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THIS IS COMMISSION PRESIDENT RYAN CALKINS, CONVENING THE REGULAR MEETING OF OCTOBER 11, 2022. THE TIME IS 12:23. WE'RE MEETING IN PERSON TODAY AT THE PORT OF SEATTLE HEADQUARTERS BUILDING IN THE PIER 69 COMMISSION CHAMBERS AND VIRTUALLY THROUGH MICROSOFT TEAMS. CLERK, PLEASE CALL THE ROLL OF ALL COMMISSIONERS IN ATTENDANCE. THANK YOU. BEGINNING WITH COMMISSIONER FELLEMAN. PRESENT. THANK YOU. COMMISSIONER HASEGAWA? PRESENT. THANK YOU. COMMISSIONER MOHAMED. PRESENT. THANK YOU. COMMISSIONER CHO. IT'S MY UNDERSTANDING HE WILL NOT BE JOINING US THIS AFTERNOON. COMMISSIONER CALKINS, I'M HERE AS WELL. THANK YOU. WE DO HAVE A QUORUM ESTABLISHED HERE TODAY, SIR. DUE TO THE CONTINUED VIRTUAL COMPONENT OF PARTICIPATION FOR OUR MEETINGS, WE HAVE STAFF, EXTERNAL PRESENTERS, AND MEMBERS OF THE PUBLIC WHO MAY BE PARTICIPATING ON THEIR PERSONAL DEVICES OR FROM THEIR PHONES. TODAY, WE'VE MADE ARRANGEMENTS TO ACCOMMODATE THIS VIRTUAL FORMAT. LATER, WE'LL TAKE PUBLIC COMMENT ON ITEMS RELATED TO THE CONDUCT OF THE PORT FROM PEOPLE WHO ARE PARTICIPATING BY TEAMS, AS WELL AS FROM THOSE IN PERSON WHO HAVE SIGNED UP TO SPEAK. FOR ANYONE PARTICIPATING ON MICROSOFT TEAMS, PLEASE MUTE YOUR SPEAKERS WHEN NOT ACTIVELY SPEAKING OR PRESENTING. PLEASE KEEP YOUR CAMERAS OFF UNLESS YOU ARE A MEMBER OF THE COMMISSION OR EXECUTIVE DIRECTOR PARTICIPATING VIRTUALLY, OR YOU ARE A MEMBER OF STAFF IN A PRESENTATION AND ARE ACTIVELY ADDRESSING THE COMMISSION. MEMBERS OF THE PUBLIC ADDRESSING THE COMMISSION MAY TURN ON THEIR CAMERAS WHEN THEIR NAME IS CALLED TO SPEAK. FOR ANYONE AT THE DAIS HERE TODAY, PLEASE TURN OFF THE SPEAKERS ON ANY COMPUTERS AND SILENCE YOUR DEVICES. WHEN YOU ARE RECOGNIZED TO SPEAK, YOU WILL PRESS THE BUTTON FOR YOUR MICROPHONE TO BE AUDIBLE AND WILL PRESS IT AGAIN TO SILENCE IT WHEN NOT ACTIVELY SPEAKING. ALL OF THE ITEMS NOTED HERE WILL ENSURE A SMOOTHER MEETING. THANK YOU. ALL VOTES TODAY WILL BE TAKEN BY THE ROLL CALL METHOD SINCE THERE IS A VIRTUAL COMPONENT TO THE MEETING. SO IT IS CLEAR FOR ANYONE PARTICIPATING VIRTUALLY HOW VOTES ARE CAST COMMISSIONERS WILL SAY AYE OR NAY WHEN THEIR NAME IS CALLED. TO BE EQUITABLE. I WILL ASK THAT ALL COMMISSIONERS WAIT TO BE RECOGNIZED BEFORE SPEAKING. WE ARE MEETING ON THE ANCESTRAL LANDS AND

WATERS OF THE COAST SALISH PEOPLE WITH WHOM WE SHARE A COMMITMENT TO STEWARD THESE NATURAL RESOURCES FOR FUTURE GENERATIONS. THIS MEETING IS BEING DIGITALLY RECORDED AND MAY BE VIEWED OR HEARD AT ANY TIME ON THE PORT'S WEBSITE AND MAY BE REBROADCAST BY KING COUNTY TELEVISION. PLEASE STAND OR JOIN US FOR THE PLEDGE OF ALLEGIANCE.

THE FLAG OF THE UNITED STATES OF AMERICA AND TO REPUBLIC FOR WHICH IT STANDS, ONE NATION UNDER GOD, INDIVISIBLE AND JUSTICE FOR ALL.

THE FIRST ITEM OF BUSINESS TODAY IS APPROVAL OF THE AGENDA. I'VE BEEN ADVISED THAT COMMISSIONER HASEGAWA WOULD LIKE TO PULL AGENDA ITEM EIGHT C FOR SEPARATE DISCUSSION. ARE THERE ANY OTHER ITEMS TO BE PULLED FROM THE CONSENT AGENDA OR MOTIONS TO REARRANGE THE ORDERS OF THE DAY?

OKAY, COMMISSIONERS, THE QUESTION IS NOW ON APPROVAL OF THE AGENDA? IS THERE A MOTION TO APPROVE THE AGENDA. I MOVE WE APPROVE THE AGENDA AS PROPOSED. SO SECONDED. THE MOTION HAS BEEN MADE AND SECONDED. IS THERE ANY OBJECTION TO APPROVAL OF THE AGENDA AS AMENDED? HEARING NONE. THE AGENDA IS APPROVED AS AMENDED. NEXT ON OUR AGENDA IS THE EXECUTIVE DIRECTORS REPORT. EXECUTIVE DIRECTOR METRUCK. TAKE IT AWAY. GOOD AFTERNOON, COMMISSIONERS. ACTUALLY, IT'S HARD TO BELIEVE IT'S OCTOBER, BUT HERE IT IS. OCTOBER IS A NOTABLE MONTH FOR MANY REASONS. IT IS BEGINNING OF THE FOURTH QUARTER, WHICH MEANS THE HEIGHT OF OUR BUSINESS PLANNING AND BUDGET PROCESS, WHICH WE'LL HEAR MORE ABOUT THIS AFTERNOON. BUT IT ALSO MARKS A PERIOD WHERE WE RECOGNIZE A NUMBER OF SIGNIFICANT EVENTS. WE RECOGNIZE INDIGENOUS PEOPLE'S DAY. FILIPINO AMERICAN HISTORY MONTH, BREAST CANCER AWARENESS MONTH, YOM KIPPUR AND THEN TODAY IS NATIONAL COMING OUT DAY. AS THE PORT WORKS TO ADVANCE OUR GOAL OF BECOMING A MODEL FOR EQUITY, DIVERSITY, INCLUSION, I'D LIKE TO EMPHASIZE OUR OBSERVANCE OF THESE DAYS OF RECOGNITION AND MONTHS OF RECOGNITION. THE PORT ACKNOWLEDGES THE HARMFUL IMPACTS OF COLONIZATION ON INDIGENOUS PEOPLES, CELEBRATES THE CONTRIBUTIONS OF A FILIPINO AMERICAN COMMUNITY TO OUR REGION AND COUNTRY. WE STAND WITH THE JEWISH COMMUNITY AND ENGAGING IN SELF REFLECTION AND HUMILITY. WE ACKNOWLEDGE THE BATTLE AGAINST BREAST CANCER AND THE IMPACTS IT HAS ON SO MANY. AND WE ENVISION AND WORK TO BUILD A WORLD WHERE EVERYONE CAN LIVE PROUDLY AS THEY ARE, NO MATTER WHO THEY LOVE. OF COURSE, WE

DO THIS NOT ONLY ON SPECIFIC DAYS, BUT THROUGHOUT THE YEAR, AND WE STRIVE TO CONTINUE TO IMPROVE IN OUR EQUITY WORK. EACH ONE OF THESE DESERVES THAT WE COULD TALK ON FOR A NUMBER OF MINUTES ABOUT THOSE. SO I DON'T WANT TO DO THEM INJUSTICE BY JUST SAYING THAT, BUT IT'S IMPORTANT TO KNOW THAT IT'S NOT JUST HERE, BUT IT'S THROUGH OUR WORK THAT WE DO THROUGHOUT THE PORT AND THE COMMUNITY TO RECOGNIZE THESE DAYS.

THANK YOU FOR YOUR LEADERSHIP ON THESE ISSUES AS WELL. ON A RELATED NOTE, I WANT TO CONGRATULATE CRYSTAL ROBERTS AND TINA SOYKE, WHO WERE CELEBRATED LAST WEEK AS THE MOST RECENT RECIPIENTS OF THE PAT DAVIS LEGACY OF LEADERSHIP AWARD HERE AT THE PORT. NAMED AFTER LONG SERVING COMMISSIONER PAT DAVIS. THIS RECOGNITION IS GIVEN TO PORT EMPLOYEES WHO HAVE ADVANCED POSSIBILITIES FOR WOMEN AT THE PORT OF SEATTLE, STOOD TO HER VALUES IN THE FACE OF ADVERSITY, AND CHANGED THE CONVERSATION. I CAN THINK OF NO BETTER EXAMPLES OF COMMISSIONER DAVIS'S VALUES THAN CRYSTAL AND TINA. AND PLEASE JOIN ME ACKNOWLEDGING THEIR FANTASTIC CONTRIBUTIONS OVER 70 YEARS OF COMBINED SERVICE TO THE PORT.

SPEAKING OF ADVANCING EQUITY, YOU WILL SEE THAT THAT COMMITMENT TO MISSION AND VISION REFLECTED IN OUR PROPOSED MARITIME AND ECONOMIC DEVELOPMENT DIVISION BUDGETS LATER THIS AFTERNOON, ALONG WITH IMPORTANT INVESTMENTS IN OPERATIONS, CAPITAL PROGRAMS, ECONOMIC DEVELOPMENT, AND SUSTAINABILITY. WE HAD A SIMILAR OPPORTUNITY THIS MORNING DURING THE AVIATION BUDGET STUDY SESSION. I WANT TO THANK YOU AGAIN FOR YOUR TIME AND THOUGHTFUL, INSIGHTFUL INPUT AS WE WORK TOWARDS NEXT MONTH'S FINAL BUDGET PROPOSAL. SPEAKING OF BUDGETS, I'D LIKE TO AGAIN PUT A PLUG IN FOR OUR UPCOMING PUBLIC OPEN HOUSES LATER ON THIS WEEK. TOMORROW, WE'RE ON HOLD OF VIRTUAL OPEN HOUSE FOR THE MARITIME AND ECONOMIC DEVELOPMENT DIVISION BUDGETS BEGINNING AT 04:00 P.M.. THE AVIATION DIVISION PUBLIC OPEN HOUSE WILL BE HELD ON THE FOLLOWING DAY, OCTOBER 13, AT 04:00 P.M.. DETAILS FOR BOTH EVENTS CAN BE FOUND ON THE PORT'S 2023 BUDGET WEBPAGE.

ALSO SPEAKING OF THE AVIATION DIVISION, LAST WEEK WE CELEBRATED THE FIRST FLIGHT BETWEEN SEATTLE TACOMA INTERNATIONAL AIRPORT AND PAPIT TAHITI.

AIR YAHITI NUI BECOMES THE FIRST AND ONLY CARRIER TO OFFER DIRECT FLIGHTS CONNECTING THE SOUTH PACIFIC INTO THE PACIFIC NORTHWEST. THIS NEW FLIGHT

CONTINUES THE AMAZING MOMENTUM OF NEW BUSINESS DEVELOPMENT AT SEA. TAHITI NUI SERVICE IS ONE OF THE THREE NEW INTERNATIONAL AIRLINES LAUNCHED THIS YEAR AT SEA, INCLUDING TURKISH AIRLINE SERVICE TO ISTANBUL AND FENEER TO HELSINKI. OVERALL, 43 INTERNATIONAL SERVICES ARE CURRENTLY IN OPERATION AT SEA, PROVIDING NONSTOP FLIGHTS TO 28 UNIQUE INTERNATIONAL DESTINATIONS THROUGH 25 AIRLINES. I'D LIKE TO EXPRESS MY GRATITUDE TO COMMISSIONER HASEGAWA AND THE CITY OF SEATTLE'S, SENIOR DEPUTY MAYOR MONISHA NARROWS FOR JOINING THE GATE CEREMONY. I SAW VIDEOS OF IT, AND IT LOOKED FANTASTIC. CONGRATULATIONS TO AVIATION MANAGING DIRECTOR LANCE LITTLE AND HIS AIR SERVICE DEVELOPMENT TEAM FOR THEIR CONTINUOUS SUCCESS. LASTLY, I'D LIKE TO PUT IN A PLUG FOR THE INAUGURAL RESPONSIBLE OUTDOOR TRAVEL SUMMIT TAKING PLACE LATER THIS WEEK ON OCTOBER 13 AT THE BELL HARBOR INTERNATIONAL CONFERENCE CENTER. THIS CONFERENCE WORLD WILL CONVENE TOURISM, OUTDOOR RECREATION AND CONSERVATION LEADERS, PUBLIC AND PRIVATE SECTOR ORGANIZATIONS, AND TRIBAL GOVERNMENTS TO CONTINUE TO DRIVE THE BALANCE BETWEEN A VIBRANT WASHINGTON TOURISM ECONOMY AND ENVIRONMENTAL SUSTAINABILITY. THIS SUMMIT WILL FOCUS ON PROVIDING RESPONSIBLE TRAVEL TO ECOLOGICALLY AND CULTURALLY SIGNIFICANT REGIONS IN WASHINGTON WHILE PROTECTING THOSE ASSETS AND ENHANCING THE TRAVELER AND HOST EXPERIENCES. I'D LIKE TO THANK COMMISSIONER FELLEMAN AND DAVID BLANFORD, EXECUTIVE DIRECTOR FOR THE STATE OF WASHINGTON TOURISM, FOR THEIR LEADERSHIP IN THIS INAUGURAL SUMMIT AND LOOK FORWARD TO GREAT SUCCESS THERE. MOVING TO TODAY'S COMMISSION MEETING, I'D LIKE TO HIGHLIGHT TWO ITEMS ON OUR CONSENT AGENDA. ITEMS EIGHT D AND EIGHT E. ON THE CONSENT AGENDA ARE BOTH REQUESTS FOR RENEWAL AND REPLACEMENT OF ELECTRICAL INFRASTRUCTURE AT TWO SEPARATE FACILITIES, THE FIRST AT THE MARITIME INDUSTRIAL CENTER AND THE SECOND AT OUR MAIN TERMINAL AT SEA AT THE MARINE INDUSTRIAL CENTER. THE MARINE ENVIRONMENT IS HARSH ON INFRASTRUCTURE, ESPECIALLY CRITICAL ELECTRICAL SYSTEMS, AND BOTH THESE REQUESTS REPLACE AGING CRITICAL INFRASTRUCTURE NEAR THE END OF THEIR USEFUL LIFE AND SUPPORT RESILIENCY IN OUR CONTINUED OPERATIONS. COMMISSIONERS, I WILL NOTE THAT THE COST OF THE MAIN TERMINAL LOW VOLTAGE PROJECT IS SIGNIFICANT, BUT WE FEEL COMFORTABLE ASKING FOR APPROVAL ON CONSENT AGENDA BECAUSE OF THE STRAIGHTFORWARD NATURE OF THIS PROJECT. THE BUDGET INCREASE IS DUE

TO AN INITIAL PROJECT ESTIMATE FROM 2018 THAT IS BEING UPDATED TO ACCOUNT FOR INCREASED MATERIAL AND LABOR COST AS WELL AS A SMALL AMOUNT OF ADDED SCOPE. I WILL SAY THAT MOST OF OUR ELECTRICAL PROJECTS HAVE EXPERIENCED SUPPLY CHAIN ISSUES, AND THAT'S PART OF A CONTRIBUTING FACTOR TO THIS. IN ADDITION, I'M LOOKING FORWARD TO TWO PRESENTATIONS TODAY IN AVIATION TO OUR BUDGET DISCUSSION. ITEM ELEVEN B IS AN UPDATE ON OUR UNDERWATER NOISE MITIGATION AND MANAGEMENT PLAN. THE PORT'S LEADERSHIP ON THIS IMPORTANT EFFORT TO PROTECT THE LIVES AND HABITATS OF ENDANGERED MARINE MAMMALS IS SOMETHING THAT WE CAN BE INCREDIBLY PROUD OF. AND WE'VE HAD A GREAT PARTNERSHIP WITH MARITIME BLUE, THE STATE OF WASHINGTON, AND THE WASHINGTON CONGRESSIONAL DELEGATION AS WE CONTINUE TO INNOVATE ON NEW WAYS TO ENSURE THAT COMMERCE, COMMUNITIES AND KILLER WHALES CAN COEXIST. ITEM ELEVEN C IS A BRIEFING ON THE KEY RESULTS OF THE PORT OF SEATTLE'S AFFIRMATIVE ACTION PROGRAM. WE'VE MADE SOME ADMIRABLE PROGRESS, BUT WE STILL HAVE MUCH MORE WORK TO DO TO FULLY EMBODY THE VALUES AND VISION WE HAVE SET FOR OURSELVES IN THIS REGARD. I LOOK FORWARD TO THE DISCUSSION TODAY AND HOW WE CAN FURTHER PRIORITIZE AND ADVANCE THESE EFFORTS. COMMISSIONERS, THAT CONCLUDES MY REPORT THIS AFTERNOON. THANK YOU, EXECUTIVE DIRECTOR METRUCK. WE ARE NOW AT COMMITTEE REPORTS. ERICA SHUNG, COMMISSION STRATEGIC ADVISOR, WILL PROVIDE THE REPORT. GOOD AFTERNOON, PRESIDENT CALKINS AND COMMISSIONERS. I HAVE FOUR COMMITTEE REPORTS FOR YOU TODAY. THE PORT PORTWIDE ART BOARD CONVENED BY COMMISSIONER FELLEMAN AND HASEGAWA MET ON SEPTEMBER 29, WHERE THEY WERE BRIEFED ON AIRPORT CAPITAL IMPROVEMENT PROJECTS AND ART OPPORTUNITIES, 2023 OPERATING BUDGET IN COMPARISON TO 2022 AND STATUS OF LITTLE FREE LIBRARY AND UPCOMING TEMPORARY ART EXHIBITS. BOARD DISCUSSED ART OPPORTUNITIES AT FISHERMEN TERMINAL AND HOW THE PORT MAY ENGAGE WITH HORIZON OPPORTUNITIES, INCLUDING SCHMIDT OCEAN EXHIBIT EVENT AT PIER 66 AND 69. BOARD ALSO DISCUSSED ART OPPORTUNITIES AT THE AIRPORT AND ASKED TO BE NOTIFIED WITH OPEN CALL FOR ART SO THE BOARD MAY FURTHER AMPLIFY OPPORTUNITIES WITH THE ART COMMUNITY. COMMISSIONERS HASEGAWA AND FELLEMAN CONVENED THE WATERFRONT AND INDUSTRIAL LANDS COMMITTEE ON SEPTEMBER 29. PORT STAFF PROVIDED UPDATES REGARDING DESIGN OF THE FORTHCOMING

ALASKAN WAY PROTECTED BIKE LANE ADJACENT TO PIER 66 AND ABOUT THE RESPONSIBLE OUTDOOR TRAVEL SUMMIT, WHICH WILL BE HELD AT THE BELL HARBOR INTERNATIONAL CONFERENCE CENTER ON OCTOBER 13. ON SEPTEMBER 30, COMMISSIONER CHO AND MOHAMED CONVENED THE EQUITY AND WORKFORCE DEVELOPMENT COMMITTEE. COMMISSIONERS REVIEWED A DRAFT LANGUAGE ACCESS ORDER AND DIRECTED STAFF TO ADD MORE DETAIL AND PRESCRIPTIVE ELEMENTS TO THE DRAFT, INCLUDING AN EARLY 2023 CHECK IN WITH COMMISSIONERS ON PROGRESS TOWARDS IMPLEMENTING THE LANGUAGE ACCESS POLICY. COMMISSIONER MOHAMED ALSO DREW ATTENTION TO TITLE TWO CONCERNING AT SEA, OEDI AND AVIATION. STAFF LET HER KNOW THAT THEY WOULD FOLLOW UP TO ADDRESS THESE CONCERNS. COMMISSIONERS ALSO HEARD A PRESENTATION ON THE NEW YORK AND LA HEALTH PORTS INITIATIVES. THE INITIATIVE SET WAGE AND OR BENEFIT FLOOR FOR CERTAIN AIRPORT WORKERS AND THOSE JURISDICTIONS. COMMISSIONER MOHAMED NOTED THAT SHE IS HEARING FROM SEA AIRPORT WORKERS THAT THEY DON'T HAVE ACCESS TO EMPLOYER SPONSORED HEALTHCARE. COMMISSIONERS DIRECT A STAFF TO DETERMINE THE NUMBER OF AIRPORT EMPLOYERS, INCLUDING CONTRACTORS, THAT OFFER EMPLOYER SPONSORED HEALTHCARE, AND THEN DETERMINE THE NUMBER OF AIRPORT WORKERS EMPLOYED BY EACH EMPLOYER. AT THE SEPTEMBER 30 AVIATION COMMITTEE, COMMISSIONERS CHO AND MOHAMED WERE BRIEFED ON TWO ITEMS IMPROVEMENTS TO THE SOUTH 160TH PARKING LOT FOR TNC DRIVERS AT SEA AND A PATH FORWARD ON THE ON DEMAND TAXI PROGRAM. COMMISSIONERS REVIEWED MULTIPLE OPTIONS FOR PROVIDING A COVERED REST AREA FOR DRIVERS AT SOUTH 160 LOT OR ALTERNATIVE OFFSITE LOCATIONS. COMMITTEE RECOMMENDED A FOLLOW UP MEMO TO AVIATION STAFF THAT OUTLINES A PATH FORWARD. ONCE THE MEMO IS REVIEWED BY COMMITTEE, THAT MEMO WILL BE SHARED WITH ALL COMMISSIONERS. COMMISSIONERS REVIEW THE PROPOSAL FOR THE PROPOSED PATH FORWARD FOR ON DEMAND TAXI PROGRAM. THE COMMITTEE IS DEVELOPING THEIR RECOMMENDATIONS, AND AVIATION STAFF WILL BRIEF ALL COMMISSIONERS ONCE THEY HAVE RECEIVED THOSE RECOMMENDATIONS. COMMISSIONER TWO TWO ONES ARE SCHEDULED FOR THE END OF OCTOBER. THIS CONCLUDES BY A COMMITTEE REPORT. THANK YOU. THANK YOU, ERICA. ARE THERE ANY FOLLOW UP QUESTIONS REGARDING COMMITTEES FROM COMMISSIONERS? JUST SPEAK NOW OR FOREVER HOLD YOUR PEACE. I JUST WONDER IF THE FUTURE UPDATES COULD ALSO INCLUDE OUTSIDE COMMITTEES, LIKE CONVENING OF

THE JOINT ADVISORY COMMITTEE OR THE HIGHLINE FORUM. I DON'T SEE WHY NOT. GREAT IDEA. THANK YOU, COMMISSIONER HASEGAWA. WE ARE NOW AT THE PUBLIC COMMENTS SECTION OF OUR AGENDA. THE PORT COMMISSION WELCOMES PUBLIC COMMENT AS AN IMPORTANT PART OF THE PUBLIC PROCESS. COMMENTS ARE RECEIVED AND CONSIDERED BY THE COMMISSION IN ITS DELIBERATIONS. EACH COMMENTER WILL HAVE TWO MINUTES TO SPEAK. YOU MUST LIMIT REMARKS TO TOPICS RELATED TO THE CONDUCT OF PORT BUSINESS. THESE RULES APPLY TO INTRODUCTORY AND CONCLUDING REMARKS. ALL REMARKS SHOULD BE ADDRESSED TO THE COMMISSION AS A BODY, NOT TO INDIVIDUAL COMMISSIONERS. DISRUPTIONS OF COMMISSION PUBLIC MEETINGS ARE PROHIBITED. DISRUPTIONS INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING REFUSAL OF A SPEAKER TO LIMIT REMARKS TO TOPICS RELATED TO THE CONDUCT OF PORT BUSINESS. THREATS AND ABUSIVE OR HARASSING BEHAVIOR, INCLUDING, BUT NOT LIMITED TO, OBSCENE LANGUAGE AND GESTURES. REFUSAL OF A SPEAKER TO COMPLY WITH THE ALLOTTED TIME SET FOR THE INDIVIDUAL SPEAKER'S PUBLIC COMMENT LEAVING THE PODIUM OR TESTIMONY TABLE TO PHYSICALLY APPROACH COMMISSIONERS OR STAFF DURING ONE'S PUBLIC COMMENT PROVIDED SPEAKERS MAY OFFER WRITTEN MATERIALS TO THE COMMISSIONER CLERK AND ANY BEHAVIOR THAT DISRUPTS, DISTURBS OR OTHERWISE IMPEDES THE MEETING. WRITTEN MATERIALS PROVIDED TO THE CLERK WILL BE INCLUDED IN TODAY'S MEETING RECORD. THE CLERK HAS A LIST OF THOSE PREPARED TO SPEAK. WE ARE TAKING COMMENTS FROM ANYONE WHO HAS SIGNED UP TO SPEAK VIRTUALLY, AS WELL AS FROM ANYONE WHO HAS JOINED US IN THE CHAMBERS WHEN THE CLERK CALLS YOUR NAME. IF YOU ARE JOINING VIRTUALLY, PLEASE UNMUTE YOURSELF, THEN REPEAT YOUR NAME FOR THE RECORD AND STATE YOUR TOPIC RELATED TO THE CONDUCT OF PORT BUSINESS. IF YOU'RE ON THE TEAMS MEETING AND ARE ALSO STREAMING THE MEETING ON THE WEBSITE, PLEASE MUTE THE WEBSITE STREAM TO AVOID FEEDBACK. IF YOU ARE SPEAKING FROM THE ROOM, PLEASE COME TO THE TESTIMONY TABLE, REPEAT YOUR NAME AND STATE YOUR TOPIC RELATED TO THE CONDUCT OF PORT BUSINESS FOR ALL SPEAKERS. IF ANY TOPIC IS NOT RELATED TO THE CONDUCT OF PORT BUSINESS, THE SPEAKER WILL BE ASKED TO SPEAK DIRECTLY TO ITEMS RELATED TO THE CONDUCT OF THE PORT OR OTHERWISE LEAVE THE MICROPHONE. AS A REMINDER, COMMENT TIME IS LIMITED TO TWO MINUTES PER PERSON. CLERK HART, CAN YOU PLEASE CALL HER FOR SPEAKER? THANK YOU.

YES. WE WILL START VIRTUALLY WITH MR. DAVID GOBBLE.  
DAVID, IF YOU COULD RESTATE YOUR NAME AND YOUR TOPIC RELATED TO THE CONDUCT OF THE PORT FOR THE RECORD FOR ME PLEASE.  
YEAH. MY NAME IS DAVID GOBBLE. I'M THE PRESIDENT OF THE 501 C THREE VASHEL AND FAIR SKIES FORMED IN THE AFTERMATH OF NEXT GEN APPLICATION CIRCUIT 2015. I'M SPEAKING TODAY CONCERNING A DIRE CHANGE TO THE PORT'S BIMONTHLY START MEETING, WHICH STANDS FOR SCA SEATAC STAKEHOLDER ADVISORY ROUNDTABLE. IT'S THE PORT'S PRIMARY NEXUS FOR DISCUSSION OF THE AIRPORT'S ENVIRONMENTAL IMPACTS ON SURROUNDING COMMUNITIES. THE GROUP, COMPRISED PRIMARILY OF REPRESENTATIVES FROM AIRPORT FENCELINE COMMUNITIES, ORIGINATED IN FEBRUARY 2018 AND I PERSONALLY ATTENDED EVERY SINGLE PRECODED INPERSON MEETING AS A MEMBER OF THE PUBLIC, SOMETIMES PROVIDING PUBLIC COMMENT. WITH THE PANDEMIC, THE MEETING SERIES MOVED TO ZOOM AND AS WAS COME PLACE WORLDWIDE. IN THIS FORMAT, THE FORMAL START MEMBERS COULD SEE THE MEMBERS OF THE PUBLIC AND VICE VERSA. ONLY OFFICIAL START MEMBERS WOULD BE UNMUTED BY THE HOST AND ALLOWED TO SPEAK SAVED DURING PUBLIC COMMENT PERIOD. IN OTHER WORDS, IT APPROXIMATED, TO THE DEGREE TECHNICALLY PRACTICAL, A REAL INPERSON MEETING. AT THE AUGUST START MEETING, WITHOUT ANY ADVANCED NOTICE, THE ZOOM FORMAT WAS CHANGED TO QUOTE WEBINAR PANELIST MODE WHICH MAKES THE PUBLIC INVISIBLE TO START MEMBERS AND VERY IMPORTANTLY TO EACH OTHER. IT BASICALLY REDUCES MEMBER OF THE PUBLIC TO JUST WATCHING A VIDEO FEED IN ISOLATION. DURING THE TIME ALLOTTED FOR PUBLIC COMMENTS, THOSE WHO SIGNED UP ARE ESCORTED FROM THE SHADOWS TO MAKE THEIR COMMENT ONE BY ONE, THEN ARE RENDERED INVISIBLE AGAIN. THIS ACTION BY START INSULATING THEM FROM THE MEMBERS OF THE PUBLIC, WHICH ARE THE FOCUS OF THEIR CHARTER IS ANTITHETICAL TO OPEN GOVERNMENTS. WHILE THIS IS ZOOM COMMISSIONER ON TEAMS MEETING HAS SOME OF THE ASTROPHYSIC WEB PANELISTS, WE ARE REQUESTED TO TROUGH OUR CAMERA. EXCEPT WHEN GIVING PAUL COMMENT, IT'S CRITICALLY DIFFERENT, BETTER THAN THE NEW ZONE FORMAT ON START. A YOU THE COMMISSIONERS, AT LEAST KNOW WHO AND HOW MANY PUBLIC ARE ATTENDING THE MEETING AND B THERE IS AN IN PERSON OPTION FOR THOSE WHO WANT THE REAL THING. YOU WILL RECEIVE AN EMAIL FROM ME FOR INFORMATION AND GRAPHICS CLEARLY ILLUSTRATING THE PROBLEM. IF YOU DON'T RECALL GETTING IT, CHECK FOR AN EMAIL FROM ME SENT ON



AUGUST 24 AND 11:22 P.M.. I MADE ENTREATIES SUPPORTER STAFF AND SOME START MEMBERS TO PLEASE BE AN OPEN GOVERNMENT AGENCY AND REVERT TO THE PREVIOUS ZOOM FORMAT AND GO BACK TO IN PERSON MEETINGS, RENDERING THE ISSUE MOOT THE MINUTES FROM LAST MONTH'S STEERING COMMITTEE MEETINGS SUGGEST THAT'S NOT GOING TO HAPPEN FOR THE NEXT COUPLE WEEKS. I STILL HAVE ANOTHER OPTION TO ASK YOU, THE ELECTED COMMISSION MEMBERS WHO ARE RESPONSIBLE FOR SETTING COURT POLICY TO DIRECTLY INTERVENE BEFORE THE NEXT COURT MEETING, AND A, GO BACK TO THE PREVIOUS MEMBER FORMAT, OR B, GO BACK TO THE PREMIUM FORMAT, OR B, GO BACK TO IN PERSON MEETINGS. THANK YOU. THANK YOU, MR. GOBBLE. NOTED. WE WILL FOLLOW UP. ALL RIGHT. OUR SECOND SPEAKER YES, THANK YOU. OUR NEXT SPEAKER IS HEATHER PHIL. I'M SORRY IF I PRONOUNCED THAT INCORRECTLY. HEATHER. AND A REMINDER, HEATHER, JUST RESTATE YOUR NAME AND THE TOPIC THAT YOU'RE GOING TO SPEAK TO. HEATHER, I'M SORRY TO STOP YOU. COULD YOU RESTATE YOUR TOPIC RELATED TO THE CONDUCT OF THE PORT? THANK YOU. OKAY, PROCEED. MS. PEEL, [MICROPHONE MALFUNCTION] CAN YOU TAKE A PAUSE FOR A MOMENT? WE SEEM TO HAVE A SOUND PROBLEM, SO THE PUBLIC IS NOT HEARING YOU. SO JUST HOLD ON 1 SECOND. WE'LL RESTART THAT. SORRY, MS. BILL. HAD LOTS OF GREMLINS IN OUR TECHNOLOGY TODAY. FOLKS ON TEAMS ARE NOT HERE. SHOULD I TRY THIS? I THINK WE SHOULD JUST START FRESH, IF THAT'S OKAY FOR YOU. NO PROBLEM. YOU READY? ARE WE READY, ARMY? AYES. OKAY. MY NAME IS HEATHER PEELE. I'M A RESIDENT OF UPTOWN. I WANTED TO THANK YOU FOR GOING TO HYBRID MEETINGS. I FEEL THAT MORE PEOPLE CAN ACCESS YOUR MEETINGS, AND I'M GRATEFUL FOR THAT TECHNOLOGY. I WOULD JUST ENCOURAGE YOU TO ASSIST PEOPLE WHO EXPRESS THE FRUSTRATION ABOUT TRYING TO GET INTO MEETINGS. I HAVE DEALT WITH WEBEX IN THE CITY AS A VOLUNTEER, AND IT'S NOT WORKING. SO I'M GLAD TO SEE YOU'RE NOT USING THAT PLATFORM. I'M HERE TODAY TO TALK ABOUT PIER 86. I SENT A LETTER YESTERDAY ABOUT THAT, AND THAT IS PICKING UP WHERE I LEFT OFF IN 2019. THE LAST I UNDERSTOOD, THE PIER WOULD BE REPLACED WITH FUNDS PARTLY FROM EXPEDIA. IT'S MY UNDERSTANDING THAT EXPEDIA HAS PULLED OUT OF THAT PROJECT. THE PIER IS CLOSED, BUT IT APPEARS TO BE CLOSED ONLY BECAUSE

VEHICLES CAN'T DRIVE ONTO IT. I HAVEN'T SEEN ANY VEHICLES DRIVEN ONTO IT. I HAVE BEEN OUT ON THE PIER, AND THERE'S A LOT OF EQUIPMENT THAT IS DISUSED AND COULD PROBABLY JUST BE REMOVED. THERE ARE SHELTERS THAT DON'T HAVE TO BE THERE IF THEY'RE NOT IN GOOD CONDITION, AND THERE ARE LIGHTS OVERHEAD THAT DO NEED TO BE FIXED OR ELSE REMOVED, BECAUSE I HEARD THAT PART OF ONE HAD FALLEN IN THE PAST. SO I BELIEVE WITH SOME MINOR SAFETY IMPROVEMENTS, THE PIER COULD BE REOPENED. AND AS I STATED IN MY EMAIL, THE PUBLIC FISHING PIER IS USED FOR SUBSISTENCE FISHING. CERTAINLY, I'M SURE THAT THE PORT COMMISSION OF THE PORT OF SEATTLE WANT TO CONTINUE TO ENCOURAGE THAT, NOT JUST AT THE MOUTH OF THE DUWAMISH RIVER. AND I JUST BELIEVE THAT IT CAN BE REOPENED WITH LESS THAN A FULL REPLACEMENT. THERE WAS AN ENGINEER'S LETTER AND CONDITION REPORT THAT I FORWARDED TO JENNIFER JONES STEVINS. AND I DON'T HAVE THE CONDITION REPORT ANYMORE, BUT IT BASICALLY SAID THE DECKING COULD BE REPLACED. THERE WAS ANOTHER MORE COMPREHENSIVE CONDITION REPORT THAT WAS SUBMITTED MORE RECENTLY AND IT APPEARED TO SUGGEST THAT IT WAS A VERY EXPENSIVE PROJECT AND THAT THERE WAS NO ALTERNATIVE. AND I WOULD JUST ASK THAT YOU ASK AN ENGINEER TO LOOK AT IT RATHER THAN GOING WITH THAT CONDITION REPORT. THANK YOU. THANK YOU, MS. PEEL. CLERK, PLEASE CALL THE NEXT SPEAKER. YES, OUR NEXT SPEAKER FROM THE ROOM IS ALEX ZIMMERMAN. ARE YOU SURE? YES, IT IS. SHE'S ABLE TO GET IT BACK ON? IT IS WORKING. AS A REMINDER, PLEASE STATE YOUR NAME AND THE PORT TOPIC TO WHICH YOU'RE GOING TO SPEAK. I WANT TO SPEAK ABOUT ELEVEN C, ABOUT 2022 AFFIRMATIVE OPTION. OKAY, THANK YOU VERY MUCH. ZHAO MY DORIDAM. NAZI FASCISM PSYCHOPATH. AS A REMINDER, DISRUPTIVE LANGUAGE, DISRUPTIVE BEHAVIOR. THAT'S OFF PORT TOPIC DOES NOT PERTAIN TO PUBLIC COMMENT HERE. YOU NEED TO KEEP YOUR REMARKS EXCLUSIVELY ON PORTRELATED MATTERS. EXACTLY. THIS IS EXACTLY WHAT I WANT TALKING ABOUT WHAT YOU'RE TALKING ABOUT. KEEP YOUR COMMENTS RELATED TO PORTAL, YOUR INTERPRETATION OF NEW RULES. EXACTLY. AFFIRMATIVE ACTION 22. THAT'S EXACTLY WHAT IS I WANT. SPEAKING ABOUT WHAT, SIR? NO, I WON'T SPEAK ABOUT AFFIRMATIVE ACTION IN 22. IT'S VERY IMPORTANT. WHAT HAS HAPPENED IN 22 IN AFFIRMATIVE ACTION PORT OF SEATTLE, IT'S COME TO ABSOLUTELY ABSURD LEVEL.

IT'S GO FOR TEN YEARS RIGHT NOW, SLOW BY SLOW. BUT VONNITUDE IS LIKE A PEAK RIGHT NOW. WHAT HAS HAPPENED RIGHT NOW? WHY? BECAUSE YOU KNOW WHAT HAS BEEN TOTALLY CONTROLLED? EVERYTHING IS THIS AFFIRMATIVE ACTION? WHAT IS NEVER WILL BECOME TO LIFE IS THIS EXACTLY WHAT HAS HAPPENED? HOUSES CAN BE SOMETHING CHANGE WHEN SALARY IN SEATTLE RIGHT NOW \$120,000 FOR ONE YEAR JUMP BY 20 PERCENTAGE. WHERE OUR SALARY? SO WHAT HAS HAPPENED WHEN THIS MINORITY DISABLED WOMAN, WHAT IS YOU BELONG TO AFFIRMATIVE ACTION? THEY WILL GO OUT FROM PORT TOO. BECAUSE PORT IN SEATTLE CANNOT BE SEPARATE. THIS IS EXACTLY ONE PART. IT'S EXACTLY WHAT IS. I WANT TO SPEAK TO YOU AND I SPOKE ABOUT THIS ALMOST FOR 20 YEARS. EVERY DAY WHEN WE ARE NOT STOPPING THIS LOW CLASS WHAT IS TOTALLY CONTROL US IN INTELLIGENT SMART PEOPLE WILL BECOME TO POWER. NOTHING WILL BE CHANGES WILL BE WORSE AND WORSE IN TEN YEARS, EVERY YEAR IT GO BY DOWN AND DOWN AND DOWN. BECAUSE EVERYBODY CONTROLLING RIGHT NOW. VERY LOW CLASS PEOPLE. IT IS EXACTLY WHAT IS I TALKED FOR MANY YEARS. THIS FINISHED NOT ONLY IN SEATTLE, IT'S FINISHED. AMERICA IN SEATTLE IS A PROBLEM. WHAT WE HAVE RIGHT NOW WHAT IS YOU TALKING AND YOU RULES WHAT AS YOU IMPLEMENT RIGHT NOW CANNOT BE CHANGED. BECAUSE WHEN WE'RE NOT STOPPING THIS LOWCLASS P B PLUS YOU KNOW WHAT IS MEAN ELECT SIMILAR PEOPLE. WHAT IS LOW CLASS, LOW PROFESSIONAL. YOU KNOW WHAT IT MEANS. IT CAN BE ONLY WORSE. THIS CANNOT BE BETTER. SEATTLE RIGHT NOW. THIS IS FOR ARISTOCRATS CITY, AND I LIVED HERE FOR 25 YEARS. THANK YOU. HOW IS THIS POSSIBLE? THANK YOU VERY MUCH. ALL RIGHT, DO WE HAVE ANY OTHER PUBLIC COMMENTERS TO SIGN UP? WE DO NOT. ALL RIGHT. IS THERE ANYONE ELSE WHO DID NOT SIGN UP WHO'S INTERESTED IN SPEAKING EITHER IN PERSON OR VIRTUALLY? OKAY. WITH THAT, WE HAVE CONCLUDED PUBLIC COMMENTS. MR. COMMISSION, PRESIDENT, JUST NOTING FOR THE RECORD THAT WE HAVE NOT RECEIVED ANY WRITTEN TESTIMONY TODAY. THANK YOU, CLERK HART, FOR CLARIFYING. HEARING. NO FURTHER PUBLIC TESTIMONY WE'LL MOVE TO THE CONSENT AGENDA. ITEMS ON THE CONSENT AGENDA ARE CONSIDERED ROUTINE AND WILL BE ADOPTED BY ONE MOTION. ITEMS REMOVED FROM THE CONSENT AGENDA WILL BE CONSIDERED SEPARATELY IMMEDIATELY AFTER ADOPTION OF THE REMAINING CONSENT AGENDA ITEMS. ITEM EIGHT C HAS BEEN REMOVED FROM THE CONSENT AGENDA. AT THIS TIME, THE CHAIR WILL ENTERTAIN A MOTION TO

APPROVE THE CONSENT AGENDA COVERING ITEMS EIGHT A, B, D, E, AND G. SO MOVED. SECONDED. THE MOTION WAS MADE AND SECONDED. COMMISSIONERS, PLEASE SAY AYE OR NAY WHEN YOUR NAME IS CALLED, BEGINNING WITH COMMISSIONER FELLEMAN. AYE. THANK YOU, COMMISSIONER HASEGAWA. AYE. THANK YOU, COMMISSIONER MOHAMED. AYE. THANK YOU, COMMISSIONER CALKINS. AYE. THANK YOU. FOUR AYES ZERO NAYS ITEM. THE MOTION PASSES. WE WILL NOW ADDRESS ITEMS REMOVED FROM THE CONSENT AGENDA. CLERK, CAN YOU PLEASE READ THE ITEM INTO THE RECORD? WE WILL THEN HEAR FROM EXECUTIVE DIRECTOR METRUCK TO INTRODUCE THE ITEM. COMMISSIONER HASEGAWA WILL ALSO BE THE FIRST TO SPEAK AS SHE REQUESTED THE ITEM BE PULLED. THANK YOU. THIS IS AGENDA ITEM EIGHT C. AUTHORIZATION FOR THE EXECUTIVE DIRECTOR TO EXECUTE A CONTRACT IN THE AMOUNT OF \$3,500,000 FOR CONTRACTED LAW ENFORCEMENT SERVICES. COMMISSIONERS, THIS ITEM REQUESTS THAT OUR POLICE DEPARTMENT WOULD BE ALLOWED TO HIRE CONTRACTED LAW ENFORCEMENT OFFICERS. WITHOUT GOING INTO THE SECURITY DETAILS, LET ME SAY THE CONTRACTED LAW ENFORCEMENT OFFICERS, OTHERWISE KNOWN AS CLEOS, WILL BOOST OUR POLICE FORCE NUMBERS AND ENABLE OUR AIRPORT POLICE STAFFING LEVEL TO BE COMMENSURATE WITH THE REBOUNDING NUMBERS OF AIRLINE TRAVELERS. LIKE OTHER POLICE AGENCIES, OUR PORT POLICE DEPARTMENT HAS LOST SEVERAL OFFICERS TO RETIREMENT. WE ARE HIRING NEW OFFICERS, BUT THIS IS A CONTINUOUS PROCESS AS MORE OFFICERS RETIRE. AS THE YEARS PROGRESS, NOT JUST THIS YEAR, BUT THE YEARS PROGRESS AHEAD OF US, THE ADDED CLEOS ARE NECESSARY FOR SAFETY AND SECURITY OF OUR AIRPORT. I WANT TO REMIND YOU THAT WE PLAN TO USE CONTRACTED OFFICERS ONLY FOR THE NEXT TWO YEARS UNTIL WE ARE ABLE TO HIRE MORE PORT OF SEATTLE POLICE OFFICERS, GET THEM THROUGH THE STATE ACADEMY AND GET THEM FULLY TRAINED ON OUR PORT POLICIES AND PROCEDURES. THIS IS THE RIGHT SHORT TERM PLAN TO HELP ENSURE SAFETY AND SECURITY OF OUR AIRPORT CRUISE SHIP OPERATIONS AND OTHER PORT GATEWAYS AND FACILITIES. FURTHER, SHOULD YOU APPROVE OF THE USE OF CLEOS TODAY, PLEASE BE AWARE I DO NOT PLAN TO EXECUTE THE CONTRACT UNTIL WE MAKE MORE PROGRESS AT THE BARGAINING TABLE WITH OUR OWN OFFICERS. I WANT TO ENSURE THAT WE HAVE THE RIGHT INCENTIVES IN PLACE BEFORE EXECUTING THE CONTRACT. I'LL TURN IT OVER TO CHIEF MIKE VIA, WHO I BELIEVE IS WITH US VIRTUALLY, AND DIRECTOR OF AVIATION SECURITY WENDY PIER IN CASE FOR

SHORT PRESENTATIONS AND ANSWER ANY QUESTIONS. I SEE. CHIEF VIA. THERE HE IS. THANK YOU.

THANK YOU, DIRECTOR METRUCK. AND GOOD AFTERNOON, COMMISSIONERS. AS YOU KNOW, THE PRIMARY MISSION OF OUR POLICE DEPARTMENT IS THE SAFETY AND SECURITY OF OUR PROPERTIES, EMPLOYEES, STAKEHOLDERS, TRAVELING PUBLIC, AND OUR STAFF HAS BEEN WORKING DILIGENTLY TO FULFILL THAT OBJECTIVE. BUT JUST LIKE MANY OTHER LAW ENFORCEMENT ORGANIZATIONS, WE HAVE BEEN CHALLENGED WITH STAFFING. OUR OFFICERS ARE CONTINUING TO WORK A LOT OF OVERTIME, AND WE STILL HAVE SHIFTS THAT WE WOULD LIKE TO FILL TO ENSURE OPTIMAL SAFETY. HIRING CONTRACTED LAW ENFORCEMENT OFFICERS IS A SHORT TERM STRATEGY TO INCREASE OUR STAFFING CAPABILITIES AND THEREBY ENHANCE OUR SECURITY BEGINNING NOW AND OVER THE NEXT ONE TO TWO YEARS. AS YOU KNOW, IT TAKES ANYWHERE FROM FOUR TO TWELVE MONTHS FROM DATE OF HIRE BEFORE OFFICERS ARE TRAINED AND DEPLOYABLE, WHEREAS CLEOS, THEY ARE CURRENT WASHINGTON CERTIFIED POLICE OFFICERS WHO ARE CAPABLE OF WORKING IMMEDIATELY DURING THE NEXT ONE TO TWO YEARS. DURING THIS PERIOD OF TIME, THROUGH THE EFFORTS OF OUR NEWLY ESTABLISHED AND HIGHLY ENERGETIC RECRUITMENT TEAM AND SUPPORT OF OTHER STAFF AND INITIATIVES, I'M CONFIDENT THAT WE WILL STAFF UP TO APPROPRIATE LEVELS AT WHICH TIME WE WILL BE ABLE TO PHASE OUT CLEOS. I APPRECIATE THE COMMISSIONER CONSIDERATION OF THIS PROPOSAL AND COMMITMENT TO SAFETY AND SECURITY. WITH ME HERE TODAY IS DEPUTY CHIEF THOMAS AS WELL, THERE IN PERSON AND THEN AS DIRECTOR METRUCK MENTIONED, WENDY RYDER. IF YOU HAVE ANY QUESTIONS OR WENDY, I'M NOT SURE IF YOU WANT TO MAKE SOME COMMENTS PRIOR TO THAT, BUT WE'RE HERE TO RESPOND TO ANY QUESTIONS YOU MIGHT HAVE.

COMMISSIONERS, ANY QUESTIONS?

THANK YOU CHIEF, FOR YOUR PRESENTATION ON THIS ITEM. THANK YOU CHIEF AND STAFF FOR YOUR PRESENTATION ON THIS ITEM. I PULLED THIS BECAUSE I WANT TO HAVE THE OPPORTUNITY FOR THE MEMBERS OF THE PUBLIC TO UNDERSTAND HOW WE ARE CONSIDERING THIS BUDGET ASK.

AND SO I THINK MY FIRST QUESTION FOR YOU IS WHAT IS CLEO AND WHAT IS SEATTLE'S FINEST AND WHAT OFFICERS ARE INVOLVED IN THIS POOL?

SURE. CONTRACTED LAW ENFORCEMENT OFFICERS. THEY ARE CURRENT POLICE OFFICERS IN WASHINGTON STATE THAT ARE CERTIFIED JUST LIKE ANY OTHER OFFICER

WOULD BE CERTIFIED. A MAJORITY OF THOSE CONTRACTED LAW ENFORCEMENT OFFICERS ARE GOING TO BE FROM KING COUNTY. AGENCIES SUCH AS SEATTLE, AND I'M NOT SURE ALL THE AGENCIES, BUT AGENCIES SUCH AS BELLEVUE RENTON AND THOSE AGENCIES, THEY ARE OFFICERS WHO THEIR RESPECTIVE CHIEFS HAVE AUTHORIZED AND APPROVED THEM TO WORK CONTRACTED WORK. SO THE OFF DUTY WORK CONTRACTED, THEY ARE GOVERNED BY THEIR DEPARTMENTS POLICIES AND PROCEDURES. ONCE THEY'RE APPROVED BY THEIR CHIEFS, THEN THEY CAN WORK FOR SEATTLE'S FINEST. AND SO SEATTLE'S FINEST, THEY EMPLOY OVER 400 OFFICERS FROM WASHINGTON STATE. AND THEN SEATTLE'S FINEST, THEY THEN WORK WITH OTHER AGENCIES OR ENTITIES TO CONTRACT THESE OFFICERS. SO FOR INSTANCE, WITH SEATTLE'S FINEST, THEY HAVE CONTRACTS WITH SEATTLE TO DO A LOT OF THE TRAFFIC CONTROL THAT OCCURS IN SEATTLE OR OTHER ENTITIES WITHIN SEATTLE. THEY CONTRACT WITH THE UNIVERSITY OF WASHINGTON TO AUGMENT THEIR POLICE FORCE DURING PARTICULAR GAMES, BASICALLY AND TIMES WHERE THEY NEED THE ADDITIONAL OFFICERS. HOPEFULLY THAT EXPLAINS WHAT CLEOS ARE AND WHO SEATTLE'S FINEST IS. THANK YOU. SO I'M HEARING THAT THE OFFICERS WHO ARE A MEMBER OF THE SEATTLE'S FINEST POOL ARE CERTIFIED BY THE CRIMINAL JUSTICE TRAINING COMMISSION AND MEET ALL STATE'S MINIMUM STANDARDS FOR TRAINING. YES, THAT'S CORRECT. AND THEN I'M ALSO HEARING THAT THEY WILL BE DEPLOYED FIRST AND FOREMOST. FOREMOST, THESE CONTRACTED OFFICERS TO CONDUCT TRAFFIC CONTROL, WHICH IS SOMETHING THAT IS WITHIN THE PURVIEW OF THEIR OWN POST WITH THEIR HOME DEPARTMENT, CORRECT? YES, THAT IS CORRECT. SO WITHOUT GETTING INTO ALL THE DEPLOYMENT ISSUES, OUR PLAN IS TO DEPLOY THEM FIRST ON THE DRIVES AND TO DO TRAFFIC CONTROL THERE. DO WE PLAN TO DO ANY SORT OF INITIAL TRAINING WITH THESE CONTRACTED OFFICERS SO THAT THEY ARE AWARE OF PORT OF SEATTLE POLICE DEPARTMENT POLICIES SPECIFICALLY? YES, WE DO. DC DEPUTY CHIEF THOMAS CAN SPEAK TO THIS FURTHER. WE CAN PROVIDE FURTHER DETAILS. BUT WHEN THEY ARRIVE AND COME INTO ON SHIFT, BASICALLY THEY WILL MEET WITH ONE OF OUR SERGEANTS WHO WILL GIVE THEM A BRIEFING, GO OVER THE PROTOCOLS, PROVIDE THEM WITH SOME TRAINING. WE HAVE FAIRLY HIGH STANDARDS WHEN IT COMES TO CUSTOMER SERVICE AND HOW WE OPERATE WITHIN THE PORT. AND SO THEY WILL RECEIVE SOME INITIAL TRAINING. I THINK THAT'S CRITICAL, SEEING AS HOW

PROUD WE ARE HERE AT THE PORT OF SEATTLE POLICE DEPARTMENT FOR THE LEVEL OF TRAINING AND INTENTIONALITY THAT GOES INTO EQUIPPING OUR OFFICERS TO BE AS EFFECTIVE AS THEY CAN AS PROTECTORS OF THE PEACE. I'M WONDERING WHO DO OFFICERS CHECK IN WITH AT THE PORT OF SEATTLE WHEN THEY'RE COMING ON BOARD FOR A SHIFT? YEAH, SO IF IT'S OUR OFFICERS, WE ALWAYS DO A BRIEFING AND THEY CHECK IN WITH THE SUPERVISOR, THE SERGEANT. AND SO WITH CONTRACTED LAW ENFORCEMENT OFFICERS, THEY WILL DO THE SAME THING. THEY WILL CHECK IN WITH OUR SERGEANTS, GET THEIR ASSIGNMENT, AND LIKE I MENTIONED, THE BRIEFING AND SOME OF THAT INITIAL TRAINING. AND THEY WILL RECEIVE AN INITIAL TRAINING BEFORE THEIR FIRST DEPLOYMENT. YES, THAT'S CORRECT. AND THEY WILL RECEIVE THAT. SO WITH THE CONTRACTED LAW ENFORCEMENT OFFICERS, THEY MAY COME AND WORK FOR US MULTIPLE TIMES. AND SO THAT FIRST TIME THAT THEY COME, THEY WILL RECEIVE MORE OF AN INITIAL TRAINING THAT THEY WILL RECEIVE FROM, AGAIN, OUR SERGEANT. AND THAT TRAINING PLAN IS CURRENTLY BEING PUT TOGETHER BY DEPUTY CHIEF THOMAS AND HIS STAFF. AND THEN ONCE AFTER THAT INITIAL TRAIN, IF THEY'RE COMING BACK TO THE PORT TO WORK, THEY'LL STILL RECEIVE, THEY'RE STILL GOING TO CHECK IN WITH THE SERGEANT AND THEY'LL STILL RECEIVE A BRIEFING, AN ASSIGNMENT AND ANY ADDITIONAL INFORMATION THAT'S NECESSARY FOR THAT SHIFT. SAY A MEMBER OF THE PUBLIC HAD A POSITIVE OR NEGATIVE INTERACTION WITH A CONTRACTED OFFICER THAT THEY WANTED TO REPORT. HOW ARE COMPLAINTS AND COMMENDATIONS HANDLED WITH A CONTRACTED OFFICER? YES, SO WE WOULD DO WITH A CONTRACTED OFFICER, WE WOULD DO AN INITIAL INTAKE. IF SOMEBODY CALLED US AND THEY HAD A COMPLAINT, WE WOULD DO THE INITIAL INVESTIGATIVE WORK, I GUESS YOU COULD SAY, OF TALKING TO ANY WITNESSES OR OBTAINING ANY VIDEO, BUT THEN THOSE OFFICERS ARE ACCOUNTABLE TO THEIR DEPARTMENTS AND SO THEN WE WOULD FORWARD WHATEVER INFORMATION THAT WE WERE ABLE TO INITIALLY OBTAIN TO THEIR DEPARTMENT AND THEN THEIR DEPARTMENTS COULD DO THOSE INVESTIGATIONS. NOW I DO WANT TO ADD HERE THOUGH. THAT IF IT WAS A COMPLAINT AND REALLY WITH ANY OF THESE OFFICERS THAT COME AND WORK AT OUR FACILITIES. IF AT ANY POINT IN TIME WE DON'T BELIEVE THAT THE PERFORMANCE IS REALLY TO THE STANDARDS THAT WE WANT TO HAVE. ALL WE NEED TO DO IS. NUMBER ONE. WE COULD SEND THEM HOME DURING THEIR

SHIFT AND WE COULD JUST MEET WITH THEM.  
THE SERGEANT CAN MAKE THAT DECISION.  
THE OTHER THING IS THAT LET'S SAY WE GET  
A COMPLAINT AFTER THEIR SHIFT IS  
CONCLUDED OR WE VALIDATE CONFIRM SOME OF  
THE INFORMATION OF THE COMPLAINT OR ONE  
OF OUR OFFICERS OR SERGEANT, AN EMPLOYEE  
OF OURS NOTICES SOME PERFORMANCE THAT  
REALLY ISN'T ACCEPTABLE FOR US. IT'S  
ONLY A MATTER OF A PHONE CALL AND THAT  
OFFICER WOULD BE BARRED FROM COMING BACK  
AND WORKING ON OUR FACILITIES. AND SO WE  
REALLY HAVE A LOT OF ABILITY THERE TO  
MAKE THOSE DECISIONS. I SEE, IN MY  
VIEW, POLICE ACCOUNTABILITY EFFORTS AS  
EXISTING ON A SPECTRUM OF PREVENTATIVE  
TO REACTIVE. ON THE PREVENTATIVE END  
THERE'S TRAINING AND ON THE REACTIVE  
SIDE THERE ARE THINGS LIKE FILING  
COMPLAINTS AND ISSUING INVESTIGATIONS.  
NOW IN A WORST CASE SCENARIO, SAY THERE  
WAS A CRITICAL INCIDENT, WOULD THAT  
BE INVESTIGATED OR REVIEWED BY  
THE PORT OF SEATTLE POLICE OR THE  
OFFICER'S HOME DEPARTMENT?  
YEAH, THAT'S A REALLY GOOD QUESTION.  
AND SO WE WOULD DO AN  
INITIAL ASSESSMENT OF WHATEVER THE  
SITUATION IS AND GATHER AND ASSIST THE  
OTHER AGENCY. AS FAR AS CONDUCT GOES,  
I GUESS IT WOULD DEPEND. THERE'S  
DIFFERENT VARIABLES IN THERE AND DEPUTY  
CHIEF THOMAS, FEEL FREE TO ADD ANYTHING  
I'M GOING TO SAY HERE, BUT WE WILL LOOK  
AT CRITICAL INCIDENTS THAT OCCUR ON OUR  
PROPERTIES. SO IF WE HAD A MUTUAL AID  
RESPONSE AND A MUTUAL AID TEAM RESPONDED  
AND WE HAD AN INCIDENT. WE WOULD DO THAT  
DEBRIEF AND EVALUATION OF IT AND LESSONS  
LEARNED AFTER ACTION REPORT. IF THERE'S  
PERFORMANCE ISSUES WITH THE PARTICULAR  
OFFICER OR CONCERNS THAT WE HAVE.  
WE WOULD THEN SEND WHATEVER INFORMATION  
WE'VE DONE FROM OUR REVIEW TO THE HOME  
AGENCY AND THE HOME AGENCY WOULD BE THE  
ONE THAT WOULD BE RESPONSIBLE. AS FAR AS  
WHATEVER ACCOUNTABILITY STEPS THEY WANT  
TO TAKE WITH THAT PARTICULAR OFFICER.  
BUT AGAIN, IF WE HAD ANY CONCERNS, WE  
COULD PREVENT THAT OFFICER FROM  
RETURNING. THE PORT. PORT OF SEATTLE  
POLICE ARE AFFILIATED WITH TEAMSTERS  
LOCAL 117. WHAT'S THEIR VIEW ON THIS  
MATTER? SO WE'RE IN BARGAINING  
NEGOTIATIONS WITH 117 REGARDING  
CLEOS. AND AS DIRECTOR METRUCK SAID,  
THAT OUR INTENT REALLY ISN'T TO  
SIGN A CONTRACT WITH SEATTLE'S FINEST  
UNTIL WE'VE GOTTEN TO THE POINT IN OUR  
BARGAINING WHERE WE'RE SATISFIED. AND I  
GOT TO SAY, I'M VERY POSITIVE THERE'S  
BEEN SOME REALLY GOOD POSITIVE MOVEMENT  
REGARDING THIS, BUT WE'RE CONTINUING TO



WORK WITH THEM. CHIEF VIA PLEASE TALK TO ME ABOUT THE CURRENT VIEW IN THE CURRENT STATE OF OUR POLICE. YOU JUST RECENTLY PRESENTED ON OUR THE PORT OF SEATTLE POLICE ANNUAL REPORT. HOW MANY OFFICERS, WHAT IS OUR VACANCY RATE RIGHT NOW AND HOW IS OUR OFFICER MORALE? SURE, SO OUR VACANCY RATE, WE'RE RIGHT ABOUT JUST UNDER 30% AS FAR AS VACANCIES GO. AND I'M ALSO JUST INCLUDING IN THAT NUMBER OFFICERS THAT ARE NON DEPLOYABLE STATUS. SO WHEN WE HIRE AN OFFICER, THEY BEGIN THEIR TRAINING AND THAT TRAINING DOES TAKE SOME TIME. SO WE HAVE A GOOD NUMBER OF VACANCIES. AS FAR AS MORALE OF THE TEAM, I THINK IT VARIES FROM OFFICER TO OFFICER. I SPEAK WITH SOME OFFICERS AND THEY HAVE REALLY HIGH MORALE AS FAR AS WHERE DEPARTMENT IS GOING IN THE DIRECTION OTHER OFFICERS WHOSE MORALE IS NOT AS LOW. ONE OF THE THINGS THAT DOES AFFECT MORALE IS THE STAFFING LEVELS, THE OVERTIME REQUIREMENTS. OUR OFFICERS ARE WORKING A LOT OF OVERTIME. A LOT OF THEM DON'T NECESSARILY WANT TO WORK THAT OVERTIME AND THEY'D RATHER HAVE THAT TIME WITH THEIR FAMILIES. AND SO THAT IS SOMETHING THAT ALSO IMPACTS THE MORALE. AS I MENTIONED BEFORE, WE'RE NEGOTIATING A CONTRACT RIGHT NOW AND WE'RE IN THAT PROCESS. AND SO ANYTIME YOU HAVE A CONTRACT THAT'S STILL OPEN THAT IMPACTS MORALE. SO THAT'S SOMETHING THAT I KNOW OUR LABOR TEAM HAS BEEN LABOR RELATIONS HAS BEEN WORKING REALLY HARD TO TRY TO CONCLUDE THAT CONTRACT AND HOPEFULLY WE'LL HAVE SOMETHING TO BRING BEFORE THE COMMISSION, BEFORE TOO LONG. SO THERE ARE CERTAINLY THINGS THAT HAVE IMPACTED AND ARE IMPACTING THE MORALE. BUT I DO THINK THAT ONCE WE GET THROUGH SOME OF THESE ISSUES WITH STAFFING AND WE CAN REDUCE SOME OF THAT OVERTIME REQUIREMENTS, WE CAN GET A CONTRACT THAT WE'RE DEFINITELY GOING TO SEE AN IMPROVEMENT MORALE. MY NEXT QUESTION IS IN TERMS OF CONTRACTING FOR POLICE, WHY ARE WE ASKING FOR SO LONG? WHY TWO YEARS? WHY NOT ONE YEAR? IF WE'VE NEVER DONE THIS BEFORE, WHY IS TWO YEARS WHAT WE'RE ASKING FOR? SURE, WELL, FIRST OF ALL, LET ME BACK UP AND JUST SAY THAT WE'RE ASKING APPROVAL FOR TWO YEARS. WE DON'T KNOW IF WE'RE GOING TO NEED CLEOS FOR THAT LONG. THE CONTRACT THAT YOU WILL SEE WHEN IT DOES COME TO YOU, AT LEAST CURRENTLY, WHAT'S IN THE CONTRACT IS THAT WITH 30 DAYS NOTICE, WE CAN

END THAT CONTRACT. AND SO IT MAY BE SIX MONTHS, A YEAR AND A HALF. THE REASON I'M ASKING FOR TWO YEARS IS I AM A MORE LONG TERM STRATEGIC PLANNER. I WANT TO MAKE SURE THAT WE HAVE THE RESOURCES THAT WE'RE GOING TO NEED. WHEN WE HIRE AN OFFICER. FROM THE DAY THEY START, DEPENDING IF THEY'RE A LATERAL OFFICER OR AN ENTRY, IT'S FOUR MONTHS FOR A LATERAL OFFICER BEFORE WE CAN DEPLOY THEM SOLO AND FOR AN ENTRY OFFICER. WITH THE ACADEMY AND THE TIME IT TAKES TO GET IN THE ACADEMY, IT CAN BE UP TO A YEAR. AND SO WHILE WHILE OUR RECRUITMENT TEAM IS REALLY MAKING GOOD, GREAT STRIDES AND WE'RE RECRUITING OFFICERS, WE'RE STILL HAVING OFFICERS WHO ARE RETIRING, WHO ARE LEAVING THE PROFESSION. AND SO WE'RE STILL GOING TO HAVE VACANCIES. AND I REALLY THINK IT'S GOING TO TAKE US A YEAR TO TWO YEARS BEFORE WE'RE AT THE POINT WHERE WE'RE FULLY STAFFED. THAT'S WHY IT'S TWO YEARS. CHIEF VIA THIS REALLY, IN MY VIEW, BOILS DOWN TO A MATTER OF RISK. ON ONE END, WORKING THROUGH SEATTLE'S FINEST, WE HAVE NO WAY OF KNOWING, WE DON'T GET TO CHOOSE WHICH OFFICER COMES OUT OF THAT POOL THEY'RE DEPLOYED TO US. WE HAVE NO WAY OF KNOWING HOW MANY HOURS THAT OFFICER HAS ALREADY WORKED THAT WEEK. IF THEY'RE ALREADY OVERWORKED. WE DON'T KNOW THEIR LEVEL OF TRAINING, THEIR HISTORY OF COMPLAINTS. BUT WHAT WE DO HAVE IS A GUARANTEED ASSIGNED APPROVED LETTER FROM THEIR OWN CHIEF SAYING THAT THEY'RE OKAY TO COME AND TAKE ON THIS ADDITIONAL SHIFT. WE RESERVE THE RIGHT TO SAY THAT WE DON'T WANT THEM BACK. THEY HAVE TO CHECK IN WITH OUR SERGEANT AT THE BEGINNING OF EVERY SHIFT. WE'RE GOING TO TRAIN THEM UP BEFORE THEY EVEN GO OUT THERE AND START PATROLLING. ON BEHALF OF THE PORT OF SEATTLE POLICE, WE'RE GOING TO LOOK INTO ADDITIONAL RESOURCES FOR CONTINUED TRAINING FOR THEM. AND WE KNOW WHAT WE GET IF WE DON'T DO THIS WITHOUT A CHANGE. WE CONTINUE TO OVERWORK OUR OWN OFFICERS. WE IGNORE THEIR PLEA FOR SUPPORT. WE CONTRIBUTE TO BEING OVERWORKED, EXHAUSTION AND MORALE, AND THAT'S NOT IDEAL FOR ANYBODY. AND REALLY, IT JUST CONTINUES THAT WE HAVE AN OFFICER SHORTAGE AND WE DON'T OPERATIONALLY GET THE SERVICE THAT THE PORT OF SEATTLE NEEDS. SO IN BALANCING THE RISK, I WILL BE VOTING IN SUPPORT OF THIS SO THAT YOU HAVE THE RESOURCES, CHIEF, TO MAKE SURE THAT THE NEED IS MET, BECAUSE THE TOP PRIORITY IS PUBLIC SAFETY. AND I THINK PUBLIC SAFETY. THAT INCLUDES ALL OF OUR

COMMUNITY MEMBERS FROM AT LARGE TO OUR CUSTOMERS, TO OUR OWN STAFF AND OUR OFFICERS. WE HAVE TO SET OUR OFFICERS UP TO BE SUCCESSFUL. IN APPROVING THIS. I AM ALSO ACKNOWLEDGING OUT LOUD THIS DOES NOT SPEAK TO THE ROOT OF THE ISSUE, WHICH IS THAT WE HAVE AN OFFICER SHORTAGE. AND SO I AM GOING TO COUPLE THIS WITH MY YES VOTE WITH A COUPLE OF REQUESTS.

I REQUEST THAT WE HAVE A BRIEFING ON A RECRUITMENT STRATEGY IN PUBLIC, SO THAT THE PUBLIC KNOWS WHAT WE ARE DOING IN ORDER TO BE ABLE TO HIRE FOLKS INTO OUR WONDERFUL, SUPPORTIVE, EXCELLENT PORT OF SEATTLE COMMUNITY OF EMPLOYEES, INCLUDING OUR POLICE DEPARTMENT. I WOULD LOVE TO UNDERSTAND WHAT THE CHIEFS ARE LOOKING FOR IN ORDER TO APPROVE THEIR OFFICERS TO GET OUT THERE, BECAUSE THOSE CHIEFS DON'T WANT THEIR OWN OFFICERS OVERWORKED EITHER. I WOULD LOVE FOR US TO EXPAND OUR ONBOARDING FOR THESE CONTRACTED OFFICERS SO THAT THEY DON'T JUST MEET THE STATE STANDARDS OF TRAINING, BUT THEY ARE ACTUALLY MEETING THE PORT OF SEATTLE POLICE DEPARTMENT STANDARDS OF TRAINING.

AND I HAVE ALSO ASKED STAFF TO EXPLORE THE PROSPECT OF ADMINISTERING A VOLUNTARY SURVEY TO THESE CONTRACTED OFFICERS, THAT WE CAN BEGIN TO COLLECT DATA FROM THEM ABOUT WHO THEY ARE, THE LEVEL OF TRAINING THEY HAVE, AND THAT MIGHT BE A HELPFUL ACCOUNTABILITY OR INSIGHT TOOL FOR OURSELVES. AND THEN THE FINAL THING IS THAT IF IN AN ABSOLUTE WORST CASE SCENARIO. IF THERE WAS SOME SORT OF A CRITICAL INCIDENT WHERE THERE WAS A CONSIDERABLE LEVEL OF PUBLIC INTEREST. THAT ALTHOUGH IT WOULD BE HANDLED BY THE HOME DEPARTMENT PRIMARILY. THAT WE DO TAKE IT UPON OURSELVES TO MAKE SURE THAT AS COMMISSIONER AND AS A PORT. WE ARE COMMUNICATING AT WHATEVER WE CAN IN A TIMELY CULTURALLY APPROPRIATE FASHION. AS MANY UPDATES AS WE CAN AROUND THAT INCIDENT. SO THANK YOU CHIEF VIA, FOR ANSWERING ALL THE QUESTIONS AND THANK YOU TO THE STAFF FOR TAKING TIME TO MAKE SURE THAT WE'RE BEING JUDICIOUS.

COMMISSIONER MOHAMED. WELL, FIRST OF ALL, I JUST WANT TO THANK COMMISSIONER HASEGAWA FOR YOUR LEADERSHIP IN THAT LINE OF QUESTIONING. AND I ALSO WANT TO THANK THE CHIEF FOR BEING HERE AND ANSWERING ALL OF THOSE QUESTIONS AND FOR YOUR PRESENTATION, AS WELL AS EXECUTIVE DIRECTOR METRUCK FOR YOUR INTRODUCTION OF THIS ITEM. SIMILAR TO COMMISSIONER HASEGAWA I AM ALSO VERY MUCH INTERESTED IN

ADDRESSING THE ROOT CAUSE OF THIS ISSUE. I THINK IT'S FAIR TO SAY THAT WE ARE SEEING UNPRECEDENTED CHALLENGES IN HIRING, RETAINING BROADENING DIVERSITY FOR OUR POLICE DEPARTMENTS ALL ACROSS THE REGION TODAY. AND I HAVE SEEN OTHER ORGANIZATIONS FOCUS ON BROADENING DIVERSITY IN OUR POLICE DEPARTMENTS BY LOOKING AT SOME OF OUR RECRUITMENT PRACTICES AS WELL AS LOOKING AT EXAMS. THERE HAVE BEEN INITIATIVES WHERE FOLKS FOCUS ON TRYING TO HIRE FOLKS WHO REFLECT THE COMMUNITY THAT THEY ARE SERVING. AND I WAS ASKED THIS QUESTION ACTUALLY ON MR. EDDIE RYZE RADIO STATION. ONE OF THE THINGS THAT HE WAS ASKING ME WAS HOW DO WE RECRUIT MORE BLACK POLICE OFFICERS, FOR INSTANCE, AND FOLKS FROM COMMUNITIES OF COLOR WHILE MAINTAINING THIS HIGH STANDARDS FOR OUR POLICE DEPARTMENT, BUT REALLY LOOKING AT OUR RECRUITMENT PROCESS AND SEEING WHAT ARE SOME OF THE BARRIERS FOR COMMUNITIES OF COLOR IN JOINING THE FORCE. AND THERE HAS BEEN, I'VE CONSISTENTLY HEARD THERE'S UNNECESSARY EXAMS THAT ARE PUT IN PLACE FOR NUMBERS OF FOLKS WHO FEEL LIKE IT'S PREVENTING THEM FROM BEING ABLE TO JOIN THE FORCE. AND SO I DON'T KNOW IF THAT'S THE CASE OR IF YOU'VE HEARD THINGS LIKE THAT WITH HOW TO JOIN THE PORT OF SEATTLE POLICE DEPARTMENT, BUT THAT IS SOMETHING THAT I'M INTERESTED IN LEARNING MORE ABOUT AND SEEING WHAT ARE SOME OF THE TESTING THAT ARE PUT IN PLACE WHEN IT COMES TO HIRING CANDIDATES. AND SIMILAR TO COMMISSIONER HASEGAWA, I WOULD LIKE TO SEE THE RECRUITMENT PROGRAM AIMED AT HIRING RESIDENTS FROM OUR COMMUNITY. THE ONLY ADDITIONAL COMMENT I WOULD MAKE IS TO EMPHASIZE THAT THIS IS SUB OPTIMAL AND A STOPGAP MEASURE. AND I DON'T THINK THERE'S ANY DISPUTE AMONGST ANYONE UP HERE OR WITH THE CHIEF OR EXECUTIVE DIRECTOR METRUCK. AND BECAUSE THAT'S THE CASE, I WANT US TO BE ABLE TO CLOSE OUT THIS PROGRAM AS QUICKLY AS POSSIBLE. AND TO DO THAT, WE NEED TO HIRE FULL TIME OFFICERS AS QUICKLY AS POSSIBLE. I KNOW THAT YOU ARE LEANING INTO THAT PROCESS AS MUCH AS YOU CAN. IT'S A TOUGH LABOR MARKET RIGHT NOW, BUT THE SOONER WE CAN BE FULLY STAFFED AND NOT HAVE TO UTILIZE OUTSIDE OFFICERS FOR OUR DEPARTMENT, THE BETTER. ALL RIGHT, ANY FURTHER? OKAY, COMMISSIONER FELLEMAN, I JUST WANT TO THANK YOU ALL FOR ADDRESSING THE QUESTIONS AND YOUR DUE DILIGENCE AND FILLING UP THOSE JOBS AND APPRECIATE ALL YOUR COMMITMENT TO WHAT YOU DO. SO THANK

YOU. OKAY,  
HEARING NO FURTHER QUESTIONS. COMMISSION  
PRESIDENT AND CHIEF VIA.  
I HAVE A HAND UP.  
OH, I'M SORRY. GO AHEAD, CHIEF VIA. SEE  
YOUR HAND THERE? YEAH, I JUST WANTED TO  
SAY THAT I'M REALLY EXCITED ABOUT  
BRINGING AND PRESENTING TO THE  
COMMISSIONERS OUR RECRUITMENT TEAM OR  
OUR RECRUITMENT PLAN ALONG WITH THAT,  
THE TEAM. SO THEY RECENTLY GAVE ME A  
BRIEFING, AND I THANK YOU FOR  
THE QUESTIONS. I THANK YOU FOR JUST THE  
THOUGHTFULNESS OF A LOT OF THE QUESTIONS  
AND RECRUITMENT AND WHAT ARE WE DOING.  
I VERY MUCH WELCOME AND LOOK FORWARD TO  
THAT. SO ANYWAY, SO I JUST WANT TO VOICE  
THAT. SO THANK YOU VERY MUCH. OKAY,  
HEARING NO FURTHER QUESTIONS. FOR THIS  
ITEM. IS THERE A MOTION AND A SECOND? I  
MOVE APPROVAL OF THIS ITEM. SECOND.  
IT HAS BEEN MOVED AND SECONDED.  
CLERK HART,  
PLEASE CALL THE ROLL FOR THE VOTE.  
COMMISSIONERS, PLEASE SAY AYE OR NAY WHEN  
YOUR NAME IS CALLED, BEGINNING WITH  
COMMISSIONER FELLEMAN. AYE.  
THANK YOU, COMMISSIONER HASEGAWA. AYE.  
THANK YOU, COMMISSIONER MOHAMED. AYE.  
THANK YOU, COMMISSIONER CALKINS. AYE.  
THANK YOU. FOUR AYES ZERO NAYS FOR THIS.  
THE MOTION PASSES. OKAY, FOR THE NEXT  
ITEM ON THE AGENDA, WE ARE NOW MOVING  
TO ITEM ELEVEN, PRESENTATION AND STAFF  
REPORTS. CLERK, CAN YOU PLEASE READ THE  
FIRST ITEM INTO THE RECORD AND EXECUTIVE  
DIRECTOR METRUCK WILL INTRODUCE IT?  
THANK YOU. THIS IS AGENDA ITEM ELEVEN,  
A 2023 MARITIME AND EDD OPERATING AND  
CIP BUDGETS BRIEFING.  
COMMISSIONERS, THIS PRESENTATION IS THE  
SECOND BUDGET BRIEFING IN A SERIES OF  
PRESENTATIONS ON OUR PROPOSED BUDGET FOR  
2023. AT YOUR LAST MEETING, YOU HEARD  
THE PROPOSED CENTRAL SERVICES BUDGET AND  
THIS MORNING YOU HAD A STUDY SESSION ON  
THE AVIATION DIVISION BUDGET. TODAY'S  
PRESENTATION WILL FOCUS ON TWO OF OUR  
KEY BUSINESS UNITS MARITIME AND ECONOMIC  
DEVELOPMENT. ONE THING THAT YOU'LL HEAR  
TODAY IS MORE FOCUSED DISCUSSION OF HOW  
THESE OPERATING DIVISION BUDGETS DELIVER  
ON OUR MISSION AND VISION TO ENSURE  
PUBLIC BENEFIT TO OUR REGION AND ITS  
RESIDENTS. WE ACHIEVE THIS NOT ONLY BY  
EFFICIENTLY CONDUCTING OUR OPERATIONS IN  
WAYS THAT CREATE JOBS AND ECONOMIC  
ACTIVITY, BUT ALSO BY INVESTING IN  
WORKFORCE SUSTAINABILITY AND REDUCING  
IMPACTS OF OUR OPERATIONS. FINALLY, I  
WANT TO NOTE THAT THIS BUDGET PROPOSAL  
AND ALL OF OUR OTHER DIVISIONS ARE USING  
AN ASSUMPTION AT THIS POINT IN THE

BUDGET PROCESS OF A 2% ANNUAL INCREASE IN THE TAX LEVY OVER THE NEXT FIVE YEARS. THE ACTUAL TAX LEVY DECISION IS YOURS TO MAKE AND WE LOOK FORWARD TO GETTING YOUR FEEDBACK ON THAT TOPIC AT THE OCTOBER 25 COMMISSION MEETING. THE 2% NUMBER IS ONLY A STAND IN UNTIL YOU COMPLETED A REVIEW OF THE BUDGET, INCLUDING THE RECOMMENDED PLAN OF FINANCE. BUT I WANTED TO MAKE THAT CLEAR, ESPECIALLY SINCE IT'LL BE A PLACEHOLDER HOLDER IN THE MATERIALS FOR THE PUBLIC SESSION AND THE DRAFT BUDGET THAT WILL COME OUT LATER. THIS PLANNING ASSUMPTION AND RATIONALE WERE DISCUSSED WITH COMMISSION AT THE RETREAT FIRST ON AUGUST 1 OF 2023 OR 2022 ON THE 23 BUDGET. AGAIN, WE'LL INCORPORATE ALL OF YOUR FEEDBACK ON THESE AND OTHER ITEMS IN ADVANCE IN THE FINAL BUDGET PROPOSAL THAT YOU'LL HEAR NEXT MONTH. WITH THAT, I LOOK FORWARD TO TODAY'S DISCUSSION AND YOUR FEEDBACK. AND OUR PRESENTERS ARE KELLY ZUPON, DIRECTOR OF MARITIME FINANCE AND BUDGET. WE ALSO HAVE DAVE MCFADDEN, MANAGING DIRECTOR OF ECONOMIC DEVELOPMENT DIVISION AND STEPHANIE JONES STEBBENS, MANAGING DIRECTOR OF THE MARITIME DIVISION. SO WITH THAT, KELLY. THANKS, STEVE. GOOD AFTERNOON, COMMISSIONER, EXECUTIVE DIRECTOR, METRUCK. GO AHEAD.

HERE IS A TIMELINE OF WHERE WE STAND IN THE BUDGET PROCESS. THIS MORNING YOU WERE BRIEFED ON THE AIRPORT SIDE OF THE PORT BUDGET AND NOW WE WILL PRESENT THE SEAPORT SIDE, BEGINNING WITH MARITIME OPERATING BUDGET LED BY MANAGING DIRECTOR STEPHANIE JONES STEBBENS, WHICH INCLUDES THE MARITIME DIVISION, THE JOINT VENTURE REPRESENTING THE PORT INTEREST IN THE NORTHWEST SEAPORT ALLIANCE AND THE STORMWATER UTILITY. WE WILL THEN PRESENT THE ECONOMIC DEVELOPMENT OPERATING BUDGET LED BY MANAGING DIRECTOR DAVE MCFADDEN. AND WE'LL FINISH WITH A BRIEFING OF OUR CAPITAL IMPROVEMENT PLAN, OR CIP. I'M NOW GOING TO TURN IT OVER TO STEPHANIE JONES STEBBENS AS SHE WALKS THROUGH OUR PRIORITIES.

THANKS, KELLY. AND THANK YOU, COMMISSIONER AND EXECUTIVE DIRECTOR, METRUCK. SO I KNOW THIS. YOU'VE ALREADY BEEN THROUGH A LONG MORNING OF BUDGET PRESENTATIONS AND I KNOW OUR BUDGET IS SMALLER THAN THE AVIATION BUDGET. WE MAKE UP FOR IT AND BEING COMPLEX. AND ALSO I THINK THERE'S A NUMBER OF INTERESTING POLICY QUESTIONS AS WELL. SO NEXT SLIDE PLEASE. AND ACTUALLY ONE MORE SLIDE. I WANT TO

START BY SHOWING KIND OF THE MARITIME STRATEGIES OR PRIORITIES SHOWN A LITTLE DIFFERENTLY THAN YOU SAW FOR THE AVIATION DIVISION. BUT I THINK OF THEM GRAPHICALLY IN MY HEAD AND ACROSS THE BOTTOM, YOU SEE REALLY THE FOUNDATION THAT WE RELY ON. EVERYTHING, YOU KNOW, OUR EMPLOYEES NEED TO GO HOME SAFELY AT THE END OF THE DAY. SO SAFETY AND RESILIENCY IS A FOUNDATION. FINANCIAL SUSTAINABILITY, WE NEED TO BE A GOING CONCERN. WE ALSO NEED TO TAKE CARE OF THE CUSTOMERS THAT MAKE UP OUR MARITIME BUSINESSES. AND THOSE ARE THE THINGS WE NEED TO DO EVERY DAY. AND IN FACT, A COUPLE OF YEARS AGO DURING THE PANDEMIC, WE REALLY WERE VERY FOCUSED, ESPECIALLY ON SAFETY AND FINANCIAL SUSTAINABILITY. AS WE'VE COME INTO NOW, THE RECOVERY VERY SOLIDLY. WE FOCUS ON THE LONGER TERM STRATEGIES, THE THINGS THAT, TO ME, WE NEED TO REALLY DELIVER ON IF WE WANT TO BE A VIABLE BUSINESS IN THE CITY OF SEATTLE. AND THOSE ARE SUSTAINABILITY, EQUITY, AND INNOVATION. THAT'S ACTUALLY KIND OF HARD TO READ INNOVATION IN THE MIDDLE. BUT IN ORDER TO REALLY DELIVER ON SUSTAINABILITY, WHILE WE ARE A SUCCESSFUL, FINANCIALLY SUCCESSFUL BUSINESS THAT SERVES OUR CUSTOMERS, WE REALLY NEED INNOVATION. AND IF WE ARE SUCCESSFUL AT ALL OF THAT, THAT MAKES US A LONGTERM PLAYER IN THE OCEAN ECONOMY. THAT'S HOW OUR STRATEGIES REALLY FIT TOGETHER TO ME. NEXT SLIDE, PLEASE. SO STARTING WITH THE BOTTOM LINE UP FRONT FOR OUR BUDGET, WE'RE CATCHING UP TO WHERE WE WERE PRIOR TO THE PANDEMIC. OUR REVENUES ARE UP 11% FROM OUR FORECAST FOR THIS YEAR. WE'RE UP 29% COMPARED TO OUR BUDGET FOR THIS YEAR. I DON'T REALLY FEEL LIKE THAT'S A FAIR COMPARISON AS MUCH AS IT SOUNDS LIKE A GREAT NUMBER, BECAUSE WHEN WE WERE PLANNING FOR 2022, WE WERE REALLY DEEP IN THE PANDEMIC. SO A BETTER COMPARISON IS REALLY TO OUR FORECASTED, REALLY. THE BIG DRIVERS THERE ARE BOTH CRUISE OCCUPANCY INCREASING. STILL NOT ANYWHERE CLOSE TO WHAT IT WAS PRIOR TO THE PANDEMIC ON A PER VESSEL BASIS, BUT IT IS INCREASING. AND OUR CRUISE RATES WILL ALSO INCREASE. WE ARE INTRODUCING FOR THE FIRST TIME A DIFFERENTIAL RATE FOR WEEKENDS AND WEEKDAYS AS WELL. AND OUR RECREATIONAL BOATING ALSO OCCUPANCY IS UP. IT'S A GREAT STORY BASED ON THE HARD WORK OF PEOPLE AT THE FACILITY, REALLY IMPROVING OUR PROCESSES. SO KELLY WILL SHARE A LITTLE BIT MORE ABOUT THAT WHEN WE GET TO THAT POINT. OUR EXPENSES ARE UP MORE THAN OUR REVENUES. OUR

EXPENSES ARE ABOUT 14%,  
UP 8.2 MILLION FROM OUR BUDGETED  
FORECAST FOR THIS YEAR. I'M GOING TO  
START AT THE BOTTOM AND KIND OF TALK  
ABOUT THE ISSUES. WHY, OF COURSE,  
INFLATION IS IMPACTING EVERYTHING.  
WE ARE ALSO INVESTING MORE IN EQUITY  
INITIATIVES. YOU'LL HEAR A LITTLE BIT  
ABOUT THAT ON THE NEXT SLIDE. WE ARE  
MAKING BIG INVESTMENTS IN IMPROVING OUR  
OVERALL CAPITAL PROJECT DELIVERY, AND A  
KEY PART OF THAT IS STANDING UP A  
PLANNING DEPARTMENT. OF COURSE,  
INVESTMENTS IN BOTH OUR PORT WORKFORCE.  
IN TERMS OF BOTH SALARIES, WE'RE ADDING  
A NUMBER OF NEW EMPLOYEES YOU'LL HEAR  
MORE ABOUT THAT FROM KELLY. THE TEN OF  
THOSE, WHICH IS THREE QUARTERS OF THE  
NEW EMPLOYEES WILL BE IN OUR FIVE IN OUR  
ENVIRONMENTAL TEAM AND FIVE IN OUR  
MAINTENANCE TEAM. SO THAT'S  
A BIG NUMBER FOR OUR DEPARTMENT, OUR  
SIZE. AND THEN FINALLY INCREASES IN OUR  
ENVIRONMENTAL PROGRAMS. OUR  
ENVIRONMENTAL MARITIME ENVIRONMENTAL  
BUDGET IS UP 50% YEAR OVER YEAR. SOME OF  
THAT IS EXCITING THINGS THAT OUR  
COMMISSION PRIORITIES, LIKE GREEN  
CORRIDOR AND ADDING OCTOPUSES TO OUR  
KELP. AND SOME OF IT IS KIND OF MORE YOU  
MIGHT CALL MUNDANE. IT'S THINGS LIKE  
MONITORING OUR HABITAT AND DEVELOPING  
ENVIRONMENTAL STANDARDS FOR OUR  
PROJECTS. BUT THAT IS A SIGNIFICANT  
INCREASE TO OUR OVERALL BUDGET. NEXT  
SLIDE, PLEASE. I WANT TO TALK  
SPECIFICALLY ABOUT SOME OF OUR EQUITY  
AND BUDGETING HIGHLIGHTS. WE DO HAVE  
WOMEN MINORITY BUSINESS GOAL OF 15% TO  
20%. WE ARE INCLUDING FUNDS FOR  
BOTH PARK STRATEGIC PLANNING AS WELL AS  
SPECIFIC FUNDS AT HAUS PARK THAT'S  
BASED NOT ONLY ON THE PLANS WE HAD  
BEFORE, BUT A LITTLE BIT MORE TARGETED  
BASED ON COMMISSIONER INPUT CREWS.  
NOI IS SPECIFICALLY TARGETED TOWARDS  
INCREASING OUTREACH TO WOMEN AND  
MINORITY OWNED BUSINESSES AND WORKFORCE  
DEVELOPMENT SUPPORT. AND LET'S SEE,  
WE'VE ALSO SPECIFICALLY BUDGETED TIME  
FOR REPRESENTED WORKERS TO PARTICIPATE  
IN TRAINING AND EQUITY INITIATIVES,  
SUCH AS PARTICIPATION IN EMPLOYEE  
RESOURCE GROUPS. ONE OF THE THINGS THAT  
WE'VE HEARD IS THAT SALARIED EMPLOYEES,  
THOSE OF US WHO WORK HERE IN IVORY TOWER  
ARE ABLE TO GET AWAY AND PARTICIPATE IN  
THINGS LIKE EMPLOYEE RESOURCE GROUPS AND  
TRAININGS. MUCH HARDER FOR OUR  
REPRESENTED EMPLOYEES. SO WE HAVE  
SPECIFICALLY INCLUDED BUDGET MEASURES  
FOR THEM TO PARTICIPATE. AND FINALLY,  
NOT LISTED HERE, I WANT TO MENTION THAT



WE HAVE INCLUDED MARITIME FUNDS FOR HUMAN TRAFFICKING EFFORTS AS WELL. NEXT SLIDE, PLEASE. I WANT TO SPEND A SECOND TALKING ABOUT THE OVERALL MARITIME DIVISION TREND. SO THIS SHOWS THE MARITIME DIVISION AS A WHOLE AND OVER THE YEARS BACK TO 2014. AND THEN YOU CAN SEE THE DIP THERE DURING THE PANDEMIC YEARS. AND JUST A LITTLE CONTEXT FOR YOU. THE GREEN ON THESE BARS, THE BAR CHART IS OUR EXPENSES AND THE DOT WITH THE LINE CONNECTING IS OUR REVENUES. THE GREEN IS THE DIRECT COST. THIS IS THE FOLKS WHO WORK AT OUR FACILITIES, ACTUALLY OUR MARITIME EMPLOYEES RUNNING OUR FACILITIES. OUR LIGHT BLUE ARE THINGS LIKE MAINTENANCE AND ENVIRONMENTAL SERVICES THAT SUPPORT OUR DIVISION BUT AREN'T ACTUALLY THE DIRECT COST. AND THE DARK BLUE IS OUR CORPORATE COSTS THAT ARE ALLOCATED. AND THAT'S THE MARITIME DIVISION'S SHARE OF OVERALL PORT COSTS. THAT'S THINGS LIKE ACCOUNTING AND HUMAN RESOURCES AND OUR SHARE OF YOUR SALARIES, FOR INSTANCE, OR YOUR COMMISSION OFFICE COSTS. AND THEN FINALLY, THE GRAY IS DEPRECIATION, WHICH IS HOW WE MEASURE WHETHER WE'RE PAYING FOR OUR INVESTMENTS OR CAPITAL INVESTMENTS. SO OVERALL WE HAVE HAD PRIOR TO THE PANDEMIC, OUR GOAL WAS TO PAY FOR ALL OF OUR COSTS, INCLUDING OUR INFRASTRUCTURE INVESTMENTS. AND THAT WAS BASED ON A STRATEGY AT THE TIME THAT WE NO LONGER HAVE, WHICH INCLUDED THE CONSTRUCTION OF A THIRD CRUISE TERMINAL. SO WE ARE NOW FACED WITH I THINK THE QUESTION IS, DO WE CONTINUE WITH THAT AS A GOAL, GETTING TO BREAK EVEN, INCLUDING PAYING FOR ALL OF OUR COSTS? IS THAT STILL A REASONABLE TARGET FOR THE MARITIME DIVISION? SO THAT'S, I THINK, ONE THING THAT I THINK ABOUT. NEXT SLIDE, AND THIS SLIDE SHOWS A LITTLE BIT ABOUT HOW OUR BUSINESSES FIT TOGETHER AS A PORTFOLIO. SOME OF OUR BUSINESSES MAKE MONEY, SOME OF OUR BUSINESSES LOSE MONEY. PUT TOGETHER AS A WHOLE, YOU CAN KIND OF SEE THE TRENDS. WE START ON CRUISE ON THE FAR LEFT SIDE AND THEN GRAIN. THESE ARE OUR TWO BUSINESSES THAT BRING IN A PRETTY SIZABLE AMOUNT OF NET INCOME EVEN AFTER PAYING FOR ALL OF OUR INFRASTRUCTURE COSTS. RECREATIONAL BOATING IS ABOUT A BREAK EVEN BUSINESS. AND THEN OUR FISHING BUSINESSES, BOTH FISHERMEN'S TERMINAL AS WELL AS OUR LARGER FISHING VESSELS AT 91, BOTH ARE SUBSIDIZED BY OTHER BUSINESSES, LEAVING US WITH A NET OPERATING INCOME OF ABOUT THE SAME AS WE HAD LAST YEAR. BUT OUR FORECAST

RATHER BUT QUITE A BIT BELOW ZERO. SO I THINK ACTUALLY A QUESTION THAT I WOULD FIND OF GREAT INTEREST TO DISCUSS WITH COMMISSION IN A STUDY SESSION SOMETIME IS WHAT IS AN APPROPRIATE TARGET AND HOW DO YOU SEE THESE THINGS FITTING TOGETHER? SO THAT'S AN OVERVIEW. AND NOW TO GET INTO MORE DETAIL, I'M GOING TO TURN THIS OVER TO KELLY ZUPON, WHO WILL SHARE MORE DETAIL. KELLY, THANKS FOR SETTING THE CONTEXT. STEPHANIE, NEXT SLIDE, PLEASE.

I'M GOING TO QUICKLY WALK YOU THROUGH THE KEY COMPONENTS OF OUR MARITIME DIVISION BUDGET. IF YOU WOULD LIKE FURTHER DETAIL, PLEASE REFERENCE THE APPENDIX OR HAVE STAFF REACH OUT AFTER THE BRIEFING WITH ANY ADDITIONAL INFORMATION YOU WOULD LIKE.

REVENUES ARE UP \$17 MILLION FROM LAST YEAR'S BUDGET AND JUST UNDER 8 MILLION HIGHER THAN WHAT WE EXPECT IN THE YEAR WITH CRUISE. OCCUPANCY IS PROJECTED AT 85% VERSUS THE 75%

WE HAD IN 2022 BUDGET. PRIOR TO COVID, WE TYPICALLY HAD OCCUPANCY NUMBERS BETWEEN 100 AND 104%.

GRAIN VOLUMES ARE PROJECTED TO BE FLAT. WE EXPECT TO SEE SOME REVENUE INCREASES IN OUR MARINAS AND COMMERCIAL OPERATIONS BASED ON COMBINATION OF RATE INCREASES AND PROCESS IMPROVEMENTS, WHICH WE WILL DISCUSS LATER. EXPENSES.

OH, NEXT SLIDE, PLEASE.

EXPENSES ARE UP ABOUT \$8.2 MILLION, OR 14% FROM THE 2022 BUDGET.

WE ADDED 14 NEW FTES TO SUPPORT ENVIRONMENTAL MAINTENANCE, CAPITAL DEVELOPMENT, AND GRANT OR COST RECOVERY SERVICES. OUTSIDE OF GENERAL PAYROLL INCREASES, WE STOOD UP A PLANNING DEPARTMENT AND PARK STRATEGY AND DIRECT COSTS. FOR SUPPORT SERVICES, WE RAMPED UP ENVIRONMENTAL PROGRAMS. AND FOR CENTRAL SERVICES, THERE'S A SIGNIFICANT INCREASE IN POLICE DEPLOYMENT. NEXT SLIDE, PLEASE.

I WILL MOVE QUICKLY THROUGH THE NEXT SERIES OF SLIDES, WHICH INFORM TRENDS AND FINANCIAL POSITIONING FOR EACH OF OUR CORE BUSINESS GROUPS, STARTING WITH CRUISE. AFTER A COUPLE COVID DRIVEN DOWN YEARS, WE ARE EXPECTING A LARGE INCREASE IN REVENUE AND PROFIT IN 2023. THIS IS DRIVEN BY INCREASED RATES AND OCCUPANCY. YOU CAN SEE THIS BUSINESS LINE BRINGS IN OVER \$13 MILLION OF ANNUAL PROFIT AFTER INVESTMENT COSTS TO THE MARITIME DIVISION. NEXT SLIDE PLEASE.

RECREATIONAL BOATING REVENUES ARE PLANNED TO INCREASE 1.9 MILLION FROM RATE AND OCCUPANCY INCREASES. POLICE AND

HIRE ALLOCATIONS ARE DRIVING THE CENTRAL SERVICES EXPENSE GROWTH YOU SEE IN THERE. BASICALLY THEY THROUGH THE PANDEMIC. RECREATIONAL BOATING STOOD UP PRETTY WELL AND THEY WERE ABLE TO ABSORB MORE COSTS AND THAT'S HOW WE BASE OUR ALLOCATIONS THAT GO OUT TO THE BUSINESS LINES. NEXT SLIDE PLEASE.

AND THIS SLIDE SHOWS THE BACKUP FOR THE OCCUPANCY INCREASE IN THE BUDGET FOR REC BOATING. YOU CAN SEE THE YEAR TO DATE OCCUPANCY REPRESENTED BY THE GREEN LINE IS FAR OUTPACING THE FIVE YEAR AVERAGE REPRESENTED BY THE SOLID BLUE LINE. THIS IS DRIVEN BY PROCESS IMPROVEMENTS AT SHILSHOLE BAY MARINA ALLOWING FOR FASTER TURNAROUND OF SLIPS. THE HIGHER DOTTED LINE SHOWS THE BUDGETED OCCUPANCY REFLECTED BY THESE POSITIVE IMPROVEMENTS. NEXT SLIDE PLEASE. IT'S A GREAT NEW STORY WHEN WE CAN IMPROVE OUR PROCESSES TO IMPROVE REVENUE, EVERYBODY LOVES IT. WHEN WE IMPROVE REVENUE BY RAISING RATES, EVERYBODY DOESN'T LOVE IT. AND REALLY THE CREDIT GOES TO THE TEAM OUT THERE. SO I DID WANT TO HIGHLIGHT THAT.

ELLIOTT BAY FISHING AND COMMERCIAL OPERATIONS REVENUE IS PRIMARILY FROM MOORAGE AT TERMINAL 91, BUT ALSO CONSISTS OF SEVERAL OTHER SMALLER DOCKS SERVING THE MARITIME BUSINESSES. YOU CAN SEE THAT AT THE BOTTOM OF THE CHART RIGHT THERE, THE VARIOUS PROPERTIES THAT ARE INCLUDED AS WELL. THERE HAVE BEEN REVENUE LOSSES THE PAST COUPLE OF YEARS WITH THE COMPLETION OF THE TUNNEL PROJECT IMPACTING THE NORTH PIER OF TERMINAL 46 AND THE RETIREMENT OF THE OCEAN PHOENIX, WHICH IS A REALLY LARGE PROCESSING VESSEL. WE ARE BEGINNING TO SEE NEWER VESSELS COME ONLINE AND PLANNING FOR AN INCREASE IN 2022.

NEXT SLIDE PLEASE. SHIP CANAL FISHING AND OPERATIONS IS PRIMARILY MADE UP OF FISHERMAN'S TERMINAL BUT ALSO INCLUDES SALMON BAY MARINA AND THE MARITIME INDUSTRIAL CENTER. REVENUES ARE UP MODESTLY, BUT FISHERMAN'S TERMINAL IS AN EXPENSIVE FACILITY TO MAINTAIN AND OPERATE. THE SHIP CANAL AND ELLIOTT BAY FISHING AND COMMERCIAL GROUPS DO HAVE AN OUTSIZED POSITIVE IMPACT ON REGIONAL JOBS AND ECONOMIC VALUE.

NEXT SLIDE PLEASE. MARITIME PORTFOLIO MANAGEMENT REVENUES ARE UP 2% WITH EXPENSES UP 11% AS VACANCIES ARE INCREASING OUR TENANT IMPROVEMENT COSTS ALONG WITH APPRAISAL AND BROKERAGE FEES. WE HAVE

SOME VACANCIES AND WE'RE PLANNING ON SPENDING SOME MONEY TO GET THOSE BILLED NEXT YEAR. THIS BUSINESS LINE IS EXPECTED TO SEE A 3.5 MILLION INCREASE IN ANNUAL REVENUE AND OPERATING INCOME AS THAT TRAM LACRO GROUND LEASE AT TERMINAL 106 IS FULLY REALIZED OVER THE NEXT THREE TO FOUR YEARS. NEXT SLIDE PLEASE. THE FINAL BUSINESS FOR MARITIME DIVISION IS THE GRAIN TERMINAL AT TERMINAL 86. THIS IS LEASED BY LOUIS DREYFUS AND GENERATES ABOUT FIVE TO 6 MILLION OF REVENUE EACH YEAR WITH VERY LITTLE DIRECT EXPENSE.

SO THAT DOES IT WITH OUR BUSINESS GROUPS AND NEXT WE WILL REVIEW THE SERVICE GROUPS OF MARINE MAINTENANCE, SEAPORT, WATERFRONT PROJECT MANAGEMENT, MARITIME, ENVIRONMENTAL AND SUSTAINABILITY AND SECURITY. NEXT SLIDE, PLEASE.

MARINE MAINTENANCE COSTS ARE DOWN FROM 2022. BUDGET IS ABOUT \$2.3 MILLION IN SMALL WORKS. OUTSIDE SERVICES. MOVE TO WATERFRONT PROJECT MANAGEMENT. ABSENT THAT, EXPENSES WOULD BE UP ABOUT 5% TO 6%. I WANT TO POINT OUT THAT MARINE MAINTENANCE SUPPORTS THE NORTHWEST SEAPORT ALLIANCE, THE ECONOMIC DEVELOPMENT DIVISION, STONEWATER UTILITY. SO THAT THE PIE CHART ON THE LEFT THERE SHOWS THE SUPPORT OF THE DIFFERENT DIVISIONS AND THE NORTHWEST SEAPORT ALLIANCE.

NEXT SLIDE, PLEASE.

WATERFRONT PROJECT MANAGEMENT IS THE GROUP RESPONSIBLE FOR DELIVERING THE MAJOR PROJECTS IN THE PORT FOR BOTH THE PORT OF SEATTLE AND THE NORTHWEST SEAPORT ALLIANCE. I'D LIKE TO NOTE TWO ITEMS. FIRST, YOU SEE THAT \$2.3 MILLION OF SMALL WORKS EXPENSE TRANSFERRED IN FROM MAINTENANCE THAT I JUST SPOKE ABOUT. OTHERWISE, EXPENSE GROWTH WOULD BE UP IN AN EXPECTED RANGE GIVEN THE FTES WE ADDED LAST YEAR IN 2022 BUDGET. SECOND, YOU CAN SEE ABOUT 70% OF THE PAYROLL IS CAPITALIZED. THIS IS THE TEAM THAT SUPPORTS THE CAPITAL PLAN, NOT JUST FOR THE PORT OF SEATTLE, BUT FOR THE NORTHWEST SEAPORT ALLIANCE AS WELL. NEXT SLIDE, PLEASE.

THE MARITIME AND SUSTAINABILITY GROUP. BUDGET GREW 50% FROM 2022.

AS WE HAVE ADDED SEVERAL FTES THE PAST TWO YEARS, THE TEAM HAS RAMPED UP THEIR OUTSIDE CONTRACTED LABOR AND SERVICES TO ADDRESS THEIR GOALS. THE NEXT SLIDE SHOWS DETAIL FOR THIS WORK.

NEXT SLIDE, PLEASE.

YOU CAN SEE WE HAVE BROKEN THE WORK INTO SEVERAL CATEGORIES, WITH HABITAT AND AIR BEING THE LARGEST. WE DID GET SOME

LATE FEEDBACK ON NAMING CONVENTIONS FOR SOME OF THESE PROJECTS TOO, SO IF YOU'VE GOT ANY QUESTIONS ABOUT THEM, LET ME KNOW. AND SANDY KILROY IS HERE AS WELL ON THE LINE.

OKAY, NEXT SLIDE. THIS SLIDE SHOWS THE SECURITY DEPARTMENT WHERE THEY ARE DEPLOYING THEIR CONTRACTED SECURITY. THE ONE THING THAT STANDS OUT IN THIS SLIDE IS THE OVER \$600,000 OF SECURITY COSTS AT TERMINAL 46, WITH ABOUT A THIRD OF THAT BORN BY THE PORT OF SEATTLE AND THE OTHER TWO THIRDS BORN BY NORTHWEST SEAPORT ALLIANCE. SO IT IS EXPENSIVE NOT HAVING A TENANT OUT AT THAT TERMINAL ON AN ANNUAL BASIS. SO NEXT SLIDE, PLEASE.

AND THIS IS THE LIST OF THE FULL TIME AND THE FTES THAT WE ADDED NEXT YEAR. YOU CAN SEE WE HAVE THE 14 LISTED BELOW. THERE IS DETAIL ON SLIDE 52 IN THE APPENDIX FOR EACH OF THOSE POSITIONS. IF YOU'VE GOT ANY QUESTIONS.

NOW WE'LL MOVE ON TO THE JOINT VENTURE AND STORMWATER UTILITY SUMMARIES. NEXT SLIDE, PLEASE.

THIS SLIDE REPRESENTS THE PORT OF SEATTLE INTEREST IN THE NORTHWEST SEAPORT ALLIANCE JOINT VENTURE WITH PORT OF TACOMA. THEY PLAN ON DELIVERING ABOUT 50.1 MILLION OF NET INCOME AFTER DEPRECIATION TO THE PORT. WE THEN BACK OUT 2 MILLION PERTAINING TO HALF OF THE TERMINAL 46 LEASE PAYMENT. OTHER REVENUE INCLUDES REIMBURSEMENT FOR MAINTENANCE WORK AND THE ANTICIPATED GREEN LEASE REVENUE THAT WE'RE LOOKING FORWARD TO. CURRENTLY, WE HAVE THE STATUS QUO BUDGETED FOR TERMINAL 46. SO THERE COULD BE UPSIDE IF WE GET THE RIGHT TENANT IN. THE EXPENSES PRIMARILY INCLUDE MAINTENANCE, SECURITY, AND THEN SOME OVERHEAD FOR THE LEGACY REMEDIATION WORK THAT ENVIRONMENTAL AND THE FINANCE TEAM ARE DOING.

NEXT SLIDE, PLEASE.

HERE IS THE INCOME STATEMENT FOR THE STORMWATER UTILITY. LIKE THE AIRPORT, THIS OPERATES UNDER A COST RECOVERY MODEL WHERE THE RATES CHARGED TO TENANTS IN BOTH THE PORT OF SEATTLE AND NORTHWEST SEAPORT ALLIANCE UNLEASED SPACE ARE GEARED TO COVERING THE LONG TERM OPERATING AND CAPITAL INVESTMENT COSTS. I DON'T WANT TO SPEND TOO MUCH TIME HERE AS THE TEAM WILL BE COMING FORWARD IN TWO WEEKS WITH A DETAILED PRESENTATION FOR ADOPTION OF WHAT IS LIKELY TO BE A 4.6% RATE INCREASE IN THE COMING YEAR. AND THAT IS IT FOR THE MARITIME DIVISION. NOW IS A GOOD TIME TO PAUSE FOR ANY QUESTIONS. YEAH, LET'S PAUSE IN BETWEEN THE

DIVISIONS. THANK YOU, KELLY, ANY QUESTIONS FROM COMMISSIONERS? GO AHEAD, COMMISSIONER FELLEMAN, THANK YOU. THANKS SO MUCH FOR THAT PRESENTATION AND I'M ALWAYS DELIGHTED TO SEE OUR MARITIME BUDGET DOING BETTER AND APPRECIATE ALL THE WORK THAT HAS GONE INTO THIS. AND I HAVE A COUPLE OF QUESTIONS. ONE IS WITH THE GRAIN REVENUE FORECAST BEING DOWN, I JUST READ THIS ARTICLE ABOUT AMONGST ALL THE TRAVESTIES ASSOCIATED WITH CLIMATE CHANGE IS THAT THE MISSISSIPPI IS BEING DE WATERED AND THERE'S 100 BARGES RIGHT NOW STUCK IN THE MISSISSIPPI. AND I WAS JUST ASKING JOHN WILFIN IS THIS ONE MAN'S PROBLEM IS ANOTHER BENEFIT THAT THIS OBVIOUSLY GETTING GRAIN OUT OF THE MIDWEST USUALLY OFTEN GOES SOUTH. AND SO MR. DREYFUS MIGHT FIND HIS CALCULATIONS TO BE NEEDING TO BE UPDATED. I THOUGHT OF LATE THIS WAS A GOOD TIME FOR GRAIN. I THOUGHT, ESPECIALLY WITH THE CHALLENGES IN UKRAINE, I THOUGHT EXPORTS OF US. GRAINS WERE UP. AND SO I WAS JUST THINKING THAT WE'RE MAYBE BEING A LITTLE PESSIMISTIC. WELL, THESE FORECASTS CAME DIRECTLY FROM LOUIS DREYFUS, BUT I WILL FOLLOW UP ON THAT AND BRING UP THOSE POINTS AND I WILL FOLLOW UP. NOT THAT I SUGGEST I KNOW ANY MORE ABOUT THIS BUSINESS THAN HE DOES, BUT IT WAS JUST A RECENT STORY THAT IT COULD BE FORECASTING OF THINGS TO COME. UNFORTUNATELY. I WAS ENCOURAGED TO SEE THE INCREASED REVENUES FOR VOTING. THAT WAS GREAT. AND WE DID ATTRIBUTE THIS TO BETTER EFFICIENCIES IN THE SYSTEM. THERE'S ALSO A 10% RATE INCREASE. I SAW THAT AS WELL. THAT IS TRUE. BUT I KEEP ON ASKING, AS OUR OCCUPANCY RATES GO UP, THE QUESTION OF HAVING THIS SUBLETTING OF MOORAGE. I UNDERSTAND EVEN OUR TRANSIENT MOORAGE WAS FILLED THIS YEAR, WHICH WAS ALWAYS THE PROBLEM, RIGHT? AS LONG AS YOU HAVE TRANSIENT MOORAGE, SOMEBODY CAN'T SUBLET THEIR SLIP RIGHT WHEN THEY'RE GONE. SO IS THAT SOMETHING THAT YOU SEE AS A GROWING POTENTIAL? SO WE DO ALLOW SUBLETTING RIGHT NOW. SO FOR INSTANCE, IF YOU SELL YOUR VESSEL, THE NEW OWNER CAN SUBLET FOR SIX MONTHS. AND PEOPLE DO SUBLET WHEN THEY'RE OUT FOR THE YOU KNOW, IF THEY'RE OUT FOR THE SUMMER, THEY TYPICALLY DO SUBLET. WE HAVE NOT PERSONALLY GOT IN THE MIDDLE OF THAT, BUT I THINK RIGHT NOW THE ONLY TIME WHEN WE DO NOT HAVE GUEST MOORAGE IS REALLY DURING PEAK WEEKENDS OF THE SUMMER. SO IT'S NOT FREQUENTLY. I KEEP ON HEARING THAT EVERETT DOES THIS. AND

SO, ANYWAY, OBVIOUSLY, UNLESS THERE'S A LOT OF BUSINESSES THAT IT'S NOT WORTH GETTING IN THE MIDDLE OF THE MANAGEMENT OF IT. BUT I ALWAYS THOUGHT THAT WAS ANOTHER CHANCE TO GET A PIECE OF THE ACTION. I WAS CURIOUS ABOUT THE CRUISE TARIFFS. SO IS THAT ONLY THE FIVE TO 7% NEW INCREASES? IS THAT ONLY FOR WEEKEND? SEVEN IS WEEKEND, FIVE IS WEEKDAY, AND SO PREVIOUSLY WAS THERE. THEY ARE THE SAME. IT SEEMS A VERY STEEP CURVE IN REVENUE. IS THIS THE FIRST TIME WE'VE UPDATED THE TARIFFS IN A WHILE? GOSH, WE HAVE BEEN INCREASING WE TYPICALLY HAVE INCREASED OUR TARIFF RATES ANYWHERE, HONESTLY, BETWEEN FIVE AND 15% OVER THE YEARS. DURING THE HEIGHT OF THE PANDEMIC, WE DID NOT. BUT THE INCREASE FOR NEXT YEAR DOES INCREASE JUST THE 5% TO 7%. AND I WOULD SAY THAT IS ONE THING TO NOTE, IS THAT WE ARE ALREADY BY FAR THE HIGHEST RATES PER PASSENGER ON THE WEST COAST. SO WE ARE REALLY THE LEADER THERE ALREADY, AND THIS WILL INCREASE THAT FURTHER. IT WILL ONLY APPLY TO OUR BUSINESSES THAT ARE OPERATING WITHOUT A LONG TERM AGREEMENT, AND THE LONG TERM AGREEMENTS WILL SET THEIR RATES RATHER I'M SORRY, SEPARATELY. RIGHT. WE ARE ALSO THE MOST PROFITABLE CRUISE FOR THE CRUISE INDUSTRY, CORRECT? WELL, I INCLUDE PORTS IN ALASKA AND VANCOUVER IN THOSE RATES, BUT YES. OKAY, THANKS. AND THEN FINALLY, THIS CATEGORY OF SHIP CANAL FISHING AND OPERATIONS IS TOO BIG A LUMP. I MEAN, WE HAVE THE DIVERSITY OF OPERATIONS FROM FISHERMAN'S TERMINAL TO SALMON BAY MARINA AND THE MIC TO UNDERSTAND HOW WE'RE DOING WITHIN THOSE THREE BUCKETS, YOU'D LIKE TO SEE THAT NUMBER THAT WE CAN MAKE SENSE OF. UNDERSTAND. I MEAN, WE KIND OF GO BACK AND FORTH BETWEEN BEING SUPER GRANULAR AND LUMPING IT TOGETHER. I PERSONALLY FIND EACH DETAIL TOTALLY FASCINATING. AND WE HAD GRAPHS SHOWING HOW IT ALL SPLIT UP, BUT JUST KNOWING THE AMOUNT OF THINGS THAT THE COMMISSION IS LOOKING AT, WE DID KIND OF RE LUMP IT TOGETHER. WE CAN ABSOLUTELY PROVIDE THOSE DETAILS. I MEAN, IT'S LIKE, OBVIOUSLY PLACES THAT WE WOULD HELP STEWARD WHICH PARTS NEED HELP. ANYWAY, THANK YOU VERY MUCH. THANK YOU, COMMISSIONER. AND I JUST HAD A LITTLE NOTE TO EXPLAIN WHO LOUIS DREYFUS IS. NOT AN ACRONYM, BUT STILL PERHAPS A TERM THAT THOSE WHO AREN'T IN THE BUSINESS WOULDN'T KNOW IS THE OPERATOR OF OUR GRAIN TERMINAL AND ONE OF THE LARGEST

GRAIN EXPORTERS IMPORTERS IN THE WORLD.  
COMMISSIONER HASEGAWA.  
SURE. I'M EXCITED TO HEAR THAT YOU'VE  
GOT AN ALLOCATION FOR UNDERSTANDING  
HUMAN TRAFFICKING IN THE MARITIME  
DIVISION, WHICH IS NEW, AND I'M  
WONDERING HOW YOU'RE THINKING ABOUT IT?  
WHEN I THINK ABOUT HUMAN TRAFFICKING AND  
MARITIME, I THINK OF INCIDENTS ON CRUISE  
VERSUS INCIDENTS ON CARGO SHIPS VERSUS  
INCIDENTS WITH FISHING FLEETS COMING TO  
DOCK, MAYBE PATRONIZING PROSTITUTES.  
HOW ARE STAFF BEGINNING TO THINK ABOUT  
APPROACHING THIS? SO IT'S NOT NEW,  
ACTUALLY. WE HAVE HAD A PROGRAM IN PLACE  
THAT HAS FOCUSED MORE ON OUR STAFF AND  
OUR FACILITIES. SO, FOR INSTANCE, I WILL  
TELL YOU, WE'VE HAD SIGNS UP THROUGHOUT  
MARITIME IN OUR PARKS. AND ONE  
INTERESTING THING I WOULD NOTICE, THE  
SIGNS WERE BEING TORN DOWN. SO WE KNOW  
SOMEONE SAW THEM AND DIDN'T LIKE THEM  
AND WE, OF COURSE, PUT THEM BACK UP. SO  
WE'VE HAD THOSE EFFORTS MOVING FORWARD.  
OUR EFFORTS WILL BE, I THINK, MUCH LIKE  
THE AIRPORT GOING BEYOND OUR OWN STAFF  
AND LOOKING AT CUSTOMERS. SO FOR  
INSTANCE, THE SPECIFIC FUNDS FOR  
NEXT YEAR WOULD INCLUDE OUTREACH WITH  
CRUISE LINES, WHICH HAVE THEIR OWN  
PROGRAMS AROUND THAT AS WELL. IS THAT  
FOR SEX TRAFFICKING OR IS THAT FOR  
TREATMENT LIKE ECONOMIC EXPLOITATION  
OF INTERNATIONAL WORKERS? WHAT SORT OF  
OUTREACH ARE YOU THINKING ABOUT FOR A  
CRUISE LINE? WELL, IT'S MORE FOCUSED ON  
LABOR IN GENERAL THAN PARTICULARLY ON  
SEX TRAFFICKING. DOES THAT ALSO APPLY  
FOR THE PHILOSOPHY, FOR THE APPROACH FOR  
THE FISHING INDUSTRY AS WELL? BECAUSE  
LABOR TRAFFICKING DEFINITELY AS WELL.  
INTERESTING. I'M FOLLOWING THAT'S REALLY  
GOOD TO HEAR. AND ACTUALLY, I THINK WE  
HAVE A BRIEFING COMING UP FOR YOU AT  
SOME POINT, BUT I WILL FOLLOW UP. OKAY.  
WHERE DOES COLD IRONING FOR FISHING  
FLEETS COME INTO THE CONVERSATION OR IN  
THIS BUDGET? SO OUR  
FISHING FLEETS CURRENTLY HAVE THE  
ABILITY TO PLUG IN. I MEAN, THE VESSELS  
AREN'T AS BIG, SO IT'S NOT QUITE AS HARD  
A JOB OR AS FLASHY AS A JOB. SO BOTH AT  
FISHERMAN'S TERMINAL AND AT TERMINAL 91,  
OUR FISHING FLEETS CAN PLUG IN. WHERE IT  
WOULD SHOW UP IS IN OUR UTILITIES, BOTH  
AS A IF I'M GETTING THIS RIGHT, BOTH AS  
A REVENUE, AS AN EXPENSE BECAUSE THEY  
PAY US AND THEN WE PAY CITY LIGHT FOR  
THE ELECTRICITY. AND SOME OF WHAT I'VE  
HEARD AMONG THE FISHING COMMUNITY IS  
THAT IT COULD BE A FINANCIAL HARDSHIP  
UPON THEM TO TRANSFORM THEIR VESSELS.  
AND I WONDER IF THE PORT OF SEATTLE HAS



ANY SORT OF PROGRAM AVAILABLE FOR SOME OF THESE SMALLER COMPANIES THAT DON'T HAVE IT IN THEIR MARGINS TO UPDATE THEIR EQUIPMENT. THAT'S A GREAT QUESTION. MOST OF THE VESSELS HAVE THE ABILITY TO PLUG IN WHEN THEY'RE AT OUR FACILITIES, AS I UNDERSTAND IT. AND WHEN THEY LEAVE OUR FACILITIES AND THEY'RE AT SEA, MOVING TO AN ELECTRIC PROPULSION IS SOMETHING THAT IS A REALLY TOUGH ASK FOR A FISHING VESSEL. I KNOW SOME OF THE LARGER FISHING COMPANIES ARE THINKING ABOUT THAT. THE MOM AND POP FOLKS THAT ARE AT FISHERMAN'S TERMINAL, THAT WOULD NOT BE WITHIN WHAT THEY'RE LOOKING AT RIGHT NOW. BUT IF THERE ARE FOLKS WHO ARE HAVING TROUBLE ACTUALLY CONVERTING TO BE ABLE TO PLUG IN AT THE SLIP. I WOULD WANT TO MAKE THAT CONNECTION. AND I THINK OUR BEST BET WOULD BE TO TRY TO CONNECT THEM WITH PLACES WHERE THEY COULD GET GRANTS TO DO THAT WORK. OKAY. DO YOU THINK THAT WOULD LIVE SOMEWHERE IN THE PORT OF SEATTLE'S ECONOMIC DEVELOPMENT BUDGET? YEAH, I KNOW THAT'S COMING UP NEXT IN OUR PRESENTATION. YEAH, LET ME JUST COMMENT, TOO, AS COMMISSIONERS WERE TRANSITIONED, THAT'S OUR ELECTRIFICATION OF THE WATERFRONT AND THE SHORT HAUL FISHING VESSELS, WHAT'S THE FUTURE OF THOSE IS SOMETHING THAT I THINK WE SHOULD BE THINKING ABOUT. I DON'T KNOW IF DAVE WAS GOING TO COMMENT, BUT DAVE AND I, WE'VE SEEN WHAT OTHER COUNTRIES ARE DOING, PARTICULARLY WHAT ICELAND IS THINKING ABOUT THE COASTAL VESSELS, ABOUT THE POTENTIAL OF BUILDING ELECTRIFICATION OF THEM. AND SO THAT'S AN EXCITING THING TO GO FORWARD. I THINK YOU CAN ADD TO THAT DAVE. BUT MARITIME BLUE IS THINKING ABOUT THAT. BUT WE GOT TO START THINKING ABOUT THAT FUTURE OF WHAT'S AHEAD OF US DOWN THERE. SO THE THING I WOULD ADD IS THAT YEARS AGO, COMMISSIONER ALBRO ASKED US TO LOOK AT THIS QUESTION SPECIFICALLY, COULD WE HELP CAPITALIZE THE MODERNIZATION OF THE FISHING FLEET? AND WE LOOKED INTO IT, AND WE LOOKED INTO IT IN DEPTH, AND ONE OF THE THINGS WE CAME UP AGAINST WAS OUR STATE LANDING OF CREDIT PROHIBITION. AND THAT REALLY WAS A STICKLER. WHAT WE ENDED UP REALIZING IS FOR US TO CAPITALIZE THE FISHING, WE WOULD HAVE TO OWN THOSE BOATS IF WE WERE FUNDING THEM. AND SO IT BECAME A REAL HARDSHIP. AND I THINK WHAT MAY BE WORTHWHILE LOOKING INTO IS, I WOULD IMAGINE FOR, LIKE, THE CLEAN TRUCKS PROGRAM, WE MAY HAVE CAPTURED SOME FEDERAL FUNDING TO DO

THAT. AND MAYBE THERE IS A SIMILAR VEIN, ALTHOUGH IF YOU COMPARE THE COST OF A TRUCK REHAB VERSUS A FISHING BOAT REHAB, THEY'RE EXPONENTIALLY DIFFERENT. AND SO THE OTHER THING I WOULD IMPART IS JUST WE DID A STUDY ON FISHING FLEET MODERNIZATION, AND THERE IS EXPECTED INVESTMENTS THEY'RE MAKING THEMSELVES. THERE ARE SOME FINANCIAL HURDLES FOR THEM TO DO IT, BUT ONE OF THE BIGGEST THINGS IS JUST THE HEALTH OF THE FISHERIES THEMSELVES. THE UNCERTAINTY. WHEN WE DID THAT STUDY, RIGHT AFTER THAT HAPPENED, THE BLOB SHOWED UP. AND THAT'S OBVIOUSLY GOING TO SEND A SIGNAL TO BOTH THE FISHERMEN THAT OWNED THE BOATS, BUT ALSO THE FINANCIAL COMMUNITY THAT THERE IS A GREATER RISK. AND SO I'D LIKE TO GET BACK WITH YOU MAYBE ON MORE DETAILS THERE, BUT I DID WANT TO SHARE SOME STORIES FROM OUR PREVIOUS EXPERIENCE IN THIS ARENA. THANK YOU, COMMISSIONER MOHAMED. THANK YOU ALL FOR THE PRESENTATION AND FOR ANSWERING THOSE QUESTIONS. ONE OF MY QUESTIONS IS REGARDING I SEE THAT FOR THE GREEN CORRIDOR, THERE HAS BEEN A POSITION ADDED OF \$200,000 TO SUPPORT THE GREEN CORRIDOR PLANNING. I'M WONDERING, ARE THE CRUISE COMPANIES ALSO MAKING A SIMILAR INVESTMENT? IS THERE LIKE A SHARED POT OF MONEY THAT'S BEING CREATED? ANY UPDATES THAT YOU CAN SHARE ON US. WE DID NOT ADD A NEW POSITION SPECIFICALLY TO SUPPORT THE GREEN CORRIDOR, ACTUALLY, IS MY UNDERSTANDING. WE HAVE CONSULTANT FUNDS AND WE'VE ADDED A NEW POSITION THAT FOCUSES PORT WIDE, WHICH SANDY COULD SPEAK TO ON EMISSIONS COUNTING AND MEASURING IN GENERAL. THAT'S WHAT WE HAVE DONE THUS FAR. I STAND CORRECTED. I MEANT A CONSULTANT SUPPORT THAT WORK AND NOT FTE. BUT WE HAVE ADDED A BUNCH OF FTES FOCUSED ON THOSE ISSUES THOUGH. SO WE ARE WORKING WITH ALL OF THE FIRST MOVERS ON GREEN CORRIDOR. I'VE HAD SOME GREAT MEETINGS TALKING ABOUT HOW WE'RE DEFINING DIFFERENT THINGS, GETTING THE CHARTER IN PLACE. WE'RE ACTUALLY JUST SCHEDULING AN IN PERSON MEETING TO REALLY GET THE PROGRESS ON GETTING THE ACTUAL TECHNICAL FEASIBILITY STUDIES OUT THE DOOR. SO AT THE MOMENT, WE HAVE NOT DISCUSSED HOW THAT WOULD BE FUNDED. OKAY, GREAT. WELL, THANK YOU FOR THAT UPDATE AND FOR THAT CLARIFICATION. THE OTHER QUESTION I HAD WAS AROUND FISHERMEN TERMINAL, DO WE INCORPORATE ANY INPUTS FROM THE FISHERMAN, THE MEN AND WOMEN THAT WORK ON THAT TERMINAL,

CONSIDERING THEY ADD SO MUCH TO OUR LOCAL ECONOMY? AND SO I'M JUST WONDERING WHAT THE PARTNERSHIP LOOKS LIKE. GO AHEAD. WE HAVE A PRETTY SIGNIFICANT BUDGET ASK, ACTUALLY, WHICH WOULD BE IN NOT ONLY IN OUR MARITIME BUDGET, BUT ALSO IN OUR EXTERNAL RELATIONS BUDGET FOR WORKING ENGAGEMENT AND WORKING WITH THE FOLKS SPECIFICALLY AT FISHERMAN'S TERMINAL AS WELL AS TRIBAL COMMUNITIES ON OUR CAPITAL PROGRAMS THERE. SO YES, WONDERFUL. THAT'S GREAT TO HEAR. AND THEN MY LAST QUESTION IS, I KNOW THERE'S A 1% ART PROGRAM THAT COMES OUT OF THE MARITIME BUDGET. WHAT DOES THAT LOOK LIKE? THE SORT OF INVESTMENTS THAT ARE BEING MADE OUT OF THAT PARTICULAR PROGRAM? YES, THANK YOU. THAT'S A GREAT QUESTION. SO OUR PROGRAM, IT LOOKS A LITTLE DIFFERENTLY HERE THAN IT DOES OUT AT THE AIRPORT BECAUSE WE HAVE SO MANY DIFFERENT FACILITIES. AND OUR DESIRE HAS BEEN IF WE'RE DOING, FOR INSTANCE, THE CAPITAL PROGRAM AT FISHERMAN'S TERMINAL, WE WANT THE ART TO BE THERE. SINCE IT'S NOT ALL ONE FACILITIES, WE'VE TRIED TO TIE IT MORE DIRECTLY. SO THE WAY WE HAVE BEEN WORKING WITH OUR FINANCE TEAM IS WE ACTUALLY, YOU'LL SEE IN THE CIP BUDGET A SPECIFIC ART POOL, WHICH IS NOT LIKE AN ART DECO POOL FOR US TO SWIM IN SOMEWHERE. THAT IS A POOL OF MONEY TO BE GOING TOWARDS ART. SO THAT IF PROJECTS ARE BIG ENOUGH TO HAVE THEIR OWN ART INCORPORATED, IT SHOULD BE IN THEIR BUDGET. BUT IF PROJECTS ARE NOT, FOR INSTANCE, ART ISN'T CONDUCIVE TO THAT PARTICULAR PROJECT, IT WOULD GO INTO THE ART POOL, WHICH WOULD FUND ART ON THE MARITIME SIDE. GREAT. AND WE'RE WORKING I'M SORRY, GO AHEAD. WE'RE ALSO WORKING CLOSELY WITH THE ART TEAM, TOMMY, ON THAT AS WELL. IT'S NOT AS WELL DEVELOPED AS I WOULD LIKE, BUT THAT'S HOW WE ARE BUDGETING AND WE'RE COMMITTED TO MAKING IT WORK. WE ALSO HAVE TO SAY IT'S DIFFERENT THAN IT WORKS. AT THE AIRPORT JUST BECAUSE WE'RE SUCH ON MARITIME AND EDD SO STRUCTURED SO DIFFERENTLY. I SEE. GREAT. THANK YOU FOR THAT, FOR SHARING THAT. MY LAST QUESTION IS AROUND SALMON BAY RECREATIONAL MARINA. WHAT DOES THAT LOOK LIKE NEXT TO FISHERMAN'S TERMINAL AS FAR AS PERFORMANCE GOES? AND DO WE HAVE ANY PLANS FOR UPLANDS DEVELOPMENT? AND MAYBE THAT MIGHT BE A QUESTION FOR LATER, BUT I'M JUST CURIOUS. YEAH. SO WE CAN CERTAINLY SPLIT OUT THE NUMBERS FOR SALMON BAY MARINA AND FISHERMAN'S TERMINAL. ONE OF THE THINGS THAT I WILL SAY WHEN WE BROUGHT IT ON, I THINK

INITIALLY THERE WAS THOUGHTS THAT WE MIGHT MANAGE IT SEPARATELY AS A MARINA, BUT SINCE FISHERMAN'S TERMINAL IS RIGHT THERE, THAT THE TEAM TOOK ON THAT MANAGEMENT AS WELL. AND I THINK I'VE DONE A REALLY EXCELLENT JOB KEEPING THE CUSTOMERS THERE HAPPY, BECAUSE I KNOW THEY WERE PRETTY CONCERNED WHEN THE PORT TOOK OVER. HOW IS THIS GOING TO WORK FOR THEM?

BUT WE'LL HAVE TO GET YOU MORE SPECIFIC NUMBERS ON HOW THE- KELLY MAY BE ABLE TO ANSWER THAT. HOW THE OPERATIONS LOOK OF THE TWO FACILITIES? YEAH, IT'S SLIGHTLY BETTER THAN FISHERMAN'S TERMINAL, BUT IT'S NOT LIKE WHERE, SAY, SHILSHOLE BAY MARINA. IT'S SORT OF IN BETWEEN SHILSHOLE BAY MARINA AND FISHERMAN'S TERMINAL. GAUGING, THAT FINANCIALLY SPEAKING AT LEAST. BUT I CAN GET YOU GUYS A BREAK OUT OF THAT. NOW, THE COSTS ARE ALWAYS A LITTLE TRICKY BECAUSE SO MANY OF THEM ARE ALLOCATED, BUT I CAN GET YOU GUYS A SORT OF PNL. LOOK AT THAT.

THAT'D BE HELPFUL. THANK YOU. THANK YOU FOR THOSE ANSWERS. I GUESS LAST THING, MY QUESTION AGAIN IS FISHERMAN'S TERMINAL. I'VE HEARD THAT HISTORICALLY WE'VE SUBSIDIZED SOME OF THAT. IS THAT STILL TRUE? YES, THAT IS TRUE. ACTUALLY, IF YOU WOULD GO BACK TO THE MAYBE SLIDE WELL, ACTUALLY, SLIDE SEVEN, I THINK. YEAH. AND FOR HOW LONG HAS THAT BEEN? WELL, PRETTY MUCH AS LONG AS I'VE BEEN AT THE PORT.

I THINK IF YOU GO BACK FORWARD A COUPLE OF SLIDES TO SPECIFICALLY SHIP CANAL, LIKE THREE MORE SLIDES. ONE MORE RIGHT THERE. NO, THERE. RIGHT THERE. SO THIS SHOWS THAT THE LINES WITH THE DOTS IS OUR REVENUE AND THE BAR IS OUR EXPENSES. SO THE GREEN IS THE DIRECT EXPENSE OF THE FOLKS AT FISHERMAN'S TERMINAL, AND WE OPERATE THAT FACILITY. SO IT TAKES A NUMBER OF FOLKS TO DO THAT SAFELY. RIGHT. WE HAVE A LARGE STAFF OUT THERE. ADDITIONALLY, THE LIGHT BLUE, THEN, IS KIND OF THAT'S MAINTENANCE, SECURITY, ENVIRONMENTAL, AND THOSE ARE THE MAIN COSTS THAT IT WOULD BE IN THE LIGHT BLUE, PROBABLY MOSTLY MAINTENANCE AT THAT SITE, GIVEN THAT WE HAVE AGING INFRASTRUCTURE. SO AS YOU CAN SEE, THE REVENUES AT THAT FACILITY DO NOT COVER DIRECT AND SUPPORTED EXPENSES THERE. AGAIN, AGING FACILITIES TAKES A NUMBER OF FOLKS IN ORDER TO RUN THAT. AND WE HAVE KEPT THE RATES THERE LOW TO SUPPORT THE FISHING FLEET. WE HAVE NOT RAISED THEM. FOR INSTANCE, LIKE, LET'S BRING YACHTS IN

AND CHARGE AS MUCH AS WE CAN. WE HAVE PURPOSEFULLY KEPT THEM AT A RATE THAT IS VIABLE FOR THE FISHING FLEET. I LOVE THAT. YOU DON'T HAVE TO WORRY ABOUT THE FAA ON THE AIRPORT SIDE OF THINGS. EXACTLY. OTHER PEOPLE INTERFERING WITH YOU. I GUESS MY LAST QUESTION IS MAYBE THE SLIDE SIX YOU TALKED ABOUT JUST STAFFING. I'VE MET A NUMBER OF YOUR STAFF FOLKS THAT WORK IN MAINTENANCE AND THEY'RE WONDERFUL PEOPLE. AND THIS MIGHT BE LIKE AN HR SORT OF QUESTION, BUT I WONDER ABOUT OPPORTUNITIES THAT YOUR DIVISION IS CREATING FOR PATHWAYS FOR PROMOTION FOR FOLKS WHO WORK WITHIN YOUR FIELD. YES, I LOVE THAT QUESTION. SO WE HAVE REALLY BEEN FOCUSED ON INTERNAL HIRING. FOR ONE THING, WE JUST RECENTLY HAD A WHOLE BUNCH OF FOLKS MOVING FROM RECEIVING INTERNAL PROMOTIONS. SO IT'S SOMETHING THAT WE TRY TO BE VERY INTENTIONAL ABOUT BOTH IN TERMS OF THINKING ABOUT MAKING SURE OUR HIRING PRIORITIES, OUR HIRING PROCESSES ARE EQUITABLE. BUT ALSO I'VE COMMITTED ANY TIME INTERNAL PERSON INTERVIEWS FOR A JOB, THEY WILL WHETHER IF THEY'RE NOT SUCCESSFUL, THEY WILL GET A FOLLOW UP INTERVIEW. WE HAVE HAD A PRACTICE OF, ESPECIALLY IN OUR OPERATIONS GROUP POSTING INTERNALLY FIRST BEFORE WE POST EXTERNALLY. AND THEN AS I SAID, WE'VE SPECIFICALLY BUDGETED TRAINING FOR REPRESENTED WORKFORCE THAT IS FOCUSED ON EQUITY AND EMPLOYEE RESOURCE GROUPS. BUT I THINK THAT'S SOMETHING THAT'S VERY IMPORTANT. AND IF YOU HAVE FEEDBACK THAT THERE'S SOMETHING MORE YOU THINK WE SHOULD OR COULD BE DOING, I WOULD LOVE TO HEAR THAT AS WELL. NO, THAT'S A GREAT ANSWER. I KNOW YOU'RE BEING INTENTIONAL ABOUT EQUITY IN YOUR BUDGETING PROCESS AND I THINK CREATING PROGRAMS THAT SPECIFICALLY FOCUS ON PATHWAYS TO PROMOTION INTERNALLY IS ALWAYS GOOD. SO THANK YOU. GREAT. THAT CONCLUDES MY QUESTIONS. ALL RIGHT, I'M GOING TO ASK THAT THE PRESENTERS PROCEED. WE'RE ABOUT A QUARTER WAY THROUGH THE SLIDE, SO I WANT TO MAKE SURE WE GET THROUGH EVERYTHING BEFORE THIS EVENING. GOOD AFTERNOON, COMMISSIONERS. PLEASED TO BE HERE WITH YOU TODAY TO GIVE YOU AN OVERVIEW OF OUR ECONOMIC DEVELOPMENT DIVISION BUDGET. THE THING I'D SAY RIGHT UP THE TOP IS WE'RE A LITTLE DIFFERENT THAN MARITIME AND AVIATION. I CALL THIS A HYBRID DIVISION BECAUSE, YOU'LL SEE, WE GENERATE REVENUES FROM OUR REAL ESTATE, OUR PARKING, AND OUR CONVENTION ACTIVITIES AND EVENTS, BUT THEN WE ALSO

MANAGE A SIGNIFICANT PORTION OF THE PORT'S ECONOMIC DEVELOPMENT AND COMMUNITY PROGRAMS. AND SO YOU'RE GOING TO HEAR BOTH OF THAT OKAY TODAY. AND SO LET'S GO TO THE NEXT SLIDE. I JUST WANTED TO GO FROM THE TOP AND JUST TALK ABOUT HOW WE ARE TIED TO THE CENTURY AGENDA, WHICH IS QUITE TIGHT, WHETHER IT'S THROUGH TOURISM RIGHT OFF THE TOP, WE'RE TRYING TO DRIVE TRAFFIC THROUGH THE AIRPORT AND ESPECIALLY SINCE THE RECOVERY HAS BEEN UNFOLDING, GENERATE THAT OUT OF STATE VISITOR SPEND. AND I'M GOING TO GO MORE INTO THAT IN THE BUDGET. WE'RE SHIFTING GEARS A LITTLE BIT THERE, BUT THEN IN TERMS OF ADVANCING EQUITY. AS YOU KNOW, OUR DIVERSITY AND CONTRACTING DEPARTMENT IS REALLY ONE OF THE LEAD ENTITIES THAT'S PROMOTING SPECIFIC STEPS TO ADDRESS DIVERSITY IN OUR SUPPLY CHAIN. I'LL COME BACK TO THAT AS WELL. I PUT REAL ESTATE UNDER A HIGHLY EFFECTIVE PUBLIC AGENCY. BUT IN THE CENTURY AGENDA, REAL ESTATE IS REALLY A MEANS TO A LOT OF DIFFERENT THINGS AT THE PORT. IT CAN ALSO ADVANCE OUR TOP GOALS AS A BUSINESS GATEWAY. IT IS, AS I MENTIONED, A MEANS TO THE END. AND THEN FINALLY, AS I JUST MENTIONED, WE CARRY A LOT OF THE PARTNERSHIPS AND PROGRAMS THAT JOIN US BACK WITH OUR COMMUNITY. AND SO I'LL GO INTO MORE DETAIL THERE. LET'S GO TO THE NEXT SLIDE. AND I WANTED TO JUST START BY JUST HIGHLIGHTING WHERE WE'RE INVOLVED AND ENGAGED IN EQUITY. AND ONE OF THE THINGS I'M VERY PLEASED WITH IS THE WORK WE'VE DONE TO LAUNCH THIS NEW COMMUNITY BUSINESS CONNECTORS INITIATIVE. WE JUST ANNOUNCED OUR FIRST CONNECTORS, SEVEN OF THEM. THEY WILL START WORK EARLY NEXT YEAR AND REALLY PROVIDE TREMENDOUS OUTREACH AND TECHNICAL ASSISTANCE TO BIPOC BUSINESSES THROUGHOUT THE REGION. WE'VE ALSO ADDED FUNDING TO SUPPORT THE GROWTH OF THE DUWAMISH COMMUNITY PARTNERSHIP. IT WAS OUR TEAM THAT REALLY HELPED LEASE THAT FACILITY, SUPPORT ITS EARLY STAFFING, AND WE ARE ABSOLUTELY DEDICATED TO THE SUCCESS OF OUR COMMUNITY HUB. MOVING DOWN THE LIST IN ME AN'S DEPARTMENT, WE'RE ASKING FOR AN FTE STAFF POSITION TO ADVANCE BOTH DISADVANTAGED BUSINESS ENTERPRISE AND WOMEN MINORITY BUSINESS ENTERPRISE COMPLIANCE AND MONITORING INITIATIVES. IF WE LOOK AT THE PROGRESS WE'VE MADE THROUGH DIVERSITY AND CONTRACTING, THE AREAS WE HAVEN'T REALLY COVERED WELL, THAT WILL HAVE AN IMPACT IS IN THE COMPLIANCE AND MONITORING ARENA. WE ALSO WANT TO COMPLETE A DISPARITY STUDY NEXT YEAR

THAT'S GOING TO EVALUATE HOW WELL WE'VE DONE THROUGH DIVERSITY AND CONTRACTING AND SET A STAGE FOR THE THINGS WE NEED TO DO NEXT. AND THEN FINALLY, WHAT I WOULD MENTION IS, YES, WE PUT GREATER PRIORITY ON CULTURAL TOURISM PROJECTS. YOU HELPED US WHEN WE AUTHORIZED TO ADD A WHOLE BUNCH OF NAMES TO OUR OUTREACH LIST AND WE MADE MORE AWARDS THIS YEAR TO SUPPORT THAT KIND OF ACTIVITY. SO IN ADDITION TO THE COMMUNITY PROGRAM INVESTMENTS I'VE OUTLINED, WE HAVE DIVISION WMBE UTILIZATION GOALS, WE HAVE DIVERSE HIRING PANELS, AND WE ARE INVESTING AND PROVIDING TIME FOR OUR STAFF TO PARTICIPATE IN THE PORT DEI INITIATIVES AND PROGRAMS. SO I WANTED TO JUST GIVE YOU A FLAVOR OF THAT. AND I THINK NEXT I WANT TO TURN IT OVER TO KELLY TO GET INTO THE NUMBERS. NEXT SLIDE, PLEASE.

THANKS, DAVE. AS DAVE MENTIONED, THE DIVISION IS A MIX OF REVENUE GENERATING PROPERTIES AND LEASES, PRIMARILY BASED ALONG THE CENTRAL WATERFRONT, ALONG WITH ECONOMIC DEVELOPMENT PROGRAMS TO SUPPORT THE REGION. COMBINED, WE ARE LOOKING AT WE'RE LOOKING AT AN OPERATING LOSS OF 7.9 MILLION, WHICH IS ACTUALLY \$1.6 MILLION FAVORABLE TO THE 2022 BUDGET, AS REVENUE IS UP 3.4 MILLION AND EXPENSES UP 1.8 MILLION. KEY. DRIVERS ARE RETURN OF THE CONFERENCE AND EVENT CENTER VOLUMES, INCREASING EQUITY, DIVERSITY AND INCLUSION, SHIFTING TOURISM FOCUS TO INTERNATIONAL MARKETS AND MOVING FORWARD ON INNOVATION. NEXT SLIDE, PLEASE.

REVENUES ARE ANTICIPATED TO GROW 18%. CONFERENCE AND EVENT CENTERS PLAN TO RETURN TO 2019 LEVELS NEXT YEAR AND MAKE A FULL RECOVERY IN 2024. BELL STREET GARAGE IS UP 48%. HOWEVER, THERE IS SOME RISK WITH OUR OFFICE CUSTOMERS. THIS SHOWS UP IN OUR LEASING PORTFOLIO AS WELL. NEXT SLIDE, PLEASE.

EXPENSES FOR THE DIVISION GREW 7%, PRIMARILY FROM VARIABLE COSTS AT THE CONFERENCE AND EVENT CENTERS. THE TRANSFER OF SMALL WORKS EXPENSE FROM MAINTENANCE TO PROJECT MANAGEMENT IS THE MAIN DRIVER IN THOSE TWO OTHER VARIANCES. ECONOMIC DEVELOPMENT PROGRAMS ARE CONTINUING WITH SMALL INCREASES AND THERE'S A LOWER ALLOCATION PERCENTAGE EXPLAINS WHY CENTRAL SERVICES ARE ONLY UP 5% VERSUS HIGHER AMOUNTS IN MARITIME AND AVIATION.

NEXT SLIDE, PLEASE.  
AND THIS IS THE OVERALL TREND OF THE DIVISION. WE ARE RETURNING TO 2019

LEVELS WITH REVENUES COVERING ABOUT 80% OF OPERATING EXPENSES.

NEXT SLIDE, PLEASE.

THIS SLIDE SHOWS THE FINANCIAL TRENDING OF PORTFOLIO MANAGEMENT, WHICH IS THE MAIN BUSINESS GROUP IN ECONOMIC DEVELOPMENT. THEIR REVENUES CAN COVER THEIR OPERATING AND SUPPORT SERVICES ALONG WITH PART OF CENTRAL SERVICES.

AND DAVE

WILL NOW WALK THROUGH THE ECONOMIC DEVELOPMENT TEAMS AND THEIR KEY AREAS OF FOCUS FOR 2023. THEN I WILL FINISH

THE OPERATING BUDGET PRESENTATION WITH THE OVERALL SEAPORT FINANCIAL ROLL UP AND THEN WE CAN GO TO QUESTIONS AFTER THAT. THANK YOU. WELL, FOR OUR DIVERSITY AND CONTRACTING DEPARTMENT, IT'S ALL ABOUT ADVANCING WOMEN MINORITY BUSINESS ENTERPRISE UTILIZATION. THIS IS THE FOURTH YEAR OF OUR JOURNEY TO TRIPLE THE SPEND ON WMBE BUSINESSES AT THE PORT AND TRIPLE THE NUMBER OF WMBE BUSINESSES WE USE ON AN ANNUAL BASIS. WE'VE MADE A LOT OF PROGRESS ON THAT MARCH TO 15% UTILIZATION.

WE'RE COMING CLOSE TO THAT GOAL AND WE'RE DOING EVERYTHING WE CAN TO TRY AND GET THERE. BUT EVEN IF WE HIT THAT GOAL, IT'S REALLY A DISPARITY STUDY THAT SHOWS US WHETHER WE HAVE EVENED OUT OUR SUPPLY CHAIN AND MADE IT MORE EQUITABLE. SO WE NEED TO REALLY DO THAT, ESPECIALLY AS OUR FIVE YEAR EXPERIMENT COMES TO CONCLUSION, BECAUSE THAT'LL TELL US WHETHER WE WERE SUCCESSFUL OR WHETHER WE NEED TO ACTUALLY DO MORE. SO THAT IS REALLY IMPORTANT WORK THAT ME AND HIS TEAM WILL DO NEXT YEAR. AND THE ONLY OTHER THING I REALLY WANT TO MENTION HERE IS AN EMPHASIS ON WORKSHOPS AND TRAINING. BETWEEN ADDING A NEW WMBE ACCELERATOR AND ADVANCED PORT GEN CLASSES, WE ARE ACTUALLY SEEING MORE PEOPLE IN OUR CLASSES AND WORKSHOPS THAN WE EVER HAVE BEFORE. AND I THINK THAT'S GREAT BECAUSE WE REALLY DO NEED TO PROMOTE THE OPPORTUNITY AND HELP PEOPLE UNDERSTAND WHAT IT TAKES TO DO BUSINESS AND BE A PARTNER WITH THE PORT. SO THOSE ARE MY EMPHASIS POINTS FROM DIVERSITY AND CONTRACTING. LET'S GO TO THE NEXT SLIDE. I WANT TO TALK A LITTLE BIT ABOUT TOURISM. I THINK, AS YOU RECALL, WE WERE PARTNERING WITH WASHINGTON STATE'S TOURISM DEPARTMENT TO REALLY FOCUS ON DOMESTIC TOURISM RECOVERY. AND IF YOU LOOK AT THE NUMBERS OVER THE LAST YEAR, THAT IS WHAT WE'VE SEEN. IF YOU SEE A LOT OF FOLKS INCREASING OCCUPANCY IN LOCAL HOTELS, IT'S MOSTLY OUR DOMESTIC TRAVELERS. INTERNATIONAL IS REALLY STILL OUT THERE. WE MIGHT SEE A



LITTLE TINY POP THERE, BUT MOST OF IT IS STILL LATENT. AND YET WE DO SEE THE POTENTIAL AND THE TREND THAT THAT WILL BALANCE. AND SO WHAT WE REALLY WANT TO DO IS INVEST IN THAT INTERNATIONAL TOURISM RECOVERY INITIATIVE. AND WHAT WE HAVE BEEN DOING IS SITTING DOWN WITH VISIT SEATTLE IN THE STATE OF WASHINGTON TOURISM AND MAPPING OUT HOW WE'RE GOING TO DO THAT TOGETHER. I'M SO PLEASED WITH THAT BECAUSE I'M NOT SURE WE'VE REALLY SPENT THE TIME TO COMPARE NOTES AND COLLABORATE AND PUT OUR RESOURCES TOGETHER. AND I SEE THAT AS A GREAT POTENTIAL AND THAT IS ONE OF THE SIGNIFICANT THINGS WE WANT TO ADVANCE NEXT YEAR. IN ADDITION, WE'RE GONNA CONTINUE MAKING INVESTMENTS IN LOCAL TOURISM ORGANIZATIONS THROUGH OUR TOURISM GRANT PROGRAM, OUR SPOTLIGHT ADVERTISING PROGRAM AT THE AIRPORT WITH AN EMPHASIS ON SUSTAINABLE AND CULTURAL TOURISM EVENTS. AS I MENTIONED, WE'VE DONE, I THINK, A GREAT JOB EXPANDING A LITTLE BIT OF THE OPPORTUNITY TARGETING OUR INVESTMENTS AND I THINK THEY'RE REALLY IMPORTANT TO PROMOTE THAT STATEWIDE STRENGTH IN TOURISM. THE FINAL ONE I WANT TO TALK ABOUT IS THIS THURSDAY. I KNOW A COUPLE COMMISSIONER ARE SPEAKING AT OUR RESPONSIBLE TOURISM SUMMIT AND THERE'S AN INTEREST OUT OF THAT EVENT TO REALLY FOCUS ON WHAT'S NEXT, WHAT ARE WE GOING TO TALK ABOUT THAT WE NEED TO DO NEXT? AND THERE WAS TALK IN A COMMISSION BUDGET REQUEST, WELL, LET'S DO ANOTHER CONFERENCE. AND ALL I ASKED FOR IS SOME FLEXIBILITY. WELL, MAYBE IT'S A CONFERENCE AND SOMETHING ELSE OR MAYBE IT'S SOMETHING ELSE ENTIRELY. AND SO I GAVE US SOME FLEXIBILITY IN THE BUDGET TO REALLY WORK WITH YOU TO FIGURE OUT WHAT WE'RE GOING TO DO TO FOLLOW UP ON THIS GREAT EVENT. AND SO THAT'S WHAT I WANTED TO SHARE WITH YOU ON TOURISM. LET'S GO TO THE NEXT SLIDE. THIS IS THE BIGGEST PART OF THE DIVISION. IT INCLUDES THE FOLKS MANAGING THE PROPERTIES, IT INCLUDES CURES DIVISION, OUR DEPARTMENT DOING ALL OUR REAL ESTATE DEVELOPMENT WORK, AND IT ALSO INCLUDES A STAFF THAT MANAGES OUR P 69 HEADQUARTERS. SO IT'S ALL REAL ESTATE. AND THE BIGGEST PRIORITY OF PUT AT THE TOP IS TO CONTINUE DEVELOPING OUR PORT PROPERTIES, OUR CAPITAL PROJECTS, T 91 UPLANDS, THE MARITIME INNOVATION CENTER. I'LL GO INTO MORE DETAIL HERE IN MOMENTS AS WE GET INTO OUR CIP, BUT IT ALSO INCLUDES REDEVELOPMENT OF 106, T 106. KELLY MENTIONED THAT WILL TRIGGER A BIG INCREASE IN REVENUE TO THE PORT. AND

IT'S IMPORTANT THAT WE CONTINUE TO MOVE THAT PROJECT FORWARD ALONG THE WAY. OUR PROPERTY MANAGERS WANT TO MAINTAIN THAT STRONG OCCUPANCY. I THINK THEY'VE DONE A FANTASTIC JOB THERE. YOU CAN SEE, OUR GOAL IS 95%. SINCE I HAVE BEEN HERE SEVEN YEARS, WE'VE NEVER DID BELOW 90%. WE'VE TYPICALLY MAINTAINED ABOUT 95%. AND YEAH, THERE'S A LOT OF STABILITY IN SOME OF OUR INDUSTRIAL CLIENTS, BUT THERE'S ALSO A LOT OF TURN. AND OUR PROPERTY MANAGERS AND TEAM DO A REALLY GOOD JOB OF JUST FILLING OUR VACANT FACILITIES AS THEY CAN. IN ADDITION, WE ARE GOING TO DO AN AVIATION REAL ESTATE STRATEGIC PLAN THAT'S REALLY TO DETERMINE WHAT THE FUTURE NEEDS ARE OUTSIDE OF SAMP. KIRA IS LEADING THAT EFFORT IN COOPERATION WITH JEFF MOCHAM AT THE AIRPORT. AND I THINK, AS YOU ALSO KNOW, WE'RE IN CLOSE QUARTERS IN PARTNERING WITH NORTHWEST SEAPORT ALLIANCE TO LOOK AT SOME OF THEIR REAL ESTATE NEEDS. THAT IS A HOME PORT RESPONSIBILITY. WE'VE BEEN WORKING WITH THEM VERY HARD OVER THE LAST YEAR, AND I'M ABOUT READY TO BRING FORWARD SOME RECOMMENDATIONS TO SHARE WITH YOU FROM THE WORK WE'VE DONE WITH NWSA. SO LET'S KEEP GOING. NEXT SLIDE.

MY OWN DEPARTMENT IS THE UMBRELLA FOR A LOT OF FUNDING THAT GOES OUT TO THE COMMUNITY, BOTH IN THE NEW COMMUNITY BUSINESS CONNECTOR INITIATIVE, BUT ALSO THROUGH PARTNERSHIPS WITH CITIES, CHAMBERS, SMALL BUSINESS DEVELOPMENT CENTERS, AND GREATER SEATTLE PARTNERS. SO THERE'S A LOT OF WORK THERE. AND IN ADDITION, WE'RE GOING TO TAKE ON SOME NEW THINGS NEXT YEAR. WE HONORED THE REQUEST FROM A COMMISSIONER TO SUPPORT A NEW SMALL BUSINESS EXPORT INITIATIVE IN PARTNERSHIP WITH SBA AND GREATER SEATTLE PARTNERS. AND WE'RE ALSO GOING TO UNDERTAKE A PUBLIC MARKET STUDY DOWN IN SOUTH KING COUNTY TO DETERMINE HOW WE MIGHT LOOK AT RECREATING A PIKE STREET MARKET KIND OF OPPORTUNITY OR DESTINATION NEAR THE AIRPORT. SO LOTS GOING ON THERE. AND IN ADDITION TO THAT, WE WORK WITH MARITIME BLUE. THAT'S VERY EXCITING. THIS, AS I MENTIONED, IS AN UMBRELLA WITH A LOT OF PRETTY COOL STUFF UNDER IT. SO, WITH THAT, LET'S GO TO THE NEXT SLIDE. WE'RE ASKING FOR A COUPLE OF NEW POSITIONS. KIRA'S TEAM HAS GOTTEN STRETCHED. SHE'S DOING A LOT OF WORK, BOTH WITH NWSA. SHE'S JUST UNDERTAKING A NEW AVIATION REAL ESTATE STRATEGIC PLAN, AND SHE HASN'T DROPPED THE BALL WITH ALL THE BUILDING PROJECTS WE HAVE, BUT SHE ONLY HAS ONE SUPPORT STAFF. AND REALLY,

AS WE LOOK AT POTENTIAL ACQUISITIONS OR DEVELOPMENT PROJECTS, THEY'RE GETTING MORE COMPLICATED ALL THE TIME, ENTITLEMENTS, ENVIRONMENTAL CONCERNS AND CONSIDERATIONS. IT ACTUALLY TAKES A LOT MORE WORK TODAY THAN IT DID IN THE PAST TO REALLY CONSIDER SOME OF THOSE PROJECTS. THE OTHER ONE, AS I MENTIONED EARLIER, IS JUST A DIVERSITY IN CONTRACTING COORDINATOR THAT WILL SUPPORT EFFORTS TO MONITOR COMPLIANCE MONITOR AND SUPPORT COMPLIANCE ON OUR PROJECTS. SO, WITH THAT NEXT SLIDE, I THINK WE'RE DONE. THANK YOU.

YOU WANT ME JUST TO FINISH THE ROLL UP REAL QUICK HERE AND THEN MOVE TO QUESTIONS? OKAY, NEXT SLIDE, PLEASE.

HERE'S A HIGH LEVEL LOOK AT THE SEAPORT OPERATING FINANCIALS. NET OPERATING INCOME, OR NOI BEFORE DEPRECIATION MARKED BY THE TWO YELLOW HIGHLIGHTED ITEMS IS REMARKABLY CLOSE TO 2019. BOTH REVENUES AND EXPENSES ARE EXPECTED TO GROW ABOUT 16 MILLION OVER THAT TIME HORIZON. THE OTHER ITEM TO NOTE IS HIGHLIGHTED IN YELLOW, AS WELL AS A \$12.9 MILLION IN NET OPERATING INCOME AFTER DEPRECIATION. THIS SERVES AS A PROXY FOR OPERATIONAL CASH FLOW. HOWEVER, DOES NOT INCLUDE NON OPERATIONAL EXPENSES SUCH AS BOND, INTEREST PAYMENTS, ENVIRONMENTAL REMEDIATION EXPENSE, AND PUBLIC EXPENSE. OPERATIONAL CASH FLOW IS AVAILABLE TO PAY FOR CAPITAL INVESTMENTS AND ANY NEW EXPENSES. ANYTHING NOT PAID FROM OPERATIONAL CASH FLOW MUST RELY ON THE TAX LEVY. ELIZABETH MORRISON, DIRECTOR OF CORPORATE FINANCE, AND HER TEAM WILL INCORPORATE THIS INFORMATION ALONG WITH SOME OTHER FACTORS WHEN THEY BRIEF YOU IN TWO WEEKS ON OUR CURRENT FUNDING POSITION AND PROVIDE INITIAL LEVY RECOMMENDATIONS. AND I THINK THAT DOES IT WITH OUR OPERATING BUDGET. OKAY, I THINK WE SHOULD GO STRAIGHT INTO THE CAPITAL PRESENTATION SO WE CAN SAVE AN EXTRA ROUND OF QUESTIONS FOR AFTER THAT. IS THAT COOPERATING FOR YOU? OKAY, SO I'LL GO THROUGH THIS, BUT DAVE AND STEPHANIE WILL BE INTERJECTING QUITE A BIT ON SOME OF THE PROJECTS THAT THEY'RE A LITTLE MORE FAMILIAR WITH THAN I.

OKAY, WE'RE NOW GOING TO GO THROUGH OUR CAPITAL IMPROVEMENT PLAN, OR CIP. I'LL MOVE SWIFTLY THROUGH THE SLIDES TO LEAVE TIME FOR QUESTIONS. NEXT SLIDE, PLEASE. THIS SLIDE FOCUSES ON LEADERSHIP PRIORITIES. FIRST IS MANAGING THE POST PANDEMIC REALITY OF CONSTRUCTION COST INCREASES AND STAFF SHORTAGES. SECOND IS IMPLEMENTING IMPROVEMENTS THAT CAN HELP ACCELERATE

PROCESS DELIVERY, PROJECT DELIVERY  
PARDON ME. AND THIRD IS TO FIND  
OPPORTUNITIES TO INTEGRATE AND EXPAND  
THE SUSTAINABLE EVALUATION FRAMEWORK  
INTO THE CIP PROCESS. NEXT SLIDE,  
PLEASE. HERE IS THE  
CIP TIMELINE. WE PROVIDED A PREVIEW OF  
WHAT WE ARE PLANNING THIS PAST AUGUST  
AND YOU'LL SEE THIS DRAFT CIP WE ARE  
PROPOSING IS IN LINE WITH THAT. THE NEXT  
SLIDE, PLEASE.

THE CIP IS PRIORITIZED BASED ON  
FINANCIAL SUSTAINABILITY, EITHER  
DEVELOPING NEW REVENUE STREAMS OR  
MAINTAINING EXISTING ONES, COMMUNITY AND  
ENVIRONMENT AND ASSET STEWARDSHIP,  
WHICH REPRESENTS ABOUT HALF OF OUR  
FORECASTED CAPITAL SPENDING. NEXT SLIDE,  
PLEASE.

WE'VE SHOWN YOU THE SLIDE BEFORE. GIVEN  
THE UNIQUE NATURE OF MOST OF OUR  
PROJECTS, UNTIL THEY GET TO ABOUT THREE  
QUARTERS OF THE WAY THROUGH COMMISSION  
AUTHORIZED DESIGN STATUS, YOU CAN SEE ON  
THE DOTTED YELLOW LINE THERE, THERE IS A  
HIGHER DEGREE OF UNCERTAINTY AROUND COST  
AND SCHEDULED DELIVERY. NEXT SLIDE,  
PLEASE.

WE ARE PLANNING TO DELIVER ABOUT  
\$522,000,000 IN CAPITAL PROJECTS FOR THE  
PORT OF SEATTLE THROUGH 2027. IN  
ADDITION, THE WATERFRONT PROJECT  
MANAGEMENT TEAM WILL BE DELIVERING A  
ROUGHLY EQUIVALENT DOLLAR AMOUNT OF  
PROJECTS FOR THE NORTHWEST SEAPORT  
ALLIANCE. NEXT SLIDE, PLEASE.

THIS IS A BREAKDOWN OF CAPITAL SPEND BY  
PORT OF SEATTLE BUSINESSES PORTFOLIO  
MANAGEMENT WITH TERMINAL 91 UPLANDS AND  
MARITIME INNOVATION CENTER, ALONG WITH  
FISHING AND COMMERCIAL, WHICH IS  
DELIVERING BOTH TERMINAL 91, BERTH SIX  
AND EIGHT, AS WELL AS FISHERMAN'S  
TERMINAL NORTHWEST DOCK ACCOUNT FOR THE  
BULK OF THE SPEND. CRUISE IS PRIMARILY  
DRIVEN BY SHORE POWER AT PIER 66.  
NEXT SLIDE, PLEASE.

THIS IS A DETAILED BREAKDOWN OF THE CIP.  
WE PRESENTED SOMETHING SIMILAR IN AUGUST  
RETREAT AND INCORPORATED ANY SIGNIFICANT  
CHANGES IN COST ESTIMATES. IN THE UPPER  
RIGHT HAND CORNER, YOU CAN SEE TERMINAL  
91 UPLANDS. COST WENT UP AS THERE IS  
MORE UTILITY WORK REQUIRED THAN  
ORIGINALLY PLANNED. AND THE SIZE OF THE  
PHASE ONE BUILDING HAS ALSO INCREASED.  
WE LIST THE TOP MIDCAP PROJECTS IN SLIDE  
15.

NEXT SLIDE, PLEASE.  
ONE MORE.

THE NEXT FOUR SLIDES WE WILL BE  
DELIVERING AND WHERE WE ARE AND SOME OF  
THE PORTS KEY PROJECTS.

YOU BET. SO TERMINAL 91'S BERTH SIX AND EIGHT. YOU CAN ACTUALLY SEE IN A PHOTO. IT'S THE LAST WOODEN BERTH AT 91. SO BEING UPDATED TO BANKS, BEING UPGRADED TO MODERN TECHNOLOGY. WE'RE IN THE PROCESS OF THE DESIGN RIGHT NOW. HOPEFULLY Q ONE OF NEXT QUARTER. THE DESIGN WILL BE COMPLETE AND WE WILL BE COMPLETE WITH THE CONSTRUCTION IN THE MIDDLE OF 2025. THAT BERTH WILL HAVE SHORE POWER, AS YOU'VE ASKED ABOUT, WILL ALSO BE OUR FIRST BERTH OUT THERE THAT HAS THE ABILITY TO CONNECT DIRECTLY TO THE SEWER SYSTEM, WHICH I THINK IS PRETTY COOL. SO THIS WILL EXPAND OUR ABILITY TO HANDLE THE NEW GENERATION OF FISHING VESSELS THAT ARE COMING ONLINE.

NEXT SLIDE.

ON OUR TERMINAL 91 UPLANDS PROJECT. AS KELLY MENTIONED, WE'RE MAKING PROGRESS. WE'RE AT ABOUT 15% DESIGN. THE BUDGET HAS INCREASED BECAUSE WE INCREASED THE SIZE OF THE PROGRAM. WE WENT FROM 100 TO 120,000. REALLY. TO BE PRECISE, WE LOOKED AT PHASE TWO AND WE MOVED SOME OF THE SQUARE FOOTAGE FROM OUR LONGTERM PLAN INTO OUR CURRENT, PARTLY BECAUSE THE SITE SUPPORTS IT. THERE'S STRONG DEMAND FROM POTENTIAL MARITIME TENANTS, BUT ALSO IN THAT NUMBER IS AN INCREASED INVESTMENT IN UTILITY INFRASTRUCTURE. WE LEARNED WE COULDN'T REALLY TAP INTO A CITY UTILITY AND SO WE HAVE TO UPGRADE OUR OWN UTILITIES. BUT OUR LONG TERM PLAN IS REALLY TO UPGRADE FACILITY INFRASTRUCTURE THAT WILL BOTH SUPPORT PHASE ONE AND ALSO OUR SECOND PHASE OF DEVELOPMENT AT TERMINAL 91 UPLANDS. SO WE'RE ON TRACK TO COMPLETE THIS PROJECT BY THE END OF 2025.

NEXT SLIDE. AND THAT'S ME TOO.

AND I THINK THE UPDATE HERE IS I THINK WE ARE COMPLETED DESIGN. WE'RE BASICALLY HOVERING AROUND 100% DESIGN ON THE MARITIME INNOVATION CENTER. WE HAVE DISCOVERED A LITTLE HICCUP THAT WILL PROBABLY DELAY THE PROJECT A FEW MONTHS, BUT WE'RE GENERALLY KEEPING ON COST AND SCHEDULE WITH AN ANTICIPATED COMPLETION DATE IN 2025 TO ADDRESS

BACK ON THE PREVIOUS SLIDE OR THIS SLIDE. BOTH OF THESE PROJECTS INCLUDE SOME SIGNIFICANT SUSTAINABILITY INVESTMENTS OR PLAN SUSTAINABILITY INVESTMENTS. THE MARITIME INNOVATION CENTER WILL MEET A LIVING BUILDING CHALLENGE SUSTAINABILITY OBJECTIVE. AND RIGHT NOW THE PLANS ARE FOR A LEAD CERTIFICATION AT T 91.

NEXT SLIDE, PLEASE. SO SHORE POWER PROVISION TO PEER 66 IS ONE OF OUR

PROJECTS THAT'S CURRENTLY IN DESIGN. IT'S REALLY GOTTEN CAUGHT UP IN THE CHALLENGES OF OUR SUPPLY CHAIN BETWEEN ELECTRICAL EQUIPMENT IS ESPECIALLY CHALLENGING THESE DAYS. SO THE UNDERWATER CABLE AS WELL AS THE DIFFERENT EQUIPMENT. SO WE'VE ACTUALLY HAVE THE CABLE AND EQUIPMENT PURCHASE IN PROCESS. THE DESIGN SHOULD BE COMPLETE FIRST QUARTER OF NEXT YEAR, AND WE'LL BE MOVING FORWARD TO GET THAT IN PLACE FOR THE 2024 CRUISE SEASON. NEXT SLIDE THAT'S BACK TO ME. WE ARE WORKING ON ACCESS IMPROVEMENTS BETWEEN THE CEM PROPERTY AND T FIVE. THIS HAS REALLY BEEN DRIVEN BY CONVERSATIONS WITH THE NORTHWEST SEAPORT ALLIANCE WITH SOME OF THE CHALLENGES OF SUPPLY, THE NEED FOR SPACE NEAR THE TERMINALS. CEM, IF WE COULD PROVIDE HEAVY ACCESS TO, WOULD REALLY BE MUCH MORE VERSATILE AND VALUABLE TO THE NWSA. PRIOR TO HAVING THOSE DISCUSSIONS, WE WERE THINKING OF JUST GOING ON A GROUND LEASE FOR CEM AND BRINGING SMALL TRUCKS IN VIA HARBOR AVENUE. WE'VE CHANGED. OKAY. AND SO NOW WE'RE LOOKING AT REALLY BUILDING A NEW INTERNAL ROADWAY ON OUR PROPERTIES THAT WOULD COME OUT TO SPOKANE STREET AND AGAIN, PROVIDE NEW ACCESS THAT WE THINK IS VERY VALUABLE TO NWSA. I KNOW THERE'S A QUESTION BEHIND THIS THAT I'LL WAIT FOR. SO I'VE DONE SOME HOMEWORK ON THE ROI ON THAT, AND I'M PREPARED TO RESPOND TO THAT QUESTION WHEN IT COMES. SO BACK TO STEPHANIE ON THE OTHER ONES. YOU DON'T WANT ME TO LET THEM WAIT FOR YOUR QUESTION. PAYBACK IS ABOUT TEN AND A HALF YEARS BASED ON OUR ANALYSIS SO FAR. THANKS, DAVID. SO, A COUPLE OF OTHER NEW PROJECTS HERE. THE MIDDLE ONE IS RENEWAL AND REPLACEMENT. JUST AS WE REPLACED THAT LAST WOODEN BERTH AT 91. THEN WE NEED TO ON PIER 90, WE NEED TO GO BACK AND KIND OF START REPLACING PILE CAPS AND DECK PANEL REFURBISHING ON THE OTHER BERTHS. NOT A STANDARD RENEWAL AND REPLACEMENT. IT'S STILL \$21 MILLION. AND THEN SOME IMPROVEMENTS TO SHORELINE STABILIZATION AT CENTENNIAL PARK SHORELINE FOR \$8 MILLION. NEXT SLIDE, PLEASE. THIS SLIDE SHOWS FOR BOTH MARITIME AND EDD, WHAT WE CALL OUR MIDCAP PROJECTS. SO THESE ARE PROJECTS THAT ARE RANGING FROM TWO AND A HALF TO 8.7 MILLION. THERE'S QUITE A NUMBER OF THEM. MOST OF THESE ARE RENEWAL AND REPLACEMENT, BUT QUITE A NUMBER OF THEM IN THE CAPITAL PLAN. ONE THING I WILL SAY IS, YOU'LL NOTICE ABOUT OUR WE HAVE

RECORD CAPITAL SPENDING PROJECTED, BUT THERE'S NO MARQUEE PROJECTS LIKE AN IAF OR A NEW CONTAINER FACILITY. IT'S MADE UP OF A LOT OF PRETTY LARGE AND MIDCAP PROJECTS. AND THAT IS SMALL PROJECTS DON'T NECESSARILY TAKE LESS WORK TO DELIVER THAN LARGE PROJECTS. SO WE REALLY ARE LOOKING AT A NEED TO MAKE SURE WE HAVE, AS YOU SAW IN OUR EXPENSE BUDGET, THAT THE ORGANIZATION HAS THE RESOURCES TO DO THIS LEVEL OF PROJECT DELIVERY. EVEN FOR THE SMALL PROJECTS THAT DON'T GET A LOT OF ATTENTION. UNLESS THERE'S SOMETHING, A SPECIFIC QUESTION ABOUT THESE, WE'LL KEEP MOVING. THIS SLIDE TALKS ABOUT PROJECTS THAT, GIVEN THE SIZE OF OUR CAPITAL PROGRAM AND THE SIZE OF THE NORTHWEST SEAPORT ALLIANCE PROGRAM, WE DO NOT HAVE THESE PROJECTS FUNDED RIGHT NOW AND I WILL SPEAK TO THE SECOND BULLET AND THEN TURN IT BACK TO DAVE TO SPEAK TO THE FIRST ONE. THE NORTH FACE OF TERMINAL 46 IS THE PORT OF SEATTLE FACILITY. REPLACING THAT STRUCTURE, WHICH WOULD BE KIND OF A SIMILAR PROJECT TO BERTHS SIX AND EIGHT, WOULD REALLY SERVE ESPECIALLY PROBABLY LARGER FISHING VESSELS, MAYBE RESEARCH VESSELS, SHIPS OF STATE, ETC. RIGHT NOW THAT PROJECT IS ABOUT \$75 MILLION. WE DO NOT HAVE THAT FUNDED AND THAT PROJECT IS IN ITS VERY EARLY STAGES ANYWAY, REALLY MORE PLANNING THAN DESIGN, BUT IT IS NOT FUNDED IN THE CURRENT CAPITAL PROGRAM. AND ON T91 UPLANDS PHASE TWO, WE'RE REALLY LEARNING A LOT AS WE DO PHASE ONE DESIGN. SO WE WANT TO LEARN MORE AS WE ACTUALLY DELIVER THAT PROJECT BEFORE WE JUST COMPLETELY BARREL INTO PHASE TWO. AND THE OTHER THING THAT'S OBVIOUS IS THAT THE CAPITAL AVAILABLE FOR THAT IS A LITTLE UNCERTAIN. SO THE BOTTOM LINE IS WE'RE GOING TO HAVE TO EVALUATE OUR PATH FORWARD AT THE T91. THE BOTTOM HALF OF THE SLIDE IS ADDITIONALLY OTHER PROJECTS THAT ARE INTERESTING AND THEN WE ARE, BUT THEY ARE NOT READY TO MOVE FORWARD AND NOT FUNDED IN OUR CURRENT PLAN. AND AS WE MOVE THROUGH OUR FIVE YEAR PLAN, HOPEFULLY THEY WILL BE ADDED IN THE FUTURE. NEXT SLIDE. AND I DO WANT TO NOTE ON THOSE ONES THAT WE DIDN'T FUND, THEY ARE IN OUR PERSPECTIVE LIST OF POTENTIALLY WHEN MORE FUNDING AND CAPACITY COME ALONG. WE'VE NOTED THEM AND PUT A STAKE IN THE GROUND ON THEM FOR FUTURE YEARS. THIS SLIDE OUTLINES THE CHALLENGES OF FUTURE FUNDING. INFORMATION IS STILL PRELIMINARY AND AGAIN, ON THAT OCTOBER

25 PLAN OF FINANCE BRIEFING, YOU'LL BE PROVIDED WITH MORE COMPREHENSIVE FUNDING PICTURE ON THAT. AND I GUESS THIS ACTUALLY COMPLETES THE BRIEFING RIGHT NOW. ALRIGHT, I'M GOING TO OPEN IT UP FOR COMMISSIONER QUESTIONS AND COMMENTS. ALL RIGHT, COMMISSIONER FELLEMAN. THANKS AGAIN. REALLY APPRECIATE ALL THINGS AQUATIC HERE TODAY AND CIP AQUATIC, RIGHT. I HAD A COUPLE OF ECONOMIC DEVELOPMENT I WANT TO MISS THAT THE INCREASE TO \$32 MILLION FOR SHORE POWER AT 66 IS A LITTLE DAUNTING AND UNDERScores MY ONGOING REQUEST THAT HOW ARE WE SHARING THIS COSTS WITH NCL? AND I DIDN'T SEE ANYTHING ON THE REVENUE SIDE ON THAT COST SHARE. CAN YOU REMIND ME AS THIS BUDGET INCREASES, HOW WE ARE CONTINUING TO LOOK TO SHARE THAT COST? YEAH, SO WE'VE HAD DISCUSSIONS WITH NCL ABOUT THAT. WE DON'T HAVE SPECIFIC AGREEMENTS YET. I THINK THEY ARE ALSO INTERESTED IN TALKING AT THE SAME TIME ABOUT OUR CURRENT LEASE. AND SO I WOULD BE INTERESTED IN DISCUSSING THAT FURTHER WITH THE COMMISSIONER AND UNDERSTANDING BECAUSE I WOULD ALSO SEE WITH THE INCREASE IN COST, WE HAD INITIALLY TALKED ABOUT EVEN SPLIT OF THE PREVIOUS COST ESTIMATE. SO I THINK UNDERSTANDING WHERE YOU ARE WILL ALL BE IMPORTANT AS WELL. I ASSUME THIS WOULD HAVE SOME IMPLICATIONS ON PREVIOUS DISCUSSIONS. SO WE WOULD LIKE TO DEFINITELY STAY IN TOUCH WITH HOW THAT CONTINUES. I'M ALSO INTERESTED TO SEE SORT OF LIKE THE CRUISE REVENUES ARE UP, BUT THE CRUISE SEASON IS EXTENDING, AS ARE THE NUMBER OF DAYS IN THE WEEK. I MEAN, THAT WOULD BE KIND OF A VALUABLE PROJECTION AS WE SEE, AND YOUR INCENTIVIZATION OF TRYING TO GET PEOPLE INTO THE WEEKDAY INSTEAD OF JUST ALL SHOULDERING ON THE WEEKENDS. BUT OVER TIME, THIS HAS BEEN YOU CAN SEE THE BELL CURVE GROW BOTH BY MONTH AS WELL AS BY DAY OF THE WEEK. AND I THINK THAT WOULD BE AN INTERESTING IN TERMS OF TREND, NOT JUST NUMBERS OF PASSENGERS. IT WOULD BE KIND OF INSIGHTFUL FOR ESPECIALLY IN TERMS OF, LIKE, BIKE PATH MITIGATION AND ALL THESE OTHER THINGS THAT WE'RE TRYING TO DO. AND IF IT VARIES CONSIDERABLY BETWEEN OUR THREE BERTHS, THAT WOULD BE JUST INFORMATIVE. I COULDN'T HELP BUT MENTION THAT YOUR GOAL FOR INTERNAL HIRE I MEAN, JUST LOOK AT YOURSELF, AND IF THERE ISN'T THAT, THE ULTIMATE EXAMPLE IS LINDSEY PULSIVER. SOMEDAY YOU GOT TO TELL LINDSEY PULSIVER STORY. I THINK SHE STARTED OFF WITH TRUCK DRIVING AND ENDED



UP RUNNING THE DIVISION. I JUST THOUGHT SHOULD BE PROUD OF THAT AND GETTING TO THE REAL ESTATE SIDE OF THINGS. WHEN LOOKING AT THE CEM ACCESS, WHICH IS SOMETHING I'VE BEEN VERY ACTIVELY IN SUPPORT OF FOR A LONG TIME, IT'S ALSO BECOME APPARENT TO ME THAT SINCE I GOT HERE, I'VE BEEN TRYING TO SEE ABOUT COLLABORATING WITH NUKOR ON WASTE HEAT. AND I KNOW THAT THEY HAVE A FACILITY ON THE EAST COAST THAT DOES MAKE USE OF THEIR WASTE HEAT. YOU CAN GET A SUNBURN WALKING PAST IT. AND WHEN I APPROACH THEM, LIKE TWICE IN THE TERM I'M HERE, THEY SAID, WELL, WE'D LOVE TO DO IT, AND WE KNOW HOW TO DO IT, BUT THE ECONOMICS DOESN'T WORK OUT FOR US HERE. WELL, THAT'S PRE CLIMATE COMMITMENT ACT AND SUCH. SO I'D LIKE US TO MAKE ANOTHER RUN AT THAT. AND WHEN WE'RE LOOKING AT CREATING RIGHT OF WAYS EASEMENTS TO THIS PROPERTY, WHETHER OR NOT THERE NEEDS TO BE CABLING OR SOMETHING ASSOCIATED WITH THAT, I'D LIKE US TO VIEW THAT. AND I'VE ALSO BEEN MADE AWARE THAT THE PROPERTY SITS WE SAW IT IN THE TERMS OF THE T FIVE LEASE, YOU CAN ACTUALLY SEE THE GARBAGE DUMP, LIKE, EXTENDS UNDER THE TRACKS TO T FIVE, WHICH IS ONE OF THE REASONS WE'RE HAVING SUBSIDED ON THE TRACKS AT T FIVE. BUT UNDERNEATH THERE, SOMEPLACE ALONG THAT RIGHT OF WAY, IS THE OUTFALL FOR THE RENT AND SEWAGE TREATMENT PLAN, THE TREATED OUTFALL. IF WE HAVE WASTE HEAT AND WASTE WATER IN PROXIMITY TO A TERMINAL THAT NEEDS HYDROGEN IN THE FUTURE OR SOME SUCH ALTERNATIVE FUEL SOURCE, IT MAY BE AGAIN WHEN WE'RE LOOKING AT AN INDEPTH STUDY OF SOMETHING THAT'S KEEPING IN MIND THAT IT MAY NOT JUST BE FOR TRUCK PARKING, ALTHOUGH I THINK IT'S GOOD. I JUST WOULD LIKE US TO LOOK AT THE BROADER POTENTIAL USES OF THAT AND JUST REAL QUICK ENDING UP ON TOURISM, I THINK I'M VERY EXCITED ABOUT TOMORROW'S WEDNESDAY'S EVENT, THURSDAY'S EVENT, TOMORROW IS THE STATE TOURISM CONFERENCE. THURSDAY IS OUR RESPONSIBLE OUTDOOR TOURISM SUMMIT THAT COMMISSIONER HASGAWA AND I ARE HAPPY TO BE PRESENTING AT, AND THAT IT'S BEEN A LITTLE BIT MORE THAN JUST SPEAKING AT. IT'S BEEN A TROVE FOR THE PAST YEAR. I'VE BEEN WORKING VERY CLOSELY WITH MS. BLANFORD AT THE WASHINGTON STATE TOURISM AND I MUST SAY IT'S BEEN A GREAT HELP TO HAVE MY STAFF, DAVID YEAWORTH AND WHEN NICK LEONARDI CAME ONLINE, IT'S BEEN A REAL BOOST IN GETTING THIS OVER THE LINE AND I THINK IT'S GOING TO BE A GREAT CONFERENCE. AND I AGREE WITH DAVID,

THAT HOW WE GO FORWARD INTO THE FUTURE. WE'RE WAITING FOR FEEDBACK ON THIS, BUT WHAT A COUPLE OF THINGS WE ALREADY KNOW IS THAT IT'S LOGISTICALLY CHALLENGING TO HAVE TWO DIFFERENT VENUES, TWO DIFFERENT CONFERENCES. AND WE KNOW THAT THE STATE OF WASHINGTON TOURISM WANTS TO DO THEIR THINGS REGIONALLY AROUND THE STATE IN THE FUTURE, THEIR CONFERENCES. SO I'M SUGGESTING WITH DAVID BLANFORD THAT OFTENTIMES WHEN YOU GO TO A CONFERENCE, YOU HAVE LIKE WORKSHOPS ATTACHED TO THE CONFERENCE, SO YOU HAVE THE SAME MAILING, YOU HAVE AN ADDED DAY PRIOR OR LATER. AND SO THESE WOULD BE THE REGIONAL ROTTS ROUNDTABLES THE R CUBES. ANYWAY, THAT'S THE IDEA THOUGH, THAT WE CAN HIGHLIGHT THOSE RECREATIONAL RESPONSIBLE ACTIVITIES THAT ARE OCCURRING IN THOSE REGIONS. THIS IS JUST WE HAVEN'T GOTTEN THE PUBLIC FEEDBACK YET, BUT IN THE EVOLUTION OF TRYING TO CONSOLIDATE ALL THIS ENERGY, DAVID HAS TAKEN ON THE LION'S SHARE OF THE LOGISTICS, BUT THE SUBSTANCE HAS BEEN REALLY QUITE A JOINTLY SHARED UNDERTAKING. AND MOVING FORWARD WITH OUR GOING FORWARD WITH THIS COLLABORATION BETWEEN THE STATE AND VISIT SEATTLE, IT'S REALLY KIND OF AN EXCITING OPPORTUNITY THAT THERE'S ALL THESE NEW STAFF, SO THERE'S REALLY KIND OF AN OPPORTUNITY TO REALLY IDENTIFY OUR LANES AND HOW BEST TO COLLABORATE WITH OUR TALENTS. AND I WOULD LOVE, BECAUSE WE TALKED ABOUT THIS BEFOREHAND, BUT THERE'S LIKE A WHOLE NEW DECK OF CARDS OUT THERE WHICH I THINK IS A GREAT OPPORTUNITY TO REALLY SEE HOW BEST TO LEVERAGE OUR NATURAL RESOURCES AND TALENTS. AND SO I WOULD LOVE TO SEE IF WE COULD HAVE SOME SORT OF GAME PLAN MOVING FORWARD, BOTH NOT JUST IN THE INTERNATIONAL ARENA, BUT IN THE DOMESTIC MARKETING TOO. AND THE CULTURAL TOURISM IS A GREAT PART OF OUR ROTTS CONFERENCE TRYING TO GET THE TRIBAL GOVERNMENTS INVOLVED WITH THIS EFFORT, BUT CLEARLY WE'RE JUST BEGINNING FIGURING OUT HOW TO STEWARD THE NATURAL RESOURCES FOR SUSTAINABLE ECONOMIC DEVELOPMENT AS WELL. SO THANK YOU. THANK YOU, COMMISSIONER FELLEMAN. ANY OTHER QUESTIONS? ALL RIGHT, WELL, THANK YOU SO MUCH FOR THE PRESENTATION. CAN YOU READ THE NEXT ITEM INTO THE RECORD? THIS IS AGENDA ITEM ELEVEN B, UNDERWATER NOISE MITIGATION AND MANAGEMENT PLAN. COMMISSIONERS, THE PORT IS COMMITTED TO REDUCING THE ADVERSE EFFECTS OF

UNDERWATER NOISE ON MARINE MAMMALS AND OTHER SENSITIVE SPECIES. THE UNDERWATER NOISE MITIGATION AND MANAGEMENT PLAN DESCRIBES THE PORT'S APPROACH TO THIS ISSUE IN A MANNER WHERE COMMERCE, COMMUNITIES AND KILLER WHALES CAN COEXIST. THE PRESENTERS INCLUDE SARAH JAY, DIRECTOR OF MARITIME ENVIRONMENT AND SUSTAINABILITY, AND DANIELLE BOOSTIK, SENIOR ENVIRONMENTAL MANAGEMENT SPECIALIST. AND SO I'M GOING TO TURN IT OVER TO YOU, SARAH. I SEE YOU ON THE SCREEN. THANK YOU. THANK YOU, DIRECTOR METRUCK. AND THANK YOU, COMMISSIONER FOR THE OPPORTUNITY TO PRESENT TO YOU TODAY. THE PLANNING WORK WE'RE GOING TO SPEAK TO YOU TODAY WE'RE GOING TO SPEAK TO YOU ABOUT TODAY BEGAN IN LATE 2021 AND WE'RE PLEASED TO PRESENT THE FINAL PLAN TO YOU TODAY. THIS PLAN REFLECTS THE PORT OF SEATTLE'S ONGOING COMMITMENT TO REDUCING IMPACTS FROM UNDERWATER NOISE ON THE SOUTHERN RESIDENT KILLER WHALES AND PUGET SOUND. TO ENSURE WE CONTINUE TO IMPROVE AND CHALLENGE OURSELVES IN THIS ARENA WE HAVE SOUGHT OUT THIRD PARTY CERTIFICATION THROUGH THE GREEN MARINE PROGRAM. YOU MIGHT RECALL THE GREEN MARINE NAME. THE PORT HAS BEEN AN ACTIVE MEMBER OF GREEN MARINE. AS THE FIRST WEST COAST PORT TO JOIN, WE'RE PROUD OF THAT. WE ALSO HAVE STAFF WHO SERVE ON THE BOARD OF DIRECTORS AND HAVE A MEMBERSHIP IN THE WEST COAST ADVISORY COMMITTEE FOR GREEN MARINE. AND JUST AS GREEN MARINE ROUTINELY UPDATES THEIR STANDARDS TO DRIVE GREATER ACHIEVEMENT AMONG THEIR PARTICIPANTS, THE PORT IS ALSO COMMITTED TO CONTINUOUS IMPROVEMENT IN THIS AREA. SO THIS PLAN IS A STARTING POINT AND CONSISTENT WITH OUR VALUE OF EXCELLENCE THROUGH CONTINUOUS IMPROVEMENT, WE WILL IMPROVE THE PLAN AS WE LEARN MORE AND IDENTIFY OPPORTUNITIES TO ADVANCE THE SCIENCE AND PRACTICE OF UNDERWATER NOISE MITIGATION AND MANAGEMENT. WITH THAT, I'D LIKE TO HAND IT OVER TO DANIELLE BUTSICK WHO'S GOING TO TELL YOU MORE ABOUT THE PLAN ITSELF. THANK YOU, SARAH. AND THANK YOU, COMMISSIONERS. AGAIN. I'M DANIELLE BUTSICK. I'M A SENIOR ENVIRONMENTAL MANAGEMENT SPECIALIST IN MARITIME ENVIRONMENT SUSTAINABILITY. AND TODAY I WANT TO PRESENT TO YOU THE DRAFT UNDERWATER NOISE MITIGATION AND MANAGEMENT PLAN WHICH WE DEVELOPED THIS YEAR AS PART OF OUR EFFORTS TO DOCUMENT PROGRESS TOWARD OUR ENVIRONMENTAL GOALS AND TO INCREASE OUR CERTIFICATION LEVEL IN GROOVING MARINE. AS SARAH MENTIONED, I REALLY WANT TO RECOGNIZE THAT THIS PLAN IS REALLY THE RESULT OF A LOT OF

CONTRIBUTIONS FROM A LOT OF DIFFERENT PARTNERS AND COLLABORATORS AND JUST A LOT OF REALLY SMART PEOPLE. I HAD A GREAT CONSULTANTING TEAM SUPPORTING THIS PLAN DEVELOPMENT. SASHA URTLE AT GRADY ASSOCIATES AND GENESIS GEDLAND AT COSMETIC ENVIRONMENTAL WERE REALLY INSTRUMENTAL IN PULLING THIS TOGETHER. I GOT SUPPORT FROM GREEN MARINE STAFF JUST ON THE PLANNED CONTENT AND NORTHWEST SEAPORT ALLIANCE ENVIRONMENTAL STAFF GUIDANCE ON WHAT THEIR UNDERWATER NOISE EFFORTS LOOK LIKE. CLIMATE SOUND LEADERSHIP COMMITTEE CONTRIBUTED A LOT. WE HAD A LOT OF INDIVIDUAL INTERNAL STAFF CONTRIBUTIONS FROM THE SUSTAINABILITY PROGRAM, MARITIME OPERATIONS, PROPERTY MANAGEMENT, NATURAL RESOURCES DEFENSE COUNCIL, WASHINGTON STATE FERRY, MARINE EXCHANGE. JUST A LOT OF FOLKS HELPED OUT WITH THIS PLAN. SO I. REALLY WANTED TO CALL ATTENTION TO THAT.

NEXT SLIDE, PLEASE.

SO IT'S REALLY IMPORTANT TO REMEMBER FIRST WHY THE PORT AND ITS GREEN MARINE PARTNERS ARE FOCUSED ON THE ISSUE OF UNDERWATER NOISE. UNDERWATER NOISE IS A MAJOR CONCERN FOR ONE OF OUR MOST ICONIC SPECIES IN THE PUGET SOUND, THE SOUTHERN RESIDENT KILLER WHALE. UNDERWATER NOISE IS ACTUALLY IN THE TOP THREE CONCERNS, ALONG WITH PREY AVAILABILITY AND POLLUTION. AND UNDERWATER NOISE CAN ALSO IMPACT OTHER SENSITIVE SPECIES LIKE YOU SEE HERE ON THIS SLIDE. AND WHEN WE FOCUS ON REDUCING UNDERWATER NOISE TO BENEFIT KILLER WHALES, ALL THOSE OTHER SPECIES ALSO BENEFIT. NEXT SLIDE, PLEASE.

IN WATER CONSTRUCTION AND VESSEL TRAFFIC ARE REALLY THE MAIN SOURCES OF PORT RELATED UNDERWATER NOISE. FACILITY OPERATIONS CAN ALSO CONTRIBUTE NOISE, BUT WEATHER AND HOW MUCH THIS ACTUALLY IMPACTS SENSITIVE SPECIES IS KIND OF LESS WELL DOCUMENTED. AND IT'S ALSO IMPORTANT TO NOTE THAT THE PORT OF SEATTLE IS DIFFERENT FROM ITS CANADIAN PARTNERS IN GREEN MARINE IN THAT AS PRIMARILY A LANDLORD PORT, WE DON'T HAVE DIRECT CONTROL OR REGULATORY AUTHORITY OVER A LOT OF PORT RELATED OPERATIONS, INCLUDING SHIPPING. OUR CARGO OPERATIONS ARE MANAGED BY THE NORTHWEST SEA PORT ALLIANCE, WHICH ACTUALLY HAS ITS OWN GREEN MARINE MEMBERSHIP AND CERTIFICATION PROCESS. SO THIS UNDERWATER NOISE PLAN FOCUSES ON THINGS THAT WE HAVE DIRECT CONTROL OVER AND REALLY EMPHASIZES COLLABORATION AND COORDINATION AS A WAY TO DIRECT OUR PORT RESOURCES TO HELP INFLUENCE THOSE THINGS

THAT WE DON'T HAVE DIRECT CONTROL OVER. FOR EXAMPLE, THE PORT'S PARTICIPATION IN QUIET SOUND IS INCLUDED AS AN ACTION IN THIS PLAN, AMONG MANY OTHER ACTIONS THAT THE PORT IS UNDERTAKING. AND QUIET SOUND IS AN EXAMPLE OF AN INITIATIVE THAT WE COLLABORATE WITH OTHERS ON, BUT WE DON'T HAVE DIRECT CONTROL OVER IT. SO THIS WORKS AS PART OF OUR ORGANIZATIONAL DNA, OUR MANDATE IN THE CENTURY AGENDA IS TO ENSURE THAT INTERNATIONAL TRADE AND ECONOMIC DEVELOPMENT GOALS ARE ACHIEVED SUSTAINABLY SO THAT WE CAN CONTINUE TO ENSURE THE VITALITY OF THE ENVIRONMENT IN WHICH WE OPERATE. SO FOR THE PAST FEW YEARS, THE PORT HAS REALLY BEEN DOING A LOT TO HELP ADVANCE THE SCIENCE AND BEST PRACTICES AND ECONOMICS AND POLICY AROUND UNDERWATER NOISE. THIS PLAN IS A WAY FOR US TO REALLY SORT OF SYSTEMATICALLY INVENTORY THOSE ACTIONS AND THOSE ACTIVITIES AND DOCUMENT THEM IN ONE PLACE. AND THEN IT ALSO GIVES US AN OPPORTUNITY TO TAKE A STEP BACK AND LOOK AT WHAT MORE WE COULD BE DOING AND SET GOALS FOR THE NEXT COUPLE OF YEARS AND THEN CERTIFICATION THROUGH GREEN MARINE BY AS SARAH SAID, AN INDEPENDENT VERIFICATION PROCESS IS HOW WE TRACK AND HOW WE MEASURE PROGRESS TOWARD OUR ENVIRONMENTAL GOALS AND REALLY KEEP OURSELVES ACCOUNTABLE AS AN ORGANIZATION. NEXT SLIDE, PLEASE. SO AS I SAID, GREEN MARINE IS A VOLUNTARY ENVIRONMENTAL CERTIFICATION PROGRAM. IT'S FOCUSED ON THE MARITIME INDUSTRY AND IT'S LED BY CANADA AND THE US. CERTIFICATION THROUGH THE INDEPENDENT VERIFICATION PROCESS IS REALLY HOW WE PUBLICLY DEMONSTRATE OUR COMMITMENT AND HOW WE CAN MEASURE PROGRESS AND HOLD OURSELVES ACCOUNTABLE. THE UNDERWATER NOISE PERFORMANCE INDICATOR IS THE ONLY PERFORMANCE INDICATOR FOR WHICH WE HAVEN'T ACTUALLY ACHIEVED THE HIGHEST LEVEL OF CERTIFICATION. SO AS YOU CAN SEE ON THIS SCOREBOARD, WE REALLY SHOW LEADERSHIP IN A LOT OF CATEGORIES, INCLUDING UNDERWATER NOISE. IT'S REALLY IMPORTANT TO NOTE THAT JUST BEING ON THE BOARD IS DEMONSTRATING LEADERSHIP. AND ALSO IT'S IMPORTANT TO NOTE THAT THE UNDERWATER NOISE PERFORMANCE INDICATOR DIDN'T EVEN START UNTIL 2017 AS ONE OF THE FACTORS CONSIDERED BY GREEN MARINE, AND IN 2017 IT WAS OPTIONAL, BUT YET WE WERE ON THE BOARD AND YOU DO HAVE TO DO A LOT EVEN TO BE EVEN A ONE ON THE SCOREBOARD. AND THEN FOR A TWO, YOU HAVE TO DO MORE, AND IT'S SORT OF PROGRESSIVE IN THAT WAY. SO EACH

CRITERIA OR EACH SCORE THAT YOU INCREASE TAKES A LOT OF EFFORT. SO THIS UNDERWATER NOISE MITIGATION AND MANAGEMENT PLAN IS THE CRITICAL NEXT STEP FOR US TO ACHIEVE THE NEXT HIGHEST LEVEL OF CERTIFICATION IN THE UNDERWATER NOISE PERFORMANCE INDICATOR AND REALLY HELP US DOCUMENT OUR WORK TOWARD UNDERWATER NOISE OUTCOMES. NEXT SLIDE, PLEASE.

SO THIS SLIDE SHOWS THE TOOLS OR THE LEVERS THAT WE DESCRIBE IN THE PLAN, WHICH THE PORT CAN USE TO INFLUENCE UNDERWATER NOISE ACTION AND POLICY, EVEN THOUGH OUR CONTROL OVER SOME OF THE MARITIME OPERATIONS IS MORE LIMITED THAN SOME OF OUR SISTER PORTS. AS I MENTIONED, THESE TOOLS REALLY FOCUS ON USING THE PORT'S INFLUENCE AND RELATIONSHIPS TO IMPROVE UNDERWATER NOISE OUTCOMES IN PUGET SOUND. NEXT SLIDE, PLEASE.

SO BROADLY, THESE CATEGORIES ON THE SLIDE YOU SEE DESCRIBE THE TYPES OF ACTIONS THAT THE PORT COURT CAN TAKE USING THE UNIQUE SET OF TOOLS WE HAVE AVAILABLE, WHICH WERE ON THE LAST SLIDE. ALL OF THE ACTIONS AND RECOMMENDATIONS IN THE PLAN FALL INTO ONE OF THESE CATEGORIES AND THEY MAKE USE OF ONE OR MORE OF THE TOOLS SHOWN ON THE LAST SLIDE. WHICH ARE LEADERSHIP AND ENVIRONMENTALLY RESPONSIBLE STEWARDSHIP OF MARINE FACILITIES. ADVOCACY FOR SOUND POLICY AND REGULATIONS AND PRACTICES RELATED TO UNDERWATER NOISE. FINANCIAL INVESTMENTS AND STUDIES TO ADVANCE SCIENTIFIC KNOWLEDGE AND PARTNERSHIPS WITH INDUSTRY. GOVERNMENT AGENCIES, TRIBES AND NONPROFITS. NEXT SLIDE, PLEASE.

EACH CATEGORY HAS A SECTION FOR COMPLETE OR ONGOING EFFORTS AND THEN OPPORTUNITIES FOR 2023, 2024.

A LOT OF OUR RECENT WORK HAS REALLY CENTERED ON UNDERWATER NOISE STUDIES, SO I'VE CHOSEN IN THIS PRESENTATION TO HIGHLIGHT THIS CATEGORY. THE PLAN PROVIDES DETAIL ON EACH CATEGORY AND THE SPECIFIC ACTIONS OR OPPORTUNITIES THAT WE'VE IDENTIFIED. BUT UNDERWATER NOISE STUDIES ARE JUST REALLY A BIG PART OF OUR UNDERWATER NOISE WORK RIGHT NOW, AND PART OF THAT IS FOCUSED ON COLLECTING DATA AND ESTABLISHING A BASELINE AGAINST WHICH IN THE FUTURE, WE CAN SET NOISE REDUCTION TARGETS. SO I WANT TO JUST REALLY QUICKLY PLAY THIS VIDEO TO HIGHLIGHT THE WORK THAT WE'RE DOING ON UNDERWATER NOISE STUDIES AS WELL AS THE SUPPORT THAT WE HAVE FROM PORT LEADERSHIP. THIS IS OUR DEPUTY COMMISSION CLERK. I'M JUST GOING TO TAKE

DOWN THE VIDEO FOR A SECOND, LET IT BUFFER AND THEN I'LL START IT. THANK YOU.

THE PORT OF SEATTLE IS A CONTRIBUTOR TO ENVIRONMENTAL CAUSES AND TODAY WE'VE BEEN WORKING ON AN UNDERWATER NOISE MITIGATION AND MANAGEMENT PLAN TO TRY TO REDUCE UNDERWATER NOISE WITHIN PUGET SOUND. THE PORT HAS BEEN PART OF SEEKING GREEN MARINE CERTIFICATION FOR SOME TIME. AND THIS IS JUST, AGAIN, THIS ELEVATED AWARENESS OF THE IMPORTANCE OF NOISE IN THE CONSIDERATION OF WHAT'S GREEN IN THE MARINE THINGS THAT THE PORT IS NOW ADDRESSING. FIRST, KNOWING WHAT THE BACKGROUND IS, AND THAT'S WHAT TODAY'S STUDY STARTS WITH. SO WE JUST DEPLOYED A HYDROPHONE AND THAT'S JUST AN UNDERWATER MICROPHONE THAT WILL RECORD ANY SOUND WITHIN A CERTAIN KILOHERTZ LEVEL. WE HAVE VARIOUS INDUSTRY SOURCES OF NOISE HERE AND OF COURSE, FERRIES, CRUISE SHIPS, PLEASURE BOATS. WE HAVE A LOT OF ACTIVITIES THAT GO ON WITH WATER. ONCE WE KNOW WHAT THE BASELINE IS, WE CAN THEN ALSO ADDRESS HOW TO REDUCE THOSE IMPACTS THAT WE KNOW WE HAVE. I STUDIED KILLER WHALES FOR MY GRADUATE WORK AT UW. THERE USED TO BE SAIL MOVING CARGO AND BEFORE THAT, CANOE. SO THIS IS A RELATIVELY EARLY ADVENT FOR THE WHALES WHO'VE BEEN AROUND TENS OF MILLIONS OF YEARS. ALL OF A SUDDEN THEY HAVE TO ADAPT TO THIS INDUSTRIALIZATION OF THE WATERWAY. THIS IS A BLINK IN THE EYE FOR AN ANIMAL THAT'S BEEN ADAPTED TO A COMPLETELY DIFFERENT ENVIRONMENT. IT'S IMPORTANT TO RECOGNIZE THAT THERE'S AN ADAPTATION THAT'S NEEDING TO OCCUR THAT'S MUCH FASTER THAN NORMALLY YOU WOULD EXPECT EVOLUTION TO DO. AND OBVIOUSLY THESE ANIMALS ARE VERY MUCH AUDIO DEPENDENT, USING ECHOLLOCATION TO FIND FISH. SO THE QUESTION REALLY IS WHAT CAN WE DO ABOUT IT? CRUISE SHIPS CAN. IF THEY CAN PLUG INTO SHORE POWER, THEN THEY'RE ABLE TO SHUT THEIR GENERATORS OFF AND THAT MAY REDUCE THE UNDERWATER NOISE FOOTPRINT. THERE ARE THINGS THAT THE PORT IS ALREADY LOOKING AT WITH REGARDS TO PILE DRIVING, LOOKING AT WAYS TO PUT LIKE A SLEEVE AROUND THE PILING THAT YOU'RE PUNCHING BACK IN. SO THE NOISE IS JUST CONTAINED WITHIN THAT SECOND PULSE AND THE OTHER ONE IS BUBBLE MEDDLING. THE BUBBLES KEEP THE NOISE FROM BOUNCING OUT THE REGION. ONE OF THE THINGS YOU CAN DO WITH ANY VESSEL TO REDUCE NOISE IS TO SLOW DOWN. WE ARE NOW JUST BEGINNING EXPLORATION ON INTERACTING WITH THE VESSELS THROUGH THE QUIET SOUND PROGRAM, TRYING TO REDUCE A VESSEL SPEED THROUGH

A SMALL PORTION OF THE SOUNDS AT FIRST, HOPEFULLY STARTING NEXT YEAR, EVERY KNOT OR NAUTICAL MILE AN HOUR, YOU CAN REDUCE THE NOISE BY A DECIBEL. SEE, WHAT'S AMAZING IS THAT THE FACT THAT PEOPLE ARE EVEN WORRYING ABOUT MEASURING NOISE, THAT AWARENESS IS CRITICAL.

SO AGAIN, THESE AREN'T. THESE ITEMS LISTED ON THIS SLIDE HERE ARE JUST A COUPLE OF THE EFFORTS THAT THE PORT HAS ALREADY UNDERTAKEN THAT ARE EITHER COMPLETE OR DONE AS OF 2022, INCLUDING MEASURING UNDERWATER NOISE LEVELS DURING A DREDGE OPERATION AT TERMINAL FIVE. WE'RE ALSO STUDYING UNDERWATER NOISE MONITORING NETWORKS. SO WE'RE DOING A DESKTOP STUDY IS WHAT WE'RE CALLING IT, ON THE HYDROPHONE NETWORK AND LOOKING AT WHAT KINDS OF TECHNOLOGY IS BEING USED, WHAT KINDS OF SOFTWARE IS BEING USED TO ANALYZE UNDERWATER NOISE. WE LAUNCHED AN AMBIENT NOISE ASSESSMENT PROGRAM THIS YEAR TO COLLECT BASELINE UNDERWATER NOISE DATA IN ELLIOTT BAY. AND THEN WE ALSO, AS WE MENTIONED A COUPLE OF TIMES IN THIS PRESENTATION, THERE IS A QUIET SOUND MONITORING WHALES AND VESSEL NOISE WORKING GROUP AS WELL AS OTHER WORKING GROUPS AND QUIET SOUNDS THAT THE WORK IS PARTICIPATING IN ACTIVELY. NEXT SLIDE, PLEASE.

WE'VE ALSO IDENTIFIED OPPORTUNITIES IN THE COMING YEARS HAVING THIS PLAN AND BEING ABLE TO INVENTORY ALL OF THE THINGS THAT WE'RE DOING NOW. IT KIND OF GIVES US AN OPPORTUNITY TO LOOK AT WHAT MORE WE COULD BE DOING IN THE FUTURE. AND AN EXAMPLE OF SOME OF THE OPPORTUNITIES THAT WE'VE IDENTIFIED IS THE STUDY THAT THE PORT IS FUNDING THAT IS BEING LED BY UW AND NOAA. WE'RE FUNDING THAT STUDY FOR \$200,000 AND WHATEVER FUNDS ARE LEFT OVER. WE HAVE COMMITTED TO ACTUALLY PURCHASING HYDROPHONE EQUIPMENT WITH THOSE LEFTOVER FUNDS THAT COULD POTENTIALLY SUPPORT FUTURE DATA COLLECTION TO MEASURE BACKGROUND NOISE LEVELS AND TRACK PROGRESS TOWARD MEETING THOSE GOALS. SO WE HAVE A LOT OF COOL RECOMMENDATIONS FOR WHAT WE COULD BE DOING IN THE FUTURE. AND AGAIN, THIS IS JUST ONE OF THE CATEGORIES OF TYPES OF ACTIONS THAT WE'D LIKE TO UNDERTAKE IN THE FUTURE AND THAT WE'RE ALREADY WORKING ON TOWARD UNDERWATER NOISE OUTCOMES. NEXT SLIDE, PLEASE.

WE'VE ALSO RECOMMENDED A MAINTENANCE STRATEGY FOR THE PLAN TO MAKE SURE THAT IT REMAINS RELEVANT AND THAT WE DO CONTINUE TO PUSH OURSELVES TOWARD EVER HARDER ENVIRONMENTAL GOALS. WE'VE



PROPOSED A BIENNIAL REVIEW AND UPDATE OF THE PLAN AND WE'VE ALSO REALLY JUST HIGHLIGHTED HOW IMPORTANT IT IS TO INCLUDE THE ACTIONS LISTED IN THIS PLAN IN OUR DEPARTMENTS BUDGET REQUEST, WHICH IS A VERY, YOU KNOW, APT TIMING FOR THIS PRESENTATION. AFTER HEARING ABOUT ALL OF THE BUDGETING FOR OUR WORK IN THE COMING YEAR, A KEY RECOMMENDATION IN THE PLAN IS THAT IT CONTINUE TO EVOLVE TO INCORPORATE NOISE REDUCTION TARGETS EVENTUALLY AND THEN CONTINUE THE AMBIENT NOISE DATA COLLECTION PROGRAM TO ACTUALLY TRACK OUR PROGRESS TOWARD ACHIEVING THOSE GOALS. GETTING TO A LEVEL FIVE CERTIFICATION IN GREEN MARINE ACTUALLY REQUIRES US TO SHOW PROGRESS TOWARD OUR GOALS AND THAT'S GOING TO REQUIRE US TO DEVELOP A SCOPE OF WORK AND A STUDY PLAN AND REALLY BUILD IT INTO OUR BUDGET REQUESTS TO MAKE PROGRESS ON THAT. NEXT SLIDE, PLEASE. THANK YOU FOR YOUR TIME AND I'D BE HAPPY TO ANSWER ANY QUESTIONS YOU HAVE FOR ME. ALL RIGHT, COMMISSIONER FELLEMAN, DO YOU HAVE ANY QUESTIONS?

I JUST WANT TO SAY THANKS TO THE WORK AND KATHY FOR PRODUCING THAT VIDEO AND I WAS HOPING YOU WOULD HAVE EDITED IT DOWN A LITTLE BIT FOR THIS PRESENTATION, BUT IT WAS A LITTLE EMBARRASSING. THANK YOU VERY MUCH. AND EXECUTIVE METRUCK, I'M GOING TO HAVE TO COPYRIGHT THAT SAYING, BUT COMMERCE KILLER WHALES AND COMMUNITIES COEXISTING. THAT MUCH IS MINE. SO ANYWAY, I JUST WROTE IT IN THE PRESS RELEASE. I KNOW IT'S MINE. SO ANYWAY, THANK YOU SO MUCH.

ANY OTHER QUESTIONS?

COMMISSIONER MOHAMED?

THANK YOU TO ALL THE STAFF WHO WORKED HARD ON THIS FOR YOUR LEADERSHIP AS WELL AS COMMISSIONER FELLEMAN FOR ALL YOUR HARD WORK ON THIS WORK. MY QUESTION WAS, WHAT IS THE PARTNERSHIP LOOK LIKE WITH THE NORTHWEST SEAPORT ALLIANCE SIDE? BECAUSE I KNOW THAT THEY'RE MAKING A LOT OF INVESTMENT ON UNDERWATER NOISE MITIGATION. YEAH, THAT'S A REALLY GOOD QUESTION, AND IT IS STILL A TRICKY QUESTION BECAUSE THE ALLIANCE HAS HELPED US OUT WITH JUST KIND OF UNDERSTANDING HOW THEIR LEASES WORK AND IF THERE ARE OPPORTUNITIES FOR US TO BUILD IN LANGUAGE IN THEIR LEASES TO PROMOTE BEST PRACTICES AROUND UNDERWATER NOISE AT THIS TIME. THE ALLIANCE DOES HAVE THEIR OWN CERTIFICATION UNDER GREEN MARINE AND THEIR STAFF IS EXCITED ABOUT THE IDEA OF AN UNDERWATER NOISE MITIGATION AND MANAGEMENT PLAN, BUT THERE AREN'T ANY FORMAL PLANS TO MOVE

FORWARD WITH THAT. THAT BEING SAID, WE DO, OF COURSE, WORK WITH THEM ON QUIET SOUND, WHICH IS AN ACTION THAT'S LISTED IN THIS PLAN. AND IT'S ONE OF THE THINGS, IT'S ONE OF THE MANY THINGS THAT WE'RE DOING AT THE HOME PORT OF SEATTLE RELATED TO UNDERWATER NOISE. I'M SURE COMMISSIONER FELLEMAN IS PROBABLY PAYING ATTENTION TO THIS CLOSELY, BUT I WOULD IMAGINE WE WOULDN'T WANT TO HAVE ANY SORT OF DUPLICACIES. AND WHERE THERE'S OPPORTUNITY TO COLLABORATE, WE SHOULD WORK HARD ON THAT. THE OTHER QUESTION THAT I HAD IS HOW DO WE COMPARE TO OTHER PORTS WITH THEIR UNDERWATER NOISE MITIGATION PROGRAMS?

WE'RE ACTUALLY ONE OF THE FIRST PORTS IN THE US. TO HAVE AN UNDERWATER NOISE MITIGATION AND MANAGEMENT PLAN. IT IS A NEW PERFORMANCE INDICATOR IN GREEN MARINE. AND SO IT'S SOMETHING THAT NOT A LOT OF PORTS HAVE TAKEN ON YET. I THINK THAT AS HAS BEEN THE CASE WITH A LOT OF THE GREEN MARINE PERFORMANCE INDICATORS, THERE WILL BE A CONTINUED EFFORT TOWARD THAT. AND I THINK WE'LL SEE MORE PORTS ADOPTING THESE PLANS. THERE ARE A COUPLE OF THE PORT THERE. PORT EVERGLADES HAS ONE. AND IN CANADA, THE VANCOUVER FRASER PORT AUTHORITY DOES HAVE AN UNDERWATER NOISE MITIGATION AND MANAGEMENT PLAN, BUT THERE AREN'T A LOT OUT THERE. AND SO THIS IS ANOTHER WAY THAT THE PORT OF SEATTLE IS SHOWING LEADERSHIP. AND AGAIN, I THINK THAT GREEN MARINE IS A REALLY GREAT PROGRAM IN THAT ONCE EVERYONE HAS STARTED TO ACHIEVE THOSE MILESTONES AND THE HIGHER SCORES IN PERFORMANCE INDICATORS, IT GETS HARDER AND HARDER BECAUSE WE WANT TO REALLY PUSH TO DO BETTER. THANK YOU FOR THAT THOROUGH ANSWER. I APPRECIATE IT. THAT CONCLUDES MY QUESTIONS. ALL RIGHT. AND EXECUTIVE DIRECTOR METRUCK, I KNOW YOU HAVE SOME COMMENTS TOO. THANKS, COMMISSIONER. AND COMMISSIONER FELLEMAN. THANK YOU. AND I SHOULD HAVE ACTUALLY, IN THE FUTURE, I WILL ATTRIBUTE THAT BECAUSE AS I SAID WE STOLE LIBERALLY FROM THE PRESS RELEASE IN YOUR COMMENTS ON THAT, BUT I NOTE THAT. BUT THANKS FOR ALL YOUR LEADERSHIP IN THIS REGARD. BUT I ALSO WANT TO SAY IS THAT WE DON'T JUST SEEK THE GREEN GREEN, THE HIGHER LEVELS WITH THAT JUST BECAUSE THAT'S THE GOAL. THE GOAL IS TO DO THE RIGHT THING. AND AS A RESULT, WE ACHIEVE THESE OTHER LEVELS. SO I APPRECIATE THAT. AND JUST AS WE APPROACH THAT, THAT'S OUR APPROACH AS WELL. IT'S NOT WE JUST WANT TO ACHIEVE IT, BUT IT'S THE OUTCOME THAT THEN

ACHIEVES THE LEVEL. SO I APPRECIATE ALL THE WORK FROM THE STAFF ON THIS. ALL RIGHT, WELL, THANK YOU, DANIELLE, AND THANK YOU, SARAH, FOR THE PRESENTATION. WE REALLY APPRECIATE IT. KEEP UP THE GOOD WORK. THANK YOU. CLERK HART, YOU READ INTO THE RECORD THE FINAL ITEM FOR THE DAY. OF COURSE. THIS IS ITEM ELEVEN C. THE 2022 PORT OF SEATTLE AFFIRMATIVE ACTION PROGRAM BRIEFING. COMMISSIONERS OUR LAST PRESENTATION WILL COVER THE RESULTS OF TRACKING OUR EMPLOYMENT DEMOGRAPHICS AGAINST THE AVAILABILITY OF QUALIFIED MEN AND PEOPLE OF COLOR IN OUR REGION. WHILE WE HAVE MADE SOME PROGRESS IN THE UTILIZATION OF VETERANS AND PEOPLE WITH DISABILITIES, YOU'LL SEE WE STILL HAVE WORK TO DO IN OTHER AREAS AND TO ACHIEVE OUR AMBITIOUS GOALS FOR DIVERSITY AND EQUITY. YOU PROBABLY RECALL WE RECEIVED A REPORT EARLIER IN THE YEAR BECAUSE OF THE DIFFERENT THINGS. SO THAT'S WHY WE'RE ACTUALLY GETTING TWO THIS YEAR. AND THEN WE'LL GET BACK UP, BACK ON SPEED, ON THE ROUTINE GOING FORWARD. SO THE PRESENTERS ARE TODAY CYNTHIA ALVAREZ, SENIOR MANAGER EMPLOYEE RELATIONS FROM HR. AND SANDERS MAYO, SENIOR EMPLOYEE RELATIONS CONSULTANT FROM HR AS WELL. SO CYNTHIA, I BELIEVE I'M TURNING IT OVER TO YOU. THANK YOU. GOOD AFTERNOON. I'M HAPPY TO BE HERE WITH SANDERS MAYO TO PROVIDE YOU A BRIEFING ON THE BOARD'S 2022 AFFIRMATIVE ACTION PROGRAM. NEXT SLIDE, PLEASE. AS A FEDERAL CONTRACTOR, THE PORT OF SEATTLE IS REQUIRED TO CREATE THREE ANNUAL AFFIRMATIVE ACTION PLANS ONE FOR WOMEN AND MINORITIES, ONE FOR INDIVIDUALS WITH DISABILITIES, AND ONE FOR VEVRRAA PROTECTED VETERANS. DURING THIS AFFIRMATIVE ACTION PRESENTATION, SANDERS AND I WILL REFERENCE THE PORT BIPOC EMPLOYEES AS MINORITIES. I WANT TO ACKNOWLEDGE UPFRONT THAT THIS IS OUTDATED LANGUAGE AND TO EXPLAIN THAT WE DO SO IN THIS CONTEXT TO REMAIN CONSISTENT WITH FEDERAL AFFIRMATIVE ACTION REPORTING REQUIREMENTS. ALSO, TO REMAIN CONSISTENT WITH FEDERAL AFFIRMATIVE ACTION REPORTING REQUIREMENTS, WE LOOK AT AVAILABILITY AND UTILIZATION DATA FOR MINORITIES WHICH IS NOT DISAGGREGATED BY RACE. THE PURPOSE OF THE THREE AFFIRMATIVE ACTION PLANS IS TO SHOW THE PORT'S GOOD FAITH EFFORTS TO RECRUIT, HIRE AND RETAIN QUALIFIED WOMEN, MINORITIES, PEOPLE OF INDIVIDUALS WITH DISABILITIES, AND VEVRRAA PROTECTED VETERANS, AS WELL AS TO ENSURE THAT THE REPRESENTATION OF

THESE GROUPS MEETS THE STANDARDS SET OUT BY THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS. NEXT SLIDE, PLEASE.

LOOKING AT OUR 2022 AFFIRMATIVE ACTION PROGRAM HIGHLIGHTS, WE RESOLVED THE UNDER UTILIZATION OF WOMEN IN THE PROFESSIONALS TWO EEO JOB GROUP FROM OUR 2021 AFFIRMATIVE ACTION PLAN FOR WOMEN AND MINORITIES. IN OUR 2022 PLAN, WE HAVE NO UNDER UTILIZATION OF MINORITIES IN ANY OF OUR 17 EEO JOB GROUPS. FOR WOMEN, 15 OUT OF THE 17 EEO JOB GROUPS HAVE NO UNDER UTILIZATION. HOWEVER, THE TECHNICIANS AND NON OEE PROTECTIVE SERVICES COMMAND EEO JOB GROUPS HAVE UNDER UTILIZATIONS FOR WOMEN. I'LL GO INTO THIS IN MORE DETAIL IN A FEW SLIDES. OUR 2022 EEO COMP ANALYSIS SHOWED SALARY DIFFERENCES OF MORE THAN 7.5% AMONGST SOME EMPLOYEES HOLDING THE SAME JOB TITLE. THESE DIFFERENCES IMPACT EMPLOYEES REGARDLESS OF RACE OR GENDER. HR IS WORKING TO FINALIZE THE PAY EQUITY METHODOLOGY, AND ONCE THAT'S FINALIZED, WE'LL CONDUCT THE PAY EQUITY ANALYSIS, FOLLOWED BY THE DEVELOPMENT OF A PLAN FOR REMEDIATION OF THE DISCREPANCIES IDENTIFIED. LOOKING AT OTHER PROGRAM HIGHLIGHTS, WE ROLLED OUT DISCRIMINATION FREE WORKPLACE TRAINING FOR MANAGERS IN JULY. ADDITIONALLY, HR'S TALENT ACQUISITION AND EMERGING TALENT TEAM BEGAN INCLUDING A STATEMENT. EXCUSE ME. HR'S TALENT ACQUISITION TEAM BEGAN INCLUDING A STATEMENT ON EQUITY, DIVERSITY, AND INCLUSION AND PORT VALUES IN ALL PORT JOB POSTINGS, AND NOW INCLUDES AN EQUITY, DIVERSITY, AND INCLUSION QUESTION IN ALL JOB INTERVIEWS. NEXT SLIDE, PLEASE.

MOVING TO OUR AFFIRMATIVE ACTION PLAN FOR INDIVIDUALS WITH DISABILITIES OF CCP SETS, AN ASPIRATIONAL GOAL OF 7% FOR THE REPRESENTATION OF INDIVIDUALS WITH DISABILITIES WITHIN EACH EEO JOB GROUP. TWELVE OUT OF OUR 17 EEO JOB GROUPS ALIGN WITH THE 7% ASPIRATIONAL GOAL, AN INCREASE FROM ELEVEN LAST YEAR. THE OVERALL REPRESENTATION OF EMPLOYEES WITH DISABILITIES ACROSS THE PORT GREW FROM JUST OVER 6.5% IN OUR 2021 PLAN TO ALMOST 8% IN OUR 2022 PLAN.

NOW LOOKING AT OUR AFFIRMATIVE ACTION PLAN FOR VEVRAA PROTECTED VETERANS. OF CCP SETS A 5.6% BENCHMARK FOR THE REPRESENTATION OF VEVRAA PROTECTED VETERANS. AGAIN, WITHIN EACH EEO JOB GROUP, 15 OF THE PORT'S 17 EEO JOB GROUPS MEET OR EXCEED THE 5.6% BENCHMARK, WHICH IS

CONSISTENT WITH OUR REPRESENTATION IN OUR 2021 PLAN. THE OVERALL REPRESENTATION OF PORT EMPLOYEES WHO HAVE SELF IDENTIFIED AS VEVRRAA PROTECTED VETERANS IS 9.5%, WHICH IS THE SAME AS LAST YEAR. NEXT SLIDE, PLEASE. SO THIS SLIDE LOOKS FURTHER AT THE UNDER REPRESENTATION OR UNDER UTILIZATION OF WOMEN THAT WE HAVE IN THE TECHNICIANS AND THE NON COMMISSION PROTECTIVE SERVICES COMMAND EEO JOB GROUPS. WE HAVE UNDER UTILIZATION BECAUSE THE NUMBER OF WOMEN WITHIN THESE TWO JOB GROUPS IS LESS THAN WOULD BE REASONABLY EXPECTED GIVEN THEIR AVAILABILITY, BOTH INTERNAL AND EXTERNAL. AS YOU CAN SEE FROM THE 2020 VERSUS 2021, DATA AVAILABILITY FOR WOMEN IN BOTH EEO JOB GROUPS INCREASED, WHILE THE REPRESENTATION OF WOMEN REMAINED THE SAME IN THE NON COMMISSION PROTECTIVE SERVICES COMMAND AND DECREASED BY TWO IN THE TECHNICIAN'S JOB GROUP. TO ADDRESS AND RESOLVE THESE UNDER UTILIZATIONS, WE ARE PARTNERING WITH OUR COLLEAGUES IN TALENT ACQUISITION AND EMERGING TALENT TO IDENTIFY POSTINGS FOR POSITIONS WITHIN BOTH OF THESE JOB GROUPS FOR TARGETED OUTREACH AND RECRUITMENT OF WOMEN TO ENSURE THAT WE HAVE DIVERSE APPLICANT POOLS. THESE SAME ACTIONS LED US TO SUCCESSFULLY RESOLVE THE 2021 UNDER UTILIZATION OF WOMEN IN THE PROFESSIONALS. TWO EEO JOB GROUP. AND NOW I'M GOING TO TURN IT OFF OVER TO SANDERS. NEXT SLIDE, PLEASE. GOOD AFTERNOON, I'M SANDRA'S MAYO, ONE OF THE PORT OF SEATTLE EMPLOYEE RELATIONS CONSULTANTS. AND FOR MY PORTION OF THE PRESENTATION, I'LL BE TALKING THROUGH SOME OF THE DEMOGRAPHICS. IT'S IMPORTANT TO REMEMBER THAT AS WE GO THROUGH THE DEMOGRAPHICS, DEMOGRAPHICS, THIS DIFFERS FROM AVAILABILITY BECAUSE AS WE GO THROUGH THIS PROCESS, WE'LL BE COMPARING OVERALL REPRESENTATION FROM VARIOUS COUNTIES TO THE PORT DEMOGRAPHIC BREAKDOWN. AND THE COUNTY'S DEMOGRAPHIC BREAKDOWNS INCLUDES EVERYONE FROM NEWBORNS TO THE ELDERLY. SO IT'S IMPORTANT THAT WE UNDERSTAND THAT UNLIKE UTILIZATION, THESE DEMOGRAPHICS ARE NOT JUST FOCUSED ON INDIVIDUALS THAT ARE QUALIFIED FOR THE DIFFERENT EEO JOB GROUPS. SO NEXT SLIDE PLEASE. AS WE LOOK AT THIS SLIDE HERE, REPRESENTS GENDER AND WITHIN THE DIFFERENT PAY GRADES. THIS IS FOCUSED ON NONREPRESENTED EMPLOYEES. AND AS YOU CAN SEE, OUR FEMALE REPRESENTATION IS THE BASELINE THERE. WE CURRENTLY HAVE 46%. AND AS YOU CAN SEE, IN OUR LOWER PAY GRADES OF

GRADES 15 THROUGH 19 AND GRADES 20 TO 24, WE HAVE OVER REPRESENTATION. AND AS WE MOVE THROUGH TO THE MID GRADES AS WELL AS TO THE HIGHER GRADES, IT APPEARS THAT USING THAT AS A BASELINE THERE WOULD BE WHAT WE WOULD CATEGORIZE, AN UNDER REPRESENTATION IN COMPARISON AT 46% FOR NON REPRESENTED EMPLOYEES. NEXT SLIDE, PLEASE.

THIS REPRESENTS RATES WITHIN THE DIFFERENT PAY GRADES. AND AGAIN, USING THE BASELINE OF 36%, WHICH IS THE REPRESENTATION OF MINORITIES IN OUR NON REPRESENTED GROUPS, AGAIN, WE'LL SEE THAT IN THE LOWER GRADES WE HAVE OVER REPRESENTATION IN GRADES 15 THROUGH 19, A SLIGHT OVER REPRESENTATION IN GRADES 20 THROUGH 24, A SLIGHT UNDER REPRESENTATION IN GRADES 25 THROUGH 29, AND UNDER REPRESENTATION IN GRADES 30 THROUGH 35. NEXT SLIDE,

PLEASE. NOW WE'RE TALKING ABOUT THE DEMOGRAPHICS IN TERMS OF COMPARISON TO THE DIFFERENT COUNTIES. SO THE PORT DEMOGRAPHIC VERSUS THE DIFFERENT COUNTIES THAT WE CONSIDER RECRUITING AREAS. KING, PIERCE, SNOHOMISH, OUR LARGEST THREE. THERE'S ALSO KITSAP AS WELL. WHEN WE LOOK AT THAT COMPARISON, WE SEE THAT OUR FEMALE, THE PORT FEMALE REPRESENTATION OVERALL IS 34%. THIS INCLUDES REPRESENTED AND NONREPRESENTED. AND IN OUR MALE GROUP WE HAVE 66% IN COMPARISON TO KING COUNTY, 49% FEMALE, 51% MALE. PIERCE COUNTY, AN EVEN SPLIT OF 50 50. AND SNOHOMISH COUNTY. 50% FEMALE AND 51% FEMALE.

BELOW WE'LL SEE THAT AGAIN, MINORITY REPRESENTATION VERSUS A WHITE REPRESENTATION AT THE PORT. THE PORT IS 65% WHITE COMPARED TO 35% MINORITY OR BIPOC. WITHIN KING COUNTY, 55, 54% IN COMPARISON TO 46%, 62% COMPARED TO 38, AND SNOHOMISH IS 64% AND 36%. SO THE PORT SEATTLE IS A SIMILAR PARITY FOR TWO OF THE COUNTIES LISTED HERE, WHEREAS THERE'S STILL OPPORTUNITY THERE. NEXT SLIDE PLEASE.

GO BACK TO YOU SAID THE OPPORTUNITIES MOVING FORWARD. THANK YOU. SANDERS. SO, LOOKING AT OUR OPPORTUNITIES MOVING FORWARD, TALENT ACQUISITION AND EMERGING TALENT WE'LL CONTINUE TO CONDUCT TARGETED OUTREACH AND RECRUITMENT FOR WOMEN IN THE TECHNICIANS AND COMMISSIONER PROTECTIVE SERVICES. WORKPLACE RESPONSIBILITY AND EMPLOYEE RELATIONS WILL COMPLETE THE PROCESS IMPROVEMENT WORK THAT'S CURRENTLY UNDERWAY. WE WILL BE REFRESHING THE PORT WIDE EEO COMPLIANCE TRAINING IN CONSULTATION WITH OUR ERGS AND THE DND COUNCIL TO ENSURE

THAT WE REMAIN CURRENT WITH APPLICABLE LAWS. WE WILL CONTINUE TO UPDATE HR AND CODE OF CONDUCT POLICIES TO INCLUDE REVIEW OF THE POLICIES USING AN EQUITY LENS. AND I'M HAPPY TO REPORT THAT NEXT WEEK WE WILL BEGIN ONBOARDING OUR NEW AFFIRMATIVE ACTION PROGRAM MANAGER GEORGE GINNAKAKIS. THIS IS A NEW POSITION WHICH WILL ALLOW THE PORT TO BETTER MEET ITS FEDERAL AFFIRMATIVE ACTION REPORTING REQUIREMENTS. ALL RIGHT, SO THANK YOU FOR YOUR TIME. ARE THERE ANY QUESTIONS? COMMISSIONERS, ANY QUESTIONS?

COMMISSIONER MOHAMED, FIRST OF ALL, THANK YOU BOTH FOR THE PRESENTATION AND FOR GOING THROUGH ALL THESE SLIDES WITH US. MY QUESTION IS REGARDING SLIDE SEVEN.

I KNOW THAT YOU MENTIONED THAT THE DATA IS NOT ALL DESEGREGATED. IS THAT THE CASE FOR THE INFORMATION ON SLIDE SEVEN? IS THERE A BREAKDOWN OF THIS INFORMATION? I'M SORRY, A BREAKDOWN IN TERMS OF RACE.

OKAY, SO BREAK DOWN FOR THE SAKE OF OUR REPORTING, IT IS NOT BROKEN DOWN FOR OHCCP STANDARDS. HOWEVER, WE DO HAVE A SHAREPORT SITE WITHIN HR THAT EMPLOYEES CAN ACCESS TO WHERE THEY CAN SEE THAT INFORMATION BROKEN DOWN INTO THE DIFFERENT ETHNIC AND MINORITY GROUPS. IS THAT INFORMATION THAT YOU CAN SHARE WITH US IN THE COMMISSIONER OFFICE? I'D LOVE TO SEE THAT BREAKDOWN. YES, I CAN FORWARD THAT LINK. AND ALSO, THROUGH THE PRESENTATION, I DID FORGET TO ADD ON THAT FOR OUR REPRESENTATIVE GROUPS, OUR LABOR RELATIONS AND OEDI ARE ACTUALLY WORKING TOGETHER TO CONDUCT EQUITY ANALYSIS TO MAKE SURE THAT THERE'S EQUITY IN PAY PRACTICES WHEN IT COMES TO OUR REPRESENTATIVE GROUPS. GREAT. THANK YOU. THANK YOU FOR THIS IMPORTANT WORK. AND THAT CONCLUDES MY QUESTIONS. ANY OTHER QUESTIONS FOR

ME IN THE LAST FIVE YEARS, SINCE I'VE SAT IN THIS CHAIR, I'VE SEEN THE RESULTS OF DATA COLLECTION AND THEN BEGINNING TO REALLY RESPOND TO THAT DATA, PARTICULARLY AS IT RELATES TO EFFORTS TO MEET OUR AFFIRMATIVE ACTION GOALS ON A FEDERAL LEVEL AND JUST THE STANDARDS WE'VE SET FOR OURSELVES. AND SO THIS PRESENTATION IS ALWAYS A GOOD REMINDER FOR US THAT WHILE WE ARE MAKING STRIDES, THERE'S STILL A LONG WAY TO GO. AND THE MOST IMPORTANT THING FOR US TO DO, PARTICULARLY THIS TIME OF YEAR, AS WE'RE CONSIDERING BUDGETS, IS TO GET THIS INFORMATION SO THAT WE MAKE SURE WE'RE RESOURCING THE PROGRAMS THAT WE NEED TO DRIVE THIS KIND OF WORK FORWARD.

AND I CONTINUE TO BE A STRONG PROPONENT OF THE UPSTREAM WORK, WORKING WITH YOUTH IN PARTICULAR, SO THAT THAT AVAILABILITY NUMBER IS AS HIGH AS POSSIBLE, SO THAT WE HAVE AS BIG A POOL OF APPLICANTS TO DRAW FROM SO THAT WE CAN FILL THESE POSITIONS. SANDERS AND CYNTHIA, THANK YOU SO MUCH FOR THE PRESENTATION, FOR THE WORK. EXECUTIVE DIRECTOR.

I THINK WE SHOULD ALL EXPRESS OUR APPRECIATION. THAT'S ALL. WE HAVE QUESTIONS ASKED. BUT CERTAINLY, THANK YOU FOR CONTINUING THE EFFORT. EXECUTIVE DIRECTOR?

THANK YOU. ANY QUESTIONS? I

JUST WANT TO ADD TO THAT I APPRECIATE THE WORK OF CYNTHIA AND SANDERS ON THIS, AND IT'S JUST A FEDERAL WAY OF LOOKING AT IT. COMMISSIONERS, YOU'VE ASKED FOR THOSE BREAKDOWN. WE HAVE ALL OUR OTHER EFFORTS TO LOOK AT THAT AND LOOK AT THE BARRIERS AND LOOK AT WAYS TO IMPROVE THAT. AND THROUGH ALL OUR DIFFERENT ASSESSMENT AND WAYS, I KNOW WE CAN CONTINUE TO MAKE PROGRESS IN THIS REGARD TO DO THAT. BUT I DO THINK HAVING THE INFORMATION AND BEING TRANSPARENT ABOUT IT IS REALLY IMPORTANT TO DO THAT, BECAUSE IF YOU'RE NOT BEING TRANSPARENT, THEN YOU DON'T KNOW THAT WE'RE ALL FOCUSED AND ALL PULLING IN THE SAME DIRECTION. BUT IT'S THE RIGHT THING TO DO. EXCELLENT. WELL,

THAT CONCLUDES OUR BUSINESS MEETING AGENDA FOR THE DAY. ARE THERE ANY CLOSING COMMENTS AT THIS TIME OR MOTIONS RELATING TO COMMITTEE REFERRALS FROM COMMISSIONER FELLEMAN?

I JUST ENCOURAGE YOU ON THE WAY OUT THE DOOR. THERE ARE THREE BEAUTIFUL PIECES OF ART ON THREE STANDS. I KIND OF THINK THEY SHOULD BE ILLUMINATED FROM THE INSIDE, BUT THEY ARE A SAMPLING OF THE WORK THAT'S GOING TO BE INSTALLED BOTH HERE AND AT 66 BY THE SCHMIDT OCEAN INSTITUTE. THAT'S A TRAVELING ART EXHIBIT. THEY HAVE ARTISTS AND RESIDENTS ON THESE DEEP OCEANOGRAPHIC VESSELS THAT ARE DOING OCEAN FLOOR MAPPING. AND SO ALL THE CRITTER THAT THEY HAVE IN THERE, THIS IS ETCHING ON GLASS, BUT THEY HAVE ARTISAN RETICENCE THAT ARE DEPICTING CREATIVELY SOME OF THESE ANIMALS THAT YOU'VE NEVER SEEN BEFORE. NO LESS, JUST THE GEOMORPHOLOGICAL FORMATIONS. EASY FOR YOU TO SAY AT THIS HOUR. BUT ANYWAY, THERE'S GOING TO BE THIS. AND AT 66, AND JUST IN TIME FOR THE RESPONSIBLE OUTDOOR TOURISM SUMMIT. IT'S AGAIN GETTING A LITTLE LATE, BUT I JUST WANTED TO MAKE SURE IT'S RIGHT THERE. WONDERFUL. COMMISSIONER HASEGAWA. I JUST



WANTED TO ECHO SOME OF THE EARLIER COMMENTS MADE BY COMMISSIONER FELLEMAN ABOUT ENTHUSIASM FOR THIS COMING OUTDOOR RECREATION SUMMIT. IT'LL BE TAKING PLACE THURSDAY ALL DAY AT BELL HARBOR. AND I REALLY WANT TO ALSO ACKNOWLEDGE THE CONTRIBUTIONS OF MY SPECIAL ADVISOR OR STRATEGIC ADVISOR, ERICA CHUNG, WHO HAS GONE TO GREAT LENGTHS TO MAKING SURE THAT WE ARE ENSURING A DIVERSITY OF VOICES. AS PANELISTS AND PARTICIPANTS, WE KNOW THAT ECOTOURISM HAS ALWAYS FELT LIKE A SAFE OR ACCESSIBLE INDUSTRY FOR COMMUNITIES OF COLOR AND PEOPLE WITH LIMITED MEANS. AND SO BRINGING THAT PERSPECTIVE INTENTIONALLY INTO THE CONVERSATION WAS REALLY IMPORTANT. AND I JUST WANT TO ACKNOWLEDGE ALL OF OUR HOSTS FOR TAKING THAT TO HEART AND REALLY LIVING THAT THROUGH. WITH THIS VERY FIRST SUMMIT, I WANTED TO CONGRATULATE THE STAFF AT SEATAC AIRPORT AND ALL OF OUR EXTERNAL RELATIONS AND INTERNATIONAL RELATIONS STAFF AS WELL. AND A VERY SUCCESSFUL TAHITI NUI EVENT. IT WAS ABSOLUTELY BEAUTIFUL. AND I THINK FOR ME, WHAT MEANT THE MOST WAS THAT IT REPRESENTS THE BRIDGE BETWEEN TWO LANDS. WASHINGTON STATE HAS THE THIRD DENSEST POPULATION OF NATIVE HAWAIIANS AND PACIFIC ISLANDERS IN AMERICA WITH A VERY SUBSTANTIVE, TAHITIAN COMMUNITY. AND WHAT THIS MEANS FOR THEM IS A NINE HOUR FLIGHT TO THEIR HOME. IT ALSO MEANS TREMENDOUS ECONOMIC OPPORTUNITY FOR FRENCH POLYNESIA. AND SO IT WAS A TREMENDOUS HONOR TO BE JOINED BY THE PRESIDENT OF FRENCH POLYNESIA AS WELL AS MEMBERS OF OUR THRIVING COMMUNITY. AND FINALLY, I DID WANT TO ACKNOWLEDGE AND WISH EVERYONE A VERY HAPPY FILIPINO AMERICAN HISTORY MONTH. FILIPINO AMERICANS HAVE BEEN VALUABLE CONTRIBUTORS TO OUR SOCIETY, OUR ECONOMY, OUR CULTURE. IT WAS RECOGNIZED AND MADE FORMAL BY GOVERNOR JAY INSLEE IN 2019 FOR THE MONTH OF OCTOBER BECAUSE OF THE RELATIONSHIP WITH THE HARVEST IN YAKIMA THAT FILIPINO FARMERS HAVE. AND SO I LOOK FORWARD TO GOING TO YAKIMA VALLEY TO CELEBRATE WITH SOME OF OUR CONTRIBUTORS AND OUR AGRICULTURAL PARTNERS THIS WEEKEND. THANK YOU. COMMISSIONER MOHAMED. THANK YOU FOR THE TIME. I HAVE HEARD FROM A LOT OF CONSTITUENTS WHO ARE FROM THE IRANIAN COMMUNITY, IRANIAN AMERICANS, AND SO I JUST WANT TO SAY THAT I STAND IN SOLIDARITY WITH THE COURAGEOUS WOMEN AND FREEDOM FIGHTERS IN IRAN WHO ARE PEACEFULLY DEMONSTRATING AND FIGHTING FOR THEIR BODILY RIGHTS, AND IT IS A DIFFICULT TIME TO BE A WOMAN IN

THIS WORLD. AND SO I JUST WANT TO EXPRESS MY SOLIDARITY FOR THEM AND JUST SAY, WOMAN LIFE AND FREEDOM. GO AHEAD, COMMISSIONER FELLEMAN. I WOULD LIKE TO JUST ACKNOWLEDGE THE FACT THAT I FAILED TO ACKNOWLEDGE ERIKA CHUNG'S CONTRIBUTION TO THE ROTT'S EXPANSION AND YOUR EFFORTS AND LEADERSHIP TO MAKE SURE THAT IT OCCURRED. AND SO BOTH OUR STAFF, DAVID YEAWORTH AND ERICA, HAVE BEEN ESSENTIAL TO THAT. AND THANK YOU SO MUCH FOR ACKNOWLEDGING THE HEROICS OF THE IRANIAN WOMEN. IT IS A TREMENDOUS THING, AND NATIVE AMERICAN OR INDIGENOUS DAY, AND ALSO A VERY IMPORTANT DAY FROM PEOPLE I WORK WITH. SO THANK YOU VERY MUCH FOR ACKNOWLEDGING ALL THOSE THINGS, AND I'M GOOD. HEARING NO FURTHER. OH, ONE MORE. GO MARINERS. WE'RE UP SEVEN TO THIRD IN THE 7TH. NOT THAT I'M WATCHING. GO MARINERS. WELL, SO THAT'S WHAT I WAS GOING TO SAY. THAT'S ALL RIGHT. I GET TO ADJOURN THE MEETING SO WE CAN GO ENJOY THE LAST FEW MINUTES. SO, HEARING NO FURTHER COMMENTS AND HAVING NO FURTHER BUSINESS, IF THERE IS NO OBJECTION, WE ARE ADJOURNED AT 3:22. GO MARINERS.