apply.

Sergeants on standby are required to remain available through contact by a phone and must be available to work at all times. Upon being called, the Sergeant must respond and report to work immediately, and in any event no later than one (1) hour (forty-five (45) minutes for K-9 Sergeants). Sergeants failing to report to work within one (1) hour (forty-five (45) minutes for K-9 Sergeants) shall be subject to loss of standby pay for the period up to the point at which the Sergeant reports to work and may be subject to further disciplinary action if appropriate.

15.11 On-Call and Standby Assignments. Management reserves the right to determine when and to what extent on-call and standby assignments are operationally necessary. The determination will be based on operational need and will not be made for the purpose of transferring Port law enforcement work outside the bargaining unit.

15.12 Call Back. In the event that overtime which has been specifically authorized by supervisory or command personnel is not an extension at the beginning or end of a normal shift, the Sergeant shall be paid for a minimum of four (4) hours at the overtime rate for the employee's classification or for the actual hours worked at the overtime rate if in excess of four (4) hours. Sergeant initiated overtime due to responding to an incident observed while on their way to work or way home after work shall not be considered a call back and shall be compensated at the overtime rate for the lesser of: (a) The time elapsed from the beginning of the overtime to the beginning of the shift; or (b) the time elapsed from the end of the shift to the end of the overtime; or (c) four (4) hours.

15.13 Mandatory Overtime. The following provisions shall apply to the assignment of mandatory overtime for Sergeants:

- (a) Mandatory overtime shall be used to ensure one official Sergeant per shift. However, under situations identified by the Chief of Police, additional Sergeants may be subject to mandatory overtime. During times of emergency, mandatory overtime may be administered with less than twenty four (24) hours' notice.
- (b) Mandatory overtime shall be assigned from an inverse seniority list, which will be restarted as of the first FLSA work period in January.
- (c) After the first FLSA work cycle, mandatory overtime will be assigned from a list of those with the least amount of total overtime.
- (d) Sergeants assigned to twenty five (25) hours of overtime during a pay cycle period will not be placed on the list for mandatory overtime assignment. In the event the list is exhausted, Sergeants will be selected for mandatory overtime on the basis of inverse seniority.
- (e) Sergeants will not be subject to more than twelve (12) hours of mandatory overtime in one day, unless an exigent circumstance exists.
- (f) Sergeants will receive fourteen (14) days advanced notice of a mandatory overtime assignment.
- (g) Mandatory overtime will not be assigned in conjunction with approved bid vacation/holiday time.
- (h) The Department may cancel bid vacation time when there are an insufficient number of Sergeants available to cover the assigned shift. Cancelling of vacation will be done in an inverse order of seniority. Cancellation of vacation shall occur within thirty (30) days of the completion of vacation bidding. The Sergeant will first attempt to fill a cancelled vacation bid with straight time resources (i.e., administrative Sergeants, make up days, and trades), before voluntary overtime shall be authorized.
- (i) If a Sergeant is relieved of their mandatory overtime by another Sergeant, the Sergeant will be placed back into the rotation for mandatory overtime assignment.
- (j) There shall be a minimum of eight (8) hours of rest between shifts.

ARTICLE 16 – VACATION

Annual vacation with pay shall be granted to all employees on the following basis:

16.01 **Scheduling of Vacation Leave.** At any time after the successful completion of six (6) months of employment, regular permanent employees (any employee hired from a Port posting) may request and use vacation leave of up to the number of hours accrued at the time

of the desired vacation date, subject to the approval of the Chief of Police. Seniority shall be considered in accordance with departmental procedures when scheduling vacations, subject to the limitation that one (1) Sergeant per squad may be off at any time on bid or non-bid vacation; however, management may authorize variances to this limitation on a case-by-case basis. Normally, requests for approval of vacation schedules shall be made to the Chief on a vacation request form thirty (30) days or more in advance; more notice may be required by the Chief when necessary to provide for proper scheduling of manpower. Non-bid vacation shall not be scheduled around the following "blackout" events: May Day, Memorial Day, Fourth of July, Seafair, Hemp Fest, Labor Day, Thanksgiving, and the Winter Holiday. The exact blackout days will be determined by October 1st of the year preceding the event.

16.02 Avoiding Forfeiture; Cash-Out. Vacation leave accumulation shall be limited to four hundred thirty-two (432) hours of accrual at any time. Any portion above a four hundred thirty-two (432) hour accrual of unused vacation leave shall be cashed out under this Section, unless the reason for not taking such vacation leave is at management's direction, as under emergency conditions. Vacation beyond four hundred thirty-two (432) hours of accrual will be cashed out on an annual basis. Pension and benefit contributions associated with cash out of unused vacation will be addressed in accordance with law. The cash-out of excess hours shall be paid to the Sergeant on the last paycheck in the payroll year, or in the case of a termination of employment, on the employee's last paycheck.

Employees shall be responsible for scheduling and taking annual leave in order to avoid any forfeiture of vacation leave.

This Section may be subject to modification to meet legal requirements in the event of further changes in State Law.

16.03 Rates of Accrual. Vacation leave shall be based on a pro rata share of time worked on a full-time work schedule. Regular permanent part-time employees shall accrue pro rata sick leave based on time worked on less than full-time schedules. Regular, permanent, full-time employees shall accrue vacation leave on an hourly basis equivalent to the following:

- (a) 96 Hours of Vacation: From the first (1st) day of employment, to and including the forty-second (42nd) full month of continuous employment, permanent employees shall accrue vacation leave at the rate of eight (8) hours per month of active employment, or the equivalent of up to ninety-six (96) hours per year (8 hours per month X 12 months = 96 hours per year).
- (b) 120 Hours of Vacation: From the forty-third (43rd) full month, to and including the seventy-second (72nd) full month of continuous employment, permanent employees shall accrue vacation leave at the rate of ten (10) hours per month of active employment, or the equivalent of up to one-hundred and twenty (120) hours per year (10 hours per month X 12 months = 120 hours per year).
- (c) 128 Hours of Vacation: From the seventy-third (73rd) full month, to and including the one hundred thirty-second (132nd) full month of continuous employment,

permanent employees shall accrue vacation leave at the rate of ten and sixty-seven hundredths (10.67) hours per month of active employment, or the equivalent of one-hundred and twenty eight (128) hours per year (10.67 hours per month X 12 months = 128 hours per year).

- (d) 160 Hours of Vacation: From the one hundred thirty-third (133rd) month, to and including the one hundred ninety-second (192nd) full month of continuous employment, permanent employees shall accrue vacation leave at the rate of thirteen and thirty-four hundredths (13.34) hours per month of active employment, or the equivalent of up to one-hundred and sixty (160) hours per year (13.34 hours per month X 12 months = 160 hours per year).
- (e) 168 Hours of Vacation: From the one hundred ninety-third (193rd) full month, to and including the two hundred twenty-eighth (228th) full month of continuous employment, permanent employees shall accrue vacation leave at the rate of fourteen (14) hours per month of active employment, or the equivalent of up to one-hundred and sixty eight (168) hours per year (14 hours per month X 12 months = 168 hours per year).
- (f) 176 Hours of Vacation: From the two hundred twenty-ninth (229th) month, to and including the two hundred fortieth (240th) month of continuous employment, permanent employees shall accrue vacation leave at the rate of fourteen and sixty-seven hundredths (14.67) hours per month of active employment, or the equivalent of up to one-hundred and seventy-six (176) hours per year (14.67 hours per month X 12 months = 176 hours per year).
- (g) 184 Hours of Vacation: From the two hundred forty-first (241st) full month, to and including the two hundred fifty-second (252nd) full month of continuous employment, permanent employees shall accrue vacation leave at the rate of fifteen and thirty-four hundredths (15.34) hours per month of active employment, or the equivalent of up to one-hundred and eighty-four (184) hours per year (15.34 hours per month X 12 months = 184 hours per year).
- (h) 192 Hours of Vacation: From the two hundred fifty-third (253rd) full month, to and including the two hundred sixty-fourth (264th) full month of continuous employment, permanent employees shall accrue vacation leave at the rate of sixteen (16) hours per month of active employment, or the equivalent of up to one-hundred and ninety-two (192) hours per year (16 hours per month X 12 months = 192 hours per year).
- (i) 200 Hours of Vacation: From the two hundred sixty-fifth (265th) full month, to and including the two hundred seventy-sixth (276th) full month of continuous employment, permanent employees shall accrue vacation leave at the rate of sixteen and sixty-seven hundredths (16.67) hours per month of active employment, or the equivalent of up to two-hundred (200) hours per year (16.67 hours per month X 12 months = 200 hours per year).

- (j) 208 Hours of Vacation: From the two hundred seventy-seventh (277th) full month, to and including the two hundred eighty-eighth (288th) full month of continuous employment, permanent employees shall accrue vacation leave at the rate of seventeen and thirty-four hundredths (17.34) hours per month of active employment, or the equivalent of up to two-hundred eight (208) hours per year (17.34 hours per month X 12 months = 208 hours per year).
- (k) 216 Hours of Vacation: From the two hundred eighty-ninth (289th) full month, to and including all subsequent full months of continuous employment, permanent employees shall accrue vacation leave at the rate of eighteen (18) hours per month of active employment, or the equivalent of up to two-hundred sixteen (216) hours per year (18 hours per month X 12 months = 216 hours per year).

16.04 Payment for Vacation Leave at Termination. Upon termination of employment, regular permanent employees shall receive a lump sum payment in lieu of one hundred percent (100%) of unused vacation leave, based on limitations stated above and as further limited by this Section. Pension and benefit contributions associated with this lump sum payment will be addressed in accordance with law. Employees who terminate active employment before completing six (6) months of employment shall receive no vacation pay. Pay for unused vacation leave shall be computed through the last day of employment. This Section may be subject to modification to meet legal requirements in the event of further changes in State Law.

16.05 Scheduled to Work During Vacation. Employees who are called-in to work while on their scheduled vacation shall be placed on regular, straight-time pay status and compensated for a full day's pay, regardless of the time spent working. In addition, they shall have the vacation day restored which was lost due to being called into work.

16.06 Use for Family Emergency. In the event of a bona fide family emergency at the Chief's discretion, the Chief or their designee can permit an employee to take time off with vacation leave applied as compensation.

ARTICLE 17 – HOLIDAYS

17.01 Rates of Accrual. All eligible employees shall receive a pool of hours commensurate with their assignment as follows:

10 hour shift:	130 hours
10½ hour shift:	136.5 hours
12 hour shift:	156 hours
12.5 hour shift:	162.5 hours

Holiday hours will accrue on the basis of the eleven (11) recognized holidays listed in Article 17.02 below as they occur in the calendar year for a total of ten (10) hours per holiday on a four (4) day, ten (10) hour schedule, ten and a half (10.5) hours per holiday on a four (4) day, ten and a half (10.5) hour schedule, twelve (12) hours per holiday on a four (4) day, twelve (12)

hour schedule, and twelve and a half (12.5) hours per holiday on a four (4) day, twelve and a half (12.5) hour schedule. The two (2) floating holidays will accrue as either ten (10), ten and a half (10.5), twelve (12), or twelve and a half (12.5) hours, on the basis of a Sergeant's shift, for the month of January and either ten (10), ten and a half (10.5), twelve (12), or twelve and a half (12.5) hours on the basis of a Sergeant's shift, for the month of July.

17.02 The holidays are in recognition of eleven (11) Port of Seattle holidays listed in the Port of Seattle Salary and Benefit resolution, HR-5, and serves as a basis for compensation. The eleven (11) holidays are as follows:

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Memorial Day
- Juneteenth Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas
- Port Designated Floating Holiday (Day before or after Christmas as determined by the Port Human Resources Department).

Two (2) additional holidays that are noted in Section 17.01 above are designated as floating holidays and are not tied to any of the traditionally recognized Port of Seattle holidays provided in this Section.

17.03 Use and Cash-Out. Pooled holiday leave may be used once accrued in one (1) hour increments in the same manner and with the same restrictions as vacation time, upon approval of the Watch Supervisor. During the year employees may request pay for their unused pooled hours. No pooled hours will be carried over from year to year. Upon termination of employment, accrued, unused holiday hours shall be cashed out. Holiday cash-out (if requested by a Sergeant) will occur twice (2x) per year, in the last paycheck of June, for those holiday hours that have already accrued, and the first pay period in January of the following year for the remaining holiday hours that have already accrued.

Sergeants who cash out their Holiday pool hours, who then experience a change of schedule that results in a prorated decrease in their number of Holiday pool hours, shall have the following year's number of Holiday pool hours decreased by an amount equal to the prorated decrease.

Effective upon ratification and execution of the Agreement by both parties, up to six (6) holidays not used or cashed out at the end of the calendar year can be exchanged for vacation that was already used at any time within the same calendar year.

Pension and benefit contributions associated with this cash out of holiday hours will be addressed in accordance with law.

Compensation tied to holiday cash out will only be reported to the Department of Retirement Service on the basis of the eleven (11) Port of Seattle recognized holidays.

Compensation tied to holiday cash out for the two (2) floating holidays will not be reported to the Department of Retirement Services unless they are used.

17.04 Scheduled to Work During Paid Holiday. Employees who are called in to work while on their paid holiday shall be placed on regular, straight-time pay status and compensated for a full day's pay. In addition, they shall have the paid holiday restored which was lost due to being called into work.

ARTICLE 18 – COMPENSATION FOR TRAVEL TIME

18.01 Reimbursement for Reasonable Expenses; Procedure. The Parties recognize the federal and state audit requirements, and hereby agree to comply with the Port's accounting and procurement policies relating to, among other things, reimbursement of work-related mileage, reasonable out-of-pocket expenses, proof of expenditures, reporting and audit requirements, travel authorizations, and use of a Port credit card.

18.02 Normal Pay and Work Schedule. An employee's normal pay and work schedule shall apply as provided for in this Agreement in connection with travel assignments inside and outside of King County, as defined under the Fair Labor Standards Act (FLSA) guidelines. This provision does not restrict Management's ability to modify an employee's normal workweek and normal workday to accommodate training or educational requirements in accordance with Section 15.06.

18.03 Mileage for Private Vehicle Travel. When travel by an employee's private vehicle is required and authorized by Department management, such travel shall be reimbursed in accordance with the mileage reimbursement schedule as approved by the Port Commission for Port employees. However, at no time shall the amount be less than the IRS-approved mileage rate. Requests for mileage shall be submitted according to Port policy.

18.04 Bomb Technician Dispatch to Non-Port Site. When a Bomb Technician is dispatched from home to a non-Port bomb site, such travel shall be reimbursed in accordance with the mileage reimbursement schedule as approved by the Port Commission for Port employees. However, at no time shall the amount be less than the IRS-approved mileage rate.

18.05 Reporting Location. When a supervisor assigns an employee to work at a location other than their primary duty location, the employee may go into service at their primary duty location if:

1. the assignment was not known or foreseeable at the time of the employee's last shift worked and

2. the employee would not have the necessary uniform and equipment unless they picked it up at the primary duty location.

In such situations, the employee must give reasonable advance notice and coordinate with their supervisor. Assignments made from the voluntary overtime list will be considered foreseeable.

ARTICLE 19 – FALSE ARREST AND PROFESSIONAL LIABILITY

The Port shall continue to provide professional liability coverage, including false arrest coverage for Port Police Sergeants when they are acting within the scope of their authority and duties as a Law Enforcement Officer for the Port of Seattle.

ARTICLE 20 – UNIFORM AND EQUIPMENT

20.01 Uniforms and Equipment Provided. The Port shall provide uniforms and equipment in accordance with requirements as established by the Chief.

20.02 Damage Reimbursement. Limited to three hundred dollars (\$300.00) for each incident, reasonable reimbursement shall be provided for repair or replacement of eyeglasses, watches, or hearing aids which may be broken, damaged or lost as a result of work related activities, where no employee negligence is involved. This benefit applies only in situations where the benefits are not covered under Teamsters Health and Welfare Plans or other benefits.

Decisions on claims for reimbursement shall be approved or disapproved and submitted to Accounting within fourteen (14) days of receipt.

20.03 Criminal Investigation Section Allowance. The Port shall pay a clothing/cleaning allowance of seventy (\$70.00) per month to Police Sergeants assigned to the Criminal Investigation Section.

20.04 Administrative Section Allowance. The Port shall continue to pay a quarterly clothing/cleaning allowance of ninety dollars (\$90.00) at the end of each calendar quarter to Police Sergeants assigned to the Administrative Section.

20.05 Safe Storage Device. In accordance with Department policy, if requested by an employee, the Department will issue an appropriate safe storage device selected by the Department.

20.06 Port of Seattle Police Vehicles and Portable Radios. At the Chief's discretion, a Global Positioning System (GPS) will be installed in selected Port of Seattle Police vehicles and Portable Radios.

The Department may use GPS data as evidence in an official Department Investigation

providing the data is of a specific incident. GPS data can also be used for training purposes.

GPS queries will not be routinely or randomly used to monitor a Sergeant's performance. The Department may review GPS data of a specific incident when there is an articulable reason for justifying such review. Articulable reasons for reviewing a Sergeant's GPS include, but are not limited to: (1) capturing specific evidence for use in a criminal prosecution, (2) a civil claim has been filed against the Port involving the incident, (3) a complaint has been made against a Sergeant regarding the incident, (4) the incident included a use of force, (5) the incident included a vehicle pursuit, (6) the incident included a vehicular collision, or (7) the incident involved a serious injury or death. Notwithstanding the other provisions of this section, Sergeants may review the GPS of probationary trainees in the Field Training Program and any commissioned personnel can advise dispatch to broadcast GPS data when an articulable reason exists (for example, locating a Sergeant for safety purposes).

GPS review log will be kept and must be maintained. The log must include the date, time, reviewer, and reason for the review.

ARTICLE 21 – BENEFITS

The Port agrees to provide the following benefits requested by the Union:

- (a) Washington State Public Employees Retirement System or LEOFF as applicable. Effective January 1, 2015, for employees ineligible to participate in LEOFF or PERS, the Port shall contribute an amount equal to the employer's regular rate of contribution for LEOFF or PERS eligible employees into the Port's 401 (a) Plan referenced in Article 21 (c).
- (b) Unemployment compensation benefits under the Washington State Employment Security Act.
- (c) Contributions of six and two-tenths percent (6.2%) of salary on behalf of all members of the bargaining unit, transmitted to the Plan each pay period, up to the annual maximum limits of social security, to the ICMA 401(a) Plan.
- (d) For all bargaining unit employees hired prior to April 1986, the Port shall pay an additional one and forty-five hundredths percent (1.45%) of salary as wages.
- (e) Parking as currently provided limited to employees on duty status.
- (f) Locker room and lunchroom facilities.
- (g) Washington State Self-Insured Workers' Compensation.
- (h) Educational assistance for employees shall be subject to approval of the Chief. It is agreed that if funds are not available from other sources, such as special Federal or State programs, with the advance approval of the Chief, the Port shall

provide reimbursement limited to job related educational curricula on the following basis:

- (1) For employees engaged in continuing education at accredited institutions to obtain a college degree, fifty percent (50%) of tuition costs following one (1) year of continuous employment and seventy-five percent (75%) following four (4) years of continuous employment. Payment will be made upon evidence of satisfactory completion and will cover tuition fees only. Reimbursement may be applied for following each semester. The employee should normally expect to provide a minimum of two (2) years of service to the Port upon completion of study toward a college degree. This is not a repayment provision.
 - (2) After one (1) year of continuous employment, for individual courses limited to job related subject matter and not in connection with course work for a college degree, one-hundred percent (100%) reimbursement for tuition only. Reimbursement shall be provided after evidence of satisfactory completion. This applies to courses taken as a result of a request initiated by an employee. However, non-mandatory specialized police/fire training courses taken at the option of the employee shall result in reimbursement to the Port by the employee for actual expenses if the employee voluntarily resigns (for other than medical reasons) or retires in less than two (2) years after completion of the special training.
 - (3) For courses or seminars initiated for an individual employee at the direction of the Chief, reimbursement shall be provided for the entire costs of such instruction. Reimbursement shall include amounts to cover tuition, books, and miscellaneous instructional fees.
 - (4) Such educational assistance shall be linked to a detailed Letter of Commitment, provided to the Department by the employee that captures the employee's study and career goals.
- (i) Forty (40) hours training will be scheduled per year per Sergeant.
 - (j) As provided below in this paragraph, employees shall be eligible for participation in the Port of Seattle's Deferred Compensation Plan as revised. Eligibility and participation of employees shall be subject to the terms and conditions of such plan including any plan amendments, revisions, or possible cancellation. It is further agreed that content of the plan itself, plan administration, and any determinations made under the plan shall not be subject to the Grievance Procedure (Article 29) or to any other provisions of this Agreement or to negotiation by the Union.
 - (k) Each Police Sergeant assigned to Canine Duty shall be provided with a Port vehicle for the purpose of dog transport.

- (l) PACIFIC COAST BENEFIT PLAN: The Employer contribution shall be one dollar and thirty-five cents (\$1.35) per hour compensated.

Effective upon ratification and execution by both parties, the Port's contribution to the Pacific Coast Benefit Plan shall increase to one dollar and fifty-cents (\$1.50) per hour compensated.

- (m) The Port of Seattle shall allow all employees the opportunity to attend the Port of Seattle retirement planning seminars.

- (n) LEOFF II repayment arrangements as defined in Appendix D.

- (o) Retirement Firearm and Box: Upon retirement from the Port of Seattle Police Department, the retiring Sergeant with at least five (5) years of service will be provided the following as compensation for prior service:

1. The Officer's assigned service weapon; and
2. A display box suitable to display the service weapon.

- (p) Paid Parental Leave. The Port shall continue to provide Paid Parental Leave to members of this bargaining unit. Eligibility, participation, and terms of the Paid Parental Leave shall be as provided to non-represented employees as outlined in Port Policy HR-5. The Port may change or modify its Paid Parental Leave policy and/or procedure. If the Port desires a change/modification, the Port agrees to provide the Union with advance notice of any change.

- (q) Commuter Benefits. Employees in the bargaining unit shall be eligible for the following benefits:

- (1) The One Regional Card for All ("ORCA Card") Program. The Port offers ORCA cards to eligible employees at a substantially reduced cost for transportation on multiple regional transit systems. Employees who participate in the ORCA card program may also be eligible for additional subsidized transportation services. The availability of the ORCA program, annual cost, potential tax consequences for employees, and other provisions are subject to change based on guidelines provided by agencies with whom the Port contracts for the ORCA program benefits, IRS requirements, as well as the Port's discretion.
- (2) Ferry Reimbursement. Employees who use the Washington State Ferry System for all or part of their work commute are eligible for reimbursement of ferry commuting costs up to a monthly maximum. This monthly maximum reimbursement amount is determined by the Port. Amounts and

procedures can be found on the Total Rewards Compass Page and may be subject to tax.

- (3) The Port shall maintain full discretion to modify, change, amend, and/or discontinue either and/or both the ORCA program and the Ferry Reimbursement benefit.
- (4) Prior to modifying, changing, amending, and/or discontinuing either and/or both the ORCA program and the Ferry Reimbursement benefit, the Port agrees to provide advanced notice to the Union.
- (r) Port of Seattle Long Term Care Insurance. If the Port adopts a Long Term Care Insurance Program, the parties will discuss the availability of such Long Term Program, if applicable, to Sergeants.

ARTICLE 22 – LEAVE WITHOUT PAY

22.01 Eligibility; Procedure. After one (1) years' service, an employee shall be eligible for a leave of absence without pay not to exceed six (6) weeks. Requests for such leaves shall be submitted in writing to the Chief for approval thirty (30) days in advance of the leave time period. In emergency situations, the notification may be waived at the option of the Chief.

22.02 Considerations. Leave approval considerations shall include:

- (a) The purpose and length of requested leave;
- (b) The employee's length of service;
- (c) The effect of such an extended absence on departmental operational efficiency;
- (d) Employee past performance and attendance; and
- (e) In establishing the priority for such leaves, mutual benefit to the Port shall also be a consideration. For example, leaves of absence for educational purposes shall receive greater priority than leaves for the purpose of travel.

22.03 Extensions. In the event of special conditions, such as family emergencies or educational programs, leaves of absence may be extended beyond six (6) weeks with the approval of the Chief and/or Port's Executive Department. An employee shall suffer no loss of seniority for time spent on approved leave of absence of six (6) weeks or less.

22.04 Not for Alternate Employment. Under normal conditions, leaves of absence shall not be granted for the purpose of seeking or engaging in other employment. Any exception to this provision shall be at the sole discretion of the Chief.

22.05 FMLA/FCA. Employees shall be eligible for family leave pursuant to the Family and Medical Leave Act (FMLA), Washington Family Care Act (FCA), and Port policies relating to the FMLA and FCA.

ARTICLE 23 – SICK LEAVE

23.01 Rate of Accrual. Regular, permanent, full-time employees shall accrue sick leave on an hourly basis equivalent to a rate of up to eight (8) hours per month, not to exceed ninety-six (96) hours in any calendar year (8 hours per month X 12 months = 96 hours per year). Such sick leave shall be based on a pro-rata share of time worked on a full-time work schedule. Regular permanent part-time employees shall accrue pro rata sick leave based on time worked on less than full-time schedules.

Sick leave is accrued from the first (1st) day of employment, but may not be used until the completion of thirty (30) days of continuous employment, and is to be used under the conditions stated in Section 23.02 of this Article.

23.02 Use of Sick Leave. Sick leave will be used only in instances of non-job related employee or dependent illness or injury and as provided by law. Department management may require a physician's statement to justify use of sick leave and/or to determine that an employee's return from absence due to illness or injury is sanctioned by the attending physician, to the extent provided by law.

23.03 The Port will continue to identify the portion of accrued sick leave that is available for use according to the minimum requirements of the Washington Paid Sick Leave Law on each employee's paycheck (e.g., one (1) hour of accrued sick leave for each forty (40) hours worked by eligible employees). This is not an additional accrual amount. It is a designation of a portion of current accrual amounts. Employees shall be entitled to carryover no more than forty (40) hours of Washington Paid Sick Leave into the following year, provided that any amount over the maximum will be maintained as general sick leave available for use under the terms of this Agreement.

23.04 Family medical and care leave will be administered in accordance with current Federal and State laws, and applicable Port policies

The Port shall comply with the requirements of the Washington Paid Family and Medical Leave Act and shall have full discretion on meeting those requirements (e.g., Voluntary Plan), which shall not be subject to the grievance procedure or to any other provision of this Agreement or to negotiation by the Union. However, the Port agrees to provide to the Union advance notice of how the Port intends to comply, and when and if there are any changes.

Effective upon ratification between the parties and the execution of the Agreement, the Port will pay the employee portion of the premium associated with this provision.

Employees may use sick leave and/or vacation leave to supplement wages while using paid family medical leave.

23.05 No Combined Effect. In no case shall the combined effect of sick leave and/or other benefits be applied so that compensation exceeds the employee's normal rate of pay.

23.06 Accumulation of Sick Leave. Sick leave may be accumulated up to nine hundred sixty (960) hours for permanent employees. Upon termination or retirement following five (5) continuous years of active employment in a permanent position with the Port, qualified employees shall be compensated for fifty percent (50%) of their unused sick leave (within the 960-hour limit) at the rate of pay at termination. Pension and benefit contributions associated with this payment will be addressed in accordance with law. The fifty percent (50%) accumulated sick leave payoff is payable to the employee's spouse or other designated beneficiary in the event of an employee's death. One hundred percent (100%) of an employee's accumulated sick leave (within the 960-hour limit) is payable to the employee's spouse or other designated beneficiary in the event of an employee's death in the line of duty.

23.07 Shared Leave. The Parties agree to adopt a Shared Leave Program under the terms and conditions set forth in applicable Port policies covering shared leave of salaried employees.

- (a) Purpose. The Shared Leave Program enables employees to donate accrued sick leave to fellow employees who are faced with taking leave without pay or termination due to extraordinary or severe physical or mental illnesses. Implementation of the program for any individual employee is subject to agreement by the Employer, and the availability of shared leave from other employees. The Employer's decisions in implementing and administering the shared leave program shall be reasonable.
- (b) Participation. Participation in the Shared Leave Program is voluntary. No employee shall be coerced, threatened, intimidated or financially induced into donating sick leave for purposes of this program.

ARTICLE 24 – LONG TERM DISABILITY

24.01 Eligibility. Police Sergeants are covered for Long Term Disability insurance on the first (1st) day of active employment following six (6) continuous months of employment. Subject to qualified disability, Sergeants will receive sixty percent (60%) of covered monthly earnings less income from other sources. Benefits for Police Sergeants begin after an elimination period of forty-five (45) days for a non-occupational disability and one-hundred eighty (180) days for an occupational disability. Benefits continue during qualified disability, but not past a Sergeant's sixty-fifth (65th) birthday or ADEA extension. The maximum benefit is three thousand five hundred dollars (\$3,500) with a three percent (3%) cost-of-living net benefit adjuster. The policy contains a three to six (3-6) month preexisting condition limitation and certain exclusions and limitations for benefit payment.

This is a brief informational description of the Long Term Disability plan. For additional details, consult the Certificate of Insurance or the group master policy which contains the controlling coverage provisions.

24.02 Supplemental Coverage. The Port hereby agrees to the following coverage for Police Sergeants only, limited to bona fide duty disability.

- (a) For the first six (6) months of a duty disability the Port shall supplement amounts paid by certain offsets to a level equal to the base pay rate of the disabled Sergeant. Such benefit program offsets include but are not limited to state, federal, or other disability programs to which the Port has contributed such as the Public Employees' Retirement System, the Federal Social Security System, the Washington State Department of Labor and Industries programs (e.g., Workers' Compensation, Pension, and lump sum disability awards), and the Long Term Disability Coverage provided under Article 24 of the Collective Bargaining Agreement.
- (b) In addition, the insurance premiums paid by the Port for insurance programs covered in this Labor Agreement shall continue on behalf of a Sergeant for the first six (6) months of a duty disability.
- (c) This coverage is also in compliance with RCW 41.04.510.

24.03 Light Duty. The Port may require Sergeants receiving a disability leave supplement to work light duty, consistent with RCW 41.04.520 and other applicable law. The Port may schedule the light duty assignment for ten (10) hour days. The Port may schedule the light duty assignment for fewer than ten (10) hour days contingent on the Union's agreement. If a Sergeant is unable to perform their duty assignment by reason of an illness or injury unrelated to the duty disability injury or condition, the Sergeant is required to use accrued sick leave.

24.04 Return to Work. If a Sergeant becomes disabled as a result of duty-disability, the Sergeant will have their job rights protected for two (2) years from the date of the disability provided the Sergeant is released to return to work and can perform all the job requirements of a Police Sergeant. In the event the Sergeant is not able to perform the job requirements of a Police Sergeant, the Port will make a good faith effort to find other suitable jobs within the Port for which the employee is qualified. In no event will jobs be created or modified specifically for that purpose. This understanding is predicated on a good faith application by the Parties involved.

ARTICLE 25 – TEAMSTERS HEALTH AND WELFARE PROGRAMS

25.01 The Port agrees to provide and maintain the health and welfare benefits listed in Sections 25.02 and 25.03 for all active employees working under the jurisdiction of said Union for not less than eighty (80) hours employment in the previous Port payroll calendar month

which includes all compensable time. In the event of a duty-disability covered under Article 24, the hours requirement shall not apply.

25.02 Effective January 1, 2025 (based on December 2024 hours), and each month thereafter during the period this Agreement is in effect, the Port agrees to pay to the Washington Teamsters Welfare Trust c/o NORTHWEST ADMINISTRATORS, INC. for each employee who received compensation for eighty (80) hours or more in the previous month the following:

- a. Health & Welfare - Contribute the sum of \$ 1,706.90 per month for benefits under the "PLAN A" (price includes an addition of \$11.40 for the additional 9 month waiver, from the base price of the plan and \$18.00 for domestic partner coverage).
- b. Dental - Contribute the sum of \$122.70 per month for benefits under the "PLAN A" (price includes an addition of \$2.20 for domestic partner coverage).
- c. Vision - Contribute the sum of \$17.30 per month for continued benefits under the "EXTENDED BENEFITS" (price includes an addition of \$0.20 for domestic partner coverage).
- d. Life Insurance - The Port agrees to provide life insurance in an amount which insures each eligible employee shall be covered for an amount of life insurance equal to forty (40) percent of their total annualized pay rate, based upon the employee's classification.

25.03 Retiree's Welfare Trust- Contribute the following for continued benefits under the "RWT-PLUS XL PLAN":

Effective January 1, 2025	\$175.00
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The Port shall contribute fifty dollars (\$50.00) per month for the term of the Agreement toward the monthly premium of each member enrolled in the Teamsters Retiree Welfare Trust Plus XL plan. The balance of the monthly premium rate will be paid by members of the bargaining group through monthly payroll deduction. The Port will be absolved from any liability associated with this Teamsters Retiree Welfare Trust plan.

25.04 Maintenance of Plans. The Trustees may modify benefits or eligibility of any plan for the purposes of cost containment, cost management, or changes in medical technology and treatment. If increases are necessary to maintain the current benefits or eligibility, or benefits or eligibility as may be modified by the Trustees during the life of this Agreement, the Port shall pay such premium increases as determined by the Trustees.

Effective January 1, 2024, employees shall pay one hundred fifty dollars (\$150.00) a month toward the monthly premium costs in Article 25.02 for the remainder of the Agreement.

25.05 The Union may establish supplemental insurance programs for the employees under this Agreement. All of the premiums for such plans, if established, shall be paid for by the employees covered. If the Port is to process payroll deductions from employees to pay the insurance carrier on the employees' behalf, the Plan shall be subject to approval by the Port in regard to the responsibility of ongoing administration and related details.

ARTICLE 26 – PERFORMANCE OF DUTY, STRIKES, AND LOCKOUTS

26.01 No Right to Strike. Nothing in this Agreement shall be construed to give an employee the right to strike, and no employee shall strike or refuse to perform assigned duties to the best of their ability. The Union agrees that it will not condone or cause any strike, slowdown, mass sick call, or any other form of work stoppage or interference with the normal operation of the Police Department or of the Port.

26.02 No Lockouts. The Port agrees that there shall be no lockouts.

26.03 Effect. The conditions stated in 26.01 and 26.02 of this Article shall remain in effect with or without a signed Labor Agreement.

26.04 Resolution; Expedited Arbitration. If a party is alleged to have violated this Article, the Parties agree to submit the alleged violation of this Article to expedited binding arbitration.

ARTICLE 27 – SAVINGS CLAUSE

If any Article of this Agreement or any Appendix hereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Appendix should be restrained by such tribunal, the remainder of this Agreement and Appendices shall not be affected thereby, and the Parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such Article.

ARTICLE 28 – ENTIRE AGREEMENT

28.01 Entire Agreement; No Oral Modifications. The Agreement expressed herein in writing constitutes the entire agreement between the Parties and no oral statement shall add to or supersede any of its provisions.

28.02 Opportunity to Bargain. The Parties acknowledge that each has had the unlimited right and opportunity to make demands and proposals with respect to any matter deemed a proper subject for collective bargaining. The results of the exercise of that right are set forth in this Agreement.

ARTICLE 29 – GRIEVANCE PROCEDURE

29.01 Grievance Defined. Any dispute regarding the interpretation or application of this Agreement shall be regarded as a grievance and shall be subject to the terms of this grievance procedure.

29.02 Time Limits. All grievances shall be presented within twenty (20) days of the occurrence or the date the employee actually knew or reasonably should have known of the occurrence, whichever is later. This time limit and the other time limits set forth in this Article may be extended by mutual agreement of the Employer and the Union. All references to time in this Article shall be to calendar days.

29.03 Election of Forum. A Sergeant electing to pursue a matter through the Civil Service System may not also pursue to arbitration a grievance through the grievance procedure. Any complaint that a matter constitutes a violation of Article 7 of this Agreement may not be pursued to grievance arbitration if the matter has been challenged in any other administrative or judicial forum.

29.04 Informal Resolution. The Parties acknowledge that every effort should be made by the employee(s) and the supervisor(s) to resolve issues prior to initiating grievance procedures.

29.05 Grievance Procedure.

STEP 1

The affected employee shall present the grievance in writing to their Division Commander. If the Division Commander or the Division Commander's designee and the grievant are unable

to arrive at a satisfactory settlement, the Division Commander (or designee) will issue a written response to the employee, with a copy to the Union's Business Representative. The response shall be issued no later than ten (10) days after the date the grievance was initially filed. The Union may refer the grievance to Step 2 within ten (10) days of receipt of the Division Commander's response, or the date the response was due.

STEP 2

Initiation of Step 2. The Union's Business Representative shall present the grievance in writing to the Chief of Police or the Chief's designee or the Port will present the grievance in writing to the Union's Business Representative. The written grievance shall contain a statement of the relevant facts, the section(s) of the Agreement allegedly violated, and the remedy that is sought.

Class Grievances. With respect to issues affecting more than one (1) Sergeant, the Union may elect to file a grievance at Step 2 without the need for the individual Sergeant to file the grievance at Step 1. The twenty (20) day time limit referenced in Section 29.02, as well as the other requirements of this Article, shall be applicable to such filing.

Step 2 Meeting. Within fourteen (14) days after the initiation of Step 2, the Union's Business Representative and the Chief of Police or the Chief's designee shall meet to discuss possible resolution of the grievance. If the Parties are unable to arrive at a satisfactory settlement, the

Chief or the Chief's designee will issue a written response to the Union's Business Representative within ten (10) days of the meeting. The Union may refer the grievance to Step 3 within ten (10) days of receipt of the response or the date the response was due. If the parties mutually agree to waive the Step 3 Board of Adjustment process, the Union may refer the grievance to Step 4 within ten (10) days of receipt of the Step 2 response or the date the response was due.

STEP 3

Initiation of Step 3. The Union shall notify the Chief and the Port's Labor Relations Representative or the Port shall notify the Union, in writing, of its desire to move the matter to a Board of Adjustment.

Board of Adjustment. The Parties shall schedule a Board of Adjustment hearing which shall be heard no later than twenty (20) days after the initiation of Step 3. The purpose of the hearing is to evaluate all known facts relating to the grievance in order to determine an appropriate resolution. The Port's Labor Relations Representative, the Chief or designee, and two (2) Union Representatives shall be present, and both sides shall have an opportunity to present all information that they have relating to the grievance. If the Parties are unable to arrive at a settlement, or if the Board of Adjustment hearing is not held within twenty (20) days after initiation of Step 3, the Union may refer the matter to Step 4 within ten (10) days following the hearing. The Parties may mutually agree to waive the Step 3 process.

STEP 4 – ARBITRATION

Initiation of Step 4. The Union or the Port initiates Step 4 by filing a written request with the other party, specifying the issue(s) to be arbitrated.

Selecting an Arbitrator. For all arbitrations involving disciplinary actions, discharges, or terminations, the arbitration selection procedure shall be as established by RCW 41.58.070. For all other arbitrations, the Port and the Union mutually agree that either Party to this Agreement may apply to the Federal Mediation and Conciliation Service (FMCS) for a list of seven (7) persons who are qualified and available to serve as arbitrators for the dispute involved. Within ten (10) days of receipt of the FMCS list, the Parties will jointly select an arbitrator from the list by alternately striking one (1) arbitrator on the list until the final remaining arbitrator is selected as the arbitrator for the particular hearing. The Parties shall determine first initiative through a coin flip.

The Hearing. The hearing on the grievance shall be informal and the rules of evidence shall not apply. The arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement in arriving at a decision of the issue or issues presented; and shall confine their decision solely to the interpretation, application, or enforcement of this Agreement. The arbitrator shall confine themselves to the precise issue(s) submitted to them for arbitration, and shall not have the authority to determine any other issues not so submitted to them. The decision of the arbitrator shall be final and binding upon the aggrieved employee, the Union, and the Port. The fees and expenses of the arbitrator shall be equally split between the Parties;

otherwise, each Party shall pay its own fees, expenses, and costs, including attorney fees, witness compensation, and transcript requests.

ARTICLE 30 – CONFERENCE BOARD

30.01 Board Members. There shall be a Department Conference Board consisting of three (3) employees named by the Union and three (3) representatives of the Department named by the Chief. The Chief, or their representative, shall sit as one of the three (3) employer representatives to the maximum extent practicable, but any of the six (6) members may be replaced with an alternate from time to time. The Parties may mutually agree to bring in additional persons with expertise in the matters being discussed.

30.02 Requests; Discussion. The Conference Board shall meet at the request of the Union or the Port and shall consider and discuss matters of mutual concern pertaining to the improvement of the Department and the safety and welfare of the employees. These matters may include issues of development, committee membership, special team/unit assignments, testing, et cetera.

30.03 Purpose. The purpose of the Conference Board is to deal with matters of general concern to members of the Department as opposed to individual complaints of employees; provided, however, it is understood that the Conference Board shall function in a communications and consultative capacity to the Chief of Police. Accordingly, the Conference Board will not discuss grievances properly the subject of the grievance procedure, except to the extent that such discussion may be useful in suggesting improved Departmental policies. Either the Union representatives or the Port representatives may initiate discussion of any subject of a general nature affecting the operations of the Department or its employees.

30.04 Agenda; Minutes. An agenda describing the issue(s) to be discussed shall be prepared by the initiating Party and distributed at least three (3) days in advance of each meeting, and minutes may be kept and made available to members. Nothing in this Article shall be construed to limit, restrict, or reduce the management prerogatives outlined in this Agreement.

30.05 Answer(s). The Conference Board shall provide an answer to those issues/questions brought before it within a mutually agreed upon time.

ARTICLE 31 – APPENDICES & LETTERS OF AGREEMENT INCORPORATED INTO AGREEMENT

By reference herein, the Letter of Agreement and Appendices listed below are hereby made part of this Agreement and do not require individual Employer-Union signature.

1. Appendix A – Pay Rates
2. Appendix B – Police Officers' Bill of Rights
3. Appendix C – Drug/Alcohol Testing
4. Appendix D – Agreement Regarding Payment for Prior Service for Pension Credits

5. Letter of Agreement – Armed Presence at Waterfront
6. Memorandum of Understanding – Code of Conduct/Workplace Responsibility Handbook
7. Memorandum of Understanding – Scent Borne Canine Positions
8. Memorandum of Understanding – Waterfront and BDU/K9 Sergeants
9. Memorandum of Understanding – Contract Law Enforcement Officers (CLEO)
10. Memorandum of Understanding – COVID-19 Vaccination Policy
11. Side Letter

ARTICLE 32 – RE-EMPLOYMENT RIGHTS

32.01 Hiring Preference. An employee who was not on probation and was in good standing at the time of voluntary separation (excluding retirement) from the Port of Seattle Police Department shall have hiring preference over any other applicant for employment (but excluding employees on layoff roster) if application is made within one (1) year from the date of separation from the Department.

32.02 Eligibility. To receive hiring preference, the application is subject to the following requirements:

- (a) The application request must be for the classifications which the employee held at the time of voluntary separation; and
- (b) An opening for that classification does not have to exist at the time of request, but if no opening for the position occurs within the twelve (12) month period, then this offer is void and any pending requests will become ineligible; and
- (c) The ultimate determination of whether the employee will be rehired will be made by the Department; and
- (d) The Department may require any investigation it deems necessary before the application is approved for reinstatement; and
- (e) At the discretion of the Chief, a background investigation, polygraph examination, and medical examination may be conducted for the period of absence during the first ninety (90) days. After ninety (90) days, the background investigation, polygraph examination, and a medical will be mandatory. A drug screen test will be administered regardless of the time away from the Department.

ARTICLE 33 – PERSONNEL FILE - PUBLIC RECORDS REQUEST

The Port will comply with RCW 42.56.250 (12) when information contained in a member of the bargaining unit's personnel file is subject to a public records request.

ARTICLE 34 – TERM OF AGREEMENT: JANUARY 1, 2025 TO DECEMBER 31, 2027

Wage rate effective dates and differentials shall be as provided for in Appendix A.

All other conditions shall be effective on the date the Agreement is signed or as otherwise identified in this Agreement. All provisions of this Agreement shall extend from the effective date to December 31, 2027. The Agreement may be opened to negotiate a successor Agreement by either party giving notice in writing not later than sixty (60) days prior to the expiration date.

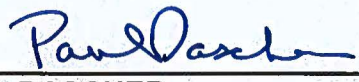
PORT OF SEATTLE



STEPHEN P. METRUCK
Executive Director

5/7/2025
Date

**TEAMSTERS LOCAL UNION
NO. 117/IBT**



PAUL DASCHER
Secretary-Treasurer

4/30/25
Date

APPENDIX A **PAY RATES**

1. SERGEANTS' PAY SCHEDULES

<u>Progression</u>	<u>1/1/2024 Base Hourly Rate</u>
Sergeant A (49+ months in-grade)	\$ 74.72
Sergeant B (0-48 months in-grade)	\$ 71.14

Effective January 1, 2023, or upon ratification and execution if later, the Step Progression from Sergeant B to Sergeant A for all Sergeants shall be reduced to thirty-six (36) months.

The Sergeant A pay rate shall be five percent (5%) greater than the Sergeant B pay rate.

All base wage rates shall be rounded to the nearest whole cent.

The parties have historically based the annual cost of living increases on one hundred percent (100%) of the Seattle/Tacoma/Bellevue CPI-U (All Urban Consumers), October to October, with a zero percent (0%) minimum and a six percent (6%) maximum. Notwithstanding this past practice, the parties hereby agree to the following wage increases for this 2025 to 2027 collective bargaining agreement -

Effective January 1, 2025, base hourly wages will be modified to provide that Sergeants will receive a four percent (4.0%) increase.

Effective January 1, 2026, base hourly wages will be modified to provide that Sergeants will receive a four percent (4.0%) increase.

Effective January 1, 2027, base hourly wages will be modified to provide that Sergeants will receive a four percent (4.0%) increase.

2. STEP INCREASES

If a Sergeant performs duties of their classification in a satisfactory manner, a Sergeant in "B" classification shall receive a promotional step increase to "A" classification after thirty-six (36) full months in-grade as a Sergeant.

3. DIFFERENTIALS AND OTHER PAY CONSIDERATIONS

A. Sergeants' Differential.

Effective upon ratification and execution of the agreement, the base pay rate for Sergeants shall be maintained at a level, which is at least sixteen percent (16.0%) above the base rate of pay for the Port Police Officer "A" Classification.

Effective January 1, 2026, the base pay rate for Sergeants shall be maintained at a level, which is at least seventeen percent (17.0%) above the base rate of pay for the Port Police Officer "A" Classification.

B. Longevity Pay.

Base pay for Port Police Sergeants classifications shall be increased by the following longevity premium schedule based upon date of hire:

- (a) 2% Longevity Premium: From the start of the sixty-first (61st) full month to and including the one hundred twentieth (120th) full month of continuous employment, permanent employees shall be paid a longevity premium of two percent (2%).
- (b) 5% Longevity Premium: From the start of the one hundred twenty first (121st) full month to and including the one hundred eightieth (180th) full month of continuous employment, permanent employees shall be paid a longevity premium of five percent (5%).
- (c) 7% Longevity Premium: From the start of the one hundred eighty first (181st) full month to and including the two hundred fortieth (240th) full month of continuous employment, permanent employees shall be paid a longevity premium of seven percent (7%).
- (d) 9% Longevity Premium: From the start of the two hundred forty-first (241st) full month to and including the two hundred sixty fourth (264th) full month of continuous employment, permanent employees shall be paid a longevity premium of nine percent (9%).
- (e) 11% Longevity Premium: From the start of the two hundred sixty fifth (265th) full month and beyond of continuous employment, permanent employees shall be paid a longevity premium of eleven percent (11%).

C. Educational Incentive.

Base pay for Port Police Sergeants classifications shall be increased by the following educational incentive schedule:

<u>Percent of Sergeant's Base Rate</u>	<u>Degree</u>
2%	Associate of Arts Degree
4%	Bachelor's Degree
6%	Advanced Degrees (e.g., MA, MBA, JD)

Police Sergeants shall continue to be eligible to receive both the educational incentive and longevity pay.

D. Out-of-Classification Pay. The Port agrees that, in the event an employee is required to assume duties and responsibilities out of their classification, they will be paid the pay step of the next higher classification to commence immediately upon assumption of said duties, provided the assignment is for one-half (1/2) shift or more. Longevity credits shall not be applied when compensating an employee for working in a higher classification.

E. Detective Differential. The pay differential for a Sergeant assigned as a Detective shall be four percent (4%) above the employee's base rate of pay.

Effective upon ratification and execution between the parties, the four percent (4.0%) detective differential shall be increased to five percent (5.0%).

F. Bomb Squad Differential. Sergeants assigned to the bomb squad shall receive a ten percent (10%) differential above the employee's base rate of pay.

G. Canine Differential. Sergeants qualified and assigned a dog shall receive a four percent (4%) differential above the employee's base rate of pay.

Effective upon ratification and execution between the parties, Sergeants assigned to the Canine Team shall receive a four percent (4.0%) differential above the employee's base rate of pay. If a second Sergeant is assigned to the Canine Team, the Chief will have the discretion to decide whether a Canine is assigned to that Sergeant. A Sergeant can only receive one (1) premium of four percent (4.0%) for either being assigned to the Canine Team or being assigned a canine.

H. Dive Team Duty. Sergeants assigned to dive team duty shall receive a four percent (4%) differential above the employee's base rate of pay.

I. Special Weapons and Tactics Differential. Sergeants assigned to the Special Weapons and Tactics Team (SWAT) shall receive a four percent (4%) differential above the employee's base rate of pay.

J. Professional Standards Sergeants, Professional Accountability Sergeant, and/or Professional Development Sergeant. Sergeant(s) assigned to the Office of Professional Standards (OPS - Accreditation), , Homeland Security Division SWAT Supervisor and/or Office of Professional Development (OPD - Training) shall receive a five percent (5%) differential above the employee's base rate of pay. The pay differential will apply during the period of such assignment. It is understood that when the program is not active, the assignment may be discontinued by the Chief or his designee. The Parties agree that the assignment will be made on a reasonable basis.

Effective upon ratification and execution between the parties, remove the Office of Professional Accountability (OPA – Internal Affairs) designation from this section. Add the Homeland Security Division SWAT Supervisor.*

*Note: The total premium for the Homeland Security Division SWAT Supervisor shall be inclusive of the two and a half percent (2.5%) patrol premium and shall not exceed a total of five percent (5.0%).

Homeland Security Division SWAT Supervisor

- K. Police Training Officer (PTO) Program Coordinator. Sergeants assigned as a Police Training Officer (PTO) Program Coordinator shall receive a five percent (5.0%) differential above the employee's base rate of pay.
- L. Marine Unit/Boat Team Differential. The Sergeant assigned to the marine unit/boat team shall receive a four percent (4%) differential above the employee's base rate of pay.
- M. Traffic Unit Differential. If a traffic unit is established by management, the Sergeant assigned to that unit shall receive a three percent (3%) differential above their base rate of pay.
- N. Civil Disturbance Unit/Crowd Management Unit. Effective June 1, 2015, Sergeants assigned to the Civil Disturbance Unit (CDU)/Crowd Management Unit (CMU) shall receive a two percent (2%) differential above the employee's base pay rate.

Effective January 1, 2019, the Civil Disturbance Unit (CDU) premium differential shall be increased to four percent (4%).
- O. 12-Hour Patrol Shift Premium Differential. Effective March 29, 2009, Sergeants assigned to the twelve (12) hour patrol shift schedule shall receive a two and one-half percent (2.5%) patrol premium differential above the employee's base rate of pay.
- P. Crisis/Hostage Negotiator. Effective January 1, 2019, Sergeants assigned to the joint agency Valley Crisis/Hostage Negotiator team shall receive a three percent (3%) pay differential.
- Q. Premium Stacking Limitation. Sergeants are entitled to receive only the two (2) highest specialty/assignment premiums for which they are eligible; however, the patrol shift premium is excluded from this "stacking" limitation.

4. STANDBY PAY

The Port agrees to compensate employees placed on off-duty standby status at fifty percent (50%) of straight-time rate of pay.

5. PHYSICAL ABILITY INCENTIVE PAY – EFFECTIVE UPON RATIFICATION OF THE AGREEMENT

Employees shall be eligible to demonstrate physical ability and receive an incentive as follows:

Annually, employees who test at the Exercise Science Center (ESC) and achieve a rating of two (2) will receive an additional one and a half percent (1.5%) premium above the employee's base rate of pay the following year.

Effective January 1, 2026, the one and a half percent (1.5%) premium for employees who test annually at the Exercise Science Center shall be increased by a half percent (0.5%) for a total of two percent (2.0%).

As an alternative to the Exercise Science Center, the Port of Seattle Police Department will annually administer the Criminal Justice Training Commission (CJTC) Physical Abilities Test (PAT) to employee participants. Those employees who pass at the minimum fitness standards established by the CJTC shall qualify for a one percent (1%) premium above the employee's base rate of pay for the following year.

6. SHIFT DIFFERENTIAL

Effective the first FLSA work period of 2018 only employees who have bid the second watch (1700-0530) shall receive a two percent (2%) differential above the employee's base rate of pay for all compensable hours. If a Sergeant is permanently reassigned to a day shift position, the two percent (2%) night differential shall cease immediately. If circumstances pull a Sergeant from night shift for more than thirty (30) days, the differential shall cease until the Sergeant returns to the assigned bid night shift.

7. PAYROLL

A. Payroll Periods/Payroll Errors. All employees covered by this Agreement will receive bi-weekly pay. In no case shall the Port hold back more than fourteen (14) days' pay. No deductions shall be made from paychecks without the written consent of the employee, except as provided by federal, state, or municipal law. The Port agrees that if there is a payroll error resulting in an employee being owed one hundred dollars (\$100.00) or greater in gross straight-time pay, the Port shall make payment to the employee in the form of a separate check given to the employee within two (2) regular work days. If there is a payroll error resulting in an employee being owed less than one hundred dollars (\$100.00) in gross straight-time pay, or if there is a payroll error resulting in an employee being owed any amount of overtime, the Port will include the pay correction on the employee's next regular paycheck.

- B. Daylight Savings Time. It is the intent of the Parties that employees working during Daylight Savings Time changes be paid only for actual hours worked. Accordingly, employees who are working on Night Watch in the spring, when the clocks are moved forward one (1) hour (other than those who are scheduled to be off at 0200 hours), will be required to either: (a) utilize one (1) hour of paid vacation leave, or (b) to go unpaid for one (1) hour. Employees who are working on Night Watch in the fall, when the clocks are moved back one (1) hour (other than those who are scheduled to be off at 0200 hours), will be paid one (1) hour at the overtime rate of pay.
- B. Mandatory Direct Deposit. As a condition of continued employment, all employees are required to participate in the Port's direct deposit program for payroll purposes.

APPENDIX B
POLICE OFFICERS' BILL OF RIGHTS

All employees within the bargaining unit shall be entitled to protection of what shall hereafter be termed as the "Police Officers' Bill of Rights" which shall be added to the present Rules and Regulations of the Port Police Department. The wide ranging powers and duties given to the department and its members involve them in all manner of contacts and relationships with the public. Of these contacts come many questions concerning the actions of members of the force. These questions often require immediate investigation by superior officers designated by the Chief of the Port Police Department. In an effort to insure that these investigations are conducted in a manner which is conducive to good order and discipline, the following guidelines are promulgated:

- A. The Police Sergeants covered by this Agreement do not waive nor will they be deprived of any of their Constitutional or Civil Rights guaranteed by the Federal and State Constitution and Laws, afforded and citizen of the United States.
- B. The following procedures shall apply to all administrative (i.e., non-criminal) investigations of misconduct, which if proved could reasonably lead to a suspension without pay or termination for that Sergeant. In such cases, the employee shall be informed in writing of the nature of the investigation and whether the employee is a witness or subject of the investigation.

If an employee is a subject of the investigation, prior to an investigative interview, the Port shall provide the employee with that information necessary to reasonably apprise the employee of the allegations of such complaint. Except in unusual situations, this information shall include the name of the complaining party. The above applies in cases of misconduct, and violations of department rules and regulations. When the Internal Investigation Section is assigned to investigate non-criminal cases, the accused shall be notified within five (5) working days.

- C. Any interrogation of an employee shall be at a reasonable hour.
- D. The interrogation (which shall not violate the employee's constitutional rights) shall take place at a Port of Seattle Police station facility, except when impractical. The employee shall be afforded an opportunity and facilities to contact and consult privately with an attorney of the employee's own choosing and/or representative of the Union before being interrogated.

An attorney of the employee's own choosing and/or a representative of the Union may be present during the interrogation, but may not participate in the interrogation except to counsel the employee.

- E. The questioning shall not be overly long and the employee shall be entitled to such reasonable intermissions as they shall request for personal necessities, meals, telephone calls, and rest periods.
- F. The employee shall not be subjected to any offensive language, nor shall they be threatened with dismissal, transfer, or other disciplinary punishment as a guise to attempt to obtain their resignation. No promises or awards shall be made as an inducement to answer questions.
- G. The Port will comply with any applicable state or federal restrictions that prohibit the use of a lie detector or similar tests as a condition of continued employment.
- H. An employee shall be permitted to read any material affecting their employment before such material is placed in the employee's personnel file, and an employee shall be allowed to rebut in writing material placed in their personnel file. Such written rebuttal shall also be included in the employee's personnel file.
- I. A Sergeant may make a request to the Office of the Chief to review material that references the Officer, contained in the Blue Team / IA Pro. The employee will be allowed access to review such materials unless they are part of an active investigation or otherwise protected from disclosure by law.
- J. The Police Department will notify a Sergeant prior to providing written materials to the prosecutor's office regarding an internal investigation unless to do so would jeopardize an on-going criminal investigation.
- K. As a department locker is assigned to a Sergeant, who places their lock on such locker, locker search without notice may not be conducted without the permission of the Sergeant or without a search warrant, provided, however, with 24-hour notice to the Officer involved, a locker inspection may be conducted by the Chief or the Chief's designee. Such an inspection may be conducted by order of the Chief without the requirement of employee's permission and without a search warrant. The employee shall have the right to be present during such locker inspection.
- L. Sergeants will have an opportunity to sign complaints of misconduct or resulting findings of such complaints before such material is entered into their personnel files. The Sergeant's signature constitutes acknowledgment that they have seen the material prior to its filing.
- M. Except as otherwise provided by law, all case documentation shall remain confidential within the Internal Investigation Section and to the Chief of Police, and any other members of Police or Port management with a reasonable need to know. Only cases which are classified as sustained shall be forwarded to the Department Administrative file as well as a conclusion of findings to Human Resources for inclusion in the employee's personnel records.

- N. There shall be a separate confidential Internal Investigation Section file for unfounded cases. Such unfounded case file may be opened for legitimate "need to know" reasons with the approval of the Chief and/or Deputy Chief. Such approval will be documented.
- O. The Police Department will maintain in a secure location a personal file for each bargaining unit employee. Every person who signs out a file must complete the Personnel File Access Form contained in the file. The Form will include a place for the name of the person signing out the file, the purpose, and the dates the file was signed out and returned.
- P. If for any reason an employee's personnel file or an internal affairs case in which an employee is identified as a subject is requested pursuant to the Washington State Public Records Act, RCW 42.56, the Department will provide to the affected employee timely notice and a complete copy of the request.

APPENDIX C
DRUG/ALCOHOL TESTING

PREAMBLE

While abuse of alcohol and drugs among our members is the exception rather than the rule, the Teamsters Local 117 Police Sergeants Negotiating Committee shares the concern expressed by many over the growth of substance abuse in American society.

The drug/alcohol testing procedure, agreed to by labor/management, incorporates state-of-the-art employee protections during specimen collection and laboratory testing to protect the innocent.

In order to eliminate the safety risks which result from alcohol or drugs, the Parties have agreed to the following procedures.

As referred to herein, testing shall be applicable to all entry level probationary employees and any other employee for whom the Port has a reasonable suspicion that the employee is working while under the influence of alcohol or drugs

- A. Illicit substance or drug abuse by members of the Department is unacceptable and censurable conduct worthy of strong administrative action.
- B. Preconditions to Drug Testing. Before an employee may be tested for drugs or alcohol based on a reasonable suspicion, the Port shall meet the following prerequisites.
 - 1. The Port shall inform employees in the bargaining unit of what drugs or substances are prohibited.
 - 2. The Port must provide in-service training containing an educational program aimed at heightening the awareness of drug and alcohol related problems.
 - 3. The Port and the Union shall jointly select the laboratory or laboratories which will perform the testing.
 - 4. The Chief or Deputy Chief shall be the Police Department representative to authorize or to approve a drug/alcohol test.
 - 5. The Officer authorizing or approving a drug or alcohol test under this Appendix C shall provide a written report to the Chief, and to the employee, if requested, that documents the basis for ordering the test under the reasonable suspicion standard. The report shall be completed no later than the end of the shift on which the test was ordered.
 - 6. The Port shall not use the drug-testing program to harass any Sergeant.

C. The Department shall also have the discretion to order any entry level probationary sworn employee to submit to a blood, breath, or urine test for the purposes of determining the presence of a narcotic, drug, or alcohol a minimum of two (2) times during such employee's entry level probationary period. These tests will be conducted in the following manner:

1. Tests will be administered to each entry level probationary employee a minimum of two (2) times, at various intervals, during the probationary period.
2. Entry level probationary employees shall only be tested while on duty.
3. The providing of a urine sample will be done in private.
4. Obtaining of urine samples shall be conducted in a professional and dignified manner.
5. A portion of urine samples shall be preserved to permit the following:
 - a. Positive samples shall be tested utilizing a GC/MS test.
 - b. A third test for positive samples shall be conducted if requested by the employee, at Port expense, by a reputable laboratory of mutual choice.

The exercise of this discretion by the Department shall be deemed a term and condition of such employee's period of entry level probation, and need not be supported by any showing of cause.

If any employee is ordered to submit to these tests involuntarily, the evidence obtained shall be used for administrative purposes only.

D. Testing Mechanisms. The following testing mechanisms shall be used for any drug or alcohol tests performed pursuant to the testing procedure:

1. It is recognized that the Employer has the right to request the laboratory personnel administering a urine test to take such steps as checking the color and temperature of the urine samples to detect tampering or substitution, provided that the employee's right of privacy is guaranteed, and in no circumstances may observation take place while the employee is producing the urine sample. If it is established that the employee's specimen has been intentionally tampered with or substituted by the employee, the employee is subject to discipline as if the sample tested positive. In order to deter adulteration of the urine sample during the

collection process, physiologic determinations such a creatinine and/or chloride measurements may be performed by the laboratory.

2. The Parties recognize that the key to chain of possession integrity is the immediate labeling and initialing of the sample in the presence of the tested employee. If each container is received at the laboratory in an undamaged condition with properly sealed, labeled and initialed specimens, as certified by the laboratory, the Employer may take disciplinary action based upon properly obtained laboratory results.
3. Any screening test shall be performed using the enzyme immunoassay, (EMIT) method.
4. Any positive results on the initial screening test shall be confirmed through the use of the high-performance thin-layer chromatography (HPTLC), gas chromatography (GC) and gas chromatography/mass spectrometry (GC/MS). If at any time there exists a test with a higher rate of reliability than the GC/MS test, and if such test is reasonably accessible at a reasonable cost, such test shall be used in place of the GC/MS test if requested by the Union.
5. All samples which test negative on either the initial test or the GC/MS confirmation test shall be reported only as negative. Only samples which test positive on both the initial test and the GC/MS confirmation test shall be reported as positive.
6. In reporting a positive test result, the laboratory shall state the specific substance(s) for which the test is positive and shall provide the quantitative results of both the screening and the GC/MS confirmation tests, in terms of nanograms per milliliter. All positive test results must be reviewed by the certifying scientist or laboratory director and certified as accurate.

E. Procedures to be used when the sample is given. The following procedures shall be used whenever an employee is requested to give a blood or urine sample. Normally, the sample will be taken at the laboratory. If taken at another location, transportation procedures as identified shall be followed. All sample taking will be done under laboratory conditions and standards as provided by the selected laboratory:

1. Prior to testing, or if incapacitated as soon as possible afterwards, the employee will be required to list all drugs currently being used by the employee on a form to be supplied by the Port. The Employer may require the employee to provide evidence that a prescription medication has been lawfully prescribed by a physician. If an employee is taking a prescription or non-prescription medication in the appropriate described manner and has noted such use, as provided above, they will not be disciplined.

Medications prescribed for another individual, not the employee, shall be considered to be illegally used and subject the employee to discipline.

2. When a blood test is required, the blood sample shall be taken promptly with as little delay as possible. Immediately after the samples are drawn, the individual test tubes shall, in the presence of the employee, be sealed, labeled and then initialed by the employee. The employee has an obligation to identify each sample and initial same. If the sample is taken at a location other than the testing laboratory, it shall be placed in a transportation container after being drawn. The sample shall be sealed in the employee's presence and the employee given an opportunity to initial or sign the container. The container shall be stored in a secure and refrigerated atmosphere, and shall be delivered to the laboratory that day or the soonest normal business day by the fastest available method.
3. In testing blood samples, the testing laboratory will analyze blood/serum by using gas chromatography/mass spectrometry as appropriate. Where Schedule I and II drugs in blood are detected, the laboratory is to report a positive test based on a forensically acceptable positive quantum of proof. All positive test results must be reviewed by the certifying scientist or laboratory director and certified as accurate.
4. When a urine sample will be given by the employee, the employee shall be entitled, upon request, to give the sample in privacy. In most cases, this process will take place at the laboratory. The sample container shall remain in full view of the employee until transferred to, and sealed and initialed in the two (2) tamper resistant containers and transportation pouch.
5. Immediately after the sample has been given, it will be divided into two (2) equal parts. Each of the two (2) portions of the sample will be separately sealed, labeled. If the sample is taken at a location other than the laboratory, it shall be stored in a secure and refrigerated atmosphere. One of the samples will then be delivered to a testing laboratory that day or the soonest normal business day by the fastest available method.
6. The sample will first be tested using the screening procedure set forth in Section (D) (3) of this appendix. If the sample tests are positive for any prohibited drug, the confirmatory test specified in Section (D) (4) of the appendix will be employed.
7. If the confirmatory test is positive for the presence of an illegal drug, the employee will be notified of the positive results within 24 hours after the Port learns of the results, and will be provided with copies of all documents pertinent to the test sent to or from the Port by the laboratory. The

employee will then have the option of submitting the untested sample to a laboratory of mutual choice, at the Port's expense.

8. Each step in the collecting and processing of the urine samples shall be documented to establish procedural integrity and a chain of evidence. All samples deemed "positive" by the laboratory, according to the prescribed guidelines, must be retained, for identification purposes, at the laboratory for a period of six (6) months.

F. Consequences of positive test results.

1. An employee who tests positive shall have the right to challenge the accuracy of the test results before any disciplinary procedures are invoked as specified in Section (E) (7) above.
2. Consistent with the conditions of the appendix, the employer may take disciplinary action based on the test results as follows:

Confirmed positive test - Employee is subject to discharge.

G. Employee rights.

1. The employee shall have the right to a Union representative during any part of the drug testing process.
2. If at any point the results of the testing procedures specified in the appendix are negative, all further testing shall be discontinued. The employee will be provided a copy of the results, and all other copies of the results (including the original) shall be destroyed within 24 hours after the test results have been received by the employer. All positive test results will be kept confidential, and will be available only to the Chief, one designated representative of the Chief, the Human Resources Department and the employee.
3. Any employee who tests positive shall be given access to all written documentation available from the testing laboratory which verifies the accuracy of the equipment used in the testing process, the qualifications of the laboratory personnel, the chain of custody of the specimen, and the accuracy rate of the laboratory.

APPENDIX D
AGREEMENT REGARDING PAYMENT FOR PRIOR SERVICE FOR PENSION CREDITS

The Port of Seattle and Teamsters Union Local 117, on behalf of the affected Law Enforcement Officers, hereby agree as follows:

- 1 Pursuant to RCW 41.26, Officers have the right to secure pension coverage under LEOFF Plan II for past service as a Law Enforcement Officer for the Port of Seattle during a period of time when those Officers were denied entry into those plans.
2. Securing past service credit is dependent upon the payment of the amounts specified under RCW 41.40 prior retirement.
3. The Port of Seattle is desirous of ensuring that its Officers have the opportunity to secure LEOFF Plan II coverage.
- 4 The Port of Seattle hereby agrees that it will negotiate an arrangement for paying in a single lump sum amount due for the coverage for the affected Officers at no cost to the Officers other than the repayment of principal as stated below to ensure coverage of the affected Officers as soon as possible.
5. The Port of Seattle and each individual Officer will negotiate a specific agreement. The Port will reduce the contribution for each Officer to the Pacific Coast Benefits Trust as provided in Article 21 by \$0.80 per hour until the member has satisfied their repayment obligation to the Port of Seattle pursuant to the specific individual agreement. The agreement shall also allow Officers to make repayments through the holiday pool, social security repayment, etc.
6. It is understood that the principal amounts due to the proper LEOFF plan for coverage will be repaid to the Port by the affected Officers over time (without interest or charges) under the terms of the arrangement to be negotiated. However, the Port will assume complete and sole responsibility for any portion of the charges levied on the Officers pursuant to RCW 41.40.093 or any other applicable law by the LEOFF plan for the amounts other than such principal including but not limited to interest accrued, charges or amounts other than the principal.
7. It is understood that this agreement applies only to those Officers who filed written notice with the Department of Retirement Systems of an election to transfer to LEOFF II pursuant to RCW 41.40.093 (1) (b).
8. Details regarding the Employer's payment of a lump sum on behalf of individual employees to the Washington State Department of Retirement Systems, and the individual employee's reciprocal reimbursement to the Employer are to be finalized by March 31, 1997.

**LETTER OF AGREEMENT
By and between
PORT OF SEATTLE
And
TEAMSTERS LOCAL UNION NO. 117**

**Affiliated with the International Brotherhood of Teamsters
Representing Police Sergeants**

Re: Armed Presence at the Waterfront

The Parties signatory to a Collective Bargaining Agreement agree to the following:

All cruise ship staffing levels, if any, will be determined by Port management. However, should an armed presence be required at the waterfront, such work will be covered under the jurisdiction of the Union.

All other terms and provisions of the Collective Bargaining Agreement shall remain in full force and effect.

MEMORANDUM OF UNDERSTANDING

by and between

THE PORT OF SEATTLE

and

THE UNDERSIGNED PARTICIPATING LOCAL UNIONS


Re: Code of Conduct/Workplace Responsibility Handbook

The parties to this Memorandum of Understanding agree as follows:

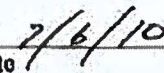
1. The collective bargaining agreement is the primary instrument governing the relationship between the Port of Seattle and Union-represented employees. The bargaining agreement sets forth a represented employee's terms of employment, including wages, hours, and working conditions.
2. The Code of Conduct/Workplace Responsibility Handbook does not modify or supersede the collective bargaining agreement or any other negotiated agreement between the Port and a Union. Neither is the Code intended to modify or supersede any bona-fide past practice except for the Code's reporting requirements, as explained in Item 4 of this Memorandum of Understanding.
3. The Code does not change a represented employee's existing just cause protections.
4. The Code's reporting requirements direct employees to report potential violations to the Workplace Responsibility Officer and other designated officials. Although the Code's requirements may constitute a change in past practice for some represented employees, the parties agree that the reporting requirements of the Code apply to all represented employees. The parties further agree that the Code's reporting requirements do not preclude represented employees from reporting potential violations to other individuals, so long as they also report to the officials required by the Code.
5. Each represented employee will receive a reasonable amount of work time to review the Code prior to signing. Represented employees will be expected to be familiar with and understand the Code provisions. Represented employees also will be expected to verify that they have reviewed the Code by June 1, 2010.

6. The Port will attach to the Code a letter to represented employees from the Port of Seattle Labor Relations Director. The letter will notify the employees of this Memorandum of Understanding between the Port and the undersigned Unions.
7. The Code includes some new content that materially differs from existing Port policy and therefore may constitute a change in working conditions for some represented employees. To the extent that the Port has a bargaining obligation regarding the change(s), such content of the Code shall not be the basis of any action against members of the signatory Unions until each Union has had an opportunity to bargain the change(s). In meetings held to discuss the Code with employees represented by the signatory Unions, the Port will conspicuously communicate this fact these employees.
8. The Port acknowledges that to the extent that new content in the Code constitutes a material and substantial change in working conditions for which the Port has a bargaining obligation, at the time of execution of this Memorandum the parties had not negotiated such change(s). Additionally, the Port acknowledges that at the time of execution of this Memorandum, the signatory Unions had not waived contractual and/or statutory rights they possessed prior to the Port's development and implementation of the Code.
9. This Memorandum of Understanding may be signed in counterparts, which together shall constitute the entire agreement.
10. Any signature received by facsimile will have the same force and effect as does an original signature on this document.

PORT OF SEATTLE:




Tay Yoshitani
Chief Executive Officer

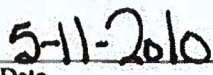


Date

**OPERATING ENGINEERS,
LOCAL 286:**

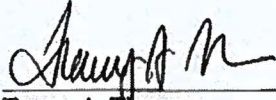


Terry Roberts
Business Representative/Staff Attorney



Date

**TEAMSTERS LOCAL UNION NO. 117,
IBT:**

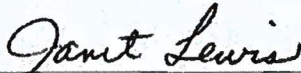


Tracey A. Thompson
Secretary-Treasurer

4-21-10

Date

**INT'L BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 46:**

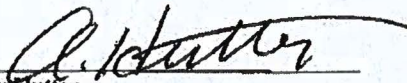


Janet L. Lewis
Business Representative

5-10-10

Date

**INT'L LONGSHORE & WAREHOUSE
UNION, LOCAL 9:**




Tony Hutter
Business Representative

5-3-10

Date

**TEAMSTERS LOCAL UNION NO. 174,
IBT:**



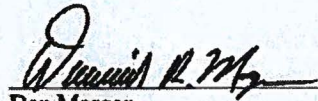
Rick Hicks
Secretary-Treasurer

6/17/10

Date

Memorandum of Understanding – Workplace Responsibility Code of Conduct
Page 3 of 3

**INTERNATIONAL ASSOCIATION OF
MACHINISTS, LOCAL 289:**



Dan Morgan
Business Representative

6/2/10
Date

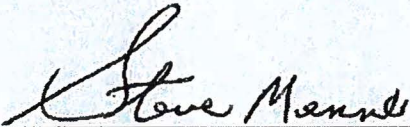
**INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS, LOCAL 1257:**



Thomas Sanchez
President

5-6-2010
Date

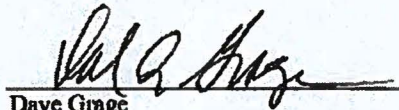
**SEATTLE-KING COUNTY BUILDING &
CONSTRUCTION TRADES COUNCIL:**



Lee Newgent
Executive Secretary

6-2-10
Date

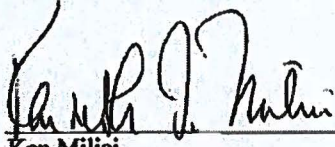
TEAMSTERS LOCAL UNION NO. 763



Dave Grage
Secretary-Treasurer

6-15-10
Date

**PACIFIC NW COUNCIL OF
CARPENTERS, LOCAL 131**

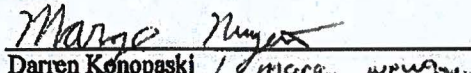


Ken Milici
Service Representative

5-25-10

Date

**INT'L UNION OF OPERATING
ENGINEERS, LOCAL 302**


Darren Konopaski / Marge Wengert
Business Manager / IUE #302

5-24-10

Date

MEMORANDUM OF UNDERSTANDING

**By and between
PORT OF SEATTLE**

**And
TEAMSTERS LOCAL UNION NO. 117**

**Affiliated with the International Brotherhood of Teamsters
Representing Police Sergeants and Officers**

Re: Scent Borne Canine Positions – Settlement Agreement

This Memorandum of Understanding between the Port of Seattle ("the Port") and Teamsters Local Union No. 117 ("the Union") is intended to resolve the unfair labor practice charge, unit clarification, and grievance identified below.

The parties agree:

- 1) There will be a 7:1 ratio of canine handler Officer Positions to canine handler Sergeant Positions. This would mean the Department would have to have at least eight (8) total canine positions (7 Officers, 1 Sergeant) for one (1) Sergeant to have a dog and the Department would have at least sixteen (16) total canine positions (14 Officers, 2 Sergeants) for a second Sergeant to be assigned a dog.
- 2) Canine Trainers will be filled as staffing allows and at the discretion of the Department. Both parties agree that canine trainer duties will remain Officer bargaining unit work as set forth in the Officer's Collective Bargaining Agreement.

Settlement:

This Settlement Agreement resolves the Unit Clarification case (Case No. 128976-C-17) on this matter. In addition, and as part of this settlement, Local 117 agrees to withdraw its Unfair Labor Practice case (Case No. 128934-U-17) as well as the grievance on this matter.

MEMORANDUM OF UNDERSTANDING

**By and between
PORT OF SEATTLE**

**And
TEAMSTERS LOCAL UNION NO. 117**

**Affiliated with the International Brotherhood of Teamsters
Representing Police Sergeants**

**Re: Two (2) Additional Bargaining Unit Positions - Waterfront and BDU/K9
Sergeants**

The following Memorandum of Understanding is made and entered into between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, Police Sergeants, regarding the addition of a Waterfront Sergeant and a BDU/K9 Sergeant and is subject to the following:

1. The Port intends to add two (2) additional Sergeant Positions to the Sergeant's Bargaining Unit.
2. The Port and the Union agree that the additional Waterfront Sergeant position will be assigned a twelve and a half (12.5) hour work schedule with the regular days of work being Friday, Saturday, and Sunday. The regular schedule will start at 0500 through 1730. However, the Sergeant assigned may flex their starting time with the approval of their supervisor. All benefits and work requirements including the ten (10) hour make up day will be the same as other patrol sergeants working a twelve and one half (12.5) hour work schedule as provided in Article 15 of the Collective Bargaining Agreement between the Port of Seattle and the Teamsters Local Union No. 117 Representing Police Sergeants.

The Port and the Union agree that effective January 1, 2023, both Waterfront Sergeants positions will be assigned a twelve (12) hour work schedule consisting of a work week of three (3) days on and four (4) days off followed by a work week of four (4) days on and three (3) days off. One (1) Sergeant will be assigned to work Sunday, Monday, and Tuesday. One (1) Sergeant will be assigned to work Thursday, Friday and Saturday. The Sergeants will alternate working Wednesdays.

The regular schedule will start at 0500 through 1700. However, the Sergeant assigned may flex their starting time with the approval of their supervisor.

Both Sergeants will receive the Patrol Shift Differential in Appendix A, Section 3 (N) of the Agreement.

3. The Port and the Union agree that the additional BDU/K9 Sergeant position will be assigned a twelve (12) hour work schedule that results in a thirty-six (36) hour work week and a forty-eight (48) hour work week in each pay cycle. The regular work days will be Monday, Tuesday, Wednesday, and every other Sunday. The regular schedule will start at 0500. However, the BDU/K9 Sergeant will have the ability to adjust the start time based on need as approved by their supervisor. This position will receive a two and one half percent (2.5%) twelve (12) Hour Patrol Shift Premium Differential for working additional straight time hours exceeding two thousand and eighty (2080) in the work year as provided in Appendix A, Section N of the Collective Bargaining Agreement between the Port of Seattle and the Teamsters Local Union No. 117 Representing Police Sergeants.
4. This Memorandum of Understanding is entered into between the parties on a one-time, non-precedent setting basis, specific to the circumstances presented herein, and shall not be used against either the Port or the Union in any future dispute or proceeding.

Side Letter to the 2025-2027 Agreement
By and between
PORT OF SEATTLE
And
TEAMSTERS LOCAL UNION NO. 117
Affiliated with the International Brotherhood of Teamsters
Representing Police Sergeants

The Port and the Union agree to the following contract reopener during the term of the 2025-2027 CBA.

Police Officer Bill of Rights

During negotiations for the 2025-2027 Agreement the parties have discussed potential changes to Appendix B, the Bill of Rights. The parties thus agree that either party may reopen the Agreement during the term of this agreement for the limited purpose of negotiating potential revisions to the Bill of Rights.

Nothing in this reopener agreement will be considered a waiver of any right of the Union to bargain over the Port's code of conduct/ workplace responsibility policy. Additionally, nothing in this reopener agreement will be considered a release of any grievance, unfair labor practice complaint, or any other claim the Union has or may have related to the Port of Seattle Code of Conduct/ Workplace Responsibility policy or the bill of rights.

CONTRACTED LAW ENFORCEMENT OFFICERS

The Port and the Union agree that at anytime during the term of the 2025-2027 agreement between the Port and Local 117 Sergeants, if the Port decides to bring in Contracted Law Enforcement Officers, either party may reopen the agreement to discuss the Port's use of Contracted Law Enforcement Officers.

PACIFIC COAST BENEFITS TRUST

SUBSCRIPTION AGREEMENT

COLLECTIVE BARGAINING AGREEMENT PROVIDING FOR PARTICIPATION IN TRUST

The undersigned employer and labor organization confirm, as a condition precedent to participation in the Pacific Coast Benefits Trust, that they are parties to a Collective Bargaining Agreement providing for employer contributions to be made to the Trust on behalf of all bargaining unit employees for which the employer is required to contribute. Upon expiration of the current or any subsequent bargaining agreement requiring contributions, the Employer agrees to continue to contribute to the Trust in the same manner and amount as required in the most recent expired bargaining agreement until such time as the undersigned either notifies the other party in writing (with a copy to the Trust Fund) of its intent to cancel such obligation five days after receipt of notice or enter into a successor bargaining agreement which conforms to the Trust policy on acceptance of employer contributions, whichever occurs first. The parties agree to provide the Trust office with a copy of the current and all future Collective Bargaining Agreements.

Employer

Port of Seattle - Sergeants

Name

PO Box 1209

Address

Seattle, WA 98111

City, State, Zip Code

Labor Organization

Teamsters Local Union No. 117

Name

14675 Interurban Ave S, Ste 307

Address

Tukwila WA 98168

City, State, Zip Code

EFFECTIVE DATES OF COLLECTIVE BARGAINING AGREEMENT

Effective/Termination Date of Current Bargaining Agreement:

January 1, 2025

to

December 31, 2027

BENEFIT PLAN DESIGNATED IN COLLECTIVE BARGAINING AGREEMENT

The collective bargaining agreement provides that contributions will be made to the Trust on behalf of all employees for which the Employer is required to contribute under the Trust Operating Guidelines for the purpose of providing such employees with retirement benefits.

Contribution Rate	Effective	Based on Hours in Month of	Current Number of Employees
\$ 1.50	1 / 1 / 2025	January	21
\$	/ /		
\$	/ /		

ACCEPTANCE OF TRUST AGREEMENT

The undersigned acknowledge receipt of a copy of the Trust Agreement and Trust Operating Guidelines on acceptance of employer contributions and accepts as their representatives for purposes of participating in the Trust the Trustees serving on the Board of Trustees and their duly appointed successors. The undersigned Employer and Labor Organization, by execution of this Subscription Agreement, consent to be bound by the terms of the Trust Agreement and Trust Operating Guidelines governing the Pacific Coast Benefits Trust, including any subsequent amendments thereto. The undersigned further acknowledge that with each successive Collective Bargaining Agreement to the one identified above that provides for contributions to continue to be made to the Pacific Coast Benefits Trust, that the parties agree to continue to be bound by the terms of the Trust Agreement and Trust Operating Guidelines and any subsequent amendments thereto. This Subscription Agreement will automatically continue until such time as contributions are no longer required to be made to the Trust under a Collective Bargaining Agreement between the parties: However, the Trust reserves the right to disallow or terminate participation in the Trust upon failure to execute this Subscription Agreement or to comply with the Trust Agreement or Trust Operating Guidelines on acceptance of employer contributions.

Employer

By:



Title:

Executive Director

Date:

5/7/2025

Labor Organization

By:



Title:

Paul Dascher, Sec. Treasurer

Date:

4/30/25

(OVER)

INFORMATION CONCERNING FORM OF EMPLOYER'S BUSINESS

EMPLOYER IS A: (Choose One)

CORPORATION

☐

Name of President

Name of Secretary

State of Incorporation:

PARTNERSHIP

☐

Name of Partner

Name of Partner

SOLE PROPRIETORSHIP

☐

Name of Owner

ELIGIBILITY TO PARTICIPATE IN TRUST

Eligibility for participation is determined in accordance with the requirements established in the collective bargaining agreement provided such requirements are consistent with the Trust guidelines. To establish participation, Trust guidelines require that eligible employees must have the contractually required contributions paid on their behalf as well as met all other eligibility requirements.

REPORTING OBLIGATION AND CONSEQUENCES OF DELINQUENCY

Employer contributions are due no later than ten (10) days after the last day of each month for which contributions are due. The Employer acknowledges that in the event of any delinquency, the Trust Agreement provides for the payment of liquidated damages, interest and attorney fees and costs incurred in collecting the delinquent amounts.

TRUSTEES' AUTHORITY TO DETERMINE TERMS OF PLANS

The parties recognize that solely the Board of Trustees in accordance with the terms of the governing Trust Document determines the detail of the plan provided by the Trust and the rules under which employees and their dependents shall be eligible for such benefits. The Trustees retain the sole discretion and authority to interpret the terms of the Trust's plans, the plans' eligibility requirements, and other matters related to the administration and operation of the Trust and its plan of benefits.

APPROVAL OF TRUSTEES

The Board of Trustees of the Trust as designated below has approved this Agreement:

Date: _____

Administrative Agent
Pacific Coast Benefits Trust

RETIREE'S WELFARE TRUST

SUBSCRIPTION AGREEMENT

COLLECTIVE BARGAINING AGREEMENT

THE UNDERSIGNED EMPLOYER AND LABOR ORGANIZATION CONFIRM, AS A CONDITION PRECEDENT TO PARTICIPATION IN THE RETIREE'S WELFARE TRUST, THAT THEY ARE PARTIES TO A COLLECTIVE BARGAINING AGREEMENT PROVIDING FOR CONTRIBUTIONS TO BE MADE TO THE TRUST ON BEHALF OF ALL BARGAINING UNIT EMPLOYEES FOR WHICH THE EMPLOYER IS REQUIRED TO CONTRIBUTE. UPON EXPIRATION OF THE CURRENT OR ANY SUBSEQUENT BARGAINING AGREEMENT REQUIRING CONTRIBUTIONS, THE EMPLOYER AGREES TO CONTINUE TO CONTRIBUTE TO THE TRUST IN THE SAME MANNER AND AMOUNT AS REQUIRED IN THE MOST RECENT EXPIRED BARGAINING AGREEMENT UNTIL SUCH TIME AS THE UNDERSIGNED EITHER NOTIFIES THE OTHER PARTY IN WRITING (WITH A COPY TO THE TRUST FUND) OF ITS INTENT TO CANCEL SUCH OBLIGATION FIVE DAYS AFTER RECEIPT OF NOTICE OR ENTER INTO A SUCCESSOR BARGAINING AGREEMENT WHICH CONFORMS TO THE TRUST POLICY ON ACCEPTANCE OF EMPLOYER CONTRIBUTIONS, WHICHEVER OCCURS FIRST. THE PARTIES AGREE TO PROVIDE THE TRUST OFFICE WITH A COPY OF THE CURRENT AND ALL FUTURE COLLECTIVE BARGAINING AGREEMENTS.

RETIREE PLAN (Check one): ☐ RWT-PLUS ☒ RWT-XL

EFFECTIVE DATES OF CURRENT BARGAINING AGREEMENT: 01/01/25 to 12/31/27
If a new Bargaining Agreement, first payment is due the Trust based on hours worked effective _____

ACCEPTANCE OF TRUST AGREEMENT

THE UNDERSIGNED ACKNOWLEDGE RECEIPT OF A COPY OF THE TRUST AGREEMENT AND TRUST POLICY ON ACCEPTANCE OF EMPLOYER CONTRIBUTIONS (SEE THE BACK OF THIS FORM FOR THE POLICY ON ACCEPTANCE OF EMPLOYER CONTRIBUTIONS), AND ACCEPT AS THEIR REPRESENTATIVES FOR PURPOSES OF PARTICIPATING IN THE TRUST, THE JOINT LABOR AND MANAGEMENT TRUSTEES SERVING ON THE BOARD OF TRUSTEES AND THEIR DULY APPOINTED SUCCESSORS. THE UNDERSIGNED EMPLOYER AND LABOR ORGANIZATION, BY EXECUTION OF THIS SUBSCRIPTION AGREEMENT, CONSENT TO BE BOUND BY THE TERMS OF THE TRUST AGREEMENT GOVERNING THE RETIREE'S WELFARE TRUST, INCLUDING ANY SUBSEQUENT AMENDMENTS THERETO. THE UNDERSIGNED FURTHER ACKNOWLEDGE THAT WITH EACH SUCCESSIVE COLLECTIVE BARGAINING AGREEMENT TO THE ONE IDENTIFIED ABOVE THAT PROVIDES FOR CONTRIBUTIONS TO CONTINUE TO BE MADE TO THE RETIREE'S WELFARE TRUST, THE PARTIES AGREE TO CONTINUE TO BE BOUND BY THE TERMS OF THE TRUST AGREEMENT AND ANY SUBSEQUENT AMENDMENTS THERETO. THIS SUBSCRIPTION AGREEMENT WILL AUTOMATICALLY CONTINUE UNTIL SUCH TIME AS CONTRIBUTIONS ARE NO LONGER REQUIRED TO BE MADE TO THE TRUST UNDER A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE PARTIES; HOWEVER, THE TRUST RESERVES THE RIGHT TO DISALLOW OR TERMINATE PARTICIPATION IN THE TRUST UPON FAILURE TO EXECUTE THIS SUBSCRIPTION AGREEMENT OR TO COMPLY WITH THE TRUST AGREEMENT OR POLICY ON ACCEPTANCE OF EMPLOYER CONTRIBUTIONS.

EMPLOYER (Name and Address)

Port of Seattle - Sergeants

PO Box 1209

Seattle, WA 98111

By: 

Title: Executive Director

Date: 7/7/2025

LABOR ORGANIZATION (Name and Address)

Teamsters Local Union No. 117

14675 Interurban Ave, Ste 307

Tukwila WA 98168

By: 

Title: Paul Dascher, Secretary-Treasurer

Date: 7/30/25

APPROVAL OF TRUSTEES This subscription agreement has been accepted by the Retiree's Welfare Trust:

By: _____ Title: _____ Date: _____

RETIREE'S WELFARE TRUST

POLICY ON ACCEPTANCE OF EMPLOYER CONTRIBUTIONS

It is hereby declared to be the policy of the Retiree's Welfare Trust to accept as Employer contributions only payments made in accordance with a Collective Bargaining Agreement and/or Written Agreement, which is not detrimental to the Plan.

Accordingly, a Collective Bargaining Agreement and/or Written Agreement which:

- Does not require monthly contributions to be made on behalf of all persons who perform work in the classifications or categories covered in such Collective Bargaining Agreement; or
- Requires a minimum waiting period of employment before contributions are owing; or
- Limits employees on whose account monthly contributions are to be made to those who are compensated for more than eighty (80) hours per month,

will be deemed to be detrimental to the Retiree's Welfare Trust and said contributions will not be acceptable.

The foregoing is only an illustration of Collective Bargaining Agreement and/or Written Agreement provisions, which the Trustees have deemed to be detrimental to the Plan and should not be considered as an all-inclusive list of all such types of provisions.

The determination of whether or not a Collective Bargaining Agreement and/or Written Agreement is detrimental to the Plan shall be made by the Trustees in their sole discretion.

NOTE: *There is a separate policy on acceptance of employer contributions in the Food Processing Industry. A copy may be obtained from the Trust Administrative Office.*

Retiree's Welfare Trust
2323 Eastlake Avenue East
Seattle, WA 98102
(206) 329-4900

WASHINGTON TEAMSTERS WELFARE TRUST SUBSCRIPTION AGREEMENT

COLLECTIVE BARGAINING AGREEMENT PROVIDING FOR PARTICIPATION IN TRUST

The Employer and Labor Organization below are parties to a Collective Bargaining Agreement providing for participation in the above Trust. An enforceable Collective Bargaining Agreement must exist as a condition precedent to participation in the Trust.

Port of Seattle - Sergeants

Teamsters Local Union No. 117

Employer Name

Labor Organization (Union) Name

PO Box 1209

14675 Interurban Ave S, Suite 307

Address

Address

Seattle

WA 98111

Tukwila

WA 98168

City

State Zip Code

City

State Zip Code

COLLECTIVE BARGAINING AGREEMENT

The parties' Collective Bargaining Agreement is in effect from: 1/1/25 to: 12/31/27

☐ New Account

☒ Renewal — Account No. 106574 Approximate No. of Covered Employees: 21

INFORMATION CONCERNING EMPLOYER'S BUSINESS

Employer EIN (Tax ID No.)

Employer is: ☒ Public Entity ☐ Corporation - State of ☐ Partnership ☐ Sole Proprietorship ☐ LLC

If Partnership or Sole Proprietorship, provide name/s of the owner or partners:

BENEFIT PLAN(S) DESIGNATED IN COLLECTIVE BARGAINING AGREEMENT

The Collective Bargaining Agreement provides that contributions will be made to the Trust on behalf of all employees for whom the Employer is required to contribute under the Trust Operating Guidelines for the purpose of providing such employees and their dependents with the following benefit plan(s): (The undersigned parties acknowledge the receipt of a copy of the Trust Operating Guidelines which by this reference are made a part hereof.)

COVERAGE IN BARGAINING AGREEMENT (For renewals, list all coverages, not just changes)			Monthly Rate
Medical Plan	<input checked="" type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> Z		\$ 1677.50
Life/AD&D	<input type="checkbox"/> A - \$30,000 Employee/\$3,000 Dependent		\$
	<input type="checkbox"/> B - \$15,000 Employee/\$1,500 Dependent		
	<input type="checkbox"/> C - \$5,000 Employee/\$500 Dependent		
Weekly Time Loss	<input type="checkbox"/> E - \$500 <input type="checkbox"/> A - \$400 <input type="checkbox"/> B - \$300 <input type="checkbox"/> C - \$200 <input type="checkbox"/> D - \$100		\$
Disability Waivers	<input checked="" type="checkbox"/> Additional 9 months Disability Waiver of Contributions - Medical only		\$ 11.40
Domestic Partners	<input checked="" type="checkbox"/> Domestic Partners - Medical		\$ 18.00
Dental Plan	<input checked="" type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> C		\$ 120.50
Domestic Partners	<input checked="" type="checkbox"/> Domestic Partners - Dental		\$ 2.20
Vision Plan	<input checked="" type="checkbox"/> EXT		\$ 17.10
Domestic Partners	<input checked="" type="checkbox"/> Domestic Partners - Vision		\$ 0.20

Will there be any coverage changes before the Collective Bargaining Agreement's expiration? ☐ Yes ☒ No.

If yes, attach a Subscription Agreement for each change.

EFFECTIVE DATE OF CONTRIBUTIONS - A Subscription Agreement must be submitted in advance of the effective date below.

Contributions above are effective (month, year) January, 2025 based on employment in the prior month.

Important: Coverage is effective in the month following the month in which the contributions are due based on the Trust's eligibility lag month. For example, contributions effective April based on March employment will provide coverage in May.

EXPIRATION OF COLLECTIVE BARGAINING AGREEMENT

Upon expiration of the above-referenced Collective Bargaining Agreement, the Employer agrees to continue to contribute to the Trust in the same amount and manner as required in the Collective Bargaining Agreement until such time as the Employer and the Labor Organization either enter into a successor Collective Bargaining Agreement, which conforms to the Trust Operating Guidelines, or one party notifies the other in writing (with a copy to the Trust) of its intent to cancel such obligation five (5) days after receiving notice, whichever occurs first. The Trust reserves the right to immediately terminate participation in the Trust upon the failure to execute this or any future Subscription Agreement or to comply with the Trust Operating Guidelines as amended by the Trustees from time to time.

For Employer [Signature]

For Union [Signature]

Title/Assn Executive Director

Date 5/7/2025

Title Paul Dascher, Secretary-Treasurer

Date 4/30/25

ELIGIBILITY TO PARTICIPATE IN TRUST

Eligibility for benefits is determined in accordance with the requirements established in the Collective Bargaining Agreement provided such requirements are consistent with the Trust guidelines. To establish eligibility for benefits, Trust guidelines require that eligible employees must have the required number of hours in a month and have the contractually required contributions paid on their behalf. Eligibility will commence according to the Trust's lag month eligibility rule. Eligibility continues as long as the employee remains eligible, has the contractually required number of hours per month, and has the required contributions made. The Trust, however, will not recognize any contractual provision that conditions continued eligibility on having less than 40 or more than 80 hours in a month. Eligibility will end according to the Trust's policy for employees who do not have the required number of hours and contributions in a month and who do not qualify for an applicable extension of eligibility, if any.

Employees of a participating employer not performing work covered by the Collective Bargaining Agreement may participate in the Trust only pursuant to a written special agreement approved in writing by the Trustees. The Trustees reserve the right to recover any and all benefits provided to ineligible individuals from either the ineligible individual receiving the benefits or the employer responsible for misreporting them (if applicable).

REPORTING OBLIGATION AND CONSEQUENCES OF DELINQUENCY

Employer contributions are due no later than ten (10) days after the last day of each month for which contributions are due. The Employer acknowledges that in the event of any delinquency, the Trust Agreement provides for the payment of liquidated damages, interest, attorney fees, and costs incurred in collecting the delinquent amounts.

TRUSTEES' AUTHORITY TO DETERMINE TERMS OF PLANS

The parties recognize that the detail of the benefit plans provided by the Trust and the rules under which employees and their dependents shall be eligible for such benefits is determined solely by the Board of Trustees of the Trust in accordance with the terms of the governing Agreement and Declaration of Trust (Trust Agreement). The Trustees retain the sole discretion and authority to interpret the terms of the Trust's benefit plans, the plans' eligibility requirements, and other matters related to the administration and operation of the Trust and its benefits plans. The Trustees may modify benefits or eligibility of any plan for the purpose of cost containment, cost management, or changes in medical technology and treatment.

MECHANISM FOR HANDLING CONTRIBUTION INCREASES

The Trustees' authority shall include the right to adjust the contribution rates to support the benefit plans offered by the Trust and to maintain adequate reserves to cover any extended eligibility and the Trust's contingent liability.

The parties recognize that it is the intent of the Trust not to provide employee benefit plans for less than the full cost of any such plan. If the Collective Bargaining Agreement does not provide a mechanism for fully funding the designated benefit plans, the Board of Trustees may substitute a plan then available that is fully supported by the employer's contribution obligations. The disposition of any excess employer contributions will be subject to the collective bargaining process.

ACCEPTANCE OF TRUST AGREEMENT

The Employer and the Labor Organization accept and agree to be bound by the terms of the Trust Agreement governing the Trust, and any subsequent amendments to the Trust Agreement. The parties accept as their representatives for purposes of participating in the Trust the Trustees serving on the Board of Trustees and their duly appointed successors.

Provided, however, that in the event that either Section 2 or 3 of Article VIII of the Trust Agreement is amended to change or modify an Employer's liability as specified therein, such amendment will not be deemed applicable to an Employer until such time as the Employer enters into a successor Collective Bargaining Agreement after the expiration of the Employer's then current Collective Bargaining Agreement.

APPROVAL OF TRUSTEES

This Agreement has been approved by the Board of Trustees of the Washington Teamsters Welfare Trust.

Date _____

Administrative Agent
Washington Teamsters Welfare Trust