

START OF TRANSCRIPT

[00:00:28] Good morning. This is Commission President  
[00:00:30] Hamdi Mohammed convening the regular  
[00:00:32] meeting of  
[00:00:38] March 26, 2024. The time is now  
[00:00:42] 10:33 a.m. We are meeting in person today  
[00:00:45] at SEA Conference center and virtually on  
[00:00:48] Microsoft Teams. Present with me today are  
[00:00:50] commissioners Calkins, Cho, Felleman, and  
[00:00:53] Commissioner Hasegawa, who's joining us  
[00:00:55] virtually and we are now gathered in the  
[00:00:58] executive session room awaiting the  
[00:01:00] opening of the public meeting. We'll now  
[00:01:03] recess into executive session to discuss  
[00:01:05] one item for approximately 90 minutes  
[00:01:08] regarding performance of a public employee  
[00:01:11] per RCW 4200 3100 ten  
[00:01:16] section one g will reconvene into  
[00:01:20] public session at 12:00 p.m. Thank you.  
[00:01:27] We are now in recess.  
[00:01:33] This is Commission President Hamdi  
[00:01:35] Mohammed reconvening the regular meeting  
[00:01:37] of March 26, 2024. The time  
[00:01:40] is now 12:05 p.m. We're meeting in  
[00:01:44] person today at the SEA Conference center  
[00:01:47] and virtually via Microsoft Team clerk  
[00:01:50] Hart, please call the role of all  
[00:01:52] commissioners in attendance. Thank you.  
[00:01:54] Madam Commission President, beginning with  
[00:01:56] Commissioner Calkins here. Thank you.  
[00:01:58] Commissioner Cho present. Thank you.  
[00:02:01] Commissioner Felleman. Present. Thank you.  
[00:02:04] Commissioner Hasegawa. Present. Thank you.  
[00:02:06] And Commissioner Mohammed present. Thank  
[00:02:08] you. We have a full commission here today.  
[00:02:10] Great. A few housekeeping items before we  
[00:02:13] begin. For everyone in the meeting room,  
[00:02:15] please turn your cell phones too silent  
[00:02:18] for anyone participating on Microsoft  
[00:02:21] Teams. Please mute your speakers when not  
[00:02:24] actively speaking or presenting. Please  
[00:02:27] keep your cameras off unless you are a  
[00:02:29] member of the commission or executive or  
[00:02:31] the executive director participating  
[00:02:33] virtually, or you are a member of the  
[00:02:35] staff in a presentation mode and actively  
[00:02:38] addressing the commission. Members of the  
[00:02:41] public addressing the commission during  
[00:02:43] public comment may turn on their cameras  
[00:02:45] when their name is called to speak and  
[00:02:49] we'll turn them back off again at the  
[00:02:51] conclusion of their remarks. For anyone at  
[00:02:54] the dais here today, please turn off the  
[00:02:56] speakers on your computers and silence  
[00:02:59] your devices. Please also remember to  
[00:03:01] address your request to be recognized, to  
[00:03:04] speak through the chair, and to wait to  
[00:03:06] speak until you have been recognized.  
[00:03:08] You'll turn your microphones on and off as  
[00:03:11] needed. All of the items noted here will  
[00:03:14] ensure a smoother meeting for all of us.  
[00:03:17] Thank you. All votes today will be taken

[00:03:20] by the roll call method so it is clear for  
[00:03:23] anyone participating virtually how votes  
[00:03:25] are casted. Commissioners will say aye or  
[00:03:28] nay when their names are called.  
[00:03:31] We are meeting on the ancestral lands and  
[00:03:34] waters of the Coast Salish people with  
[00:03:37] whom we share a commitment to stewarding  
[00:03:39] these natural resources for generations to  
[00:03:42] come. This meeting is being digitally  
[00:03:46] recorded and may be viewed or heard at any  
[00:03:48] time on the port's website and may be  
[00:03:50] rebroadcasted by King county television.  
[00:03:54] Now please stand and join me for the  
[00:03:56] Pledge of Allegiance. I pledge  
[00:03:59] allegiance to the flag of the United States  
[00:04:02] of America and to the republic for which  
[00:04:05] it stands, one nation under God,  
[00:04:08] indivisible, with liberty and justice for  
[00:04:10] all. Thank you.  
[00:04:16] Thank you all. The first item of  
[00:04:20] business today is the approval of the  
[00:04:22] agenda. As a reminder, if a commissioner  
[00:04:24] wishes to comment for or against an item  
[00:04:27] on the consent agenda, it is not necessary  
[00:04:29] to pull the item from the consent agenda.  
[00:04:32] Rather, commissioners may offer supporting  
[00:04:34] or opposing comments later in the meeting.  
[00:04:37] Once we get to that part of the agenda,  
[00:04:39] please wait until the motion to approve  
[00:04:40] the consent agenda is on the floor for  
[00:04:43] these comments. However, it is appropriate  
[00:04:45] at this time if a commissioner wants to  
[00:04:48] ask a question of staff or wishes to have  
[00:04:50] a dialogue on a consent agenda item to  
[00:04:52] request the item to be pulled for a  
[00:04:54] separate discussion. Are there any items  
[00:04:57] to be pulled from the consent agenda or a  
[00:05:00] motion to rearrange today's meeting  
[00:05:06] hearing? None. Commissioners, the question  
[00:05:08] is now on the approval of the agenda. Is  
[00:05:10] there a motion to approve the agenda as  
[00:05:12] presented?  
[00:05:16] So moved.  
[00:05:19] Seconded. Wonderful. The motion has been  
[00:05:21] made and seconded. Is there an objection  
[00:05:23] to the approval of the agenda as  
[00:05:25] presented? Hearing none. The agenda is  
[00:05:29] approved as presented. Thank you.  
[00:05:32] The next item on our agenda is the special  
[00:05:35] orders of the day, but we do not have any  
[00:05:37] special orders of today, so we'll move on  
[00:05:39] to the next item on the agenda, which is  
[00:05:41] executive director Metruck's report.  
[00:05:43] Executive Director Metruck, you have the  
[00:05:45] floor. Good afternoon,  
[00:05:48] commissioners. This is our last commission  
[00:05:50] meeting of the first quarter of the year.  
[00:05:53] It's been an incredibly busy three months  
[00:05:55] with many examples of the port's ability  
[00:05:58] to adapt and lead the forest. This is  
[00:06:00] actually, as I look at it, there's a  
[00:06:02] little bit longer report, but there's a  
[00:06:04] lot going on and I think the commissioners

[00:06:05] and the public would be interested in  
[00:06:06] this, so I hope you indulge me here. I  
[00:06:08] want to begin with just kind of a summary.  
[00:06:11] In partnership with the commission, we've  
[00:06:13] made progress on major policy priorities,  
[00:06:15] including sound insulation, land  
[00:06:17] stewardship, sustainable tourism and  
[00:06:21] many others. Operationally, we managed the  
[00:06:23] busiest President's Day holiday travel  
[00:06:25] period in our airport's history, advanced  
[00:06:27] key capital projects at the airport,  
[00:06:29] opened new dining and retail locations at  
[00:06:32] the airport, and launched a new reserve  
[00:06:34] parking program at SEA. We are  
[00:06:38] a presenting sponsor we were a presenting  
[00:06:40] sponsor of the first ever Cruise Line  
[00:06:42] Industry Association, CLIA Northwest  
[00:06:45] Cruise Symposium, we hosted our three we  
[00:06:49] hosted our state of the port annual  
[00:06:50] meeting in Bellevue with 300 partners from  
[00:06:53] the community in attendance. This quarter,  
[00:06:56] we continue making progress on the work  
[00:06:58] plan for our cruise led Pacific Northwest  
[00:07:01] to Alaska Green Corridor and are looking  
[00:07:03] forward to providing updates to the public  
[00:07:05] on this progress at a webinar scheduled  
[00:07:07] for May 2. Recently, we were honored  
[00:07:10] this quarter to learn that the Port of  
[00:07:12] Seattle has been recognized by the Seattle  
[00:07:14] and Bellevue 2030 district with a 2024  
[00:07:18] Vision Award for our sustainable  
[00:07:19] evaluation framework. Established by  
[00:07:22] commission policy in 2019 and championed  
[00:07:25] by Commissioner Felleman, the framework  
[00:07:27] makes transparent and data driven  
[00:07:29] decisions to integrate sustainability and  
[00:07:32] equity into building and operating port  
[00:07:34] facilities. Current projects including  
[00:07:36] terminal 91 berths and upland development,  
[00:07:39] the Maritime Innovation Center, C  
[00:07:41] Concourse, SEA Gateway and S concourse  
[00:07:45] Evolution all have been through this  
[00:07:46] evaluation. Congratulations to the cross  
[00:07:49] port work teams who earned this honor. We  
[00:07:52] look forward to the ceremony next month.  
[00:07:55] Another major highlight of the quarter was  
[00:07:57] the second annual safety awards the port  
[00:07:59] holds for its aviation partners that  
[00:08:01] occurred last week at SEA. Probably it was  
[00:08:04] right in this exact room. I have a slide  
[00:08:06] that I'm hoping that we can share here of  
[00:08:09] the event and the award recipients that  
[00:08:11] were received. Safety is my top priority  
[00:08:13] across the port and this year my  
[00:08:15] strategies for enhancing safety include an  
[00:08:17] expansion of our employee facing programs  
[00:08:20] and greater emphasis on partnering with  
[00:08:22] industry leaders. More than 800 companies  
[00:08:25] we have more than 800 companies at the  
[00:08:27] airport and together they employ  
[00:08:29] approximately 22,000 to 25,000 badge  
[00:08:32] employees. Recognizing risks and working  
[00:08:36] to mitigate them is a foundational aspect

[00:08:38] of our health and safety program.  
[00:08:41] Congratulations to this year's industry  
[00:08:43] winners and safety champions.  
[00:08:47] Staying with the airport, we were grateful  
[00:08:49] to host FAA administrator Michael  
[00:08:51] Whittaker for a tour of SEA last month.  
[00:08:54] Last month, as you know, I was in  
[00:08:55] Washington, DC with our aviation managing  
[00:08:58] director Lance Little and federal  
[00:09:00] relations manager Eric Schinfeld for a  
[00:09:02] series of meetings. In addition to  
[00:09:04] advocating for our operational needs, we  
[00:09:07] continue call. We continued calling for  
[00:09:09] noise and emissions policies to ensure  
[00:09:11] that we can simultaneously operate our  
[00:09:13] airport and work to address community  
[00:09:16] concerns. I left DC feeling confident that  
[00:09:19] the federal agencies and our  
[00:09:20] representatives in Washington understand  
[00:09:22] the importance of our airport to the  
[00:09:24] region and to the state, our vision for  
[00:09:27] the future, the need for resources, and  
[00:09:29] the urgency of completing our development  
[00:09:31] plans. Department of Homeland  
[00:09:35] security funding is always of interest  
[00:09:38] because it can impact the ability of TSA  
[00:09:40] and CBP to fully staff our ports of entry.  
[00:09:43] We also heard federal officials express  
[00:09:46] increasing concern over the sheer number  
[00:09:48] of security challenges happening  
[00:09:50] throughout the globe and that they have to  
[00:09:51] address these challenges create new  
[00:09:54] uncertainty for us, our federal partners,  
[00:09:56] and our industry partners and communities.  
[00:09:59] We are grateful to our congressional  
[00:10:00] delegation advocating for the full funding  
[00:10:03] that makes safety, security and efficient  
[00:10:06] operations possible. Special thanks to  
[00:10:08] Executive director Karen Goon for stepping  
[00:10:11] in as my delegate as I traveled last week  
[00:10:13] as well. Thanks Karen. Last week marked  
[00:10:16] the first day of spring and cherry  
[00:10:18] blossoms are in full bloom, which means  
[00:10:20] the beginning of the cruise season is  
[00:10:22] right around the corner. I may be off by a  
[00:10:24] week. I think it's two weeks ago.  
[00:10:28] Last week, the port hosted its annual all  
[00:10:30] agency meeting of all stakeholders  
[00:10:34] involved in conducting and overseeing  
[00:10:36] cruise operations. Safe and efficient  
[00:10:38] cruise operations takes a team of industry  
[00:10:40] partners, local and federal officials,  
[00:10:43] and cross port collaboration. Not only is  
[00:10:45] cruise the third largest source of revenue  
[00:10:47] for the port, which we reinvest into the  
[00:10:49] regional, but cruise generates \$900  
[00:10:52] million in business activity for our local  
[00:10:54] economy. Our forecasts point to a very  
[00:10:57] strong cruise season this year with over  
[00:10:59] 1.6 million passengers. I can also report  
[00:11:02] that the cruise job fair went very well  
[00:11:04] with many people walking away with  
[00:11:06] confirmed offers of employment. Thank you

[00:11:08] to everyone who attended the all agency  
[00:11:10] kickoff and who ran the job fair last  
[00:11:12] Saturday. We are ready for a tremendous  
[00:11:14] crew season. Commissioner Spring is also  
[00:11:17] when the port hosts the traditional  
[00:11:18] blessing of the fleet at Fishermen's  
[00:11:20] terminal. The event, put on by the Ballard  
[00:11:22] First Lutheran Church each year, pays  
[00:11:24] respect and wishes a safe and productive  
[00:11:26] season to the North Pacific fishing fleet  
[00:11:29] before they head to Alaska. Thank you to  
[00:11:31] Commission president Mohammed for joining  
[00:11:33] our maritime division staff and county  
[00:11:36] councilmember Jorge Baron at the ceremony  
[00:11:39] this year as we recognized and appreciated  
[00:11:42] the sacrifice made by the men and women  
[00:11:44] who go to SEA to put food on our tables.  
[00:11:47] Finally, I want to share that for the  
[00:11:49] month of March, the airport and dining  
[00:11:50] retail teams have held weekly first time  
[00:11:52] bidder workshops to educate potential  
[00:11:55] bidders, business owners on the process  
[00:11:57] and key components to include within their  
[00:11:59] proposals for the C concourse request for  
[00:12:02] proposals I had the opportunity to attend  
[00:12:04] the first meeting and was impressed with  
[00:12:06] the turnout and the interest that was  
[00:12:08] there. The staff also held an all day  
[00:12:11] workshop this past Saturday with close to  
[00:12:13] 100 attendees who could not make our  
[00:12:15] weekly sessions. Scott van Horn, one of  
[00:12:18] our senior business managers, has worked  
[00:12:20] hard to compose these topics into  
[00:12:23] informative presentations that will help  
[00:12:25] those that want to bid. Moving to today's  
[00:12:28] commission meeting, I'd like to highlight  
[00:12:30] a number of construction and engineering  
[00:12:32] authorizations on our consent agenda. We  
[00:12:34] have authorization for the construction  
[00:12:36] and procurement of the third phase of our  
[00:12:38] baggage optimization program. We are  
[00:12:40] halfway through construction on phase two  
[00:12:42] of our baggage optimization program.  
[00:12:44] Phase three will cover the rest of  
[00:12:46] Concourse a. This is a limited request to  
[00:12:49] support the procurement of long lead time  
[00:12:52] items and authorized construction of  
[00:12:54] enabling work. The team will come back to  
[00:12:57] commission later this year for full  
[00:12:58] authorization of this program.  
[00:13:01] Authorization for construction to upgrade  
[00:13:03] our distributed antenna system. This is  
[00:13:06] both a renewal and replacement and  
[00:13:08] regulatory project that will enhance  
[00:13:10] public safety through improved signal  
[00:13:12] strength for emergency personnel and  
[00:13:14] mission business critical responders  
[00:13:16] working at our airport. Authorization and  
[00:13:20] it also includes the next authorization,  
[00:13:22] is authorization to approve construction  
[00:13:24] funding to replace electrical  
[00:13:26] infrastructure at the Maritime Industrial  
[00:13:28] center. This facility, located on the ship

[00:13:31] canal, supports a variety of tenants  
[00:13:32] ranging from storage warehouse printing to  
[00:13:35] fishing vessel support and operations.  
[00:13:37] We're seeking authorization to replace  
[00:13:39] outdated electrical components,  
[00:13:41] demolition of a wharf shed and  
[00:13:43] installation for new conduits in vaults,  
[00:13:46] among many, several other things. Looking  
[00:13:49] at the rest of the agenda, I would want to  
[00:13:50] offer my support for item ten d, the order  
[00:13:53] creating a responsible tourism committee.  
[00:13:56] I talk about the ability of our port to  
[00:13:57] adapt and lead, and the groundbreaking  
[00:13:59] work on responsible tourism is an  
[00:14:01] excellent example. The importance of these  
[00:14:04] efforts to make tourism more sustainable  
[00:14:06] was championed by Commissioner Felleman.  
[00:14:08] Thank you, commissioner, for your  
[00:14:09] leadership in encouraging the port to  
[00:14:10] adopt this approach. I want to acknowledge  
[00:14:13] the role of our port staff, particularly  
[00:14:15] economic development department managing  
[00:14:17] director Dave McFadden and tourism manager  
[00:14:20] Nick Leontis, who have worked hard to  
[00:14:22] support the vision for response work for  
[00:14:24] the vision for responsible tourism and  
[00:14:27] worked hard to put it into our ports work  
[00:14:29] plan. This committee will be helpful in  
[00:14:31] achieving these goals. Items ten a and ten  
[00:14:34] b are briefings on two important matters,  
[00:14:36] our 2023 financial performance and the  
[00:14:39] 2023 Office of Equity, Diversity and  
[00:14:41] Inclusion annual report. And I will have  
[00:14:43] more about this to say about those items  
[00:14:45] upon their introduction. Thank you,  
[00:14:47] commissioner, for your time. Thank you.  
[00:14:50] Thank you, executive director. Metruck for  
[00:14:51] that report. I will move us along to item  
[00:14:55] number six at this time. Committee reports  
[00:15:00] actually, I've been advised that we don't  
[00:15:01] have any committee reports today, so we'll  
[00:15:03] move along. We are now at the public  
[00:15:05] comment section of the agenda. The port  
[00:15:08] commission welcomes public comment as an  
[00:15:10] important part of the public process.  
[00:15:13] Comments are received and considered by  
[00:15:15] the commission in its deliberations.  
[00:15:17] Before we take public comment, let's  
[00:15:19] review our rules in person and virtual  
[00:15:22] public comments. Clerk Hart, please play  
[00:15:25] the recording of the rules. Thank you.  
[00:15:28] Just one moment. Thank you.  
[00:15:44] Hmm. It's not playing for me either. Hang  
[00:15:47] on.  
[00:16:17] Am I getting found out or not?  
[00:16:21] We've been having difficulty with the  
[00:16:23] sound here for this presentation. One more  
[00:16:26] moment. I'm going to try again.  
[00:17:05] We might have to forgo.  
[00:17:09] Let's see if she can get it to work.  
[00:17:14] The Port of Seattle Commission welcomes  
[00:17:16] you to our meeting today. As noted,  
[00:17:18] public comment is an important part of the



[00:17:20] public process, and the Port of Seattle  
[00:17:22] Commission thanks you for joining us.  
[00:17:29] The Port of Seattle Commission welcomes  
[00:17:31] you to our meeting today. As noted,  
[00:17:33] public comment is an important part of the  
[00:17:35] public process, and the Port of Seattle  
[00:17:37] Commission thanks you for joining us. For  
[00:17:40] the efficient operation of meetings and in  
[00:17:42] order to maintain decorum in the meeting  
[00:17:44] room, the commission has adopted rules of  
[00:17:46] procedure governing public comment and  
[00:17:48] audience attendance. Before proceeding,  
[00:17:50] we will overview those rules for your  
[00:17:52] general information. Each speaker will  
[00:17:55] have two minutes to speak unless otherwise  
[00:17:57] revised by the presiding officer for the  
[00:17:59] purposes of meeting efficiency, and the  
[00:18:01] speaker shall keep their remarks within  
[00:18:03] the allotted period of time, provided a  
[00:18:05] timer will appear on the screen and a  
[00:18:07] buzzer will sound at the end of the  
[00:18:08] speaker's comment period. The commission  
[00:18:10] limits comments specifically to items on  
[00:18:12] its agenda and items related to the  
[00:18:14] conduct of port business. If comments are  
[00:18:17] not related to these topics, the presiding  
[00:18:18] officer will stop the speaker and ask that  
[00:18:20] comments be kept to those topics. This  
[00:18:23] rule applies to both introductory and  
[00:18:25] concluding remarks. All remarks should be  
[00:18:27] addressed to the commission as body and  
[00:18:29] not to individual commissioners outside of  
[00:18:31] the context of action taken in their  
[00:18:33] official port capacity. Disruptions of  
[00:18:36] commissioned public meetings are  
[00:18:37] prohibited. Disruptions include, but are  
[00:18:40] not limited to, the speaking when not  
[00:18:42] recognized to speak by the presiding  
[00:18:44] officer holding or placing banners and  
[00:18:46] signs in the meeting room in a way that  
[00:18:48] endangers others or obstructs the flow of  
[00:18:50] people or view of others at the meeting  
[00:18:52] intentionally disrupting, disturbing or  
[00:18:54] otherwise impeding attendance or  
[00:18:56] participation at a meeting refusing to  
[00:18:58] follow the direction of the presiding  
[00:19:00] officer or security personnel speaking on  
[00:19:03] matters other than items on the agenda or  
[00:19:05] topics related to the conduct of the port  
[00:19:06] business attempting to use the comment  
[00:19:08] time for purposeful delay, including  
[00:19:10] remaining silent or engaging in other  
[00:19:12] activity without conveying a discernible  
[00:19:14] message using the comment period for the  
[00:19:16] purpose of assisting in a campaign for  
[00:19:17] election of any person to any office or  
[00:19:20] for the promotion of or opposition to any  
[00:19:22] ballot proposition, except when addressing  
[00:19:25] action being considered or taken by the  
[00:19:26] commission on a ballot proposition  
[00:19:28] appearing on its agenda directing public  
[00:19:31] comments to the audience engaging in  
[00:19:33] abusive or harassing behavior, including,

[00:19:35] but not limited to, derogatory remarks  
[00:19:37] based on age, race, color, national  
[00:19:40] origin, ancestry, religion, disability,  
[00:19:43] pregnancy, sex, gender, sexual  
[00:19:45] orientation, transgender status, marital  
[00:19:48] status, or any other category protected by  
[00:19:50] law the use of obscene or profane.  
[00:19:52] Language and gestures, assaults or other  
[00:19:55] threatening behavior, and sexual  
[00:19:56] misconduct or sexual harassment. For  
[00:19:59] safety purposes, individuals are asked not  
[00:20:01] to physically approach commissioners or  
[00:20:03] staff at the meeting table during the  
[00:20:04] meeting. Individuals may provide written  
[00:20:06] public comment before or after the meeting  
[00:20:08] and in addition, speakers may offer  
[00:20:10] written material to the commission clerk  
[00:20:12] for distribution during their testimony to  
[00:20:14] the commission. If the meeting is  
[00:20:16] disrupted by an individual in attendance  
[00:20:17] in the meeting room, or by an individual  
[00:20:19] providing public comment in person or  
[00:20:21] virtually, the following procedures are  
[00:20:23] adopted. A first disruption will result in  
[00:20:26] the presiding officer warning the  
[00:20:27] individual that the disruptive conduct is  
[00:20:29] out of order and that a further disruption  
[00:20:31] will result in the speaker's loss of  
[00:20:33] speaking privileges. A second disruption  
[00:20:35] at the same meeting or within 90 days  
[00:20:37] after the first disruption will result in  
[00:20:39] a loss of speakers privileges. The  
[00:20:41] presiding officer will end the  
[00:20:43] individual's comment period and will  
[00:20:44] announce that any further disruption by  
[00:20:46] the individual within the next 180 days  
[00:20:49] will be grounds for exclusion from  
[00:20:50] commission meetings. If additional  
[00:20:52] disruptions occur within 180 days from the  
[00:20:54] loss of speaking privileges, the  
[00:20:56] individual shall lose attendance  
[00:20:57] privileges for commission meetings for 180  
[00:21:00] days thereafter. This applies to  
[00:21:02] individuals who are in person or attending  
[00:21:04] virtually. If, during the three years  
[00:21:06] following a 180 day period of exclusion  
[00:21:08] from commission meetings, an individual  
[00:21:10] engages in another disruption, the  
[00:21:12] individual shall lose attendance  
[00:21:13] privileges for the commission meeting for  
[00:21:15] a one year period. Thereafter, written  
[00:21:18] materials provided to the clerk will be  
[00:21:20] included in today's meeting record. The  
[00:21:22] clerk has a list of those prepared to  
[00:21:24] speak. We are taking comments from anyone  
[00:21:26] who has signed up to speak virtually, as  
[00:21:29] well as from anyone who has joined us in  
[00:21:31] the chambers when your name is called. If  
[00:21:33] you are joining virtually, please unmute  
[00:21:36] yourself. Then please repeat your name for  
[00:21:38] the record and state your topic related to  
[00:21:41] an item on the agenda or related to the  
[00:21:43] conduct of port business. If you are on



[00:21:45] the teams meeting and at the same time  
[00:21:47] streaming the meeting on the website,  
[00:21:49] please mute the website stream to avoid  
[00:21:52] feedback. When you have concluded your  
[00:21:54] remarks, you may again turn off your  
[00:21:56] camera and mute your speaker. If you are  
[00:21:59] speaking from the room, please come to the  
[00:22:01] testimony table, repeat your name for the  
[00:22:04] record and state your topic related to an  
[00:22:06] item on the agenda or related to the  
[00:22:08] conduct of port business. Our public  
[00:22:10] comment period will now commence. Thank  
[00:22:13] you again for joining us today.  
[00:22:16] Thank you, Clark Hart, for playing that  
[00:22:18] recording. Please call the first speaker.  
[00:22:20] Thank you. Let me go ahead and get our  
[00:22:22] timer up and apologies for the delay on  
[00:22:26] that recording. We did test it before the  
[00:22:28] meeting. It just decided not to work when  
[00:22:29] we needed it to. Technology happens. Yes.  
[00:22:32] I'm happy that it came along. Our first  
[00:22:35] speaker. Let me make sure I shared what  
[00:22:37] sound.  
[00:22:45] Our first speakers today are rich Shivey  
[00:22:48] and Dave Stockert.  
[00:22:55] And gentlemen, if you could repeat your  
[00:22:56] names for the record and the agenda item  
[00:22:59] or topic related to the conduct of court  
[00:23:00] business you'd like to speak about today.  
[00:23:02] Thank you. Good afternoon. My name is  
[00:23:04] David Stockard, and I'm representing the  
[00:23:06] mission to seafarers, the Seattle  
[00:23:08] Seafarers center. And I want to start  
[00:23:12] off by updating you on what we're doing  
[00:23:14] and what we're looking forward to this  
[00:23:16] year. I worked for Holland America cruise  
[00:23:19] line for 30 years and retired and wanted  
[00:23:21] to give back. And I found out ten years  
[00:23:24] ago that there was a van that would take  
[00:23:26] the crew from the cruise ships downtown  
[00:23:28] for the day so they can get away and get a  
[00:23:31] break. So I've been doing that for ten  
[00:23:34] years, and it's transportation from point  
[00:23:36] a to point b. But the point I want to make  
[00:23:38] is it's sometimes more than that, because  
[00:23:41] our mission is to show them that we care  
[00:23:44] and that we want to welcome them to  
[00:23:46] Seattle. An example, there was a crew on  
[00:23:49] the Royal Caribbean ship from Sierra  
[00:23:51] Leone, Africa, long way from home. She had  
[00:23:53] just started. She got on the van, and I  
[00:23:56] could tell she was very guarded, very  
[00:23:58] afraid, I think. But I got her downtown on  
[00:24:01] the way back, had a chance to talk with  
[00:24:03] her and just ask her about her country,  
[00:24:06] where she was from, and you could just see  
[00:24:09] a change in her. She just lit it up and  
[00:24:12] told me all about her family and  
[00:24:13] everything. That's kind of. And I had  
[00:24:16] opportunities to do that from Peru, from  
[00:24:19] South Africa, Philippines, from. I mean,  
[00:24:23] they come from all over, and our job is to  
[00:24:25] try to help them. I know that you heard

[00:24:28] about the influence of the cruise ship  
[00:24:31] industry. Well, we carried 6500 of the  
[00:24:34] crew from pier 91 downtown.  
[00:24:38] We drop them at Target, run the shuttle  
[00:24:40] all day long, whenever a ship is in. And  
[00:24:43] that's kind of what we do on the crew side  
[00:24:45] of the business. Now, I don't know if  
[00:24:47] you've added, Steve, to your numbers. The  
[00:24:49] economic impact, probably didn't think  
[00:24:52] about it, but the crew, six five,  
[00:24:55] 6500, when we drop them off, they shop and  
[00:24:59] they shop like crazy. So there is an  
[00:25:01] economic impact from the crew that work on  
[00:25:04] those ships. So I wanted to represent that  
[00:25:07] part of our business. But the biggest part  
[00:25:09] is what we do for the cargo and the bulk  
[00:25:11] carriers that come to the port of Seattle.  
[00:25:14] And Rich Shively will update you on that.  
[00:25:18] Thanks again. My name is Rich Shively.  
[00:25:21] I'm the executive director of the Seattle  
[00:25:23] Seafarer center. Glad to have this  
[00:25:24] opportunity today. On a day to day basis,  
[00:25:27] we visit nearly every ship that comes to  
[00:25:30] the port of Seattle, and we do simple  
[00:25:33] things in addition to the ship visit, we  
[00:25:36] offer low cost sim cards so they can be in  
[00:25:39] touch with family back home, wherever they  
[00:25:41] come from. And we provide transportation  
[00:25:43] like we do for the cruise ship. Sometimes  
[00:25:46] there are more serious welfare issues that  
[00:25:49] we deal with. One example is a filipino  
[00:25:53] seafarer that was hurt seriously off the  
[00:25:55] coast of Alaska on their way to the grain  
[00:25:58] terminal at 86 here in Seattle.  
[00:26:02] He got in touch with us because the  
[00:26:04] initial plan was to send aye. immediately  
[00:26:06] home to the Philippines, and he wasn't  
[00:26:08] able to see out of either eye at that  
[00:26:10] point and had some, several fractures in  
[00:26:12] aye. face. We were able to work with the  
[00:26:17] ship's insurance company, insurance  
[00:26:19] provider, the border Protection,  
[00:26:22] our ITF,  
[00:26:26] and the doctors at Harborview to extend  
[00:26:28] aye. stay so he could have a couple of  
[00:26:30] procedures done here before he went back  
[00:26:32] to the, to the Philippines. And he was  
[00:26:35] very grateful and in a much better place  
[00:26:37] physically and emotionally to undertake  
[00:26:40] the journey back home. And we've been in  
[00:26:43] touch with aye. ever since. He's returned  
[00:26:45] to the Philippines as he faces three more  
[00:26:47] surgeries, we have three initiatives we're  
[00:26:50] working on, increased support for women  
[00:26:52] seafarers, developing strategies for  
[00:26:55] assisting crew members on the fishing  
[00:26:57] vessels, and the beginning stages of, of  
[00:26:59] developing a ship visiting team for Tacoma  
[00:27:02] where not as much ship visiting happens.  
[00:27:05] We are very grateful to the port and to  
[00:27:07] Sarah Leaptrott in specific for her  
[00:27:10] support of our stay at the corporate  
[00:27:14] Marina center. We look for

[00:27:17] the future. We look forward to a  
[00:27:18] conversation with you on space that allows  
[00:27:22] us to grow in our ability to stay and  
[00:27:25] look forward to that conversation. Thank  
[00:27:29] you both.  
[00:27:33] Madam Commissioner president, our next  
[00:27:35] speaker is Matt Ventosa.  
[00:27:42] Matt, if you could repeat your name for  
[00:27:44] the record and your agenda item or topic  
[00:27:46] related to the conduct of port business,  
[00:27:48] please. Yes. Matt Ventose, I'm the vice  
[00:27:49] president of the International Longshore  
[00:27:51] Warehouse Union, Local 19 in Seattle, and  
[00:27:53] my topic is the cold ironing and shore  
[00:27:55] power at t five. So last week we had the  
[00:27:59] grand reopening of t five with two vessels  
[00:28:01] alongside the dock, the first time in many  
[00:28:03] years in what should have been a  
[00:28:04] spectacular moment, like fireworks going  
[00:28:06] off on the 4 July with the MSC Julie at  
[00:28:08] the south berth instead turned into a  
[00:28:11] fizzling firecracker, a dud while  
[00:28:14] attempting to plug into shore power for  
[00:28:15] quite some time. We could not. It failed  
[00:28:17] to perform and the system was unable to be  
[00:28:19] utilized. The electrical power and the use  
[00:28:22] of the green energy system that is  
[00:28:24] supposed to be functional was not  
[00:28:25] operational. Instead, the ship had to rely  
[00:28:27] on its own power yet again on this failed  
[00:28:30] attempt by the port engineering  
[00:28:31] department, which is the project manager  
[00:28:33] for this. This is an embarrassment and it  
[00:28:36] has been since day one. We have been  
[00:28:38] involved with the cold ironing of the  
[00:28:39] vessel since before the system was  
[00:28:41] operational and pointed out issues with  
[00:28:42] it. Then we have attempted to plug in and  
[00:28:45] do everything safely, efficiently and  
[00:28:47] correctly from the labor side. And we  
[00:28:49] continue to have failures from the port  
[00:28:51] staff. That is, as I mentioned already,  
[00:28:53] the project manager, your engineering  
[00:28:55] department. Someone has to take  
[00:28:57] responsibility for this. The blame does  
[00:28:59] not fall on the ILWu, SSA, MSC or  
[00:29:02] PCMC. We all have worked collaboratively,  
[00:29:05] very well together to make this a green  
[00:29:07] port and do our part. When will the port  
[00:29:09] do its part in this? A business would not  
[00:29:12] run like this and go bankrupt. The  
[00:29:13] taxpayers and the community deserve  
[00:29:15] better. If any of you would like to know  
[00:29:17] more about this failed attempt, I'd be  
[00:29:19] more than happy to talk to you after the  
[00:29:20] meeting. Thank you.  
[00:29:24] Thank you, Matt. Clerk Hart, please call  
[00:29:27] the next speaker. Yes, our next speaker is  
[00:29:31] Mulatta Kalkadin and I'm sorry if I've  
[00:29:34] mispronounced your name.  
[00:29:39] It.  
[00:30:29] Wonderful. Thank you very much. I  
[00:30:31] appreciate that. We'll get copies

[00:30:32] distributed and  
[00:30:37] then if I can clarify, we just have the  
[00:30:38] one speaker. Yes, okay. Thank you very  
[00:30:41] much. Please go ahead and restate your  
[00:30:43] name for the record and your topic related  
[00:30:45] to the conduct of port business, please.  
[00:30:47] Hello everybody, my name is Karina  
[00:30:49] Babayant. I work here as a wheelchair  
[00:30:51] agent and we're going to be speaking about  
[00:30:53] healthcare terminal for Seatac airport  
[00:30:57] employees.  
[00:30:59] So it is nice seeing all of you guys here  
[00:31:03] today. And I really appreciate everyone  
[00:31:05] who found and set the time for this  
[00:31:07] meeting. So as mostly of you know, we  
[00:31:10] urgently need healthcare insurance at the  
[00:31:12] airport. I will share my story along with  
[00:31:16] my mother's story. She's here with me.  
[00:31:19] My family came from far away, all the way  
[00:31:22] from Ukraine, trying to escape from the  
[00:31:24] war. After several months in Washington  
[00:31:27] state, we managed to get jobs and Seatac  
[00:31:29] airport became our first success. Me and  
[00:31:31] my mom have worked hard and conscientious  
[00:31:34] for over a year now for our family of six  
[00:31:36] members. As you can see, my mom wears  
[00:31:39] glasses and her vision is not getting any  
[00:31:41] better day to day. And due to high medical  
[00:31:44] costs, she can't afford regular health  
[00:31:46] checks, prescription for new glasses, or  
[00:31:48] even think about anything more serious  
[00:31:50] like surgery. She also has kidney problems  
[00:31:53] which are affected by work conditions such  
[00:31:56] as low temperature during wintertime. At  
[00:31:58] the baggage claim where she works at this  
[00:32:00] past week she got sick, but she had to  
[00:32:03] continue to work through suffering and  
[00:32:04] pain. It makes my ayes water every time I  
[00:32:07] think about it because I have to realize  
[00:32:10] what she going through and I cannot help  
[00:32:12] her. The past week she tried different  
[00:32:14] medications. Some of them get her even  
[00:32:17] more pain because of the side effects and  
[00:32:19] because she doesn't have the access to  
[00:32:21] good, affordable Medicare, she can go  
[00:32:24] to the hospital and get a treatment that  
[00:32:27] every human being deserves. And I still  
[00:32:30] remember how in my childhood she had  
[00:32:31] kidney stones. And I'm afraid that if this  
[00:32:34] happens in this country, she's not  
[00:32:35] protected. As immigrants, we also go  
[00:32:38] through different document procedures that  
[00:32:41] require medical tests, such as application  
[00:32:43] for a green card. For example, my parents  
[00:32:45] had to pay over 1000 years from my pocket.  
[00:32:48] And if we talk about me, I have the  
[00:32:50] condition called endometriosis, which  
[00:32:53] affects over 75 million women all  
[00:32:56] over the USA. I hope the commissioners  
[00:32:59] will hear our voices, see our patients and  
[00:33:02] realize how important health insurance is  
[00:33:04] for us and as live human beings. Thank  
[00:33:07] you.

[00:33:17] Thank you all for being here.  
[00:33:20] Clerk Hart, please call the next speaker.  
[00:33:22] Thank you. I do have Matt Haney signed up.  
[00:33:26] This is our last sign up for the day.  
[00:33:30] Matt, if you could please repeat your name  
[00:33:31] for the record and your agenda item or  
[00:33:33] topic related to the conduct of port  
[00:33:35] business, please. Absolutely. And thank  
[00:33:37] you, President Mohammed, commissioners  
[00:33:39] executive director, Metruck. Thank you,  
[00:33:42] Matt Haney with Selu six.  
[00:33:46] You know, I'd love to hear the airport  
[00:33:49] talking about safety and equality,  
[00:33:52] but when we have over 2000 minimum  
[00:33:56] wage workers at Seatac airport who don't  
[00:33:58] have healthcare, it is we don't have  
[00:34:00] safety and we do not have equality.  
[00:34:03] SeaTaC is the last major airport on the  
[00:34:06] west coast that does not have a policy  
[00:34:08] providing employer paid health insurance  
[00:34:11] for workers. There's been some  
[00:34:16] maybe misinformation or bad guidance about  
[00:34:19] your authority to make changes  
[00:34:22] on working conditions at the airport.  
[00:34:25] Fact is, port commissioners have done it  
[00:34:27] before. Back in 2014, none of you were  
[00:34:30] around port commissioners, in trying to  
[00:34:33] undermine proposition one, passed a  
[00:34:36] resolution setting working standards for  
[00:34:39] airport workers. The port defended  
[00:34:42] that resolution against airlines for  
[00:34:45] America. Similarly, the city of Seattle  
[00:34:48] had set working conditions for hotel  
[00:34:51] workers. The hotels sued the  
[00:34:54] city and the city was successful in that.  
[00:34:57] You do all have the power. Now we just  
[00:35:00] need to get it done. I'd like  
[00:35:03] to pass these off to folks.  
[00:35:14] Let's do it. Thank you,  
[00:35:17] Matt.  
[00:35:31] Clark Hart, do we have any other signed up  
[00:35:34] speakers?  
[00:35:38] That is our last sign up for the day,  
[00:35:40] Madam Commission president. Great, thank  
[00:35:43] you. That concludes our sign ups for  
[00:35:44] today. Is there anyone else present on the  
[00:35:48] team's call or present in the room today  
[00:35:50] who did not sign up for public comment but  
[00:35:53] wishes to address the commission at this  
[00:35:55] time? If so, please state your name.  
[00:35:58] Spell your name. State the topic related  
[00:36:00] to the conduct of the port you wish to  
[00:36:02] speak about for the record.  
[00:36:15] Hello commissioners Rigo Valdez I'd like  
[00:36:18] to add comments on behalf of MLK  
[00:36:20] laboratory to the healthy terminals  
[00:36:23] Discussion MLK labor is an organization  
[00:36:27] that represents 150 union affiliates,  
[00:36:30] more than 100,000 hardworking union  
[00:36:32] members across King county, including SEIU  
[00:36:36] local six members, and many more  
[00:36:39] representing airport workers. I am here to  
[00:36:41] speak today about policies that need to

[00:36:44] prioritize employer paid healthcare plans  
[00:36:46] for workers at Seattle Tacoma  
[00:36:48] International Airport. It is crucial to  
[00:36:51] recognize that while such policies are  
[00:36:54] already in effect at all other major west  
[00:36:57] coast airports, SEA risks being left  
[00:37:01] behind as we witness projects like upgrade  
[00:37:04] SEA underway to enhance the airport  
[00:37:07] experience for passengers and airlines,  
[00:37:10] we also need to acknowledge the vital role  
[00:37:12] played by passenger service workers.  
[00:37:15] These workers, including wheelchair  
[00:37:17] agents, cabin cleaners, baggage handlers,  
[00:37:19] are the backbone of the airport  
[00:37:21] operations, and yet they often find  
[00:37:24] themselves overlooked and marginalized  
[00:37:26] when it comes to essential benefits like  
[00:37:29] healthcare. Lack of access to quality  
[00:37:32] healthcare poses a significant barrier to  
[00:37:34] wellbeing and financial security of this  
[00:37:38] predominantly immigrant and BIPOC  
[00:37:40] workforce. Healthcare is not a luxury,  
[00:37:43] but a fundamental human right. As port  
[00:37:46] commissioners, you have the power to set  
[00:37:48] the standard and demonstrate your  
[00:37:50] commitment to putting workers well being  
[00:37:52] ahead of profits by prioritizing policies  
[00:37:56] that ensure access to quality healthcare  
[00:37:58] for all airport workers, regardless of  
[00:38:01] their job title. Background you can send a  
[00:38:04] powerful message to employers and airlines  
[00:38:07] that the welfare of workers is paramount.  
[00:38:11] We urge you to consider the urgency of  
[00:38:13] this matter and take decisive action to  
[00:38:15] implement policies that guarantee  
[00:38:17] healthcare as a basic human right for all  
[00:38:20] airport workers. Let us work together to  
[00:38:23] create a more just and equitable future  
[00:38:25] where every worker can have access to  
[00:38:28] healthcare that they need and deserve.  
[00:38:30] Thank you.  
[00:38:39] Is there anyone else who would like to  
[00:38:40] provide public comments at this time?  
[00:38:46] Hearing none. At this time, I will ask  
[00:38:48] clerk Hart to provide a synopsis of any  
[00:38:51] written comments that we've received.  
[00:38:55] Thank you, Madam Commissioner, president,  
[00:38:57] members of the commission and executive  
[00:38:58] director Metruck we've received two written  
[00:39:00] comments for the meeting prior to the  
[00:39:02] deadline today. These have been previously  
[00:39:04] distributed to your emails and will become  
[00:39:06] a part of the meeting record. These come  
[00:39:08] from Kristin Matoni and Lindsey Walker,  
[00:39:11] who both write regarding the port's land  
[00:39:13] stewardship plan resolution asking the  
[00:39:16] port to revise the plan to protect forest  
[00:39:18] in those near airport communities,  
[00:39:20] including Riverton Heights and North  
[00:39:22] Sea-Tac park. And that concludes our  
[00:39:24] written comments received today. Thank  
[00:39:26] you, Clark Hart. I just want to remind my  
[00:39:29] colleagues, on May 23, 2023,



[00:39:33] the commission did pass a proclamation on  
[00:39:36] health access for employees. And one of  
[00:39:40] the lines in that proclamation states that  
[00:39:42] the port provides all port employees,  
[00:39:45] temporary and permanent, with robust  
[00:39:48] healthcare access. And I just want to let  
[00:39:50] our colleagues know that we are currently  
[00:39:52] in conversation with our legal team to  
[00:39:55] discuss what further authorities that this  
[00:39:57] current commission has to offer additional  
[00:40:00] healthcare access or influence healthcare  
[00:40:03] services, and access to those who are not  
[00:40:06] directly employed with the Port of  
[00:40:07] Seattle. With that said and hearing no  
[00:40:10] further comments or no further public  
[00:40:13] testimonies, we'll now move on to the  
[00:40:15] consent agenda. Items on the consent  
[00:40:18] agenda are considered routine and will be  
[00:40:20] adopted by one motion. Items removed from  
[00:40:23] the consent agenda will be considered  
[00:40:25] separately immediately after adoption of  
[00:40:27] the remaining consent agenda. Items at  
[00:40:34] this time, the chair will entertain a  
[00:40:36] motion to approve the consent agenda  
[00:40:38] covering items eight a, eight b, eight c.  
[00:40:46] Are there comments on eight f before we  
[00:40:49] move to a vote? Executive Director Metruck,  
[00:40:52] you have the floor. Thank you. President  
[00:40:53] Mohammed. Yes. I have a clarifying  
[00:40:55] comment, commissioners. The memo  
[00:40:57] introducing the alarm technician contract  
[00:41:00] on the consent agenda, item eight f,  
[00:41:03] mistakenly implies that the work performed  
[00:41:05] by the bargaining unit is portwide. This  
[00:41:08] agreement only covers the work  
[00:41:09] historically performed by the IAFF alarm  
[00:41:13] technicians at SEA. This agreement is not  
[00:41:16] intended to infringe on the work  
[00:41:17] jurisdiction of any other bargaining  
[00:41:19] units. Thank you for helping letting me  
[00:41:21] clarify that. Thank you for that  
[00:41:24] additional information. Is there any  
[00:41:25] questions from my colleagues on that?  
[00:41:29] Okay. Hearing? None. I will ask for a  
[00:41:31] motion in a second, to be a second, for it  
[00:41:34] to be seconded to approve the consent  
[00:41:36] agenda at this time. So moved. Second.  
[00:41:39] Great. The motion was made and seconded.  
[00:41:42] Commissioners, please say aye or nay when  
[00:41:44] your name is called for approval of the  
[00:41:46] consent agenda, beginning with  
[00:41:49] Commissioner Calkins. Aye. Thank you.  
[00:41:51] Commissioner Cho. Aye. Thank you.  
[00:41:54] Commissioner Felleman. Aye. Thank you.  
[00:41:56] Commissioner Hasegawa. Aye. Thank you,  
[00:41:59] Commissioner Mohammed. Aye. Thank you.  
[00:42:01] Five ayes, zero and NAYS for this item.  
[00:42:03] The motion passes. Moving on in the  
[00:42:07] agenda. I was like, did I lose quorum?  
[00:42:11] I'm almost without quorum there.  
[00:42:15] We do have. We do still have a quorum.  
[00:42:17] Moving on in the agenda. We have four new  
[00:42:20] business items for today. The first item

[00:42:23] on the agenda requires that we recess this  
[00:42:26] regular meeting and enter into a separate  
[00:42:29] meeting of the Industrial Development  
[00:42:31] Corporation. Clerk Hart, please read the  
[00:42:34] item into the record at this time. Thank  
[00:42:37] you. This is agenda Item Ten a.  
[00:42:39] Industrial Development Corporation annual  
[00:42:41] meeting, approval of minutes, designation  
[00:42:43] of officers and annual report for 2023.  
[00:42:51] Thank you. The commission will now recess  
[00:42:54] its regular business meeting to conduct  
[00:42:57] the annual meeting of the Industrial  
[00:42:59] Development Corporation of the Port of  
[00:43:01] Seattle. The time is now 12:46  
[00:43:06] p.m.. I will  
[00:43:10] not gavel us in and out. We'll pause for a  
[00:43:13] second dramatic effect. Dramatic effect.  
[00:43:17] And I'll now convene the annual meeting of  
[00:43:20] the Industrial Development Corporation.  
[00:43:23] All members of the IDC are present in  
[00:43:26] attendance today. The IDC is a special  
[00:43:29] corporation maintained by the Port of  
[00:43:31] Seattle for economic development purposes  
[00:43:34] defined by state law and the corporation's  
[00:43:37] charter. Although it has been several  
[00:43:40] years since there was a new investment  
[00:43:43] activity in the IDC, we hold this meeting  
[00:43:46] to receive an annual report, confirm  
[00:43:48] officers and approve minutes. During this  
[00:43:52] meeting, commissioners will be acting as  
[00:43:54] directors of the corporation. Executive  
[00:43:57] Director Metruck, you have the floor to  
[00:43:59] introduce the IDC at this time.  
[00:44:03] Directors. The IDC is a special purpose  
[00:44:05] government that was established to  
[00:44:06] facilitate industrial expansion through  
[00:44:08] tax exempt financing. Think of it as a  
[00:44:12] financing subsidiary for the port. There  
[00:44:14] was no financing in 2023. Embark financial  
[00:44:19] analyst, corporate finance and budget. Is  
[00:44:22] our presenter for the IDC meeting today.  
[00:44:24] But first, I believe the directors have  
[00:44:25] some organizing business to  
[00:44:29] attend to, so I turn it back to Director  
[00:44:32] Mohammed. Great. Our first order  
[00:44:36] of business is to adopt the IDC minutes  
[00:44:38] dated May 28, 2023,  
[00:44:41] provided in our meeting packets. Are there  
[00:44:45] any objections to the minutes as presented  
[00:44:50] hearing? None. Those minutes are approved.  
[00:44:54] I'll now accept a motion to confirm the  
[00:44:57] IDC officers for this year. Slate of  
[00:45:00] candidates for 2024 are as followed  
[00:45:04] myself, Hamdi Mohammed, commission  
[00:45:06] president. Commissioner Hasegawa, vice  
[00:45:08] President. Commissioner Calkins.  
[00:45:10] Secretary. Commissioner Cho. Director.  
[00:45:12] Commissioner Felleman. Director. Is there a  
[00:45:15] motion to approve the candidate slate?  
[00:45:19] So moved. Second. I'm gonna put this on my  
[00:45:21] resume, too. I always forget, in addition  
[00:45:25] to being an alliance co chair and a port  
[00:45:28] of Seattle commissioner,

[00:45:31] I'm also an IDC member. It has been. The  
[00:45:34] motion has been made and moved.  
[00:45:36] Directors, please say aye or nay when your  
[00:45:39] name is called to approve the slate of  
[00:45:41] officers. Clerk Hart. Thank you. Director  
[00:45:44] Calkins. Secretary. Yes.  
[00:45:48] Secretary Calkins is an aye.  
[00:45:52] Thank you, Director Cho. Aye. Thank you.  
[00:45:55] Director Felleman. Aye. Thank you.  
[00:45:57] Director Hasegawa. Aye. Thank you.  
[00:45:59] Director Mohammed. Aye. Thank you. In your  
[00:46:01] officer roles, five ayes, zero nays for  
[00:46:04] this item. Thank you. The motion passes.  
[00:46:07] Executive Director Metruck, you have floor  
[00:46:11] or the presenter I present. I turn it over  
[00:46:14] to Ian Burke to please continue with the  
[00:46:16] IDC report.  
[00:46:20] Thank you Director Mohammed and Mr. Metruck.  
[00:46:23] Good afternoon commissioners.  
[00:46:25] You should have all received the IDC's  
[00:46:28] 2023 annual report in your packets.  
[00:46:31] This report has also been posted online  
[00:46:33] for the general public. The report  
[00:46:36] contains detailed background information  
[00:46:38] on the IDC as well as its limited  
[00:46:40] financial activity for 2023, includes  
[00:46:43] interest, earnings on the income side and  
[00:46:46] a small amount of staff time for managing  
[00:46:47] the IDC, as well as the cost of the state  
[00:46:50] audit on the expense side. As a brief  
[00:46:53] refresher, similar to what director Metruck  
[00:46:56] spoke to the ports, IDC was established in  
[00:46:59] 1982 to facilitate industrial  
[00:47:02] development in King county by allowing  
[00:47:05] private companies a way to access the tax  
[00:47:07] exempt municipal market. The IDC acts as a  
[00:47:11] go between, as he was describing, for  
[00:47:13] private companies to essentially be able  
[00:47:15] to borrow money at tax exempt municipal  
[00:47:18] rates for specific projects that meet the  
[00:47:20] criteria and that occur on port property.  
[00:47:24] The IDC itself does not lend any money and  
[00:47:27] all debt issued by the private business  
[00:47:30] through the IDC is non recourse to the  
[00:47:32] Port of Seattle or to the IDC. The board  
[00:47:36] is also not allowed to lend or contribute  
[00:47:38] funds directly to the IDC. It's a closed  
[00:47:40] loop, basically. As noted in the report,  
[00:47:44] federal tax law changes such as the Tax  
[00:47:47] Reform act of 1986 have greatly limited  
[00:47:50] the types of projects and facilities that  
[00:47:52] qualify for tax exempt financing.  
[00:47:56] Since that time, the IDCs have seen very  
[00:47:58] little limiting, like very little in  
[00:48:00] the way of new financing and the ports IDC  
[00:48:04] is no exception. We've seen very little  
[00:48:06] activity since that 1986 timeframe. We had  
[00:48:09] 15 projects funded through the IDC between  
[00:48:12] 1982 and 1986, for example, and we've  
[00:48:15] only had two since that time. As of  
[00:48:19] December 31, 2023, there remains only one  
[00:48:22] company, Delta Air Lines, with outstanding  
[00:48:25] debt funded through the IDC, with a final

[00:48:27] bullet maturity scheduled for 2030.  
[00:48:31] Looking ahead, it is possible there could  
[00:48:33] be renewed interest in the IDC if rates  
[00:48:36] were to remain high for a sustained period  
[00:48:38] of time and or if the delta between  
[00:48:41] taxable and tax exempt debt were to widen  
[00:48:43] dramatically. But private companies do  
[00:48:45] tend to have other ways of securing funds  
[00:48:47] and we haven't seen any interest at this  
[00:48:49] this time. Unless you have any specific  
[00:48:52] questions, this concludes my presentation  
[00:48:54] on the IDC. Thank you, Mister Burke. Is  
[00:48:57] there any questions from commissioners at  
[00:48:59] this time?  
[00:49:03] Again, thank you for the presentation  
[00:49:06] hearing. No further business of the Port  
[00:49:08] of Seattle's industrial Development  
[00:49:10] Corporation. The IDC annual meeting is now  
[00:49:14] adjourned. The time is now 12:53  
[00:49:19] p.m. The Port of Seattle commission  
[00:49:21] meeting is now reconvened. You guys are  
[00:49:24] not off the hook. Clerk Hark, please  
[00:49:28] introduce the next item for the record.  
[00:49:31] And then executive director Metruck will  
[00:49:33] have the floor. Thank you. This is agenda  
[00:49:35] item ten. Authorization for the executive  
[00:49:38] director to authorize final design and  
[00:49:40] preparation of construction bid documents.  
[00:49:42] To advertise, award, and execute a major  
[00:49:44] public works construction contract to  
[00:49:47] procure long lien material items to  
[00:49:49] include a project labor agreement for the  
[00:49:51] contract to authorize use of port crews  
[00:49:53] for abatement work for the taxiway. A  
[00:49:55] circuit replacement project at Seattle  
[00:49:57] Tacoma International Airport. And the  
[00:49:59] amount requested of \$39,205,000.  
[00:50:03] And a total estimated project cost of  
[00:50:05] \$39,500,000.  
[00:50:09] Commissioners, at our last meeting, you  
[00:50:11] authorized a project rehabilitating the  
[00:50:13] pavement of our airport runways. Today,  
[00:50:15] we're requesting authorization to  
[00:50:17] reconstruct the centerline lighting of  
[00:50:19] Taxiway A, which was constructed in 1987.  
[00:50:23] At the time the IDC was having things. In  
[00:50:26] fact, Taxiway A is a critical  
[00:50:30] part of the efficient operations at sea  
[00:50:32] for safe transiting of aircraft during  
[00:50:34] periods of low visibility. A project labor  
[00:50:36] agreement will be used for this project.  
[00:50:38] Our presenters this afternoon are Hein  
[00:50:40] Mack, aviation project manager engineer,  
[00:50:44] and then Jacob Hamilton, capital project  
[00:50:47] manager.  
[00:50:57] Hello, port commissioner. My name is  
[00:50:59] Haimak. I am the electrical manager for  
[00:51:01] the aviation facility and infrastructure  
[00:51:04] group at the airport. I am the sponsor for  
[00:51:06] this project. Here with me are Munchy Wu  
[00:51:09] and Jacob Hamilton from the aviation  
[00:51:12] project Management Group. We are here to  
[00:51:15] ask for tax design and construction

[00:51:18] authorization for taxiway a circuit  
[00:51:20] replacement project. This project aims to  
[00:51:25] replace our tax  
[00:51:29] rate, a central line lighting system,  
[00:51:33] associate concrete panels, and also  
[00:51:36] upgrade our lighting system to led  
[00:51:38] lighting. As Steve Metruck  
[00:51:42] mentioned earlier, this tax rate was built  
[00:51:45] in the late eighties utilizing underground  
[00:51:48] steel conduits. The conduits has corroded  
[00:51:51] to a point where our aviation maintenance  
[00:51:54] team cannot maintain it anymore. And this  
[00:51:56] needs to be corrected before the tax rate  
[00:52:00] fall outside of compliance with FAA  
[00:52:02] requirement for a lighting system. And as  
[00:52:05] Steve also mentioned, this is  
[00:52:09] very important for moving aircraft onto an  
[00:52:11] alpha runways. So very important to our  
[00:52:14] airfield operation. So I will turn it over  
[00:52:17] to Munshi and Jacob to discuss the  
[00:52:20] detailed scope, schedule, and budget  
[00:52:23] related to this project. Thank you, mag.  
[00:52:26] Next slide, please. Good afternoon,  
[00:52:28] commissioners. Good afternoon, executive  
[00:52:31] director Metruck. My name is Munchi Wu and  
[00:52:33] I am with the aviation project Management  
[00:52:35] Group executive airfield program. We're  
[00:52:37] here to request authorization for final  
[00:52:40] design and construction for taxiway a  
[00:52:43] circuit replacement project. The total  
[00:52:45] amount of this authorization request is  
[00:52:48] 39,205,000. Next slide,  
[00:52:51] please. As executive director,  
[00:52:55] Metruck and mag mentioned earlier, this  
[00:52:57] taxiway A was constructed back in 1987,  
[00:53:01] close to 40 years old,  
[00:53:04] and the centerline lighting circuits have  
[00:53:08] signs of distress with mega reading close  
[00:53:11] to one megahome which is deemed as  
[00:53:13] destined for rapid failure per FAA  
[00:53:16] advisory circular. Taxiway A is critical  
[00:53:19] for airport operations and having a  
[00:53:22] function centerline lighting circuit is  
[00:53:24] critical to ensure safe taxing of  
[00:53:27] aircrafts to and from the runways. So this  
[00:53:30] project, we will install new Taxiway A,  
[00:53:33] centerline lighting circuit, led lighting  
[00:53:36] fixtures, pvc conduit and also new  
[00:53:39] concrete pavement panels above the  
[00:53:41] conduit. LED lighting fixtures will have  
[00:53:44] less electrical demands and longer service  
[00:53:47] life, which will result in savings in  
[00:53:50] total cost of ownership and also  
[00:53:52] environmental benefits. Next slide,  
[00:53:54] please. The construction of this project  
[00:53:58] is planned for 2025. There are other  
[00:54:01] airfield pavement and supporting  
[00:54:02] infrastructure scope identified at this  
[00:54:05] taxiway and adjacent areas. So for  
[00:54:08] purposes of efficiency, construction  
[00:54:11] safety, and also minimize the operational  
[00:54:13] impacts during construction. This taxiway,  
[00:54:16] a circuit replacement project will be

[00:54:18] combined with our 2025 airfield pavement  
[00:54:21] and support infrastructure replacement  
[00:54:23] project as one single construction  
[00:54:25] contract. Jacob Hamilton is a project  
[00:54:28] manager for the Taxiway Alpha circuit  
[00:54:31] replacement project and he will be sharing  
[00:54:33] a map with all the project locations for  
[00:54:36] the combined construction contract in the  
[00:54:38] following slide. With that, I will turn  
[00:54:41] over to Jacob to share more details of the  
[00:54:43] project and our request.  
[00:54:47] All right, can everyone hear me? I think.  
[00:54:50] All right. Thank you, Munchy. Thank you,  
[00:54:51] mag commissioners. Thanks for hearing  
[00:54:55] us out today. Next slide, please. So, as  
[00:54:58] promised, here's the map of what we have  
[00:55:01] going on here. So the red and yellow is  
[00:55:03] the taxiway centerline. And sorry if you  
[00:55:05] guys can't see it, but red and yellow is  
[00:55:07] the taxiway center line. That's where  
[00:55:09] we're going to be replacing the concrete,  
[00:55:10] the conduit, the wiring, and the lighting.  
[00:55:14] And as Munchie said, we're going to  
[00:55:16] install both new pvc conduit, which is  
[00:55:19] more resilient, and also LED lighting,  
[00:55:21] which is more environmentally friendly and  
[00:55:23] also more economically friendly as well.  
[00:55:26] And the blue and the purple is the  
[00:55:30] other work we're targeting. So we're  
[00:55:32] trying to get as much work done on this  
[00:55:34] tax as possible to be as  
[00:55:39] not operationally disruptive as possible.  
[00:55:41] And so we're going to be targeting that  
[00:55:44] stuff with our pavement program. Next  
[00:55:47] slide, please. And so here's just a run of  
[00:55:50] the schedule. This is kind of our normal  
[00:55:53] airfield schedule for 20 in normal years.  
[00:55:56] We usually work really hard in the spring,  
[00:55:57] get the construction contract executed,  
[00:56:00] and then listen to our stakeholders and  
[00:56:03] shut down and try not to be super  
[00:56:05] disruptive in the summer during our peak  
[00:56:06] cargo and passenger seasons, and then we  
[00:56:09] go in use in the fall, so we really work  
[00:56:12] hard in the fall. And that AIP program  
[00:56:15] that I was talking about, we will come  
[00:56:17] back for construction authorization in the  
[00:56:20] fall, probably October timeframe. Next  
[00:56:23] slide, please. And so here's our budget.  
[00:56:26] This is all through the Mli process. We  
[00:56:29] got Mli approval a couple weeks ago, and  
[00:56:32] we're asking for 39.5 million. We already  
[00:56:35] have \$295,000 of preliminary funding.  
[00:56:39] That got us to 30%. And so we're  
[00:56:41] requesting authorization for design  
[00:56:43] construction for the rest of it. Next  
[00:56:45] slide, please. And thank you for listening  
[00:56:48] to our presentation. We welcome any  
[00:56:50] questions?  
[00:56:56] Thank you for the presentation. Now I'll  
[00:56:59] open it up to Commissioner questions.  
[00:57:01] Commissioner Cho? Yeah. Thank you for the  
[00:57:03] presentation, team. Really appreciate it.



[00:57:04] Just real quickly, does this mean that the  
[00:57:07] centerline will be out of commission  
[00:57:09] during period of construction and how are  
[00:57:11] we making up for that?  
[00:57:14] Yes. So, Commissioner Cho. I'll try to  
[00:57:16] take that one. So the team has already  
[00:57:18] started to work closely with our  
[00:57:22] impacted airlines, our ATR, our operations  
[00:57:25] team, and of course, also our f and I  
[00:57:27] team. So we will be following a strategy  
[00:57:31] of different construction phases. Phase  
[00:57:34] the construction to not only minimize  
[00:57:37] impacts to cargo areas, but we will see  
[00:57:40] whether there's a way we can maintain,  
[00:57:42] let's say if we only close down a portion  
[00:57:44] of taxiway alpha for construction, and  
[00:57:46] then we'll figure out whether there's a  
[00:57:48] way we can maintain the center line  
[00:57:51] lighting still functioning for the rest of  
[00:57:53] the taxiway. I see. Okay. So you won't be,  
[00:57:55] the entire center line won't be out at any  
[00:57:57] point in the project? Yep. So we'll need  
[00:58:00] to work on alternatives later on in  
[00:58:02] design. And then just for my educational  
[00:58:05] awareness, are there actual. Are there  
[00:58:06] lights for the lane lines on  
[00:58:12] each side of the edge lights? Yeah, I  
[00:58:15] think to my knowledge, this taxiway eight  
[00:58:17] does not have lighted edge lights. But  
[00:58:19] I'll defer to mag.  
[00:58:24] Okay. It's on now. I'm sorry. Yeah.  
[00:58:28] For SEA airport or, there are  
[00:58:31] only a couple of tax rate that actually  
[00:58:33] has the edge lighting.  
[00:58:36] Predominantly. Most of our tax rate goes  
[00:58:39] with centerline lighting. Okay. And that's  
[00:58:42] obviously within FAA compliance. Yes,  
[00:58:44] that is. Okay. Thank you. That's all.  
[00:58:47] Commissioner Felleman.  
[00:58:51] I always love the price tags on airport  
[00:58:53] projects, but it is what it is,  
[00:58:56] obviously. But the idea that  
[00:59:00] there's cost savings associated with the  
[00:59:03] lighting and there's energy savings, but  
[00:59:06] they're not enumerated. So I mean, it's  
[00:59:08] always good if we have any chance to say  
[00:59:10] what long term greenhouse gas emission  
[00:59:12] reductions this poses or cost savings over  
[00:59:15] the time. It'd be great if you had some  
[00:59:18] way to come up with some calculation to  
[00:59:21] that end. Have you tried to look into  
[00:59:24] that?  
[00:59:27] So actually, as part of our  
[00:59:31] center Runway reconstruction efforts, we  
[00:59:34] did the comparison between incandescent  
[00:59:36] lights and led lights regarding the total  
[00:59:39] cost of ownership, and we do have pretty  
[00:59:42] detailed statistics regarding that. But  
[00:59:45] again, I will defer to mag. I know, mag,  
[00:59:48] you mentioned there's a trend of actually  
[00:59:50] for the whole airfield transferring from  
[00:59:53] incandescent to led lighting system.  
[00:59:57] Yes. So the industry as

[01:00:01] a whole for airfield lighting is moving  
[01:00:05] away from the, moving toward led  
[01:00:09] technology. A lot of the manufacturer  
[01:00:13] has mentioned and put us indicating  
[01:00:17] that they will not renew their  
[01:00:20] certificates with the older technology and  
[01:00:24] they will stop manufacturing them. So we  
[01:00:27] are, so we're taking this opportunity as  
[01:00:31] we are removing the old fixture out  
[01:00:35] and we're going to put in the new led  
[01:00:36] lighting. I'm just saying you have  
[01:00:40] a chance to make the commissioners happy.  
[01:00:42] You're asking for a large chunk of change.  
[01:00:44] If you can tell us, look at those long  
[01:00:46] term savings and greenhouse gas emission  
[01:00:48] reductions, it's just part of a happier  
[01:00:51] story. So. But obviously you've given that  
[01:00:53] consideration. It would be great to know  
[01:00:55] in the course of a presentation what, any  
[01:00:58] idea of a percentage? I'm sure it's  
[01:01:00] enormous because LED is so cold, but for  
[01:01:05] the future. Yeah. So we actually, you  
[01:01:07] know, we were looking at some data, but I  
[01:01:10] think, you know, just high level. I think  
[01:01:14] statistically, LED lighting normally  
[01:01:16] typically use about 25%, even to 80%  
[01:01:20] less energy than in condensant and can  
[01:01:22] last somewhere between three, even to 25  
[01:01:26] times longer regarding service life.  
[01:01:32] So I know from the center  
[01:01:36] Runway project,  
[01:01:40] from a maintainability perspective, our  
[01:01:43] aviation maintenance team has  
[01:01:48] less repairs on that sideline fixture.  
[01:01:52] I don't know. Unfortunately, I don't know  
[01:01:54] the actual cost or cost saving or anything  
[01:01:56] related to that.  
[01:02:00] Commissioners, any other questions?  
[01:02:05] I just had a quick question as well. I  
[01:02:07] think this. Thank you for the  
[01:02:08] presentation, and I appreciated how this  
[01:02:11] project is actually phased in to minimize  
[01:02:15] disruption. And so thank you for that and  
[01:02:18] for the presentation. I also had questions  
[01:02:20] about just the cost of the design project  
[01:02:22] being \$6 million. It seems like it's a  
[01:02:25] pretty straightforward lighting change,  
[01:02:27] even if it's led. Is that just the market  
[01:02:30] rate? Could you share any additional  
[01:02:31] information on, on that cost? I think that  
[01:02:34] would be beneficial to the public as well.  
[01:02:38] Yeah. So the design cost we're showing  
[01:02:41] as part of our budget summary table here.  
[01:02:44] So this, we call it design, but it  
[01:02:46] actually includes the fee we pay to our  
[01:02:49] consultant, professional services for  
[01:02:51] design support, and all the in house soft  
[01:02:54] cost. So it's not just the design team  
[01:02:56] cost, but, you know, including PM cost,  
[01:03:00] some percentage of CM involvement during  
[01:03:03] design and environmental cost,  
[01:03:07] and central procurement office cost, all  
[01:03:09] these other soft costs involved, and then

[01:03:13] the construction also is the same. I think  
[01:03:16] the construction cost includes the  
[01:03:19] construction contract cost, but also  
[01:03:21] associated PM CM design support cost  
[01:03:25] during the construction phase. So it's an  
[01:03:27] overall cost during design phase and the  
[01:03:29] overall cost during construction phase.  
[01:03:32] Yeah. And there was a document here in the  
[01:03:34] memo that talked, when you're providing  
[01:03:38] the alternative options that talk about  
[01:03:40] compliance with the FAA, if this is not  
[01:03:42] done, we would actually not be in  
[01:03:44] compliance with FAA regulations. Is that  
[01:03:46] correct?  
[01:03:53] Yes. So, Meg, please chime in, but my  
[01:03:56] understanding is that given that the.  
[01:03:58] Based on a recent mega reading result, so  
[01:04:01] the centerline lighting circuits have  
[01:04:03] pretty close to one megahome, I think,  
[01:04:06] you know, for anything lower than one  
[01:04:07] megahome, I think that's, that's not in  
[01:04:09] compliance with FAA requirements. So  
[01:04:12] that's why we're, when we listed the cons  
[01:04:14] here, we're saying, you know, this is, if  
[01:04:16] this one doesn't get approved, then it's  
[01:04:19] going to prolong the risk of not in  
[01:04:20] compliance with FAA standards. That's  
[01:04:23] helpful. It puts us at a higher risk. I  
[01:04:25] appreciate that. Thank you. That concludes  
[01:04:28] my comments, and I'm not hearing any  
[01:04:30] additional questions for this item. Is  
[01:04:32] there a motion in a second to adopt agenda  
[01:04:35] item ten B. So moved.  
[01:04:39] Second. Great. The motion was made and  
[01:04:42] seconded. Clerk Hart, please call the roll  
[01:04:45] for the vote. Commissioners, please say  
[01:04:46] aye or nay when your names are called,  
[01:04:48] beginning with Commissioner Calkins. Aye.  
[01:04:51] Thank you. Commissioner Cho. Aye. Thank  
[01:04:54] you. Commissioner Felleman. Aye. Thank you.  
[01:04:56] Commissioner Hasegawa. Aye. Thank you.  
[01:04:59] Commissioner Muhammad. Aye. Thank you.  
[01:05:01] Five ayes, zero nays for this item. The  
[01:05:03] motion passes. Thank you. Thank you.  
[01:05:06] Clerk Hart, please read the next item into  
[01:05:09] the record, and executive director Metruck  
[01:05:11] will then introduce the item. Thank you.  
[01:05:14] This is agenda Item Ten C, authorization  
[01:05:16] for the executive director to authorize  
[01:05:18] the preparation of construction bid  
[01:05:21] documents to advertise, award, and execute  
[01:05:23] a major public works construction contract  
[01:05:26] for the food and beverage introductory  
[01:05:28] kiosk project in the amount of \$5,850,000  
[01:05:32] and a total estimated project cost of  
[01:05:34] \$7,050,000. Commissioners,  
[01:05:38] the airport, dining and retail kiosk  
[01:05:40] program started in 2014 with the intent to  
[01:05:43] provide small and disadvantaged businesses  
[01:05:45] the opportunity to gain access to  
[01:05:46] operating in the airport environment  
[01:05:48] without a significant capital investment  
[01:05:50] or long term commitment. Since that time,

[01:05:52] the program has shown great success,  
[01:05:54] evident through many of these small  
[01:05:56] businesses successfully competing for  
[01:05:58] larger spaces and concepts. Today, we're  
[01:06:00] requesting funds to close out the design  
[01:06:02] process, prepare construction documents  
[01:06:04] for two new introductory kiosks, which we  
[01:06:08] hope to open in 2025. The presenters are  
[01:06:11] Aaron Gore, capital project manager, and  
[01:06:13] Kalia Moore, senior manager of ADR. So I  
[01:06:17] guess I'll turn over to Erin or Kalia  
[01:06:19] first. I'll go ahead and take it. Good  
[01:06:21] morning. Good afternoon. I don't want to  
[01:06:22] go back to the morning. Good afternoon.  
[01:06:24] Executive Director Matric and  
[01:06:25] commissioner, as you guys indicated,  
[01:06:29] we're here to talk to you guys about the  
[01:06:30] food and beverage into kiosks. With that,  
[01:06:33] go ahead and go to the next slide.  
[01:06:38] Our request today is to have the  
[01:06:40] authorization and preparation of  
[01:06:42] construction bid documents, as well as  
[01:06:44] advertise, award, and execute a major  
[01:06:46] public works construction contract for  
[01:06:48] both of these inline kiosks. The amount of  
[01:06:51] today's request is approximately 5.8  
[01:06:54] million, which includes commission's  
[01:06:56] approval to authorize the remaining  
[01:06:58] project budget that we have, as well as  
[01:07:00] increase the overall capital investment by  
[01:07:03] approximately 1.5 million in total. This  
[01:07:06] takes the overall request that we have to  
[01:07:09] 5.8, and that would have the project  
[01:07:12] estimate close out around \$7 million or  
[01:07:15] so. Next slide so  
[01:07:19] I wanted to give an opportunity to just go  
[01:07:22] over some brief history of the program  
[01:07:23] itself. We began the introductory kiosk  
[01:07:26] program in 2012 and 2014,  
[01:07:30] and we started the program in Concourse C,  
[01:07:32] focusing on offering small business with  
[01:07:35] short term leases to test their retail  
[01:07:37] concepts within the program within the  
[01:07:39] airport environment without a major  
[01:07:40] investment. We expanded that offering in  
[01:07:43] 2016 to the Intermediate Kiosk program,  
[01:07:47] which provided limited infrastructure to  
[01:07:49] small businesses and allowed them the  
[01:07:51] opportunity to really make a smaller  
[01:07:53] investment as opposed to a full scale  
[01:07:56] inline buildout with right sized terms to  
[01:07:59] reflect the build out commitment. And in  
[01:08:02] recent years we have grown that program to  
[01:08:04] include new locations for introductory in  
[01:08:07] Concourse A and intermediate in Concourse  
[01:08:10] N. Next slide please.  
[01:08:14] Wanted to take a minute to talk about the  
[01:08:16] notable successes within the program that  
[01:08:18] have really fallen within the women and  
[01:08:20] minority business community. Both Seattle  
[01:08:23] chocolates and Plainware have been amazing  
[01:08:26] successes from our introductory kiosk  
[01:08:27] program, and we're first time bidders and

[01:08:30] were both successful in both lease groups  
[01:08:32] two and four. For inline spaces.  
[01:08:34] Lady Yum has been the highest grossing  
[01:08:37] introductory kiosk program concept that  
[01:08:39] we've ever had on record, with grossing  
[01:08:41] \$1.3 million annually in that introductory  
[01:08:44] kiosk location and our intermediate kiosk  
[01:08:46] today, Sacred Circle was the first ever  
[01:08:50] indigenous kiosk location in an airport.  
[01:08:53] And both Chalo and show Pony have opened  
[01:08:56] intermediate kiosks in 2023 in the north  
[01:08:59] concourse. Our retail kiosk program is  
[01:09:02] actually one that multiple airports have  
[01:09:04] reached out to us about to duplicate, and  
[01:09:07] so we're excited to continue that with our  
[01:09:09] next concept. Next slide, please.  
[01:09:13] What is the food and beverage introductory  
[01:09:15] kiosk? Well, it's an expansion of the  
[01:09:17] kiosk program into an inline kiosk  
[01:09:20] opportunity into the food and beverage  
[01:09:22] category, and it's been called a lot of  
[01:09:25] things over many years. And so it's  
[01:09:28] actually the catalyst of why we are  
[01:09:30] renaming the entirety of the program. The  
[01:09:32] kiosk program is now going to be called  
[01:09:34] the ADR Incubator program. And so  
[01:09:38] the program really focuses on providing  
[01:09:40] small businesses with shorter term leases  
[01:09:43] that are flexible in nature. And what that  
[01:09:45] means is if a concept is not working,  
[01:09:48] there isn't a penalty to choose to end the  
[01:09:51] contract. This is really in an effort to  
[01:09:53] reduce barriers to entry for the most  
[01:09:55] costly and most sought after category  
[01:09:58] within the program, and that's food and  
[01:09:59] beverage. Additionally, this aligns with  
[01:10:02] our port sentry agenda, goals and  
[01:10:04] initiatives to increase opportunity for  
[01:10:06] local communities and port related  
[01:10:08] industries. And now I'll turn it back over  
[01:10:10] to Erin to talk more about the actual  
[01:10:12] scope. Next slide. Thank you.  
[01:10:16] All right, so as Kalia mentioned, we will  
[01:10:18] be having some new inline kiosks that will  
[01:10:21] be joining the airport upon successful  
[01:10:23] completion. Both of these spaces will be  
[01:10:26] port owned, furnished and fully  
[01:10:28] maintained. And there's going to be two  
[01:10:29] locations, one in concourse B and one in  
[01:10:32] the central terminal. Essentially, these  
[01:10:35] scope of these projects mirrors vary.  
[01:10:37] Typically what you would see in a tenant  
[01:10:39] improvement project where you have a new  
[01:10:41] build out with lighting, signage,  
[01:10:43] electrical, mechanical, plumbing, all of  
[01:10:46] the necessary infrastructure that is  
[01:10:47] needed to be able to support these full  
[01:10:49] service kitchens that the port is hoping  
[01:10:52] to lease out. Next slide.  
[01:10:56] So this slide and the next one you guys  
[01:10:58] will be seeing, excuse me, a set of  
[01:11:01] images. The one on my left is the  
[01:11:04] existing conditions for Concourse B, and

[01:11:07] the renderings that you guys will see on  
[01:11:09] the right are the proposed future look and  
[01:11:12] feel for both of these spaces. So the  
[01:11:14] first location, the cb zero four, is down  
[01:11:17] on concourse B, past mcdonalds. This used  
[01:11:21] to be the shared kitchen for all of the  
[01:11:23] central terminal tenants when they were  
[01:11:25] under construction. It is currently  
[01:11:27] sitting vacant with minimally used full  
[01:11:29] service kitchen equipment. Behind those  
[01:11:31] two sets of double doors. The image to my  
[01:11:35] right is the rendering of what would look  
[01:11:38] like in its completed state. You will see  
[01:11:40] minimal seating as well as signage and  
[01:11:44] minimal queuing as you head down towards  
[01:11:46] Concourse B. This is one of what ADR would  
[01:11:49] classify as a quick service restaurant  
[01:11:51] space where you have minimal seating but  
[01:11:55] brief opportunities for patrons to come  
[01:11:57] in. Take a look at the concept next slide.  
[01:12:02] The other location is our ct zero two  
[01:12:05] location in the central terminal. It is  
[01:12:08] directly underneath the recently completed  
[01:12:10] brewtop social and adjacent to saltys.  
[01:12:14] It's the old Anthony's grab and go for  
[01:12:17] what used to be on the tail end for the  
[01:12:20] Anthony's concept when it vacated. So you  
[01:12:22] guys can see it's behind a barricade right  
[01:12:24] now. There is currently no equipment in  
[01:12:27] this space. It is just a vacant shelling  
[01:12:29] core that's waiting for the build out. On  
[01:12:31] the right side of the image you get to see  
[01:12:34] the updated storefront that is very  
[01:12:35] similar in look and feel to the existing  
[01:12:38] central terminal renovations that have  
[01:12:40] happened. Both of these concepts. It is to  
[01:12:43] be noted that the signage would be vinyl  
[01:12:45] that is interchanged out as concepts get  
[01:12:48] rotated through according to EDR's leasing  
[01:12:50] arrangements and additionally, the point  
[01:12:52] of services or point of sale systems  
[01:12:54] within both of these would rotate as well.  
[01:12:57] Everything else from the equipment to the  
[01:12:59] overall aesthetics. Doorfront finishes  
[01:13:01] would remain as each space was rotated  
[01:13:05] through. Next slide so  
[01:13:11] one of the things as we previously  
[01:13:12] mentioned, we are seeking an increase in  
[01:13:14] the capital of investment by approximately  
[01:13:16] \$1.5 million to complete and close out,  
[01:13:20] design and prepare the necessary bid  
[01:13:22] documents. With this increase and  
[01:13:24] commission's authorization to release the  
[01:13:26] remaining authorized budget on this  
[01:13:28] project, that would take the overall  
[01:13:30] project estimate to approximately \$7  
[01:13:32] million. Additionally, what is really  
[01:13:35] noteworthy about this as well is ADR will  
[01:13:37] hold an annual maintenance contract  
[01:13:39] between \$50 to \$150,000 to maintain all  
[01:13:43] of the food service equipment and just  
[01:13:46] the overall servicing of both of these  
[01:13:48] concepts. So that would be included as



[01:13:50] well for both of these inline future kiosk  
[01:13:54] locations. Next slide so  
[01:13:58] with that, a brief rundown of our  
[01:13:59] schedule. As I mentioned, we still are  
[01:14:01] closing out the 100% design and we aim to  
[01:14:04] finish and wrap that up and head to permit  
[01:14:06] and prepare bid documents by Q two of this  
[01:14:09] year, after which we are going to be  
[01:14:11] heading out for the solicitation of AGC.  
[01:14:15] Hopefully by the end of the year and  
[01:14:16] proceeding with construction. It would be  
[01:14:18] a simultaneous construction. So both the  
[01:14:21] CT zero two and CB four locations will  
[01:14:24] undergo construction at the same time. So  
[01:14:26] one project but two concepts. When all  
[01:14:29] is said and done. We hope to bring all of  
[01:14:31] this to our passengers in Q two of 2025.  
[01:14:35] Next slide. So again, we are here  
[01:14:39] today to request the preparation of  
[01:14:41] construction bid documents and to move  
[01:14:43] forward with advertising awarding and  
[01:14:45] executing a major public works contract.  
[01:14:48] Any questions? Thank you for the  
[01:14:51] presentation. Polia and Erin, are there  
[01:14:54] any questions from my colleagues?  
[01:14:56] Commissioner Cho, for what it's worth, I  
[01:14:57] think we should go back to the food  
[01:14:58] trucks. I remember old colleagues.  
[01:15:02] We're not changing the. We can't change.  
[01:15:03] Kalia said. No, no, no.  
[01:15:06] That's because Kalia has some PTSD from  
[01:15:08] the food truck. From the food truck days  
[01:15:11] when one of our former colleagues freaked  
[01:15:12] out about this. Sign any further,  
[01:15:13] commissioner, we gotta open these. We need  
[01:15:17] to open them. Speaking of opening, I  
[01:15:19] appreciate the timeline you provided for  
[01:15:21] the overall project, but when do you  
[01:15:22] anticipate opening the actual RFP for the  
[01:15:26] tenants? Absolutely. So we actually would  
[01:15:29] look to do that within Q four of this  
[01:15:32] year. Okay. And it is a expedited  
[01:15:36] RFP process. And so we do that to small  
[01:15:40] businesses only. Our entire incubator  
[01:15:41] program is only open to small business.  
[01:15:44] So that goes out to the small business  
[01:15:45] community only. And then we do a shark  
[01:15:47] tank like process after that. And then we  
[01:15:50] go through kind of a introduction to  
[01:15:53] operating at the airport, the badging  
[01:15:55] process and things like that to get them  
[01:15:57] up to date. This program collectively is  
[01:16:00] a little bit different in the food and  
[01:16:01] beverage process. On the ADR team, we  
[01:16:04] actually have someone who comes in the  
[01:16:05] food and beverage industry, so they will  
[01:16:07] be their direct business operations  
[01:16:08] manager, but also they will be partnered  
[01:16:11] with an established business within the  
[01:16:14] airport who will be their mentor. And so  
[01:16:16] they're going to be spending some time in  
[01:16:18] advance of getting open and operational to  
[01:16:20] learn a little bit more about the ins and

[01:16:22] outs. So we want to give them a little bit  
[01:16:23] more time to get up to speed in advance of  
[01:16:25] opening. That's great. So that kind of  
[01:16:28] segues into my next question, because the  
[01:16:31] memo says that the lease term will be  
[01:16:34] three years. Yes. And so when we first  
[01:16:37] ideated this idea of an incubator program,  
[01:16:40] it was the idea that we want to help small  
[01:16:43] businesses grow into a medium or large  
[01:16:46] or more permanent space. And so they get  
[01:16:49] the experience of testing their concept,  
[01:16:52] but also learning the ropes of running a  
[01:16:55] business at the airport. And then ideally,  
[01:16:58] they'll level up to something bigger or  
[01:17:00] more permanent. I think one of my  
[01:17:02] questions and concerns is that we actually  
[01:17:04] don't have anything past SEA concourse for  
[01:17:07] the foreseeable future as far as space is  
[01:17:09] concerned. So how are we anticipating  
[01:17:12] helping these people transition up when we  
[01:17:14] ourselves don't have anything for the next  
[01:17:17] ten years? As far as other bids or RFPs,  
[01:17:20] now we do have other secondary fees  
[01:17:23] becoming available. So concourse sea  
[01:17:25] expansion is the last opportunity for new  
[01:17:27] space, not other opportunities. Got it.  
[01:17:30] So the other lease groups will be, other  
[01:17:32] lease groups will be expiring terms for  
[01:17:34] current spaces and just not brand new  
[01:17:36] space that we're introducing into the  
[01:17:37] airport. Got it. Okay. So as we rotate  
[01:17:40] through the lease groups, that's when we  
[01:17:41] expect these folks to. And that timeline  
[01:17:43] matches up as far. If we were to do this  
[01:17:45] in 2026, it sounds like we would have  
[01:17:48] something around 29. We would have things  
[01:17:51] coming up in 27, 28. We have  
[01:17:54] some things coming up throughout. Yeah.  
[01:17:55] Okay, great. Thanks for that. That was  
[01:17:56] informative. That's it for me.  
[01:18:01] Commissioner Felleman, I just wanted to  
[01:18:05] express my appreciation of how great a  
[01:18:07] program this is to give these small  
[01:18:10] businesses this opportunity and what a  
[01:18:12] great use of space. And I just had this  
[01:18:15] opportunity. I was like, in five airports  
[01:18:16] in the past several weeks. You know, La,  
[01:18:19] San Diego, Fort Lauderdale, West Palm,  
[01:18:22] DC. And, you know,  
[01:18:26] we are probably the most space constrained  
[01:18:28] of the airports, but have like, more  
[01:18:31] opportunity, more options for food and  
[01:18:35] dining opportunities. And I just was  
[01:18:37] really impressed by coming home to SEA and  
[01:18:40] seeing really what is a great assortment  
[01:18:43] of opportunities compared to these other  
[01:18:46] airports. I was really impressed and being  
[01:18:48] able to squeeze these little guys in  
[01:18:49] there, all the better. So thank you for  
[01:18:51] your work. Thank you. Thank you.  
[01:18:56] I have a couple of comments, too, just  
[01:18:58] echoing the sentiments of my colleagues.  
[01:19:00] One of the reasons why we. This was

[01:19:01] initially supposed to be on the consent  
[01:19:03] agenda, but we pulled it off because I  
[01:19:05] think it is beneficial for the public to  
[01:19:08] hear about this really incredible kiosk  
[01:19:12] opportunities that are available for small  
[01:19:14] businesses to go or people who are  
[01:19:16] interested in partnering with the port,  
[01:19:19] going from being a small business to a  
[01:19:21] micro business, and even larger if they  
[01:19:23] choose to in the future. Thank you again  
[01:19:26] for the presentation. I did want to, in  
[01:19:29] addition to Commissioner Cho's question  
[01:19:31] about when the RFP is going to come out,  
[01:19:33] on average, how much does it cost to rent  
[01:19:36] one of these kiosks? So it. As far as the  
[01:19:40] retail ones or the food incubator, once it  
[01:19:42] comes out? Both. So we have a minimum  
[01:19:45] rate. We don't have a standard like mag or  
[01:19:49] anything like that. So it's a minimum  
[01:19:50] percentage rent and it's based on gross  
[01:19:52] sales. So it's a minimum of 10% of gross  
[01:19:55] sales. That's beautiful. Thank you. Well,  
[01:19:58] I'm looking forward to supporting this  
[01:20:00] item and hearing no further questions for  
[01:20:03] this item. Is there a motion in a second  
[01:20:05] to adopt agenda item ten c? So moved.  
[01:20:09] Second. Great. The motion has been made  
[01:20:11] and seconded. Clerk Hart, please call the  
[01:20:13] roll. Commissioner, say aye or nay when  
[01:20:15] your names are called, beginning with  
[01:20:17] Commissioner, Calkins Aye. Thank you.  
[01:20:20] Commissioner Cho Aye. Thank you.  
[01:20:22] Commissioner Felleman. Aye. Thank you.  
[01:20:25] Commissioner Hasegawa. Aye. Thank you.  
[01:20:27] Commissioner Mohammed. Aye. Thank you.  
[01:20:29] Five ayes and zero nays for this item.  
[01:20:32] The motion passes. Thank you both for the  
[01:20:34] presentation. Thank you. Clerk Hart,  
[01:20:37] please read the next item into the record  
[01:20:39] and Evan, commissioned strategic advisor,  
[01:20:42] will then introduce the item. Thank you.  
[01:20:46] This is item ten D, order number 20240.  
[01:20:49] Five an order establishing the responsible  
[01:20:52] tourism committee as the Port of Seattle  
[01:20:54] Commission's special committee.  
[01:21:00] Thank you. Good afternoon,  
[01:21:02] commissioners. I'm here to present the  
[01:21:04] order to establish the responsible tourism  
[01:21:06] Committee as a port of Seattle special  
[01:21:08] committee. Tourism is the fourth largest  
[01:21:11] industry in Washington state, directly  
[01:21:12] employing over 200,000 Washington state  
[01:21:15] residents and generating nearly 22 billion  
[01:21:17] in annual revenue throughout the state.  
[01:21:20] Here at the port of Seattle, tourism is  
[01:21:22] very important to us because Seattle  
[01:21:24] Tacoma International Airport, along with  
[01:21:26] the port's cruise terminals, are two of  
[01:21:30] the primary gateways for travelers to  
[01:21:31] visit Washington state. Tourism in  
[01:21:34] Washington state is heavily focused on the  
[01:21:36] Pacific Northwest's unique natural  
[01:21:38] landscapes and outdoor recreation

[01:21:40] opportunities. Visitors come here to see  
[01:21:42] and experience the mountains, forests,  
[01:21:45] lakes and seas of the Pacific Northwest,  
[01:21:48] and they come to participate in outdoor  
[01:21:49] recreation to hike, camp, bike, ski,  
[01:21:53] fish, boat and see the amazing wildlife  
[01:21:56] here in person. And finally, visitors also  
[01:21:59] come here to learn how the stewardship of  
[01:22:01] nature is intertwined with our region's  
[01:22:03] indigenous cultures and peoples.  
[01:22:06] In 2019, visitors spent 78 million days in  
[01:22:09] state managed public lands that increased  
[01:22:11] to 87 million days in 2020.  
[01:22:14] What that number means is that for each of  
[01:22:16] these days, one person was experiencing  
[01:22:18] state recreational lands. Even more  
[01:22:22] recently, in 2023, national parks in  
[01:22:24] Washington state had over 4.6 million  
[01:22:26] visitors come to experience those national  
[01:22:29] parks. The number of visitors are expected  
[01:22:32] to continue to increase. In just a couple  
[01:22:35] years, the FIFA World cup will come to  
[01:22:36] King county and there are an estimated  
[01:22:39] 750,000 visitors coming to this global  
[01:22:43] sporting event, many of which we can  
[01:22:45] assume will go out and experience the  
[01:22:47] outdoors and bring impacts to our region.  
[01:22:51] The Port of Seattle is increasingly  
[01:22:53] committed to advancing responsible tourism  
[01:22:54] practices that expand the awareness and  
[01:22:56] opportunities for travelers to experience  
[01:22:58] destinations in Washington that benefit  
[01:23:01] the economy while helping to minimize the  
[01:23:03] negative impacts on communities and the  
[01:23:05] environment. A great example of the port's  
[01:23:07] commitment to this is the responsible  
[01:23:09] tourism handbook, and I want to give a  
[01:23:11] shout out to the director of Tourism,  
[01:23:13] Nick Leonti, and aye. team for putting that  
[01:23:15] document together, which is a  
[01:23:17] comprehensive guidebook for other  
[01:23:18] organizations to build out responsible  
[01:23:20] tourism and guide our own ongoing efforts.  
[01:23:24] Establishing the responsible tourism  
[01:23:26] committee will create an opportunity for  
[01:23:28] commissioner Cho provide oversight and  
[01:23:30] engagement with staff that are working to  
[01:23:32] advance the port's commitment on this  
[01:23:34] issue. The committee will continue to  
[01:23:37] exist until the commission finds it no  
[01:23:39] longer has value or is established as a  
[01:23:41] permanent committee. Commission president  
[01:23:44] Hamdi Mohammed and Commissioner Fred  
[01:23:45] Felleman will serve on this committee. The  
[01:23:48] tourism director within the Port of  
[01:23:50] Seattle's economic development department,  
[01:23:52] or designee, shall support the special  
[01:23:54] committee as the primary executive staff  
[01:23:55] contacts. The committee's anticipated work  
[01:23:58] plan will include overseeing the  
[01:24:00] initiation and reviewing the progress of  
[01:24:02] the Snoqualmie responsible tourism  
[01:24:03] project, make recommendations for future

[01:24:06] responsible tourism programs, provide  
[01:24:09] updates on the work of external committees  
[01:24:11] including the US Department of Commerce,  
[01:24:13] Travel and Tourism Advisory Council, the  
[01:24:15] Pacific Northwest Economic Region Tourism  
[01:24:18] Committee, and visit Seattle's committee,  
[01:24:21] all of which are working to monitor and  
[01:24:23] provide input towards preparations for  
[01:24:24] FIFA World cup. And finally, we will  
[01:24:28] monitor state level efforts to advance  
[01:24:29] responsible tourism. And that concludes  
[01:24:32] the introduction of this order.  
[01:24:41] Thank you, Evan, for the presentation. Is  
[01:24:43] there a motion and a second to adopt order  
[01:24:45] number 22,405? So moved.  
[01:24:48] Seconded. Great. The motion has been made  
[01:24:51] and seconded. Are there any comments or  
[01:24:53] discussion from commissioners for this  
[01:24:55] item? I'll start with Commissioner  
[01:24:56] Felleman. Well,  
[01:24:59] thank you for that introduction, Evan. I  
[01:25:02] appreciate that and thoughtfully  
[01:25:05] presented. So I'm happy to be able to be  
[01:25:09] the first co chair of this effort. You  
[01:25:12] know, tourism is such a basic part of the  
[01:25:14] port of Seattle's portfolio and,  
[01:25:17] you know, we've been doing this for,  
[01:25:19] since getting out of the gates, and the  
[01:25:21] airport has a major gateway to the region.  
[01:25:23] And that recent study, we just saw that a  
[01:25:26] tremendous amount of people come here,  
[01:25:28] international travelers, actually, to see  
[01:25:30] our natural wealth. But it doesn't stay  
[01:25:33] this way unless we actively steward it.  
[01:25:34] And the COVID  
[01:25:38] pandemic really provided a glimpse into  
[01:25:41] the future as to what would be if we do  
[01:25:44] not increase our capacity to handle this  
[01:25:46] growth. Increasing desirability  
[01:25:50] of this area as the rest of the world sort  
[01:25:52] of is declining, I would say.  
[01:25:56] And the push for people going outdoors was  
[01:25:59] a tremendous influx and our  
[01:26:03] trails and natural areas really suffered  
[01:26:05] the consequence. So with that little  
[01:26:06] glimpse into the future, I thought that  
[01:26:09] this was a great opportunity to try to get  
[01:26:12] proactive in this pilot project in  
[01:26:13] Snoqualmi is just one effort to do that  
[01:26:16] and so I'm very happy to be able to see if  
[01:26:20] we can make this a permanent committee,  
[01:26:22] but it seems so foundational to the port.  
[01:26:24] We take on this little piece of it,  
[01:26:26] trying to be the stewards of the natural  
[01:26:28] world. Thank you, Commissioner Fellamon,  
[01:26:31] for those comments and for introducing  
[01:26:33] this item. Are there any additional  
[01:26:35] comments from my colleagues? Well, I will  
[01:26:39] just say I'm excited to serve on this  
[01:26:42] committee with Commissioner Felleman as  
[01:26:43] well, and looking forward to opportunities  
[01:26:46] for us to continue to improve,  
[01:26:51] expand our tourism portfolios at the port

[01:26:54] and ensuring that we do that in alignment  
[01:26:56] with our port priorities and being in  
[01:27:00] values, being sustainable, doing, being  
[01:27:03] good stewards of our environment, and so  
[01:27:06] looking forward to what comes out of this  
[01:27:08] ad hoc committee and seeing where it goes.  
[01:27:10] With that said and hearing no further  
[01:27:12] discussions, clerk Hart, please call the  
[01:27:14] roll for the vote. And commissioners,  
[01:27:15] please say aye or nay when your names are  
[01:27:17] called. Thank you. Beginning with  
[01:27:19] Commissioner Calkins. Aye. Thank you.  
[01:27:22] Commissioner Cho. Aye. Thank you.  
[01:27:25] Commissioner Felleman. Aye. Thank you.  
[01:27:27] Commissioner Hasegawa. Aye. Thank you,  
[01:27:29] Commissioner Mohamed. Aye. Thank you.  
[01:27:31] Five ayes, zero nays for this item.  
[01:27:33] Wonderful. The motion passes. Moving on to  
[01:27:37] item number eleven on the agenda  
[01:27:39] presentation and staff reports. Clark  
[01:27:42] Hart, please read the next item into the  
[01:27:45] record and then executive director Metruck  
[01:27:47] will introduce the item. Thank you. This  
[01:27:49] is agenda item eleven a, the 2023  
[01:27:52] financial performance briefing.  
[01:27:56] Commissioners, our next item is the 2023  
[01:28:00] year end financial performance briefing,  
[01:28:02] and I'm pleased to report that the full  
[01:28:03] year results are positive. Operating  
[01:28:06] revenues were up both compared to 2022,  
[01:28:10] and we posted growth in the airport and  
[01:28:12] cruise passenger volumes. To me, these  
[01:28:15] results indicate that the 2023 marks in  
[01:28:17] the near complete recovery business  
[01:28:20] operations is upon us and our focus now  
[01:28:22] turns to managing future growth. I'm also  
[01:28:25] pleased to note that with respect to  
[01:28:27] capital delivery, which you know is high  
[01:28:29] importance and priority for me, we  
[01:28:31] executed nearly 90% of our budgeted  
[01:28:34] capital spending in 2023. So the  
[01:28:37] presenters this afternoon are Dan Thomas,  
[01:28:39] chief financial officer. Michael Tong,  
[01:28:42] director of corporate budget, Kelly Zuban,  
[01:28:44] director, finance and budget for Seaport,  
[01:28:47] and Heidi Papachak, director of aviation,  
[01:28:49] finance and budget. So with that, I'll  
[01:28:51] turn it over to CFO Dan Thomas. Thank you,  
[01:28:54] Steve. Good afternoon, commissioners. You  
[01:28:56] go to the first slide, please. We're  
[01:28:58] pleased to be here to present the year end  
[01:29:00] financial and operational results. We will  
[01:29:02] try to be brief. There's a lot of  
[01:29:03] materials in there, but we have put a lot  
[01:29:06] of the slides in the appendix if you want  
[01:29:08] a deeper dive in some of the information.  
[01:29:10] And also wanted to note, you have access  
[01:29:12] to the full written report as well in your  
[01:29:16] packet, and then of course, we're happy to  
[01:29:18] answer any questions as we go through the  
[01:29:19] presentation. As Steve mentioned,  
[01:29:22] financial performance has been very strong  
[01:29:24] in 2023. I think it really reflects kind



[01:29:27] of a milestone, a turning point as coming  
[01:29:29] out of the pandemic and moving on to a  
[01:29:32] future of growth. As Steve mentioned, I  
[01:29:36] think we basically, most of our  
[01:29:38] operational and financial metrics have  
[01:29:41] exceeded pre pandemic levels. For the most  
[01:29:44] part, airport passengers grew  
[01:29:48] nearly 11% over the previous year and were  
[01:29:51] just slightly below 2019 levels at 1.8%.  
[01:29:55] So very, very close, and we expect to  
[01:29:57] exceed 2019 this year. Cruise season  
[01:30:00] posted a record of 1.78 million  
[01:30:02] passengers, which was 25% above budget.  
[01:30:06] So very, very strong performance there.  
[01:30:08] On the airport side, non aeronautical  
[01:30:11] revenues were a little over 10% over  
[01:30:13] budget and 27% higher than 2022.  
[01:30:17] You'll get more details on that, but  
[01:30:19] really strong growth across the board in  
[01:30:21] the non aeronautical business segments.  
[01:30:25] On the non airport side, also, revenues  
[01:30:27] are strong, almost 7% above budget and 8%  
[01:30:31] higher than 2022. And that reflects strong  
[01:30:33] performance both in the maritime division  
[01:30:35] in particular and in northwest Seaport  
[01:30:37] alliance, which feeds into those numbers.  
[01:30:39] On the operating expense side,  
[01:30:41] technically, we were \$16.3 million below  
[01:30:44] budget, but that was mainly due to a  
[01:30:47] nearly \$28 million non cash expense  
[01:30:49] expense credit that we booked as part of  
[01:30:52] accounting for the ports participation in  
[01:30:54] the Washington Department of Retirement  
[01:30:57] Systems pension programs. We've been  
[01:30:59] experiencing this over the past several  
[01:31:01] years when new accounting rules were put  
[01:31:03] into place, because when the, when DRS  
[01:31:07] does their calculation of pension expense,  
[01:31:10] when they update the valuation, that  
[01:31:13] number is often very different than what  
[01:31:15] we recognized during the year, because  
[01:31:18] what we can budget for is just our cash  
[01:31:20] contribution to those pension programs.  
[01:31:24] And it's not until later in the year when  
[01:31:25] we get an updated number from drs that  
[01:31:27] shows us what our actual pension expense  
[01:31:30] was based on that updated actuarial  
[01:31:33] valuation. And over the past number of  
[01:31:36] years, we've tended to get a credit as a  
[01:31:39] result of that, which lowers our expense.  
[01:31:41] In fact, two years ago it was over \$50  
[01:31:43] million. So it's a pretty big number.  
[01:31:47] But without that, our expenses were about  
[01:31:50] \$12 million over budget. And we show you  
[01:31:53] numbers with and without throughout the  
[01:31:54] presentation. So we try to adjust out  
[01:31:56] where we can to show you what our expenses  
[01:31:58] would have been without that credit for  
[01:32:00] greater transparency, but just noting on  
[01:32:03] that expense override, a couple of the key  
[01:32:06] factors that really, the primary ones that  
[01:32:09] played into that were, were operating  
[01:32:12] environmental expenses. As you know, much

[01:32:14] of our environmental expense is below the  
[01:32:16] line that hits our non operating expense,  
[01:32:18] but if it's related to current operations,  
[01:32:21] we book it as an operating expense. So we  
[01:32:23] were aye. with some unanticipated  
[01:32:25] environmental expenses, both in maritime  
[01:32:27] and aviation. We had a lot less  
[01:32:31] charges to capital during the year. Staff  
[01:32:34] time and contracted expenses were lower  
[01:32:37] than budgeted. And then we also had large,  
[01:32:40] unanticipated outside legal expenses.  
[01:32:43] That's a difficult one for us to budget  
[01:32:45] every year, depending on the level and  
[01:32:48] extent of lawsuits we encounter. So that  
[01:32:51] was over budget and also a number of large  
[01:32:54] settlements. We experienced legal claims  
[01:32:56] settlements that were unanticipated. So  
[01:32:58] those were some of the key drivers on  
[01:33:00] those higher expenses. So with that, I'll  
[01:33:04] turn it over to Heidi Popachak to talk  
[01:33:05] about the aviation performance. Well,  
[01:33:09] good afternoon, Commissioner Mohammed and  
[01:33:11] commissioners and the executive director,  
[01:33:14] Heidi Popichok, director of aviation and  
[01:33:16] finance and budget. Today we'll walk you  
[01:33:19] through the aviation division, 2023 Q,  
[01:33:21] four financial performance. Next slide,  
[01:33:24] please. So within the aviation division,  
[01:33:28] the passenger volume is a key Metruck.  
[01:33:30] And as Dan mentioned,  
[01:33:34] with our 2023 year end passenger  
[01:33:38] volumes, we're at 50.9 million passengers.  
[01:33:41] That's 1.8% below our pre pandemic levels,  
[01:33:45] but definitely on the rebound. We're  
[01:33:47] seeing an increase in that, which is  
[01:33:50] positive news. Next slide.  
[01:33:55] So this is an overview of our revenues and  
[01:33:58] expenditures for the aeronautical  
[01:34:01] revenues, which is our cost recovery side  
[01:34:04] of the house, where we charge the  
[01:34:05] airlines. We show a reduction in revenues  
[01:34:10] due to the aeronautical share  
[01:34:14] of the pension credit that Dan mentioned  
[01:34:16] moments ago, as well as some of the  
[01:34:19] capital projects were delayed, and thus we  
[01:34:22] are unable to charge the airlines for the  
[01:34:26] capital project share when those go into  
[01:34:28] service. So there was a slight delay in  
[01:34:31] that and we saw a \$25 million  
[01:34:35] reduction in revenue. Then moving on to  
[01:34:38] the non aeronautical side of the house,  
[01:34:41] which consumes our airport, dining,  
[01:34:44] retail, ground transportation and parking  
[01:34:47] revenues. We saw an increase of about  
[01:34:51] 30 and a half million dollars. So a  
[01:34:54] number of those revenue streams on that  
[01:34:57] side of the house outperformed our budget  
[01:35:00] expectations. And I'll speak more to that  
[01:35:03] in a subsequent slide. Next slide,  
[01:35:05] please. So then, just looking at overall  
[01:35:09] operating expenses, as you can see, we  
[01:35:12] are, we ended up 2.6% under budget and  
[01:35:16] also, and that includes that pension

[01:35:19] credit that Dan mentioned. We also saw the  
[01:35:23] legal cost increases as well as some  
[01:35:26] environmental remediation liability costs  
[01:35:28] that came in as well. So those were some  
[01:35:31] of the cost drivers and then some of the  
[01:35:33] charges to capital when we have vacancies  
[01:35:36] on the capital side. We are unable to meet  
[01:35:39] some of that throughput because we have  
[01:35:41] those vacant positions. So those are just  
[01:35:44] kind of the three key factors in regards  
[01:35:46] to our operating budget for expenses.  
[01:35:50] Next slide.

[01:35:53] So this bar chart just is a high level  
[01:35:56] overview of the various cost center that  
[01:35:58] make up our aeronautical revenues. I won't  
[01:36:00] spend too much time on it, but just to  
[01:36:02] illustrate those cost centers where we saw  
[01:36:06] lower than expected budget to actuals,  
[01:36:09] that next slide.

[01:36:13] And this slide illustrates our non  
[01:36:16] aeronautical revenue concession grants  
[01:36:19] that we received. And looking at 2023,  
[01:36:24] we have exhausted all of those grants. So  
[01:36:26] 2024 we won't share, won't have any  
[01:36:30] grants to disperse to any of our ADR  
[01:36:33] tenants. So we just consumed all of those  
[01:36:36] grant funds there. Next slide.

[01:36:41] And this here's that very positive  
[01:36:43] performance for non aeronautical revenues.  
[01:36:46] As you can see, for public parking, we  
[01:36:48] budgeted about 100 million and we  
[01:36:51] outperformed greatly. We reached \$111  
[01:36:55] million in the parking side. And so  
[01:36:58] looking at the other revenue streams from  
[01:37:00] non aeronautical, very positive as well.  
[01:37:03] And we're very proud of that increase in  
[01:37:05] parking and want to continue that and  
[01:37:07] continue to grow non aeronautical revenues  
[01:37:09] for the foreseeable future. Next slide,

[01:37:12] please. So talking about kind  
[01:37:16] of on grants, again, just looking at the  
[01:37:18] federal relief grant summary, we've  
[01:37:21] exhausted all the grants in 2023 and so  
[01:37:24] we have closed those out and just wanted  
[01:37:27] to do the year end close out for the grant  
[01:37:31] so we won't see these type of grants come  
[01:37:33] in in 2024 and in subsequent  
[01:37:37] years. Next slide, please.

[01:37:41] Then this slide just illustrates how  
[01:37:43] positive we were able to accomplish our  
[01:37:46] debt service coverage ratio. We ended up  
[01:37:49] being above 1.4 times coverage to  
[01:37:54] some of those outperforming revenues,  
[01:37:56] that definitely increased that. So for the  
[01:37:59] non aeronautical revenues increase, also  
[01:38:02] with our O and M budget expenses coming in  
[01:38:05] lower, that was able to increase our debt  
[01:38:09] service coverage. Next slide.

[01:38:14] And then looking at our airport  
[01:38:15] development fund balance, we typically,  
[01:38:19] we're targeting 18 months of for  
[01:38:23] our ADF balance and some of that was  
[01:38:28] attributed to, again, having higher,

[01:38:33] excuse me, having the savings from the O  
[01:38:36] and M budget as well as we have for  
[01:38:39] the aeronautical side, we have a  
[01:38:43] settlement to the airlines to kind of  
[01:38:45] reconcile the expenses. So there's about a  
[01:38:48] \$47 million settlement that we give back  
[01:38:52] to the airlines, part of our signatory  
[01:38:54] lease of operating agreement provisions.  
[01:38:59] So overall positive news for the ADF  
[01:39:02] balance. Next slide, please.  
[01:39:06] And then looking on the capital side,  
[01:39:09] 91% of our budget for capital was spent  
[01:39:12] in 2023. We were very successful  
[01:39:17] in staying on track on some of our mega  
[01:39:19] projects. Our mega projects are projects  
[01:39:22] that are over \$300 million. So that was  
[01:39:25] very positive news for us to make sure  
[01:39:28] that we stay on schedule and keep those  
[01:39:31] projects moving forward. Next slide,  
[01:39:34] please. And this table  
[01:39:38] just illustrates, as I mentioned, some of  
[01:39:41] the mega projects and in the various  
[01:39:42] categories of our CIP. But just looking at  
[01:39:45] the 2023 actual, our plan of finance,  
[01:39:48] the 2024 budget, and just kind of what the  
[01:39:51] outlook looks for the next five years for  
[01:39:53] those capital program categories. And I  
[01:39:57] believe this concludes my presentation.  
[01:40:00] Happy to answer questions at this time.  
[01:40:01] Yeah. It would be great if we could break  
[01:40:03] it up and ask some questions on the non  
[01:40:06] aeronautical side. Sure. Yep.  
[01:40:07] Commissioner Felleman, you have a question?  
[01:40:10] Yeah, mine's a broader question. I've  
[01:40:12] raised this in the past is, you know,  
[01:40:15] we're one of the few ports that have both  
[01:40:17] an airport and a seaport, and we seem to  
[01:40:19] describe ourselves as an airport.  
[01:40:23] And then what we're not. We have  
[01:40:25] aeronautical revenue, then we have non  
[01:40:29] airport non revenue, and then we have non  
[01:40:32] airport revenue. Why don't we say what we  
[01:40:34] are instead of just what we're not? And in  
[01:40:37] terms of. Actually, it's, I think,  
[01:40:40] really as a communication tool, in terms  
[01:40:43] of being able to describe that it is  
[01:40:46] maritime and edd, it's not non  
[01:40:49] aeronautical. I just think it's really as  
[01:40:52] a budget to communicate to the public.  
[01:40:54] Obviously, it's not your point and it's  
[01:40:56] not your issue, but, and it's good to see  
[01:40:59] the numbers in the positive line. I just  
[01:41:02] think as a communication tool, it's a  
[01:41:03] little obtuse. We appreciate that comment,  
[01:41:06] commissioner. Film. We have struggled with  
[01:41:07] that over the years as to what  
[01:41:09] nomenclature we should use for all the  
[01:41:11] business, because there's a number of  
[01:41:13] them. Right. That are not airports. So  
[01:41:16] sometimes it's easier just to say non  
[01:41:17] airport. But I think you're right. I think  
[01:41:19] something that's more descriptive. We'll  
[01:41:20] look to see if we can come up with

[01:41:22] something that's a little more  
[01:41:23] descriptive.  
[01:41:26] Any additional questions? I have a quick  
[01:41:29] question. Thank you, Heidi, for the  
[01:41:32] presentation. The 30 million increase on  
[01:41:36] the non aeronautical non airport, is that  
[01:41:40] in alignment for  
[01:41:44] the parking that you described? Was it  
[01:41:47] because the rates increased or was it  
[01:41:49] because we had more, just the rates,  
[01:41:52] a combination of, like, passengers in  
[01:41:55] rates? Yes, because in June of  
[01:41:59] each year we increased the parking rate.  
[01:42:02] And I believe we did that in 2023. And as  
[01:42:06] you might be aware, that the budget  
[01:42:08] doesn't fully catch up because when the  
[01:42:11] budget is developed, it's not contemplated  
[01:42:13] that we'll do the increase in the  
[01:42:16] following year. And so it's a  
[01:42:20] combination of both behavior from  
[01:42:23] passengers as well as rate  
[01:42:26] increases that typically would go in  
[01:42:28] effect in June of the following year.  
[01:42:30] That's a combination of the two. Thank you  
[01:42:32] for that. Well, here are no additional  
[01:42:35] questions for you. We can go on in the  
[01:42:37] presentation. Okay, thank you. Pass it on  
[01:42:39] to my colleague Kelly Zepone, support  
[01:42:41] seaport side Kelly thanks,  
[01:42:46] Heidi. Good afternoon,  
[01:42:50] commissioners executive director, Metruck  
[01:42:52] we will now discuss the seaport divisions,  
[01:42:56] including maritime economic development,  
[01:42:58] stormwater utility and the port's interest  
[01:43:01] in the Northwest Seaport alliance joint  
[01:43:03] venture with Port of Tacoma.  
[01:43:06] This is a list of our key metrics. There  
[01:43:09] are several in the appendix as well,  
[01:43:12] as you can see, and as Dan mentioned  
[01:43:14] earlier, cruise is fully recovered from  
[01:43:17] the pandemic with a record 1.78 million  
[01:43:20] passengers on 291 calls.  
[01:43:23] We anticipate the high growth we have had  
[01:43:26] the past several years stabilizing near  
[01:43:29] the 2023 levels going forward,  
[01:43:33] maybe a little, a little less. On the  
[01:43:35] passenger side. We've got budgeted for  
[01:43:37] next year. Grain was challenged by reduced  
[01:43:40] demand from China. On the plus side, year  
[01:43:43] to date through February, we've seen a 35%  
[01:43:47] increase year over year and this actual  
[01:43:50] past February had the highest volume since  
[01:43:53] 2022. We're not certain if this  
[01:43:56] is a blip or hopefully a revision to  
[01:43:59] historic norms. Cargo continued  
[01:44:03] a downward trend in volumes with container  
[01:44:05] TEUs at the lowest level in the Seaport  
[01:44:09] alliance history. Occupancy rates at  
[01:44:12] Shilshall Bay continued at record high  
[01:44:15] levels thanks to the process improvements  
[01:44:16] addressed in 2022. For guest mortgage next  
[01:44:20] slide please. Here is a  
[01:44:24] roll up of the seaport financials revenues

[01:44:27] were 7% higher than budget and up 9% from  
[01:44:30] last year. The increases  
[01:44:34] were driven, obviously by the record year  
[01:44:36] in cruise and high demand for waterside  
[01:44:39] businesses and some unplanned one time  
[01:44:42] events at Northwest Seaport alliance.  
[01:44:45] These were partially offset by weakness in  
[01:44:48] grain and conference and event centers.  
[01:44:51] Expenses were 2% above budget from about  
[01:44:54] 4 million in environmental remediation  
[01:44:57] expenses tied to capital projects, with  
[01:44:59] about 2 million related to terminal  
[01:45:02] 91 bursts six and eight, and the other 2  
[01:45:04] million split between the Maritime  
[01:45:07] Innovation center and terminal five based  
[01:45:10] on the port's net operating income.  
[01:45:13] Absent non cash entries such as  
[01:45:15] depreciation and pension. True up we were  
[01:45:19] \$8.1 million better in budget and 1.7  
[01:45:23] million less than 2023.  
[01:45:27] Next slide please.  
[01:45:34] In this Q four year end financial  
[01:45:35] briefing, we typically introduce changes  
[01:45:38] in major projects from 2024. Plan of  
[01:45:41] finance that we shared last October to the  
[01:45:45] 2024 budget we will be performing against  
[01:45:47] for this year. Overall, we plan to spend  
[01:45:50] about \$27 million less in 2024 than we had  
[01:45:54] thought last fall. The two projects that  
[01:45:57] stand out are the Maritime Innovation  
[01:45:59] center. This is the adjustment is  
[01:46:02] based more on a timing of invoicing and  
[01:46:05] terminal 91 uplands, which had some  
[01:46:07] revised timelines.  
[01:46:12] Do note this capital forecast does not  
[01:46:14] include work our project management team  
[01:46:17] does for the Northwest Seaport alliance,  
[01:46:18] which is roughly equal in size. Next  
[01:46:22] slide, please.  
[01:46:26] Next slide.  
[01:46:31] The maritime division net operating income  
[01:46:34] of 12 million was about \$2.3 million  
[01:46:38] above budget and roughly the same as 2022.  
[01:46:42] Revenue was better than expected by what  
[01:46:45] is likely the last year of double digit  
[01:46:47] growth in crudes offset by the lower grade  
[01:46:49] volumes. As mentioned earlier, expenses  
[01:46:52] were over budget by \$4.3 million,  
[01:46:54] primarily due to the remediation we spoke  
[01:46:56] about earlier, but also due to the  
[01:46:59] maintenance department experiencing higher  
[01:47:01] than expected materials cost. We spent  
[01:47:04] about 68% of the capital budget this year  
[01:47:07] and saw waterfront project management  
[01:47:10] execution rate ramping to 79% in Q  
[01:47:13] four, which is one of the biggest big  
[01:47:15] goals we have this year and moving into  
[01:47:18] next year as well. Next slide, please.  
[01:47:25] Okay. There were no significant variances  
[01:47:28] for the stormwater utility results for  
[01:47:30] 2023. We do continue to see maintenance  
[01:47:33] expenses move up and down each year  
[01:47:35] depending on the quantity of our tenants



[01:47:37] industrial permit needs. So when they're  
[01:47:39] not working on the utility, oftentimes  
[01:47:41] they're working for SSA or some of these  
[01:47:43] other groups the on their industrial  
[01:47:44] permits. Our reserve balance  
[01:47:48] remains above the targeted six months  
[01:47:50] operating expense.  
[01:47:53] Next slide, please.  
[01:47:57] This is a high level look at the Northwest  
[01:47:59] Seaport alliance financials. The 111  
[01:48:02] million net operating income in 2023  
[01:48:06] actual is a rough proxy of the  
[01:48:08] distributable income that gets split  
[01:48:11] between the Port of Tacoma and the port of  
[01:48:13] Seattle. You'll see something similar in  
[01:48:15] the next slide when we move there. For  
[01:48:18] distributable income, the alliance was  
[01:48:21] able to compensate for reductions in cargo  
[01:48:24] volumes with rent increases,  
[01:48:26] unanticipated revenue from military  
[01:48:28] vessels and expense savings to grow income  
[01:48:31] by 15%.  
[01:48:36] Next slide, please.  
[01:48:40] This slide represents the port's interest  
[01:48:42] in the joint venture. We received about  
[01:48:45] \$7.5 million more than budget and  
[01:48:48] distributable income from the Seaport  
[01:48:50] alliance and another 900,000 from higher  
[01:48:54] than expected budget on the ports  
[01:48:58] portion of terminal 46. This is related to  
[01:49:01] the Pacific crane maintenance lease out  
[01:49:03] there. This was offset by unbudgeted  
[01:49:07] environmental expenditure at terminal five  
[01:49:10] and. Next slide, please.  
[01:49:17] So for the economic development division,  
[01:49:21] our net operating income was about 1.5  
[01:49:23] million below budget. Absent that DRS  
[01:49:26] pension. True, up and about 330,000  
[01:49:30] below budget. With it, revenue was 5  
[01:49:33] million below budget, which is down about  
[01:49:35] 3% from 2022. This was most. This was  
[01:49:40] driven by conference center cancellations  
[01:49:42] tied to, really a strong,  
[01:49:45] highly competitive environment that we're  
[01:49:47] facing right now. Expenses were below  
[01:49:50] budget by about 3.5 million before the  
[01:49:53] pension. True. Up with less variable costs  
[01:49:55] related to the conference centers,  
[01:49:58] comfort centers, about a 15% margin  
[01:50:02] business. So, you know, as our volumes go  
[01:50:04] down, we get about 85% savings on the  
[01:50:07] dollar with that. And lower tenant  
[01:50:10] improvements offset by the  
[01:50:13] EdD grant cycle change from a one year to  
[01:50:16] a two year change, which we had  
[01:50:19] nearly twice as many matching  
[01:50:23] payments this past year than we did the  
[01:50:26] year before, where if you look at the year  
[01:50:29] before, we hardly spent anything on the  
[01:50:31] grants, so they often will wait towards  
[01:50:34] the end to submit their matching  
[01:50:37] reimbursable payments on those. And I  
[01:50:40] think that's it for. Can we take

[01:50:44] a break? Any questions? Yeah, let's pause  
[01:50:46] for questions for you. Any questions from  
[01:50:49] commissioners? Commissioner Felleman?  
[01:50:54] Hi. I'd like to start off again with the  
[01:50:57] labeling issue, and again, this is for  
[01:51:00] communication in the stormwater utility  
[01:51:03] and in  
[01:51:07] the joint venture financials. So we have a  
[01:51:10] summary of the Northwest Seaport alliance,  
[01:51:12] and then underneath that we have the joint  
[01:51:14] venture Q four, and within the revenue  
[01:51:16] section, we have the Seaport alliance  
[01:51:18] distributable revenue and the Contra joint  
[01:51:21] venture. Joint revenue.  
[01:51:25] And just in this seaport performance, we  
[01:51:28] have joint venture, but we don't mention  
[01:51:29] Seaport alliance. It's inconsistent.  
[01:51:32] And, again, the Seaport alliance is sort  
[01:51:35] of a known revenue stream and expense,  
[01:51:39] and I just don't know why we don't or put  
[01:51:43] slash so consistently. We know what we're  
[01:51:46] referring to. I just want to say, before I  
[01:51:47] get into this silly stuff, it's not silly,  
[01:51:50] though. I think this is one of the most  
[01:51:52] important documents. It really shows that  
[01:51:55] our aspirations are one thing. What we  
[01:51:57] actually did is what's critical. And I  
[01:51:59] really think, in our budget retreats going  
[01:52:02] forward, really focusing on this as  
[01:52:07] what were our handicaps? Where were we?  
[01:52:08] Strong, really? Well, should very much  
[01:52:10] help guide our future.  
[01:52:13] But as far as commissioners being able to  
[01:52:15] really contribute to that conversation,  
[01:52:18] making sure we understand what the  
[01:52:20] breakouts are, I think is also to  
[01:52:23] communicate with the public. It's not  
[01:52:24] trivial. No. Thank you for that,  
[01:52:26] commissioner. I think it might make sense  
[01:52:28] for us at some point to step back a little  
[01:52:30] bit and help just define these things,  
[01:52:33] because they are a little bit different.  
[01:52:35] The Seaport alliance itself is really one  
[01:52:37] line item in the port income statement.  
[01:52:40] It's the bottom line. It's the net income  
[01:52:42] of the alliance. But then we have what we  
[01:52:44] call the joint venture, which includes  
[01:52:46] that, but it also includes other  
[01:52:48] expenditures, expenses that we incur that  
[01:52:51] aren't paid for by the alliance, but  
[01:52:53] they're related to alliance businesses.  
[01:52:55] So if we're doing, you know, some work  
[01:52:57] related to terminals, but it's not an  
[01:52:59] alliance expense, we need a place because  
[01:53:01] it's not maritime. Right. So we need a  
[01:53:04] place to book those expenses. So we have  
[01:53:06] this broader sort of segment, if you will,  
[01:53:08] called the joint venture. That includes  
[01:53:10] the alliance revenue that we receive and  
[01:53:14] then a lot of other items that we incur,  
[01:53:17] particularly expenses that are related to  
[01:53:19] those businesses, but we can't charge them  
[01:53:21] to the alliance. So I think it'd be

[01:53:23] helpful for us maybe as part of the budget  
[01:53:24] process, step back a little bit and  
[01:53:27] provide a little more context as how those  
[01:53:29] fit together. I appreciate that. And  
[01:53:33] executive director Metruck,  
[01:53:36] just. Yeah, just to add. I understand that  
[01:53:39] feedback, and I think basically when we  
[01:53:43] present it in our budget as well and in  
[01:53:45] our budget documents, we can explain what  
[01:53:47] each one of those is, and then when we  
[01:53:49] have the budget and brief and other items,  
[01:53:51] we can explain those better as well.  
[01:53:53] Point. And so project management of a  
[01:53:57] seaport alliance project, some of which  
[01:53:59] might be budgeted, some expenses might be  
[01:54:02] incurred by the port.  
[01:54:05] I think in any given line, we could have  
[01:54:08] clarity on that. I just also look at,  
[01:54:10] like with marinas, just to, you know,  
[01:54:13] we're summarizing just shall, right.  
[01:54:16] We have four marinas, and,  
[01:54:20] you know, how is, how are marinas doing is  
[01:54:22] a question. Right. Should we be investing  
[01:54:25] in marinas? Should we be, or some,  
[01:54:27] obviously, some marinas are performing  
[01:54:29] better than others. So, I mean, I think  
[01:54:32] it's good to see, you know, she'll show,  
[01:54:34] but it's not, doesn't provide  
[01:54:36] commissioners insight into whether or not  
[01:54:39] how marinas are doing, per se. And  
[01:54:42] similarly with the EDD, I just think that  
[01:54:45] the department is enormous and difficult  
[01:54:48] to fully understand all that it does. But  
[01:54:51] in the real estate breakout, I don't see,  
[01:54:53] like Bell harbor, not Bell harbor, but  
[01:54:57] World Trade center called out and so, you  
[01:54:59] know, occupancy rates and things like  
[01:55:01] that. I know, have been challenging there.  
[01:55:03] But again, do we want to be able to  
[01:55:06] lean into those things or sell them? You  
[01:55:09] know, we need to have the visibility in  
[01:55:11] terms of the granularity. Yeah. Within,  
[01:55:14] and I think EdD is a particularly  
[01:55:16] challenging one because there are so many  
[01:55:18] components to it. Cool. Thank you for  
[01:55:21] that. And maybe again, during the budget  
[01:55:22] process, we can provide a little bit more  
[01:55:24] of that granularity that you're looking  
[01:55:25] for to help inform the budgetary  
[01:55:27] discussions and decisions. Thank you,  
[01:55:30] Director Thomas. Any other questions? All  
[01:55:33] right, we'll move along to central  
[01:55:35] services. Okay, I just wanted to add, we  
[01:55:37] do have the detailed p and ls in the back  
[01:55:41] at that granular level in the appendix on  
[01:55:44] there. And we will go through those a lot.  
[01:55:46] We do go through them a little bit deeper  
[01:55:48] in the budget, but I'll take your  
[01:55:50] comments. Thanks a lot. Thanks for that.  
[01:55:52] No, we have parking and leasing under the  
[01:55:55] same category. I mean, they're just  
[01:55:57] different places that we can understand  
[01:56:00] how we can help.

[01:56:06] Good afternoon, commissioner. Next slide,  
[01:56:09] please. So for Central Services,  
[01:56:13] I sit on. If you  
[01:56:16] look at the financial summary table on the  
[01:56:19] left, I just want to point out a couple of  
[01:56:21] numbers for you, which is under the  
[01:56:23] variance column, without the pension  
[01:56:30] credit adjustment, we were 7,000,007.7  
[01:56:33] million over budget, as dad mentioned a  
[01:56:37] little bit earlier. And I will provide the  
[01:56:38] reason in the next slide. And then the  
[01:56:42] pension adjustment is 14.5 million.  
[01:56:45] So with the pension adjustment,  
[01:56:50] the variance is positive, 6.8 million.  
[01:56:53] So on the right hand side is a few  
[01:56:56] business highlight. Again, you can see  
[01:56:59] long list in the Vietnam report and a  
[01:57:01] slide in the appendix as well. So just  
[01:57:04] want to point out a couple of those. We  
[01:57:07] hosted a number of community engagement  
[01:57:09] events throughout the years.  
[01:57:12] Also the last bullet point, I do want to  
[01:57:14] point out that we hosted the graduation  
[01:57:16] event for the inaugural Youth Maritime  
[01:57:20] Career launch program, class of 37  
[01:57:25] youth. So it's very successful program.  
[01:57:28] Thanks for lots of work from some of you  
[01:57:30] and the steps. Next slide, please.  
[01:57:37] So here you can see a little bit trend for  
[01:57:39] the past three years, actual. And then  
[01:57:41] also compared to the 2023 budget overall.  
[01:57:45] Again, you know, 7.7 million over budget.  
[01:57:49] And the main reason is because of the  
[01:57:51] higher legal expenses that Dan mentioned  
[01:57:55] a little bit earlier, as well as  
[01:57:56] unanticipated legal injuries and damages  
[01:58:00] and also less charge to capital. So the  
[01:58:03] three category combines a little bit over  
[01:58:05] 10 million. And we do have a number of  
[01:58:08] saving in the travel, employee travel  
[01:58:11] training and some outside services that  
[01:58:13] offset, at least partially offset that.  
[01:58:16] And then compared to the 2022  
[01:58:20] actual revert, 29 million because  
[01:58:26] higher payroll and outside services also  
[01:58:29] less charge to capital or more charge to  
[01:58:31] capital in this case. So next slide  
[01:58:34] please. So here you  
[01:58:37] can see a little bit more detail by the  
[01:58:41] major account category on the payroll  
[01:58:43] side, which is combination of the wages  
[01:58:47] category, salary category and the charge  
[01:58:50] capital, you can see it's a little bit  
[01:58:52] over by a little bit over half million,  
[01:58:57] and then some saving from outside services  
[01:58:59] and other accounts there. And then also  
[01:59:02] the less charged capital of 2.9 million.  
[01:59:05] So that contribute to the unfilled budget  
[01:59:08] variance that we saw in the year. So next  
[01:59:14] slide, please. So I want  
[01:59:18] to give you a quick highlight on the part  
[01:59:20] wide numbers. Next slide, please.  
[01:59:23] So again here you can see the three year

[01:59:25] trend, actual, and the compared  
[01:59:29] to the budget overall, you can see both  
[01:59:31] the revenue, operating revenue and  
[01:59:34] expenses, and Noi, which is the bull line  
[01:59:37] there, higher than the PI years. And  
[01:59:40] actually we have the highest operating  
[01:59:42] revenue in history. Well,  
[01:59:46] about the pandemic level in  
[01:59:50] 2019. And then you can see a little bit,  
[01:59:53] you know, the summary of the variance  
[01:59:56] explanation on the right hand side. I  
[01:59:59] probably don't need to go to detail, but  
[02:00:01] basically Dan coffer and, and Heidi and  
[02:00:05] Kelly cover most of it. Very similar  
[02:00:07] story. So one thing  
[02:00:10] I do want to point out is that in the  
[02:00:15] green bar there, the middle part, which is  
[02:00:17] the north long airport Avenue,  
[02:00:23] the revenue,  
[02:00:29] and then the light blue bar is what we  
[02:00:32] call long Airport Avenue, which we talk  
[02:00:36] about. We could certainly look at that and  
[02:00:38] refund the terminology a little bit  
[02:00:41] better. But I do want to point out,  
[02:00:43] clarify that the three biggest categories,  
[02:00:46] maritime revenue, operating revenue, and  
[02:00:49] EDD and the Northwest distributable  
[02:00:53] revenue. And then we still have a few  
[02:00:56] other categories that, you know, some of  
[02:00:57] them are carry on dimension utility,  
[02:01:01] the joint venture on top this seaport  
[02:01:04] lines distribute revenue. We do have some  
[02:01:07] revenue from the joint venture as well,  
[02:01:08] and then also the central services from  
[02:01:12] the police, grant and others. So there's  
[02:01:14] multiple, at least six kind of co and co  
[02:01:18] business there. That's a combination of  
[02:01:20] those six. Next slide,  
[02:01:24] please. So we  
[02:01:27] do want to report the equity spending that  
[02:01:30] you already saw in the budget process from  
[02:01:33] 2019 to 2022 actual, and then the budget  
[02:01:36] when we present the 2024 budget in the  
[02:01:39] fall. But here we have the included 2023  
[02:01:43] actual. So overall, you can see the  
[02:01:46] absolute spending amount is higher than  
[02:01:48] all the prior years, over 50 million.  
[02:01:52] In terms of percentage wise, it's lower  
[02:01:55] than 3% that we want to achieve. The main  
[02:01:59] reason is because we have more than the  
[02:02:02] payroll side as well as the outside  
[02:02:03] surface, is some other item that  
[02:02:06] contributed and denominator that's bigger  
[02:02:10] than that we would like to see. So here's  
[02:02:15] a quick highlight. And I know that Bookda  
[02:02:17] and her team will provide a little bit  
[02:02:18] more detail in terms of the overall EDI  
[02:02:22] progress that, you know, that we did last  
[02:02:25] year. So in 2023,  
[02:02:30] I think that's all we, one last slide is  
[02:02:32] the capital. So Dan mentioned  
[02:02:36] about earlier about 90%, almost 90%  
[02:02:39] of the back budget we spend in

[02:02:43] 2023. So it's probably the highest  
[02:02:45] percentage that we spend compared to the  
[02:02:48] budget as far as I know. So it's kind of  
[02:02:52] making quite a lot of progress in the  
[02:02:54] capital side last year. That's all I have.  
[02:02:57] Happy to answer any question that you may  
[02:02:59] have. That concludes the last  
[02:03:03] section, too, right? Yep. Great. That's  
[02:03:04] our presentation. Thank you so much for  
[02:03:06] the presentation. That was very  
[02:03:08] informative. I will open it up to any  
[02:03:10] additional commissioners comments at this  
[02:03:11] time.  
[02:03:17] Commissioner Felleman. All right, so seeing  
[02:03:21] the 89% capital  
[02:03:25] spend, like, great news. Right. So I'm  
[02:03:28] just wondering if, let's just say that  
[02:03:32] inflationary costs. Right. So we spent  
[02:03:35] what we thought we were going to spend  
[02:03:37] close to that, but we did less because  
[02:03:40] everything was more expensive. I mean, so  
[02:03:42] does that number reflect, like, the  
[02:03:44] projects or just the spend? This is just  
[02:03:48] the spend. So we anticipate during the  
[02:03:51] year how much we will spend on our capital  
[02:03:54] budget for the year across all divisions,  
[02:03:56] and then we monitor that as we go along  
[02:03:58] and calculate how much we actually spend,  
[02:04:00] which is a proxy for delivery. That's my  
[02:04:04] point. It is a proxy. And so I'm just  
[02:04:06] wondering, is there another way to terms  
[02:04:08] would be able to say on the cip what  
[02:04:11] actually how much of that got done versus  
[02:04:15] how much of that got spent? We have other  
[02:04:17] reports that we look at that looks at  
[02:04:19] percent completion and things like that  
[02:04:22] and project schedule changes. There are  
[02:04:24] more detailed reports that come out of  
[02:04:26] engineering and project management. It'd  
[02:04:29] be kind of an interesting part of that  
[02:04:30] histogram side to the histogram and  
[02:04:33] obviously got to average it out over five  
[02:04:35] years and things get done. But in terms  
[02:04:38] of, that's a really very positive number.  
[02:04:40] But we also know we had a pretty  
[02:04:41] inflationary condition. So does this  
[02:04:44] really reflect the fact that we were  
[02:04:46] actually getting stuff done or just  
[02:04:47] spending more? Yeah. And of course, this  
[02:04:49] is just a slice in time. Right. Many  
[02:04:52] projects are multi year, so it may reflect  
[02:04:54] just how much we spent in this given year.  
[02:04:57] Sure. Executive director Metruck President  
[02:05:02] Mohamed if I can just add to that. Yeah.  
[02:05:04] And I think it's also those are approved  
[02:05:06] because the budget is approved. So that  
[02:05:07] spend within the approved budget. We would  
[02:05:09] come back if there's, if the budget  
[02:05:12] increases based on inflation, we'd come  
[02:05:14] back for additional requesting of that,  
[02:05:15] of course. But, but, of course, this is  
[02:05:18] the approved budget. We're just not  
[02:05:19] spending money that's not budgeted for



[02:05:21] that. So just to point that out, the point  
[02:05:25] being is that we're not spending it, that  
[02:05:29] it's not going to completion of the work.  
[02:05:33] Commissioner Calkins, just Dan, a quick  
[02:05:35] question. Since we passed the 24 budget  
[02:05:39] back in November and now we have the full  
[02:05:42] financials for 23, are there any changes  
[02:05:45] that you're anticipating to the budget  
[02:05:48] based on full year end numbers for this  
[02:05:51] year? Well, it's still pretty early in the  
[02:05:53] year, so we'll just be completing our  
[02:05:55] first quarter report here as we finish up  
[02:05:57] March. So that's when we'll first start  
[02:05:59] getting in some insights because we also,  
[02:06:01] as part of that, we do projections for  
[02:06:03] year end. So we'll be asking all  
[02:06:04] departments to look at what they expect to  
[02:06:07] spend relative to their budget for the  
[02:06:09] full year. So, but so far, no major, so  
[02:06:11] far nothing that comes to mind that is of  
[02:06:13] any concern. But we'll do it. We'll be  
[02:06:16] doing a deeper dive as we pull together  
[02:06:17] the first quarter report. Thank you,  
[02:06:21] Madam President. Just one more thing to  
[02:06:23] add to that, too. I think the point to  
[02:06:25] point out brought, I think, which Kelly  
[02:06:27] brought up, which is as we adjust, based  
[02:06:29] on the fourth quarter of our spend for  
[02:06:31] capital, we readjusted that number down a  
[02:06:34] little bit based on the progress. So that  
[02:06:37] is one thing that's changed for  
[02:06:38] performance and the capital side. So we've  
[02:06:41] adjusted that within the capital side  
[02:06:43] because of the support where the projects  
[02:06:44] were completed as they ended up compared  
[02:06:47] to the forecasted budget versus the  
[02:06:49] actuals. And that was 27 million  
[02:06:51] adjustment there.  
[02:06:56] Okay. Thank you. Great. Thank you all for  
[02:06:58] the presentation. Thank you. Director  
[02:06:59] Thomas,  
[02:07:03] moving us along to item number eleven B.  
[02:07:07] Clerk Hart. Please read the item into the  
[02:07:09] record and then executive director Metruck  
[02:07:11] will introduce. Thank you. This is eleven  
[02:07:13] b, the 2023 annual report for the Office  
[02:07:16] of Equity, Diversity and Inclusion  
[02:07:20] Commissioners. Almost five years ago, the  
[02:07:21] port created the Office of Equity,  
[02:07:23] Diversity and Inclusion and made its  
[02:07:26] senior director a direct report to the  
[02:07:28] executive. This was significant because it  
[02:07:31] made us the first port authority in the  
[02:07:33] country to create such an office. And it  
[02:07:36] was illustrated that we were willing to  
[02:07:37] commit time and resources to embed equity  
[02:07:39] diversity inclusion across our  
[02:07:41] organization. This was one of the first  
[02:07:43] organizational changes I made as executive  
[02:07:45] director, and so I'm going to spend a  
[02:07:48] little more time than usual on my  
[02:07:49] introduction to this item. Shortly before  
[02:07:52] we created the office, the commission

[02:07:53] updated our century agenda to add the goal  
[02:07:55] for the port to become a model for  
[02:07:58] diversity, equity and inclusion. Since  
[02:08:01] that time, OED, the Office of Equity,  
[02:08:04] diversity and Inclusion's impact has been  
[02:08:05] critical in efforts to advance equity  
[02:08:08] across all of our operations, both  
[02:08:09] internally and externally. Personally, I  
[02:08:12] can't imagine making decisions at the port  
[02:08:13] today without taking consideration equity,  
[02:08:17] diversity and inclusion, and specifically  
[02:08:20] the input of senior director and  
[02:08:23] her team. I can't imagine the port trying  
[02:08:26] to accomplish its triple bottom line  
[02:08:28] mission without the guidance and program  
[02:08:30] management of our OEDi team. They're  
[02:08:32] valued partners within all the other staff  
[02:08:36] and valued advisors to me and the  
[02:08:38] executive and the rest of the ELT. But of  
[02:08:41] course, you know, change is challenging  
[02:08:42] and it's hard, and real change is hard  
[02:08:45] as well in doing that. So sometimes there  
[02:08:48] is, we aye. friction points in order to  
[02:08:50] carry out that work, but our staff is  
[02:08:53] dedicated to that and as we are to this,  
[02:08:56] to make as a, as a core value of  
[02:08:59] us as an organization. So we ask our  
[02:09:03] staff and our OED OEDI team not to turn  
[02:09:06] away from the challenge and to proactively  
[02:09:08] identify the most critical ways to  
[02:09:10] challenge institutional bias and racism  
[02:09:13] and make that change throughout all of our  
[02:09:17] work. So I'm proud of our work and our  
[02:09:18] commitment to these goals. And so to share  
[02:09:21] more about our progress, I will hand over  
[02:09:23] to Bookda Gheisar, our senior director of  
[02:09:26] Office of Equity Diversity, inclusion,  
[02:09:28] and her team to share about their work in  
[02:09:29] 2023 and what we can expect in 2024.  
[02:09:33] Thank you so much. Good afternoon,  
[02:09:36] President Mohammed, commissioners and  
[02:09:38] executive director Metruck. We're really  
[02:09:41] excited to be here with you today. I'm  
[02:09:43] here with my colleagues Jay Doran and  
[02:09:45] Tanya park to offer you our annual report  
[02:09:49] as directed by the Equity Policy  
[02:09:51] Directive. I also want to acknowledge some  
[02:09:54] of our colleagues, members of our team who  
[02:09:56] are in the room, Guadalupe Torres, Boshra  
[02:09:58] Zaman, Noemi Morones and Alberto  
[02:10:01] Rodriguez, a small but very, very mighty  
[02:10:05] and strong team. We plan to take about 20  
[02:10:08] minutes of your time to offer you a little  
[02:10:11] bit of background, some of the highlights  
[02:10:14] of successes and challenges of 2023,  
[02:10:17] and review the year ahead with you. Next  
[02:10:20] slide, please.  
[02:10:26] Thank you. It looks like I just covered  
[02:10:28] this slide too, so next slide, please.  
[02:10:32] Moving on to the next slide, our theory of  
[02:10:35] change. There is a lot on this slide and I  
[02:10:39] know that you've seen this before and  
[02:10:41] you're familiar with it. I just want to

[02:10:42] point out a couple of things. That our  
[02:10:45] theory of change, though it's new, drives  
[02:10:49] why we do what we do and how we do it. We  
[02:10:52] have an annual strategic plan that comes  
[02:10:55] from our theory of change. And I want to  
[02:10:57] just point out to three important things  
[02:11:00] to this slide. Number one, at the top of  
[02:11:02] the page about our goal for the port  
[02:11:06] of Seattle to fully transform to. Our goal  
[02:11:09] is to fully transform the port of Seattle  
[02:11:11] into an organization that embeds equity  
[02:11:14] and justice in all of its operations. And  
[02:11:17] then second, to point to the center of the  
[02:11:20] key, that our vision is for race to  
[02:11:24] no longer be a predictor of outcomes for  
[02:11:27] our employees success. That is really the  
[02:11:30] vision that we're driving for. And the  
[02:11:32] purple bar is really important because our  
[02:11:36] small team works very, very actively with  
[02:11:38] the change team. We have a change team  
[02:11:42] of about 100, 4175 members  
[02:11:47] now who've been on and working with us for  
[02:11:50] the last four years. I don't know if there  
[02:11:52] are any change team members in the room  
[02:11:53] here today, but I want to acknowledge  
[02:11:56] their incredible work. They are  
[02:11:57] instrumental to our vision and our theory  
[02:12:00] of change and to our ability to carry out  
[02:12:03] what we are here to do next. Slide,  
[02:12:05] please. This slide,  
[02:12:09] the recent milestones, or as me and  
[02:12:13] rice calls it, we've come a long ways.  
[02:12:15] Slide, is a map of our last  
[02:12:18] four and a half years. You can see here  
[02:12:21] that we have accomplished an incredible  
[02:12:24] amount of work in a short amount of time.  
[02:12:27] I think that a lot of our successes,  
[02:12:29] because we started this office in a very  
[02:12:33] tumultuous time. We started just months  
[02:12:36] before COVID the murder of George Floyd,  
[02:12:38] the uprisings around the country,  
[02:12:40] organizing for Black Lives Matter  
[02:12:42] movement, the demands for racial justice,  
[02:12:45] all of this really accelerated the work  
[02:12:48] that we have been able to accomplish.  
[02:12:51] We've adopted one of a kind policies  
[02:12:55] that many other institutions around the  
[02:12:58] country who've been at this work for  
[02:12:59] decades are just now tackling.  
[02:13:02] We've mandated trainings for all of our  
[02:13:05] employees, for all of our supervisors.  
[02:13:08] We're tracking our equity spending. We've  
[02:13:11] adopted policies to codify this office.  
[02:13:14] We've mandated every team to set annual  
[02:13:18] equity goals. We've mandated equity goals  
[02:13:20] in our performance goals for supervisors.  
[02:13:24] We've adopted a language access policy.  
[02:13:27] And we've created incredible tools that I  
[02:13:31] hope you have a chance to look at on our  
[02:13:33] website. They are innovative. We have  
[02:13:36] multiple dashboards that track and report  
[02:13:39] our progress, both internally as well as  
[02:13:42] externally. We evaluate our work every

[02:13:46] step of the way, and we are highly results  
[02:13:49] based and report on this results to the  
[02:13:52] community and our internal employees.  
[02:13:55] And all of which is working towards the  
[02:13:58] goal of the Port of Seattle being  
[02:14:00] respected as an authority anti racist  
[02:14:03] leader among employees, communities and  
[02:14:06] other governments. Next slide, please.  
[02:14:10] So this slide is capturing  
[02:14:13] our experience of the last year.  
[02:14:17] You will hear Jay and Tania talk about  
[02:14:19] what we've accomplished, but I want to  
[02:14:22] just take a minute to talk about the  
[02:14:24] environment within which we found  
[02:14:26] ourselves last year. Last year  
[02:14:29] was an incredibly challenging year for  
[02:14:32] practitioners of racial equity. The  
[02:14:36] excitement of the four years before that  
[02:14:39] started to wear off. People were tired.  
[02:14:42] In our own organization, we saw a sense of  
[02:14:44] exhaustion and saturation, with multiple  
[02:14:48] initiatives driving towards change,  
[02:14:50] although they're all great change that our  
[02:14:52] employees are looking, but multiple  
[02:14:55] initiatives out of which so many  
[02:14:57] committees happening, people were really  
[02:14:59] tired. And a sense of burnout. In our own  
[02:15:03] team, we also really experienced  
[02:15:05] challenges and exhaustion and sense of  
[02:15:08] burnout that was probably because of the  
[02:15:10] volume of work, but also because we are  
[02:15:14] at a place where the work of equity feels  
[02:15:17] like one step forward and one step back.  
[02:15:20] Sometimes just. I'm sure  
[02:15:23] you're following this, but you know that  
[02:15:25] there are multiple threats and  
[02:15:27] legislations attacking the rights of our  
[02:15:30] communities. And, Commissioner Calkins, I  
[02:15:32] know you're aware of this, and you speak  
[02:15:34] about this a lot. Today, there are 500  
[02:15:38] legislations attacking the rights of trans  
[02:15:41] communities and 30 legislations banning  
[02:15:44] EDI, eight of which have passed into law  
[02:15:47] in the US. And out of those eight laws,  
[02:15:51] there are multiple states that have banned  
[02:15:53] EDI. Two in Florida, one in Dakotas,  
[02:15:57] one in Tennessee, one in Texas, one in  
[02:15:59] Utah. And Alabama just passed a very,  
[02:16:03] very intense law banning Edi. So this  
[02:16:06] is the environment within which we are  
[02:16:08] continuing to move forward and conduct  
[02:16:11] ourselves and our work. And I think that  
[02:16:13] should explain the sense of burnout, but  
[02:16:16] the sense of also excitement. I want to  
[02:16:18] speak to the green band around the blue  
[02:16:21] band, that we are excited, that we are  
[02:16:23] thrilled to have the opportunity to lean  
[02:16:26] into the possibilities, though everyone is  
[02:16:29] scared and the sense of risk aversion is  
[02:16:32] one that is very much growing. But I,  
[02:16:36] before I turn it over to Tom, Tania and  
[02:16:39] Jay, I want to thank you for creating the  
[02:16:42] possibilities, for leaning into being

[02:16:46] bold and creating an environment that we  
[02:16:49] find ourselves allowed to do the work that  
[02:16:51] we do. So thank you, and I'm going to turn  
[02:16:53] it over to Tania. Good afternoon,  
[02:16:56] commissioners. Good afternoon,  
[02:16:58] Commissioner. President Mohammed.  
[02:17:00] Executive Director, Metruck. My name is  
[02:17:01] Tanya Park. I see her pronouns. I'm the  
[02:17:04] systems change program manager with our  
[02:17:05] office of, of equity, diversity and  
[02:17:06] inclusion. I'm really grateful for this  
[02:17:08] opportunity to be here with you, to share  
[02:17:10] successes about our work and also hear  
[02:17:12] your feedback about how we can advance  
[02:17:14] this work in meaningful and impactful  
[02:17:16] ways. So with the backdrop that Bookda  
[02:17:18] just shared, Jay and I will cover a few of  
[02:17:20] the major areas in which the board has  
[02:17:22] worked to advance and embed equity into  
[02:17:24] its operations while navigating the  
[02:17:26] challenges and barriers which we know is  
[02:17:28] expected in this work. Next slide,  
[02:17:30] please. I want to start  
[02:17:34] off with the change team because the  
[02:17:36] change team, as Bookda mentioned, really  
[02:17:38] is the catalyst. It serves as our primary  
[02:17:40] vehicle for accomplishing so much of our  
[02:17:42] work in our office. The change team exists  
[02:17:45] to build cross functional capacity. They  
[02:17:48] visibly and audibly advocate for racial  
[02:17:50] and social justice across their teams.  
[02:17:53] They help to catalyze their respective  
[02:17:54] team members to help design,  
[02:17:56] implementation and measure our equity  
[02:17:58] actions and commitments. And as Bookda  
[02:18:01] mentioned, back in 2020, when the change  
[02:18:02] team began at the port, we started with  
[02:18:04] roughly 120 members. And I'm proud that  
[02:18:07] today we have close to 175 members who are  
[02:18:11] passionate about making the port a more  
[02:18:12] inclusive, equitable and anti racist  
[02:18:15] organization. Next slide, please.  
[02:18:20] Just want to share some of the highlights  
[02:18:21] that are changed to members directly  
[02:18:23] reflected on from our past year of work.  
[02:18:26] Some of the things that change team  
[02:18:27] members highlighted as successes were  
[02:18:30] seeing increased collaboration and  
[02:18:32] engagement at that team level. And some of  
[02:18:34] this shows up in meaningful equity  
[02:18:36] moments. And when we started, and even  
[02:18:38] now, to this day, we have folks who ask  
[02:18:40] questions of, like, why do we still have  
[02:18:41] to do this? Right? But what is happening  
[02:18:44] in some of these equity moments and these  
[02:18:46] opportunities to connect is that people  
[02:18:47] are actually connecting to each other and  
[02:18:49] seeing each other in their humanity,  
[02:18:51] right? So an example of this is how when  
[02:18:53] equity moments take place, they're  
[02:18:55] allocated a certain amount of time, but  
[02:18:57] often they do run over. And this is  
[02:18:59] because of that connection. People are

[02:19:00] sharing personal stories and trying to  
[02:19:02] better understand each other. And in my  
[02:19:04] view, ultimately the work of our office,  
[02:19:06] the work of equity, is about seeing each  
[02:19:08] other in our humanity so that we can  
[02:19:10] dismantle racism. Other things that  
[02:19:14] change team members highlighted were  
[02:19:16] seeing robust discussions in hiring  
[02:19:18] processes with the inclusion of panel  
[02:19:20] members who are diverse in levels of  
[02:19:22] authority, gender, race and relationship  
[02:19:25] to hiring teams. And last but not least,  
[02:19:28] practical application of equity into work  
[02:19:30] processes, right. Trying to  
[02:19:32] institutionalize and embed equity into how  
[02:19:34] we do our work. Some of the highlights  
[02:19:36] that change team members have remarked on  
[02:19:38] and reflected on from this past year.  
[02:19:40] Next slide, please. You all are probably  
[02:19:43] familiar with this next visual we shared  
[02:19:46] in the past, but I think it's important  
[02:19:47] for us to ground ourselves in remembering  
[02:19:49] why we are pursuing the actions that we  
[02:19:51] are. So back in 2021, the Port  
[02:19:55] of Seattle conducted a number of  
[02:19:56] assessments across the organization,  
[02:19:58] including the equity assessment and women  
[02:20:00] of color assessments that were facilitated  
[02:20:02] by our office in the center you see here  
[02:20:04] are common themes that surfaced from all  
[02:20:07] of the assessments. So that's the common  
[02:20:10] denominator across all the different ways  
[02:20:12] in which we hear from employees. These  
[02:20:15] themes are underscored by the need for  
[02:20:18] systematic accountability for supervisors.  
[02:20:21] This provides the blueprint for our  
[02:20:23] collective work towards building a culture  
[02:20:25] of anti racism that's built on the values  
[02:20:28] of trust, respect, communication,  
[02:20:31] recognition, fairness, inclusion and  
[02:20:34] belonging. Next slide, please.  
[02:20:38] And to build on that blueprint, I want to  
[02:20:40] note that we're also measuring our  
[02:20:42] results, right? We want to make sure that  
[02:20:43] we're following through on what we heard  
[02:20:45] from employees, that we've actually done  
[02:20:47] what we said we were going to do. So, as  
[02:20:50] Bookda mentioned also that we've developed  
[02:20:52] multiple public dashboards to track and  
[02:20:55] reflect our actions and our impact. We  
[02:20:58] also want to make sure that we're modeling  
[02:20:59] transparency and accountability, as that  
[02:21:01] is a really critical aspect of being  
[02:21:04] authentic in this work. The outputs  
[02:21:08] that are shown here in the middle are  
[02:21:10] really the quantifiable things that we do,  
[02:21:14] the things that are a little bit easier to  
[02:21:15] measure, perhaps, such as number of  
[02:21:17] trainings, the number of participants and  
[02:21:19] activities, the number of events that  
[02:21:20] we're able to invest in. Right. The  
[02:21:23] outcomes and impacts that are highlighted  
[02:21:25] in the red circles here require a bit more



[02:21:27] of a balance between asking and getting  
[02:21:29] feedback from employees, a bit of  
[02:21:31] qualitative as well as quantitative  
[02:21:32] analysis. Ultimately, where we want to go  
[02:21:35] with that is, we want to understand  
[02:21:36] whether the investment we're making is  
[02:21:38] actually helping to move the needle  
[02:21:40] towards the organizational culture change  
[02:21:41] that we are seeking. Next slide, please.  
[02:21:47] As we're tracking our progress on equity  
[02:21:49] and women of color assessment actions,  
[02:21:51] we're also measuring the outcomes. Right?  
[02:21:53] The so what of our investment? 2023 was  
[02:21:56] the second year in which we collected data  
[02:21:58] from a brief survey that measures  
[02:22:00] perceptions on validated measures of  
[02:22:02] inclusion and belonging. Just want to note  
[02:22:04] that in 2022 and 2023, the two years that  
[02:22:07] we've facilitated the survey, we've had  
[02:22:09] just under 50% of employees responding.  
[02:22:11] So this just gives us a snapshot of  
[02:22:13] roughly half of our employee population.  
[02:22:16] That said, in our first year of comparing  
[02:22:18] data overall, what we've seen is that  
[02:22:21] employees feel an increased sense of  
[02:22:22] inclusion in their immediate work groups.  
[02:22:25] However, what we are also seeing is that  
[02:22:27] that work group inclusion is not felt  
[02:22:29] evenly across all groups. For example,  
[02:22:32] employees of color feel a little less  
[02:22:34] included than white colleagues at that  
[02:22:36] immediate team level also represented  
[02:22:38] employees feel a little less included in  
[02:22:40] the organization than non represented  
[02:22:42] employees. Where we saw improvements more  
[02:22:45] broadly among employees is in greater  
[02:22:47] access to communications and information.  
[02:22:49] So what that means is we're doing a better  
[02:22:52] job of making sure that information about  
[02:22:54] opportunities, information about resources  
[02:22:56] and communication is reaching all corners  
[02:22:58] of the port a little more effectively.  
[02:23:01] What we also saw was an increased  
[02:23:03] perception that ELT is embodying EDI and  
[02:23:06] that the office of EDI is helping to nudge  
[02:23:09] our organization towards greater inclusion  
[02:23:11] and belonging. Ultimately, to our  
[02:23:13] intention with this is to track year over  
[02:23:15] year patterns. What we want to see is a  
[02:23:19] minimization. We don't want to see  
[02:23:21] disparities basically between how people  
[02:23:23] across various groups feel included or  
[02:23:26] feel a sense of belonging at the port,  
[02:23:27] whether that's based on race, gender  
[02:23:29] representation and other demographic  
[02:23:31] factors. Next slide, please.  
[02:23:36] While the survey is one way in which we're  
[02:23:38] measuring outcomes and impacts, we also  
[02:23:40] want to be mindful of making sure that  
[02:23:41] we're collecting information in  
[02:23:43] qualitative ways to remain connected with  
[02:23:45] employees and understand whether the  
[02:23:47] impacts and outcomes are matching our

[02:23:49] investments. So in June of 2023,  
[02:23:53] senior director Gheisar and chief strategy  
[02:23:56] officer Maren Burnett facilitated three  
[02:23:57] listening sessions to check in on the  
[02:23:59] progress and challenges employees have  
[02:24:01] seen since women of color recommendations  
[02:24:03] were published in 2022. The high level  
[02:24:07] themes that you see here that surfaced  
[02:24:09] from the listening sessions are consistent  
[02:24:11] actually with what we heard in 2021. And  
[02:24:14] really they highlight that more work  
[02:24:16] towards change is needed. And what I want  
[02:24:20] to go back to are the concentric rings  
[02:24:22] that Bookda referred to earlier on the  
[02:24:24] push and pull that we see in this work.  
[02:24:27] So on the one hand, while we see movement  
[02:24:29] and growth in the organization overall,  
[02:24:31] there are some areas in which change is  
[02:24:33] not happening fast enough, where people  
[02:24:35] continue to report challenges, and for  
[02:24:38] people of color who have historically been  
[02:24:40] left furthest behind, we believe that it  
[02:24:43] will take the longest for those  
[02:24:44] communities to catch up. And for me, this  
[02:24:47] is a sobering reminder that we need to  
[02:24:49] remain grounded in our values and  
[02:24:51] commitments to ensure that we are meeting  
[02:24:53] our equity objective, which in our theory  
[02:24:55] of change says that race is no longer a  
[02:24:58] predictor of outcomes. Next slide,  
[02:25:00] please. As I  
[02:25:04] mentioned earlier, the Change team mission  
[02:25:05] is to help design, implement and measure  
[02:25:08] our equity commitments and actions at the  
[02:25:10] team level within the port's cascading  
[02:25:13] structure of accountability. Building  
[02:25:14] equity expectations into our work is  
[02:25:17] happening at every level. 2023 was a  
[02:25:19] milestone for us in that it was the first  
[02:25:22] year in which all departments across  
[02:25:23] across the port implemented and tracked  
[02:25:25] department level EDI goals. This  
[02:25:28] expectation was established through our  
[02:25:30] equity assessment to ensure that we have  
[02:25:32] accountability towards equity investment  
[02:25:34] at team leadership and individual  
[02:25:36] contributor levels. Next slide please.  
[02:25:40] Given that 2023 was our first year of  
[02:25:42] implementing and tracking EDI goals, I  
[02:25:45] think I give kudos to all the departments  
[02:25:47] who helped get us to 89% of completion of  
[02:25:50] meeting those goals. The remaining 11% can  
[02:25:54] be accounted for by some outstanding goals  
[02:25:57] that so I'm not sure if they were not  
[02:25:59] completed or if they simply were not  
[02:26:00] reported on. But we also had a technical  
[02:26:03] issue that limited some of the departments  
[02:26:06] from getting the information necessary to  
[02:26:08] report back on their training  
[02:26:10] requirements. And while we can't cover  
[02:26:13] all the goals in detail here at this  
[02:26:15] commission meeting, I want to provide one  
[02:26:18] example that highlights the intent of the

[02:26:20] spirit of having department level EDI  
[02:26:23] goals, and that example comes from our  
[02:26:25] maritime voting operations and security  
[02:26:27] team under director Kennedy Lyles. The  
[02:26:29] goal last year, one of their goals was to  
[02:26:31] establish a policy of equity for external  
[02:26:34] customers and the way they wanted to do  
[02:26:36] this was by reflecting equity language in  
[02:26:38] their external communications contracts  
[02:26:41] agreements. Ultimately, the goal resulted  
[02:26:44] in equity language that they included in  
[02:26:47] new tariff code of conduct. So this  
[02:26:50] code of conduct addresses, starting in  
[02:26:53] 2024, how customers are expected to treat  
[02:26:56] and engage with port staff, along with  
[02:26:59] consequences for noncompliance.  
[02:27:03] The other Metruck that you see on the slide  
[02:27:05] here refers to the equity assessment and  
[02:27:07] women of color assessment actions that are  
[02:27:08] at 67% complete. We started  
[02:27:12] implementing equity and women of color  
[02:27:14] assessment actions in 2022 and intend to  
[02:27:16] wrap up these assessment actions by the  
[02:27:18] end of this year in preparation for our  
[02:27:21] next iteration for equity assessment, in  
[02:27:23] which we will have a new set that will  
[02:27:25] take us, notch us up to the next level.  
[02:27:29] As you know, the assessments produced a  
[02:27:31] combination of both transactional as well  
[02:27:33] as long term transformational actions.  
[02:27:36] I would say that we've addressed many of  
[02:27:38] the transactional items with much of the  
[02:27:40] remaining work left being more of the  
[02:27:42] complex, complicated and transformational  
[02:27:44] recommendations such as the pay equity  
[02:27:46] study, which is well underway, as well as  
[02:27:49] addressing anti black racism, which is not  
[02:27:51] going to change and be resolved overnight  
[02:27:53] or even in a couple of years. So that  
[02:27:57] said, I'm going to turn it over to my  
[02:27:58] colleague Jay Doran, who will talk about a  
[02:28:00] few other areas and which we have worked  
[02:28:02] to embed equity this past year.  
[02:28:07] Thanks, Tanya. Commissioners president  
[02:28:11] Mohamed executive Director, Metruck Good  
[02:28:14] afternoon. Thanks for your time today. My  
[02:28:16] name is Jay Doran. I'm the policy and  
[02:28:17] communications manager with the office of  
[02:28:19] Equity. You see aye. pronouns.  
[02:28:24] I believe you're very familiar with this  
[02:28:26] topic. I'm not going to spend a lot of  
[02:28:27] time talking about equity and budgeting.  
[02:28:29] I know you've been briefed on it multiple  
[02:28:31] times, but I do want to note the  
[02:28:32] significance of the work. And in  
[02:28:35] particular, I want to note that all of the  
[02:28:37] work that the finance and budget members  
[02:28:39] of the change team and the Office of  
[02:28:41] Equity put into developing what  
[02:28:44] was the third iteration of the equity and  
[02:28:46] budgeting playbook that informed our 2024  
[02:28:50] budget. And within that budget, as you  
[02:28:52] know, is the tool of equity spending,

[02:28:55] which is providing us and the public with  
[02:28:58] insight into how we are investing in the  
[02:29:00] community, in staff and in programs to  
[02:29:02] advance equity.  
[02:29:06] And I know that going into this year, our  
[02:29:08] 2024 operating expenses, roughly 3.4%  
[02:29:11] of those expenses, are categorized as  
[02:29:13] equity spending. This is really exciting  
[02:29:16] on many levels, not only because we  
[02:29:20] couldn't find an example of someone else  
[02:29:22] across the country doing this type of  
[02:29:23] analysis, but also in terms of what we do  
[02:29:26] with this information going forward and  
[02:29:27] what future iterations of this tool  
[02:29:31] will produce or show us about our work and  
[02:29:33] about our organization. Next Slide Please  
[02:29:38] staff training and engagement plays a  
[02:29:40] significant role in our organizational  
[02:29:41] efforts to normalize and operationalize  
[02:29:45] equity and create an inclusive culture.  
[02:29:47] It is a constant and ongoing effort to  
[02:29:50] create environments where staff can learn,  
[02:29:52] grow and deepen their understanding of how  
[02:29:55] they can personally and professionally  
[02:29:57] advance equity, diversity and inclusion.  
[02:30:00] Per the equity policy Directive, all port  
[02:30:02] employees have an annual equity training  
[02:30:04] requirement. It's an hourly requirement,  
[02:30:07] 6 hours annually for supervisors, 5 hours  
[02:30:10] annually for frontline employees and  
[02:30:13] individual contributors, and included in  
[02:30:15] that hourly requirement, there are 101 and  
[02:30:18] 102 courses, which we refer to as  
[02:30:21] foundational training, and employees must  
[02:30:23] complete those courses once every three  
[02:30:25] years. To support employees in meeting  
[02:30:29] this requirement, we offered 51 trainings  
[02:30:31] last year. And on the slide you can see  
[02:30:33] those broken down by kind of types of  
[02:30:36] training. These were presentation  
[02:30:40] style trainings, skill building workshops,  
[02:30:42] facilitated discussions and those  
[02:30:44] foundational classes. I want to  
[02:30:46] acknowledge the incredible role that the  
[02:30:49] change team plays in this work. There is a  
[02:30:52] committee of the Change team made up of  
[02:30:54] about a dozen employees. We're a  
[02:30:56] multiracial group from departments across  
[02:30:58] the organization, and this committee is  
[02:31:02] responsible for facilitating the racial  
[02:31:04] equity 101 and 102 courses to employees.  
[02:31:08] It is. It's hard work and  
[02:31:11] they do an incredible job of creating  
[02:31:14] accessible spaces where people feel  
[02:31:16] included and respected. They can ask  
[02:31:17] questions, people can learn as a  
[02:31:19] community. And you know, one thing that we  
[02:31:24] had a lot of success with last year in  
[02:31:26] that regard was working with departments  
[02:31:29] who have a lot of represented and shift  
[02:31:32] employees, especially in aviation, and  
[02:31:34] offering a number of trainings,  
[02:31:37] specifically at times and locations that

[02:31:39] work for those groups and really making  
[02:31:42] sure that that segment of our workforce  
[02:31:46] wasn't left behind in what the  
[02:31:49] opportunities were to meet this  
[02:31:50] requirement and to get this education and  
[02:31:52] training.  
[02:31:55] Next slide, please. I mentioned the  
[02:31:59] 101 and 102 courses. Those foundational  
[02:32:01] courses must be completed once every three  
[02:32:03] years. This slide is an overview of that  
[02:32:06] progress today to date, excuse me, not to  
[02:32:09] date, through 2023. So a few things to  
[02:32:12] note. We began offering the 101 courses in  
[02:32:15] 2021. So the end of 2023 marked a  
[02:32:19] three year period for those 101 courses.  
[02:32:22] The 102 courses began in 2022.  
[02:32:25] So the end of this year will mark a three  
[02:32:27] year period for those 102 courses. We've  
[02:32:31] made great progress towards training  
[02:32:32] supervisors. You can see that we are we're  
[02:32:34] at nearly 100% of supervisors completing  
[02:32:37] that 101 course. The outstanding  
[02:32:39] percentage can largely be attributed to  
[02:32:40] turnover and subsequently new supervisors  
[02:32:43] coming into the role. And we're making  
[02:32:45] good progress with supervisors in the 102  
[02:32:47] course. For frontline employees and  
[02:32:50] individual contributors, we are making  
[02:32:53] considerable progress with the 101 course.  
[02:32:57] I want to keep in mind the number of  
[02:32:59] people that we are training. We're talking  
[02:33:01] about roughly 2000 employees and  
[02:33:05] these trainings are not as simple as  
[02:33:06] watching a recorded video or listening to  
[02:33:08] a presentation. We cap attendance for each  
[02:33:11] of these courses because they're  
[02:33:12] interactive, they're discussion based.  
[02:33:15] And again, we've also worked really hard  
[02:33:17] to make them accessible. We have a  
[02:33:20] considerable way to go for the 102  
[02:33:24] courses, but we continue to offer both of  
[02:33:26] these trainings on a monthly basis.  
[02:33:30] And I think we doing  
[02:33:34] this work for the last three years. We're  
[02:33:36] not only learning a lot as a team and a  
[02:33:39] department about how we can be successful  
[02:33:42] in not only making sure that people are  
[02:33:44] completing this requirement, but making  
[02:33:45] sure the trainings are impactful. And I  
[02:33:49] think we're learning as an organization  
[02:33:51] about what we need to do in order to  
[02:33:52] prioritize this work. Next slide please.  
[02:33:57] With regards to our external engagement,  
[02:33:59] we have a lot to celebrate from last year.  
[02:34:01] This is just a snapshot. I know our  
[02:34:03] workforce development team is going to  
[02:34:05] present to you later this year on their  
[02:34:08] work from last year, but I do want to  
[02:34:10] briefly highlight some of the  
[02:34:12] accomplishments from our workforce  
[02:34:13] development team. First, the youth  
[02:34:17] maritime career launch in its first year  
[02:34:19] graduated 37 participants and engaged ten

[02:34:21] maritime employers in the program. Almost  
[02:34:25] 1600 community members were hired into  
[02:34:27] jobs at the airport, through the Sea  
[02:34:30] Employment center, and more than 120  
[02:34:32] community members enrolled in port funded  
[02:34:34] training programs in construction and  
[02:34:36] aviation industries. The South  
[02:34:40] King County Community Impact Fund  
[02:34:42] continued to have a significant impact  
[02:34:45] last year. Since the start of the program,  
[02:34:47] the port has invested \$7 million into 65  
[02:34:50] partners partner organizations, including  
[02:34:52] the addition of twelve partners last year.  
[02:34:55] And in 2023, the program placed 103  
[02:34:59] community members in apprenticeship and  
[02:35:02] pre apprenticeship programs in port  
[02:35:04] industries. Additionally, thanks to the  
[02:35:06] program, last year more than 500 community  
[02:35:09] members gained employment in those  
[02:35:11] industries, with starting salaries ranging  
[02:35:13] from \$19 to \$34 an hour. So we're seeing  
[02:35:16] this program have a real impact in the  
[02:35:18] communities we serve, helping people get  
[02:35:20] into these industries and start careers  
[02:35:23] that can be family wage quality careers.  
[02:35:27] Finally, in partnership with the Northwest  
[02:35:29] Seaport alliance, our office has been  
[02:35:31] supporting a collaborative effort to  
[02:35:33] decarbonize the gateway, the multi  
[02:35:35] stakeholder collaborative formed in June  
[02:35:37] of last year to develop a roadmap for  
[02:35:39] transitioning to zero emission drainage  
[02:35:41] services across the region's maritime  
[02:35:44] cargo terminals no later than 2050.  
[02:35:47] We are committed to supporting a just and  
[02:35:50] equitable transition by working to ensure  
[02:35:52] that independent operators and owners are  
[02:35:55] at the table, helping to guide this  
[02:35:57] approach and this process. Next slide,  
[02:36:00] please. So next slide  
[02:36:04] please. So what's next? This is a tiny  
[02:36:08] snapshot of some of our big rocks.  
[02:36:11] For the remainder of this year, we are  
[02:36:14] committed and working to incorporate  
[02:36:16] environmental justice into our work. This  
[02:36:18] involves collaboration both and  
[02:36:21] partnerships, both with departments  
[02:36:23] internally and with communities  
[02:36:25] externally. And it's going to take  
[02:36:28] a lot of time to not only build  
[02:36:30] relationships and trust, but also to  
[02:36:31] understand what is capable as  
[02:36:35] the organization and what is it that the  
[02:36:38] community the community needs and how do  
[02:36:40] we find kind of a marriage or agreement  
[02:36:43] with those two. So we anticipate a lot of  
[02:36:46] foundation setting this year and scaling  
[02:36:48] up this work in 2025. Additionally,  
[02:36:51] language access is a priority for us this  
[02:36:54] year. I know you heard from our team in  
[02:36:56] external relations last meeting, and  
[02:37:00] throughout the course of the next two  
[02:37:01] years, we will be really systematizing



[02:37:05] this work across the organization to  
[02:37:06] ensure that we're better supporting the  
[02:37:08] communities of the region. And finally,  
[02:37:13] throughout 2024, we are going to develop  
[02:37:15] steps to address anti black racism, which  
[02:37:18] has been identified not only in both the  
[02:37:20] equity and women of color assessments we  
[02:37:22] conducted a couple years ago, but also  
[02:37:25] elevated in our values as a priority for  
[02:37:27] this organization. And when we think about  
[02:37:29] advancing racial equity, addressing anti  
[02:37:31] black racism is a key component to  
[02:37:33] creating change and progress for all  
[02:37:35] people. Again, these are just a few of our  
[02:37:37] priorities for this coming year. We're  
[02:37:39] excited about the work ahead and  
[02:37:40] continuing to update you all, and I'm  
[02:37:43] going to turn it back over to Tanya to  
[02:37:44] close out our presentation.  
[02:37:50] Commissioners, in closing, we want to  
[02:37:52] underscore our office's commitment to the  
[02:37:54] port's value of anti racism and equity.  
[02:37:57] We know there will always be inherent  
[02:37:59] tension between the need for change and  
[02:38:01] the inertia towards status quo. Yet we  
[02:38:04] also know we can only make progress by  
[02:38:06] applying consistent pressure and  
[02:38:08] persevering, by moving at the speed of  
[02:38:10] trust with partners across all levels of  
[02:38:12] the organization and community, and  
[02:38:14] advancing with boldness. We have three  
[02:38:17] requests of you commissioners. We ask that  
[02:38:20] you continue to lead by example. The  
[02:38:22] commission has the ability to influence  
[02:38:24] and impact expectations and standards,  
[02:38:26] both internally as well as externally with  
[02:38:28] our partners, vendors, community and  
[02:38:31] passengers. We know that you consistently  
[02:38:34] infuse equity in all the work that you do,  
[02:38:36] which allows the porch to lead in these  
[02:38:38] efforts across the region. So we ask that  
[02:38:40] you continue to do that. We also ask, our  
[02:38:43] second request is that you support the  
[02:38:44] areas where we're seeing resistance, help  
[02:38:47] to remove obstacles for our organization  
[02:38:49] in order to advance equity, help us to  
[02:38:52] think creatively about how we embed equity  
[02:38:54] into every aspect of our organization,  
[02:38:56] and help continue to highlight the  
[02:38:57] organization's commitment to this work as  
[02:39:00] you address both internal and external  
[02:39:01] audiences. And our last request is that  
[02:39:04] you continue to create opportunities for  
[02:39:06] us to be bold, for us to try new things  
[02:39:09] and not get held up by our fears of risk  
[02:39:11] and failure. Rather, we ask that you help  
[02:39:15] assure us to be confident in what you have  
[02:39:17] empowered us to do, which is to become an  
[02:39:20] organization who is respected as an  
[02:39:22] authentic, anti racist leader among  
[02:39:24] employees, communities and institutions.  
[02:39:28] We're grateful for your leadership and  
[02:39:30] ensuring our commitment and actions do not

[02:39:32] wane or waiver. This concludes our  
[02:39:35] presentation and we welcome your comments  
[02:39:37] and input on how we can both improve on  
[02:39:39] and advance this work. Thank you. Great,  
[02:39:42] excellent presentation, Amy.  
[02:39:45] I will open it up for commission comments  
[02:39:47] at this time.  
[02:39:52] Thanks much for your presentation and it's  
[02:39:54] always good to get these annual updates.  
[02:39:56] The one thing that I thought was  
[02:39:57] particularly valuable was the  
[02:39:59] quantification you had with the youth  
[02:40:00] Maritime cooperative and the South King  
[02:40:03] county fund. To be able to the fact that  
[02:40:05] you're tracking those data particularly  
[02:40:08] valuable and to the degree that you can  
[02:40:10] continue to provide enumeration of your  
[02:40:13] success. Nothing speaks louder than  
[02:40:15] success than keeps the ball rolling that  
[02:40:18] you're doing something right, obviously,  
[02:40:20] and we like to be able to see that  
[02:40:22] quantified. So thank you. Thank you,  
[02:40:26] Commissioner Felleman, Commissioner  
[02:40:27] Falcons, as I think I mentioned in  
[02:40:31] the briefing that you all gave to me on  
[02:40:33] this, I think it's  
[02:40:37] both important to understand that  
[02:40:41] there will be setbacks in this. As Bookda  
[02:40:44] referred in the sort of larger national  
[02:40:47] context. But, you know, this is part of  
[02:40:50] that arc toward justice, right?  
[02:40:54] You know, two steps forward, one step back  
[02:40:57] sometimes. So I hope we all continue to  
[02:41:01] feel inspired that we are headed in the  
[02:41:03] right direction, even if we occasionally  
[02:41:05] aye. some obstacles in the road.  
[02:41:09] The other thing that I reflect on is this  
[02:41:12] is kind of a secret sauce for us. This is  
[02:41:14] giving us the ability to be a better port  
[02:41:16] in so many ways. Because we are  
[02:41:19] fishing from a bigger pool of candidates.  
[02:41:22] We are relying, whether that's job  
[02:41:25] applicants or contractors,  
[02:41:28] communities that we can tap into to move  
[02:41:32] our mission forward. If we're simply  
[02:41:34] focused on sort of historically, who we've  
[02:41:37] relied on as our sources of our  
[02:41:40] resources, then we're missing out on huge  
[02:41:43] talent pools to draw in. And as  
[02:41:46] we talk about quite consistently,  
[02:41:49] as the port diversifies, it understands  
[02:41:52] its community so much better, so that  
[02:41:54] we're more responsive to that community.  
[02:41:56] And I think, think it is critically  
[02:41:59] important for an entity that has so much  
[02:42:02] impact on communities for us to have the  
[02:42:05] social license to operate. And if we only  
[02:42:08] represent a segment of the community,  
[02:42:10] then we aren't going to have that social  
[02:42:11] license. Aside from all the wonderful  
[02:42:14] reasons why having all of these  
[02:42:17] perspectives makes this a more interesting  
[02:42:19] and enjoyable and great place to be.

[02:42:22] Whether that's as a passenger coming  
[02:42:23] through the airport or as a worker on our  
[02:42:25] docks, or as an employee here at the port  
[02:42:27] of Seattle, I think these initiatives are  
[02:42:31] extremely important and hard and  
[02:42:34] ultimately worthwhile to the long  
[02:42:38] term vision for our port. So thanks so  
[02:42:39] much.  
[02:42:43] I also will just say, I echo those same  
[02:42:46] sentiments, appreciate and value the work  
[02:42:50] that the office of Equity and Social  
[02:42:52] justice and Inclusion does at the port of  
[02:42:55] Seattle. Oedi is leading the way,  
[02:42:58] not only in the region, but in the  
[02:43:00] country. I think you guys have done  
[02:43:03] historical things from being able to  
[02:43:06] assess how we make our investments, where  
[02:43:08] those dollars are going, and for us to be  
[02:43:10] able to make decisions on where else can  
[02:43:12] we lean in as a commission? And I will  
[02:43:15] just say, I mean, this office existed  
[02:43:17] before I became a commissioner. And even  
[02:43:19] for myself, it felt like the port was even  
[02:43:23] that much more welcoming to know that we  
[02:43:25] had an office like this, where there are  
[02:43:27] so many people in that office that also  
[02:43:31] have lived experience. And I know so many  
[02:43:33] of you guys. This work is not only work  
[02:43:36] that you do as a professional, but it is  
[02:43:38] personal for you. And that comes with a  
[02:43:41] lot of weight and a lot of stress as well.  
[02:43:44] And so I think about your team as you do  
[02:43:47] this work, and, you know, you have to be  
[02:43:50] able to pace yourself. Progress is tough.  
[02:43:53] It's difficult, and change doesn't happen  
[02:43:55] overnight. But with that said, I think the  
[02:43:58] data and the numbers. Men lie, women lie,  
[02:44:01] numbers don't. They say just looking at  
[02:44:04] the numbers that you guys are being able  
[02:44:05] to produce and the data, it's impactful  
[02:44:09] work. And I think in the end of the day,  
[02:44:11] that is what you guys will be able to use  
[02:44:15] as a tool to be able to defend this work.  
[02:44:17] And I think that is the reality that we  
[02:44:19] live in today. At some point, it's gonna  
[02:44:21] come down to being able to defend this  
[02:44:23] work and to justify it and quantify it in  
[02:44:26] all of that. I mean, I know so many of us  
[02:44:29] wouldn't want to do that, but that is just  
[02:44:30] the reality that we're in. And I think  
[02:44:32] your office is doing an excellent job.  
[02:44:35] And I heard your, your three requests to  
[02:44:38] continue to lead by example, to help you  
[02:44:41] guys break down barriers, and for us to  
[02:44:44] continue to find opportunities to be bold.  
[02:44:47] And I think this commission is definitely  
[02:44:49] committed to that. And executive director  
[02:44:51] Metruck is as well. So we look forward to  
[02:44:52] continuing to support your work in 2024.  
[02:44:55] Thank you for the update today.  
[02:45:01] Thank you, commissioners. Thank you for  
[02:45:03] the presentation. All right,  
[02:45:07] I think that is the last item on our

[02:45:09] agenda for the day. So that concludes our  
[02:45:12] business meeting for the day. Are there  
[02:45:14] any closing comments or motions relating  
[02:45:17] to committee referrals from commissioners  
[02:45:20] at this time?  
[02:45:28] Closing comment it's just this  
[02:45:31] notion that I passed a note along to Steve  
[02:45:35] and Sandy and Stephanie, Joan Stebbins, I  
[02:45:38] think, earlier this week because I'd come  
[02:45:39] across a framework that I thought was  
[02:45:40] really helpful in some of the work that we  
[02:45:43] all need to do around the long term  
[02:45:46] planning for the port. And it was this  
[02:45:49] notion of ports as energy nodes in  
[02:45:55] this transition from fossil fuels to green  
[02:45:57] energy. It delineated sort of four stages  
[02:46:01] to that. And I'm really proud to say that  
[02:46:03] the port of Seattle has easily moved into  
[02:46:05] the kind of third stage of that. I'm not  
[02:46:07] going to bore you with the different  
[02:46:09] stages, but I will ask that that gets into  
[02:46:12] our Friday memo, because it's really  
[02:46:13] helping me to kind of understand what to  
[02:46:16] anticipate in this next stage that we're  
[02:46:18] moving into where we're not simply  
[02:46:21] addressing scope one, emissions and  
[02:46:23] working with partners on scope three,  
[02:46:25] emissions, but really thinking about  
[02:46:26] transforming the overall economy in that  
[02:46:30] stage four, where we're thinking about  
[02:46:32] generation and distribution of energy as  
[02:46:34] well. No longer fossil fuels, but truly  
[02:46:38] clean and green energy, and that it's not  
[02:46:41] simply that we could do this, but for the  
[02:46:43] economy to make that transition, ports  
[02:46:45] must do that. So it's not a typical  
[02:46:49] closing comment, but I do think that's a  
[02:46:52] theme I'm going to be really pursuing in  
[02:46:54] our leadership here at the commission  
[02:46:55] level. So we're not in the state of  
[02:46:57] denial. Phase one is denial. That's stage  
[02:47:01] zero. You haven't even started yet,  
[02:47:03] Commissioner Calkins. You're always  
[02:47:05] forward thinking, and it's always helpful  
[02:47:06] to hear your thoughts on that. Any other  
[02:47:09] additional closing comments from  
[02:47:11] commissioners? Executive Director Metruck?  
[02:47:15] Thank you. President Mohamed I didn't want  
[02:47:17] to step in other commissioners. I think  
[02:47:19] it's just we had a conversation earlier  
[02:47:21] today, but I just wanted to mention the  
[02:47:23] terrible accident that happened in  
[02:47:26] Baltimore across the franciscan key  
[02:47:29] Bridge. And it looks apparently with  
[02:47:33] the terrible loss of life of that of six  
[02:47:35] individuals. But what I just point out is  
[02:47:37] that, you know, our systems, our  
[02:47:39] transportation gateways are inherently,  
[02:47:42] you know, we have a series of systems that  
[02:47:44] prevent that work to prevent, prevent  
[02:47:47] hazards from happening. But just a  
[02:47:49] reminder to us to always remain vigilant  
[02:47:51] about these things, about infrastructure

[02:47:53] and then the different systems we have for  
[02:47:55] mitigation. I'm sure we'll learn a lot  
[02:47:57] about what happened exactly here  
[02:48:00] and then any lessons learned that could be  
[02:48:02] applied, applied to us across the  
[02:48:03] organization. But I think that there were  
[02:48:06] some things that perhaps limited further  
[02:48:08] loss of life in this. But I think just our  
[02:48:12] thoughts go out to those that were lost  
[02:48:13] there. And it's something that within our  
[02:48:16] industry that everybody sits  
[02:48:20] up and takes notice, whether it be in  
[02:48:21] aviation or in maritime with this law. So  
[02:48:23] I think it's just worth noting that.  
[02:48:24] Thank you,  
[02:48:28] Commissioner Felleman.  
[02:48:32] Thank you, Vice Admiral Metruck,  
[02:48:36] for thinking about these things always.  
[02:48:38] And this is what I also do in my other  
[02:48:40] life. And I just wanted to note that we  
[02:48:44] have a remarkably safe system in our  
[02:48:47] region, and it's not by accident. It is an  
[02:48:50] ongoing vigilance that we've had since the  
[02:48:53] days of Warren Magnuson. And we have a  
[02:48:56] particularly complicated system. Sharing a  
[02:48:58] border with Canada and the collaboration  
[02:49:01] across the border. It is a complicated and  
[02:49:04] remarkable system. Canada has the largest  
[02:49:07] port in their country, equal to Seattle  
[02:49:09] and Tacoma combined, all entering the  
[02:49:12] Strait of Juan de Fuca, pilotage in each  
[02:49:14] place, vessel traffic service agreements,  
[02:49:17] tug escorts, lots of work that's done.  
[02:49:20] And I agree that this is a tragedy, and  
[02:49:23] I'm just committed in part of my work to  
[02:49:26] make sure these things don't occur here.  
[02:49:28] But it's really unfortunate when you have  
[02:49:30] humans and machinery on the water, things  
[02:49:33] happen so thank you for acknowledging  
[02:49:35] that. Any additional  
[02:49:39] comments? It's women's History Month,  
[02:49:42] and I just wanted to spotlight an amazing  
[02:49:46] woman who works at the port of Seattle.  
[02:49:48] Wendy Ryder, director of airport  
[02:49:52] security. I had two constituent  
[02:49:55] calls that came in this last few weeks,  
[02:49:59] and both time, Wendy, I only  
[02:50:03] took my calls, but helped those families.  
[02:50:06] Both families were experiencing a crisis  
[02:50:10] at the moment. One of them in particular  
[02:50:12] was experiencing a life threatening crisis  
[02:50:16] for their family, and she acted so  
[02:50:19] swiftly, contacted Seatac police,  
[02:50:23] port police coordinated with them  
[02:50:25] immediately. And mind you, this is like at  
[02:50:27] 11:00 p.m. At night and helped resolve  
[02:50:30] that issue for that family that was  
[02:50:32] experiencing a really serious life  
[02:50:35] threatening crisis within their own  
[02:50:37] family. And so I just wanted to spotlight  
[02:50:39] her and say thank you. There's so many,  
[02:50:41] so many incredible women who work at the  
[02:50:43] port of SEA, and I just wanted to take

[02:50:45] that opportunity to shine a light on one  
[02:50:47] of them. With that said, and hearing  
[02:50:51] no further comments from my colleagues,  
[02:50:55] we can adjourn this meeting, and the time  
[02:50:57] now is 02:54 p.m. Thank you all for the  
[02:51:01] time today.

END OF TRANSCRIPT