

---

This document is a text-only reovery of the original PDF file. Any graphics that were in the original PDF are not included here. If you need the original document, please contact the Commission Clerk at the Port of Seattle.

THIS IS COMMISSION PRESIDENT RYAN  
CALKINS RECONVENING THE REGULAR MEETING  
OF NOVEMBER 8, 2022. THE TIME IS  
12:08 P.M.. WE'RE MEETING IN  
PERSON TODAY AT THE PORT OF SEATTLE  
HEADQUARTERS COMMISSION CHAMBERS AND  
VIRTUALLY THROUGH MICROSOFT TEAMS.  
CLERK HART, CAN YOU PLEASE CALL THE ROLL?  
YES. THANK YOU. MR. COMMISSION  
PRESIDENT, BEFORE WE DO THAT, WILL YOU  
PLEASE MAKE THE CORRECTION REGARDING  
EXECUTIVE SESSION ATTENDANCE? THAT'S  
RIGHT. SO WE WERE ANTICIPATING- WE HAD  
MENTIONED THAT COMMISSIONER MOHAMED  
WOULD BE IN ATTENDANCE. SHE WAS NOT FOR  
EXECUTIVE SESSION. THANK YOU VERY MUCH.  
SO, FOR THE ROLE TODAY, WE'LL BEGIN WITH  
COMMISSIONER FELLEMAN. HI. THANK YOU.  
WELCOME BACK, SIR. COMMISSIONER  
HASEGAWA? PRESENT. THANK YOU.  
COMMISSIONER MOHAMED? PRESENT. THANK  
YOU. AND COMMISSIONER CALKINS. PRESENT.  
THANK YOU. 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  
TELEPHONES. TODAY, WE'VE MADE  
ARRANGEMENTS TO ACCOMMODATE THE 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'RE A  
MEMBER OF THE COMMISSION OR EXECUTIVE  
DIRECTOR PARTICIPATING VIRTUALLY, OR ARE  
A MEMBER OF STAFF IN A PRESENTATION OR  
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 THE  
ITEMS NOTED HERE WILL ENSURE A SMOOTHER  
MEETING. 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

NAME IS CALLED. TO BE EQUITABLE. I 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 AND JOIN US FOR THE PLEASURE OF ALLEGIANCE.

I PLEDGE

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

FIRST ITEM IN THE BUSINESS TODAY IS APPROVAL OF THE AGENDA. ARE THERE ANY 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?

SO MOVED. SECOND.

THE MOTION HAS BEEN MADE AND SECONDED, IS THERE ANY OBJECTION TO APPROVAL OF THE AGENDA AS PRESENTED?

HEARING NONE. THE AGENDA IS APPROVED AS PRESENTED. NEXT ON OUR AGENDA IS THE EXECUTIVE DIRECTOR'S REPORT. TODAY WE HAVE DAN THOMAS, CHIEF FINANCIAL OFFICER AND ACTING DIRECTOR, GIVING THE REPORT FOR EXECUTIVE DIRECTOR OF METRUCK TODAY. DAN, YOU HAVE THE FLOOR. THANK YOU, COMMISSIONER. YES. THE EXECUTIVE

DIRECTOR, METRUCK IS IN

SHARM EL-SHEIKH, EGYPT

REPRESENTING THE PORT AT THE 27TH CONFERENCE OF THE PARTIES TO THE UNITED NATIONS FRAMEWORK CONVENTION ON CLIMATE CHANGE, KNOWN AS COP 27. HE IS CURRENTLY THERE WITH COMMISSIONER CHO AND WILL BE JOINED BY COMMISSIONER MOHAMED AND SENIOR DIRECTOR OF ENVIRONMENT, SUSTAINABILITY AND ENGINEERING, SANDY KILROY LATER THIS WEEK. THE FOCUS OF THIS YEAR'S CONFERENCE IS IMPLEMENTATION OF SOME OF THE MAJOR CLIMATE CHANGE AND CARBON REDUCTION GOALS THAT HAVE BEEN SET AT PREVIOUS COP EVENTS.

PARTICULARLY RELEVANT TO US, THERE WAS A MAJOR FOCUS ON MARITIME DECARBONIZATION, INCLUDING MUCH DISCUSSION OF GREEN CORRIDORS. IN FACT, YESTERDAY COMMISSIONER CHO WAS ABLE TO BE PART OF A MAJOR ANNOUNCEMENT WITH MANY WORLD LEADERS AND CEOS REGARDING A NEW GLOBAL GREEN SHIPPING CHALLENGE. AS PART OF THAT EVENT, COMMISSIONER CHO SPOKE TO A

NEW FEDERALLY FUNDED FEASIBILITY STUDY FOR A GREEN SHIPPING CORRIDOR BETWEEN THE NORTHWEST SEAPORT ALLIANCE AND BUSAN, SOUTH KOREA. THIS ANNOUNCEMENT IS A GREAT EXAMPLE OF WHY OUR PRESENCE AT COP 27 IS NOT ONLY A CHANCE TO PROMOTE OUR LEADING EFFORTS ON SUSTAINABILITY, BUT ALSO TO CONNECT WITH POTENTIAL PARTNERS, FUNDERS AND KEY POLICYMAKERS WHO CAN SUPPORT OUR WORK. WE LOOK FORWARD TO HEARING MORE ABOUT PORT SPECIFIC OUTCOMES ONCE COMMISSIONERS AND STAFF RETURN. FOLLOWING THAT CONFERENCE, STEVE WILL HEAD TO JAPAN WITH COMMISSIONERS CHO, FELLEMAN, AND HASEGAWA ON THE SEATTLE CHAMBER'S INTERNATIONAL STUDY MISSION WITH MANY OTHER LEADERS FROM ACROSS THE STATE. ONE OF THE TRIP HIGHLIGHTS WILL BE THE VISIT TO KOBE TO CELEBRATE THE 65TH ANNIVERSARY OF THE SEATTLE KOBE SISTER CITY RELATIONSHIP AND THE 55TH ANNIVERSARY OF THE PORT OF SEATTLE KOBE SISTER PORT RELATIONSHIP. WE WILL HAVE THE OPPORTUNITY TO LEARN MORE ABOUT KOBE'S LEADING WORK ON HYDROGEN AND ALTERNATIVE FUELS, WHICH CONNECTS DIRECTLY BACK TO OUR GREEN CORRIDOR WORK AND OVERALL MARITIME DECARBONIZATION EFFORTS. WE WELCOME BOTH OF THESE OPPORTUNITIES TO SPREAD THE GOOD WORD ABOUT ALL THE GOOD WORK THAT IS GOING ON AT THE PORT AND APPRECIATE THE EXCHANGE OF IDEAS AND INNOVATIONS TO MAKE OUR REGION A BETTER PLACE. I WOULD ALSO LIKE TO ACKNOWLEDGE THAT NOVEMBER IS NATIVE AMERICAN HERITAGE MONTH. THIS IS A TIME TO CELEBRATE RICH AND DIVERSE CULTURES, TRADITIONS AND HISTORIES AND TO ACKNOWLEDGE THE IMPORTANT CONTRIBUTIONS OF NATIVE PEOPLE. IT IS ALSO A TIME TO RAISE AWARENESS ABOUT THE UNIQUE CHALLENGES NATIVE PEOPLE HAVE FACED, BOTH HISTORICALLY AND IN THE PRESENT, AND THE WAYS IN WHICH TRIBAL CITIZENS HAVE WORKED TO CONQUER THESE CHALLENGES. AS PART OF OUR COMMITMENT TO EQUITY AND TO BEING A TRULY ANTIRACIST ORGANIZATION, WE KNOW THAT WE NEED TO MOVE BEYOND SIMPLE LAND ACKNOWLEDGMENTS AND TOWARD MEANINGFUL ACTION. ONE SMALL WAY WE ARE DOING THAT THIS MONTH IS BY HOSTING THREE LUNCHEON LEARNS FOCUSED ON THE LEGAL, POLITICAL AND RELATIONAL LANDSCAPE OF LOCAL TRIBES. THE FINAL EVENT IN THIS SERIES WILL BE ON NOVEMBER 14, AND I WANT TO PROVIDE MY DEEPEST THANKS TO EXTERNAL RELATIONS AND THE OFFICE OF EQUITY, DIVERSITY AND INCLUSION FOR FACILITATING THESE IMPORTANT CONVERSATIONS. IN ADDITION, THE PORT'S NATIVE AMERICAN COMMITTEE, OTHERWISE KNOWN AS NAC, IS SPOTLIGHTING

A NATIVE AMERICAN LEADER EACH WEEK ON COMPASS. I'M GRATEFUL FOR THESE OPPORTUNITIES TO LEARN AND WOULD LIKE TO WISH EVERYONE A HAPPY NATIVE AMERICAN HERITAGE MONTH. MOVING TO TODAY'S COMMISSION MEETING, I WOULD LIKE TO HIGHLIGHT A FEW ITEMS ON OUR CONSENT AGENDA. WE HAVE SEVERAL ACTIONS THAT HIGHLIGHT OUR COMMITMENT TO RESILIENCY, SUSTAINABILITY AND RENEWAL AND REPLACEMENT. ITEM EIGHT D IS AN AUTHORIZATION THAT WILL HELP US BE BETTER PREPARED FOR SNOW EVENTS AT SEA. EARLIER THIS YEAR, YOU APPROVED PROCUREMENT OF NEW SNOW PLOWS, AND THAT EQUIPMENT IS DUE TO ARRIVE IN SEVERAL WEEKS. THIS ACTION HELPS ENSURE WE HAVE ADEQUATE DEICING FLUID FOR OUR RUNWAYS AND ROADWAYS. ITEM EIGHT H IS A NEW COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 117, REPRESENTING 75 POLICE OFFICERS WHO WERE SIGNED TO THE PORT OF SEATTLE POLICE DEPARTMENT. THE NEW AGREEMENT INCLUDES PROVISIONS FOR CONTRACTED LAW ENFORCEMENT OFFICERS, INCREASES IN WAGES AND HEALTH INSURANCE PREMIUMS, MODIFICATIONS TO SQUAD ASSIGNMENTS, TERMS RELATED TO THE PORT'S VACCINE MANDATE POLICY AND LANGUAGE ACKNOWLEDGING A COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION. ITEMS EIGHT J AND EIGHT K WILL AUTHORIZE PURCHASE OF AN INDUSTRIAL CATCH BASE AND CLEANING TRUCK AND A STREET SWEEPER FOR MARINE MAINTENANCE AND OUR STORMWATER UTILITY. NOT ONLY DO THESE VEHICLES HELP ENSURE EFFICIENT AND RELIABLE OPERATIONS, BUT THEY ARE ALSO ENVIRONMENTALLY FRIENDLY. LIKE ALL MARINE MAINTENANCE VEHICLES, THEY WILL RUN ON RENEWABLE DIESEL IN LINE WITH THE PORT'S SUSTAINABLE FLEET PLAN. ITEM EIGHT L IS AN ACTION TO REPLACE THE PIER 66 FENDER SYSTEM WITH A MORE ENVIRONMENTALLY FRIENDLY ALTERNATIVE. FINALLY, I WANT TO NOTE THE CONSENT VOTES ON THE PART 150 NOISE AND LAND USE COMPATIBILITY STUDY AND THE 2023 STATE LEGISLATIVE AGENDA. THESE ARE VERY IMPORTANT ITEMS AND WERE BRIEFED AT YOUR LAST COMMISSIONER MEETING. MOVING TO THE ACTION AGENDA, WE HAVE TWO VERY IMPORTANT FINANCIAL DISCUSSIONS, WHICH IS THE KEY REASON WHY I'M HERE IN THE CHAIR FOR STEVE TODAY. WE'LL BEGIN WITH INTRODUCTION TO THE PORT'S 2023 BUDGET, INCLUDING THE PROPOSED 2% INCREASE IN THE PORT'S PROPERTY TAX LEVY. I'LL HAVE MORE TO SAY ABOUT THIS AS WE DISCUSS THAT ITEM. WE'LL ALSO HEAR A FIRST READING OF THE 2023 SALARY AND BENEFITS RESOLUTION, WHICH INCLUDES IMPORTANT UPDATES IN OUR

EFFORTS ON PAY EQUITY, AMONG OTHER KEY INVESTMENTS. NOW LASTLY, AS ALL OF YOU KNOW WELL TODAY IS ELECTION DAY. THERE ARE SEVERAL IMPORTANT ELECTIONS AND BALLOT MEASURES UP FOR CONSIDERATION, AND I WOULD LIKE TO REMIND EVERYONE LISTENING THAT THEY HAVE UNTIL 08:00 P.M. TODAY TO MAIL IN THEIR BALLOTS OR FIND ONE OF THE INPERSON POLLING PLACES AROUND THE STATE. YOU CAN EVEN STILL REGISTER TO VOTE IN PERSON AT A COUNTY ELECTION OFFICE. THANK YOU TO EVERYONE FOR EXERCISING THIS IMPORTANT CIVIC DUTY. THANK YOU. AND THAT'S MY REPORT. THANK YOU, DAN. AT THIS TIME, WE'RE GOING TO TURN TO ERICA CHONG, WHO IS GOING TO PROVIDE COMMITTEE REPORTS. SHE'S A COMMISSION STRATEGIC ADVISOR. THANK YOU, ERICA. GO AHEAD. GOOD AFTERNOON, COMMISSIONER. PRESIDENT CALKINS AND COMMISSIONERS. I HAVE ONE COMMITTEE REPORT FOR YOU TODAY. ON OCTOBER 28, COMMISSIONERS CHO AND MOHAMED CONVENED THE EQUITY AND WORKFORCE DEVELOPMENT COMMITTEE. COMMISSIONERS HEARD AN UPDATE ON THE DRAFT LANGUAGE OF THE EQUITY POLICY DIRECTIVE AND GAVE COMMITTEE APPROVAL OF THE FRAMEWORK OF THE DRAFT DIRECTIVE. STAFF ARE WORKING TO REFINE LANGUAGE IN THE DRAFT AND, PER COMMISSIONER MOHAMMAD'S INPUT, WILL EXPLORE LANGUAGE AROUND SPENDING A CERTAIN PERCENTAGE OF THIS BUDGET ON EQUITY RELATED INVESTMENTS. STAFF WILL THEN OFFER BRIEFING ON THE EQUITY POLICY DIRECTIVE DRAFT TO COMMISSIONERS, AND SET UP LISTING SESSIONS WITH PORT STAFF AND EXTERNAL EXPERTS ON EQUITY BEFORE INCORPORATING ANY FEEDBACK AND BRINGING THE DIRECTIVE TO COMMISSIONER FOR POTENTIAL APPROVAL IN 2023. THIS CONCLUDES MY REPORT. THANK YOU. ANY QUESTIONS OR COMMENTS FROM COMMISSIONERS ON COMMITTEE REPORTS?

ALL RIGHT.

WE ARE NOW AT THE PUBLIC COMMENT 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. BEFORE WE TAKE PUBLIC COMMENT, I WANT TO REVIEW OUR RULES FOR IN PERSON AND VIRTUAL PUBLIC COMMENT. EACH COMMENTER WILL HAVE TWO MINUTES TO SPEAK AND SHOULD STAY WITHIN THE ALLOTTED TIME. A TIMER WILL APPEAR ON THE SCREEN AND A BUZZER WILL SOUND AT THE END OF THE TWO MINUTE PERIOD. FOR EACH SPEAKER, 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 COMMISSIONER 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 TIMES 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; 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 PLEASE REPEAT YOUR NAME FOR THE RECORD AND STATE YOUR TOPIC RELATED TO THE CONDUCT OF PORT BUSINESS. IF YOU'RE ON THE TEAM'S 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 TWO MINUTES PER PERSON. CLERK HART, YOU PLEASE CALL HER FIRST SPEAKER? YES, WE'LL BEGIN WITH THE ROOM. OUR FIRST SPEAKER IS ALEX ZIMMERMAN. ALEX, IF YOU COULD RESTATE YOUR NAME FOR THE RECORD AND YOUR TOPIC RELATED TO THE CONDUCT OF PORT BUSINESS, PLEASE. ABSOLUTELY. I DO INTEREST FOR ALL MY LIFE. THANK YOU. I'M TOO MUCH SPEND TIME IN SCHOOL. SO BE STUPID. WHERE IS TIME? IT'LL POP UP AS SOON AS YOU STATE YOUR NAME AND THE TOPIC. OKAY, NO PROBLEM. YEAH. MY NAME IS ALEXANDERMAN. I'M A PRESIDENT OF STAND UP AMERICA. AND CAN YOU STATE THE TOPIC THAT YOU'RE GOING TO BE SPEAKING TO? YEAH, I SPEAK ABOUT ADOPTION OF STATE LEGISLATIVE AGENDA. OKAY. YEAH. ZEEHILE, MY LOVELY COMMISSIONER YEAH,

YEAH I THINK YOU KNOW SO GOOD. BUT EXACTLY WHAT HAS I COME TODAY AND ONE SPEAK ABOUT THIS? BECAUSE I DON'T THINK SO. FOR MANY YEARS YOU INTERPRET STATE LEGISLATIVE AGENDA IN CIVILIZED WAY. FOR EXAMPLE YOU DON'T KNOW WHAT IS MEAN OPEN PUBLIC MEETING ACT? I DON'T THINK SO. YOU SOMEBODY FROM YOU EVER TALK ABOUT THIS? SO I MAKE A LITTLE BIT MEMORANDUM FOR YOU, YOU KNOW WHAT I MEAN? THIS MEMORANDUM WILL EXPLAIN TO YOU DIRECTION WHAT IS I SEE FOR MANY YEARS. YEAH WHAT IS IC BEFORE IN SEATTLE KING COUNTY I LIVED 35 YEARS ENOUGH TO UNDERSTAND WHY IT'S GOING ON. SO THIS MEMORANDUM EXPLAINED TO YOU SO YOUR INTERPRETATION COMES SOMETHING WHAT IS I TALKING IT'S SOMETHING FASCISM, YOU KNOW WHAT I MEAN? EPIC CENTER OF FASCISM IN AMERICA. SEATTLE AND KING COUNTRY. SO MY MEMORANDUM EXPLAIN YOU DO NOT HAVE A FREEDOM OF SPEECH. NO SEATTLE CONSUL, NO KING COUNTRY CONSUL, NO SOUND TRANSIT CONSUL, NO SEATTLE SCHOOL BOARD, NOT SEATTLE BOARD COMMISSIONER, NO PCRC MEETING, NO CFL CITY CLUB. I CALL THIS NAZI GESTAPO DEMOCRACY FORCISM MR. WHAT IS THIS EXACTLY WHAT IS? I EXPLAINED TO YOU BECAUSE MR. ZIMMERMAN, IF YOU CAN REMAIN ON THE TOPIC THAT YOU SAID YOU IT'S EXACTLY WHAT I AM TALKING YOU INTERPRETATE DECISION WHAT IS MADE IN A STATE LEGISLATIVE AGENDA TOTALLY IN DIFFERENT DIRECTIONS AND I SEE THIS FOR MANY YEARS. STAND UP AMERICA. WE NEED SOMETHING DOING ABOUT THIS. THANK YOU VERY MUCH. I GIVE THIS TO YOU. THANK YOU, MR. ZIMMERMAN. AYES, I GIVE THIS TO YOU ABOUT WHAT IS HAPPENING. CLERK HART, PLEASE CALL THE NEXT SPEAKER. THANK YOU, ALEX. YES, OUR NEXT SPEAKER IS JOINING US FROM TEAMS, AND IT'S JEANNIE FULCHER. JEANNIE, IF YOU CAN RESTATE YOUR FULL NAME FOR THE RECORD AND YOUR TOPIC RELATED TO THE CONDUCT OF THE PORT BUSINESS, PLEASE. SURE. HI, EVERYONE. MY NAME IS JEANNIE FULTURE. I'M THE LABOR EQUITY ANALYST ON THE CITY OF SEATTLE'S PRIORITY HIRE TEAM, AND I'M HERE TO SUPPORT THE PORT INVESTMENTS IN WORKER OUTREACH, TRAINING, RETENTION AND WRAPAROUND SERVICES, AND CONSTRUCTION TRADES AND GREEN JOBS. THANK YOU. THE CITY OF SEATTLE WORKS CLOSELY WITH THE PORT TO MEET PUBLIC CONSTRUCTION DEMAND BY DIVERSIFYING, EXPANDING AND RETAINING THE WORKFORCE. THESE EFFORTS NEED ATTENTION AND COMMITMENT THROUGH WORKFORCE INVESTMENTS. OTHERWISE WE RISK LEAVING OUR UNDER SERVED COMMUNITIES



BEHIND. WORKERS ON OUR PUBLIC PROJECTS HAVE QUALITY JOBS WITH LIVING WAGES, BENEFITS, CAREER ADVANCEMENT, AND WORKPLACE SAFETY. AS PUBLIC OWNERS, IT'S OUR RESPONSIBILITY TO CREATE ACCESS AND TRAINING FOR BIPOC AND WOMEN WORKERS WHO HAVE BEEN UNDERREPRESENTED IN THE INDUSTRY. WE ARE ANTICIPATING A WORKER SHORTAGE IN THE COMING YEARS. THE TRADES WE NEED TO COMPLETE OUR PUBLIC PROJECTS ARE EXPECTING A REGIONAL ANNUAL AVERAGE GAP OF NEARLY 5000 WORKERS, AND CURRENTLY CONSTRUCTION HAS MORE WHITE AND MALE WORKERS THAN OTHER SECTORS. WORKFORCE INVESTMENTS WILL HELP FILL THOSE GAPS AND DIVERSIFY THE WORKFORCE. THESE EFFORTS CAN ALSO ADDRESS ANY BULLYING, HAZING, AND HARASSMENT THAT BIPOC WORKERS, WOMEN AND APPRENTICES MAY EXPERIENCE WHILE WE WORK TOGETHER TO SHIFT THE CULTURE IN THE INDUSTRY, OUR WORKFORCE INVESTMENTS MAKE A VERY REAL DIFFERENCE IN PEOPLE'S LIVES. ONE EXAMPLE IS JOHN, WHO WENT THROUGH ANU'S PREAPPRENTICESHIP TRAINING PROGRAM AFTER SPENDING TIME IN A CORRECTIONAL FACILITY. ANU, WHICH IS JOINTLY FUNDED THROUGH THE CITY PORT AND SOUND TRANSIT, GAVE JOHN THE OPPORTUNITY TO TRAIN AND PRIORITY HIRED PROVIDED THE OPPORTUNITY TO WORK. JOHN HAS SINCE COMPLETED AYE. APPRENTICESHIP PROGRAM AND HAS WORKED ON MANY LARGE PUBLIC PROJECTS ACROSS THE REGION. HE'S PROUD OF AYE. ACCOMPLISHMENTS AND LOVES AYE. JOB AND AYE. NEW LIFE. THIS IS OUR TIME TO MAKE A DIFFERENCE FOR UNDERSERVED COMMUNITIES AND ENSURE THAT WE'RE ABLE TO BUILD OUR PUBLIC PROJECTS WITH A TRAINED AND READY WORKFORCE. THE PORT'S INVESTMENTS IN WORKER OUTREACH, TRAINING, RETENTION, AND WRAPAROUND SERVICES WILL HELP US GET THERE. THANK YOU. THANK YOU, MS. FULTURE. THANK YOU, MISS. WALTER CLARK. NEXT SPEAKER? YES. OUR NEXT SPEAKER IS MARY ANNE TABOT. MARIANNE, IF YOU COULD PLEASE REPEAT YOUR FULL NAME FOR THE RECORD AND YOUR TOPIC RELATED TO THE CONDUCT OF PORT BUSINESS, PLEASE. HI. YES, GOOD AFTERNOON. MY NAME IS MARIANA TALBOT. I AM THE PRE APPRENTICESHIP OUTREACH RETENTION COORDINATOR FOR THE NORTHWEST CARPENTERS INSTITUTE, HERE TO TALK ABOUT THE PRE APPRENTICESHIP PROGRAM THAT WE JUST GRADUATED THAT WAS FUNDED BY THE PORT OF SEATTLE. THANK YOU, MARIANNE. YEAH, SO I JUST WANTED TO HAVE THE OPPORTUNITY TO FIRST AND FOREMOST THANK THE PORT OF SEATTLE FOR THE FUNDING THAT WE HAD RECENTLY BEEN RECEIVED. WE RECENTLY GRADUATED OUR FIRST OUT OF THREE COHORTS FOR THE CARPENTER'S APPRENTICESHIP,



SPECIFICALLY THE PRE APPRENTICESHIP PROGRAM. THIS LAST COHORT, WE WERE ABLE TO TRAIN AND GRADUATE TWELVE STUDENTS ALL OF WHOM EITHER COME FROM MY BIPOLAR COMMUNITY AND OR RESIDE IN THOSE ECONOMICALLY DISTRESSED ZIP CODES. WE WERE ALSO ABLE TO TRAIN THREE WOMEN THAT ARE NOW GETTING IN THE PROCESS OF GETTING INTO THE CARPENTERS UNION INTO THE APPRENTICESHIP PROGRAM. BECAUSE OF THIS FUNDING, WE'VE BEEN ABLE TO GIVE CAREER OPPORTUNITIES, MAKING LIVABLE WAGES WITH BENEFITS TO A COMMUNITY THAT IS CONSIDERED UNDERREPRESENTED. WE ARE ABLE TO GET THEM THE SKILLS TRAINING, WE'RE ABLE TO HELP THEM REMOVE BARRIERS SUCH AS CHILDCARE LICENSING, HELPING THEM WITH THEIR TOOLS. WE'RE ABLE TO GET THEM ON THESE PUBLIC PROJECTS AND REALLY HELP TO CHANGE KIND OF THE CULTURE THAT'S HAPPENING OUT THERE IN THE INDUSTRY. SO THIS FUNDING HAS REALLY HELPED US IN SUPPORTING GETTING PEOPLE THAT DON'T ALWAYS HAVE THE ACCESSIBILITY AND ACCESS TO GET INTO THESE LIVABLE CAREERS. AND SO WITH THAT FUNDING, IT HAS HELPED US TO BE ABLE TO BRING IN 123 PEOPLE OF COLOR, WHICH MAKES UP 71% OF OUR GRADUATES. AND WE'VE ALSO BEEN ABLE TO BRING 37 WOMEN, WHICH IS 21% OF OUR GRADUATES, PLACED INTO THE APPRENTICESHIP PROGRAM BECAUSE OF FUNDING LIKE THE PORT OF SEATTLE, WHERE WE'RE ABLE TO GET OUT THERE INTO THE COMMUNITY AND TO HELP BRIDGE THESE CAREER PATHWAYS INTO THESE, AGAIN, LIBERAL WAGES INTO THESE CAREERS. SO I DID SEND OUT A REPORT TO THE COMMISSIONER CHO REVIEW, JUST GIVING A HIGHLIGHT OF OUR STATISTICS AS WELL AS SOME TESTIMONIALS FROM THE MOST RECENT GRADUATES AND HOPING THAT WE CAN SEE CONTINUED FUNDING FOR PRE APPRENTICESHIP TO HELP OUR COMMUNITIES.

THANK YOU VERY MUCH, MISS ELLIOT.  
CLERK HART NEXT SPEAKER?

YES, THANK YOU. OUR NEXT SPEAKER IS DAVID GOBBLE. DAVID, IF YOU COULD PLEASE GO AHEAD AND REPEAT YOUR FULL NAME FOR THE RECORD AND STATE YOUR TOPIC RELATED TO THE CONDUCT OF PORT BUSINESS, PLEASE. YEAH. HI. I'M DAVID GLOBAL. I'M THE PRESIDENT OF THE 501 C THREE WASH DOT FIRST GUYS FORMED IN THE WAKE OF NEXT STEP IMPLEMENTATION AT CTAD SEVERAL YEARS AGO. I'M HERE TODAY TO SPEAK ON THE UPCOMING PART 150 STUDY. THANK YOU, DAVID. OKAY, SO I KIND OF INTEREST. SO PART 150 IS PURELY ADMINISTRATIVE ARTIFACT. IT'S PART OF THE REGULATORY CODE.

MR. GOBBLE, WE'VE LOST YOUR SOUND. YOU APPEAR TO BE MUTED. SORRY ABOUT THAT.

OKAY, WHY DON'T WE JUST START OVER FOR RESTARTING YOUR TIME? DAVID, GO AHEAD. DAVID OK. DID YOU HEAR MY NAME? WE DID, YES. GO AHEAD WITH THE CONTENT. OKAY, SO PART 150, IT'S A PURELY ADMINISTRATIVE ARTIFACT. IT'S PART OF THE REGULATORY CODE. SO IT DOESN'T HAVE THE SAME TEETH AS AN EA, WHICH IS UNDERNEATH A FEDERAL LEGISLATION. BUT STILL, IT'S A VERY IMPORTANT STUDY THAT'S DONE EVERY SEVERAL YEARS AT THE PORT TO LOOK AT THE NOISE IMPACTS AROUND THE COMMUNITIES. AND I KIND OF HAVE AN INTERESTING HISTORY WITH IT BECAUSE WHEN NEXT GEN FIRST BECAME SUBSTANTIALLY IMPLEMENTED AROUND 2015 OVER VASHON ISLAND, AND I WAS LIKE, WHAT'S GOING ON? WHY ARE ALL THESE FLIGHTS NOW OVER ME? THAT NEVER WERE BEFORE. THAT'S WHEN I DISCOVERED THAT THE LAST PART 150 WAS DONE THE PREVIOUS YEAR IN 2014. SO IT WAS KIND OF UNFORTUNATE THAT THIS REALLY KIND OF MAJOR STUDY OF NOISE WAS DONE RIGHT BEFORE WHAT DAVID SUMEE, WHO'S THE NORTHWEST REGIONAL DIRECTOR OF THE FAA, DESCRIBED AS THE LARGEST CHANGE IN FLIGHT PROCEDURES SINCE THE INTRODUCTION OF CIVILIAN RADAR, WHICH WAS NEXT GENERATION FOCUSING ON TRACKS OVER FASHION ISLAND. AND YET THIS VERY IMPORTANT STUDY WAS DONE THE YEAR BEFORE THIS MAJOR CHANGE. SO THIS IS AN IMPORTANT MILESTONE COMING UP. THE APARTMENT 50 AND I ASSUME EXPECT IT'S GOING TO REALLY FOCUS ON THINGS THAT HAVE CHANGED SINCE THE LAST ONE. AND AGAIN, DAVID SUMI, THE REGIONAL ADMINISTRATOR OF THE FA, DESCRIBED NEXT GEN AS IMPLEMENTED OVER RATIONALES, ESPECIALLY WITH THE PRECISE RNP PROCEDURES AS THE MOST SIGNIFICANT CHANGE. SO I'M REALLY LOOKING FORWARD TO THE COMMISSION AND THE PORT IN GENERAL BECOMING VERY INVOLVED IN THE PART 150 AND MAKING SURE THAT IT IS COMPREHENSIVE AND AUTHORITATIVE AND LOOKS AT ALL THE NOISE IMPACTS, ESPECIALLY THE ONES THAT HAVE HAPPENED SINCE THE PREVIOUS PART 150 SITE. THANK YOU. THANK YOU, MR. GOBBLE. CLERK HART. SPEAKER. YES, OUR LAST SPEAKER SIGNED UP TODAY IS ROXANNE THAYER. ROXANNE, IF YOU CAN PLEASE REPEAT YOUR FULL NAME FOR THE RECORD AND YOUR TOPIC RELATED TO THE CONDUCT OF PORT BUSINESS, PLEASE. YES, MY NAME IS ROXANNE THAYER AND I'D LIKE TO ADDRESS THE PORT 150 STUDY IN RELATIONSHIP TO VASHON MORAY ISLAND. THANK YOU. OKAY. I HAVE LIVED ON VASHON ISLAND IN THE SAME HOUSE FOR 42 YEARS AND

UNTIL NEXT GEN FLIGHT CHANGES OCCURRED. THE FLIGHTS OVER VASHON AND MURRAY ISLAND, AND IN PARTICULAR OUR HOME, WERE EQUITABLY DISTRIBUTED ACROSS THE SOUND. NOW, PARTICULARLY IN SOUTH FLOW, THEY RUN EVERY TWO MINUTES FROM ABOUT 04:00 A.M. UNTIL AFTER 11:00 P.M. AND THEN LESS FREQUENTLY THROUGH THE NIGHT, WITH EXTREMELY LOUD ONES STARTING QUITE OFTEN AROUND 04:00 A.M. IN THE MORNING. AND LET ME REITERATE, WHAT WE'RE REQUESTING IS NOT A REMOVAL OF PLANES, BUT AN EQUITABLE DISTRIBUTION ACROSS THE SOUND. NEXT JAN. FLIGHTS ARE DISRUPTIVE OF BEING ABLE TO DO BUSINESS FROM HOME, WHICH I DO AND MAKE SLEEPING AND OR ANYTHING ELSE YOU'D LIKE TO DO QUITE DIFFICULT. IT'S A VERY DIFFERENT EXPERIENCE LIVING IN THE SAME HOUSE I'VE LIVED IN FOR 43 YEARS. SO I WOULD LIKE TO ASK THAT VASHON AND MAURY ISLAND BE INCLUDED IN THE PART 150 STUDY. ALSO, I WOULD LIKE TO ADDRESS THE FACT THAT IT APPEARS THAT BACHELOR HAS BEEN SYSTEMATICALLY ISOLATED FROM PARTICIPATION IN SEVERAL WAYS. WE WERE TOLD AT A START MEETING THAT COMPLAINTS ARE NOT COUNTED. WE HAVE THE LARGEST NUMBER OF COMPLAINTS HOUSEHOLDS AND NUMBER OF COMPLAINTS AS WELL. OUR SOUND RECORDER, WHICH WAS HERE FOR A SHORT WHILE, WE REQUESTED TWO. WE GOT ONE. THAT ONE HAS BEEN REMOVED AND IS NOW SITTING IN A CLOSET SOMEWHERE AND THEIR MEETINGS HAVE JUST THEY JUST MOVED TO HAVE THEIR MEETINGS. BASICALLY SHUT PEOPLE OUT OF VISUAL AND HEARING. SO THAT'S MY ADDRESS. THANK YOU SO MUCH FOR YOUR TIME. THANK YOU, MS. THERE. THAT CONCLUDES OUR SIGNUPS FOR TODAY. IS THERE ANYONE ELSE PRESENT ON THE TEAM'S CALL OR PRESENT HERE IN THE ROOM WHO DIDN'T SIGN UP, BUT WHO STILL WISHES TO ADDRESS THE COMMISSION? OKAY, AT THIS TIME, I'LL ASK THE CLERK TO PLEASE GIVE A SYNOPSIS OF ANY WRITTEN COMMENTS THAT WE RECEIVED. THANK YOU, MR. COMMISSION PRESIDENT. MEMBERS OF THE COMMISSION. WE HAVE RECEIVED THREE WRITTEN COMMENTS FOR TODAY'S MEETING. THE FIRST COMES FROM JORDAN VAN VOST, WHO SPEAKS REGARDING THE WORLD'S POPULATION GROWTH AND CLIMATE CRISIS, URGES SUPPORT TO READ THE CRITIQUE OF THE GREEN CORRIDOR, WHICH SEATTLE CRUISE CONTROL HAS SHARED, AND ASKED THE PORT TO STOP PROMOTING NONESSENTIAL AIR AND CRUISE TOURISM. AND THEN THE OTHER TWO WRITTEN COMMENTS THAT WE RECEIVED WERE FROM ROXANNE THERE AND MARIANNE TABOT SUPPORTING THEIR SPOKEN COMMENTS HERE TODAY. AND ALL OF

THESE WRITTEN COMMENTS HAVE BEEN PREVIOUSLY DISTRIBUTED TO YOU AND ARE PART OF THE MEETING RECORD. THAT CONCLUDES THE WRITTEN COMMENTS TODAY. THANK YOU, CLERK HART. BEFORE WE MOVE ON TO THE CONSENT AGENDA, I JUST WANT TO MAKE A QUICK COMMENT. WE'VE HEARD THE NEWS THAT THERE HAS BEEN A SHOOTING AT INGRAM HIGH SCHOOL HERE IN SEATTLE, AND I THINK IT'S IMPORTANT TO ACKNOWLEDGE THAT THERE ARE STAFF MEMBERS WHO'VE BEEN AFFECTED. AND ALSO, IT IS A REMINDER THAT UNFORTUNATELY, SOMETHING IS BROKEN IN OUR SYSTEM REGARDING THE POSSESSION OF WEAPONS THAT CAN CAUSE THIS KIND OF DANGER, EVEN IN ONE OF THE MOST SACRED SPACES IN OUR DEMOCRACY, WHICH IS OUR EDUCATION SYSTEM FOR OUR CHILDREN. AND SO TODAY, WE AT THE PORT ARE KEEPING THE VICTIMS AND THEIR FAMILIES IN OUR THOUGHTS AND PRAYERS, AND WE HOPE FOR THE BEST OUTCOME FOR THIS AND THAT IT DOES NOT SPREAD ANY FURTHER IN THIS AREA. SO WITH THAT ACKNOWLEDGEMENT, I WANT TO MOVE ON TO THE CONSENT AGENDA. AND CLERK, I'M GOING TO NEED YOUR HELP HERE BECAUSE WE DO ACTUALLY, IN FACT, WANT TO REMOVE AN ITEM. I'VE HAD A COMMISSIONER ASK THAT WE REMOVE ITEM EIGHT M. SO I KNOW WE'VE ALREADY PASSED THE AGENDA, BUT CAN YOU TELL ME, CAN WE JUST ASK FOR A MOTION TO REMOVE A CONSENT AGENDA ITEM AT THIS TIME? IT IS NOT A FORMAL MOTION. OKAY? THEY CAN JUST ASK. OKAY. ALRIGHT. SO I'LL ASK AGAIN FOR ANY ITEMS FROM THE CONSENT AGENDA TO BE REMOVED? YES. I WOULD LIKE TO REMOVE ITEM EIGHT M. ALL RIGHT, ANY OBJECTIONS TO THAT? NO. GREAT. OKAY, I GUESS IT'S REMOVED. SO 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. AT THIS TIME, THE CHAIR WILL ENTERTAIN A MOTION TO APPROVE THE CONSENT AGENDA ITEMS COVERING ITEMS ABCDEFGHIJKLN AS IN NANCY AND O. SO MOVED. SECOND. ALL RIGHT. THE MOTION WAS MADE AND SECONDED. 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 ITEM. ALL RIGHT. AND NOW WE'LL MOVE IMMEDIATELY TO AND THAT MOTION PASSES. YES WITH FOUR AYES AND NAYS

AND MOTION PASSES AT THIS TIME. SO THAT ITEM EIGHT M WILL NOW MOVE TO THE TOP OF THE NEW BUSINESS AGENDA. AND SO I'M GOING TO ASK ACTING EXECUTIVE DIRECTOR DAN THOMAS TO INTRODUCE THE ITEM. I'LL GO AHEAD AND READ IT INTO THE RECORD FIRST. THANK YOU, CLERK HART. YOU'RE WELCOME. I BELIEVE DAN IS HERE AND AVAILABLE FOR ANY TO ANSWER ANY QUESTIONS.

OKAY. SO CLERK HART WILL READ IT IN THE RECORD. DAN, YOU'LL INTRODUCE IT, AND THEN I'M JUST GOING TO HAVE US INSTEAD OF DOING A PRESENTATION, I'M JUST GOING TO HAVE US TURN TO QUESTIONS AND WE'LL GO FROM THERE. THANK YOU. THIS IS AGENDA ITEM EIGHT M, AUTHORIZATION FOR THE EXECUTIVE DIRECTOR TO INITIATE AN UPDATE TO THE PART 150 NOISE AND LAND USE COMPATIBILITY STUDY TO PROCURE CONSULTANTS, DEVELOP SCRIPTS OF WORK, AND TO DESIGN, IMPLEMENT, AND GUIDE THE NEXT SEA PART 150 NOISE AND LAND USE COMPATIBILITY STUDY UPDATE.

HANG ON.

THERE WAS A CUT AND PASTE THERE AND THE AMOUNT OF \$6 MILLION AND A TOTAL ESTIMATED PROJECT COST OF \$7 MILLION. COMMISSIONERS, HE RECEIVED A BRIEFING ON THIS ITEM AT OUR LAST COMMISSION MEETING. THIS ACTION ENABLES THE PROCUREMENT OF A CONSULTANT TO HELP DESIGN A STUDY UPDATE RELATED TO AIRCRAFT NOISE IN COMMUNITIES SURROUNDING SEA. IN PARTICULAR, THE STUDY WILL HELP TO DETERMINE ANY CHANGES IN THE 65 DNL NOISE CONTOUR THAT DETERMINES THE AVAILABILITY OF FEDERAL SOUND INSULATION FUNDING. THE COMPLETION OF THE PREVIOUS UPDATE TOOK PLACE IN 2014, AND WE HOPE TO LAUNCH THE NEW STUDY BY THE END OF 2023 AFTER A ROBUST SCOPING AND COMMUNITY ENGAGEMENT PROCESS. AND HERE TO ANSWER ANY QUESTIONS AS STAN SHEPARD, SENIOR MANAGER OF AVIATION NOISE PROGRAMS. ALL RIGHT, COMMISSIONER MOHAMED, SINCE YOU PULLED THE ITEM, I'M GOING TO LET YOU HAVE A FIRST CRACK. THANK YOU. WELL, I'M GLAD THAT SENIOR MANAGER OF THE AIRPORT PROGRAM IS HERE WITH US. SAM, I JUST HAD A COUPLE OF QUESTIONS. YOU GAVE US A REALLY EXCELLENT BRIEFING AT THE LAST COMMISSIONER MEETING ON THE PART 150 STUDY. AND YOUR OFFICE WORKS VERY CLOSELY WITH THE FAA AND WORKING WITH LOCAL COMMUNITY MEMBERS IN GENERAL ON REDUCING NOISE AND ALSO EVALUATING NOISE IMPACTS IN NEAR AIRPORT COMMUNITIES. AND I KNOW THAT YOU MENTIONED A LITTLE BIT ABOUT WHAT I'M GOING TO MENTION. MY QUESTION, IT'S REGARDING FOLKS WHO HAVE HAD SOUND

INSTALLATION DONE IN THEIR HOMES AND THAT THEIR WINDOWS HAVE BEEN INSTALLED, BUT THEY MIGHT HAVE FAILED AS PART OF THIS PART 150 STUDY. CAN THOSE FOLKS REPORT THOSE FAILED INSTALLATIONS THAT THEY CLAIM? ARE THERE OTHER WAYS THAT THEY CAN REPORT THAT INFORMATION TO THE PORT? AND IF YOU COULD JUST EXPLAIN HOW THAT PROCESS WORKS, THAT WOULD BE REALLY HELPFUL. SURE, WE'D BE GLAD TO TALK TO ANYBODY THAT MAY HAVE FAILING WINDOWS OUT THERE. IS YOUR MIC ON? OKAY, I'M JUST NOT LOUD ENOUGH HERE. SO WE'D BE GLAD TO TALK TO ANYBODY THAT DOES HAVE FAILING WINDOWS OUT THERE, AND THEY CAN CALL OUR NOISE HOTLINE AT ANY TIME. AND THERE'S ALSO PUBLIC COMMENT FORMS ON THE WEB THAT THEY CAN ACCESS THROUGH THE PORT OF SEATTLE'S WEB PAGE. SO WE CAN DO EITHER ONE OF THOSE. AND IN REGARDS TO THE PART 150 PROGRAM, IT IS THE PERFECT OPPORTUNITY TO REALLY START THOSE DISCUSSIONS ON WHAT IS FAILING OUT THERE AND PEOPLE TO COME FORWARD AND EXPLAIN WHAT THEIR FAILURES ARE. THAT WAY WE CAN GO FORWARD WITH A FEASIBILITY TO UNDERSTAND IS THERE A NEED FOR THAT PROGRAM OUT THERE AND WHAT COULD THAT PROGRAM LOOK LIKE GOING FORWARD? AND IF IT COMES OUT OF THE PART 150 AS A RECOMMENDATION THAT THIS IS SOMETHING THAT WE NEED TO DO, WE WOULD BRING THAT TO THE COMMISSION TO MOVE FORWARD AS A PROJECT. THAT'S REALLY HELPFUL. AND SO WHEN SOMEONE IS REPORTING THAT THEY'VE HAD FAILED WINDOWS, YOU SAID THAT THEY CALL THE HOTLINE. WHAT HAPPENS AFTER THAT? IS THERE A FORM THAT THEY FILL OUT ONLINE? WILL THERE BE A FORM ATTACHED TO THE PART 150 STUDY? RIGHT NOW, WE DON'T HAVE A PROGRAM FOR FAILED WINDOWS, WE DON'T HAVE A PROGRAM SET UP, OR WE DON'T HAVE FUNDING FOR IT EITHER WAY, SO THEY CAN REPORT IT TO US. WE'LL KEEP TRACK OF THEIR ADDRESS AND THEIR NAME. AND DURING THE PART 150 STUDY, IF THERE'S ANY INFORMATION THAT COMES FORWARD WITH THAT, WE COULD GET IN CONTACT WITH THEM. AND WE'LL DO A LOT OF PUBLIC OUTREACH WITH THE PART 150 ALSO. SO THOSE ARE GREAT TIMES FOR THOSE PEOPLE TO COME FORWARD, EITHER THROUGH VIRTUAL MEETINGS OR PUBLIC MEETINGS OUT IN THE PUBLIC ALSO TO REPORT WHAT THEY'RE SEEING. IS THERE A WAY AS PART OF THE PART 150 STUDY THAT WE CAN SOLICIT THAT INFORMATION SPECIFICALLY WHILE WE DON'T HAVE A PROGRAM FOR IT OR FUNDING AT THIS TIME. BUT IS THERE A WAY THAT WE CAN TRACK THAT INFORMATION MORE CLOSELY? IS THERE A LANDING PAGE WHERE PEOPLE CAN PUT IN THEIR INFORMATION THAT AS

COMMISSIONERS, WE COULD ALSO SHARE THAT WITH THE PUBLIC SO THAT THEY KNOW WHAT WE'RE DOING IS AND IT GIVES THEM A MORE FORMAL WAY TO REPORT THIS? RIGHT NOW, WE ARE JUST THAT VERY, VERY, VERY BEGINNING STAGES OF FORMING THIS STUDY. SO RIGHT NOW, WE'RE ASKING FOR APPROVAL OF THE FUNDING TO GO FORWARD AND GET A CONSULTANT ON BOARD AND BEGIN THE STUDY. ONCE WE GET THAT CONSULTANT ON BOARD, WE CAN REALLY GO FORWARD WITH THE SCOPE OF WORK, DEVELOP THAT SCOPE OF WORK, HAVE YOU INVOLVED WITH THAT SCOPE OF WORK ALSO, AND MAKE SURE THAT IT INCLUDES EVERYTHING THAT APART 150 WOULD INCLUDE, AND THAT WHAT THE COMMUNITY CONCERNS ARE. SO WE'RE NOT THERE YET. WE DON'T HAVE THAT SCOPE PUT TOGETHER TO MOVE FORWARD. WE NEED TO GET THAT PROFESSIONAL CONSULTING FIRM ON BOARD AND UNDERSTAND WHAT THEIR RECOMMENDATIONS ARE, WHAT WE KNOW OUR NEEDS ARE AS AN AIRPORT, SUCH AS FAILED WINDOWS AND OTHER THINGS, MOVE FORWARD, PUT THAT SCOPE OF WORK TOGETHER AND THEN START DEVELOPING HOW WE'RE GOING TO IMPLEMENT THAT STUDY. THAT'S RIGHT. BUT WE DO HAVE THE HOTLINE WHERE PEOPLE CAN REPORT THAT INFORMATION, SO IT DOESN'T NECESSARILY HAVE TO BE ATTACHED TO EACH OTHER. WE COULD STILL CREATE A FORM WHERE PEOPLE CAN REPORT FAILED INSTALLATIONS THAT THEY CLAIM AND STILL CREATE A SYSTEM WHERE WE CAN EXPLAIN WHAT IT IS THAT WE CAN DO AND WHAT WE'RE DOING WITH THE INFORMATION. AND THAT'S PRETTY MUCH WHAT WE DO NOW. WE TAKE THAT INFORMATION AND WE TALK TO THEM ABOUT WHAT WE HAVE AVAILABLE NOW AND WHAT MAY BE COMING UP IN THE FUTURE TOO, SUCH AS THE PART 150 STUDY. SO HAPPY TO TAKE THE INFORMATION EITHER BY OUR WEB FORMS OR THE NOISE HOTLINE ALSO. GREAT. THANK YOU. YEAH, I'D LIKE TO SEE THAT. I'D LIKE TO SEE SOME SORT OF FORM THAT WE CAN CIRCULATE IN THE COMMUNITY WHERE PEOPLE KNOW WHAT WE'RE LOOKING FOR. AND EVEN IF WE DON'T HAVE FUNDING AT THIS TIME, I THINK BEING ABLE TO GIVE PEOPLE THE OPPORTUNITY TO REPORT THAT AND TO UNDERSTAND THAT THAT IS SOMETHING THAT WE'RE INTERESTED IN LEARNING, ESPECIALLY THE FACT THAT WE'RE DOING THIS BIG PART 150 EVALUATION WOULD BE REALLY IMPORTANT. THAT CONCLUDES MY QUESTIONS. ANY OTHER COMMISSIONER QUESTIONS OR COMMENTS RELATED TO ITEM 8M? COMMISSIONER FELLEMAN. THANKS, DAN. AND I GOT TO TELL YOU HOW MUCH I APPRECIATE YOUR LONG TERM COMMITMENT TO THIS EFFORT AND EXPERTISE. SO WHEN WE ASK YOU QUESTIONS, WE KNOW WE'RE GETTING THE INFORMATION. SO THIS HAS BEEN VERY



VALUABLE TO ME OVER THE YEARS. SO THIS IS AN EXPENSIVE STUDY. THIS IS A LARGE UNDERTAKING. AND I JUST LOOKED BRIEFLY AT THE SCOPE OF WORK AS CURRENTLY DEFINED. AND MAYBE PARTIALLY TO SPEAK TO COMMISSIONER MOHAMMED'S POINT, THERE IS ONE OF THE BULLETS THAT SAYS EVALUATING NOISE ABATEMENT PROCEDURE ALTERNATIVES. SO IT SEEMS TO ME THAT'S BIG ENOUGH TO DRIVE SOME OF THAT CONCERN THROUGH IT. AND WHILE I DO APPRECIATE YOUR DESIRE TO HAVE PEOPLE VOLUNTARILY COME FORWARD, I WOULD THINK IT MAY BE MORE LIKE STATISTICALLY RIGOROUS THAT WE AND WE KNOW EVERYBODY WHO HAS GOTTEN REPLACEMENTS. SO YOU SOLICIT THEM, YOU SAY IT MAKES IT AN ACTIVE PROCESS, AND SOME FOLKS WILL MAYBE HAVE FAILED WINDOWS, BUT THEY DON'T WANT TO DEAL WITH US. RIGHT. SO THE FACT OF THE MATTER IS WE CAN DO LIKE A POSTCARD PROGRAM OR WHATEVER. BUT I WOULD ASSUME, CONSISTENT WITH YOUR QUESTION, THAT THIS COULD VERY WELL FIT WITHIN THIS 150 STUDY. HOWEVER, YOU MIGHT SEE MORE APPROPRIATE WAY OF ADDRESSING THAT QUESTION. YEAH, IT IS. IT'S A GOOD OPPORTUNITY TO PUT TOGETHER A WAY TO GET THE INFORMATION TO THE COMMUNITY AND GET FEEDBACK FROM THE COMMUNITY. THAT'S WHAT A PART 150 DOES. THAT'S REALLY ESSENTIALLY HOW WE DEVELOP THOSE PROGRAMS THROUGH A PART 150, THROUGH ANY OF OUR PROGRAMS. WHETHER IT'S NEW SOUND INFLATION PROGRAMS, REPLACEMENT PROGRAMS, WHATEVER IT IS, PART 150 IS THE PERFECT OPPORTUNITY TO DO IT. EXCELLENT. IN TERMS OF THE TIME FRAME, WE'RE LOOKING AT THE FULL PROJECT KICKOFF, PUBLIC OUTREACH, STARTING QUARTER ONE OF 2024. CORRECT. SO LOTS OF PRE WORK NEEDS TO BE DONE. IDENTIFICATION OF ALL THE LAND USES, ALL THE FLIGHT TRACKS, ALL OF THAT DATA COLLECTION. AN ENORMOUS AMOUNT OF INFORMATION HAS TO BE PUT TOGETHER BEFORE WE CAN ACTUALLY GET MOVING INTO THE ACTUAL PUBLIC STUDY FORUM. SO IT JUST SUGGESTS TO ME THAT MAYBE THERE COULD BE I CAN'T IMAGINE LIKE A POSTCARD PROGRAM OR SOMETHING LIKE THAT, MAYBE IT WOULD BE GREAT TO HAVE SOME OF THOSE DATA SO WHEN WE'RE ACTUALLY INITIATING THE STUDY, THERE WOULD BE MAYBE OPPORTUNITIES FOR ACTION. ANYWAY, THE PHASING OF THIS, THIS HAS BEEN SOMETHING OBVIOUSLY WE'VE HEARD FOR A LONG TIME. AND SO FIRST QUARTER 2024 DOES SEEM TO BE A WAY OUT FOR US TO START THAT ANYWAY FOR FUTURE CONVERSATION. BUT I DID HAVE A COUPLE OF OTHER QUESTIONS. PART OF THIS LARGE AMOUNT OF MONEY IS LIKE, I DON'T THINK ARE THEY ACTUALLY

GOING TO DO ACOUSTIC MONITORING?  
BECAUSE I KNOW FAA DOESN'T USE THE  
ACTUAL NOISE LEVELS, BUT EVALUATING THE  
NEED FOR ADDITIONAL NOISE MEASUREMENTS  
IS AGAIN, PART OF THE SCOPE. YEAH, WE DO  
USUALLY PUT THAT INTO PART 150 TO JUST  
ACTUALLY LOOK AT GOING OUT INTO THE  
COMMUNITY, PUTTING NOISE MONITORS OUT  
THERE TO DO KIND OF A BALANCE AND CHECK  
TO MAKE SURE THAT THE NOISE MODELING  
THAT WE'RE DOING IS ACTUALLY ACCURATE  
COMPARED TO WHAT THE NOISE MONITORING IN  
THE COMMUNITY IS DOING. SO IT IS KIND OF  
A BALANCING CHECK TOWARDS THAT NOISE  
MODEL. SO THIS IS THE ACTUAL ON THE  
GROUND VERIFICATION OF THAT. RIGHT. SO  
THEN SPEAKING TO THE COMMENTS WE HEARD  
FROM MR. GLOBAL ABOUT THE MONITOR THAT  
THEY HAD IS NO LONGER THERE, ARE WE  
ACTUALLY CIRCULATING THESE MONITORS  
AROUND FOR THE COMMUNITY? YEAH,  
UNFORTUNATELY WE DID HAVE ONE NOISE  
MONITOR THAT WAS PUT INTO NORMANDY PARK  
THAT GOT VANDALIZED, SO WE HAD TO GET  
REPLACEMENT PARTS. SO IT WAS OUT. WE'RE  
JUST NOW GETTING IT PUT BACK TOGETHER  
AGAIN. AND WE'RE ALSO ANTICIPATING A  
REQUEST FROM ANOTHER COMMUNITY THAT  
WE'RE WAITING TO GET RIGHT NOW. SO THAT  
IS THE NEXT PHASE IS TO GET INTO THAT  
NEXT REQUEST. SO WE DO  
MOVE THEM AROUND. ALL RIGHT, SO THE  
FINAL PRODUCT, THOUGH, IS THIS NOISE  
COMPATIBILITY PLAN. HELP ME KNOW WHAT  
THAT IS. SO NOISE COMPATIBILITY PLAN IS  
REALLY THE END RESULT. IT'S GOING TO  
TELL US EVERYTHING THAT WE HAVE  
STUDIED THROUGHOUT THE PROCESS AND FOUND  
FEASIBLE TO MOVE FORWARD AS A  
RECOMMENDATION TO IMPLEMENT. A NOISE  
COMPATIBILITY PLAN CONTAINS SOUND  
INSULATION PROGRAMS. IT CONTAINS MAYBE  
SOME NOISE ABATEMENT DEPARTURE PROFILES,  
LOOKING AT AIRCRAFT TYPES, LOOKING AT  
RUNWAY USE, LOOKING AT EVERYTHING THAT  
COULD HAVE A MEANINGFUL NOISE REDUCTION  
TO THAT 65 DNL CONTOUR, YOU'RE GOING TO  
COME FORWARD WITH ALL OF THOSE  
RECOMMENDATIONS PUT FORWARD. IT'S GOING  
TO BE IN THE FORM OF A NOISE  
COMPATIBILITY PLAN THAT'S SUBMITTED TO  
THE FAA. IF THE FAA APPROVES ALL OF  
THOSE ELEMENTS, THOSE ELEMENTS THAT NEED  
FUNDING ASSOCIATED WITH THEM, SUCH AS  
SOUND INSULATION PROGRAMS, THAT MAKES  
THOSE ELIGIBLE FOR GRANT FUNDING AT 80%  
OF THOSE. SO IT'S KIND OF THAT NOISE  
COMPATIBILITY PLAN, THE PLAN THAT YOU'RE  
GOING TO UNDERTAKE WITH ALL OF THESE  
ELEMENTS THROUGHOUT THE NEXT FIVE TO TEN  
YEARS AND ELIGIBILITY FOR FUNDING.  
SO IT STARTS IN QUARTER ONE.  
IT REALLY DEPENDS ON HOW FAST WE CAN GO.

IF THERE'S A LOT OF PUBLIC MEETINGS, IF THERE'S PUBLIC OPPOSITION TO THE PART 150, I HOPE WE GET A LOT OF SUPPORT FOR IT BECAUSE IT'S A VERY BENEFICIAL PROGRAM FOR THE COMMUNITY TO GO FORWARD WITH. WE CAN PROBABLY GET IT DONE IN THREE TO FOUR YEARS IF THAT HAS OPPOSITION OR WE RUN INTO ISSUES WITH IT. I'VE SEEN OTHER REPORTS TAKE SEVEN YEARS OR MORE TO GET THROUGH THOSE PROGRAMS. SO LET'S KEEP THE POSITIVE GOING AND MOVE IT FORWARD. WE'LL BE GOOD. THANKS SO MUCH FOR THAT CONTENT. THANK YOU AGAIN, STAN. ALL RIGHT, CAN I HEAR A MOTION TO APPROVE AUTHORIZATION FOR THE EXECUTIVE DIRECTOR TO INITIATE AN UPDATE TO THE PART 150 NOISE STUDY? SO MOVED. SECOND. ALL RIGHT, ANY FURTHER COMMENTS OR QUESTIONS BEFORE WE GO TO VOTE? NO. OKAY, CLERK, CAN YOU PLEASE CALL THE VOTE? THANK YOU. BEGINNING WITH COMMISSIONER FELLEMAN. AYE. THANK YOU. COMMISSIONER HASEGAWA. AYE. THANK YOU. COMMISSIONER MOHAMED AYE. THANK YOU. COMMISSIONER CALKINS. AYE. THANK YOU FOR AYES ZERO NAYS FOR THIS ITEM. AND WITH THAT, THE MOTION PASSES. OKAY, WE HAVE FOUR ADDITIONAL NEW BUSINESS ITEMS TODAY. OUR SECOND ITEM IS A PUBLIC HEARING ON THE BUDGET AND PROPERTY LEVY. CLERK HART, CAN YOU PLEASE READ THE ITEMS INTO THE RECORD WE'LL HEAR FROM MR. THOMAS TO INTRODUCE THE ITEMS. YES. LET ME GET THERE. HANG ON A MINUTE. THIS ITEM IS AGENDA ITEMS TEN A AND TEN B. THIS IS PUBLIC HEARING AND INTRODUCTION OF RESOLUTION NUMBER THREE EIGHT ZERO FIVE, A RESOLUTION OF THE PORT COMMISSION OF THE PORT OF SEATTLE ADOPTING THE FINAL BUDGET OF THE PORT OF SEATTLE FOR THE YEAR 2023 MAKING, DETERMINING AND DECIDING THE AMOUNT OF TAXES TO BE LEVIED UPON THE CURRENT ASSESSMENT RULE; PROVIDING PAYMENT OF BOND, REDEMPTIONS AND INTERESTS;; COST OF FUTURE CAPITAL IMPROVEMENTS AND ACQUISITIONS AND FOR SUCH GENERAL PURPOSES ALLOWED BY LAW WHICH THE PORT DEEMS NECESSARY AND DIRECTING THE KING COUNTY COUNCIL AS TO THE SPECIFIC SUMS TO BE LEVIED ON ALL OF THE ASSESSED PROPERTIES OF THE PORT OF SEATTLE DISTRICT IN THE YEAR 2023 AND ACCOMPANYING INTRODUCTION OF RESOLUTION AND PUBLIC HEARING FOR 3806. THIS IS ITEM TEN B. A RESOLUTION OF THE COMMISSIONER OF THE PORT OF SEATTLE SPECIFYING THE DOLLAR AND PERCENTAGE CHANGE AND THE REGULAR PROPERTY LEVY FROM THE PREVIOUS YEAR PER RCW 84.55.120 PROVIDING FOR A 2% INCREASE OF THE LEVY FROM EIGHTY ONE MILLION THIRTY

SIX THOUSAND SIX HUNDRED AND THIRTY FOUR DOLLARS TO EIGHTY TWO MILLION SIX HUNDRED FIFTY SEVEN THOUSAND, THREE HUNDRED AND SIXTY SEVEN DOLLARS. THAT CONCLUDES THE READING.

COMMISSIONERS, BEFORE WE MOVE TO ITEM TEN A, I ALSO WANTED TO MENTION THAT WE JUST COMPLETED THE PORT'S 2022 THIRD QUARTER PERFORMANCE REPORT. WHILE WE'RE NOT PROVIDING A PUBLIC BRIEFING ON THIS, I WANT TO NOTE THAT YOU DID RECEIVE THE WRITTEN MATERIALS LAST WEEK, WHICH COVERS THAT PERFORMANCE REPORT IN DETAIL. BUT I WANTED TO PROVIDE A FEW NOTABLE HIGHLIGHTS ON THAT REPORT, WHICH INCLUDE THE FOLLOWING AIRPORT PASSENGER VOLUMES HAVE CONTINUED TO REBOUND AND FOR THE FULL YEAR ARE EXPECTED TO BE UP 28% OVER 2021 AND 11% LOWER THAN 2019. SO GETTING CLOSER TO A FULL RECOVERY, WE CONCLUDED A VERY SUCCESSFUL 2022 CRUISE SEASON, WITH A RECORD 294 SAILINGS AND AN ESTIMATED 1.3 MILLION PASSENGERS. FEDERAL PANDEMIC RELIEF FUNDS HAVE IMPROVED THE AIRPORT'S FINANCIAL POSITION AND HAVE ALLOWED FOR THE PROVISION OF RELIEF GRANTS TO AIRPORT CONCESSIONNAIRES. FOR THE FULL YEAR, WE EXPECT TOTAL OPERATING REVENUES TO BE \$25 MILLION ABOVE BUDGET, MAINLY DUE TO HIGHER FORECASTED REVENUES IN CRUISE AND AIRPORT NONAERONAUTICAL BUSINESSES. TOTAL OPERATING EXPENSES ARE EXPECTED TO BE \$31.6 MILLION FAVORABLE TO THE BUDGET, LARGELY DUE TO DELAYS IN HIRING AND LOWER SPENDING ON OUTSIDE SERVICES, REFLECTING SLOWER PROGRESS ON SOME PROGRAMS AND INITIATIVES. FULL YEAR NON OPERATING INCOME BEFORE DEPRECIATION IS FORECAST TO BE \$57 MILLION FAVORABLE TO THE BUDGET AND \$109,000,000 HIGHER THAN 2021. AGAIN, FULL DETAILS ARE IN THE MATERIALS SENT TO YOU LAST WEEK, BUT OVERALL WE'RE LOOKING AT VERY STRONG RESULTS FOR THIS YEAR. NOW ON TO ITEM TEN A. INTRODUCTION OF THE 2023 BUDGET RESOLUTION. COMMISSIONERS TODAY MARKS THE FINAL STRETCH IN PREPARATION OF THE PORT 2023 BUDGET. THE PROCESS BEGAN IN THE SUMMER WITH A NUMBER OF COMMISSION BUDGET RETREATS AND BRIEFINGS, AND A PROCESS TO PROVIDE FOR COMMISSIONER INPUT TO ENSURE THAT YOUR PRIORITIES ARE REFLECTED IN THE BUDGET. AS IT'S BEEN SAID MANY TIMES, THE BUDGET IS JUST A MEANS TO AN END. IT PROVIDES THE RESOURCES NECESSARY TO DELIVER ON THE KEY STRATEGIES AND OBJECTIVES IDENTIFIED IN THE PORT'S CENTURY AGENDA. THESE STRATEGIES AND OBJECTIVES ARE BROKEN DOWN INTO SPECIFIC GOALS, INITIATIVES AND PROGRAMS THAT FORM THE BASIS OF THE INDIVIDUAL DIVISION BUSINESS PLANS AND

BUDGETS. IN THIS PROPOSED BUDGETS, WE ARE MAKING SIGNIFICANT INVESTMENTS IN OUR WORKFORCE IN RESILIENCY EFFORTS, SUSTAINABILITY AND EQUITY, ALL WHILE KEEPING OUR GATEWAYS OPERATING FOR THE BENEFIT OF OUR REGION AND TO SUPPORT COMMERCE AND TRADE. I WANT TO ACKNOWLEDGE THE LONG HOURS AND MANY CONTRIBUTIONS OF STAFF ACROSS THE PORT IN PREPARING THE PORT'S 2023 BUDGET, THE MANY BRIEFINGS, ACCOMPANYING MATERIALS AND OPEN HOUSES. ADOPTION OF THE BUDGET IS PLANNED FOR THE NOVEMBER 29 COMMISSION MEETING. NOW, I'LL BE COVERING THE FIRST FEW SLIDES IN TODAY'S BRIEFING, FOLLOWED BY MICHAEL TONG, OUR CORPORATE BUDGET DIRECTOR, AND WE ALSO HAVE DIVISION STAFF AVAILABLE, SOME IN PERSON AND ONLINE TO ANSWER QUESTIONS IF NEEDED. SO IF WE GO TO THE PRESENTATION, PLEASE. NEXT SLIDE.

THIS IS JUST THE OUTLINE FOR TODAY'S PRESENTATION. I WILL SAY WE'RE GOING TO FLY FAIRLY HIGH SINCE WE HAVE PROVIDED MANY BRIEFINGS. WE ALSO HAVE SOME ADDITIONAL MATERIALS IN THE APPENDIX, SO NEXT SLIDE, PLEASE.

SO, AGAIN, THE COMMISSIONER WAS BRIEFED ON THE PRELIMINARY CENTRAL SERVICES AND OPERATING DIVISION BUDGETS BACK IN SEPTEMBER AND OCTOBER. ALSO COMMISSIONERS HAD A NUMBER OF QUESTIONS DURING THOSE BRIEFINGS AND ANSWERS TO ALL OF THOSE QUESTIONS WERE PROVIDED IN WRITING TO COMMISSIONERS SUBSEQUENT TO THOSE BRIEFINGS. OUR PRELIMINARY BUDGET DOCUMENT WAS RELEASED ON OCTOBER 25 AND WE ALSO HELD TWO PUBLIC BUDGET OPEN HOUSES BACK IN OCTOBER ON THE 12TH AND 13TH. SO AGAIN TODAY, SINCE WE'VE ALREADY REVIEWED THE BUDGETS IN DETAIL, WE'RE REALLY GOING TO FOCUS ON SUBSEQUENT CHANGES TO THE BUDGET AND JUST A VERY HIGH LEVEL SUMMARY OF THE BUDGET FOR TODAY'S PUBLIC HEARING. THE MOST SIGNIFICANT CHANGE SINCE YOU LAST SAW OR REVIEWED THE BUDGETS WAS THAT WE REVISED THE AIRPORT'S 2023 ENPLANEMENT FORECAST. WE REVISED THAT DOWNWARD BY ABOUT 3%. ORIGINALLY, IT HAD BEEN FORECAST AT 97%, BUT UPON REEVALUATING WITH A GREAT DEAL OF REVIEW AND ANALYSIS FROM OUR BUSINESS INTELLIGENCE GROUP, WE'VE GOT THAT DOWN TO ABOUT 94.5% FOR THE COMING YEAR. IT'S A VERY DIFFICULT THING TO FORECAST, AS YOU CAN IMAGINE, GIVEN THE DYNAMICS AND ALL THE UNCERTAINTIES, BUT THAT'S OUR BEST ESTIMATE FOR TODAY AT THIS POINT. WE WILL CONTINUE TO REVISIT THAT AS WE MOVE FORWARD. BUT THE EFFECT OF THAT IS THAT IT REDUCED AIRPORT NON AREONAUTICAL REVENUES WHICH RELIES SO

HEAVILY ON ENPLANEMENT. WE REVISED THE NON AERONAUTICAL REVENUES AT THE BY ABOUT \$6.4 MILLION. JUST ABOUT ALL THE OTHER CHANGES WHICH WILL SHOW YOU BRIEFLY WERE VERY MINOR. AND AGAIN, WE HAVE MUCH MORE DETAIL IN THE APPENDIX IF YOU NEED TO REFER TO THAT OR HAVE QUESTIONS. NEXT SLIDE, PLEASE.

SO AGAIN, THE BIGGEST CHANGE DRIVEN BY THAT REDUCTION IN AIRPORT ENPLANEMENTS WAS THAT AIRPORT REVENUES WERE DECREASED BY SIX POINT FIVE MILLION OF THAT REDUCTION IS OUR 6.4 MILLION WAS DUE DIRECTLY TO THE DECREASE IN ENPLANEMENT. MOST OF THE OTHER CHANGES ARE PRETTY MINOR. I WOULD DESCRIBE THEM AS JUST FINE TUNING OUR BUDGET SO I'M NOT GOING TO GO THROUGH THEIR VERY SMALL DOLLAR AMOUNTS. YOU CAN SEE THEM ON THE SLIDE HERE TODAY, SO I WON'T READ THEM ALL INDIVIDUALLY, BUT AGAIN, THEY'RE VERY MINOR COMPARED TO THE REDUCTION IN NON AERONAUTICAL REVENUES. NEXT SLIDE, PLEASE. ALSO, AIRPORT OPERATING EXPENSES DECREASED BY A SMALL AMOUNT, AGAIN LARGELY TIED TO THE REDUCTION IN AIRPORT ENPLANEMENT FORECAST. NEXT SLIDE, PLEASE. AGAIN, FOR MARITIME, VERY MINOR REVISIONS IN OPERATING REVENUE AND SOME AGAIN, FINE TUNING ON BUDGETS FOR EXPENSES. SO AGAIN, I WON'T IDENTIFY THESE. I WON'T GO THROUGH THESE LINE BY LINE. CENTRAL SERVICES, SINCE WE LAST SPOKE WITH YOU, THERE WAS A MID YEAR APPROVAL OF A NEW FTE FOR THE POLICE DEPARTMENT. THAT'S A DISPATCHER POSITION AND DESIGNED TO HELP THEM REDUCE SOME OF THE OVERTIME THAT THEY'RE CURRENTLY INCURRING. AND THEN WE MADE A SMALL ADJUSTMENT TO THE NORTHWEST SEAPORT ALLIANCE DISTRIBUTABLE REVENUE BASED ON SOME CHANGES FROM THE ALLIANCE NUMBERS. NEXT SLIDE, PLEASE. SO JUST SOME QUICK HIGHLIGHTS HERE. AGAIN, OPERATING REVENUES UP 24.4% TO \$953.7 MILLION.

I'LL NOTE THAT WE'RE JUST SHY OF A BILLION DOLLARS, SO I EXPECT NEXT YEAR WE MAY HIT A RECORD \$1 BILLION REVENUE. OPERATING REVENUES FOR THE PORT EXPENSES UP ABOUT 15% TO \$573.4 MILLION AND NET OPERATING INCOME UP 42% TO \$380.3 MILLION. THE LARGEST INCREASE IN REVENUES, I WOULD NOTE IS IN THE AERONAUTICAL LINE OF BUSINESS, WHICH AS YOU KNOW, IS BASED ON COST RECOVERY. SO THAT'S REALLY REFLECTING SOME INCREASED EXPENSES AND ALSO THE PHASING OUT OF SOME OF THE FEDERAL RELIEF GRANTS THAT HAVE BEEN APPLIED TO LOWER AERONAUTICAL COSTS FOR THE AIRLINES. BUT OVERALL REVENUES OF REVENUES ARE PRETTY MUCH UP ACROSS THE

BOARD. AGAIN REFLECTING THE STATUS OF THE RECOVERY IN PORT BUSINESSES. I WOULD NOTE THE LINE ITEM THERE FOR THE DRS PENSION CREDIT. WE DO TRY TO SHOW THAT ADJUSTMENT FOR THE ACTUALS IN 2020 AND 2021 THAT I THINK WE'VE TALKED WITH YOU IN THE PAST ABOUT THAT. THAT IS A NONCASH ADJUSTMENT WE GET FROM THE DEPARTMENT OF RETIREMENT SYSTEMS THAT WE TYPICALLY GET AT YEAR END DOES NOT REFLECT THE ACTUAL CASH OUT OF POCKET EXPENDITURES FOR PENSION PLANS, BUT IT'S MORE OF AN ACTUARIAL CALCULATION AND WE NEVER KNOW UNTIL THE END OF THE YEAR WHAT IT'S GOING TO BE. IT'S BEEN ACTUALLY A CREDIT IN THE PAST SEVERAL YEARS REFLECTING THE STRONG PERFORMANCE IN THE PENSION INVESTMENT PORTFOLIO. SO AS YOU CAN SEE, IN 2021 IT WAS NEARLY \$58 MILLION, WHICH REDUCED OUR EXPENSES BY THAT AMOUNT. SO WE TRY TO ADJUST THAT OUT SO WE GET A BETTER APPLES TO APPLES COMPARISON. WE'RE LOOKING AT THE OM EXPENSE. WE DON'T KNOW WHAT THAT WILL BE FOR 2022 YET. GIVEN THE PERFORMANCE OF THE STOCK MARKET, IT MAY ACTUALLY REVERSE AND WE MAY ACTUALLY BE BOOKING A DEBIT OR AN INCREASE TO EXPENSE BASED ON THAT. AND THEN FINALLY, I'LL NOTE IN THE APPENDIX WE HAVE WHAT WE CALL OUR COMPREHENSIVE BUDGET, WHICH GOES BEYOND JUST THE OPERATING REVENUES AND EXPENSES AND INCORPORATES THE NON-OPERATING REVENUES AND EXPENSES WHICH ARE SIGNIFICANT. IT'S A HUGE WALL OF NUMBERS, SO WE DIDN'T WANT TO SHOW THAT TO YOU, BUT IF YOU WANTED TO TAKE A LOOK AT THAT, WE'D BE HAPPY TO GO THROUGH IF YOU HAD ANY QUESTIONS ON THAT PARTICULAR PIECE. NEXT SLIDE, PLEASE.

WE'VE TALKED WITH MANY OF THESE IN THE PAST WITH YOU REGARDING SOME OF THE KEY DRIVERS OF THE BUDGET FOR 2023. WE TALKED ABOUT SOME CHANGES IN OUR COMPENSATION PROGRAM WHERE NOW WE'RE INCORPORATING A COST OF LIVING INCREASE FOR NON-REPRESENTED STAFF. THE ASSUMPTION FOR NEXT YEAR IS THAT IT'S A 6% INCREASE BASED ON CPI AND ON TOP OF THAT, A 3% AVERAGE PAY FOR PERFORMANCE INCREASE. HR IS STILL FINE TUNING THAT NUMBER. IT MIGHT CHANGE A LITTLE BIT, BUT ALSO TO REMIND YOU THAT FOR 2021, STAFF DID NOT RECEIVE ANY PAY INCREASES. SO WHILE THIS IS NOT DESIGNED AS A CATCH UP, IT DOES HELP OFFSET SOME OF THAT FULL YEAR THAT STAFF WENT WITHOUT ANY PAY INCREASES. AND THEN WE DID ADD A NET OF 56.2 FTES PORT WIDE. ACTUALLY, THAT'S 66 NEW FTES THAT WERE ADDED, OFFSET BY TEN POSITIONS THAT WERE ELIMINATED. I WOULD NOTE THAT THERE WERE ACTUALLY OVER 110 FTES THAT WERE REQUESTED AS PART OF THE BUDGET



PROCESS. SO CLEARLY NOT ALL OF THOSE WERE APPROVED. ON THE NON PAYROLL SIDE. AGAIN, A NUMBER OF ITEMS IDENTIFIED HERE AS DRIVERS FOR THE BUDGET. I REALLY WANTED TO JUST HIGHLIGHT THE LAST TWO. AGAIN, EXECUTIVE DIRECTOR METRUCK REALLY POINTED OUT THAT WE ARE REALLY REINVESTING IN OUR EMPLOYEES BOTH THROUGH THE PAY INCREASES, BUT ALSO BY FULLY RESTORING ALL THE TRAINING AND TRAVEL BUDGETS BACK TO 2020 LEVELS THAT WERE JUST PRIOR TO THE PANDEMIC. AND THEN I'LL HAVE ANOTHER COMMENT LATER. BUT ALSO, I KNOW COMMISSION IS VERY INTERESTED IN OUR COMMUNITY PROGRAMS. WE'VE INCREASED FUNDING FOR OUR COMMUNITY PROGRAMS. NEXT SLIDE, PLEASE. SPEAKING OF WHICH, COMMUNITY PROGRAMS, AS YOU CAN SEE ON THE HEADLINE THERE, WE'RE ADDING AN ADDITIONAL \$2.5 MILLION IN OUR VARIOUS COMMUNITY PROGRAMS, WHICH, AS YOU CAN SEE, SUPPORT EQUITY, ENVIRONMENT, SUSTAINABILITY. SOME HIGHLIGHTS HERE OF THOSE, THERE'S A FULL LIST OF THOSE PROGRAMS IN THE APPENDIX. AGAIN, WE'D BE HAPPY TO ANSWER ANY QUESTIONS OR TALK ABOUT ANY OF THE SPECIFICS THAT YOU MIGHT HAVE. BUT AGAIN, IT'S ONE OF THOSE WALLS OF NUMBERS THAT WE SHY AWAY FROM THE PUBLIC PRESENTATIONS. AND THEN FINALLY, NEXT SLIDE PLEASE, FOR MY SECTION. THE FIVE YEAR CIP, AS YOU CAN SEE, IS \$5.3 BILLION, WHICH IS SIGNIFICANT. IT'S PROBABLY THE LARGEST CIP IN THE PORT HISTORY. SO WE'RE GOING TO HAVE SOME CHALLENGES IN MAKING SURE WE CAN EXECUTE ON THAT. AND I KNOW A LOT OF SECRET. DIRECTOR METRUCK HAS PLACED A HIGH DEGREE OF EMPHASIS ON BEING ABLE TO EXECUTE THAT \$725,000,000 SCHEDULED FOR NEXT YEAR. AND WHAT I WOULD NOTICE, THIS DOES NOT INCLUDE THE PORT'S CONTRIBUTION TO THE NORTHWEST SEAPORT ALLIANCE. YOU APPROVED THEIR BUDGET YESTERDAY. BUT JUST FOR PURPOSES OF YOUR KNOWLEDGE, THAT'S ADDITIONAL \$276,000,000 OVER FIVE YEARS, THE PORT WILL BE CONTRIBUTING FOR THE SEAPORT ALLIANCE CIP, AND 75 OF THAT MILLION OF THAT IS NEXT YEAR. SO AGAIN, SIGNIFICANT INVESTMENTS ALSO IN THE NORTHWEST SEAPORT ALLIANCE. SO WITH THAT, I WILL TURN IT OVER TO MICHAEL. THANK YOU, DAN. GOOD AFTERNOON, COMMISSIONERS. HERE'S THE 2023 SOURCES OF FUND. THE TOTAL SOURCES OF FUND FOR 2023 WILL BE OVER 2 BILLION. THE TWO LARGEST CATEGORIES ARE OPERATING REVENUES AND ON INSURANCE, THEY REPRESENTED ABOUT 80% OF THE TOTAL SOURCES OF FUNDS NEXT

YEAR. AND THEN PERCENTAGE FACILITIES CHARGE, PFC AND TAX LEVY ARE ALSO AN IMPORTANT PART OF THE SOURCES OF FUND. THEY REPRESENT ABOUT 4.6% AND 4.1% RESPECTIVELY FOR 2023.

NEXT SLIDE, PLEASE.

THE TOTAL USAGE OF FUNDS SLIPPED OVER 1.8 BILLION FOR 2023.

THE TWO LARGEST USAGE, CAPITAL SPENDING AND OPERATING EXPENSES COMBINED, THEY REPRESENTED ABOUT 70% OF THE TOTAL.

AND THEN THE THIRD LARGEST CATEGORY IS DEBT SERVICES, WHICH INCLUDE BOND REDEMPTIONS AND THE INTEREST PAYMENT THAT WE PRESENT ABOUT 24% OF THE TOTAL. NEXT SLIDE, PLEASE.

SO YOU GOT A VERY DETAILED BRIEFING ON THE TAX LEVY AND DROP PLAN TO FINANCE A COUPLE OF WEEKS AGO. SO I WILL BE BRIEF HERE. I WOULD LIKE TO JUST REMIND YOU AND THE TOPIC THAT IN ADDITION TO USE TESLA FEE TO PAY FOR GEO BOND DEBT SERVICES, WE ALSO USE TESLA FEE TO FUND INVESTMENTS IN MARITIME INFRASTRUCTURE, ENVIRONMENTAL SUSTAINABILITY, REGIONAL TRANSPORTATION, MOBILITIES, AND THE NUMBER OF COMMUNITY PROGRAMS THAT MENTIONED EARLIER. NEXT SLIDE, PLEASE.

WITH THE PROPOSED 2% LEVY INCREASE FOR 2023, THE LEVY WILL INCREASE FROM 81 MILLION TO 82.7 MILLION IN 2023 AND THE IMPACT TO

A MEDIAN HOME OWNERS ABOUT A LITTLE BIT LESS THAN ONE DOLLARS NEXT YEAR. IT'S ALSO WORTH TO POINT OUT THAT THE PORT OF THE IS JUST ABOUT 1.2% OF THE TOTAL PROPERTY LEVY IN THE KING COUNTY AREAS. NEXT SLIDE, PLEASE. SO THIS

CHART SHOWS THE 2009 TO 2023 TRENDS FOR BOTH THE TAX LEVY AS WELL AS THE MILEAGE RATES. THE PORT HAS LOWERED THE LEVY IN 2009, AS YOU CAN SEE FROM THE CHART HERE, AND KEPT IT FOR A COUPLE OF YEARS AND THEN LOWERED AGAIN IN 2012 AND KEPT IT BACK FOR ANOTHER THREE YEARS AND THEN LOWERED ONCE AGAIN IN 2016 AND KEPT IT FOR TWO MORE YEARS BEFORE YOU SEE A GRADUAL INCREASE FROM 2019 JUST TO KEEP UP WITH THE INFLATION.

AND IT'S ALSO IMPORTANT TO POINT OUT THAT THE RATES HAVE BEEN REDUCED BY MORE THAN HALF FROM \$0.20 IN 2009 AND AS HIGH AS \$0.23 ACTUALLY IN 2012 AND 2013 TO JUST A LITTLE BIT OVER 9 CENTS IN 2023. SO IT'S A PRETTY SIGNIFICANT REDUCTION OVER THE YEARS. NEXT SLIDE, PLEASE. AND THIS IS A FINAL SLIDE, JUST

A QUICK REMINDER TO REMAIN OF THE 2023 BUDGET SCHEDULE. YOU HAVE THE BUDGET OPTION ON NOVEMBER 29 AND THEN WE'LL FILE THE STATUTORY BUDGET WITH THE COUNTY THE VERY NEXT DAY ON

NOVEMBER 30, AND THEN WE'LL FINALIZE AND RELEASE THE FINAL BUDGET DOCUMENT BY DECEMBER 25. THAT CONCLUDES OUR PRESENTATION. WE'LL BE HAPPY TO ANSWER ANY QUESTIONS THAT YOU MAY HAVE. THANK YOU, DAN. THANK YOU, MICHAEL. AS YOU CAN HEAR, WE'RE PUTTING THAT MONEY TO USE RIGHT NOW. THAT'S SOME OF THE CAPITAL IMPROVEMENT PLAN IN ACTION. SO JUST AS A PROCESS

REMINDER FOR COMMISSIONERS, WE'RE GOING TO TAKE SOME QUESTIONS NOW, AND THEN WE'LL OPEN THE PUBLIC HEARING, AT WHICH TIME THERE'S ANOTHER OPPORTUNITY FOR PUBLIC TESTIMONY AND THEN CLOSE THE TESTIMONY AND TAKE THE VOTE AT THAT POINT. SO, WITH THAT IN MIND, ANY QUESTIONS OR COMMENTS FROM COMMISSIONERS?

COMMISSIONER FELLEMAN, I HAD ONE JUST IN AN ONGOING QUESTION IN TERMS OF PUBLIC ENGAGEMENTS. AND WE HAD THESE, WHAT, TWO PUBLIC MEETINGS ON THE 12TH AND 13TH, PRIMARILY VIRTUAL, I BELIEVE.

YES. DO WE HAVE A SENSE OF HOW MANY FOLKS ACTUALLY ENGAGED? I DON'T KNOW IF ANYONE FROM PUBLIC AFFAIRS IS ON THE LINE.

I KNOW THERE WERE SOME. I PARTICIPATED IN IT. I KNOW WE ALWAYS HEAR FROM THE PUBLIC IN THE PUBLIC SOMETIMES. BUT IT IS A CHALLENGE, AND I THINK IT'S AN ONGOING CHALLENGE THAT PUBLIC AFFAIRS IS KEENLY AWARE OF AND THAT WE CONTINUE TO WORK. BUT WHEN YOU SEE THE INCREASES THAT WE PUT TO COMMUNITY PROGRAMS, CERTAINLY I THINK THE COMMUNITY WOULD REALLY LIKE TO KNOW THAT, BUT WE HAVE TO SORT OF MAKE IT AVAILABLE TO THEM IN WAYS THAT WE'RE STILL STRUGGLING TO FIND, I GUESS. I HAD ONE QUESTION THAT WHEN YOU TALKED ABOUT THE DOWNTURN OF WHAT, 7.2 OR SO PERCENT IN THE NON AERONAUTICAL REVENUES,

I THINK IT WAS WHICH ONE? I THINK YOU WERE REFERRING TO THE CORRECTION BETWEEN YOUR LAST SIX MONTHS, THE UPDATE ON THE DECREASE IN ENPLANEMENTS. YEAH. AND SO THAT WAS RESULTING IN 6.4 MILLION REDUCTION ON \$6 MILLION REDUCTION IN NON AERONAUTICAL REVENUE. RIGHT. WAS THAT JUST THE CORRECTION THAT YOU GOT FROM THE PREVIOUS PROJECTION? BECAUSE THE NET IS UP, RIGHT. FROM 2022. THE NET REVENUE IS STILL UP. YEAH, REVENUE IS STILL UP. NOT AS MUCH AS IT WAS WHEN WE PRESENTED. IT WASN'T AS CLEAR. YEAH, MAYBE LESS. RIGHT. EXACTLY. COMPARED TO WHAT WE SHOWED YOU BACK IN OCTOBER. THAT WAS THE CLARIFICATION I WAS SEEKING, AND I'LL LET MY COLLEAGUES GO WHILE I CONTINUE TO DELIBERATE. WE HAD ABOUT 50 PEOPLE

ATTEND THOSE TWO MEETINGS. YEAH. OKAY.  
COMMISSIONER MOHAMED. THANK YOU.  
THANK YOU FOR THIS PRESENTATION. IT'S  
ALWAYS VERY INFORMATIVE TO HEAR FROM YOU  
ALL. I AM ON PAGE NINE,  
THE COMMUNITY PROGRAMS. IT'S GREAT THAT  
WE'VE ADDED ADDITIONAL DOLLARS. DO YOU  
HAVE A NUMBER FOR HOW MUCH WE'RE  
SPENDING AS A WHOLE ON COMMUNITY  
PROGRAMS? YEAH, BACK TO THAT-  
ABOUT 19 MILLION. AGAIN, THERE'S A SLIDE  
IN THE APPENDIX WHICH SHOWS EACH OF THE  
COMMUNITY PROGRAMS BY LINE ITEM, AND IT  
AMOUNTS TO ABOUT 19 MILLION. SO WE  
ADOPTED THE SEAPORT ALLIANCE BUDGET  
YESTERDAY, AND ONE OF THEIR SLIDES HAD A  
SCORECARD OF A BREAKDOWN OF WHERE  
WE WERE MAKING CERTAIN INVESTMENTS,  
ENVIRONMENTAL STEWARDSHIP. AND I THINK  
THAT WOULD BE AN IMPORTANT THING FOR THE  
PUBLIC TO SEE AS A SCORECARD OF WHERE  
WE'RE MAKING THE INVESTMENTS,  
ESPECIALLY WHEN IT COMES TO COMMUNITY  
PROGRAMS. SO THAT'S JUST A SUGGESTION  
THAT I HAVE.  
AND THEN THE OTHER QUESTION I HAVE IS  
ON THE TAX LEVY USES AROUND  
COMMUNITY. I THINK THIS IS ALL GREAT.  
HAVE WE EVER USED TAX  
LEVY DOLLARS FOR THINGS LIKE SOUND  
INSTALLATION? I KNOW THAT'S AN FAA  
THING, AND WE USUALLY DEPEND ON THE FAA  
AND THE FEDERAL GOVERNMENT TO TAKE THAT  
ON. BUT I'M JUST CURIOUS. WE'VE BEEN  
VERY INNOVATIVE AS A PORT COMMISSION AND  
AS A PORT AS A WHOLE. AND SO I'M  
WONDERING, HAVE WE EVER DONE THAT IN THE  
PAST? WE HAVE NOT IN GENERALLY.  
HOWEVER, THE ONE EXCEPTION WAS A WHILE  
BACK WITH SOME NEGOTIATED SETTLEMENTS  
AROUND THE THIRD RUNWAY LITIGATION. THE  
PORT AGREED TO PROVIDE SOME ADDITIONAL  
INSTALLATION AND CONSTRUCTION FOR THE  
HIGHLAND SCHOOL DISTRICT, AND SOME OF  
THAT WAS NOT ELIGIBLE FOR FEDERAL  
FUNDING. SO WE DID USE SOME TAX LEVY  
DOLLARS TO SUPPORT THAT. BUT BEYOND  
THAT, GENERALLY NO. ALL OF THE SOUND  
INSULATION IS FUNDED BY THE AIRPORT AND  
BY THE FAA. THAT'S HELPFUL INFORMATION.  
AND THEN MY LAST QUESTION IS,  
DO YOU GUYS LOOK AT MAYBE WHAT OTHER  
PORTS ARE DOING WHEN YOU GUYS ARE  
SETTING TAX LEVY PRIORITIES OR EVEN JUST  
THE BUDGET AS A WHOLE? I JUST AM CURIOUS  
HOW WE COMPARE OURSELVES TO OTHERS. NOT  
A LOT. I WOULD SAY, REGARDING TAX LEVY.  
PORT OF SEATTLE IS ONE OF THE WELL IN  
WASHINGTON STATE PORTS ARE UNIQUE IN  
HAVING LEVY AUTHORITY. MOST OTHER STATES  
DON'T CONFER PROPERTY TAXING AUTHORITY  
ON PORT DISTRICTS. SOME OF THEM ARE  
SUBSIDIZED IN OTHER WAYS. SO FRANKLY,

WE DON'T SPEND A LOT OF TIME COMPARING TO OTHER PORTS. WE HAVE DONE SOME OF THAT WITH THE BUDGETING, THE EQUITY AND BUDGETING INITIATIVE. WE HAVE DONE SOME OUTREACH TO OTHER PORTS AROUND THAT PARTICULAR ONE. BUT GENERALLY, I DON'T KNOW IF YOU DO, WE DON'T THINK WE COMPARE A LOT OF OUR BUDGET TO OTHER PORTS.

WE DID TO SOME EXTENT. PART OF THAT IS THE GFOA BUDGET REVIEW. THEREFORE, THAT'S QUITE A LOT OF REQUIREMENTS THAT WE HAVE TO TRY TO FOLLOW AND WE HAVE BEEN NOT THIS YEAR, BUT IN THE PAST. WE ALSO LOOK AT SOME THE PORT, NEW YORK, NEW JERSEY AND PORTLAND AND SO ON TO HAVE A LOOK AT SOME OF THE BUDGET DOCUMENTS AND THE PARTICIPANTS. AND WE DID SHARE, FOR EXAMPLE, THE EQUITY IN BUDGETING AND OTHERS. WE HAVE SOME COORDINATION AND CONVERSATION WITH OTHER PORT AND OTHER PUBLIC AGENCIES AS WELL. JUST TO PUT A FINER POINT, THE GFOA IS THE GOVERNMENT FINANCE OFFICE ASSOCIATION, SO IT'S A TRADE ASSOCIATION, IF YOU WILL, FOR GOVERNMENTS, STATE, LOCAL, MUNICIPAL, AND THEY HAVE A DISTINGUISHED BUDGET PRESENTATION AWARD WHICH BASICALLY THEY HAVE BEST PRACTICES IN HOW YOU ACTUALLY PUT A BUDGET DOCUMENT TOGETHER. AND WE'VE BEEN APPLYING AND ACTUALLY WINNING THAT AWARD NOW FOR SOMETHING LIKE 13 YEARS IN A ROW. SO THAT'S ONE THING THAT WE DO, AS MICHAEL MENTIONED, TO PURSUE THE BEST PRACTICES IN THE BUDGET DOCUMENT ITSELF IN TERMS OF BEING A PUBLIC POLICY DOCUMENT, THE KIND OF COMMUNICATION AND INFORMATION THAT'S INCLUDED IN IT, THAT'S REALLY HELPFUL. WELL, THAT CONCLUDES MY QUESTIONS. AND SO I JUST WANT TO EXPRESS GRATITUDE TO THE WHOLE FINANCE TEAM FOR THE EXCEPTIONAL WORK THAT YOU ALL DO. THANKS. I MIGHT ADD ONE LITTLE COMMENT TO THE QUESTION AROUND COMPARING PORTS. THE WESTERN PUBLIC PORTS ASSOCIATION DOES PUBLISH AN ANNUAL, IT'S A, BASICALLY A SPREADSHEET THAT SHOWS ALL THE PORTS AND THEIR SOURCES OF FUNDING AND IT DOES INCLUDE THINGS LIKE THE MILLAGE RATE, WHAT EACH PORT AROUND THE STATE. IT'S A LITTLE BIT APPLIES TO ORANGES COMPARISON BECAUSE TAKE, FOR INSTANCE, THE 19 MILLION WE SPEND ON COMMUNITY PROGRAMS THAT DWARFS THE ENTIRE BUDGET OF PROBABLY HALF OF THOSE WPA MEMBERS. SO IT'S A LITTLE BIT DIFFERENT. BUT AS AN OFFICER ON THAT EXEC COMMITTEE RIGHT NOW, I COULD CERTAINLY SEND YOU THAT DOCUMENT SO YOU CAN TAKE A LOOK YOURSELF.

YEAH, I THINK THE LAST TIME I READ IT WAS ON THIS THING. COMMISSIONER,

HASEGAWA? OBVIOUSLY, THE NORTHWEST SEAPORT ALLIANCE IS HAVING ROBUST CONVERSATIONS AROUND THE FUTURE TERMINAL 46 WITH IMPLICATIONS FOR THE PORT OF SEATTLE AND OUR BUDGET. I'M WONDERING HOW SOME OF THAT IS ACCOUNTED FOR IN THIS DOCUMENT HERE. IT'S A GOOD QUESTION. NOT REALLY DIRECTLY, BECAUSE TERMINAL - WELL, AS YOU KNOW, WE ARE LEASING 29 ACRES AT THE PORT END OF TERMINAL 46, AND THAT IS INCLUDED IN THE MARITIME BUDGET. THE EXPENSE RELATED TO THAT, BUT BEYOND THAT, AND WE DO HAVE SOME PENDING PROJECTS IN OUR CAPITAL IMPROVEMENT PROGRAM, MORE FOR THE NORTH END OF TERMINAL 46. THAT'S A NON ALLIANCE PROPERTY. BUT TERMINAL 46 ITSELF IS, AS YOU KNOW, A LICENSE TO THE ALLIANCE. SO IT'S PRIMARILY IN THEIR HANDS. AND ANY CHANGES TO OUR CURRENT LEASE AGREEMENT THAT WE HAVE AT THE PORT OF SEATTLE THAT OFFERS SOME WIGGLE ROOM IN THE FUTURE, THEN OUT OF THAT ON THE 29 ACRES, I THINK WE'RE ALL WAITING TO SEE WHAT HAPPENS. HAVE YOU ACCOUNTED FOR THAT HERE? WE ARE ASSUMING THAT WE CONTINUE TO PAY THAT OKAY. THAT'S THE ASSUMPTION. YEAH. WE WANTED TO BE CONSERVATIVE. ALL RIGHT. MOSTLY MY COMMENTS RELATE TO JUST THE SCALE OF THIS BUDGET. I THINK SOMETIMES THE PORT OF GET INERT TO HOW BIG THESE NUMBERS ARE. BUT WHEN WE THINK ABOUT THE FACT THAT IF YOU INCLUDE THE ECONOMIC ACTIVITY FROM THE SEAPORT ALLIANCE ON LICENSED PROPERTIES IN PORT OF SEATTLE, WE CLEARLY HAVE BROACHED THAT \$1 BILLION FIGURE. THAT'S ENORMOUS. AND IT PUTS US IN A LEAGUE WITH ORGANIZATIONS BOTH PUBLIC AND PRIVATE AROUND THE REGION THAT REALLY DO HAVE SINGULAR IMPACT ON OUR ECONOMIES. AND SO FROM A LEADERSHIP PERSPECTIVE, IT REMINDS ME WE ARE IN A STEWARDSHIP ROLE HERE, AND IT'S REALLY CRITICAL THAT WE DO A GOOD JOB WITH THIS ARGUABLY MOST IMPORTANT VOTE OF THE YEAR ON THE OVERALL BUDGET. THE CIP, FOR INSTANCE, WE ARE IN A HISTORICALLY ROBUST PERIOD OF CAPITAL CONSTRUCTION AND WILL BE FOR THE FORESEEABLE FUTURE. AND SO ON THE ONE HAND, WE SHOULD BE REALLY PROUD THAT WE RUN AN ORGANIZATION THAT CAN MANAGE ROUGHLY A BILLION DOLLAR ANNUAL CAPITAL CONSTRUCTION THAT REQUIRES ENORMOUS AMOUNTS OF EXPERTISE, COORDINATION, EFFICIENCY. AND I KNOW THAT FROM STEVE METRUCK THROUGHOUT THE ORGANIZATION, THERE IS A REAL AWARENESS OF THE NEED TO BALANCE EFFICIENCY WITH GOOD FINANCIAL STEWARDSHIP AND BEST PRACTICES AROUND AVOIDING ANY SORT OF MISUSE OF FUNDS. I ALSO AGREE

WITH COMMISSIONER FELLEMAN THAT WE NEED TO CONTINUE TO THINK ABOUT HOW WE COMMUNICATE OUR BUDGET. IT IS AS WE'VE OFTEN SAID UP HERE YOUR BUDGETS ARE MORAL DOCUMENTS. WE PAY FOR WHAT WE CARE ABOUT AND WE'RE A PUBLIC AGENCY. SO WE NEED TO HAVE THAT DIALOGUE WITH THE PUBLIC ABOUT WHAT THE PUBLIC WANTS US TO BE SPENDING MONEY ON. I THINK I HAVE TRIED TO GET US TO THINK ABOUT IN MY YEAR AS PRESIDENT, HOW DO WE RECOGNIZE THAT THERE ARE INNOVATIONS IN FORMS OF COMMUNICATION THAT WOULD HELP US PROBABLY TO COMMUNICATE EVEN MORE EFFECTIVELY? 100 YEARS AGO THIS WAS PROBABLY THE PRINCIPAL WAY OF COMMUNICATING TO THE PUBLIC FROM THE COMMISSION AT THAT PUBLIC MEETING AND I IMAGINE THE SEATTLE TIMES AND THE POST INTELLIGENCE WHO WOULD HAVE A REPORTER THERE AND THEY'D WRITE IT DOWN, THERE'D BE STORIES THAT WOULD COME OUT. NOW WE'VE GOT SO MANY DIFFERENT COMMUNICATIONS CHANNELS, BUT SIMPLY WRITING A PRESS RELEASE, DISTRIBUTING IT, WRITING A MEMO, IS PROBABLY NOT SUFFICIENT TO REACH EVERYBODY WE COULD. AND I THINK WE WOULD GET MORE ROBUST FEEDBACK FROM THE PUBLIC AROUND THINGS IF WE STARTED TO THINK ABOUT WHAT IT WOULD MEAN TO HAVE AN ACCOMPANYING VIDEO, TO HAVE THINGS DISTRIBUTED THROUGH SOCIAL MEDIA CHANNELS IN WAYS THAT WOULD REACH NOT JUST OUR TYPICAL AUDIENCE, BUT MAYBE MORE YOUNGER PEOPLE AND WHO ARE ACCUSTOMED TO THE MORE AGILE FORMS OF COMMUNICATION. THEY ARE DIGITAL NATIVES, AS THEY SAY. SO I WOULD HOPE THAT AS WE THINK ABOUT CONTINUED IMPROVEMENTS AROUND OUR BUDGET COMMUNICATION THAT WE WOULD REALLY LEAN INTO THAT ASPECT OF IT TOO. I LIKE TO SAY THAT IF A PICTURE IS WORTH 1000 WORDS, A VIDEO IS WORTH 10,000. SO LET'S THINK ABOUT IT TOO. WE'RE REQUIRING GREATER BANDWIDTH ON YOUR COMPUTER. AND THEN FINALLY, TO COMMISSIONER FELLEMAN'S POINT ABOUT THE ADJUSTMENT, I THINK IT'S A REMINDER TO US THAT WE HAVE AN ENTIRE BUSINESS INTELLIGENCE TEAM THAT IS WORKING OVERTIME AND I THINK MORGAN IS ON HERE AS WELL, JUST FROM THE AVIATION SIDE THAT IS WORKING WITH OUR INDUSTRY PARTNERS BECAUSE WE ARE REALLY A CONDUIT FOR ECONOMIC ACTIVITY. WE ARE RELIANT UPON OUR CARRIERS, THE TRUCKING FLEETS, THE LOTS OF OTHER SOURCES OF DATA IN ORDER FOR US TO FIGURE OUT EXACTLY WHAT OUR BUDGET IS GOING TO BE BECAUSE IT'S SO RELIANT UPON OUR TENANTS AND CONCESSIONNAIRES AND OTHERS WHO REALLY ARE DOING THE DAY TO DAY WORK OF



MOVING GOODS AND PEOPLE. SO AN APPRECIATION BOTH TO OUR PARTNERS WHO ARE WILLING TO SHARE WITH US THAT KIND OF INFORMATION SO WE HAVE AN ACCURATE BUDGET AND ALSO WITH THE TEAM THAT'S DOING BUSINESS INTELLIGENCE TO PUT ALL THAT TOGETHER. SO WITH THAT SAID, YES, ABSOLUTELY. COMMISSIONER FELLEMAN, I HAD THE MISFORTUNE OF MISSING YOUR LAST MEETING. SO I THINK I NEED TO GET AT LEAST A COUPLE OF BITES AT THE APPLE HERE.

NOT ACCORDING TO PARLIAMENTARY. TO BUSINESS INTELLIGENCE. I MENTIONED THIS LAST TIME IN READING THE LOVELY TRADE JOURNALS OF MARITIME WORLD THAT I DO ONE OF THE POTENTIAL UPSIDES OF CLIMATE CHANGE DISRUPTION FOR THE PORT IS THE INABILITY FOR THE MISSISSIPPI TO MOVE GRAIN. THERE'S JUST BEEN, LIKE, THIS HUGE BACKUP OF BARGES, AND IT SEEMS TO BE PERSISTENT, WHICH SUGGESTED ME THAT STILL HAS TO GET TO MARKET, THAT THERE MAY BE, IN FACT, AN UPSIDE TO TRAINING IT TO OUR GATEWAY, BUT IN FACT, WE'RE FORECASTING A 4% DECREASE, AND I JUST DON'T KNOW WHY. IT WOULD BE KIND OF INTERESTING TO CHECK ON THIS. IT WAS A RELATIVELY RECENT INCIDENT, BUT IT'S LOOKING LIKE IT'S PERSISTING AND SO AND GRAIN WAS DOING PRETTY GOOD BEFORE. RIGHT, SO AND YOU KNOW, YOU WOULD THINK WITH UKRAINE BEING DOWN, I MEAN, IT JUST SEEMS LIKE I WAS JUST SURPRISED THAT GRAIN IS BEING SEEN AS AN IN A DOWNWARD TREND, BUT I DON'T SUGGEST TO BE AS INTELLIGENT AS SOME BUSINESSES. IF I COULD COMMENT ON IT? YEAH, SO WE DO GET THAT NUMBER FROM OUR TENANT, LOUIS DREYFUS, SO IT'S BASED ON THEIR FORECAST. I THINK PART OF THE ISSUE RIGHT NOW IS THAT THE US DOLLAR IS REALLY STRONG. SO I THINK THAT'S AFFECTING EXPORTS MUCH. MOST OF THAT GRAIN GOES TO ASIA. I THINK THAT'S PART OF THE ISSUE. GOT IT. WELL, OBVIOUSLY LOUIE KNOWS HOW TO INVEST, SO WE WENT THROUGH THAT BEFORE. GETTING BACK TO THE QUESTION OF - LOUIE, WE'RE BUDS. SO GETTING BACK TO THE QUESTION OF ROLLING OUT THE BUDGET, I DON'T UNDERSTAND, WHAT IS THIS COUPLE OF WEEK INTERVAL BETWEEN ACTUALLY FILING THE STATUTORY BUDGET IN KING COUNTY AND RELEASING THE BUDGET? YOU'RE LOOKING AT THE RELEASING THE BUDGET DOCUMENT. SO WE'VE ALREADY PUT OUT THE PRELIMINARY BUDGET DOCUMENT A FEW WEEKS AGO. WE TRIED TO GET THAT OUT THREE WEEKS AHEAD OF FIRST WEEK. I HAVE THAT. MICHAEL SCOTT RIGHT HERE. THAT WAS PUBLISHED THREE WEEKS AGO. AS WE JUST TALKED ABOUT,

THERE HAVE BEEN SOME CHANGES TO THE BUDGET. SO WHAT WE DO IS WE UPDATE THAT DOCUMENT WITH ALL THE FINAL NUMBERS AND THEN WE ISSUE THE FINAL BUDGET DOCUMENT IN MID DECEMBER. SO THAT'S WHAT YOU'RE LOOKING AT THERE. THAT'S JUST THE BUDGET DOCUMENT. THAT'S DIFFERENT THAN FILING WITH THE COUNTY. OKAY.

YOU CAN'T CHANGE IT ONCE YOU FILE IT WITH THE COUNTY THOUGH. NO, RIGHT. WHAT IS IT JUST THE PRINTING DELAY? BECAUSE YOU HAVE THE FILING WITH THE COUNTY AT NOVEMBER 30 AND THEN YOU HAVE THE PUBLICATION OF THE DOCUMENT ON DECEMBER 15. MICHAEL, SINCE HIS TEAM IS THE ONES WHO HAVE TO DO THAT. SURETY, HAPPY TO ANSWER THAT. SO WHEN WE FILED A STATUTE BUDGET WITH KING COUNTY, BASICALLY IS THE STATUTE BUDGET, WHICH BASICALLY IS THE SECTION IN THE CURRENT BUDGET DOCUMENT, SECTION ELEVEN.

SO IT'S ONLY ONE PART THAT'S MORE PART OF THAT. BUT IN ORDER TO UPDATE THE WHOLE BUDGET BOOK, IT TAKES A LITTLE BIT TIME. SO THAT'S PROBABLY REASON WE USUALLY TAKE A LITTLE BIT LONGER TO UPDATE EVERYTHING BECAUSE THERE'S CERTAINLY SOME CHANGES EVERY YEAR SINCE WE PUBLISHED THE PERMANENT BUDGET DOCUMENTS. SO I WAS JUST WONDERING, IS IT ACTUALLY A PHYSICAL PRODUCTION DELAY IN PART TO DO THAT? BECAUSE ONE OF THE THINGS THAT I THINK WHAT WE FIND IS THAT THE CITY AND THE COUNTY RELEASE THEIR BUDGETS, AND THEY'RE ALWAYS A NEWS ITEM. AND TO THE DEGREE THAT WE ARE RELEASING AT A SIMILAR TIME AND SHOWING OUR RELATIVE IMPORTANCE TOM ALBERT USED TO ALWAYS SAY WE PUNCH BELOW OUR WEIGHT, BUT WE HAVE TO PUT OURSELVES IN THE CONTEXT OF THE OTHER BUDGETS THAT ARE GOING AROUND. SO TO THE DEGREE THAT THIS IS JUST A PRINTING PRESS PROBLEM OR SOMETHING LIKE THAT, WE HAVE SOME ABILITY TO PUT OUT A DIGITAL VERSION UNTIL A HARD COPY IS THAT I'M JUST LOOKING AT TRYING TO DO AN ALIGNMENT THAT MAKES US RELEVANT CONTEXTUALLY. SO YOU'RE SUGGESTING YOU'D LIKE TO SEE THE DOCUMENT OUT SOONER, IF POSSIBLE. I DON'T KNOW EXACTLY THE DATE THAT THE CITY AND THE COUNTY PRODUCED THEIRS, BUT I JUST KNOW WHEN YOU START RELEASING SOMETHING DECEMBER 15, YOU'RE NOT GETTING A LOT OF ATTENTION. YOU KNOW, PEOPLE HAVE MADE THEIR FLIGHTS THROUGH OUR AIRPORT. WHAT ARE THE DATES THAT THE CITY IN THE COUNTY RELEASE THEIRS?

THANKSGIVING. RIGHT. SO NOVEMBER 30, WE OFFICIALLY ARE DONE. RIGHT. SO THAT'S WHERE SHORTLY AFTER THANKSGIVING, IT SEEMS TO ME THAT'S WHEN WE COULD KIND OF

COLLECTIVELY ROLL SOMETHING OUT ANYWAY. I JUST DIDN'T KNOW WHAT THAT WAS. JUST A BUREAUCRATIC PRINTING SOMETHING LIKE THIS IS AN ENORMOUS UNDERTAKING. SO I DON'T DENY THE FACT THERE'S A DELAY, BUT I DON'T THINK IT'S NECESSARILY IT DOESN'T MEAN WE CAN'T TALK ABOUT IT. NO, IT'S REALLY JUST THE STAFF TIME INVOLVED IN GOING THROUGH THE DOCUMENT, ALL THE PAGES AND UPDATING AND PROOFREADING AND GETTING EVERYTHING READY AND PERFECT BEFORE WE TAKE IT TO THE PRINTER. THE PRINTING IS A QUICK PROCESS GENERALLY, AND IT SOUNDS TO ME LIKE DECEMBER 15 IS A PERFUNCTORY THING TO MAKE SURE ALL THE DETAILS ARE CORRECT. BUT WE CAN DO ALL THE PR WE WANT ONCE IT'S FILED. AS FAR AS AS OF NOVEMBER 30. YEAH, OR ARGUABLY RIGHT AFTER WE AUTHORIZE IT. AND AS A REMINDER, COMMISSIONER, WE ALSO HAVE THE BUDGET IN BRIEF, WHICH CORRECT ME, WHICH IS MY FAVORITE DOCUMENT. IS THAT RIGHT BEFORE THE 15TH? THAT PROBABLY WILL BE EARLIER THIS YEAR. IN THE PAST, AS YOU PROBABLY KNOW, WE STILL HAVE SOME CHANGES IN THE OCTOBER BUDGET, SO WE HAVE TO UPDATE SOME INFORMATION AND LOTS OF TABLE AND GRAPH. BUT THIS YEAR ASSUME THAT THERE'S NO MORE CHANGES DURING THE ADOPTION OF THE BUDGET. SO OUR PLANS ACTUALLY PROBABLY WANT TO GET IT DONE EARLIER, PROBABLY BECAUSE THAT'S WHAT WE'RE HOPING FOR. SO, AS YOU KNOW, HAVING PAINFULLY GONE THROUGH THIS TWICE WITH ME, I DO REALLY THINK THAT IT'S A GREAT COMMUNICATION DOCUMENT AND IT'S LAYOUT, IT'S REALLY READABLE AND ACTUALLY SO IN THE COURSE OF TRYING TO GET A DIGITAL COMMUNICATION OUT, I THINK THAT'S OUR VEHICLE IN ONE OF THE GREAT WAYS AND TO YOUR POINT ABOUT VIDEO? I THINK IT WAS MAYBE AS A FUNCTION OF THE PLAGUE. I MEAN, COVID THAT WE DID THESE VIDEO ROLLOUTS, WE HAD THIS HIGH PRODUCTION, EXPENSIVE THING THAT WE DON'T REALLY NEED TO DO AS QUITE THE LEVEL. BUT I THINK FOR TWO YEARS DURING COVID THERE WAS A WHOLE, YOU KNOW, SONG AND DANCE ROUTINE THAT I DON'T KNOW HOW MANY HITS SOMETHING LIKE THAT GOT, BUT IT WAS IF WE WANTED TO DO THAT, WE KNOW HOW TO DO IT. I JUST THINK AND I'M CERTAINLY NOT SUGGESTING THAT STAFF ARE NOT SCRUBBING THE OPPORTUNITIES, BUT THERE ARE MANY VEHICLES. AND I JUST THINK, GIVEN HOW MUCH TIME IT TAKES TO DO THE BUDGET, IN BRIEF, I'D JUST LIKE TO SEE US EXERCISE IT AS FAR AS WE CAN. OKAY, WE'LL SEE WHAT WE CAN DO. THANKS FOR THE FEEDBACK. AND I ALSO WOULD LIKE TO ADD THAT CARL ON THE LINE. THEY HAVE SOME EXTERNAL RELATIONS. WE

CREATED A BUDGET SPECIFIC PAGE FOR THE LAST COUPLE OF YEARS, AND ALSO INCLUDE ALL THOSE PUBLIC MEETINGS AND SOME OF THE BUDGET INFORMATION ON THE WEBSITE AS WELL, QUITE EARLY IN THE PROCESS. AND THEN THE PUBLIC OPEN HOUSE, THE POWERPOINT AND THE PRESENTATION ALSO CAN BE FOUND FROM THE PORT WEBSITE, ALONG WITH THE BUDGETING BID AND SOME OTHER BUDGET INFORMATION LINK TO OTHER BUDGET INFORMATION. SO I THINK THAT'S PART OF OUR EFFORT TO TRY TO REACH OUT TO THE COMMUNITY AS WELL. AND THEN WE COULD PROBABLY JUST USE OUR NETWORKS TO GIVE US THOSE TOOLS AND WE COULD AMPLIFY IT. COMMISSIONER HASEGAWA. YEAH. JUST ONE FINAL RECOMMENDATION, DAN, THAT YOU SHOULD ALSO PERSONALLY CHOREOGRAPH A DANCE TO GO WITH THAT VIDEO AND THAT WILL HELP IT TREND ON TIKTOK. WE'LL TAKE THAT INTO CONSIDERATION. EXCELLENT. ALL RIGHT, THANK YOU, COMMISSIONERS. AT THIS TIME, I'LL GO AHEAD AND OPEN THE PUBLIC HEARING ON RESOLUTIONS NUMBERS 3805 AND 3806. EACH SPEAKER HAS TWO MINUTES TO ADDRESS THE COMMISSION. CLERK HART, DO WE HAVE ANYONE SIGNED UP TO GIVE TESTIMONY ON THIS ITEM? WE DO NOT HAVE ANYONE SIGNED UP TODAY. IF YOU WOULD LIKE TO CALL FOR ANYBODY EITHER ON TEAMS OR IN THE ROOM, IS THERE ANYONE WHO DID NOT SIGN UP BUT WOULD LIKE TO SPEAK EITHER VIRTUALLY OR IN PERSON? OKAY. HAVING NO ADDITIONAL SPEAKERS, I'LL GO AHEAD AND CLOSE THIS PUBLIC HEARING AND MOVE DISCUSSION TO THE COMMISSION. IS THERE A MOTION TO INTRODUCE RESOLUTION NUMBERS 3805 AND 3806? SO MOVED. SECOND. COMMISSIONERS, ARE THERE ANY ADDITIONAL QUESTIONS AT THIS TIME? SEEING NO FURTHER DISCUSSION, CLERK HART, CAN YOU PLEASE CALL THE ROLL FOR THE VOTE? COMMISSIONERS, PLEASE SAY WHEN YOUR NAME IS CALLED FOR THE VOTE, BEGINNING WITH COMMISSIONER FELLEMAN AYE. THANK YOU. COMMISSIONER HASEGAWA. AYE. THANK YOU. COMMISSIONER MOHAMED AYE. THANK YOU. AND COMMISSIONER CALKINS. AYE. THANK YOU. FOUR AYES, ZERO NAYS FOR THIS ITEM. THE MOTION TO INTRODUCE RESOLUTION NUMBERS 3805 AND 3806 PASSES. THIS ITEM WILL BE BACK BEFORE THE COMMISSION FOR CONSIDERATION OF ADOPTION AT THE NOVEMBER 29, 2022 MEETING. CLERK HART PLEASE READ THE NEXT ITEM INTO THE RECORD. WE'LL THEN HEAR FROM MR. THOMAS TO INTRODUCE THE ITEM. THANK YOU. THIS IS AGENDA ITEM TEN C, INTRODUCTION OF RESOLUTION NUMBER 3807 A

RESOLUTION OF THE PORT OF SEATTLE  
COMMISSION AMENDING THE POLICY DIRECTIVE  
FOR SALARIES AND BENEFITS FOR EMPLOYEES  
NOT COVERED BY A COLLECTIVE BARGAINING  
AGREEMENT ESTABLISHED BY RESOLUTION  
NUMBER 3790 AND PROVIDING AN EFFECTIVE  
DATE FOR ALL AMENDMENTS OF JANUARY 1,  
2023. COMMISSIONER. NEXT YOU WILL HEAR  
ABOUT PROPOSED CHANGES TO OUR SALARY AND  
BENEFITS AT THE PORT. AMONG THE PROPOSED  
CHANGES ARE ADDING COST OF LIVING  
INCREASES FOR NON REPRESENTED EMPLOYEES,  
ADDING A DEFINITION FOR PAY EQUITY, A  
PORT EMERGENCY PAY PROGRAM, AND  
REQUESTING THE ABILITY FOR A  
MULTILINGUAL PAY PROGRAM. HERE TO MAKE  
THE PRESENTATION IS TAMMY WHITTER.  
WOODARD HR DIRECTOR TOTAL WIG REWARDS  
AND SANDRA SPELLMEYER TOTAL REWARDS.  
MANAGER. THANK  
YOU, MR. THOMAS. AND GOOD AFTERNOON,  
COMMISSIONERS. SANDRA AND I ARE HERE TO  
REQUEST INTRODUCTION OF RESOLUTION 3807  
THE 2023 SALARY AND BENEFITS  
RESOLUTION THAT WILL UPDATE THE PORT  
SALARY AND BENEFITS POLICY DIRECTIVE.  
SANDRA WILL SHARE SOME BACKGROUND  
INFORMATION WITH YOU AND THEN REVIEW THE  
RECOMMENDED CHANGES THAT ARE THE TYPE OF  
CHANGES THAT WE RECOMMEND ON A REGULAR  
BASIS TO THE SALARY AND BENEFITS POLICY  
DIRECTIVE. I WILL THEN REVIEW SOME OF  
THE MORE UNIQUE CHANGES THAT WE ARE  
REQUESTING FOR THIS YEAR. THANK YOU,  
TAMMY. GOOD AFTERNOON, COMMISSIONERS.  
THE SALARY AND BENEFITS RESOLUTION  
UPDATES THE SALARY AND BENEFITS POLICY  
DIRECTIVE, WHICH SPECIFIES THE PAY AND  
BENEFIT PROGRAMS FOR NON REPRESENTED  
EMPLOYEES AT THE PORT PER RCW 53  
08170. IT IS REQUIRED THAT THE PORT  
COMMISSION AUTHORIZES REVISIONS TO THE  
PAY AND BENEFITS PROGRAMS THAT ARE PART  
OF THE PORT'S OVERALL TOTAL REWARDS  
PACKAGE FOR NON REPRESENTED EMPLOYEES.  
THIS YEAR'S CHANGES INCLUDE REGULAR  
UPDATES TO THE RESOLUTION, LIKE  
ADJUSTMENTS TO THE PAY RANGE STRUCTURE,  
BUT ALSO INCLUDES ADDITIONS TO THE PAY  
PROGRAM RESULTING FROM THE COMPENSATION  
PROGRAM. I'M SORRY, COMPENSATION  
PROJECT. WE ARE EXCITED ABOUT THIS  
PROJECT, WHICH IS IN YEAR TWO OF A  
THREE YEAR PROJECT PLAN AND INCLUDES  
INVOLVEMENT OF MANY EMPLOYEES ACROSS THE  
PORT, ALONG WITH A CONSULTANT TO REVIEW  
THE NON REPRESENTED PAY PROGRAM AND  
IDENTIFY WHAT WORKS WELL AND WHAT COULD  
WORK BETTER. THE PORT'S FOCUS IS TO  
ENSURE THAT THE PAY PROGRAM FOR  
NON REPRESENTED EMPLOYEES SUPPORTS  
ATTRACTION AND RETENTION OF EMPLOYEES.  
THE PROJECT TO DATE INCLUDES MULTIPLE

RECOMMENDATIONS, INCLUDING ADJUSTMENTS TO EXISTING ASPECTS OF THE PROGRAMS AND SOME NEW ELEMENTS. NEXT SLIDE, PLEASE. CAN WE GO TO SLIDE THREE, PLEASE? NO, IT'S OKAY.

ALL RIGHT. THE 2023 RECOMMENDATION CHANGES FALL INTO TWO MAIN CATEGORIES FOR THIS YEAR. THE FIRST CATEGORY IS REGULAR, ONGOING CHANGES BASED ON NORMAL OVERSIGHT OF THE TOTAL REWARDS PROGRAMS FOR PAYING BENEFITS. AND THE SECOND CATEGORY ARE RECOMMENDATIONS COMING FROM THE COMPENSATION PROJECT AND THE OUTCOMES THAT ARE BEING DRIVEN BY THAT WORK. I WILL BE GOING THROUGH THE REGULAR CHANGES FIRST, AND THEN TAMMY WILL SPEAK TO THE COMPENSATION PROJECT RELATED CHANGES. NEXT SLIDE PLEASE. OUR FIRST RECOMMENDATION IS TO REMOVE WORKPLACE RESPONSIBILITY IN THE REPORTING REQUIREMENTS SECTION. UNDER GENERAL COUNSEL, THIS GROUP WILL BE MOVING UNDER HUMAN RESOURCES IN 2023. NEXT SLIDE, PLEASE.

WE ARE ALSO RECOMMENDING THAT WE ADD WASHINGTON PAID SICK LEAVE UNDER THE MANDATED BENEFITS SECTION. THIS REQUIRED SICK LEAVE BENEFIT FOR OVERTIME ELIGIBLE EMPLOYEES WAS IMPLEMENTED IN 2020 AS REQUIREMENT BY THE STATE OF WASHINGTON. THIS ADDITION IS JUST TO ENSURE THAT OUR SALARY BENEFITS POLICY DIRECTIVE ALIGNS WITH THE BENEFITS WE ARE PROVIDING OUR EMPLOYEES. WE ARE ALSO RECOMMENDING WE REMOVE THE COVID-19 VACCINATION VERIFICATION INCENTIVE DAY FROM THE PAID LEAVE SECTION. THIS LEAVE BENEFIT WAS ADDED SPECIFICALLY TO THE 2022 SALARY BENEFITS RESOLUTION FOR THE INTENT THAT THIS BENEFIT WOULD BE ONLY SPECIFIC TO 2022. NEXT SLIDE, PLEASE.

NOW I'M GOING TO HAND IT OFF TO TAMMY TO DISCUSS OUR COMPENSATION PROJECT RELATED CHANGES. THANK YOU. THANK YOU, SANDRA. THE PAY RANGES AT THE PORT REFLECT THE MINIMUM AND MAXIMUM AMOUNT THAT THE PORT PAYS TO EMPLOYEES WHOSE JOBS ARE ASSIGNED TO ANY PARTICULAR RANGE. EMPLOYEES CAN BE PAID ANYWHERE WITHIN THAT RANGE FROM THE MINIMUM TO THE MAXIMUM. OUR GOAL IS TO HAVE THE RANGES REFLECT WHAT OTHER EMPLOYERS ARE PAYING IN THE MARKET FOR SIMILAR WORK. WHEN PORT PAY RANGES INCREASE, EMPLOYEES DO NOT RECEIVE AUTOMATIC INCREASES EQUAL TO THE RANGE INCREASE. ONLY EMPLOYEES WHOSE PAY IS LESS THAN THE NEW MINIMUM OF THEIR PAY RANGE RECEIVE AN AUTOMATIC ADJUSTMENT, AND THOSE ADJUSTMENTS ARE ONLY TO THE MINIMUM OF THE NEW PAY RANGE. FOR 2023, WE ARE RECOMMENDING A 4% INCREASE TO THE RANGES FOR NON REPRESENTED EMPLOYEES. WITH THIS

INCREASE, THE RANGE FOR GRADE SEVEN WILL HAVE A MINIMUM THAT IS LESS THAN THE 2023 CITY OF SEATTLE MINIMUM WAGE. SO WE ARE RECOMMENDING THAT WE ELIMINATE THIS GRADE. THE MINIMUM OF THE GRADE EIGHT RANGE WILL BE ONLY SLIGHTLY ABOVE THE 2023 CITY OF SEATTLE MINIMUM WAGE, SO WE ARE ALSO RECOMMENDING ELIMINATING THAT GRADE. WE DO HAVE ONE EMPLOYEE WHOSE JOB IS ASSIGNED TO THE GRADE SEVEN RANGE. WE WILL MOVE THAT JOB TO THE GRADE NINE RANGE, AND WE WILL MAKE SURE THAT THE EMPLOYEES PAY IS AT LEAST THE MINIMUM OF THE GRADE NINE PAY RANGE. THERE ARE TWO JOBS THAT ARE ASSIGNED TO GRADE EIGHT. THOSE ARE BOTH JOBS THAT HAVE NOT BEEN FILLED FOR SOME TIME. WE'VE CONFIRMED THAT THE DEPARTMENT WHERE THOSE RESIDE DO NOT HAVE ANY INTENTIONS OF FILLING THEM. IN THE FUTURE, WE WILL BE INACTIVATING THOSE JOBS AS WE ELIMINATE THE GRADE EIGHT RANGE. NEXT SLIDE, PLEASE.

WE ARE ALSO RECOMMENDING THAT WE ADD TWO NEW DEFINITIONS TO THE DEFINITIONS SECTION OF THE SALARY AND BENEFITS POLICY DIRECTIVE. THESE ADDITIONS WILL DESCRIBE THESE SPECIFIC TERMS FOR THE USE AT THE PORT OF SEATTLE, BOTH WITHIN THE SALARY AND BENEFITS POLICY DIRECTIVE, IN POLICIES, AND IN OTHER PROGRAM DOCUMENTS RELATED TO THESE PROGRAMS. THESE ADDITIONS DESCRIBE THESE DEFINITIONS ALSO SUPPORT THE RECOMMENDATIONS THAT ARE COMING FROM THE COMPENSATION PROJECT. THE NEW DEFINITIONS AS WE RECOMMENDED THEM FOR THE SALARY AND BENEFITS POLICY DIRECTIVE ARE, AS YOU SEE ON THE SLIDE HERE, THIS IS THE EXACT LANGUAGE THAT WE ARE RECOMMENDING THAT YOU ADD. NEXT SLIDE, PLEASE.

AS OUR TEAM REVIEWED THE PAY PRACTICES SECTION OF THE CURRENT POLICY DIRECTIVE AND LOOKED AT ADDING SOME NEW ITEMS TO THIS AREA AS WE REALIZED THAT THE SECTION HAS GROWN AND NOW INCLUDES BOTH DESCRIPTIONS OF PAY PRACTICES AS WELL AS PAY TYPES. TO SUPPORT READABILITY OF THIS SECTION, WE ARE RECOMMENDING CREATING A NEW PAY TYPES SECTION IN ADDITION TO THE PAY PRACTICES. AND THEN WE ARE RECOMMENDING THAT WE MOVE SOME OF THE ITEMS OUT OF THE CURRENT PAY PRACTICES INTO THE NEW PAY TYPES. IN ADDITION TO THE ITEMS THAT YOU SEE HERE LISTED ON THE SLIDE THAT WE RECOMMEND MOVING OUT OF PAY PRACTICES INTO PAY TYPES, WE ARE RECOMMENDING THAT WE MAINTAIN SEVERAL IN THE PAID TYPES SECTION SORRY. IN THE PAY PRACTICES SECTION AND WHAT WE



ARE RECOMMENDING WE KEEP THERE ARE THE DESCRIPTION OF THE PORT STANDARD WORK SCHEDULE, THE DESCRIPTION OF THE PORT STANDARD PAYROLL CYCLE AND PAY RATES, AND THE DESCRIPTION OF HOW PAY RATES FOR NEW EMPLOYEES ARE ESTABLISHED. THE NEW PAY SECTIONS TYPE WILL INCLUDE THESE ITEMS ON THE BOTTOM OF THE SLIDE AS WELL AS SOME NEW ONES THAT WE WILL BE RECOMMENDING. NEXT SLIDE, PLEASE. SO, IN ADDITION TO THOSE ITEMS THAT WE JUST SHOWED YOU ARE RECOMMENDING THAT WE MAINTAIN, WE ARE RECOMMENDING THAT WE ADD THESE NEW ONES. COLA WILL BE AN INCREASE AWARDED TO EMPLOYEES BASED ON CHANGES TO THE CONSUMER PRICE INDEX. COLA PLUS IS AN ADDITIONAL 1% INCREASE THAT WILL BE AWARDED TO EMPLOYEES WHOSE PAY IS LESS THAN TWO TIMES THE CITY OF SEATTLE MINIMUM WAGE. THE THRESHOLD FOR EMPLOYEES RECEIVING THIS ADDITIONAL INCREASE FOR 2023 WILL BE \$77,500, THE ANNUAL AMOUNT THAT IS EQUAL TO THE 2023 CITY OF SEATTLE MINIMUM WAGE OF \$18.69 TIMES TWO. WE'RE RECOMMENDING THAT WE ADD A MULTILINGUAL PAY PREMIUM AND THAT WILL BE AN AMOUNT ON TOP OF EMPLOYEES REGULAR PAY THAT THEY RECEIVE WHEN THEY PROVIDE LANGUAGE SERVICES. AT THE REQUEST OF THE PORT. EMPLOYEES WILL NEED TO HAVE PROVEN PROFICIENCY IN THE OTHER LANGUAGE TO BE ELIGIBLE TO PROVIDE THIS SERVICE AND RECEIVE THE PREMIUM. EMERGENCY PAY WILL BE A PAY PROGRAM THAT WILL PROVIDE ADDITIONAL PAY TO EMPLOYEES WHOSE JOBS ARE EXEMPT FROM OVERTIME PAY WHEN THEY MUST WORK MORE THAN THEIR NORMAL WORK SCHEDULE IN THE EVENT OF A PORT EMERGENCY, LIKE A MAJOR POWER OUTAGE, A BIG EARTHQUAKE, OR A MAJOR SNOW EVENT. WE ARE ALSO RECOMMENDING THAT WE CHANGE THE TITLE OF ICT STANDBY PAY TO JUST STRAIGHT STAND BY PAY. THIS PROGRAM IS CURRENTLY SPECIFIC TO OVERTIME ELIGIBLE EMPLOYEES IN OUR ICT DEPARTMENT. THE CHANGE WILL PERMIT US TO REVIEW THE PORT'S USE OF STANDBY PAY MORE BROADLY AND DETERMINE WHERE AND WHEN IT MAY BE APPROPRIATE TO PAY EMPLOYEES. WHEN THEIR ACTIVITIES DURING NON-WORK HOURS ARE LIMITED BY A REQUIREMENT, THEY BE ABLE TO RESPOND TO TAKE CARE OF AN EMERGENCY AT THE PORT. NEXT SLIDE, PLEASE. THE COSTS OF THE SUMMARY AND BENEFIT POLICY DIRECTIVE THAT WE ARE RECOMMENDING ARE FOR THE MOST PART INCLUDED IN THE 2023 BUDGET THAT YOU JUST HEARD ABOUT. EMERGENCY PAY AND MULTILINGUAL PAY ARE DIFFICULT TO ESTIMATE AS WE CANNOT FORECAST WHEN OR TO WHAT EXTENT THEY WILL BE NEEDED. THE OTHER CHANGES ARE EASIER FOR US TO

ESTIMATE BASED ON CURRENT EMPLOYEES AND THEIR PAY LEVELS. WE ARE ESTIMATING THE COST OF THE COLA INCREASE TO BE ABOUT \$8.2 MILLION FOR THE PORT'S NON REPRESENTED EMPLOYEES, AND THAT IS BASED ON A 6% COLA INCREASE.

THE COLA CALCULATIONS WE WILL BE USING HAS A 6% CAP AND WE ARE ANTICIPATING THAT THE CALCULATION THAT WE WILL BE USING GOING FORWARD WHEN WE DO HAVE ALL OF THE DATA POINTS, WILL PRODUCE A COLA INCREASE AMOUNT THAT EXCEEDS 6%. SO WE ANTICIPATE APPLYING THE CAP FOR 2023 TO GET TO THE 6% COLA.

SO WE ESTIMATE THE COST OF THE COLA PLUS AT AN ADDITIONAL \$103,000 AND WE EXPECT ABOUT 165 EMPLOYEES TO HAVE PAY RATES BELOW THE THRESHOLD AND BE ELIGIBLE FOR THAT ADDITIONAL 1% COLA INCREASE.

FINALLY, WITH THE RECOMMENDED 4% INCREASE TO THE RANGES, WE ESTIMATE FEWER THAN 30 EMPLOYEES WILL HAVE THEIR PAY INCREASE TO THE MINIMUM OF THEIR NEW RANGE AND WE EXPECT THE COST OF THIS TO BE LESS THAN \$40,000. NEXT SLIDE, PLEASE. THAT'S THE INFORMATION WE HAVE FOR YOU TODAY. SANDRA AND I ARE HAPPY TO ANSWER ANY QUESTIONS YOU MAY HAVE. THANK YOU, TAMMY. THANK YOU, SANDRA. COMMISSIONERS, DO YOU HAVE ANY QUESTIONS AT THIS TIME FOR STAFF?

COMMISSIONER, HASEGAWA? THANK YOU.

SO, LOOKING AT SLIDE EIGHT, I'M WONDERING HOW

THIS PROPOSAL REFLECTS PAY EQUITY AS WE UNDERSTAND IT WITH ITS NEW DEFINITION. AND I'M ALSO WONDERING IF THERE WERE ANY INSIGHTS OR LESSONS LEARNED FROM THE WOMEN OF COLOR ASSESSMENT THAT HAVE BEEN APPLIED TO THIS STRATEGY. SO WHAT WE'RE TALKING ABOUT HERE ON SLIDE EIGHT IS REALLY MOVING THINGS AROUND IN THE POLICY DIRECTIVE SO THAT WE'VE GOT PAY PRACTICES SEPARATED FROM PAY TYPES SO THAT IN AND OF ITSELF DOES NOT HAVE ANY IMPLICATION OR NO OUTCOME BASED ON THE WOMEN OF COLOR ASSESSMENT.

THE WOMEN OF COLOR ASSESSMENT, AS WELL AS THE OVERALL EQUITY ASSESSMENT THAT THE PORT CONDUCTED WERE DONE AFTER THE PORT DID A PORT WIDE PAY SURVEY AND FOLLOWUP FOCUS GROUPS FOR NON REPRESENTED EMPLOYEES. AND WE FOUND VERY SIMILAR OUTCOMES FROM THE WORK WE DID AT THE BEGINNING OF THE COMPENSATION PROGRAM AND WHAT CAME OUT OF THE EQUITY ASSESSMENT. AND THEN WHAT WE'RE HEARING IN THE WOMEN OF COLOR ASSESSMENT PARTICULARLY INTEREST IN COLA PAY AND AN INTEREST IN MAINTAINING OUR PAY FOR PERFORMANCE PROGRAM, BUT ALSO MAKING SURE THAT WE DO WHAT WE CAN

TO REMOVE ANY BIAS THAT MAY BE INHERENT  
IN THAT. EITHER UNINTENDED BIAS  
OR THINGS THAT  
MAY BE TOTALLY  
INCIDENTAL OR THINGS THAT MAY HAVE MORE  
OF A DIRECT CAUSE. THAT IS  
A PROJECT THAT HR WILL BE TAKING ON  
STARTING NEXT YEAR TO LOOK AT THE PAY  
FOR PERFORMANCE PROGRAM, WHICH IS  
REFERENCED GENERALLY IN THE POLICY  
DIRECTIVE THAT THAT'S THE WAY EMPLOYEES  
MOVE THROUGH THEIR PAY RANGE AND THAT IS  
A IT'S BASED ON PERFORMANCE REVIEWS.  
WE WILL MAINTAIN THAT SYSTEM THROUGHOUT  
THIS YEAR, PROBABLY THROUGH NEXT YEAR,  
WHILE WE STUDY THE PROGRAM AND COME UP  
WITH SOMETHING NEW AND DIFFERENT AND TRY  
TO FIND A BETTER WAY TO DO IT. IN ALL OF  
THE YEARS THAT I'VE BEEN WORKING IN  
COMPENSATION, NOBODY'S FOUND THAT SILVER  
BULLET FOR PERFORMANCE MANAGEMENT SYSTEM  
AND A MERIT TYPE PAY PROGRAM. BUT I DO  
THINK THAT THERE ARE OPPORTUNITIES AT  
THE PORT TO BUILD SOME MORE STRUCTURE  
AND SOME MORE EXPECTATIONS AROUND IT.  
SO THAT WILL BE COMING, COMMISSIONER,  
NEXT YEAR. WHAT WE HAVE INCLUDED THIS  
YEAR SPECIFICALLY RELATED TO EQUITY  
IS THE COLA PLUS WHERE WE ARE  
RECOGNIZING THAT THE EMPLOYEES ARE AT  
THE LOWER END OF OUR PAY SCALE ARE  
IMPACTED MORE GREATLY THAN EMPLOYEES IN  
THE HIGHER END OF THE PAY SCALE AND SO  
AWARDING THAT SLIGHTLY MORE COLA  
INCREASE FOR THEM AND ADDING  
THE PAY EQUITY DEFINITION. SO THOSE ARE  
THE BEGINNING STEPS OF THINGS THAT WE'RE  
ASKING YOU TO APPROVE FOR THIS YEAR THAT  
WILL ALLOW US TO CONTINUE WORK INTO NEXT  
YEAR. AS WE LOOK AT IMPLEMENTING DESIGNS  
OF NEW DESIGNS, MODIFIED DESIGNS  
OF OUR PAY PROGRAM VERSUS WHAT WE HAVE  
TODAY. I THINK THAT'S REALLY GREAT AS WE  
WORK TO TRY AND ADDRESS SOME OF THE  
DISPARITIES THAT EXIST BETWEEN PEOPLE  
WHO ARE PERFORMING SIMILAR JOB FUNCTIONS  
OR HAVE SIMILAR TITLES, BUT BETWEEN  
WHITES AND NONWHITES OR MALES AND  
NONMALES. THAT COLA PLUS PROGRAM IS  
A TOOL THAT WE HAVE AND A FOUNDATION TO  
BUILD UPON. I JUST REALLY COMMEND THIS  
AS A BEGINNING FRAMEWORK AND  
ACKNOWLEDGEMENT THAT THERE'S ROOM TO BE  
ABLE TO BUILD UPON IT AND THERE'S MORE  
THAT THE PORT CAN DO. I HAVE A FOLLOW UP  
QUESTION, SO I ALSO  
REALLY APPLAUD THE MULTILINGUAL PAY  
PREMIUM. THAT'S A WONDERFUL STRATEGY, I  
THINK. AND I'M WONDERING IF YOU  
COULD EXPAND A LITTLE BIT MORE ON SOME  
OF THE FACTORS THAT YOU THINK MIGHT  
CONTRIBUTE TO MAKING IT REALLY  
CHALLENGING TO BE ABLE TO CALCULATE

AROUND. OH, TO CALCULATE THE COST? YEAH. SO WE'RE ASKING YOU TO APPROVE US PUTTING A PROGRAM IN PLACE. WE DON'T HAVE ALL OF THE DETAILS DETERMINED YET. THIS AGAIN CAME OUT OF THE COMPENSATION PROGRAM AND WE ARE LOOKING AT DIFFERENT WAYS FOR BEING ABLE TO HAVE EMPLOYEES DEMONSTRATE THEIR PROFICIENCY IN PARTICULAR LANGUAGES. SO WE CAN THEN BUILD A DATABASE OF EMPLOYEES WHO CAN HELP US OUT WHEN WE NEED LANGUAGE DEALS IN A PARTICULAR AREA. AND SINCE WE DON'T HAVE THAT TODAY, WE'RE NOT SURE HOW FREQUENTLY EMPLOYEES MAY BE CALLED UPON TO DO THAT. SO WE'RE ANTICIPATING A PROGRAM THAT SAYS WHEN THE PORT NEEDS TO HAVE LANGUAGE SKILLS, WE WILL ASK PEOPLE FROM THAT GROUP THAT WE WILL IDENTIFY TO DO THAT FOR US. AND SO WE THINK IT MAY BE A LIMITED AMOUNT, BUT WE REALLY DON'T KNOW. WE DON'T KNOW WHAT WE DON'T KNOW AT THIS POINT. WE DON'T KNOW THAT IF THERE MAY BE MORE OPPORTUNITIES FOR US TO CALL ON OUR EMPLOYEES WHO HAVE THOSE SKILLS TO HELP OUT IN DIFFERENT SETTINGS, WE COULD IMAGINE THAT IT COULD BE VERY LIMITED OR DEPENDING ON WHAT THE PORT IS DOING, WHERE AND WHEN THERE MIGHT BE A REQUEST FOR IT COULD BE COMMUNITY EVENTS. WE JUST DON'T KNOW YET. WE DON'T KNOW HOW BIG THE BREADBOX IS. YEAH, I CAN UNDERSTAND THAT AS BEING REALLY CHALLENGING. MY PHONE IS GOING CRAZY. I WANT TO PUT IT ON SILENT. BUT I THINK ABOUT HOW IT IS A WONDERFUL RESOURCE TO BE ABLE TO LEAN ON FOLKS THAT WE DO HAVE INTERNALLY, AS OPPOSED TO MAYBE OUTSOURCING FOR THOSE RESOURCES. BUT I ALSO KNOW, FOR EXAMPLE, I PERSONALLY AM CERTIFIED IN REAL ESTATE TRANSLATION SERVICES FOR SPANISH. BUT THAT'S VERY DIFFERENT THAN BEING ABLE TO PROVIDE THAT AS A SERVICE IN MEDICINE OR ANOTHER FIELD. EVERY FIELD HAS ITS OWN LANGUAGE, IF YOU WILL. AND SO I KNOW THAT THERE'S A LOT OF LAYERS TOO, AND TO WHAT EXTENT WE'D BE ABLE TO LEAN ON FOLKS, BUT THERE'S ALSO SOMETHING TO BE SAID ABOUT SOMEBODY WHO SPEAKS SOMETHING IN A NATIVE LANGUAGE VERSUS SOMEBODY WHO'S BEEN TAUGHT IT ACADEMICALLY. AND SO I'M INTERESTED IN FOLLOWING THAT INTERNAL CONVERSATION THAT YOU'RE HAVING AS YOU'RE NAVIGATING THAT AND WHAT YOU'RE DISCOVERING AND SORT OF HOW YOU'RE TROUBLESHOOTING AND BUILDING AROUND THAT. I THINK THAT'S REALLY, REALLY INTERESTING. BUT I LOVE THE PROPOSAL OF THE IDEA OF MULTILINGUAL PAY PREMIUMS, AND MAYBE A CENTRALIZED

RESOURCE IS PARTICULARLY AN EMERGENCY SITUATION THAT INTERDEPARTMENTALLY WE COULD LEAN ON TO GET MESSAGES OUT SWIFTLY TO MEMBERS OF THE PUBLIC AND EACH OTHER AS COLLEAGUES. OKAY, NO FURTHER QUESTIONS AT THIS TIME. THANK YOU. COMMISSIONER FELLEMAN.

I WAS GOING TO BUILD ON THAT VERY POINT THAT COMMISSIONER HASEGAWA WAS MAKING. I'VE HAD THE PLEASURE OF TRAVELING WITH HER IN SPAIN. WE'LL BE GOING TO JAPAN. AND HER LANGUAGE SKILLS ARE EXTREMELY VALUABLE, AS IS COMMISSIONER CALKINS AND CHO. I SPEAK BROOKLYN-ESE FOR WHATEVER USE THAT IS, BUT IT'S ACTUALLY- YOU DON'T GET A PREMIUM FOR THAT. OF US GET A PAID PREMIUM FOR ANY OF THIS. BUT, YOU KNOW, LIKE, WHEN LUIS IS IN A IN A ROOM WITH LIKE, WE WERE JUST CELEBRATING OUR POLICE CHIEFS, YOU KNOW, FOR LUIS TO BE ABLE TO COMMUNICATE WITH THE COMMUNITY DIRECTLY, THESE ARE WHETHER OR NOT YOU'RE PROVIDING TRANSLATION PURPOSES AS A CONTRACT, THAT'S SOMETHING AS AN EMPLOYMENT JOB THING. BUT I THINK WE SHOULD BE ENCOURAGING MULTILINGUAL CAPABILITIES FOR JUST BEING AN ORGANIZATION THAT DEALS WITH A DIVERSE COMMUNITY. AND I LOVE THE FACT YOU HAVE THIS CATEGORY, AND I URGE YOU TO LOOK AT IT IN A BROAD SENSE BECAUSE IT REALLY MAKES US THE WELCOMING PORT THAT WE WANT TO BE, AND IT MAKES US BETTER AT WHAT WE DO. THANK YOU FOR THAT. COMMISSIONER MOHAMED. THANK YOU. WELL, FIRST OF ALL, THANK YOU BOTH FOR YOUR PRESENTATION.

RECRUITMENT AND RETENTION IS OBVIOUSLY A VERY CRITICAL PART OF OUR WORK. AND SO THIS IS VERY IMPORTANT STUFF THAT YOU GUYS ARE WORKING ON. MY QUESTION WAS ACTUALLY AROUND HOW DOES THE PAY AND BENEFIT COMPARE TO REPRESENTED EMPLOYEES WHEN WE'RE TALKING ABOUT WORKLOAD? AND SO COMPARING REPRESENTED EMPLOYEES TO NON REPRESENTED EMPLOYEES AND OBVIOUSLY THOSE WHO ARE REPRESENTED, THE UNIONS, NEGOTIATE THOSE CONTRACTS. SO IT'S NOT EXACTLY THE SAME. BUT I'M WONDERING, WAS THERE SOME DID YOU GUYS LOOK INTO SOME OF THOSE CONTRACTS? HOW DO WE COMPARE THAT WHEN IT COMES TO THEIR WORKLOAD AND HOW THAT'S ANY COMPARISON THAT WAS DONE THERE? WE DON'T SPECIFICALLY COMPARE WHAT WE HAVE IN OUR TOTAL REWARDS PACKAGE FOR NON REPRESENTATIVE EMPLOYEES TO THE DIFFERENT PACKAGES AND THE DIFFERENT COLLECTIVE BARGAINING AGREEMENTS. WE ARE VERY WELL AWARE OF THEM. SANDRA AND HER TEAM ACTIVELY SUPPORT IMPLEMENTING THE PAY AND BENEFITS FOR ALL OF OUR REPRESENTED EMPLOYEES. WE'VE GOT PEOPLE

WHO REPORT TO ANOTHER ONE OF THE MANAGERS ON MY TEAM WHO PROVIDE A LOT OF THE DATA GATHERING AND ANALYSIS TO SUPPORT THE NEGOTIATIONS. SO WE'RE VERY AWARE OF WHAT IS IN THE COLLECTIVE BARGAINING AGREEMENTS. AND ONE OF THE REASONS THAT WE PUT THE 6% CAP ON THE COLA PROGRAM IS THAT MANY OF OUR COLLECTIVE BARGAINING AGREEMENTS HAVE COLA INCREASES INCLUDED IN THEM, AND THEY OFTEN HAVE A 6% CAP. SO I'M NOT REALLY SURE WHAT YOU'RE ASKING ABOUT THE WORKLOAD ASPECT OF THAT, COMMISSIONER, BUT FROM A STANDPOINT OF COMPARABILITY, THEY'RE DIFFERENT BECAUSE WE'RE OFFERING A PACKAGE THAT WE WANT TO OFFER TO MAINTAIN THE PORT AS AN EMPLOYER BASED ON OUR TOTAL REWARDS PHILOSOPHY THAT OFFERS THE BENEFITS PACKAGE BETTER THAN MARKET. WE WANT TO OFFER PAY THAT IS COMPARABLE TO MARKET. AND THAT'S A DIFFERENT WAY OF LOOKING AT PAYING BENEFITS THAN THE UNIONS OFTEN TAKE WHEN THEY NEGOTIATE WITH OUR LABOR RELATIONS FOLKS. YOU'VE ANSWERED MY QUESTION. I JUST WANTED TO HEAR IF THERE WERE SOME THOUGHTS THERE. AND SO YOU GUYS ARE CONSIDERING THAT, AND I APPRECIATE THAT. THE OTHER QUESTION I HAD IS YOU SHARED THAT YOU GUYS ARE GOING TO INCLUDE THE WASHINGTON PAID SICK LEAVE POLICY AS PART OF THIS. AND SO I'M ALSO WONDERING, DO EMPLOYEES SUPPORT THAT LEVEL? IS THAT THE TYPE OF SUPPORT THAT THEY'RE LOOKING FOR? HAVE YOU GUYS HEARD FROM EMPLOYEES ON THAT? I'M NOT SURE WHAT YOU'RE ASKING. SORRY. SO YOU SAID THAT YOU GUYS ARE INCLUDING THE WASHINGTON PAID SICK LEAVE POLICY. AND SO MY QUESTION IS, DO EMPLOYEES SUPPORT THAT LEVEL OF SUPPORT BEING PROVIDED? IS THAT A POLICY THAT YOU GUYS HAVE ENGAGED THEM ON? OKAY. WE ACTUALLY IMPLEMENTED THE WASHINGTON STATE PAID LEAVE POLICY IN 2020. WE'RE JUST ALIGNING THE DIRECTIVE TO NEAR WHAT OUR POLICY IS, AND IT WAS A STATE REGULATION, AND OUR EMPLOYEES ARE TAKING ADVANTAGE OF THAT FOR OUR NONEXEMPT EMPLOYEES THAT HAVE THAT PROTECTED LEAVE. THANK YOU. AND THEN I THOUGHT ALSO SIMILAR TO COMMISSIONER HASEGAWA AND FELLEMAN, THE MULTILINGUAL PAY PREMIUM IS GREAT. I'M ASSUMING YOU GUYS DON'T HAVE A SET DOLLAR AMOUNT. THE CITY OF SEATTLE AND KING COUNTY BOTH HAVE LANGUAGE PREMIUM AMOUNTS AND THAT WOULD BE A GREAT PLACE TO LOOK. AND I THINK WHATEVER SORT OF DOLLAR AMOUNT OR WHAT POLICY YOU GUYS SET AROUND THAT, SHARING THAT INFORMATION WITH OUR TENANTS WOULD ALSO

BE REALLY GREAT. I THINK THE AIRPORT TENANTS IN PARTICULAR COULD BENEFIT FROM SOMETHING LIKE THIS. I HAVE WITNESSED AIRPORT EMPLOYEES PROVIDING THOSE SERVICES TO CUSTOMERS WHO ARE WALKING THROUGH THE AIRPORT. AND I THINK THAT IS REALLY A PLACE THAT YOU SEE A PROGRAM LIKE THIS BEING VERY BENEFICIAL. AND SO THAT'S JUST SOMETHING TO KEEP IN MIND. WE DID START WITH THE CITY OF SEATTLE LINCOLN COUNTY'S POLICIES, SO THE TEAM THAT'S WORKING ON THIS GOT THEM AS A STARTING POINT AND WE'RE GOING FROM THERE. TERRIFIC.

WELL, THANK YOU SO MUCH. YEAH. I APPRECIATE YOU GUYS DIGGING INTO THE NUTS AND BOLTS OF THE WORK THAT YOU DO. THERE'S CLEARLY AN INCREDIBLE LEVEL OF PROFESSIONAL ACUMEN TO BE ABLE TO PUT THIS STUFF TOGETHER. I HAD A SMALL BUSINESS PRIOR TO BECOMING A COMMISSIONER, AND EVEN WITH THOSE 35 EMPLOYEES, THE COMPENSATION WAS ALWAYS BEDOUBLING BECAUSE EVERY TIME YOU ADJUSTED ONE THING, IT FELT LIKE EVERY OTHER THING CAME INTO PLAY. BUT I SEE THAT WHAT YOU'RE ATTEMPTING TO DO HERE WITH THESE CHANGES IS TO ACCOMPLISH A COUPLE OF THINGS. ONE IS TO BE ABLE TO ATTRACT AND RETAIN GREAT PEOPLE, WHICH, AS WE TALKED ABOUT EARLIER, IS NECESSARY TO PULL OFF THESE REALLY AMBITIOUS GOALS THAT WE HAVE IN OUR BUDGET. AND THE OTHER IS, AS A COMMISSIONER WHO IS A MEMBER OF THE PORT COMMUNITY, I HAVE SOME VISIBILITY INTO THIS USE OUR COMPENSATION AND BENEFITS PLAN TO ALSO IMPROVE PEOPLE'S WELLBEING, AS EMPLOYEES OF THE PORT, WHICH WE THINK THAT'S SOME ENLIGHTENED SELF INTEREST THERE, WE WANT TO MAKE SURE OUR FOLKS ARE HEALTHY AND HAPPY. BUT AT THE SAME TIME, I WANT TO KNOW THAT EVERY ONE OF THE 2200 PEOPLE THAT WORK AT THE PORT OF SEATTLE IS NOT JUST FOR THE 8 HOURS A DAY THAT THEY'RE HERE, BUT FOR THE REST OF THEIR LIVES, IS REALLY ABLE TO LIVE FULFILLING LIVES WHERE THEY HAVE ACCESS TO HEALTH AND WELLNESS. SO I APPRECIATE THAT SO MUCH OF OUR BENEFIT PACKAGE HAS TO DO WITH THOSE ASPECTS OF THE WHOLE PERSON. SO THANK YOU FOR YOUR PRESENTATION. HEARING NO FURTHER QUESTIONS FOR THIS ITEM IS THERE A MOTION AND A SECOND? SO MOVED. SECOND. YES. ALL RIGHT. THE MOTION WAS MADE AND SECONDED. CLERK, PLEASE CALL THE ROLL FOR THE VOTE. COMMISSIONER, 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. AND COMMISSIONER



CALKINS. AYE. THANK YOU. FOUR AYES.  
FOR THIS ITEM. ALL RIGHT, THE MOTION  
PASSES. THANK YOU SO MUCH AGAIN, THANK  
YOU.

RESOLUTION NUMBER 3807 HAS BEEN  
INTRODUCED AND IT WILL BE BACK BEFORE  
THE COMMISSION FOR CONSIDERATION OF  
ADOPTION ON NOVEMBER 29, 2022. CLERK HART,  
CAN YOU PLEASE READ THE NEXT ITEM INTO  
THE RECORD? WE'LL THEN HEAR FROM MR.  
THOMAS TO INTRODUCE THE ITEM. YES, THIS  
IS AGENDA ITEM TEN D AUTHORIZATION FOR  
THE EXECUTIVE DIRECTOR TO EXECUTE A  
SERIES OF CONTRACTS FOR WORKER OUTREACH,  
TRAINING, RETENTION AND WRAPAROUND  
SERVICES AND CONSTRUCTION TRADES AND  
GREEN JOBS, AND FOR PROGRAM EVALUATION  
AND THE ESTIMATED TOTAL AMOUNT OF  
\$4,750,000.

COMMISSIONERS, INVESTING IN TRAINING,  
OUTREACH, NAVIGATION, AND WRAPAROUND  
SERVICES FOR CONSTRUCTION TRADES IS AN  
INTEGRAL PART OF OUR WORKFORCE  
DEVELOPMENT STRATEGY. THIS NEXT ITEM  
WILL REQUEST AUTHORIZATION TO NOT ONLY  
CONTINUE OUR MULTIYEAR INVESTMENT IN  
THIS INITIATIVE, BUT SIGNIFICANTLY  
INCREASE OUR COMMITMENT TO THIS EFFORT.  
OUR PRESENTERS ARE LUIS NAVARRO,  
DIRECTOR OF WORKFORCE DEVELOPMENT, AND  
KARL HUGHLE, MANAGER OF WORKFORCE  
DEVELOPMENT CONSTRUCTION TRADES.  
GOOD AFTERNOON, COMMISSIONERS AND CHIEF  
FINANCIAL OFFICER THOMAS. THANK YOU VERY  
MUCH. IT IS GREAT TO BE HERE IN PERSON  
TALKING TO YOU AND TO THE COMMUNITY  
ABOUT THIS IMPORTANT WORK. I AM LUIS  
NAVARRO, DIRECTOR OF WORKFORCE  
DEVELOPMENT IN THE OFFICE OF EQUITY,  
DIVERSITY AND INCLUSION. MY INTRODUCTORY  
REMARKS I'M GOING TO READ, SO I'LL LEAVE  
PLENTY OF TIME FOR MY COLLEAGUE TO MAKE  
THE ACTUAL PRESENTATION ON THE SLIDES.  
TODAY, WE ARE PRESENTING YOU WITH AN  
AUTHORIZATION REQUEST FOR MULTI YEAR  
FUNDING OF TRAINING PROGRAMS IN  
CONSTRUCTION TRADES TO CONTINUE TO  
ATTRACT AND SUPPORT PEOPLE OF COLOR AND  
WOMEN IN THE TRADES. THIS WORK SUPPORTS  
THE PORT'S CENTURY AGENDA STRATEGY OF  
USING THE PORT'S INFLUENCE AS AN  
INSTITUTION TO PROMOTE WORKFORCE  
DEVELOPMENT. THIS WORK IS ALSO SUPPORTED  
BY OTHER PORT COMMISSION ACTIONS AND BY  
THE REVISED CODE OF WASHINGTON, OR RCW  
5308245 THAT DESCRIBES WORKFORCE  
DEVELOPMENT AS A SUBSTANTIAL PUBLIC  
BENEFIT CONSISTENT WITH THE PORT  
COMMISSION ECONOMIC DEVELOPMENT GOALS.  
I ALSO WANT TO SAY THAT WE PROVIDE THIS  
SERVICE IN MULTI LANGUAGE TO MANY OF OUR  
COMMUNITIES. SO WITH THAT, I'D LIKE TO  
TURN IT OVER TO MY COLLEAGUE, CARL

HUGLE, FOR THE PRESENTATION. CARL, THANK YOU SO MUCH. IF YOU CAN GO TO THE NEXT SLIDE, PLEASE ANSWER THE NEXT SLIDE. SO, GOOD AFTERNOON. I'M CARL HUGO, WORKFORCE DEVELOPMENT PROGRAM MANAGER, DATA ANALYST FOR STRUCTURE PATHWAYS. HERE AT THE PORT. HE HIM PRONOUNS. AS YOU'RE AWARE, IN 2018 THE WORKFORCE DEVELOPMENT RECEIVED COMMISSIONER AUTHORIZATION TO SUPPORT OUTREACH, TRAINING AND PLACEMENT. NEXT SLIDE, PLEASE, AND THE NEXT ONE TO SUPPORT. THANK YOU SO MUCH. TO SUPPORT OUTREACH, TRAINING AND PLACEMENT SERVICES AND CONSTRUCTION TRADES, FUNDING ASSOCIATED WITH THIS AUTHORIZATION WENT TO JOB READINESS PROGRAMS AND PRE APPRENTICESHIP PROGRAMS LIKE AN URBAN LEAGUE OF METROPOLITAN SEATTLE AND NEW AND THE IRON WORKERS PRE APPRENTICESHIP PROGRAMS. THROUGHOUT THE AUTHORIZATION, WE HAVE OUTREACH FOR OVER 600 PARTICIPANTS ENROLLED, 533 PARTICIPANTS; GRADUATE 352 APPRENTICES, AND PLACE 312 INTO THE APPRENTICESHIP PROGRAM SPANNING THE TRICOUNTY REGION. WE'VE EXCEEDED THE GOALS OF THE 2018 AUTHORIZATION, AND WE STILL HAVE COHORTS TRAINING HAVE TO GRADUATE IN NOVEMBER AND DECEMBER OF THIS YEAR SUPPORTED BY THIS VERY SAME AUTHORIZATION. BUT AS THE SUN SETS, PART OF THE REASON WHY WE'RE HERE IS BECAUSE WE WANT TO MAKE SURE WE CONTINUE TO DO THIS WORK. THESE PROGRAMS THAT WE SELECTED FOR THIS CURRENT AUTHORIZATION WERE ASKED TO RECRUIT FROM COMMUNITIES OF COLOR TO DIVERSIFY THE INDUSTRY THAT'S HISTORICALLY SIDESET THE VIRTUES OF EQUITY. WE ALSO ASK THAT THESE ORGANIZATIONS PROVIDE OPPORTUNITIES FOR UNDER SERVED COMMUNITIES AND BRING MORE WOMEN INTO THIS SPACE. THESE PROVISIONS CREATE EQUITABLE ACCESS FOR CONSTRUCTION TRAINING AND EMPLOYMENT BY FOCUSING ON THE ENTIRE CONSTRUCTION WORKER DEVELOPMENT PROCESS THEY DELIVERED ON THAT AND MORE. THEIR RECRUITING EFFORTS AND TRAINING EFFORTS MAKE CONSTRUCTION CULTURE MORE INVITING AND APPEALING AS A FIRST CHOICE CAREER. ADDITIONALLY, NEWS RISE UP PROGRAM, WHICH WAS DESIGNED TO TARGET BULLYING, HAZING AND RACISM ON JOB SITES FOR APPRENTICES, TRAINING FOR APPRENTICES AND JOURNEY PERSONS, ALONG WITH THE PROVISIONS OF WRAP ROUND SERVICES, WHICH WE WERE GIVEN WITH RCW 53.08.245 AND THE PROVISIONS THAT YOU ALL PROVIDED US PROVE SIGNIFICANT AND INCREASE IN THE RETENTION OVER THE LAST TWO YEARS OF THIS AUTHORIZATION. NEXT SLIDE, PLEASE.

AND SO WHAT YOU'LL SEE HERE IN THIS MAP, IT SPEAKS TO THE REACH AND EFFORTS THAT THE SELECTED ORGANIZATIONS WANT TO SUPPORT THE GROWTH OF THE TRADES WITHIN KING COUNTY. YOU'LL FIND THAT WE HAVE OUR PRIORITY HIGHER ZIP CODES, WHICH ARE ZIP CODES THAT FOCUS ON WOMEN I'M SORRY, FOCUS ON THE IN SEATTLE KING COUNTY, THAT HIGH DENSITIES OF PEOPLE LIVING UNDER 200% OF THE POVERTY LINE, UNEMPLOYMENT RATES, AND THOSE UNDER 25 WITHOUT A COLLEGE DEGREE. THEY MAKE UP 31 OF THE 116 ZIP CODES WITHIN KING COUNTY. 60% OF THOSE PARTICIPANTS THAT CAME THROUGH OUR PROGRAM CAME FROM THOSE PRIORITY ZIP CODES. WITH FEDERAL WAY HAVING THE HIGHEST CONCENTRATION OF APPRENTICES, FOLLOWED BY DOWNTOWN SEATTLE TO TUKWILLA, RAINIER BEACH AND RAINIER SKYWAY, THEY HAVE STARTED MAKING AND EARNING A WAGE OF \$26 AN HOUR AND INCREASING STEADILY THROUGHOUT THE APPRENTICESHIP. NEXT SLIDE, PLEASE. SO, WHY ARE WE HERE? WE'RE HERE TO ASK FOR YOUR CONTINUED SUPPORT FOR MULTI YEAR AUTHORIZATION TO ALLOW FOR US TO DO THIS YEAR OVER YEAR. LAST YEAR, THE REGIONAL PUBLIC AGENCIES COMMISSIONER COMMUNITY ATTRIBUTES TO CONDUCT THE WORKFORCE DEMAND ANALYSIS OF THE CONSTRUCTION TRAITS IN THE TRICOUNTY REGION. THEIR FINDINGS SHOW THAT WHILE THE WORKFORCE SUPPLY AND DEMAND GAP HAS DECREASED OVER THE PAST FIVE YEARS, THERE'S SIGNIFICANT NEED FOR SUPPORT OF PRE APPRENTICESHIP PROGRAM TO STIMULATE THE GROWTH OF THE TRADES. WITH THE PROJECTED SHORTAGES AMONG CRAFTS, CONSTRUCTION TRUCK DRIVERS, FIRST LINE SUPERVISORS AND THE RISE OF CLEAN ENERGY PROJECTS, THE NEED TO SUPPORT SIGNIFICANT TO CONTINUE TO SUPPORT THIS WORK PROVES SIGNIFICANT. NEXT SLIDE. AND THIS ALSO FACTORS INTO WHAT WE DO HERE AT THE PORT. YOU'LL SEE THE IMPACTS OF OUR PROJECTS IN THIS SLIDE. THE NUMBER OF LABOR HOURS ANTICIPATED THAT WILL BE NEEDED TO COMPLETE PROJECTS AT THE PORT OVER THE NEXT FIVE YEARS, WHICH YOU SEE HERE AMONG THE PUBLIC AGENCIES THAT PROVIDED THAT DID THE WORK OF PROVIDING DATA TO COMMUNITY ATTRIBUTES. WE HAVE THE SECOND HIGHEST NUMBER OF LABOR HOURS NEEDED FOR FUTURE PROJECTS, AND THIS IS NOT INCLUDING THE INFRASTRUCTURE FUNDING THAT WE'LL GET OVER THE NEXT COUPLE OF YEARS. NEXT SLIDE. SO, TO CONTINUE TO SIMULATE THE GROWTH OF THE TRADES, WE'RE ASKING YOU ALL TO APPROVE PROVIDE SUPPORT FOR MULTI AUTHORIZATION. WE

ANTICIPATE THAT THIS WILL COST \$4.75 MILLION, AND WE EMPHASIZE OUTREACH TO THE UNDER SERVED, TRAINING AND PLACEMENT FOR APPRENTICES AND MUCH NEEDED CRITICAL NEEDS AND CRITICAL SKILLS ON THE JOB SITE AND RETENTION SERVICES SUPPORT ATTRITION FOR UP TO FOUR YEARS. NOW, WHAT THAT MEANS IS THAT FOR MOST OF OUR APPRENTICES AND MOST OF OUR APPRENTICESHIP PROGRAMS, THAT MEANS THE APPRENTICES WILL BE SUPPORTED OVER THE COURSE OF THE ENTIRE APPRENTICESHIP. ONE OF THE QUESTIONS THAT YOU ASKED US, COMMISSIONER HASEGAWA BACK IN MAY WAS HOW HIGH IS THE CEILING? AND SO THIS IS AN INVESTMENT INTO DETERMINING THE HEIGHT OF THAT CEILING. SO THIS WILL INCLUDE TRAINING TO SUPPORT CLEAN ENERGY PROJECTS, BACKING THE PROVISIONS OUTLINED IN THE 2022 ORDER ADOPTED BY THE COMMISSION EARLIER THIS YEAR CONCERNING YOUTH CAREER LAUNCH AND CONSTRUCTION, WE HAVE WE HAVE THE YOUTH CAREER LAUNCH PROGRAM IN MARITIME, BUT THIS IS AN OPPORTUNITY TO SERVE AS A PILOT FOR CONSTRUCTION AND THEN TRAINING FOR WOMEN AND PEOPLE OF COLOR AND LEADERSHIP ROLES LIKE PROJECT MANAGEMENT AND BASIC FOREMAN. NEXT SLIDE, PLEASE. SO THIS AUTHORIZATION IS BROKEN UP INTO THREE PHASES OUTREACH, TRAINING AND PLACEMENT. OUTREACH WILL CONTINUE TO HAPPEN, WHICH WILL INCLUDE RECRUITMENT, SCREENING AND REFERRAL SERVICES TO ENROLL, CONSTRUCTION, PRE-APPRENTICES AND APPRENTICES TO INCREASE THE NUMBER OF UNDERREPRESENTED FOLKS. PART OF THIS PROCESS IS ASSESSING INDIVIDUALS SKILLS, READINESS, ABILITY TO MEET THE MINIMUM REQUIREMENT FOR ENTRY, AND ANY BARRIERS TO ENTERING AND SUCCEEDING IN THE TRADES. FOR TRAINING, TRAINING WILL FOCUS ON BUILDING JOB READINESS SKILLS AND CERTIFICATIONS NECESSARILY INTO THE JOB SITE LIKE OSHA, TEN, FLAGGER, FORKLIFT AND CPR. AND IT WILL ALSO COVER THE TRAINING FOR WOMEN AND PEOPLE OF COLOR TO ENTER PROJECT MANAGEMENT AND FOREMAN POSITIONS ON OUR JOB SITES. ALONG WITH TRAINING TO FOCUS EXPLICITLY ON CLEAN AND RENEWABLE ENERGY AND FOR NAVIGATION AND RETENTION. WE'RE LOOKING AT AN EMPHASIS ON MENTORSHIP, NETWORKING OPPORTUNITIES FOR APPRENTICES, CASE MANAGEMENT AND SUPPORT SERVICES TO CONTINUE, SUCH AS WORK BOOTS, TRANSPORTATION AND TOOLS. WE'RE ASKING THAT THESE APPRENTICES BE SUPPORTED FOR UP TO FOUR YEARS. AVIATION SERVICE SUPPORT WILL ALSO BE RENDERED TO THOSE YOUTH WHO GRADUATE FROM OUR CTE PROGRAMS AT OUR HIGH SCHOOLS. IF THEY HAVE A B

PLUS OR ABOVE IN CERTAIN SCHOOL DISTRICTS, THEY GET PREFERENCE INTO THE BUILDING TRADES. AND SO WE WANT TO MAKE SURE THAT THEY ARE SUPPORTED THE SAME WAY THAT A COLLEGE ADVISOR SUPPORTS A COLLEGE STUDENT WHEN THEY GO TO COLLEGE. AND ALL OF THESE EVERY SCHOOL DISTRICTS, THEY HAVE CREDENTIAL IN THE BACKING OF THE WASHINGTON STATE APPRENTICESHIP TRAINING COUNCIL. AND SO THIS IS AN OPPORTUNITY FOR US TO DIVERSIFY THE CONSTRUCTION TRADES ALONG WITH MAKING THIS A YOUNGER TRADE. NEXT SLIDE, PLEASE. NOW, FUNDING THESE EFFORTS FOR MULTIPLE YEARS WILL ALLOW US TO SEAL THE LEAKS IN THE SKILL WORKER PIPELINE. CURRENTLY ABOUT 1500 START THEIR CAREER IN CONSTRUCTION TRADES ANNUALLY OVER THE COURSE OF FOUR TO FIVE YEARS. THEY UNFORTUNATELY WENT OUT OF THE TRADES BECAUSE THEY'RE NOT GETTING SUFFICIENT SUPPORT OR GUIDANCE OR THE WORK IS REALLY HARD. AND SO WE WANT TO MAKE SURE THAT BY PROVIDING TRAINING, CASE MANAGEMENT, CAREER NAVIGATION, SUPPORT SERVICES AND LEADERSHIP TRAINING, IT WILL GO A LONG WAY TO SHAPING THE FUTURE OF THE INDUSTRY. NEXT SLIDE. SO WITH THIS FUNDING, WE ANTICIPATE NEARLY DOUBLING THE NUMBER OF PLACES THAT WE HAVE IN THE CURRENT AUTHORIZATION AND CUTTING MORE PROFOUNDLY INTO THE WORKFORCE DEMAND GAP WHILE SUPPORTING MORE APPRENTICES TO JOURNEY. NEXT SLIDE. WITH YOUR APPROVAL, WE ANTICIPATE THAT THIS PROCESS WILL MOVE US TO BEGIN WORKING WITH OUR PROCUREMENT TEAM AS EARLY AS LATE THIS MONTH AND WE PLAN ON HAVING THESE CONTRACTS EXECUTED BY THE MIDDLE OF Q TWO 2023. NEXT SLIDE. THERE'S NOTHING FURTHER. PENDING YOUR QUESTIONS. BEFORE, THERE IS ONE IMPORTANT ELEMENT THAT NEEDS TO BE MENTIONED, AND THAT IS OUR COLLABORATION WITH OTHER PUBLIC OWNERS. CITY OF SEATTLE, KING COUNTY. WE DON'T WANT TO DO THIS ALONE. THEY ALSO HAVE FUNDING PROGRAMS AND WORKFORCE DEVELOPMENT PROGRAMS. AND BY WORKING TOGETHER, INCLUDING WASHINGTON STATE DEPARTMENT OF TRANSPORTATION, BY WORKING TOGETHER, THEN WE HAVE A UNIFIED VOICE BECAUSE WE'RE PULLING FROM THE SAME GRAPHICS, WE'RE ALSO WORKING WITH THE SAME CONTRACTORS AND WE'RE TRYING TO WORK TOGETHER SO THE DOLLARS THAT EACH OF US PUBLICATIONS EXPAND ARE LEVERAGED AND GO FURTHER. IT IS ALSO IMPORTANT THAT WE CONTINUE WITH LOUISE, COULD YOU MAKE SURE YOUR MIC IS ON? A NOTE? THERE WE GO. THANK YOU. I CAN CERTAINLY REPEAT

THAT. AND I'LL JUST BASICALLY SAY THAT IT IS TRULY IMPORTANT THAT WE CONTINUE TO WORK WITH OUR PUBLIC PARTNERS, THE CITY OF SEATTLE, SOUND TRANSIT, KING COUNTY AND WASHINGTON STATE DEPARTMENT OF TRANSPORTATION, TO ENSURE THAT WE ALL WORK TOGETHER IN ENSURING THAT PEOPLE OF COLOR, IMMIGRANTS AND REFUGEES AND WOMEN HAVE ACCESS TO THIS IMPORTANT AND VERY GOOD CAREER IN THE TRADES. AND IT IS IMPORTANT THAT WE ALSO CONTINUE THE WORK. SO YOUR APPROVAL TODAY WOULD PUT US ON THAT ROAD AND WE ASK YOU THAT YOU APPROVE THE MULTI YEAR REQUEST FOR THE AMOUNT OF MONEY THAT WE HAVE SELECTED. THANK YOU. THANK YOU, LUIS. THANK YOU, CARL, ANY QUESTIONS FROM COMMISSIONERS? THANK YOU, LOUISE. COMMISSIONER MOHAMED. THANK YOU. WELL, CARL AND LOUISE, THANK YOU BOTH FOR THE PRESENTATION AND THIS REALLY IMPORTANT WORK THAT YOU ALL ARE DOING. WORKFORCE DEVELOPMENT AND CREATING PIPELINES INTO THE CONSTRUCTIONS, DIVERSIFYING THE TRADES IS SOMETHING I CARE DEEPLY ABOUT AND JUST APPRECIATE THE PRESENTATION AND THE WORK THAT YOU ALL ARE DOING. MY QUESTION IS AROUND I HAVE THE SLIDE JUST NOW, BUT IT'S THE SLIDE WHERE THE PARTNERS ARE ALL ON IT'S. SLIDE THREE. SLIDE THREE? YEAH, SLIDE THREE. THE PARTNERS AND THE STAKEHOLDERS SO I'M THINKING ABOUT OUTREACH AND REACHING COMMUNITIES THAT ARE HARD TO REACH SOMETIMES. IT LOOKS LIKE THERE'S A LOT OF GOVERNMENT ENTITIES ON HERE. I SEE THE URBAN LEAGUE. HOW ARE YOU PARTNERING WITH OTHER NONPROFIT ORGANIZATIONS TO HAVE THEM HELP WITH SOME OF THAT OUTREACH THAT NEEDS TO BE DONE? I WOULD IMAGINE THERE'D BE MORE PARTNERS ON HERE, SO THE LIST WOULD BE VERY LONG. EACH OF US, CITY AND THE PORT LIST ARE PARTNERS IN PARTICULAR IN THE COMMUNITIES THAT WE'RE TRYING TO REACH IN THE PRIORITY HIGHER ZIP CODES AND THE EQUITY INDEX IS A VERY IMPORTANT TOOL FOR US. THE EQUITY INDEX THAT THE PORT OF SEATTLE HAS CREATED. WE ALSO ASK OUR PARTNERS WHO ARE PROVIDING THE TRAINING, SAY ANEW OR THE URBAN LEAGUE AND OTHERS, TO BRING THEIR PARTNERS TO OUR FAIRS AND OUTREACH EVENTS. CARL CAN PROBABLY TALK MORE ABOUT THAT, BUT WE ASK THEM TO BRING THEIR PARTNERS, AND WE ALSO DIRECTLY INVITE THEM TO COME AND ATTEND THE OUTREACH EVENTS BECAUSE WE WANT TO REACH OUT TO COMMUNITIES OF COLOR, IMMIGRANT REFUGEE COMMUNITIES. SO THEY ALSO LISTEN TO THE MESSAGE OF THE GREAT JOBS AND THE TRADES. KARL, YOU WANT TO ADD SOMETHING? NO, THANK YOU, LOUISE. AS LOUISE STATED, WE ASK

OUR COMMUNITY BASED ORGANIZATIONS, OUR TRAINING ORGANIZATIONS, AND WE EVEN DIRECTLY WORK WITH THOSE COMMUNITY BASED ORGANIZATIONS TO PROVIDE OUTREACH THROUGH OUTREACH EVENTS THROUGH INVITE INVITATIONS TO JOIN THE REGIONAL PRE APPRENTICESHIP COLLABORATION, WHERE WE DISCUSS PRE APPRENTICESHIP MATTERS. AND WE RELY ON COMMUNITY TO REALLY KIND OF PROVIDE US SOME INPUT INTO WHAT THEY WANT TO SEE TO SUPPORT THE GROWTH OF THE TRADES AND SUPPORT GROWTH OF THE INDUSTRIES. WE ALSO WORK MYSELF, LOUIS, AND TIFFANY ON OUR TEAM. WE ALSO WORK INTERNALLY TO MEET WITH THOSE COMMUNITY BASED ORGANIZATIONS TO SHARE WITH THEM SOME OF THE THINGS THAT WE'RE WORKING ON AND PROVIDING REFERRALS. WE ALSO PROVIDE THIS BOOK, WHICH IS THE 2022 CONSTRUCTION APPRENTICESHIP GUIDEBOOK, WHICH GIVES THEM AN OPPORTUNITY TO SEE EXACTLY HOW THEY INTERACT WITH THESE TRAINING ORGANIZATIONS. AND SO THIS IS SOMETHING THAT WE RECENTLY GET. THIS IS THE 2022 VERSION OR THE 2023 VERSION COMING OUT NEXT YEAR. WE WORK PARTNERED WITH THE CITY OF SEATTLE, SOUND TRANSIT, KING COUNTY. AND WASHDOT TO PRODUCE THIS. THIS GIVES US AN IN DEPTH LOOK AT WHAT PRE APPRENTICESHIP PROGRAMS OFFER, WHAT THE PREREQUISITES ARE, HOW TO GET IN CONTACT WITH THEM. AND THIS IS PART OF KIND OF OUR HANDSHAKE TO THE COMMUNITY TO SAY, HEY, LISTEN, COME AND JOIN US. YEAH, THAT'S REALLY HELPFUL. SO IS THE PARTNERSHIP SIMILAR TO THE TYPE OF MODEL THAT WE SEE WITH THE COMMUNITY CONNECTORS, THE BUSINESS CONNECTORS THAT WE JUST HAVE BEEN TALKING ABOUT IN THE ECONOMIC DEVELOPMENT SIDE OF THINGS? OR IS IT MORE OF, LIKE, YOU'RE SHARING THE BOOKLET AND SENDING THE EMAIL? IS THERE AN ACTUAL FINANCIAL PARTNERSHIP BETWEEN COMMUNITY CONNECTORS AND THIS PARTICULAR PROGRAM? OUR WORK IS MOSTLY TRAINING PROGRAMS, AND WE'RE HOPING TO ENCOURAGE NONPROFIT ORGANIZATIONS IN OUR COMMUNITIES TO DEVELOP THOSE TRAINING PROGRAMS BECAUSE- ARE WE PAYING THOSE NONPROFIT ORGANIZATIONS TO DO THAT? WE WILL AS THEY BECOME CONTRACTORS OF THE PORT OF SEATTLE. AND ONE GOAL IN THE NEXT ROUND OF CONTRACTS IS TO GIVE THE SMALLER ORGANIZATIONS THAT DO NOT PROVIDE TRAINING THE TOOLS SO THEY BECOME GOOD TRAINERS, SO THEY CAN THEN COMPETE WITH THE UNUSED OF THE WORLD OR THE URBAN LEAGUE AND COMPETE FOR THE CONTRACTS AT THE PORT OF SEATTLE, WHICH ARE OPEN SOLICITATIONS. BUT CURRENTLY WE DO NOT HAVE TOO MANY OR ANY CONTRACTS



WITH THOSE SMALLER ORGANIZATIONS BECAUSE THEY DON'T HAVE THE TRAINING CAPACITY WHERE WE WANT TO BUILD THAT CAPACITY WITH THEM. THAT'S PERFECT. YEAH, AND THAT'S WHAT I WAS GETTING AT IT'S THAT OUTREACH AND ASKING SOME OF THOSE GRASSROOTS ORGANIZATIONS TO PARTNER WITH US. UNLESS THERE'S AN ACTUAL CONTRACT IN PLACE TO HAVE THAT PARTNERSHIP, THEN YOU'RE JUST PASSING A MESSAGE ALONG BECAUSE THE REALITY IS A LOT OF THOSE ORGANIZATIONS ARE AT CAPACITY MOST OF THE TIME AND UNLESS THERE IS A REAL PARTNERSHIP, IT'S VERY HARD FOR THEM TO EXTEND THEMSELVES AND DO THAT ADDITIONAL WORK. AND SO EVEN THAT OUTREACH AND WANTING THEM TO GET THE MESSAGE OUT IN COMMUNITY REQUIRES US TO FUND THAT. AND SO I'M GLAD TO HEAR THAT THAT IS GOING TO BE INCORPORATED INTO THE WORK BECAUSE THAT DESERVES DOLLARS. THAT CONCLUDES MY QUESTIONS. THANK YOU SO MUCH AND I'M LOOKING FORWARD TO SUPPORTING THIS ITEM TODAY.

COMMISSIONER FELLEMAN,  
I'LL BE BRIEF. I'LL BE BRIEF. I MEAN, I THINK THE QUESTION YOU WERE ASKING WAS MORE LIKE A RECRUITER AND YOU'RE TALKING ABOUT A TRAINER. SO YOU NEED TO GET THE PEOPLE INTO THE TRAINING AND SO THAT'S WHERE THE COMMUNITY OUTREACH IS REALLY NEEDED. AND I COMPLETELY- BECAUSE WE'VE BEEN AT THIS FOREVER, RIGHT? THIS IS AN INSTITUTIONAL PROBLEM THAT'S ACROSS ALL THESE FIELDS THAT THIS IS YEOMAN'S WORK THAT WE HAVE TO KEEP ON PUSHING THROUGH. AND I APPRECIATE AND WE'LL BE HAPPY TO SUPPORT THIS ONGOING EFFORT, BUT WE HAVE TO OBVIOUSLY MAKE BETTER INROADS INTO THE COMMUNITIES AND THOSE NAVIGATORS AND STUFF LIKE THAT. I THINK WE'VE SHOWN PRETTY EXCEPTIONAL SUCCESS WITH OUR GRANT PROGRAMS, RIGHT? PEOPLE HAVE TO KNOW TO APPLY FOR THE GRANTS AND NEED HELP TO APPLY FOR THE GRANTS. SO WE'RE GETTING THERE AND I THINK THERE'S LESSONS LEARNED ACROSS THE INSTITUTION TO DO THAT. ONE OF THE THINGS, AND I HAVE ALWAYS FORESHADOWED THIS QUESTION WITH YOU BEFORE WAS THE WHILE THIS HAS BEEN AN ONGOING INSTITUTIONAL CHALLENGE, WHEN WE PASSED THE WORKFORCE DEVELOPMENT INITIATIVE, WE SPECIFICALLY THEN ADDED GREEN JOBS. IT WAS SORT OF LIKE AS IF THIS WASN'T HARD ENOUGH, WE WANTED TO MAKE YOUR JOB EVEN MORE CHALLENGING AND THERE REALLY ISN'T THE SAME BLUEPRINTS TO FOLLOW. SO WE SORT OF HAVE MORE OF A CHALLENGE TO KIND OF CREATE YET A NEW OUTREACH PROGRAM INTO COMMUNITIES THAT WE'RE LESS ENGAGED WITH. NOW, I SAW IN YOUR LIST OF TRAININGS THAT YOU SPECIFICALLY CALL OUT

TRAININGS FOR GREEN ENERGY EFFICIENT  
WHATEVER PROGRAMS. WHEN I'VE ASKED ABOUT  
THIS BEFORE, WE'RE TALKING ABOUT CLASSIC  
TRADES TYPE POSITIONS THAT COULD HAVE  
GREEN APPLICATIONS. WHETHER IT BE HVAC  
INSTALLERS OR PLUMBERS THAT DEPENDING ON  
WHAT YOU'RE PLUMBING OR HVACING. IT  
COULD BE MORE EFFICIENT OR NOT. BUT IT'S  
NOT UNTO ITSELF A GREEN JOB, LIKE MY  
COLLEAGUE MR. CALKINS WOULD TELL YOU,  
LOOK AT ALL THOSE JOBS IN A WINDMILL.  
MAINTENANCE OR CONSTRUCTION. AND THIS IS  
A NEW FIELD THAT HAS A DIFFERENT  
PIPELINE TO FILL AND OBVIOUSLY SOLAR  
INSTALLERS, AND THERE'S ALL THAT, AND I  
JUST NEED TO THINK THAT PART OF THE  
THING WAS WE HAVE A CONSTRUCTION PART OF  
OUR CENTURY AGENDA. THAT'S SORT OF LIKE  
ONE OF THE CATEGORIES WE ADDED GREEN  
JOBS. SO TO ME IT  
REQUIRES A SOMEWHAT OF A DIFFERENT  
APPROACH. SO WHAT DO WE HAVE HERE?  
EXAMPLES OF PORT RELATED GREEN JOBS AND  
CAREERS MAY INCLUDE BUT IT'S NOT LIMITED  
TO RENEWABLE AND SOLAR ENERGY, STORMWATER  
MANAGEMENT, HABITAT RESTORATION AND  
CARBON BANKING, ECOTOURISM AND  
SUSTAINABLE TRANSPORTATION,  
ENVIRONMENTAL COMPLIANCE AND REMEDIATION  
ENVIRONMENTAL POLICY AS ALLOWED BY THE  
LAW. SO THESE ARE KIND OF DIFFERENT IN  
KIND THAN TRADES.  
LIKE I SAID, WE HAVE A FOUNDATIONAL NEED  
TO DO WHAT YOU'RE DOING. AND I'M JUST  
WONDERING DO YOU HAVE A STRATEGY TOWARDS  
EXPANDING THAT BASE?  
FIRST, LET ME SAY THAT OUR WORK IS BASED  
ON TWO FUNDAMENTAL PRINCIPLES EQUITY  
LENS AND SHORT TERM OPPORTUNITIES  
FOR THE PEOPLE WE'RE TRYING TO SUPPORT.  
THE EQUITY LENS IS TO SUPPORT PEOPLE  
THAT HAVE BEEN EXCLUDED TRADITIONALLY,  
PARTICULARLY WOMEN, PEOPLE OF COLOR,  
IMMIGRANT AND REFUGEES TO ENCOURAGE THEM  
TO GET INTO THE TRADES. THAT'S THE  
EQUITY LENS WE PUT ON ALL OF OUR WORK.  
THE SECOND PIECE, WHICH IS REALLY  
IMPORTANT IS PART ANSWER TO YOUR  
QUESTION IS THE SHORT TERM BENEFIT  
MEANING THAT OUR TRAINING DOLLARS HELP  
INDIVIDUALS IN A SHORT TERM, NO MORE  
THAN TWO YEARS TO GET PLACED INTO A JOB  
OR INTO AN APPRENTICESHIP PROGRAM. OUR  
PRE APPRENTICESHIP PROGRAM IS A  
TWELVE WEEK PROGRAM. THEY CAN GO  
IMMEDIATELY INTO AN APPRENTICESHIP  
PROGRAM. SO WE LOOK FOR SHORT TERM GAINS  
SO THEY ARE PLACED INTO A JOB OR AN  
APPRENTICESHIP THAT IS WAITING FOR THEM.  
SOME OF THE GREEN JOBS, BROADLY  
SPEAKING, ARE STILL IN DEVELOPMENT AND  
THEY MAY BE CALLED JOBS OF THE FUTURE  
ALTHOUGH SOME OF THEM ARE ALREADY HERE.

BUT THEY DON'T HAVE ENOUGH DEMAND FOR US TO SAY WE'RE GOING TO INVEST HEAVILY INTO THOSE JOBS BECAUSE WE WANT TO PUSH MORE PEOPLE WITH THIS EQUITY LENS INTO A JOBS THAT ARE READY FOR THEM TO TAKE. SO THE ANSWER IS TWO PARTS. ONE IS WE'RE WORKING ON THE TRADES, WHICH IS THE IMMEDIATE AVAILABILITY OF THOSE GREEN RELATED JOBS. AND THE OTHER ONE IS THE LONGER TERM, BIGGER PICTURE OF THE JOBS OF THE FUTURE. AND THAT IS A SEPARATE PARALLEL PROCESS THAT WE WILL BE INITIATING. SO I DON'T KNOW IF- I'M CONFUSED. I'M ASKING I APPRECIATE THE FACT JOBS OF THE FUTURE BY DEFINITION NEED YOU KNOW, YOU HAVE TO GET THERE FROM HERE. SO IT BECOMES A PSYCHOLOGY, RIGHT? WE HAVE TO DO SOMETHING TO GET THERE. SO I GUESS I JUST WANT TO SEE A STRATEGY. AND ALSO JUST ONE OF THE PIECES OF DATA THAT YOU SHOWED, WHICH I THINK IS A DISTINCTLY DIFFERENT STRATEGY FROM RECRUITMENT TO RETENTION. AND IT JUST STRIKES ME FOR THE BANG, FOR THE BUCK, YOU ALREADY GOT THEM, RIGHT? THEY GOT THROUGH THE DOOR TO HOLD THEM, TO PROVIDE THOSE SERVICES. ONCE YOU HAVE THEM GO THROUGH THAT DOOR, IT JUST SEEMS TO ME IF I WERE TO BE LOOKING AT WHERE WOULD MY EMPHASIS OF RESOURCES GO? WE HAVE SORT OF LIKE THE RECRUITMENT THING GOING ALL THE TIME, BUT IS THERE JUST IN TERMS OF WHERE ARE YOU EMPHASIZING? I JUST THINK IT'S A CRIMINAL THING TO LOSE FOLKS ONCE YOU'VE GOT THEM THROUGH. NO, I APPRECIATE THAT. I JUST WANT TO KIND OF GO BACK TO THE GREEN JOB. SO WE WANT TO MAKE SURE THAT WE CREATE THE DISTINCTION, PARTICULARLY CONSTRUCTION, THE DISTINCTION BETWEEN AMONG INCREASED DEMAND OPPORTUNITIES OR OCCUPATIONS THAT HAVE A GREEN SCOPE, ENHANCED SKILL OCCUPATIONS THAT REQUIRE MORE GREEN FOCUS AND TRAINING, AND EMERGING OCCUPATIONS WHERE GREEN ECONOMY ACTIVITIES AND TECHNOLOGY IMPLEMENTED. AND FOR CONSTRUCTION IN PARTICULAR, THE DEMAND IN THE GREENING OF THE WORLD IS CENTERED MORE ON JOB OPPORTUNITIES, ON PROJECTS WITH A GREEN SCOPE, BUT DON'T REQUIRE MORE FORMAL TRAINING THAN IT ALREADY EXISTS. AND THEN WE ALSO HAVE TO LOOK AT, AS LOUISE POINTED OUT, SETTING CONDITIONS FOR HOW WE IDENTIFY GREEN CAREERS IN WHICH WE CAN START TO THINK ABOUT INVESTING IN, RIGHT. WHICH, YOU KNOW, WE WANT TO MAKE SURE THE JOBS REQUIRE TWO YEARS OR LESS OF TRAINING. TRAINING IS LOCALLY ACCESSIBLE. IT'S IN HIGH DEMAND IN THE INDUSTRY, IT'S A PORT RELATED SECTOR AND THE EARNING IS 80% OF THE KING COUNTY MINIMUM WAGE SET AT

\$32.38. AND UNFORTUNATELY SO WHERE WE LAND IN CONSTRUCTION AND WHERE IT RELATES TO CONSTRUCTION IS WHERE WE TALK ABOUT HVAC AND ELECTRICIANS REALLY KIND OF BEING THE TWO MOST STABLE AND THE TWO MOST OPPORTUNISTIC OVER THE COURSE OF THE NEXT TEN YEARS. THAT'S NOT TO SAY THAT WE DON'T LOOK AT OTHER PORT RELATED SECTORS OR WE DON'T SEE THINGS IN THE FUTURE. WE DON'T RUN AN ANALYSIS IN FIVE YEARS AND SEE SOMETHING DIFFERENT. BUT WE WANT TO MAKE SURE THAT AS A WORKFORCE DEVELOPMENT ENTITY, WE WANT TO MAKE SURE THAT WE ARE BEING REALLY THINKING ABOUT ACCESS AS A PLATFORM FOR WHICH WE WANT TO REALLY START THIS WORK AND ESPECIALLY AS A NEW WORKFORCE SECTOR THAT WE SUPPORT. AND TIFFANY IS GOING TO DO A GREAT JOB WITH THAT. AND WE'RE FINDING WAYS TO WEAVE GREEN OPPORTUNITIES INTO ALL OF OUR WORKFORCE SECTORS. AND SO AS NOT JUST GREEN CAREERS, BUT, YOU KNOW, LIKE GREENING OF THE WORLD, IF YOU WILL. AND SO IT HAS SOME COMPONENTS IN CONSTRUCTION, BUT IT ALSO HAS SOME IN AVIATION, IN MARITIME. THIS IS OUR TESTING OF THAT AND SUPPORTING THAT FRAMEWORK IN TERMS OF RECRUITING AND RETENTION. THE WRAPAROUND SERVICES THAT WE WERE PROVIDED THAT WE CAN NOW SUPPORT, THAT WE NOW USE TO SUPPORT THE RETENTION TRADES, THE RETENTION IN THE TRADES IS REALLY, REALLY SERVING TO BE BENEFICIAL TO FOLKS THAT ARE STAYING IN THE TRADES AFTER THEY FINISH UP PRE-APPRENTICESHIP. THEY DON'T HAVE TOOLS OR BOOTS OR ESPECIALLY FOR HIGH SCHOOL STUDENTS THAT ARE LEAVING THE CTE PROGRAMS, THEY DON'T HAVE MUCH TO KIND OF REALLY GO OFF OF, ESPECIALLY FOR SOME OF THOSE FIRST GENERATION CONSTRUCTION WORKERS WHO HAVE NEVER DONE THIS WORK. THE WRAPAROUND SERVICES AND CASE MANAGEMENT CAREER NAVIGATION IS REALLY PART OF THEY SEE THE OPPORTUNITY WHEN THEY COME OUT OF HIGH SCHOOL, THEY HAVE AN OPPORTUNITY TO MAKE A LIVING. BUT IN ORDER FOR THEM TO CONTINUE THIS WORK, THEY NEED THE SUPPORT BECAUSE IT'S HARD WORK. THINK ABOUT A CONSTRUCTION SITE WHERE YOU HAVE A GROUP OF STRANGERS KIND OF COMING TOGETHER TO WORK ON A PROJECT, AND SOME OF THEM, THEY DON'T KNOW ONE ANOTHER. AND SO THINKING ABOUT AN 18 YEAR OLD COMING OUT TO THE CONSTRUCTION SITE AND NOT HAVING THAT MENTORSHIP, NOT HAVING A SENSE OF DIRECTION OF GUIDANCE, THAT'S WHY WE INVEST SO MUCH

INTO WRAPAROUND SERVICES OR RETENTION SERVICES, BECAUSE THEY NEED THAT. THEY'RE LOST ON THE SAUCE. AND SO WE WANT TO MAKE SURE THAT THEY'RE FOUND AND THEY'RE SAFE AND THEY'RE PROTECTED AND THEY'RE SUPPORTED. SO TO GO FURTHER, THANK YOU, COMMISSIONER HASEGAWA? ALL RIGHT. SO I JUST REALLY WANT TO ACKNOWLEDGE AND EMPHASIZE JUST HOW IMPORTANT THIS PROCESS IS, BECAUSE WE HAVE BILLIONS OF DOLLARS, AND THIS IS REALLY WHERE THE RUBBER MEETS THE ROAD, WHERE HAVING THAT INTENTIONAL EFFORT TO BE ABLE TO CONNECT HISTORICALLY EXCLUDED PEOPLE TO THESE SORTS OF OPPORTUNITIES HELPS US FULFILL OUR MISSION OF RAISING THE QUALITY OF LIFE FOR OUR COMMUNITY MEMBERS. THAT'S WHAT THIS IS. THIS IS THAT INTENTIONAL EFFORT. SO I JUST WANT TO SPEAK LIFE INTO YOU AND YOUR TEAM FOR BRINGING THIS TO THE TABLE. YOU KNOW, WHAT I WANT TO SEE ON HERE IS THE DISAGGREGATED CONTEXT OF SOME OF THIS INFORMATION ON AN ETHNIC BASIS. SO I'D BE INTERESTED IN SEEING THAT AND THEN HAVE WHEN YOU COME BACK TO US IN THE FUTURE AND SORT OF GIVE US UPDATES. YOU'VE DONE THIS FOR US IN THE PAST. I'M ALWAYS GOING TO WANT TO SEE ETHNIC INFORMATION ON HERE BECAUSE THAT TELLS ME HOW THAT INTENTIONAL EFFORT IS REALLY PLAYING OUT. I'D ALSO LIKE TO SEE THIS DISAGGREGATED ON A NONBINARY GENDER BASIS AS WELL. SO BACK TO COLLABORATIONS WITH COMMUNITY PARTNERS. ONE OF THE THINGS THAT WE HEARD IS FROM THE LGBTQIA PLUS YOUTH, THEY ARE HIGH AT RISK FOR POVERTY, AND ONE OF THE GREATEST INDICATORS FOR THEIR SUCCESS AND THEIR WELLNESS IS THAT ACCESS TO EMPLOYMENT OPPORTUNITIES. SO IF WE COULD SOMEHOW MAKE SURE THAT THAT IS AN INTENTIONAL PIECE OF OUR COMMUNITY COLLABORATION TO ENSURE THAT WE'RE CONNECTING LGBTQIA PLUS YOUTH WITH SOME OF THESE OPPORTUNITIES. THAT'D BE GREAT. AND I REALLY LOVE TO SEE THAT REFLECTED IN THE DATA AS WE'RE REPORTING ON IT AND LOOKING BACK ON IT AS WELL. I LOVE THESE PRESENTATIONS BECAUSE THEY'RE ALWAYS SO FORTHCOMING WITH THE QUESTIONS AND YOU ALWAYS ANTICIPATE WHAT I'M GOING TO ASK, AND IT'S HERE. SO I REALLY LIKE SEEING ON HERE THAT THE GRADUATION RATE IS ONLY AT ABOUT A THIRD, RIGHT? AND SO THAT BEGS THE QUESTION ABOUT RETENTION. THANK YOU, COMMISSIONER FELLEMAN, I LOVE THAT LINE OF QUESTIONING, BUT HOW ARE WE CAPTURING PEOPLE? THE TRADE ISN'T FOR EVERYBODY, OKAY? IT'S BACKBREAKING WORK. AND SO HOW ARE WE GUIDING FOLKS TO OTHER

OPPORTUNITIES WHEN WE KNOW THAT WE HAVE EMPLOYMENT SHORTAGES IN OTHER ASPECTS OF OUR INDUSTRIES? RIGHT? SO I THINK THAT THAT'S AN AREA FOR COLLABORATION INTERNALLY AMONG DIFFERENT AREAS WITHIN THE PORT. THAT'S JUST SOMETHING TO KEEP IN MIND. SPEAKING OF PARTNERSHIPS, AGAIN, I AM WONDERING HOW IF YOU COULD EXPLAIN TO ME HOW WE'RE WORKING WITH OUR OWN CONTRACTORS TO MAKE SURE THAT THEY'RE LIVING THE SPIRIT OF THIS IN THEIR OWN EFFORTS FOR OUR OWN PROJECTS. MAYBE I'LL TAKE THAT LAST QUESTION, COMMISSIONER, THANK YOU. VERY GOOD POINT ON THE DATA. WE PROVIDE YOU AN ANNUAL REPORT EARLY IN THE YEAR, AND THAT IS PROVIDED IN A DESEGREGATED DATA BASIS. WE WILL MAKE SURE WE INCLUDE THE OTHER POINTS YOU MENTIONED IF THAT DATA IS AVAILABLE. IN REGARDS TO THE CONTRACTORS, WE HAVE A STRONG RELATIONSHIP WITH AGC, THE ASSOCIATION OF GENERAL CONTRACTORS. WE WORK WITH THEM. IN FACT, WE MEET WITH THEM REGULARLY ON THIS PARTICULAR ISSUE OF EQUITY, DIVERSITY, AND INCLUSION IN THE TRADES AND HOW THE CONTRACTORS COMMUNITY IS BEING PART OF THE SOLUTION. WE KNOW RACISM AND SEXISM AND BIAS EXISTS IN CONSTRUCTION. SO WORKING DIRECTLY WITH THE ASSOCIATION AND THE PORT OF SEATTLE ALSO HAS A CONTRACT REQUIREMENT ON ALL CONTRACTS ON OUR PROJECTS FOR THIS KIND OF INFORMATION AND BEHAVIOR THAT WE EXPECT OF OUR CONTRACTORS THAT WORK FOR THE PORT AND OUR CAPITAL PROGRAM. THEY HAVE INDIVIDUALS THAT WORK WITH THE CONTRACTORS ON A REGULAR BASIS ON THIS ISSUE AND WE MEET WITH THEM TO REINFORCE THE ISSUE OF EQUITY AND RESPECT ON THE JOB SIDE. CARL, PARTICULARLY AS PART OF A REGIONAL GROUP, AND HE CAN TALK MORE ABOUT IT, BUT OUR WORK WITH CONTRACTORS DIRECTLY IS ONGOING. WE ARE ALSO NOW BEGINNING TO WORK WITH THE UNIONS. THE UNIONS ALSO NEED TO BE PART OF THE SOLUTION TO ENSURE THAT AS WE BRING MORE WOMEN AND PEOPLE OF COLOR INTO THE TRADES, THAT THEY ARE TREATED WITH RESPECT AND DIGNITY AND STAY IN THE TRADES. CARL, DO YOU WANT TO ADD SOMETHING ELSE? YEAH, SURE. SO OUR CONTRACTORS HERE AT THE PORT, AGAIN, AS LOUIS SAID, WE HAVE A GREAT WORKING RELATIONSHIP WITH AGC. WE TALK ABOUT THESE THINGS ON A PRETTY CONSISTENT BASIS. OUR FOLKS WORK UNDER JANICE, ALSO MEET WITH CONTRACTORS WEEKLY TO ENSURE THAT THEY'RE MEETING OUR PRIORITY HIRE APPRENTICESHIP UTILIZATION REQUIREMENTS

TO ENSURE THAT A COUPLE OF THINGS ARE HAPPENING. ONE, THAT IT'S A RESPECTFUL WORK SITE AND THAT WE'RE MAINTAINING THAT PLEDGE IN OUR CONTRACT TO ENSURE THAT HARASSMENT, BULLYING, HAZING IS NOT HAPPENING ON OUR JOB SITES. BUT SECONDLY, TO MAKE SURE THAT WE ARE ENSURING THAT WOMEN AND PEOPLE OF COLOR THAT ARE PART OF THE PRIORITY HIRE PROGRAM OR FOLKS THAT COME FROM OUR PRIORITY HIRE ZIP CODES ARE BEING TREATED FAIRLY AND THAT JUST WHISKED AWAY. COME ON. JUST TO MEET THE QUOTA AND THEN MOVE THE WAY. WE WANT TO MAKE SURE WE WANT TO MITIGATE THAT IT ALL COSTS. AND SO THAT COMES WITH CONSTANT COMMUNICATION WITH THOSE CONTRACTORS TO ENSURE THAT WE'RE MEETING THOSE GOALS. LAST YEAR, IN 2021, WE MET ALL ABOUT PRIORITY HIRE GOALS ON ALL OF OUR PROJECTS. AND I BELIEVE RIGHT NOW, WITH THE EXCEPTION OF MAYBE ONE THAT'S JUST STARTING UP, BUT THIS CONTRACTOR HAS A GREAT RECORD OF ENSURING THAT RESPECTFUL WORK SITE CULTURE IS MAINTAINED THAT THEY'RE MEETING THAT REQUIREMENT SO FAR THIS YEAR. OKAY, THANK YOU. SO I WOULD HYPOTHESIZE THAT A LOT OF THE SAME ISSUES IMPACTING WORKERS AND WORKER RETENTION ARE GOING TO BE PRESENT IN A DISPARITY STUDY RIGHT. LOOKING AT MINORITY OWNED BUSINESSES AND FEELING LIKE THEY COULD OPERATE. AND I'M WONDERING HOW, IF YOU COULD SPEAK TO THE CULTURAL TRANSFORMATION OF A CONSTRUCTION WORKFORCE AND WHAT YOUR VISION IS AND WHAT WE'RE TRYING TO BE ABLE TO ACHIEVE. I THINK THAT CONSTRUCTION WORKFORCE THAT WE'RE TRYING TO ACHIEVE AS A YOUNGER WORKFORCE, WE RECOGNIZE THERE'S A GREY TSUNAMI IN THE CONSTRUCTION FIELD. I BELIEVE, ACCORDING TO A 2020 STUDY DONE BY SEATTLE JOBS INITIATIVE, THAT ABOUT 44% OF CONSTRUCTION WORKERS ARE 44 YEARS AND OLDER. AND SO RECOGNIZING THE WORKFORCE, RECOGNIZING THAT THE WORKFORCE NEEDS TO GET YOUNGER AND YOUNGER QUICKLY IN ORDER TO MEET THE LONGTERM DEMANDS. I MEAN, WE HAVE PROJECTS THAT SPAN YEARS AND SOME PUBLIC AGENCIES SPAN DECADES ALREADY, I THINK SOUND TRANSIT PROJECTS THROUGH 2045. WE WANT TO MAKE SURE THAT WE ARE WORKING TO MAKE IT A YOUNGER WORKFORCE. SECONDLY, A MORE DIVERSE WORKFORCE. AND WE RECOGNIZE THE DIVERSE WORKFORCES ARE WORKFORCES THAT ARE GREAT AT DECISION MAKING. THEY HAVE LIVED EXPERIENCES THAT CONTRIBUTE TO JUST GROWTH ALL OVER. AND WE RECOGNIZE THAT



REPRESENTATION DOES MATTER IN THESE FIELDS, IN THIS WORK. AND SO A YOUNGER WORKFORCE, A MORE DIVERSE WORKFORCE, AND A WORKFORCE THAT IS ALSO FOCUSED ON- WORKFORCE THAT'S THAT HAS THE ABILITY TO THAT IS GETTING PAID, THAT'S BEING ABLE TO TAKE CARE OF THEIR FAMILY OVER TIME. AND SO THOSE ARE REALLY THAT'S WHAT I ENVISION FOR US. AND I ALSO ENVISION MORE MINORITY WMBE OWNED BUSINESSES ALSO BEING A PART OF THIS PROCESS AND BEING A PART OF THIS MAKEUP. AND SO FINDING WAYS TO BE MORE INCLUSIVE WHEN WE TALK ABOUT WOMEN IN LEADERSHIP, PEOPLE OF COLOR AND LEADERSHIP WMBE BUSINESSES, WMBE FIRMS ALSO BEING A CONTRIBUTOR TO THIS PROCESS AND SUPPORTING THIS WORK IS REALLY IMPORTANT TO THE GROWTH OF THE TRADES. I AGREE. SO MY LAST QUESTION IS WHO IS IT THAT ACTUALLY PROVIDES THAT SUPPORT TO STUDENTS AS THEY MOVE THROUGH THE APPRENTICESHIP PROGRAM? WHO DOES THAT? YEAH, THAT'S A VERY GOOD QUESTION. AND SO RECOGNIZING AS PART OF THIS PROCESS, I HOPE THROUGH THE RFP PROCESS, THAT WE COULD FIND COMMUNITY BASED ORGANIZATIONS AND TRAINING ORGANIZATIONS AND SCHOOLS TO CONSIDER TRACKING STUDENT PROGRESS AFTER THEY GRADUATE FROM OUR CTE PROGRAMS. BECAUSE THAT DATA IS NOT BEING CAPTURED WHEN I SPEAK WITH SCHOOL ADMINISTRATORS, WHEN I SPEAK WITH CT PROGRAMS, THE PORT THAT'S UNFORTUNATELY THAT'S NOT THERE. AND SO THIS, THIS PILOT PROGRAM FOR YOUTH CAREER LAUNCH IS AN ATTEMPT TO RESOLVE THAT ISSUE BY SAYING, HEY, LET'S TRACK THE FOLKS THAT WE ARE SENDING OUT THE DOOR TO MAKE SURE THAT THEY'RE PREPARED, THAT THEY'RE SUCCESSFUL, AND THAT THEY'RE GROWING. BECAUSE UNFORTUNATELY, IF WE DON'T, THEN WE'LL BE DOING THIS FOREVER. RIGHT. WHEN WE'RE TALKING ABOUT PROVIDING SUPPORT TO SMALL MINORITY BUSINESSES, WE TALK ABOUT CULTURAL COMPETENCY, LANGUAGE ACCESS, ALL OF THOSE THINGS. THOSE SAME RULES APPLY FOR WORKERS. CORRECT? RIGHT. THEY NEED SUPPORT. AND HAVING THOSE COMMUNITY BASED PARTNERSHIPS IS EXACTLY HOW WE NEED TO LEAN ON MAKING SURE THAT THEY CAN CHECK IN, TROUBLESHOOT, CHALLENGES, NAVIGATE. AND IF THEY DRIP OUT OF A CRACK IN THE PIPELINE THAT WE'VE GOT SOMEWHERE THAT WE COULD REROUTE THEM TO, THAT MIGHT BE A BETTER FIT. BUT THAT'S WHERE I REALLY SEE THAT COMMUNITY BASED PARTNERSHIP BEING REALLY CRITICAL. SO THAT'S WHY I ASKED. I DO HAVE ONE

MORE QUESTION, JUST TO CLARIFY.

DID I HEAR YOU SAY THAT CPR

IS AN IMPORTANT RETENTION STRATEGY?

YEAH. AND IF SO, HOW DID THAT COME TO BE? BECAUSE WE'RE TALKING ABOUT A YOUNGER COHORT OF WORKERS HERE.

YEAH, THIS IS TRAINING. SO IT'S A

TRAINING REQUIREMENT. IT'S PART OF WHAT

IS REQUIRED TO ENTER A JOB SITE. AND SO

ENSURING THAT THOSE FOLKS COMING OUT IN

THE EVENT OF AN ACCIDENT OR SAFETY BEING

A HUGE COMPONENT OF PRIORITY OF THE

WORK THAT THEY DO, MAKING SURE THAT THEY

KNOW HOW TO SAVE A LIFE IN THE EVENT

THAT SOMETHING HAPPENS IS REALLY

IMPORTANT.

I'D LIKE TO SEE DRIVER'S TRAINING

BECAUSE THAT'S ALSO A HUGE COMPONENT OF

THIS WORK AND THAT MORE TO FOLLOW THERE.

SO WHEN WE DO THE PRE APPRENTICESHIP

FUNDING, WE GIVE THEM THOSE SKILLS THEY

NEED TO GET INTO AN APPRENTICESHIP. AND

IT INCLUDES THOSE ITEMS THAT WERE

MENTIONED, INCLUDING SOME HELP WITH

THEIR MATH, ET CETERA, ET CETERA. SO

WHEN THEY BECOME APPRENTICES, THEY FEEL

MORE CONFIDENT THEY ARE READY FROM THE

GETGO, WANT TO ACTUALLY STAY, AND WE

PROVIDE THE RETENTION AND NAVIGATION

GOING FORWARD SO THEY STAY EVEN LONGER

AND BECOME JOURNEY WORKERS. DID YOU SAY

DRIVERS TRAINING?

YES, I DID. HERE'S THE THING. WHEN I

SPEAK WITH COMMUNITY BASED

ORGANIZATIONS, TRAINING ORGANIZATIONS,

K THROUGH TWELVE, ONE OF THE THINGS THAT

ALWAYS COMES UP IS WHERE'S DRIVER'S

TRAINING, LIKE DRIVER'S TRAINING USED TO

BE A COMPONENT OF HIGH

SCHOOL AS PART OF IT. AND AS

A WORKFORCE NECESSITY FOR MANY OF OUR

JOBS IN THE TRADES, FOR DRIVER'S

TRAINING IS A CORE TENET OF IT. AND SO

JUST AS MUCH AS BEING ABLE TO OPERATE A

FORKLIFT, BUT EVEN JUST GETTING TO WORK,

BECAUSE SOMETIMES CONSTRUCTION SITES

ARE REALLY KIND OF FAR FROM WHERE THEY

LIVE, AND SO HOW DO WE ACCESSING THOSE

TYPES OF THINGS? SO IT'S JUST SOMETHING

THAT WITH PUBLIC AGENCIES, WE'VE BEGUN

THE DISCUSSION, AND MEMBERS OF THE

REGIONAL PRE APPRENTICESHIP

COLLABORATION, WE'RE BEGINNING THE

DISCUSSION ABOUT HOW DO WE INVEST

IN THAT, BECAUSE RIGHT NOW, OUR

PROVISIONS DON'T WORK, WRAPAROUND

SERVICES DON'T PROVIDE FOR THAT.

ANY OTHER QUESTIONS? ALL RIGHT. AND AS A

REMINDER, IT SOUNDS LIKE THERE'S A LOT

OF REAL INTEREST IN THE KIND OF NUTS AND

BOLTS OF THIS. AND I WOULD STRONGLY

ENCOURAGE FELLOW COMMISSIONERS TO REACH

OUT FOR ADDITIONAL BRIEFINGS TO GET INTO

AS MUCH DETAIL AS THEY WANT ON ANY OF THESE PROGRAMS.

[LAUGHTER]

THE WORLD IS YOUR OYSTER, COMMISSIONER. OKAY, MY ONLY COMMENT IS I THINK WE'VE GOT A LITTLE BIT OF A FREE RIDER PROBLEM IN THIS. WE'VE GOT ALL THESE GREAT PUBLIC AGENCIES CONTRIBUTING TO THIS THING, AND I'M THROWING NO SHADE ON OUR STAFF WHO ARE DOING AMAZING WORK ON THIS. BUT I WOULD LOVE TO SEE IN HERE SOME OF THE BIG DEVELOPER NAMES, SOME OF THE BIG GENERAL CONTRACTOR NAMES IN HERE SAYING AND I KNOW THAT SOME DO, THAT THERE ARE SOME ACTORS WHO ARE MAKING GOOD FAITH EFFORTS TO CONTRIBUTE, BUT WE'RE DOING THIS NOT BECAUSE WE'RE FORCED TO. WE'RE DOING IT BECAUSE WE THINK IT'S THE RIGHT THING TO DO. AND I WOULD LOVE TO SEE SOME OF OUR PRIVATE SECTOR PARTNERS DO THE SAME THING. THERE IS A FUNDAMENTAL DISCREPANCY IN, I THINK, THE PUBLIC'S UNDERSTANDING WHAT IT TAKES TO TRAIN SOMEBODY TO DO THESE PROFESSIONS. AND IT'S THE REPRESENTED PROFESSIONS GENERALLY, NOT JUST SKILLED TRADES, BUT OUR SCHOOL TEACHERS, OUR POLICE OFFICERS, OUR FIREFIGHTERS. WHEN PEOPLE THINK ABOUT, OH, IT TAKES HOWEVER MANY YEARS TO BECOME A DOCTOR, IT TAKES ABOUT THAT SAME AMOUNT OF TIME TO BECOME MANY OF THE SORT OF JOURNEY LEVEL SKILLED TRADES AND OTHERS. AND WE JUST, FOR SOME REASON, HAVE A FUNDAMENTAL DISCONNECT. WE DON'T THINK THAT WE AS A SOCIETY NEED TO INVEST AS MUCH IN THE EDUCATION OF THOSE TRADES AS WE DO INTO THINGS THAT MAY COME WITH A TITLE LIKE DOCTOR. SO I THINK THAT'S SOMETHING THAT WE AS A PUBLIC AGENCY CAN WORK TO BRIDGE THAT PRESTIGE GAP, BECAUSE THESE ARE PROFESSIONS THAT PROVIDE MEANING, GREAT COMPENSATION, ARE DURABLE, CAN'T BE OUTSOURCED, ET CETERA. SO THANK YOU. I WILL CALL FOR A MOTION ON THIS.

SO MOVED. A SECOND? SECOND.

OKAY, THE MOTION WAS MADE AND SECONDED.

CLERK HART, CAN YOU PLEASE

CALL THE ROLL FOR

THE VOTE? COMMISSIONERS, PLEASE SAY WHEN YOUR NAME IS CALLED FOR THE VOTE, BEGINNING WITH COMMISSIONER AYE. THANK YOU, COMMISSIONER HASEGAWA. AYE. THANK YOU, COMMISSIONER MOHAMED AYE. THANK YOU. AND COMMISSIONER CALKINS. AYE. THANK YOU. FOUR AYES AND ZERO AND NAYS FOR THIS ITEM. AND WITH THAT, THE MOTION PASSES. COMMISSIONER FELLEMAN. HE TALKED ABOUT TRAINING TO DRIVE. I ASKED WHEN MY SON WAS LEARNING TO DRIVE. I ASKED THE TEACHER, I GO TO TEACH AYE. HOW TO BACK UP THE TRAILER.

AND HE GOES, NO, THAT'S NOT IN IT. BUT HAVE YOU EVER SEEN PEOPLE THAT DON'T HAVE A BACKUP A TRAILER? IT'S REALLY LIKE IN THE TRADES AND STUFF LIKE THAT. IT'S LIKE UNBELIEVABLE. I'VE SEEN PEOPLE TRY TO PUT A BOAT ON A FERRY. ALL RIGHT, WE'RE ABOUT 85 MINUTES BEHIND ALREADY, SO I'M GOING TO GO AHEAD AND THAT'LL BE ON COMMISSIONER FELLEMAN'S BLOG NEXT MONTH. COOL STORY, BRO.

[LAUGHTER]

THANK YOU, COMMISSIONER. ALL RIGHT, CLERK HART, CAN YOU PLEASE READ THE FINAL ITEM INTO THE RECORD? YES. OUR LAST NEW BUSINESS ITEM TODAY IS ITEM TEN E, AUTHORIZATION FOR THE EXECUTIVE DIRECTOR TO AUTHORIZE STAFF TO ADVERTISE, PROCURE, AND EXECUTE A \$300,000 PORT OF SEATTLE DISPARITY STUDY CONTRACT. COMMISSIONER, THE LAST DISPARITY STUDY THE BOARD CONDUCTED WAS IN 2019. THIS AUTHORIZATION WILL ENABLE A NEW STUDY TO ESTABLISH NEW WMBE UTILIZATION BENCHMARKS AND INFORM NEW PORT WIDE ASPIRATIONAL GOALS. HERE TO MAKE THE PRESENTATION IS IAN RICE, DIRECTOR OF DIVERSITY AND CONTRACTING. IAN, USE THIS MIC HERE. STEP INTO THE MIC. HERE WE GO. GOOD AFTERNOON, COMMISSIONERS. MY NAME IS IAN RICE AND, DIRECTOR OF DIVERSITY AND CONTRACTING DEPARTMENT. JUST A TICKLED PINK ABOUT BEING HERE TODAY. LAST PRESENTATION, I AM HERE TODAY NEXT SLIDE, PLEASE. I AM HERE TO REQUEST AN AUTHORIZATION FOR THE EXECUTIVE DIRECTOR TO AUTHORIZE STAFF TO ADVERTISE, PROCURE, AND EXECUTE A \$300,000 PORT OF SEATTLE DISPARITY STUDY CONTRACT. NEXT SLIDE, PLEASE. AND WHAT YOU HAVE HERE IS THE AGENDA WHERE I'M GOING TO BRIEFLY GO THROUGH TODAY. WON'T TAKE TOO MUCH TIME, BUT I WANTED TO MAKE SURE TO LISTEN TO THE AUDIENCE TO KIND OF SEE WHERE I'M GOING IN REGARDS TO THE AGENDA. AND STARTING FIRST OFF WITH THE FEDERAL DB PROGRAM VIA CFR 49, PART 26 IN NEXT SLIDE, PLEASE. AND THE FEDERAL GOVERNMENT COMMISSIONERS BASICALLY REQUIRE TRANSLATION AGENCIES TO IMPLEMENT FEDERAL DISADVANTAGED BUSINESS PROGRAMS IF THEY RECEIVE UNITED STATES DEPARTMENT TRANSPORTATION FUNDS. THE DB PROGRAM IS OUTLINED WITHIN THE CODE OF FEDERAL REGULATION, CFR 49, PART 26, WHICH THOSE FOLKS WHO ARE INTERESTED IN SEEING THE FA DOCUMENTATION, THEY CAN LOG ON TO THAT AND SEE THE VERY PRESCRIPTIVE DEVELOPMENT OF THE DB PROGRAM ITSELF. NEXT SLIDE, PLEASE. THESE ARE JUST A FEW OF THE MAJOR

OBJECTIVES, BUT BASICALLY, AT THE END OF THE DAY, IT'S ABOUT LEVELING THE PLAYING FIELD FOR FEDERALLY CERTIFIED AND DISADVANTAGED BUSINESSES OUT THERE THAT WANTED TO WORK WITH FEDERAL GOVERNMENT CONTRACTS, CONTRACTS THAT ACTUALLY HAVE FEDERAL ASSISTANCE ON THERE. WE ALSO WANT TO HELP REMOVE A LOT OF THE BARRIERS TO THE PARTICIPANTS, TO THE DISADVANTAGED BUSINESSES THAT ARE TRYING TO COMPETE ON THOSE FEDERAL CONTRACTS ITSELF. AND WE REALLY WANT TO MAKE SURE THAT THE FEDERAL DB PROGRAM IS BASICALLY TO ENSURE THAT DEPARTMENTS WITHIN THE DB PROGRAM IS BARELY NARROWLY TAILORED IN ACCORDANCE TO THE APPLICABLE LAWS, BECAUSE WE'RE ONLY SPEAKING SPECIFICALLY ABOUT THOSE FEDERAL CONTRACTS, THOSE DOLLARS THAT ARE GOING TO A LOT OF OUR FEDERAL PROJECT ITSELF. NEXT SLIDE, PLEASE. NOW, DISPARITIES TRANSPORTATION AGENCIES THAT RECEIVE FAIRLY ASSISTED FUNDS WITHIN THE STATES OF THE 9TH CIRCUIT WILL NEED TO CONDUCT A DISPARITY STUDY EVERY THREE TO FIVE YEARS IN ORDER TO IMPLEMENT RACE CONSCIOUS DB REQUIREMENTS ON FEDERALLY ASSISTED PROJECTS. SO THE 9TH CIRCUIT TYPICALLY RANGES FROM WASHINGTON, CALIFORNIA, MONTANA, IDAHO, HAWAII, GUAM, KIND OF THAT WHOLE 9TH CIRCUIT FEDERAL ARM IN THERE. SO DISPARITY STUDIES ARE QUANTITATIVE AND QUANTITATIVE RESEARCH METHODS TO DETERMINE WHETHER THERE ARE RACE CONSCIOUS DISPARITIES IN THE AWARDING OF THE FEDERAL ASSISTED CONTRACT ITSELF. NOW, THE PORT HAS CONDUCTED IN THE YEARS PAST A DISPARITY STUDY. THE LAST ONE WAS CONDUCTED BACK IN 2019, WHICH BASICALLY SOUGHT TO AGAIN FIGURE OUT IF THERE ARE DISPARITIES WITHIN OUR CONSTRUCTION AND CONSTRUCTION RELATED ACTIVITIES. AND THE STUDY PERIODS WERE BETWEEN JANUARY 2012 AND THROUGH 2016. AND THAT WAS THE 2019 DISPARITY STUDY, WHICH THAT WAS THE STUDY PERIOD ITSELF IN THE CAPSULATION OF IT. SO MOVING ON TO THE NEXT SLIDE PLEASE. THANK YOU. SO LET'S TALK ABOUT A LITTLE ABOUT THE RESULTS. BASICALLY IN 2019, DISPARITY STUDY INDICATED ALL ETHNIC GROUPS HAVE EXPERIENCED CONTRACTING DISPARITIES WITHIN EITHER CONSTRUCTION AND OR CONSTRUCTION RELATED PROFESSIONAL SERVICES CATEGORIES. NOW, THE SECOND ONE HERE IS A CHART SHOWING A DISPARITY RATIO OF 100% IS CONSIDERED PARITY AMONGST ALL FOLKS OUT THERE. ANYTHING 80% BELOW SIGNIFY SIGNIFICANT DISPARITY. AND AS YOU SEE WITHIN THE CHART, WITHIN THE DIFFERENT ETHNICITIES, WITH THE

EXCEPTION OF RIGHT NOW WITH AFRICAN AMERICANS. AND HOWEVER, THERE IS AN ANOMALY IN REGARDS TO ONE AFRICAN AMERICAN FIRM REALLY GOT A GOOD MAJORITY OF THE DOCUMENTATION OR SHOULD SAY A LOT OF THE WORK WITHIN THAT STUDY PERIOD OF TIME. SO THAT SKEWED SOME OF THE AFRICAN AMERICAN OR THE BLACK CATEGORY. BUT REGARDLESS OF THAT, THE CONSULTANT AND A LOT OF THOSE FOLKS SAID IT IS ACROSS THE BOARD, TAKE THEM OUT DISPARITY ACROSS THE PORT FOR ALL BUSINESSES THAT ACTUALLY HAVE BEEN INTERVIEWED WITHIN THE GROUPS OF ALL THE CONTRACTS THAT WE DO. SO, NEXT SLIDE, PLEASE.

NOW, NEW DISPARITY STUDIES. SOME OF THE KEY BENEFITS, ONE IS WE ARE KEEPING IN COMPLIANCE WITH THE UNITED STATES DEPARTMENT OF TRANSLATION'S FAA RULES AND REGULATIONS OF RUNNING THEIR DB PROGRAM. THE NEW STUDY RESULTS WILL BE POST 2016 DIVERSITY CONTRACTING POLICY DIRECTIVES INFORMING WMBE CONTRACTING EFFORTS. AND THEN WITH THE DISPARITY STUDY, WE SHOULD BE ABLE TO HELP INFORM THE PORT, PORT OF SEATTLE. WITH YOUR HELP, WE CAN FIGURE OUT WHAT THE NEW GOALS WILL BE FOR 2024 FOR OUR NEXT FIVE YEAR BENCHMARKS.

NEXT SLIDE PLEASE. ON THE HORIZON. WANTED TO TALK JUST TO KIND OF GIVE YOU GUYS A LITTLE SOMETHING ON THE HORIZON, BUT WE'RE WORKING ON A DIVERSE AND CONTRACT DEPARTMENT. WE HAVE A WMBE ANALYSIS STUDY KIND OF A BARRIER STUDY, BASICALLY TEASING OUT SOME OF THE OTHER AREAS OUTSIDE OF CONTRACTING THAT WE MIGHT SEE AS BARRIERS TO COMING IN AND WORKING WITH THE PORT OF SEATTLE. SECOND ONE IS WE HAVE AN ANNUAL PRESENTATION BACK TO YOU COME FIRST QUARTER 2023 SAYING, HOW DO WE DO? FROM A WMBE PERSPECTIVE ACROSS THE BOARD FOR 2022 RESULTS, SO TO SPEAK. AND THEN IF APPROVED TODAY, WE HAVE THE DISPARITY STUDY ITSELF. THAT'S WHAT I'M COMING HERE FOR YOU TO GET AUTHORIZATION FOR. WE'RE HOPING TO HAVE THIS COMPLETED BY Q ONE OF 2024.

SO WITH THAT, I WANT TO SAY THANK YOU. AND NEXT SLIDE, PLEASE. THERE'S A THANK YOU, AND WE'LL GO FROM THERE. ALL RIGHT, COMMISSIONERS, ANY QUESTIONS OR COMMENTS? COMMISSIONER HASEGAWA, WE'LL LET YOU GO FIRST THIS TIME. THANK YOU FOR THE PRESENTATION. SO, AM I HEARING YOU SAY THAT THE TIMELINE FOR THE RENEWED DISPARITY STUDY? THE STUDY WILL BE COMPLETED IN TIME FOR A 2023 Q ONE PRESENTATION. THAT WILL ALSO ALLOW US TIME FOR A FOUR YEAR COMPARISON IF

APPROVED FOR DISPARITY STUDIES CONDUCTED. DISPARITY STUDY USUALLY DISPARITIES TAKE ABOUT TEN TO TWELVE MONTHS A YEAR. OKAY. 2024 BY FIRST QUARTER 2024, WHICH HOPEFULLY WILL HAVE SOME TYPE OF INDICATOR OF HOW WE'VE BEEN DOING. GOT IT. AND THEN THAT WILL ALSO, WHEN WE'RE ALL TALKING ABOUT THE DISPARITY STUDY, ABOUT WHAT OUR NEW GOALS ARE GOING TO BE, WE MIGHT BE ABLE TO UTILIZE THIS DOCUMENTATION TO STUDY TO HELP INFORM US ABOUT WHAT OUR NEW GOALS CAN POSSIBLY BE. AND AS PART OF THE SCOPE OF THE STUDY, WILL IT INCLUDE STRUCTURED INTERVIEWS WITH BUSINESS OWNERS OR EMPLOYEES? YES, THAT'S PART OF THE QUALITATIVE AND QUANTITATIVE. WONDERFUL. YEAH. SO THAT'S TYPICALLY WHAT DISABILITY STUDIES GO THROUGH. OKAY, THAT'S GOOD. SO WE'RE NOT JUST LOOKING AT HARD NUMBERS. WE'RE ALSO LOOKING AT SOCIAL IMPLICATIONS AND WORKFORCE DYNAMIC AND THINGS LIKE THAT. CORRECT. AND IS THAT ALSO BEEN WITHIN THE SCOPE OF THE STUDY THAT TOOK PLACE FOUR YEARS AGO? YES, WE'VE ACTUALLY HAD TWO STUDIES. WE HAD ONE THAT WAS CONDUCTED IN 2014, AND THEN WE HAD ANOTHER ONE IN 2019. AND BOTH OF THEM HAVE THAT QUALITATIVE AND QUANTITATIVE EFFORTS THAT IT WILL BE IN THIS SCOPE FOR 2020, FOR THIS FUTURE DISPARITY STUDY, TO ANSWER YOUR QUESTION, SO YES, SO WE'LL ALSO BE ABLE TO COMPARE DIFFERENCES BETWEEN THOSE CATEGORIES AS WELL IN THE RENEWED STUDY. AWESOME. OKAY, VERY GOOD. WELL, THAT'LL BE PART OF THE SCOPE. WE'LL SAY, HEY, WE WANT TO MAKE SURE THAT GIVEN ALL OF OUR EFFORTS SINCE THE 2016 DIVERSITY AND CONTRACTING POLICY DIRECTIVE, BECAUSE OF YOU AND YOUR PREDECESSORS AND A LOT OF THE PORT STAFF THAT WE HAVE IN THE ELT, WE HAVE SAYING WE WANT TO MAKE SURE WE DO SOME AFFIRMATIVE EFFORTS AS RELATES TO BOWMAN MINORITY PARTICIPATION ON OUR CONTRACTS. SO HOPEFULLY THIS DISPARITY STUDY WILL ALSO SHOW SOME IMPROVEMENTS, ESPECIALLY IN SOME OF THE ETHNIC CATEGORIES THAT YOU SEE IN FRONT OF US. WELL, I FORGOT. WHAT PAGE IT IS RIGHT NOW OF PARTICIPATION ON A LOT OF OUR CONTRACTS BECAUSE OF AFFIRMATIVE EFFORTS. DIRECTOR, I'M WONDERING WHY DO WE NEED A DISPARITY STUDY TO SET MORE AGGRESSIVE DIVERSITY AND CONTRACTING GOALS? GOOD QUESTION. WELL, IT'S JUST HELPING US INFORM US OF WHAT WE WANT TO DO FROM JUST A GENERAL PORT OF SEATTLE EFFORT. BUT ESSENTIALLY FOR THIS DISPARITY STUDY, WHAT THE BIG THING IS REALLY ABOUT MAKING SURE THAT WE STAY IN



COMPLIANCE WITH THE FEDERAL GOVERNMENT AND THE DB PROGRAM. THAT PART. THANK YOU. COMMISSIONER MOHAMED.

DIRECTOR

RICE, THANK YOU FOR YOUR PRESENTATION AND THE WORK THAT YOU DO.

THE ONLY QUESTION I HAVE IS THESE STUDIES ARE SOMETIMES SO EXPENSIVE AND THIS IS LIKE A STUDY THAT'S SIMILAR TO A STUDY THAT ALREADY HAPPENED. IS THIS HOW MUCH THE COST OF THESE STUDIES ARE ACROSS THE BOARD? GOOD QUESTION. SO IN YEARS PAST, DISPARITY STUDIES IN DIFFERENT JURISDICTIONS CAN COST UP TO MILLION PLUS DOLLARS AND THE DOLLAR AMOUNTS HAVE GONE DOWN OVER TIME BECAUSE SO MANY DIFFERENT JURISDICTIONS ARE WHO RECEIVE US DEPARTMENT TRANSLATION FUNDS. SOUND TRANSIT, WASHINGTON STATE DEPARTMENT, TRANSPORTATION, NFA, THEY ALL HAVE THESE STUDIES AS WELL. SO THERE ARE SOME AREAS WHERE THEY CAN ACTUALLY LEVERAGE SOME OF THE DATA TO KEEP THE PRICE DOWN A LITTLE LOWER THAN WHAT HAS BEEN. SO YES, IT'S VERY EXPENSIVE. AND THEN I HEARD YOU SAY A LITTLE BIT THAT THE STUDY WILL INFORM SOME OF OUR WORK THAT IS HAPPENING ACROSS THE BOARD. IS THAT CORRECT? IT CAN INFORM SOME OF BUT COME 2023 WHEN WE DO HAVE THIS CONVERSATION ABOUT WHAT IS OUR FUTURE OF OUR PORT GOALS AND WHAT WE WANT TO DO, THAT'S SOMETHING IN WHICH WE'RE GOING TO HAVE TO HAVE A CONVERSATION ABOUT FOR OUR FUTURE WMBE ATTAINMENTS AND WHAT WE'RE TRYING TO ACHIEVE. SO YEAH, THAT'S HELPFUL. THAT CONCLUDES MY QUESTIONS. THANK YOU AGAIN FOR YOUR PRESENTATION AND YOUR WORK. THANK YOU SO MUCH. APPRECIATE IT. COMMISSIONER, COMMISSIONER FELLEMAN, THANK YOU MAN. ONCE AGAIN, I REALLY APPRECIATE THIS. I REMEMBER THOUGH BACK WHEN

CHRISTINE GREGOIRE

BUT COURTNEY GREGOIRE, THERE'S ALWAYS A QUESTION ABOUT NUMBERS VERSUS PERCENTS AND YOU PRESENT THIS IN PERCENTS. AND SO, I MEAN THERE'S ALSO THE SAMPLE SIZE, HOW MANY PEOPLE ACTUALLY THESE PERCENTAGE REPRESENT WOULD BE ALSO A VALUABLE NUMBER JUST TO UNDERSTAND THE MAGNITUDE OF THESE IMPACTS. BUT WHAT I'M REALLY ASKING ABOUT SO IN THE SAME TODAY WE HAD ALSO ON ITEM EIGHT C WAS WE JUST ADVANCED ANOTHER HALF MILLION DOLLARS TO PORT JOBS FOR A \$10 MILLION CONTRACT. TALK ABOUT EXPENSES, BUT AT LEAST THIS IS NOT A STUDY. BUT I'M JUST SAYING IT HAS IT HAS LIKE A 9% GOAL FOR WOMEN AND MINORITY OWNED BUSINESS

ENTERPRISE UTILIZATION FOR THAT. I'M NOT SURE IF THAT'S FOR THE COMPANY TO DO THE PORT JOBS ADMINISTRATION, BUT INDEPENDENT OF THAT, IF WE'RE FUNDING THIS TRAINING FOR BUSINESSES AT THE AIRPORT, I MEAN THERE'S AN ACCOUNTING OPPORTUNITY HERE TO SEE LIKE HOW'S OUR MONEY BEING SPENT? ARE WE ACHIEVING THE GOAL. IT'S NOT LIKE JUST PRODUCING EMPLOYEES. RIGHT. AND I KNOW THAT PORT JOBS IS A FANTASTIC SOURCE FOR DIVERSE EMPLOYEES, BUT ARE WE MAKING THEM TRACK THOSE DATA FOR \$10 MILLION CONTRACTS? WELL, FORGIVE ME, COMMISSIONER. I WANT TO MAKE SURE I'M UNDERSTANDING CORRECTLY. SO THE 9%, I'M ASSUMING BECAUSE WE'RE TALKING MORE ON A WORKFORCE SIDE. SO THEY'RE TALKING ABOUT APPRENTICESHIP AND THE BREAKING DOWN OF THE ONE MINORITY AND WHAT THE ETHNICITIES ARE FROM THAT PERSPECTIVE. HERE, WE'RE TALKING MORE WE TRACK ON THE CONSTRUCTION, CONSULTING, AND GOOD SERVICES CATEGORY. SO WE TRACK ALL THE DIFFERENT CATEGORIES TO A CERTAIN PERCENTAGE. SO THERE'S TWO SEPARATE EFFORTS. ONE IS THE ACTUAL BUSINESS AND ONE IS THE OTHER, THE WORKFORCE WITHIN THAT DOING THE WORK, ESPECIALLY ON THE CONSTRUCTION SIDE OF THE COIN. I GOT IT. AND YOU'RE FOCUSED ON THE CONSTRUCTION BECAUSE OF FAA COMPLIANCE AND STUFF. RIGHT. I'M JUST SEEING LIKE IN THE BROADER CONTEXT, I WAS HOLDING THE WORKFORCE TODAY, AND SO WE ARE ACTUALLY PAYING SO IT REALLY IS A DISCONNECT HERE, BUT WE'RE PAYING AN ORGANIZATION SPECIFICALLY TO PLACE PEOPLE IN AIRPORT MOSTLY ADR. RIGHT. WORK. SINCE WE ARE THE ONES THAT ARE CREATING THIS ENTITY, IT SEEMS TO ME THAT WE SHOULD MAKE SURE THAT WE HAVE THOSE DATA, THAT THE SUCCESS OF THEIR WMBE PARTICIPATION IN THOSE JOBS, I MEAN, THOSE BUSINESSES THAT ARE RECEIVING THESE EMPLOYEES, SOMEBODY SHOULD BE ACCOUNTING TO US, RIGHT? SURE. WE HAD THE SAME QUESTION ABOUT HOW MANY PEOPLE GO FROM PRE APPRENTICES AND END UP IN WORK. WE NEED TO TRACK THOSE DATA TO OUR SUCCESS. SO I JUST LAY THAT OUT. THERE'S NOTHING WE HAVE MORE CONTROL OVER THAN ANYTHING ELSE. RIGHT? IT'S A LOT OF MONEY. LET'S SEE HOW WELL WE'RE DOING. NO, ABSOLUTELY, AND I APPRECIATE IT, BUT YEAH, WITH THE PARTNERSHIP WITH A LOT OF OUR PORT STAFF, PMS, CPO, AND SO FORTH, WE DO A LOT OF TRACKING OF THAT, INCLUDING OUR DEPARTMENT, SO WE DO THE BEST WE CAN. AND A LOT OF OUR TRACKING ALSO FALLS INTO OUR ANNUAL REPORT THAT WE GIVE TO YOU ON AN ANNUAL BASIS AS WELL. SO THAT COULD BE A POSSIBLE AREA

THAT WE CAN ADD INTO IT AS WELL. JUST A COUPLE OF THINGS. FIRST IS I REMEMBER THE FIRST TIME I RECEIVED A BRIEFING ON OUR DIVERSITY OR OUR DISPARITY STUDY AND THE REAL RECOGNITION THAT AS WE DUG DOWN INTO THAT ONE, HOW MUCH OF IT IS A RESULT OF JUST SIMPLY BEING UNABLE TO FIND TRAINED WORKERS WITHIN PARTICULAR GROUPS. WHAT THAT TAUGHT ME WAS YOU GOT TO START REALLY EARLY, REALLY THINKING ABOUT WHAT WE'RE DOING TO BRING YOUNG PEOPLE INTO THESE PROFESSIONS IN THE FIRST PLACE. SO I THINK THAT'S IMPORTANT. THE OTHER IS I THINK PART OF THIS DISPARITY STUDY IS ALLOWING US TO DEMONSTRATE JUST WHAT THE IMPETUS IS FOR US TO INVEST IN UNDOING SOME OF THIS DISPARITY. IF WE DON'T HAVE THE DATA, WE CAN'T SHOW PEOPLE WE'VE GOT A PROBLEM. AND SO I THINK THAT'S A REALLY CRITICAL PART OF IT. IN FACT, I THINK THAT GIVES US SOME LEGAL BASIS FOR PUTTING FUNDS INTO PROGRAMS THAT STATE LAW MAY NOT OTHERWISE ALLOW, BUT WHERE WE GET SOME FEDERAL LEGAL COVERAGE FOR THAT. WHICH LEADS TO MY SECOND POINT, AND THIS IS, I THINK, SOME HOMEWORK FOR PETE AND HIS TEAM. I KNOW THAT THERE'S AN AFFIRMATIVE AVIATION CASE AT THE SUPREME COURT RIGHT NOW RELATED TO COLLEGE ADMISSIONS, AND IT DOES NOT SOUND GOOD BASED ON THE QUESTIONING AND ORAL ARGUMENTS. AND SO I GUESS I'D LIKE, DEPENDING ON THE OUTCOME OF THAT CASE, FOR THE COMMISSION TO BE BRIEFED ONCE THAT'S ANNOUNCED ON WHETHER THAT HAS IMPACTS ON OUR ABILITY TO DO STUFF. BECAUSE RIGHT NOW WE ARE RELYING ON SOME FEDERAL LAWS TO SUPERSEDE STATE LAWS IN TERMS OF WHAT WE CAN DO RELATED TO OVERCOMING SOME OF THESE DISPARITIES. SO JUST LEAVE THAT WITH YOU, PETE. I THINK WITH THAT WE WILL TURN TO I'LL ASK FOR A MOTION AND A SECOND. SO MOVED. SECOND. ALL RIGHT. THE MOTION WAS MADE IN SECOND AND CLERK HART. CAN YOU 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. AND COMMISSIONER CALKINS. AYE. THANK YOU FOUR AYES ZERO NAYS FOR THIS ITEM AND WITH THAT THE MOTION PASSED. AND I FORGOT TO SAY THANK YOU. NO, I APPRECIATE THE PRESENTATION. THANK YOU. OKAY. WE HAVE NO PRESENTATIONS AND STAFF REPORTS BEFORE US TODAY. AND SO 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? YES, COMMISSIONER FELLEMAN. I JUST WANT TO EXPRESS MY ENTHUSIASM FOR BEING ABLE TO GO TO KOBE THE END OF THIS WEEK WITH MY COLLEAGUE, COMMISSIONER HASEGAWA TO LEARN ABOUT THEIR HYDROGEN OPERATIONS. BUT ALSO IT HARKENS BACK TO THE FACT THAT OVER 25 YEARS AGO, THE KOBE HAD THIS EARTHQUAKE. AND WHILE I WAS JUST AN OUTSIDE PORT AGITATOR AT THE TIME, I FELT COMPELLED TO COME TO PIER 69. AND WE HAD THE BIG RECEPTION AND TO MAKE DONATIONS TO THE RECOVERY OF THE PORT OF KOBE. THE PLEASURE OF MEETING SOME OF THE COMMISSIONERS AT THE IAPH MEETING JUST RECENTLY IN VANCOUVER. NOW, THAT TO BE ABLE TO GO BACK IN MY COMMISSION STATUS TO MEET THEM AGAIN IN KOBE, THERE'S LIKE A FULL CIRCLE THING, BUT ALSO JUST TO THINK ABOUT HOW FAR PORTS HAVE COME SINCE THIS DESTRUCTION OF THEIR PORT BACK OVER 25 YEARS AGO. AND NOW WE'RE GOING TO LEARN ABOUT THEIR GREEN TECH AND HOW MUCH MORE ADVANCED THEY ARE OF US TO LEARN FROM. SO ANYWAY, I JUST WANTED TO SHARE THAT WE'LL BE COMING BACK AND REPORTING OUT ABOUT THINGS THAT WE'VE LEARNED AND WE WANT TO BE INFORMED BY TO DO BETTER OURSELVES. ANY OTHER COMMISSIONER COMMENTS OR REFERRALS TO COMMITTEE? COMMISSIONER MOHAMED. THANK YOU. I JUST WANT TO SHARE THAT ON NOVEMBER 1, WE HAD A LISTENING SESSION IN SOUTH KING COUNTY, AND COMMISSIONER HASEGAWA AND I ATTENDED THAT LISTENING SESSION. WE HEARD A LOT FROM COMMUNITY MEMBERS. THEY WERE VERY APPRECIATIVE OF THE SESSION. AND WE HEARD ABOUT ECONOMIC DEVELOPMENT ISSUES, SOUND INSTALLATION ISSUES, NOISE. IT WAS SOUTH KING COUNTY, AND THERE WAS A GOOD AMOUNT OF FOLKS WHO DID SHOW UP. AND I JUST WANT TO COMMEND COMMISSIONER HASEGAWA'S LEADERSHIP, WHO WE PARTNERED TOGETHER ON HOLDING THAT LISTENING SESSION, BUT SHE REALLY PUSHED IT FORWARD. THANK YOU SO MUCH. MAYBE YOU HAVE A CANCELLATION LIST. YOU'RE COMING IN HOT. BUT WE DIDN'T HEAR ANYTHING. YOU'RE GOOD? YEAH. SO I JUST WANTED TO SHARE THAT WITH THE REST OF YOU. OKAY. I WAS GOING TO ALSO JUST RECOGNIZE THAT THIS MONTH WE'RE GOING TO HAVE COMMISSIONERS AND OTHER EXECUTIVE LEADERSHIP FLUNG ALL ACROSS THE GLOBE. RIGHT NOW WE'VE GOT COMMISSIONER CHO AND EXECUTIVE DIRECTOR METRUCK FOR COP 27. OF COURSE, FRED MENTIONED THE TRIP TO KOBE. COMMISSIONER MOHAMED WILL BE TRAVELING AS WELL TO EGYPT LATER THIS WEEK. AND I AM GOING TO GO TO

THE MOST EXOTIC OF LOCALS. I'M GOING TO OAKLAND, CALIFORNIA, FOR A MEETING OF THE FIRST TECHNICAL ADVISORY COMMITTEE MEETING OF A STUDY LOOKING AT PACIFIC COAST OFFSHORE FLOATING WIND. SO ALL OF THIS WORK IS REALLY IN THE SERVICE OF BUSINESS DEVELOPMENT FOR THE PORT OF SEATTLE, FOR ADVANCEMENT OF OUR ENVIRONMENTAL INITIATIVES. AND I THINK IT REALLY SPEAKS TO WHAT, AFTER TWO YEARS OF BEING SORT OF PENT UP, WHAT WE REALLY SHOULD BE DOING IS A COMMISSION WHICH IS GOING OUT AND WORKING ON THE GENERATIONAL DECISIONS AND IMPACTS FOR THIS INSTITUTION. SO I'M REALLY PLEASED THAT WE GET TO BE DOING THIS. AND WITH THAT, MR. THOMAS, DO YOU HAVE ANY FURTHER CLOSING REMARKS? NONE. THANK YOU SO MUCH. ALL RIGHT, THANK YOU. GREAT JOB STANDING IN TODAY FOR EXECUTIVE DIRECTOR METRUCK. HEARING NO FURTHER COMMENTS AND HAVING NO FURTHER BUSINESS. IF THERE IS NO OBJECTION, WE ARE ADJOURNED AT 3:10 PM.