



**COMMISSION  
AGENDA MEMORANDUM**

**Item No.**

6f

**ACTION ITEM**

**Date of Meeting**

June 26, 2018

**DATE:** June 25, 2018  
**TO:** Port of Seattle Commission  
**FROM:** Stephen P. Metruck, Executive Director  
**SUBJECT:** Employment Settlement – Craig Watson

**Amount of this request:** \$500,000

**ACTION REQUESTED**

Request Commission authorization for the Executive Director to enter into a settlement agreement with Craig Watson for his separation and early retirement from the Port of Seattle under the terms outlined in a proposed settlement agreement for an amount not to exceed \$500,000.

**JUSTIFICATION**

A recent internal workplace complaint about Craig Watson was investigated. The Port determined that the incident was insufficient to support discharge for cause, as required for a decades-long Port employee.

The Executive Director and Commission leadership have determined that as a result of the incident, they have lost trust and confidence in Mr. Watson's ability to carry out his duties and responsibilities, and are concerned about the inherent conflict of interest if he is permitted to remain in a position responsible for legal, employment, and workplace conduct matters. The Executive Director and Commission leadership believe it is in the best interest of the Port to avoid a contested and expensive disciplinary hearing and potential litigation to resolve this matter by reaching a compromise for Mr. Watson's separation and early retirement.

**ATTACHMENTS TO THIS REQUEST**

None.

**PREVIOUS COMMISSION PUBLIC ACTIONS OR BRIEFINGS**

None.