

START OF TRANSCRIPT

[00:00:00] Sam.
[00:00:31] This is Commission President Toshiko
[00:00:33] Hasegawa convening the regular meeting
[00:00:34] of May 27, 2025. The time is 10:30am
[00:00:37] we're meeting in person today at the SEA
[00:00:39] Conference center and virtually on
[00:00:41] Microsoft Teams. Present with me today
[00:00:43] are Commissioners Calkins, Cho Fillman
[00:00:45] and Muhammad, who are currently gathered
[00:00:47] in executive session awaiting the
[00:00:49] opening of the public meeting. We will
[00:00:52] now recess into executive session to
[00:00:53] discuss two items regarding litigation
[00:00:55] or potential litigation or legal risk
[00:00:57] per RCW42.30.1,
[00:01:00] with one of these items, also regarding
[00:01:02] national security, per RCW42.30. 1101 AI
[00:01:07] for approximately 60 minutes, will
[00:01:09] reconvene in a public session at 12:00pm
[00:01:11] thank you. We are in recess. Thank you,
[00:01:15] ma' am. Thank you. Have a good.
[00:01:20] This is Commission President Toshiko
[00:01:22] Hasegawa reconvening the regular meeting
[00:01:24] of May 27, 2025. The time is 12:03pm
[00:01:28] and we're meeting in person today at the
[00:01:29] SEA Conference Center as well as
[00:01:31] virtually on Microsoft Teams. Clerk
[00:01:33] Hart, please call the roll of all
[00:01:34] commissioners in attendance. Thank you.
[00:01:36] Beginning with Commissioner Calkins
[00:01:37] here. Thank you. Commissioner Cho.
[00:01:39] Present. Thank you. Commissioner
[00:01:42] Felleman. Present. Thank you.
[00:01:44] Commissioner Hasegawa. Present. Thank
[00:01:46] you. And Commissioner Mohamed I know is
[00:01:48] en route. She's online. Commissioner
[00:01:51] Mohamed. I'm online. I'm here. Thank
[00:01:53] you. We do have a quorum established.
[00:01:55] Thank you very much. Clerk Hart, a few
[00:01:57] housekeeping items before we begin. For
[00:01:59] everyone in the meeting room, please
[00:02:00] turn your cell phones to silent. And
[00:02:03] anyone participating on Microsoft Teams,
[00:02:06] please mute your speakers. When not
[00:02:07] actively speaking or presenting. Please
[00:02:09] keep your cameras off unless you're a
[00:02:11] Commissioner or a member of staff
[00:02:12] participating virtually and are actively
[00:02:14] addressing the Commission. Members of
[00:02:16] the public addressing the Commission
[00:02:17] during public comment may turn on their
[00:02:19] cameras when your name's called to
[00:02:21] speak, and you'll turn them back off
[00:02:22] again at the conclusion of remarks. For
[00:02:24] anyone at the dais, please please turn
[00:02:26] off computer speakers and silence your
[00:02:28] devices. Please also remember to address
[00:02:31] your request to speak through the chair
[00:02:32] and wait to speak until you've been
[00:02:33] recognized. You'll turn your microphones
[00:02:35] on and off as needed. All of the items

[00:02:38] noted here will ensure a smoother
[00:02:39] meeting. Thank you. All votes today will
[00:02:42] be taken by the roll call method or by
[00:02:44] general consent, so it's clear for
[00:02:45] anyone participating virtually how votes
[00:02:47] are cast. Commissioners will say aye or
[00:02:49] nay when your name's called. Like to
[00:02:52] open with an acknowledgement that we're
[00:02:54] meeting on the ancestral lands and
[00:02:56] waters of the Coast Salish peoples with
[00:02:58] whom we share a commitment to steward
[00:03:00] these natural resources for future
[00:03:02] generations. This meeting is
[00:03:06] being digitally recorded and may be
[00:03:08] viewed or heard at any time on the
[00:03:09] port's website and may be rebroadcast by
[00:03:11] King County Television. Now, please
[00:03:13] stand or join us for the Pledge of
[00:03:15] Allegiance. I pledge allegiance
[00:03:20] to the flag of the United States of
[00:03:22] America and to the republic for which it
[00:03:25] stands, one nation under God in the
[00:03:28] biscuit, with liberty of justice.
[00:03:34] The first item of business today is
[00:03:36] approval of the agenda. As a reminder,
[00:03:39] if a Commissioner wishes to make a
[00:03:40] general comment for or against an item
[00:03:42] on the consent agenda, it's not
[00:03:43] necessary to pull the item from the
[00:03:45] consent agenda. Rather, a Commissioner
[00:03:47] may offer general supporting or opposing
[00:03:48] comments later in this meeting. Once we
[00:03:50] get to that part of the agenda.
[00:03:51] However, it is appropriate at this time,
[00:03:54] if a Commissioner wants to ask questions
[00:03:56] of staff or wishes to have a dialogue on
[00:03:58] the consent agenda item, to request the
[00:04:00] item be pulled for a separate
[00:04:02] discussion. With that to my
[00:04:06] colleagues, are there any items to be
[00:04:07] pulled from the consent agenda or any
[00:04:09] motions to rearrange orders of the day?
[00:04:13] Seeing none, Commissioners, the question
[00:04:15] is now on the approval of the agenda.
[00:04:17] Is there a motion to approve the agenda
[00:04:18] as presented? Second,
[00:04:22] the motion's been made by Commissioner
[00:04:24] Cho and seconded by Commissioner
[00:04:25] Calkins. Is there any objection to
[00:04:28] approval of the agenda as presented?
[00:04:31] Hearing none, the agenda is approved.
[00:04:35] Next on our agenda is the executive
[00:04:37] director's report. Executive Director
[00:04:39] Metruck, you have the floor.
[00:04:43] Thank you, President Hasegawa. Good
[00:04:45] afternoon, Commissioners. I'd like to
[00:04:48] begin with noting that yesterday our
[00:04:50] nation recognized Memorial Day.
[00:04:52] Memorial Day was established as a
[00:04:54] federal holiday to remember and honor
[00:04:56] the men and women who died while serving
[00:04:57] in the United States armed services.
[00:05:00] Their sacrifice shall never be

[00:05:03] forgotten. Our organization deeply
[00:05:06] values public service at all levels. My
[00:05:09] hope is that everyone took time
[00:05:10] yesterday to pause, reflect and remember
[00:05:12] and honor those in the armed services
[00:05:15] that made the ultimate sacrifice in
[00:05:17] service to our nation and remembered the
[00:05:22] loved ones and friends that those
[00:05:23] service members left behind. Our port
[00:05:26] employees and a large number of military
[00:05:28] members. And I want to express my
[00:05:29] gratitude to all of the port staff who
[00:05:32] have worn the cloth of our nation and
[00:05:34] their willingness to put their selves in
[00:05:37] harm's way in service of our country.
[00:05:41] Commissioners. Moving on to port
[00:05:45] specific events. Commissioners. It was
[00:05:47] supposed to be the warmest day of the
[00:05:48] year so far today. And that means a busy
[00:05:51] summer travel season. That SEA is
[00:05:53] ramping up. Initial reports indicate
[00:05:56] this holiday weekend travel period may
[00:05:58] have been one for the record books, but
[00:06:00] just barely passenger volume for the
[00:06:02] period Wednesday through Sunday aye.
[00:06:04] 970,000 travelers, 3% higher than the
[00:06:08] holiday period last last year. I want to
[00:06:12] thank all of our employees who kept the
[00:06:13] airport operating safely and efficiently
[00:06:15] during this busy travel period.
[00:06:18] We look forward to the opening of the
[00:06:21] new Checkpoint one adjacent to Gina
[00:06:22] Marie hall next month to increase our
[00:06:26] customer screening throughput and you
[00:06:27] can see the finishing touches going into
[00:06:29] that as we as we meet today.
[00:06:33] Last Wednesday, I also want to note that
[00:06:36] SEA was thrilled to celebrate the return
[00:06:38] of its former longest serving
[00:06:39] international travel airline partner
[00:06:42] Scandinavian Airlines with the Integral
[00:06:44] flight to Copenhagen, Denmark. For
[00:06:48] decades, SAS served SEA in the Pacific
[00:06:51] Northwest. Starting in the 1960s, SAA
[00:06:54] will fly Airbus A350s to Copenhagen five
[00:06:57] times a week and this is now the third
[00:07:00] Nordic capital city directly accessible
[00:07:03] from SEA. In addition, SEA joined the
[00:07:06] SkyTeam airline alliance last year,
[00:07:08] allowing easier connections on Delta
[00:07:11] Airline flights. So travelers out of SEA
[00:07:14] now have 57 service options to 35
[00:07:17] international destinations on 29
[00:07:19] different airlines. Moving to Maritime
[00:07:23] tariffs continue to be a main cause of
[00:07:26] uncertainty for our economy. The
[00:07:27] landscape changes almost daily on the
[00:07:30] maritime shipping side. The Northwest
[00:07:32] Seaport alliance reports that for the
[00:07:34] week of May 5 to May 9, international
[00:07:36] imports slowed significantly 30% lower
[00:07:39] compared to the previous week.
[00:07:41] International imports are almost down

[00:07:43] are down almost 23% compared to our
[00:07:46] weekly average for the year this week of
[00:07:49] May 9th. This the week of May 9th also
[00:07:52] reflected the first void trip for one of
[00:07:56] the largest NWSA service calls that
[00:07:58] reduced their service from weekly to a
[00:08:00] bi weekly service. Vessels are now
[00:08:03] calling our gateway left China or other
[00:08:06] Asian ports two to four weeks ago when
[00:08:08] tariffs were at their highest. We expect
[00:08:11] this downward trend to continue for the
[00:08:13] next few weeks as vessels that were
[00:08:15] loaded and departed after the April 9
[00:08:17] announcements reach our gateway. So I
[00:08:20] appreciate our local leaders that they
[00:08:23] understand the impacts of the tariffs on
[00:08:25] Washington jobs and industries. Last
[00:08:27] week Governor Bob Ferguson was joined by
[00:08:29] Commissioner Calkins and Puerto Tacoma
[00:08:33] Commissioner John McCarthy in their
[00:08:34] capacity as Northwest Seaport Alliance
[00:08:36] Managing Members along with NWSA CEO
[00:08:39] John Wolf at Terminal 46 to highlight
[00:08:43] those impacts. In other maritime
[00:08:47] highlights, I have a few milestones to
[00:08:49] highlight before we move to today's
[00:08:51] Commission meeting in Cruise Royal
[00:08:53] Caribbean Anthem of the Seas made her
[00:08:55] voidant call to Seattle this month and
[00:08:57] we're looking forward to welcoming three
[00:08:59] new vessels in the coming weeks,
[00:09:00] Canards, Queen Elizabeth, Oceana Riviera
[00:09:04] and the Via V Odyssey.
[00:09:08] In sustainable news, Fisherman's
[00:09:10] Terminals was recertified by SEA Grant
[00:09:13] as a Clean Marina certified operation
[00:09:17] and I'd like to note that net recycling
[00:09:20] day at Terminal 91 is tomorrow. And this
[00:09:23] is a bipartisan effort from the At SEA
[00:09:26] Processors association that includes
[00:09:29] American Seafoods, Arctic Storm Coastal
[00:09:32] Villages, the Glacial Fish Company and
[00:09:36] Trident Seafoods to collect use nets and
[00:09:40] prevent that plastic from going into the
[00:09:42] oceans. So you mean to say bipartisan?
[00:09:45] Did I say bipartisan? Yeah, it's
[00:09:48] collective. Right? Collective. It's a.
[00:09:51] Yeah, a collect. Well,
[00:09:55] I said Etsy Processors association, so I
[00:09:57] don't know that. Anyway, so. Thanks
[00:09:58] Commissioner. Moving to today's
[00:10:01] commission meeting, I'd like to
[00:10:02] highlight a few items on our consent
[00:10:04] agenda today. We have an item for our
[00:10:06] workforce development team that was
[00:10:07] taken out of our Executive Director of
[00:10:09] delegations. Item 8e creates a new
[00:10:11] aviation security training pathway.
[00:10:13] This is a win win for the port and the
[00:10:16] other employers at SEA and near port
[00:10:18] communities interested in starting and
[00:10:20] growing their career in security. As we
[00:10:22] continue to evolve our workforce

[00:10:24] development strategies, strategies like
[00:10:28] these, we will keep an eye for the jobs
[00:10:30] of the future and find more ways to
[00:10:32] benefit our communities while we grow
[00:10:33] the port. Also on our consent agenda is
[00:10:36] an authorization related to our South
[00:10:38] Concourse Evolution project which you
[00:10:40] received a briefing on at our last
[00:10:42] commission meeting. This request is to
[00:10:44] fund facilitating projects in the base
[00:10:46] building design. We anticipate an
[00:10:49] additional construction authorization
[00:10:51] request to come to commission at the end
[00:10:53] of this year. And as we mentioned at the
[00:10:55] last meeting, we are continuing our
[00:10:56] efforts to reduce the cost of the
[00:10:58] project. For presentations and staff
[00:11:01] reports, you you will receive briefings
[00:11:03] from the workforce from Workforce
[00:11:04] Development, the SEA Stakeholder
[00:11:07] Advisory Roundtable and our diversity
[00:11:09] and contracting program. Finally, I'd
[00:11:12] like to note that last week was our
[00:11:14] Accounts Payable Appreciation Week. You
[00:11:18] may have noticed that our consent agenda
[00:11:19] today are payments for claims and
[00:11:21] obligations for the months of January,
[00:11:22] February and March. Our talented and
[00:11:25] award winning accounting and financial
[00:11:27] reporting team has been hard at work
[00:11:29] reconciling our books since being months
[00:11:31] behind due to impacts from our cyber
[00:11:32] incident last year. This hard working
[00:11:35] team had to resort to manual and labor
[00:11:37] intensive methods to make sure payments
[00:11:39] went out and standards were adhered to.
[00:11:41] So we deeply appreciate their work and
[00:11:44] their commitment to excellence during
[00:11:46] this time period and every day. So I
[00:11:49] want to give a shout out to our accounts
[00:11:50] payable team and Commissioners. This
[00:11:52] concludes my remarks. Thank you. Does
[00:11:56] anybody have any questions for Executive
[00:11:57] Director Metchik? Seeing none. That
[00:12:00] brings us on to committee reports and
[00:12:02] Strategic Advisor Francis Cho will
[00:12:05] provide it. Thank you very much. Good
[00:12:07] afternoon Madam President,
[00:12:08] Commissioners and Executive Director
[00:12:09] Metruck. My name is Francis Cho,
[00:12:11] Commission Strategic Advisor and I am
[00:12:13] providing the committee report today on
[00:12:16] behalf of my colleague Erica chung.
[00:12:18] There are five committee reports for
[00:12:20] today. On Friday, May 16, Commissioners
[00:12:23] Calkins and Felleman participated in
[00:12:25] the Portwide Arts and Culture Board
[00:12:27] Committee where they did. Where they
[00:12:30] discussed the vacancy of a public board
[00:12:32] member but were unable to reach a
[00:12:35] decision at this meeting. The committee
[00:12:37] also received an update from the Lumiere
[00:12:39] Group regarding its strategic plan. On

[00:12:42] May 20, Commission President Hasegawa
[00:12:45] and Commissioner Mohamed convened the
[00:12:46] Airport Workforce Conditions Ad Hoc
[00:12:49] Committee where staff briefed
[00:12:51] commissioners on labor unions requests
[00:12:53] for airport badging to access the secure
[00:12:55] area for purpose of communication and
[00:12:58] meetings. And later today, an order will
[00:13:01] be introduced for committee action
[00:13:02] directing the executive director to
[00:13:04] evaluate issuing airport badges to union
[00:13:07] representatives for the purpose of of
[00:13:10] supporting representative employees. On
[00:13:13] May 20, Commissioners Cho and Felloman
[00:13:15] convened the Aviation Committee.
[00:13:18] Commissioners heard that the startup of
[00:13:20] the SEA Moves Transit Management
[00:13:22] association is proceeding on track and
[00:13:24] mostly on schedule with travel demand
[00:13:25] modeling for different scenarios.
[00:13:28] Commissioners also received a preview of
[00:13:30] the Port's preparation for the 2026 FIFA
[00:13:33] World cup and the 2025 Cup. World Cup
[00:13:36] Club World Cup. Excuse me. On May 20,
[00:13:39] the Equity and Workforce Development
[00:13:41] Committee met with Commissioners
[00:13:43] Hasegawa and Mohammed. In attendance.
[00:13:45] There are two briefing items, the WIMBEE
[00:13:49] Annual Report and updated diversity and
[00:13:51] contracting goals. On May 23,
[00:13:53] Commissioners Cho and Calkins convened
[00:13:56] the Sustainability, Environment and
[00:13:59] Climate Committee where Commissioners
[00:14:01] received an update of the Maritime
[00:14:02] Climate and Air Action Plan,
[00:14:04] Accomplishments and challenges in 2024
[00:14:06] and strategies for 2025. This concludes
[00:14:09] my report. Thank you very much. Now
[00:14:12] we'll continue in our agenda to the
[00:14:14] public comment portion of our meeting.
[00:14:15] The Port Commission welcomes public
[00:14:17] comment as an important part of the
[00:14:19] public process. Comments are received
[00:14:21] and considered by the Commission in its
[00:14:22] deliberations. Before we take public
[00:14:24] comment, let's review our rules for in
[00:14:26] person and virtual public comment. And
[00:14:27] Clerk Hart, would you please play the
[00:14:29] recorded rules? Thank you.
[00:14:35] The Port of Seattle Commission welcomes
[00:14:37] you to our meeting today. As noted,
[00:14:39] public comment is an important part of
[00:14:41] the public process and the Port of
[00:14:43] Seattle Commission thanks you for
[00:14:44] joining us. Before proceeding, we will
[00:14:47] overview the rules governing public
[00:14:49] comment. For your general information,
[00:14:51] each speaker will have two minutes to
[00:14:53] speak unless otherwise revised by the
[00:14:55] Presiding officer for the purposes of
[00:14:57] meeting efficiency and the speaker shall
[00:14:59] keep their remarks within the allotted
[00:15:00] time provided a timer will appear on the

[00:15:03] screen and a buzzer will sound at the
[00:15:05] end of the speaker's comment period.
[00:15:07] The Commission accepts comments on items
[00:15:09] appearing on its agenda and items
[00:15:11] related to the conduct of port business.
[00:15:13] Presiding Officer will ask speakers to
[00:15:16] limit their comments to these topics.
[00:15:17] This rule applies to both introductory
[00:15:20] and concluding remarks. Disruptions of
[00:15:23] Commission public meetings are
[00:15:24] prohibited. General disruptions include,
[00:15:27] but are not limited to, the Speaking
[00:15:29] before being recognized by the Presiding
[00:15:31] officer Holding or placing banners and
[00:15:34] signs in the meeting room in a way that
[00:15:36] endangers others or obstructs the flow
[00:15:38] of people or view of others at the
[00:15:40] meeting Intentionally disrupting,
[00:15:42] disturbing, or otherwise impeding
[00:15:44] attendance or participation at a meeting
[00:15:46] Refusing to follow the direction of the
[00:15:48] Presiding officer or security personnel
[00:15:50] Attempting to use the comment time for
[00:15:52] purposeful delay without conveying a
[00:15:54] discernible message Using the comment
[00:15:57] period to assist in a campaign for
[00:15:59] election of any person to any office or
[00:16:02] for the promotion of or opposition to
[00:16:04] any ballot proposition, except when
[00:16:06] addressing action being taken by the
[00:16:08] Commission on a ballot proposition
[00:16:10] appearing on its agenda directing public
[00:16:13] comments to the audience engaging in
[00:16:15] abusive or harassing behavior,
[00:16:17] including, but not limited to,
[00:16:18] derogatory remarks based on age, race,
[00:16:21] color, national origin, ancestry,
[00:16:24] religion, disability, pregnancy, sex,
[00:16:27] gender, sexual orientation, transgender
[00:16:30] status, marital status or any other
[00:16:32] category protected by law the use of
[00:16:35] obscene or profane language and
[00:16:37] gestures, assaults or other threatening
[00:16:39] behavior and sexual misconduct or sexual
[00:16:42] harassment for safety purposes.
[00:16:44] Individuals are asked not to physically
[00:16:47] approach Commissioners or staff at the
[00:16:48] meeting table during the meeting.
[00:16:50] Individuals may provide written public
[00:16:53] comment before or after the meeting and
[00:16:55] in addition, speakers may offer written
[00:16:57] materials to the Commission Clerk for
[00:16:59] distribution during their testimony to
[00:17:01] the Commission. A detailed list of the
[00:17:03] public comment rules is available
[00:17:05] through the Commission Clerk. If a
[00:17:07] meeting is disrupted by an individual in
[00:17:09] attendance in the meeting room or by an
[00:17:11] individual providing public comment in
[00:17:13] person or virtually, the port will
[00:17:16] impose progressive consequences and that
[00:17:18] may result in exclusion from future
[00:17:20] meetings. Written materials provided to

[00:17:23] the Clerk will be included in today's
[00:17:24] meeting record. The Clerk has a list of
[00:17:26] those prepared to speak. When your name
[00:17:29] is called, please come to the testimony
[00:17:31] table or unmute yourself. If joining,
[00:17:34] virtually repeat your name for the
[00:17:36] record and state your topic related to
[00:17:38] an item on the agenda or related to the
[00:17:41] conduct of poor business. For those
[00:17:43] joining virtually, when you have
[00:17:45] concluded your remarks, please turn off
[00:17:47] your camera and mute your microphone.
[00:17:49] Our public comment period will now
[00:17:52] commence. Thank you again for joining us
[00:17:54] today. Thank you very much. And Clerk
[00:17:58] Hart, would you mind getting us through
[00:17:59] those who have signed up in advance,
[00:18:01] starting with those who are in person?
[00:18:03] Thank you. Madam Commissioner,
[00:18:04] President, just one moment here to get
[00:18:06] our timer pulled up. Please note for the
[00:18:08] record that Commissioner Muhammad has
[00:18:10] joined us in person.
[00:18:14] I'm going to have to try this again.
[00:18:28] Thank you. Our first speaker today,
[00:18:31] Madam Commission President, members of
[00:18:33] the Commission, we have no signups from
[00:18:35] the room, so I will go to the virtual
[00:18:37] list. And our first speaker is Hachiyin.
[00:18:48] Hachi, are you able to hear me and mute
[00:18:51] your microphone?
[00:18:55] Okay, we'll move on to Carla Butler.
[00:18:59] Carla, please go ahead and restate your
[00:19:01] name for the record and your topic
[00:19:02] related to the conduct of port business
[00:19:04] or the agenda item that you wish to
[00:19:06] speak to. Hello everyone,
[00:19:09] My name is Carla Butler and I am
[00:19:12] speaking on behalf of the Port of
[00:19:15] Seattle Diversity in Contracting team.
[00:19:19] Thank you. Please begin.
[00:19:25] Okay, so I have a company,
[00:19:28] document control company and I went
[00:19:32] through the Port of Seattle Port Gen
[00:19:36] Business course that helps small
[00:19:39] businesses get work with the Port of
[00:19:42] Seattle and also help us grow our
[00:19:46] business. It was a wonderful experience.
[00:19:49] The Port of Seattle diversity and
[00:19:53] contracting team was so supportive and I
[00:19:55] came away from that course with so many
[00:19:58] friends and contacts. It really did
[00:20:02] change my life. I really feel more
[00:20:05] empowered with my business and it also
[00:20:07] gave me some great contacts with the
[00:20:11] Port of Seattle. I've wanted to work
[00:20:13] with the Port of Seattle for a very long
[00:20:15] time and I appreciate all the work they
[00:20:18] did in giving us a voice and
[00:20:22] also helping us find work and growing
[00:20:26] our businesses. And I am internally very
[00:20:29] grateful to them and they do such
[00:20:32] wonderful work and

[00:20:37] wow. I finished on time.
[00:20:46] Thank you very much.
[00:20:49] Shall we move to our next speaker?
[00:20:51] Thank you. Our next speaker is Venki
[00:20:55] Ramakrishnan. And Venki, go ahead and
[00:20:58] please restate your name for the record
[00:21:00] and your agenda item or topic related to
[00:21:02] the conduct of port business, please.
[00:21:05] Thank you. My name is Venki
[00:21:07] Ramakrishnan. I'll be giving a comment
[00:21:11] about the PORTS Diversity in
[00:21:13] contracting. Thank you.
[00:21:17] My name is Venki Ramakrishnan. I am the
[00:21:21] director of Stigma Consultants Group, a
[00:21:23] certified minority owned business with
[00:21:26] the offices in Seattle and Portland. We
[00:21:29] provide information technology
[00:21:30] consulting services to public sector
[00:21:33] agencies including State of Washington,
[00:21:36] Portland Airport and City of Portland,
[00:21:38] to mention a few. I came to the United
[00:21:40] States 30 years ago and worked for a
[00:21:43] fortune find at companies like Nike and
[00:21:46] Kaiser. Inspired by the American Dream,
[00:21:49] I founded my own company to train,
[00:21:52] mentor and provide opportunities to
[00:21:55] others just like the ones have received.
[00:21:58] Our mission is not just to deliver IT
[00:22:02] solutions, but to help diverse talent
[00:22:05] thrive in technology. The PORTS
[00:22:08] Diversity in Contracting program has
[00:22:11] been instrumental in our growth. We had
[00:22:14] the privilege of participating in PORTS
[00:22:17] Business Accelerator Program where I was
[00:22:20] matched with Matt Breed, Chief
[00:22:23] Information Officer of Port of Seattle,
[00:22:26] an extraordinary mentor who has been
[00:22:29] guiding me for the past three years.
[00:22:31] This is the first time I ever had a
[00:22:35] mentor and the impact has been
[00:22:37] transformative for me and my company.
[00:22:40] Thank you to me and Rice, Emily Ho and
[00:22:43] the Ford Small Business Team for
[00:22:46] creating these meaningful connections.
[00:22:49] Supporting a small diverse business is
[00:22:53] not just about equity, it is a smart
[00:22:56] economic policy. I deeply appreciate
[00:23:01] the Port's continued commitment to
[00:23:04] diversity and inclusion. They are
[00:23:06] investments in capable, innovative
[00:23:10] business like mine. Thank you for
[00:23:13] believing in the potential of small,
[00:23:15] diverse teams. Thank you. Thank you
[00:23:18] Commission for this opportunity.
[00:23:23] Thank you. Our next speaker is David
[00:23:26] Goble. David, please go ahead and
[00:23:27] restate your name for the record and
[00:23:29] your agenda item or topic related to the
[00:23:30] conduct of Port business. Please My name
[00:23:34] is David Goble, the President of Vashon
[00:23:35] Fire Skies, a 5001 C3 founded in the
[00:23:38] wake of Next generation over Vashon
[00:23:39] Island. Today I'm Speaking to item 11B,

[00:23:42] the SEA-Tac stakeholder, its Advisory
[00:23:45] Roundtable Annual Report Start please
[00:23:49] go ahead. Okay, you will receive a rosy
[00:23:52] presentation tape Start. However, due to
[00:23:55] foundational and deliberate
[00:23:56] shortcomings, it is not able to even
[00:23:57] consider a large amount and I would say
[00:23:59] plurality of the express community
[00:24:00] environmental frustration with ttac,
[00:24:02] namely over the noise. I personally
[00:24:04] attended in the capacity allowed for the
[00:24:06] public every single START meeting from
[00:24:08] its inception in February 2018 until the
[00:24:10] start of COVID Unfortunately, we're
[00:24:12] still in Covid, or so would appear as
[00:24:13] the START Steering Committee refuses to
[00:24:15] allow either an in person or hybrid
[00:24:18] meeting format such as using Stay very
[00:24:20] effectively with teams. I've always
[00:24:21] liked how you've done that post Covid.
[00:24:23] This is especially ironic as START only
[00:24:25] allows official members from the
[00:24:27] immediate surrounding cities, that is
[00:24:28] they call walking distance of the
[00:24:30] airport and yet they refuse to do any in
[00:24:32] person or hybrid options for start. To
[00:24:34] make matters worse, they changed their
[00:24:35] remote meeting technology for normal
[00:24:37] zoom meetings to what's called webinar
[00:24:38] panelist mode, which makes members of
[00:24:40] the public invisible to each other and
[00:24:42] to the official members. It's like
[00:24:44] you're just watching it on tv, except
[00:24:46] you have to go through all these hoops
[00:24:47] to even get the link to it through
[00:24:49] several steps and then the meeting is
[00:24:50] not recorded. So you literally have to
[00:24:51] be there for when it's happening and
[00:24:53] then you can only watch it live. Vashon
[00:24:55] Island's repeated efforts to gain
[00:24:57] membership in some form to START have
[00:24:58] been repeatedly rebuffed over the years
[00:25:00] according to Steer Committee. According
[00:25:02] to a Steering committee meeting report,
[00:25:04] the principal opposition was due to
[00:25:05] Vashon not being a city. We are
[00:25:08] unincorporated King County. We were able
[00:25:09] to work with our King County Council
[00:25:11] member, Teresa Mosqueda, try and
[00:25:13] convince START that King County could be
[00:25:16] our city effectively. This would also
[00:25:17] help other unincorporated areas impacted
[00:25:19] by the airport, like White center, help
[00:25:23] them as well. However, like Lucy with
[00:25:25] the football, when we met that hurdle of
[00:25:28] having a quote unquote city or at least
[00:25:29] government representation, just more
[00:25:33] excuses were made. As an aside, Council
[00:25:35] Member Musk is often very helpful. If
[00:25:37] you're listening. Thank you very much.
[00:25:38] I would say community outrage as
[00:25:41] measured by data driven, measured by
[00:25:42] complaints really needs to be taken into

[00:25:44] account in terms of selecting who's
[00:25:46] going to be on start. Otherwise, what
[00:25:47] you've got is a Potemkin roundtable that
[00:25:49] you go through all the motions but
[00:25:51] doesn't reflect the actual data driven
[00:25:53] expressed community outrage that the
[00:25:56] port had that data. And I really hope
[00:25:58] that they will consider making changes
[00:26:01] in the future. Thank you.
[00:26:04] Thank you, David. Our next speaker is
[00:26:08] Katie Garo. Katie, please go ahead and
[00:26:10] repeat your name for the record and your
[00:26:11] agenda item or topic related to the
[00:26:13] conduct of poor business, please.
[00:26:23] And we'll go ahead and call Katie again
[00:26:26] here in a moment. Moving to Shani
[00:26:28] Wheeler, Shawnee, are you on the line?
[00:26:37] Okay. And we'll go back and move to our
[00:26:40] first speaker who was Ha Chi Yin.
[00:26:50] Okay. One moment, Madam Commission
[00:26:59] I believe that's all we have for our
[00:27:01] speakers today. Madam Commission
[00:27:02] President. Great. Thank you very much.
[00:27:04] Is there anybody else who did not sign
[00:27:07] up in advance that is here with us,
[00:27:09] either in person or virtually, who would
[00:27:11] like to address the commission?
[00:27:17] Seeing none, we will move forward in our
[00:27:21] agenda.
[00:27:24] Clerk Hart, could you give us a synopsis
[00:27:27] of any written comments that we
[00:27:28] received? Yes. Thank you. Madam
[00:27:30] Commission President, members of the
[00:27:31] Commission, Executive Director, Metruck.
[00:27:32] We've received three written comments
[00:27:34] for the meeting today. The first comes
[00:27:36] from Alex Roulada, President of Roulada
[00:27:39] Architects. Alex states that they have
[00:27:41] been doing work with the Port of Seattle
[00:27:43] since 2010 and have successfully
[00:27:46] completed over 65 projects. He notes
[00:27:48] that it is in part because of their
[00:27:50] relationship with the port, diversity
[00:27:52] and contracting, that they have survived
[00:27:54] the down times of the economy and the
[00:27:56] pandemic. Alex states he has attended
[00:27:59] countless diversity and contracting
[00:28:00] sponsored workshops and networking
[00:28:02] sessions, learning about new project
[00:28:04] opportunities, meeting other small
[00:28:06] business owners, and meeting
[00:28:08] representatives of large firms looking
[00:28:10] for small businesses to partner with.
[00:28:11] He notes that some of these companies
[00:28:14] are now their partners on projects with
[00:28:16] the Port of Seattle and other clients.
[00:28:18] They are continually mentoring other
[00:28:21] small A and E firms on how to work with
[00:28:23] SEA. And he believes that getting a foot
[00:28:27] in the door 25 years ago to show they
[00:28:29] can do the work would not have been
[00:28:31] possible without the support, guidance,
[00:28:32] and encouragement of diversity and

[00:28:34] contracting. Our next written comment
[00:28:38] comes from Kaylee Robertson, who writes
[00:28:40] to urge the port to take immediate
[00:28:41] action to reduce the harms caused by
[00:28:43] Seattle's crew sector and to reduce the
[00:28:45] number of cruise sailings. And then our
[00:28:48] final written comment comes from Marcus
[00:28:49] Cola, co founder and CEO of Apex
[00:28:52] Electrical Group, who writes to say that
[00:28:55] the port's diversity and contracting
[00:28:56] program has provided invaluable
[00:28:58] opportunities for businesses like aye..
[00:29:00] And he urges the commission to continue
[00:29:02] enhancing the diversity and contracting
[00:29:05] program with policies that ensure early
[00:29:07] payments, transparent procurement
[00:29:09] access, and innovative approaches to
[00:29:12] supporting small businesses. And that
[00:29:13] concludes our written comments received
[00:29:15] today. Thank you very much. Seeing that
[00:29:18] there is no further testimony, we're
[00:29:20] going to move forward. And Madam
[00:29:21] Commission President, I do believe we
[00:29:23] have someone who has joined us virtually
[00:29:25] for public comment. Do we want to go
[00:29:26] back and take that? Oh, very good. Yes.
[00:29:28] Okay. Who is it that's joined us online?
[00:29:31] I believe that's Shani Wheeler.
[00:29:33] Welcome, Shawnee. You have two minutes
[00:29:36] to provide public comment. And hold on
[00:29:38] just a moment. I've got to get that back
[00:29:40] up again here.
[00:29:47] Shawnee, if you can hear me, please go
[00:29:49] ahead and repeat your name for the
[00:29:50] record and your agenda item or topic
[00:29:52] related to the conduct of port business,
[00:30:01] Shawnee, are you available?
[00:30:09] Okay, just looking to tech to make sure
[00:30:11] that everything's good on our end.
[00:30:13] Yeah, our tech is okay. Very good.
[00:30:15] Okay, so let's move forward to the
[00:30:18] consent agenda. Items of the consent
[00:30:19] agenda are considered routine and will
[00:30:21] be adopted by one motion. Items removed
[00:30:24] from the consent agenda will be
[00:30:25] considered separately immediately after
[00:30:27] adoption of the remaining consent agenda
[00:30:29] items. Commissioners, is there a motion
[00:30:32] to approve the consent agenda covering
[00:30:34] items 8 and A through F? So moved.
[00:30:38] Second. The motion's been made by
[00:30:41] Commissioner Muhammad and seconded by
[00:30:42] Commissioner Felleman. Commissioners,
[00:30:45] please say I or name or your names
[00:30:47] called for approval of the consent
[00:30:48] agenda for approval. Consent agenda
[00:30:51] beginning with Commissioner Calkins.
[00:30:52] Aye. Thank you, Commissioner Cho. I
[00:30:55] thank you. Commissioner Felleman. I thank
[00:30:58] you, Commissioner Mohammed. Aye. Thank
[00:31:01] you. And Commissioner Hasegawa. Aye.
[00:31:03] Thank you. Five ayes, zero nays for this
[00:31:05] item. Thank you very much. That moves us

[00:31:08] to the new business section of our
[00:31:10] agenda. We have one new. One new
[00:31:14] business item for today. Clerk Hart,
[00:31:15] please read it into the record and
[00:31:17] Executive Director Metruck will introduce
[00:31:18] it. Thank you. Madam Commission
[00:31:21] President. I just wanted to note for any
[00:31:23] of our public commenters that were
[00:31:25] trying to comment virtually who were not
[00:31:27] able to Connect that if they wish to
[00:31:28] submit written comments to our office
[00:31:30] that we can take those and distribute
[00:31:32] them to commissioners and they will
[00:31:33] become a part of this meeting meeting's
[00:31:34] record. And then also Commission Chief
[00:31:38] of Staff Pritchard will be introducing
[00:31:39] this item. So this is Agenda Item 10A,
[00:31:42] Commission Adoption of Order Number
[00:31:44] 202507 in order to direct the Executive
[00:31:47] Director to evaluate issuing airport
[00:31:50] CITA badges to union representatives for
[00:31:52] the purpose of supporting represented
[00:31:54] employees. Good afternoon Commissioners
[00:31:58] and Executive Director. My name is Aaron
[00:32:00] Pritchard, Chief of Staff for the Port
[00:32:01] of Seattle Commission. The purpose of
[00:32:04] this order and I will read this so the
[00:32:06] public is just sort of aware where we
[00:32:07] are and I'll just move directly through
[00:32:09] the order is to direct the Executive
[00:32:11] Director to evaluate issuing CIDA
[00:32:13] badges, which are some of our security
[00:32:15] badges we issue at the port to union
[00:32:17] representatives for the purpose of
[00:32:19] meeting with represented employees and
[00:32:20] administering collective bargaining
[00:32:22] agreements on the sterile side of
[00:32:24] security. This order directs the
[00:32:26] Executive Director to conduct the
[00:32:27] necessary legal, operational and
[00:32:29] security analysis of regarding port
[00:32:31] issued CITA badges for union
[00:32:34] representatives and to return to the
[00:32:35] Commission with recommendations. There
[00:32:38] are four primary areas that the
[00:32:40] Commission is directing the Executive
[00:32:41] Director. First is to conduct research
[00:32:44] and legal review. Second is to assess
[00:32:47] the operational needs and security
[00:32:48] requirements. Third is to engage
[00:32:51] specific stakeholders and fourth is to
[00:32:53] report to the Commission by August 30,
[00:32:55] 2025 on their progress. That concludes
[00:32:58] my presentation on this item. Back to
[00:33:01] you, Commission President.
[00:33:04] Thank you very much. So at this point to
[00:33:07] my colleagues, I will see if you have
[00:33:08] any questions or comments for Staff
[00:33:13] Commissioner Mohamed. Yeah, well, first
[00:33:17] of all, I want to thank Commission
[00:33:18] President Hasegawa for bringing this
[00:33:20] order forward. And I was able to review
[00:33:23] it as part of the ad hoc Committee on

[00:33:26] Workforce Development Workers
[00:33:29] Conditions. And I'm looking forward to
[00:33:33] supporting this order today. And for me,
[00:33:37] let me just say I think this is being
[00:33:40] done in a very thoughtful way. We're
[00:33:42] allowing time for staff to evaluate,
[00:33:44] provide the legal analysis necessary for
[00:33:47] the whole Commission to be able to make
[00:33:49] a decision. So I am looking forward to
[00:33:51] the report that will be coming to the
[00:33:53] Commission on August 30 and to
[00:33:58] the union members, folks who work at the
[00:34:01] airport who brought this forward to us.
[00:34:03] I just want to say thank you for doing
[00:34:04] that. I believe it is in the public
[00:34:07] interest for us to be able to make the
[00:34:11] airport available to SEATAC workers,
[00:34:12] including those who represent union. So
[00:34:15] I'm looking forward to the report and
[00:34:16] for us to be able to make decisions
[00:34:17] based off of that. Thank you for the
[00:34:22] Commissioner Cho. Yeah. I want to echo
[00:34:26] those sentiments first. Obviously,
[00:34:28] we've been having this conversation for
[00:34:29] a very long time, and I know our. Our
[00:34:32] friends in the labor community have been
[00:34:35] really waiting a long time for us to
[00:34:36] make moves on this. But as Commissioner
[00:34:38] Mohamed alluded to that we need to make
[00:34:41] sure that whatever we do is within
[00:34:43] compliance of the federal regulations
[00:34:45] and any rules that TSA or other
[00:34:48] federal agencies might have around
[00:34:49] providing badges. And so I do appreciate
[00:34:52] the leadership of both my colleagues at
[00:34:55] the diocese, Commissioner Hasegawa and
[00:34:57] Commissioner Mohammed for their work.
[00:34:59] And I, too, am looking forward to seeing
[00:35:01] the recommendations and the results of
[00:35:03] this study come end of the summer to see
[00:35:06] what actions we can take to provide
[00:35:08] those who are seeking this benefit.
[00:35:11] Thanks. Commissioner Felleman. I just
[00:35:15] want to lend my support to the effort
[00:35:17] and acknowledge the fact that labor's
[00:35:20] been asking for a direct answer on this.
[00:35:22] And so we owe it to you, and I
[00:35:24] appreciate we're doing this in a
[00:35:25] methodical manner. Thank you.
[00:35:31] Just looking at Commissioner Calkins to
[00:35:33] see if there's anything he'd like to say
[00:35:35] or ask about the badging order.
[00:35:38] Okay. I just wanted to acknowledge the
[00:35:42] folks who have been involved in getting
[00:35:45] it to this juncture. First and foremost,
[00:35:48] our stakeholders in labor who have been
[00:35:50] there to answer the questions that we
[00:35:52] may have, the folks in our aviation
[00:35:54] security team, our executive leadership
[00:35:56] team, all the members of the committee
[00:35:58] who've been getting this to the point
[00:36:00] where we can consider it for action
[00:36:02] today. This effectively directs

[00:36:07] the executive director to work with
[00:36:09] labor legal and security teams to
[00:36:11] evaluate what access should look like
[00:36:13] and to bring back a draft policy
[00:36:15] recommendation to us as a commission by
[00:36:16] the end of Q2. So we look forward to
[00:36:20] taking it up in committee and then and
[00:36:22] seeing what happens next. And with that,
[00:36:27] I can look to my colleagues for emotion
[00:36:30] in a second. So moved. Second,
[00:36:34] the. The motion's been made by
[00:36:36] Commissioner Muhammad and seconded by
[00:36:38] Commissioner Felleman. Commissioners,
[00:36:39] are there any additional questions,
[00:36:42] comments, or debate on this item?
[00:36:44] Seeing none. Clerk Hart, you may call
[00:36:46] the roll. Thank you. Bingoing with
[00:36:47] Commissioner Muhammad. Aye.
[00:36:51] Thank you, Commissioner Hasakawa. Aye.
[00:36:54] Thank you, Commissioner Cho. Aye. Thank
[00:36:58] you, Commissioner Calkins. Aye. Sorry,
[00:37:00] that was a little out of order.
[00:37:01] Commissioner Felleman. Aye. Thank you,
[00:37:03] Commissioner. That's it. That's us.
[00:37:05] Five ayes, zero nays for this item. And
[00:37:08] the motion carries unanimously. Thank
[00:37:10] you. I was trying to get sponsors first.
[00:37:12] Thank you very much.
[00:37:15] Wow. That moves us swiftly forward to
[00:37:18] presentations and staff reports. And
[00:37:20] Clerk Hart, you can read the next item
[00:37:21] into the record. Executive Director
[00:37:22] Metruck will introduce it. Thank you.
[00:37:25] This is agenda item 11, a workforce
[00:37:26] development annual report.
[00:37:32] Commissioners, Port related industries
[00:37:34] face growing workforce challenges,
[00:37:36] including staff shortages, an aging
[00:37:38] labor force and limited awareness of
[00:37:40] career pathways. In response, our
[00:37:42] workforce development team prioritizes
[00:37:44] communities historically excluded from
[00:37:46] these opportunities and make strategic
[00:37:48] investments across maritime,
[00:37:50] construction, aviation and green jobs.
[00:37:52] Anna Pavlik, the Port's Workforce
[00:37:55] Development Director, recently
[00:37:56] celebrated her one year anniversary
[00:37:58] since taking the helm of the workforce
[00:38:00] development team and will share more
[00:38:02] about our progress over the last year.
[00:38:05] Presenters this afternoon are Anna
[00:38:07] Pavlick, Director of Workforce
[00:38:08] Development, Girmay Wurku, Port of
[00:38:12] Seattle Airfield operations Specialists,
[00:38:14] and Christina Vandermeer, pile driver
[00:38:17] apprentice with Washington State United
[00:38:19] Brotherhood of Carpenters. So, Anna,
[00:38:23] thank you, esteemed commissioners and
[00:38:25] Executive Director Metruck. All right,
[00:38:28] so I'm going to be sharing a lot with
[00:38:30] you today about our 2024 accomplishments
[00:38:33] in workforce development and some of our

[00:38:34] plans ahead. I'm going to move quickly
[00:38:36] because I'd love for you to hear from
[00:38:38] the folks who are actually building and
[00:38:40] operating our report. So I'll pass it to
[00:38:43] you when it's your turn. All right,
[00:38:45] thank you. Next slide please. In
[00:38:48] workforce development housed within the
[00:38:50] Office of Equity Diversity Inclusion,
[00:38:52] we have a small but mighty team focused
[00:38:54] on the three sectors you see on the
[00:38:56] slide. In maritime, we have Robert Brown
[00:38:59] III, who comes to us with lots of
[00:39:00] employer engagement experience from
[00:39:02] Washington Maritime Blue Aviation,
[00:39:04] Leslie Horton, working with youth in her
[00:39:07] past and also a lot of employment
[00:39:09] services and construction. Carl Hugo,
[00:39:11] with experience as a recruiting
[00:39:15] manager in the US army, bringing folks
[00:39:17] into non traditional trade. So Robert
[00:39:19] and Carl are here with me today. I'd
[00:39:21] love for them to wave their hands
[00:39:22] because their work is really what's
[00:39:25] sitting at this table and all of the
[00:39:26] accomplishments I'll share with you
[00:39:27] today. And we also have Crystal Dome,
[00:39:30] who is our fearless contract and budget
[00:39:33] specialist. And a special shout out to
[00:39:35] our Senior Director, Bukta Ksar for
[00:39:38] leading us in all of this important
[00:39:39] work. So we see green jobs is scattered
[00:39:43] throughout those three sectors, not as a
[00:39:45] particular industry itself. Most green
[00:39:48] jobs are existing occupations like the
[00:39:50] one you'll hear about today from
[00:39:52] Christina. As a pile driver apprentice,
[00:39:54] we're also looking at jobs of the
[00:39:56] future. So as we're doing our strategic
[00:39:59] planning for the remainder of the year,
[00:40:00] you'll be hearing us think through and
[00:40:03] we'll be looking for your leadership as
[00:40:04] well and how we define jobs of the
[00:40:06] future and green jobs. Next slide
[00:40:09] please. We're grounded in our commitment
[00:40:13] through the century agenda to advance
[00:40:15] regional workforce development in port
[00:40:17] related industries by providing
[00:40:19] equitable access to quality careers.
[00:40:21] And I think it's important to say that
[00:40:22] up front because as we continue to live
[00:40:25] out our values as a port that remains
[00:40:27] front and center to our work and
[00:40:28] workforce development, ensuring that
[00:40:30] near port communities those have been
[00:40:32] excluded gain Access. So since 2019
[00:40:35] we've seen a little under \$17 million in
[00:40:38] port resources invested in workforce
[00:40:40] development with over 1200 people
[00:40:43] trained in high demand living wage
[00:40:45] careers like the pre apprenticeships we
[00:40:49] fund, which again you'll hear about from
[00:40:51] Christina. And over 3,000 people trained
[00:40:55] in job readiness and career advancement

[00:40:57] opportunities, mostly here at the
[00:40:58] airport through port jobs, which Grima
[00:41:01] will be speaking to. And then over 8,500
[00:41:04] people since 20 placed into employment,
[00:41:06] mostly here at the airport. And we could
[00:41:09] not have done this alone in the office
[00:41:11] of Equity Diversity Inclusion without
[00:41:13] incredibly strong partnerships across
[00:41:14] the port departments and all the amazing
[00:41:18] folks who make it happen. And we're
[00:41:19] going to give you a few examples of
[00:41:21] those partnerships of shared vision,
[00:41:23] shared success. So next slide please.
[00:41:26] The first example is in maritime. So
[00:41:30] under your leadership and your vision,
[00:41:33] the port seeded Maritime High School,
[00:41:35] right? Several years. I know we're all
[00:41:38] looking forward to that first graduating
[00:41:39] class here in a few weeks. But this year
[00:41:42] Port of Seattle, through our Talent
[00:41:44] Connections team and HR was able to hire
[00:41:47] 10 Maritime High School interns to come
[00:41:49] here and work for the port. And they
[00:41:51] took on an issue that's been challenging
[00:41:54] for us to figure out how to solve. We
[00:41:56] want to provide career awareness
[00:41:58] opportunities for young people across
[00:42:00] our county. We'd love for them to come
[00:42:02] tour all of our facilities and marine
[00:42:05] maintenance in particular has been
[00:42:07] stretched thin. They they've offered
[00:42:09] many tours, they'll continue to do it,
[00:42:11] but wanted to be able to do more. So
[00:42:13] they partnered with the Maritime High
[00:42:15] school interns. The interns developed
[00:42:17] videos, you may have seen some of them
[00:42:19] on LinkedIn or our websites to highlight
[00:42:21] a number of occupations in marine
[00:42:24] maintenance. And so they also developed
[00:42:26] a game and some curriculum that's being
[00:42:28] finalized and we're sharing it
[00:42:30] throughout the region with schools. But
[00:42:32] in workforce development, our team was
[00:42:35] already in partnership with the
[00:42:36] Washington alliance for Better School to
[00:42:38] develop curriculum for after school
[00:42:40] programming that educators and community
[00:42:45] members could provide to elementary
[00:42:46] school and middle school students to
[00:42:49] incorporate port related occupations
[00:42:52] into that after school programming. So
[00:42:55] we've shared those videos with the
[00:42:57] Washington alliance for Better Schools.
[00:42:58] They'll be implementing them throughout
[00:43:00] the state and also sharing them with
[00:43:02] parents and other caregivers of these
[00:43:04] young people so they can learn about
[00:43:05] port related Careers as well. So there's
[00:43:08] an example of leveraging all of our
[00:43:09] shared work to a greater impact. Next
[00:43:12] slide, please. So now I'm going to speak
[00:43:15] to 2024. This slide showcases that
[00:43:18] of our 2024 Investments in Workforce

[00:43:22] development, the majority served near
[00:43:25] port communities. The darker the color
[00:43:27] of the zip code, the more folks served
[00:43:29] with our investments in workforce
[00:43:30] development. And you can see there the
[00:43:32] zip codes of folks served, 78% of
[00:43:36] those served with the investments live
[00:43:39] in low equity communities in King
[00:43:41] County. Next slide, please.
[00:43:46] Also in 2024, we made similar levels of
[00:43:49] investments. I do want to note that we
[00:43:52] saw a decrease in the number of job
[00:43:54] placements in 24 and job trainings. And
[00:43:57] so why is that? I think there's a number
[00:43:59] of factors. One being just sort of the
[00:44:03] regional shift in hiring when we
[00:44:06] came out of COVID 22. And you saw that
[00:44:09] big ramp up in hiring in 23. I'm not an
[00:44:12] economist, but I can say by looking at
[00:44:14] regional economic data that there has
[00:44:17] been a cooling off of hiring in 2024,
[00:44:20] especially towards the end of the year.
[00:44:22] We saw that at SEA. We've seen it in
[00:44:26] construction. Construction lost over
[00:44:28] 5,000 jobs in the Seattle metro area
[00:44:31] between February of 24 to 25. So there's
[00:44:35] been a regional cooling. And it also is
[00:44:37] in regards to when you have such a huge
[00:44:40] spike from 22 to 23 in hiring,
[00:44:42] eventually folks stay in their positions
[00:44:44] and you're going to level off. That
[00:44:46] said, we have a number of plans underway
[00:44:49] for how we continue to have greater
[00:44:51] impact in our community communities with
[00:44:53] these investments. I would also note
[00:44:55] that at SEA, in particular, the cyber
[00:44:58] attack and a few construction closures
[00:45:01] had a small impact on hiring as well.
[00:45:04] All right, next slide, please. So what
[00:45:07] are our plans underway to have continued
[00:45:12] impact in our communities with these
[00:45:14] workforce investments? Well, we need to
[00:45:16] continue doing a lot of what we already
[00:45:18] do, which is strong partnerships
[00:45:20] internally with other public agencies,
[00:45:22] with our community partners. We've done
[00:45:24] so much to offer such a breadth of
[00:45:26] workforce development services from
[00:45:28] folks just learning about career
[00:45:30] occupations, port occupations, to
[00:45:32] supporting folks in advancement. And
[00:45:36] we've seen such a great outcome in terms
[00:45:38] of serving those who've been
[00:45:39] structurally excluded, not to mention
[00:45:43] all the upskilling work happening here
[00:45:44] at the airport, which I'll speak to in a
[00:45:46] minute. But there's lots of ways we can
[00:45:48] grow. So we're doing some work
[00:45:50] internally to strengthen our own house
[00:45:52] in partnership with Central Procurement
[00:45:54] Office, internal audit. I'll speak to
[00:45:56] that in a minute. But what you're going
[00:45:58] to hear the most about in the rest of

[00:45:59] this presentation is using our strategic
[00:46:02] investments to provide more tailored
[00:46:04] services to individuals, partnering more
[00:46:06] with employers so that they're at the
[00:46:08] table in the planning phase to ensure
[00:46:11] we're training folks to meet their
[00:46:13] employment demand and then also again
[00:46:15] planning for jobs of the future. Last
[00:46:18] but definitely not least, really needing
[00:46:21] to focus even more on the commitments
[00:46:24] we've already made in the Duwamish
[00:46:25] Valley with priority hire with our
[00:46:27] Muckleshoot and Suquamish partners.
[00:46:30] Next slide please. So to dive
[00:46:34] into a few of those strategies moving
[00:46:36] forward in more detail,
[00:46:38] we see in terms of our own investments
[00:46:42] that we can have greater community
[00:46:43] outcomes with better clarity for our
[00:46:46] partners, more technical assistance from
[00:46:48] for our community partners, the
[00:46:49] nonprofits that provide most of these
[00:46:51] services increase program oversight in a
[00:46:55] strengths based, community informed way
[00:46:58] and then also more efficient contract
[00:47:00] management. So we're again working with
[00:47:02] central procurement office and internal
[00:47:04] audit on those strategies. And I would
[00:47:06] just say we're as strong in our
[00:47:08] investments as we are in our procurement
[00:47:11] team. So as you're entering budget
[00:47:12] season thinking about resources, our
[00:47:15] friends in central procurement office I
[00:47:18] know could use some more support. Next
[00:47:21] slide please. So before I go into each
[00:47:25] of the sectors that we're making
[00:47:27] investments and I'm going to turn it
[00:47:28] over to Girmay Warku to share a little
[00:47:31] bit about aye. story. Gurmai thank you
[00:47:35] Anna thank you commissioners and my name
[00:47:39] is Girmai and I'm happy to be here
[00:47:42] today to share my story with you. And
[00:47:45] I'm currently working in the Port of
[00:47:46] Seattle, an airfield operations
[00:47:49] specialist.
[00:47:52] But my journey started with at the
[00:47:55] airport as a wheelchair attendant. From
[00:47:57] that moment I know I can be more than
[00:47:59] that just pushing wheelchairs. But I'm
[00:48:02] grateful, thank you for the Port of
[00:48:05] Seattle, for your leadership and the
[00:48:07] Port of jobs. The opportunity to open
[00:48:10] here at the airport with Highline
[00:48:13] Community College and Green River
[00:48:16] Colleges to get access to learn here at
[00:48:19] Airport University here. So I was one of
[00:48:22] the students over there and taking many
[00:48:25] classes. I took criminal justice
[00:48:27] classes, hospitality, Tourism
[00:48:28] management, customer service, computer
[00:48:31] science classes.
[00:48:35] And then last summer 2018 I graduated
[00:48:39] with Highline Community College with

[00:48:42] Airport University with Criminal justice
[00:48:45] and Hospitality Tourism Management dual
[00:48:48] associate degrees. That was my focus but
[00:48:51] I didn't stop commissioners. I also
[00:48:53] continue to learn to complete four short
[00:48:57] term certificates with Introduction to
[00:48:59] Homeland Security and Aviation,
[00:49:03] a private security academy. And I also
[00:49:06] completed with ACE with Airport
[00:49:09] certified employee with Airport
[00:49:10] Operation aaa. So with that being said,
[00:49:13] I'm here today. Thank you for your
[00:49:16] Support for your leadership. Thank you
[00:49:19] for your help to build up this
[00:49:21] opportunity from here. We're working
[00:49:23] here and we're learning at the same
[00:49:24] time. I really appreciate it.
[00:49:30] So Ghurmay has grown aye. career at the
[00:49:33] airport. Now as a Port of Seattle
[00:49:34] employee. I got to meet aye. at the bring
[00:49:36] your kids to work and meet aye. oldest
[00:49:38] daughter who's nine, oldest of four.
[00:49:40] So, so many. The next generation is
[00:49:43] ready to come to work. She looked ready.
[00:49:46] So in aviation Girmay mentioned port
[00:49:49] jobs. They're our longest standing
[00:49:51] partner as community investment that
[00:49:54] we've made here at the port. And this
[00:49:55] last year they they placed 1200 people
[00:49:58] and provided so many different
[00:50:00] opportunities for these kinds of career
[00:50:02] advancement training that the gourmet
[00:50:04] has taken. They also served 130 asylum
[00:50:08] seekers in this this last year. South
[00:50:11] Seattle College, another partner has
[00:50:13] continued their worker upskilling
[00:50:15] training through the Aviation
[00:50:17] Maintenance Technician program in the
[00:50:18] brand new ground support equipment
[00:50:20] mechanic training which launched in 2024
[00:50:22] with a really great completion rate for
[00:50:25] a pilot, 83%. So you can see on this
[00:50:28] slide, I'm not going to go through all
[00:50:30] the details but each dollar amount is
[00:50:33] the annual. That's the 2024 investment
[00:50:35] we made in those organizations. So
[00:50:37] what's next in aviation we're getting
[00:50:40] going with port jobs on the Child Care
[00:50:41] Navigator scope to support existing SEA
[00:50:45] employees with finding childcare and
[00:50:48] they're ramping up on that initiative.
[00:50:51] We have launched the Taxi Driver
[00:50:53] Employment Navigator work with
[00:50:56] International Rescue Committee. They're
[00:50:57] also getting geared up to get that
[00:50:59] started and offering it at the 160th
[00:51:02] street rest stop for for taxi drivers
[00:51:05] and off site as well. And then thank you
[00:51:08] for your approval today in consent of
[00:51:11] the aviation security training pathway.
[00:51:13] We'll get a solicitation out and find a
[00:51:16] really solid training provider to
[00:51:18] support us in building out that that

[00:51:20] pathway. And so next slide in
[00:51:25] construction. You also have had such
[00:51:27] great leadership around the priority
[00:51:28] hire initiative. You'll be hearing from
[00:51:30] our engineering partners later this year
[00:51:32] as they put their annual report
[00:51:34] together. But just a note here that
[00:51:37] after you developed this policy and we
[00:51:38] implemented the project labor agreement
[00:51:40] with setting expectations around
[00:51:43] contractors hiring apprentices and those
[00:51:45] who are pre apprenticeship graduates.
[00:51:47] Our office in OEDI funds pre
[00:51:49] apprenticeship training and has resulted
[00:51:52] in 56 individuals that the port has
[00:51:56] funded in pre apprenticeship landing on
[00:51:58] our Port of Seattle construction project
[00:51:59] since 2019. We'd love for those numbers
[00:52:03] to grow much larger. And so that's one
[00:52:05] reason we invited Christina to come and
[00:52:08] speak to her experience and we're
[00:52:11] working with engineering on those
[00:52:13] strategies.
[00:52:18] Hi, my name is Christina vandermeer.
[00:52:22] I'm a second period apprentice in local
[00:52:24] 196 pile drivers union. I graduated the
[00:52:27] ANU trades rotation program in April of
[00:52:30] 2024. Before coming to anew, I was stuck
[00:52:34] at a dead end job and barely being able
[00:52:36] to support three children. Coming to the
[00:52:39] program helped pave the path towards a
[00:52:41] career that I can comfortably support my
[00:52:43] family on now. And aside from getting
[00:52:46] knowledge on how to use basic hand and
[00:52:48] power tools, one of the best tools I got
[00:52:50] from the program was when we visited the
[00:52:52] Lydig yard and learned how to hustle
[00:52:54] work as a carpenter. In addition to all
[00:52:57] of this, the new program also provided
[00:53:00] me with direct entry into the Carpenters
[00:53:02] union and after graduation I was an
[00:53:04] active member in less than two months
[00:53:07] after this, I then took everything I
[00:53:10] learned and applied it to my first job
[00:53:12] that being with Lydig on a Seattle
[00:53:14] public school job. Once that project was
[00:53:16] completed, I continued to hustle more
[00:53:18] work landing a Port of Seattle job with
[00:53:20] Pacific Pile and Marine on Pier 66 from
[00:53:24] October of 2024 until March of this
[00:53:28] year. I strived to do my best with the
[00:53:29] company on this job. I had the
[00:53:32] opportunity to learn how to drive pile,
[00:53:35] how to rig and signal a crane and how to
[00:53:37] use a wide different wide variety of
[00:53:40] different tools efficiently. Working a
[00:53:43] job with the port was an extremely
[00:53:45] beneficial experience as it widened my
[00:53:48] scope of knowledge in the field and also
[00:53:50] helped me gain the confidence in myself
[00:53:52] with being a brand new apprentice in the
[00:53:54] trades.
[00:53:57] Thank you for your time and I hope to be

[00:54:00] on more projects with the Port of
[00:54:01] Seattle in the future.
[00:54:05] Great. Thank you Christina. Next slide
[00:54:07] please. So we've made a number of
[00:54:10] investments in construction anew being
[00:54:12] one of our primary partners and also
[00:54:16] with Urban League, Pact, the Carpenters,
[00:54:18] the Iron Workers pre apprenticeship
[00:54:21] programs and are looking forward to
[00:54:23] providing more tailored services and
[00:54:25] working more closely with employers
[00:54:27] through the ANEWS Leadership Development
[00:54:28] program. So we'll be looking for
[00:54:31] Christina to join that once she's got
[00:54:33] more experience as a pile driver
[00:54:36] apprentice. And that pilot cohort is
[00:54:38] currently underway with nine Journey
[00:54:40] Level and apprentices Journey Level
[00:54:42] workers and apprentices enrolled to
[00:54:45] prepare them for leadership
[00:54:46] opportunities. Supervisory positions in
[00:54:49] construction. Next slide please.
[00:54:52] Maritime we started some new
[00:54:54] partnerships with the SEA Scouts and COR
[00:54:56] Maritime. SEA Scouts had Youth Maritime
[00:55:00] career launch interns on the boat core.
[00:55:02] Plus Maritime is career connected
[00:55:03] learning in high schools. We're looking
[00:55:05] to expand that with a number of
[00:55:06] partnerships including the Muckleshoot
[00:55:08] and The Puget Sound Skills Center. And
[00:55:11] then we'll be finishing out this year
[00:55:13] the Youth Maritime Career Launch Pilot.
[00:55:16] And we'll be coming back to you in the
[00:55:17] fall with recommendations for how to
[00:55:21] continue to build on that pilot,
[00:55:23] hopefully opening it up to adults,
[00:55:26] offering more training supports, really
[00:55:28] embedding the maritime investments with
[00:55:31] employer driven opportunities for folks.
[00:55:35] And then last but not least, Maritime
[00:55:37] High school saw a 10% increase in
[00:55:40] enrollment in this last school year,
[00:55:41] which is exciting. Next slide,
[00:55:44] green jobs. Last but not least, we'll be
[00:55:47] continuing our partnership with King
[00:55:49] county and City of Seattle with
[00:55:51] Coalition for Climate Careers. And we
[00:55:55] came to you not too long ago to talk
[00:55:57] about our Duwamish Valley Career
[00:55:58] Navigator program. So we are in the
[00:56:02] process of hiring a community partner to
[00:56:04] provide again, more tailored services to
[00:56:06] Duwamish Valley residents so that they
[00:56:08] can follow that career path that best
[00:56:11] meets their needs, their interests, and
[00:56:15] also partners with employers to make
[00:56:17] sure that they land in career paths,
[00:56:20] not just jobs. And so with that next
[00:56:24] slide, we just want to thank all of our
[00:56:26] partners from 2024 and thank you all for
[00:56:30] again, your leadership in making this
[00:56:32] all happen. Thank you very much

[00:56:36] for the presentation. That was
[00:56:37] excellent. It's our turn to ask
[00:56:40] questions, make comments, colleagues.
[00:56:43] Commissioner Mohammad.
[00:56:47] Yeah, thank you for the presentation.
[00:56:49] That was very detailed and both of your
[00:56:51] stories are inspiring and I'm glad to
[00:56:54] hear that the port has become a place
[00:56:57] for you to find career opportunities.
[00:56:59] Airport University, that is a
[00:57:03] organization I was pretty fascinated by
[00:57:05] when I learned that that happens here at
[00:57:07] the airport. And so it's great to hear
[00:57:10] those stories and all of the information
[00:57:12] you've provided. I have just a couple of
[00:57:15] questions. The port hired
[00:57:20] Maritime High School interns. Was that
[00:57:24] an internship program that was dedicated
[00:57:26] for Maritime high school students or was
[00:57:29] that our regular internship program that
[00:57:32] those students applied into? I, I don't
[00:57:36] want to speak on behalf of talent
[00:57:37] connections, but my understanding is
[00:57:38] that they've held 10 slots for Aviation
[00:57:40] High School students and 10 slots for
[00:57:43] the maritime high school students.
[00:57:44] That's wonderful. I love those
[00:57:46] internship programs and want to see them
[00:57:48] expand. So I was just curious. And then
[00:57:51] the other thing that I wanted to say
[00:57:52] that I noted here was curriculum
[00:57:54] development. So did we develop those
[00:57:56] curriculums and passed it along to the
[00:57:59] Washington alliance for Better Schools?
[00:58:02] We hired them to draft the curriculum
[00:58:06] based on input we gave them about
[00:58:08] occupations that are in demand in each
[00:58:11] of the three sectors, including green
[00:58:13] jobs. So they're, they're going to be
[00:58:15] piloting this summer and they're going
[00:58:17] to come back and get additional input
[00:58:19] from Port of Seattle staff across the
[00:58:21] agency this summer. That's amazing. And
[00:58:24] so then those who are funded through
[00:58:26] like the South King County Impact Fund
[00:58:28] or the Maritime Youth Career Launch,
[00:58:30] will they have access to those that
[00:58:32] curriculum as well, like a nonprofit
[00:58:34] organization? Sure. It's going to be
[00:58:36] publicly available curriculum so anyone
[00:58:38] can use it. It's geared towards
[00:58:39] elementary and middle school students,
[00:58:42] but you know. Yeah, it could have
[00:58:44] application in other settings. I see.
[00:58:46] It's geared to younger folks. Yeah. For
[00:58:48] the Washington lines for better school.
[00:58:49] That curriculum is geared towards
[00:58:51] elementary middle school. We also have
[00:58:53] Core plus Maritime which is building out
[00:58:56] curriculum for junior and senior level
[00:59:01] high schoolers. And I can't remember
[00:59:03] exactly what the age range was. I think
[00:59:05] it's under. It's definitely not 25 for

[00:59:08] the maritime Youth Career Launch
[00:59:09] Program. I think it's. What is it?
[00:59:11] Correct. 18 to 24. Oh, correct. I would
[00:59:15] love to see something like that
[00:59:16] incorporated into the Maritime Youth
[00:59:18] Career Launch Program. I know like a lot
[00:59:20] of the non profit organizations, they
[00:59:22] all design their own sort of curriculum
[00:59:24] and it's not really super streamlined
[00:59:26] and some struggle with it because it's
[00:59:29] an. It's just a new area of information
[00:59:32] for them. And so it's great that there's
[00:59:35] a model now that maybe that they can
[00:59:37] replicate. Definitely. And then the, my
[00:59:41] last question, the Duwamish Valley
[00:59:42] Navigator position, is that going to be
[00:59:45] through like an RFP process? So where
[00:59:48] can, where can folks in the public who
[00:59:50] are interested in that find, find that
[00:59:53] information? It has already been
[00:59:55] solicited. We, we got the word out
[00:59:57] through all of our community networks
[01:00:00] back in just what in April.
[01:00:03] And so we did post it on our website
[01:00:07] about future opportunities and we made
[01:00:09] sure we connected with a lot of
[01:00:11] different community organizations to get
[01:00:12] the word out at the time. But if there's
[01:00:15] more that we should be doing to make
[01:00:16] sure you all are in the loop about those
[01:00:18] solicitations, I'm happy to take extra
[01:00:20] steps that we may not have thought of.
[01:00:22] Yeah, I just love to amplify it and I'm
[01:00:25] sure even maybe folks who are listening
[01:00:27] would like that information. So thank
[01:00:29] you. The work that you're doing is very
[01:00:31] much aligned with what I believe the
[01:00:32] port's mission is, is spreading economic
[01:00:34] opportunity into community. And so I
[01:00:37] just really appreciate all the work that
[01:00:39] you all do. Thank you. Thank you,
[01:00:46] Commissioner Felleman. Thanks so much
[01:00:50] for the presentation and putting real
[01:00:52] faces to the work. It really hearing
[01:00:54] from you directly is fascinating and
[01:00:56] inspiring. So really appreciate that. I
[01:01:01] was thinking about Green jobs. I think
[01:01:04] about that a lot. And, and the idea that
[01:01:07] I believe I totally agree with, you
[01:01:10] know, some of the basic foundations. If
[01:01:11] you don't. If you can't be an
[01:01:12] electrician, you can't do your solar
[01:01:13] cells. And so they're foundational
[01:01:15] things. But I was then thinking about
[01:01:18] what are the. And then you have the dirt
[01:01:19] core for the kind of things that make me
[01:01:22] real happy. And then. But the thing I
[01:01:24] was thinking about was like in like the
[01:01:27] Coast Guard has like an environmental
[01:01:29] program and they deal like with oil
[01:01:30] spill word and we have like Global
[01:01:32] Diving and Salvage right there in the
[01:01:34] harbor who I've spoken to in the past.

[01:01:36] And they've shown a receptivity, at
[01:01:39] least during its previous ownership. I
[01:01:41] think it might have changed hands. But
[01:01:42] the. That's a sort of a field where I
[01:01:46] know our executive director is rather
[01:01:47] familiar with and you know, the captains
[01:01:51] of the port are involved with a lot of
[01:01:54] stuff that's relevant and it's also
[01:01:57] another career pathway in the, in the
[01:02:01] military of sort. The other thing I
[01:02:03] wanted to know more about is, you know,
[01:02:04] I've always been very much interested in
[01:02:06] seeing how much more of our tribal youth
[01:02:08] we can engage in this process. And I
[01:02:10] know Roxanne and you have done a lot of
[01:02:12] work through outreach and I believe so
[01:02:14] has Core Plus. In fact, they have very
[01:02:16] active program with macabre all the way
[01:02:19] out there. And we're still trying to get
[01:02:22] and I think Sue Quamish and some
[01:02:24] potential. You did mention and I think
[01:02:26] Commissioner Cho and I had offered to be
[01:02:29] able to write a letter to tribal
[01:02:31] leadership to make sure that they know
[01:02:33] that we're making this outreach and
[01:02:34] because I know the outreach is
[01:02:36] occurring, but I want to make sure that
[01:02:38] teachers are busy and if the council
[01:02:41] says please make the time, that would
[01:02:44] help a lot versus saying another thing
[01:02:46] for me to do. So I still would like very
[01:02:48] much to at least be on record. So let.
[01:02:51] Let the council know when we do our
[01:02:53] annual, you know, MOU meetings that
[01:02:57] these programs have been underway and
[01:02:59] let's not not take credit for the hard
[01:03:02] work you're doing. You did mention
[01:03:04] something about a Muckleshoot program
[01:03:06] within. In collaboration. Is it with a
[01:03:09] Renton High school? What was that? So
[01:03:12] the Puget Sound Skill center, their
[01:03:14] marine science program, if you're
[01:03:16] familiar with that Skill center, their
[01:03:19] marine science program has had a long
[01:03:21] standing partnership with the
[01:03:22] Muckleshoot and we are working with Core
[01:03:26] plus Maritime. It's just in infancy
[01:03:29] stage of building out that partnership
[01:03:32] with the Puget Sound Skills center so
[01:03:33] that they can offer STCW training. The
[01:03:36] curriculum that I mentioned to
[01:03:38] Commissioner Muhammad and then partner
[01:03:40] ideally with the Muckleshoot to
[01:03:43] implement it in those schools as well.
[01:03:45] But it's in the early stages. To your
[01:03:48] earlier point about a letter, we're
[01:03:50] doing things now that I'm still fairly
[01:03:53] new, wanting to develop those
[01:03:54] relationships directly and figure out
[01:03:56] what are the best strategies that will
[01:03:58] work for all of us. And then I'm sure we
[01:04:00] can take you up on your offer for a
[01:04:02] letter. Great. And just so folks know,

[01:04:04] SDCW is a safety on board boats.
[01:04:08] And like, you can't get on board a boat
[01:04:10] unless you have SDCW certification or
[01:04:12] fishboat or otherwise. So it is a
[01:04:15] foundational educational issue. So thank
[01:04:18] you for that work. Yeah. Commissioner
[01:04:19] Calkins, thank you so much, Anna, for
[01:04:22] the great presentation. And also to hear
[01:04:25] your stories is really important for us
[01:04:27] to just understand what it means on a,
[01:04:29] you know, for individuals who are
[01:04:31] actually doing these things and how
[01:04:32] successful it can be, which a lot
[01:04:36] of that is attributable to your grit.
[01:04:39] So you should take as much credit as any
[01:04:41] of us do for the success of these
[01:04:43] programs. I also, you know, I think a
[01:04:47] fundamental value for us has been the
[01:04:49] rejuvenation of programs like anew,
[01:04:52] well, let me just say broadly
[01:04:54] apprenticeships. And it's an area where
[01:04:56] I think there's a great deal of
[01:04:59] bipartisan interest. And so while I know
[01:05:03] at the port we're struggling with some
[01:05:05] of the, our major differences with the
[01:05:07] current federal administration, this is
[01:05:08] an area where I think we can make real
[01:05:10] headway over the next four years. And so
[01:05:12] I really want us to lean into these
[01:05:15] examples of successes and how do we
[01:05:17] scale them and also how do we translate
[01:05:20] them into new areas of work that are
[01:05:22] becoming more and more important for us.
[01:05:24] So, you know, building around
[01:05:27] existing trades, but also recognizing
[01:05:30] that there are emerging areas of skilled
[01:05:32] work that we're going to need to expand.
[01:05:35] And so, you know, from the standpoint of
[01:05:38] like late high school and post secondary
[01:05:41] school, I think, you know, these
[01:05:43] programs, to the extent that the port
[01:05:45] can be, continue to support them, I
[01:05:48] think that's important. And a key part
[01:05:50] of that will be, and I don't know if,
[01:05:51] if Eric Schinfeld is still here, but is
[01:05:55] figuring out there he is, is figuring
[01:05:56] out how, you know, if they're going to
[01:05:59] take 3 billion from Harvard and give it
[01:06:01] to trade schools, how do we make sure
[01:06:02] they go to the trade schools that we're
[01:06:04] supporting already? The other thing I
[01:06:07] would say is. And I just really want to
[01:06:09] emphasize the point you made earlier
[01:06:12] about how there are these kind of early
[01:06:14] awareness and exploration programs and
[01:06:17] how vital that is for so many of these
[01:06:19] companies. Folks who may not even have
[01:06:22] awareness of these careers. And it
[01:06:24] almost feels hacking to say it, but
[01:06:26] getting in front of kids and their
[01:06:28] parents when they're in second grade and
[01:06:31] third grade so that they understand you
[01:06:34] could be a ferry captain and make lots

[01:06:37] of money and get to go home at night.
[01:06:39] But that's not a traditional educational
[01:06:42] pathway. It's a different approach than,
[01:06:44] you know what in most cases you're going
[01:06:46] to hear from your junior high or high
[01:06:49] school counselor and then of course,
[01:06:53] you know, continuing to work to expand
[01:06:55] secondary options for kids who want to
[01:06:58] do stuff. And this has become a really
[01:07:00] key understanding for me about where we
[01:07:03] have failed young people and what we
[01:07:06] need to do to offer them that. And the
[01:07:09] more experience I have with it, the more
[01:07:11] convinced I am that experiential
[01:07:14] education, in other words, not doing
[01:07:15] what I'm doing right now, sitting behind
[01:07:17] a desk, but actually getting out and
[01:07:19] doing hands on work is not only
[01:07:23] better for your job prospects in the
[01:07:26] future, it's better for your brain. You
[01:07:28] just learn better when you're doing it.
[01:07:30] And I think it also reflects the nature
[01:07:33] of today's work, which is that it is
[01:07:35] almost always collaborative. There are
[01:07:38] very few jobs left that require that you
[01:07:40] just sit quietly by yourself and do it.
[01:07:42] And those jobs are the first ones that
[01:07:44] are going to go away with AI. So Whereas
[01:07:46] welding and other skilled trades,
[01:07:50] those have a long future in spite of the
[01:07:53] coming of our AI overlords. So hugely
[01:07:58] grateful for the work that you guys are
[01:08:00] doing. I also want to say I've had the
[01:08:02] opportunity to accept an award on behalf
[01:08:04] of the port recently at the Washington
[01:08:06] alliance for Better Schools. I've been
[01:08:07] at other events where our programs have
[01:08:09] been highlighted to time and time again.
[01:08:11] What everyone says is we love working
[01:08:14] with the folks at the port who lead
[01:08:17] these missions. And Anna, your name
[01:08:19] comes up all the time. Luis, you are a
[01:08:21] godfather in this program and we are
[01:08:22] super grateful for all the work you've
[01:08:24] done and now on into your other
[01:08:27] endeavors. But so you know,
[01:08:31] for me, every dollar we spend towards
[01:08:34] these efforts through the amazing work
[01:08:36] of our staff is well worth the expense.
[01:08:39] Thank you, Commissioner Cho.
[01:08:43] Yeah, thank you. I don't know what more
[01:08:45] I can say to pile on to what's already
[01:08:47] been said by my colleagues, but I think
[01:08:50] I just want to express how much I share
[01:08:52] the sentiment that this is at the core
[01:08:54] of what we do as an institution. We
[01:08:56] exist as an economic development agency,
[01:08:59] which means we exist to create jobs.
[01:09:02] And the fact that we have, or the
[01:09:06] fact that we're putting our money where
[01:09:07] our mouth is. Investing in workforce
[01:09:10] development is not just a statement of
[01:09:13] our values, but also a demonstration of

[01:09:15] how effective this can be. And we have
[01:09:18] extraordinary examples of that here
[01:09:20] today testifying before us. And it is
[01:09:24] what is going to maintain our
[01:09:27] status as a healthy organization going
[01:09:30] into the future. Because we all know
[01:09:31] beyond just the fact
[01:09:35] that it's our mission, it's mission
[01:09:39] critical to us as an organization to
[01:09:41] continue to build up those who have the
[01:09:43] skills to keep this institution running
[01:09:46] at the pace that it is. So I just want
[01:09:49] to thank you so much for all the work
[01:09:52] that you're doing. This really is at the
[01:09:54] core of what we stand for and what we
[01:09:56] need to be doing not just for ourselves,
[01:09:58] but also as part of our mission. Thank
[01:10:01] you. Thank you. I'd also just like to
[01:10:05] thank you and commend you for this
[01:10:07] presentation. It's not easy to fit in
[01:10:10] this subject into a 15 minute
[01:10:13] presentation when it's cornerstone to
[01:10:16] what we're doing as a port. Right. It's
[01:10:18] in our mission that we're doing.
[01:10:19] Economic development and the workforce
[01:10:22] development aspect is I think the
[01:10:24] biggest and most important charge that
[01:10:27] we face. Order, please. Thanks,
[01:10:29] colleagues. So,
[01:10:34] Christina, you have three kids and
[01:10:38] Gurma, you have four children.
[01:10:42] And I love what you said about
[01:10:46] working and learning at the same time
[01:10:49] and how critical education is
[01:10:53] on the front end to the outcomes on the
[01:10:56] other end of that. You've said so many
[01:10:59] positive things about your experience,
[01:11:00] but I'm actually going to invite you to
[01:11:03] give us constructive criticism. You've
[01:11:06] told us what's working well and I value
[01:11:08] that. What more or what
[01:11:12] else could we do that would support you
[01:11:15] and people like you to succeed?
[01:11:22] Start with heavy Queen. Start with Fred.
[01:11:27] Well, I don't have that much, but I
[01:11:29] would say I talked with Hannah the other
[01:11:32] day as well. Working at the airport is
[01:11:35] working like airport is representative,
[01:11:38] just the whole America. So a lot of
[01:11:40] people come here with a diverse
[01:11:41] environment. A lot of people come in
[01:11:44] here at the port of jobs at the same
[01:11:46] time. But again, they need, you know,
[01:11:50] as a leadership, they need more support
[01:11:52] that I talked to Anna the other day.
[01:11:54] Folks that come in here, English are the
[01:11:57] second languages. They need more
[01:11:59] resources to learn those English. It's
[01:12:01] not only, you know, criminal justice or
[01:12:03] any other classes with career path with
[01:12:06] deviations. That's wonderful. But on the
[01:12:09] other hand, more resources, more your
[01:12:12] support. I understand you guys do a lot,

[01:12:14] but again, if you can get more, more
[01:12:18] people would be happy and appreciated
[01:12:20] that. Thank you. Jeremiah. What do you
[01:12:23] think? Christina?
[01:12:28] I wish I had a little bit of criticism,
[01:12:30] but the whole program has completely
[01:12:32] changed my life and it's been all good,
[01:12:35] really. Besides, I've been laid off for
[01:12:38] the last month. That's only the kind of
[01:12:41] hard to find work right now. But besides
[01:12:43] that, everything is everything you guys
[01:12:46] did. It's been amazing for me. So thank
[01:12:48] you for that. So in the presentation, I
[01:12:52] heard you demonstrate the trend that
[01:12:54] regionally that hiring is actually going
[01:12:58] down. Now do we expect that or at least
[01:13:00] between the last two fiscal years. So do
[01:13:02] we anticipate that trend to continue?
[01:13:04] Well, it really was towards the end of
[01:13:07] 2024. That was the data I was looking at
[01:13:09] from Employment Security department.
[01:13:10] And so in convers conversations like
[01:13:13] with port jobs just last week, they've
[01:13:16] seen actually an upward trajectory in
[01:13:18] the first quarter of 2025. So your
[01:13:22] question is a very important one and I
[01:13:24] wish I could answer it, but the, you
[01:13:26] know, the economic roller coaster that
[01:13:28] we're on is really difficult for me to
[01:13:30] anticipate. I can say that if,
[01:13:34] you know, if interest rates go down,
[01:13:36] we'll see more construction. But. But
[01:13:39] you know, there really is no crystal
[01:13:41] ball. Yeah. Yeah. How many different
[01:13:44] departments at the Port of Seattle are
[01:13:47] involved with workforce development? I
[01:13:49] mean, pretty much every department we
[01:13:52] partner with external relations in the
[01:13:54] Duwamish, we partner like I already
[01:13:56] mentioned a number of departments, but
[01:13:58] also maritime, heavily aviation, you
[01:14:01] know, of course all of our friends in
[01:14:03] finance, like just literally, I can't
[01:14:05] think of a team or department that
[01:14:08] doesn't partner with. And I think that
[01:14:10] it's really critical to lift up. Every
[01:14:13] single department has a role to play in
[01:14:16] workforce development. Not just for
[01:14:18] hiring internally, but facilitating a
[01:14:23] pipeline of jobs. And I love that this
[01:14:26] presentation demonstrated the different
[01:14:29] points of entry. When we first took
[01:14:31] office years ago, we were trying to
[01:14:34] identify points where we could leak
[01:14:38] people like you train them up, how do
[01:14:41] you place them and then how do you
[01:14:42] retain them. And so sort of seeing the
[01:14:46] holistic picture here of what wraparound
[01:14:49] support looks like to equip and then
[01:14:52] retain talent is really I think an
[01:14:56] important view to take. So thank you for
[01:14:58] presenting it for us here. You mentioned
[01:15:01] that we served 130 asylum seekers last

[01:15:04] year. I am wondering how do we identify
[01:15:07] those participants? It was a partnership
[01:15:10] with port jobs through the asylum seeker
[01:15:15] initiatives based at Riverton. They,
[01:15:17] they started by going into the Riverton
[01:15:20] community and recruiting there. But not
[01:15:24] many folks at the time had the ability
[01:15:27] to work in the United States. And so
[01:15:29] once those folks have been distributed
[01:15:32] throughout the county, but Port Jobs has
[01:15:35] stayed in touch with them to support
[01:15:36] them when they have the ability to come
[01:15:39] work at the airport. So did that answer
[01:15:42] your question? Sure. And then slide 14
[01:15:44] demonstrates our 2024 partners.
[01:15:48] Is this our 2024 partners in workforce
[01:15:53] development generally? Can you talk
[01:15:55] about what correct partnership means?
[01:15:57] Yes. So what I'm speaking to are the
[01:16:00] investments we make outside of the South
[01:16:02] King County Community Impact Fund. So
[01:16:05] these are the, these are the partners
[01:16:07] that we invested in either directly or
[01:16:10] as sub consultants in some cases
[01:16:14] throughout 2024 in those three sectors.
[01:16:17] And so for example like Urban League
[01:16:19] working with them in construction and in
[01:16:22] maritime, but most of them
[01:16:26] in particular single contract. And I'm
[01:16:30] wondering because most of these partners
[01:16:32] from a glance seem like they're actual
[01:16:36] employers. With a few exceptions. There
[01:16:39] are some community based organizations
[01:16:41] here. But what does it is what
[01:16:47] about folks like, you know, REWA or ACRS
[01:16:54] or PICA Washington who, you know, the
[01:16:57] workforce development isn't built in
[01:16:59] necessarily to what they're doing
[01:17:00] because in the hierarchy of needs
[01:17:02] they're looking at housing, stability
[01:17:04] and other things. But it could be a part
[01:17:06] of what they do how. And they're
[01:17:09] reaching more diverse or smaller
[01:17:12] communities. How are community based
[01:17:15] organizations worked into our workforce
[01:17:18] development projects?
[01:17:22] Yeah, that's a great question. So
[01:17:26] because a number of the services we're
[01:17:29] offering now are looking at like more
[01:17:32] tailored services to meet individual
[01:17:34] needs, we are looking at really
[01:17:36] experienced organizations who've done
[01:17:39] career navigation and have those
[01:17:41] employer relationships. And so. So we
[01:17:44] have opportunities in some upcoming
[01:17:47] solicitors. Well, you know, for example,
[01:17:49] like I mentioned now with taxi drivers,
[01:17:51] that's International Rescue Committee,
[01:17:53] we'll be expanding partnerships with the
[01:17:57] Duwamish Valley Career Navigator. But in
[01:18:01] terms of those opportunities, they're
[01:18:03] really specific to the need.
[01:18:06] And so if it isn't an

[01:18:10] organization that has a lot of
[01:18:11] experience with employment services,
[01:18:14] then we're working on models. And you'll
[01:18:18] be hearing more about it in our
[01:18:19] strategic planning of trying to marry up
[01:18:22] organizations that have more experience
[01:18:23] with those that may have less in career
[01:18:27] services. You're going to be hearing,
[01:18:28] you heard about this as well with the
[01:18:30] South King County Community Impact Fund.
[01:18:32] Right. That's an area where
[01:18:33] organizations who may have less
[01:18:36] experience offering career services will
[01:18:39] be more successful in those competitive
[01:18:41] solicitations. But we are planning to.
[01:18:48] There's a word better than forced
[01:18:50] marriages, but working encouraging
[01:18:55] through our solicitations that the more
[01:18:58] experienced organizations really do have
[01:19:00] solid commitments in community
[01:19:02] partnerships with organizations like the
[01:19:04] ones you mentioned. Does that make
[01:19:07] sense? Thank you very much. Thank you
[01:19:11] for the presentation. Thank you for the
[01:19:12] work that you and folks Port Wide are
[01:19:14] doing to support access to jobs
[01:19:17] throughout our region. Do I have any
[01:19:20] other questions or comments from my
[01:19:21] colleagues? All right. Well, seeing
[01:19:24] none, I'd like to thank and excuse the
[01:19:26] panel. Congratulations on your
[01:19:28] graduation from anew and we
[01:19:32] can move forward in the agenda. Clerk
[01:19:34] Hart, please read it the next item into
[01:19:36] the record. Executive Director Metruck
[01:19:38] will introduce it. Thank you. This IS
[01:19:40] agenda item 11b. SEA stakeholder
[01:19:42] advisory roundtable start annual report
[01:19:48] commissioners, I'm pleased to present to
[01:19:50] you the annual report on the SEA
[01:19:52] Stakeholder Advisory Roundtable or
[01:19:54] start. START continues to play an
[01:19:57] essential role to enhance cooperation
[01:19:59] between the Port and the Highline Forum
[01:20:01] member cities of SEATAC, Burien, Des
[01:20:04] Moines, Normandy park to Tuckwilla and
[01:20:06] Federal Way. Alaska and Delta Airlines
[01:20:09] also serve on the START and the Federal
[01:20:12] Aviation Administration FAA provides
[01:20:15] agency expertise. Over the last year,
[01:20:17] START has been focused on implementing
[01:20:19] tangible solutions that address aircraft
[01:20:21] noise and emissions issues as well as
[01:20:23] advocacy at the state and federal level.
[01:20:26] Up to and just we say for this Timing
[01:20:29] for This item is 30 minutes that we have
[01:20:30] scheduled for presentation and
[01:20:32] discussion. So the presenters this
[01:20:34] afternoon are Marco Melniz, Senior
[01:20:36] Community Engagement Manager, External
[01:20:38] Relations Eric Shinfield, Manager of
[01:20:40] Federal and International Government
[01:20:41] Relations and Andres Mentia,

[01:20:45] STARTS Facilitator and Partner at
[01:20:47] Uncommon bridges. So Toro DeAndres, I
[01:20:52] believe you don't look like Andres. Is
[01:20:55] he online? Okay, welcome. So Andres is
[01:20:58] virtual today?
[01:21:02] Yeah. And confirming that you can see
[01:21:04] me. Okay. And hear me. We have
[01:21:08] visual now. Yes. Great.
[01:21:13] Well, thank you commissioners and
[01:21:15] Executive Director Metruck for the
[01:21:18] opportunity today to to provide an
[01:21:20] update on START, the SEA Stakeholder
[01:21:24] Advisory Roundtable and its progress in
[01:21:27] both 2024 and 2025. My name is Andres
[01:21:31] Mantilla. I am a START facilitator. I am
[01:21:34] also a partner at Uncommon Bridges, a
[01:21:37] Seattle based consulting firm that helps
[01:21:39] organizations like your own facilitate
[01:21:42] through community and stakeholder
[01:21:44] conversations. STARTS Chair Erif Gauss
[01:21:47] and Stark's Alternate Chair Sarah Cox
[01:21:50] were not available for today's
[01:21:52] presentation and so they ask that I step
[01:21:55] in to lead off the discussion and
[01:21:57] presentation of today's annual report.
[01:22:00] I'm joined today for the annual report
[01:22:03] discussion by Eric Schenfeld, Senior
[01:22:05] Federal Relations Manager with the Port
[01:22:07] of Seattle and Marco Milanese, Senior
[01:22:11] Community Engagement Manager with the
[01:22:13] Port of Seattle we can go to the Next
[01:22:15] Slide I wanted
[01:22:20] to begin today's presentation with a
[01:22:21] quick overview of STARTS of start,
[01:22:24] including its purpose and its structure,
[01:22:26] and then Marco and Eric will cover the
[01:22:28] programs and initiatives that STARTS
[01:22:30] Aviation Noise Working Group and its
[01:22:32] Policy Working Group have focused on in
[01:22:35] 2024 and for the first half of 2025,
[01:22:38] and then we'll wrap up and be available
[01:22:40] to answer your questions. Next slide
[01:22:49] cognizant of SDA's airport operations
[01:22:52] and location within a dense residential
[01:22:54] and commercial area in the Puget Sound,
[01:22:57] the Port of Seattle has built
[01:22:59] relationships with community and local
[01:23:01] cities that strive to foster trust,
[01:23:03] accountability and collaboration. An
[01:23:06] important component of that commitment
[01:23:08] was the creation of starting in early
[01:23:10] 2018 under Lance Little's leadership.
[01:23:15] Go to the Next slide Working
[01:23:22] in close coordination with leaders from
[01:23:23] the six Highline Forum member cities of
[01:23:26] SEATAC, Hurian, Des Moines, Normandy
[01:23:29] Park, Aquila and Federal Way, the Port
[01:23:32] of Seattle and its partners developed
[01:23:34] START with the intention to share
[01:23:36] information, collaborate and achieve
[01:23:38] results. Stark provides the Port of
[01:23:40] Seattle with a dedicated forum for
[01:23:42] discussing and tackling airport related

[01:23:44] issues of most relevance to Highlines
[01:23:47] Forum member cities and their residents.
[01:23:51] Next slide the
[01:23:56] way it works is that each city
[01:23:58] designates three members to serve on the
[01:24:01] start, two community representatives and
[01:24:03] a city representative who are joined by
[01:24:06] representatives from Alaska Airlines,
[01:24:07] Delta Airlines, an air cargo operator,
[01:24:11] and then Port staff. The Federal
[01:24:13] Aviation Administration also attends an
[01:24:15] ex officio role to provide agency
[01:24:18] expertise. With Lance's departure,
[01:24:22] Erif, the airport Interim Managing
[01:24:24] Director, will serve as start's new
[01:24:26] Chair. Meetings are typically every
[01:24:29] other month and they're facilitated, as
[01:24:32] I mentioned, by me with assistance from
[01:24:33] my colleague Cheryl Schwab, again from
[01:24:35] Uncommon Bridges, the Seattle based
[01:24:37] organizational development, engagement
[01:24:38] and policy consulting firm. Start's
[01:24:42] Steering Committee provides support,
[01:24:45] guidance and strategic direction for
[01:24:47] start. The Port, the six cities and two
[01:24:51] airlines are all represented on the
[01:24:53] Steering Committee and then the Steering
[01:24:55] Committee decides and has purview over
[01:24:58] the size and extent of START's
[01:25:00] membership, the areas of focus for what
[01:25:03] SART should be discussing, and
[01:25:05] specifically what to include on START
[01:25:07] meeting agendas and any change on how
[01:25:11] START operates as an advisory
[01:25:12] roundtable. Importantly,
[01:25:15] consensus based guidance is what shapes
[01:25:17] all decisions taken by START Steering
[01:25:19] Committee and by its two working groups
[01:25:22] and START itself. The Port of Seattle
[01:25:24] provides START with staff support and
[01:25:26] technical analysis and expertise.
[01:25:28] However, the Port is also bound by
[01:25:31] START's consensus based approach and
[01:25:33] cannot take unilateral action on START
[01:25:36] to shape agendas or areas of focus or
[01:25:39] how to change how START operates,
[01:25:41] including membership. START created two
[01:25:44] working groups to empower START members
[01:25:46] to work on identified priorities between
[01:25:49] the bigger START meetings, the first the
[01:25:51] Aviation Noise Working Group and the
[01:25:53] second the Policy Working Group,
[01:25:55] previously known as the Federal Policy
[01:25:56] Working Group. And start's major
[01:25:58] accomplishments are primarily the
[01:26:00] results of efforts initiated by these
[01:26:03] two working groups. And so with the next
[01:26:06] slide I can turn it over to Marco to get
[01:26:08] into more specifics. Thank you
[01:26:12] Andres. The name again is Marco Milanese
[01:26:14] and I am the Community Engagement
[01:26:16] Manager here at the airport. And thank
[01:26:18] you Commission, and thank you Executive

[01:26:20] Director Metruck for this opportunity.
[01:26:23] Since its creation, STARTS Aviation
[01:26:26] Noise Working Group has focused on
[01:26:28] prioritizing and exploring potential
[01:26:30] near term actions to reduce and prevent
[01:26:33] aviation noise. In 2024 and
[01:26:37] 2025, the group continued its work on
[01:26:41] the Aviation Near Term Noise Action
[01:26:44] Agenda, which includes several programs
[01:26:47] and efforts intended to provide aviation
[01:26:49] noise relief to those six Highline Forum
[01:26:52] member cities, but with more of a focus
[01:26:54] on results monitoring concerning
[01:26:57] potential refinements, and promoting the
[01:27:00] agenda's outcomes both to external and
[01:27:02] external audiences. Next slide Before
[01:27:06] I dive into 2024 and 2025, let me
[01:27:09] quickly recap some of the works the work
[01:27:12] of the Aviation Noise Work Group from
[01:27:14] previous years launched in 2019, the
[01:27:17] late night Noise Limitation Program is a
[01:27:20] voluntary effort to reduce late night
[01:27:22] noise by incentivizing air carriers to
[01:27:25] fly at less noise sensitive hours or to
[01:27:28] transition to quieter aircraft. The
[01:27:31] program includes like regular reporting
[01:27:32] each quarter to START to the air
[01:27:35] carriers and other external audiences on
[01:27:38] all airline noise exceedances above an
[01:27:40] established noise threshold in the late
[01:27:42] night hours. Eva Air and FedEx Express
[01:27:46] there are two carriers the port staff
[01:27:47] met with as part of the program's
[01:27:49] outreach. Targeting air carriers that
[01:27:51] had the most late night noise did
[01:27:53] eventually incorporate newer, quieter
[01:27:56] aircraft into their fleets. But as we
[01:27:58] know, aircraft fleets go through
[01:28:00] frequent change and so port staff
[01:28:01] continue to meet with air carriers
[01:28:04] regularly about late night noise. In
[01:28:07] 2024, port staff met with China Airlines
[01:28:11] Cargo to urge their continued transition
[01:28:13] to the quieter 777 and with EVA Air to
[01:28:17] urge greater use of the quieter 787.
[01:28:19] The informal Runway use plan minimizes
[01:28:23] use of the third Runway during late
[01:28:25] night hours, and late night operations
[01:28:27] on the third Runway have dropped
[01:28:29] dramatically since implementation of
[01:28:32] that plan back in 2019. Prior to that
[01:28:35] Runway use plan, the third Runway
[01:28:37] averaged roughly 12 to 13 operations
[01:28:39] during the late night hours. Those were
[01:28:42] mostly landings and in 2023 the average
[01:28:45] was less than two operations per late
[01:28:47] night. In 2024 the average grew
[01:28:50] primarily due to some nighttime Runway
[01:28:52] construction work that was happening on
[01:28:55] the other runways that then pushed more
[01:28:57] operations to that third Runway.
[01:28:59] However, through May of this year, the
[01:29:02] average number of late night operations

[01:29:04] on the third Runway dropped to 2.8,
[01:29:08] representing a significant improvement
[01:29:10] over the previous year. Upon the Working
[01:29:13] Group's urging, the Port provides up to
[01:29:15] date accessible and detailed information
[01:29:18] on all noise complaints and comments
[01:29:20] submitted by the public. Online monthly
[01:29:23] reporting began in June of 2020 and
[01:29:26] reports are provided at all Working
[01:29:27] Group meetings and on the ports website.
[01:29:30] Reverse thrust is used by pilots to
[01:29:33] decelerate aircraft upon landing. It
[01:29:36] also is an identified source of ground
[01:29:38] noise at the airport. So, in
[01:29:40] coordination with the faa, with the air
[01:29:42] carriers and with members of the Working
[01:29:44] Group, updated voluntary SEA language
[01:29:47] discouraging the use of reverse thrust
[01:29:49] beyond what is necessary was implemented
[01:29:52] in early 2023. Continuous taxi to
[01:29:56] takeoffs, which are which is also known
[01:29:58] as rolling takeoffs, have less of a
[01:30:00] noise footprint than traditional
[01:30:02] takeoffs that require aircraft to power
[01:30:04] up after coming to a complete stop.
[01:30:06] Again, in coordination with the faa,
[01:30:08] with the air carriers and with members
[01:30:10] of the Working Group, voluntary SAA
[01:30:12] language promoting continuous taxi to
[01:30:15] takeoffs was enacted in mid 2023.
[01:30:18] Next Slide Turning to 2024
[01:30:22] and 2025, the working group continues to
[01:30:25] finalize voluntary language to provide
[01:30:27] aviation noise relief to those highline
[01:30:29] form member cities. Single engine
[01:30:32] taxiing is an established practice with
[01:30:35] many air carriers here at SEA and though
[01:30:37] it has a modest effect on reducing
[01:30:40] noise, it does have a measurable effect
[01:30:42] on reducing aircraft emissions. And so,
[01:30:45] again in coordination with the faa, the
[01:30:47] air carriers and the members of the
[01:30:48] Working Group, voluntary SEA language
[01:30:50] promoting its use was enacted at the end
[01:30:53] of 2024. Directed by the Port
[01:30:56] Commission, Port staff developed and
[01:30:58] implemented a comprehensive analysis of
[01:31:02] single family homes that had previously
[01:31:04] received a Port funded noise insulation
[01:31:06] package. The Working Group was briefed
[01:31:09] throughout that assessment with multiple
[01:31:10] opportunities to ask questions and
[01:31:13] provide input. And in early 2025 the
[01:31:16] ports reinstallation Pilot Program was
[01:31:18] announced and the Working Group was one
[01:31:20] of the first external audiences to
[01:31:22] receive a preview of that new program.
[01:31:24] Finally, in 2024, the working group
[01:31:26] began participating on the SEA Part 150
[01:31:30] Noise Studies Technical Review
[01:31:32] Committee. A Part 150 noise study is
[01:31:35] required by the FAA to update airport
[01:31:38] noise programs and establish eligibility

[01:31:40] for FAA grant funds at an airport, and
[01:31:43] airports typically stand up a technical
[01:31:44] Review committee during this study and
[01:31:47] task it with providing technical input
[01:31:49] and guidance throughout the life of that
[01:31:51] study and along with appointed land use
[01:31:52] planners. The Working Group members
[01:31:54] participated on that Technical review
[01:31:56] committee and two of the 2024 working
[01:31:59] group meetings included substantial
[01:32:01] agenda time dedicated to that part 150
[01:32:03] study. Serving on that technical review
[01:32:06] committee, also known as the trc,
[01:32:08] offers working group members a
[01:32:10] significant opportunity to influence
[01:32:12] current aviation noise reduction and
[01:32:15] prevention programs and recommend new
[01:32:17] approaches. The working group's next
[01:32:19] meeting is in early June and will be
[01:32:21] primarily focused on the part 150 study.
[01:32:23] And we expect a heavier focus on that
[01:32:26] study at future working group meetings
[01:32:28] into the. Into the rest of 2025 and into
[01:32:31] 2026. And I'll turn things over to Eric
[01:32:34] Shinfeld. All right. Commissioners.
[01:32:37] Erik Shinfeld, senior manager of Federal
[01:32:39] Government relations for the Port of
[01:32:40] Seattle. I'm one of the staff for the
[01:32:41] Policy Working Group. Next slide,
[01:32:43] please. As you know, the Policy Working
[01:32:46] Group focuses on changing federal
[01:32:48] policies and regulations that can
[01:32:51] provide more flexibilities, more
[01:32:52] resources, more tools to address the
[01:32:55] concern, community concerns around
[01:32:56] aircraft noise and emissions. And we
[01:32:59] really believe that we are one of the
[01:33:01] only airports in the country that has
[01:33:03] brought together community and the
[01:33:05] airport to develop a shared federal
[01:33:07] policy agenda. In fact, we're so proud
[01:33:10] of that work and have seen such great
[01:33:11] results from that work that we actually
[01:33:13] changed the name of this group, which
[01:33:14] used to be called the Federal Policy
[01:33:16] Working Group, to now the Policy Working
[01:33:17] Group, because we have done a similar
[01:33:19] process over the past year with state
[01:33:21] policy as well, developing a shared
[01:33:23] cities and port state policy agenda and
[01:33:26] implementing that at the state
[01:33:28] legislative level. And we'll talk a
[01:33:30] little bit more as we go forward here.
[01:33:32] Next slide, please. I want to talk again
[01:33:34] just about 2024. It feels like about
[01:33:37] 1,000 years ago that President Biden,
[01:33:40] in May 2024, signed the FAA
[01:33:44] Reauthorization Act. And so we'll talk
[01:33:46] about that ancient history just for a
[01:33:48] second, because it really, truly was
[01:33:50] such an incredible not only achievement,
[01:33:52] but specifically a demonstration of the
[01:33:55] power of collective action. In 2023, we

[01:33:58] developed our shared Port cities federal
[01:34:00] policy agenda. We took the first ever
[01:34:02] Port Cities DC Fly in to meet with our
[01:34:06] delegation to meet with the faa. And the
[01:34:08] proof is in the pudding, so to speak.
[01:34:10] When that bill was finally signed, the
[01:34:12] FAA Reauthorization act, four of our
[01:34:15] seven shared priorities were written
[01:34:17] into law. And that is an incredible
[01:34:19] achievement. And again, not because of
[01:34:23] the staff work, but because of the
[01:34:26] symbol and the demonstration of the
[01:34:28] power that it is for the cities and the
[01:34:30] port to stand shoulder to shoulder
[01:34:32] saying the same things, talking about
[01:34:34] the same priorities, which allows our
[01:34:36] federal delegation to really focus on
[01:34:38] those priorities and help carry them
[01:34:40] across the finish line. And you can see
[01:34:42] those four priorities. I'll call out one
[01:34:44] in particular, which is instituting both
[01:34:46] a deadline and a stakeholder advisory
[01:34:49] group for FAA action on the Noise Policy
[01:34:51] Review, which is to remind everybody the
[01:34:55] Noise Policy review is the FAA's process
[01:34:57] to look at. Is the 65DNL the right noise
[01:35:00] standard? Should it be replaced? Should
[01:35:02] it be added to, should it be altered in
[01:35:05] some way? And so we really want to make
[01:35:07] sure that that wasn't just a study that
[01:35:08] sat on a shelf, but it had a specific
[01:35:10] deadline. It had input from key
[01:35:13] communities, including airport
[01:35:14] communities, airports, airlines, other
[01:35:17] federal agencies, et cetera, and really
[01:35:19] continuing to work towards that and make
[01:35:22] sure that we get really solid
[01:35:23] recommendations that go to Congress for
[01:35:26] action on that question. Of the 65 DNL,
[01:35:29] we will continue in 2025 to work on
[01:35:33] not only making sure that these things
[01:35:35] still do happen, it is a new factor,
[01:35:37] federal administration. But these are
[01:35:39] laws that are on the books, and by law,
[01:35:41] these things do need to happen. And so
[01:35:43] we'll continue to push to make sure
[01:35:44] these things happen, as well as to make
[01:35:46] sure that the three things that we did
[01:35:48] not get into the 2024 FA reauthorization
[01:35:51] bill continue to make progress. And I
[01:35:53] want to say one of those is sustainable
[01:35:55] aviation fuel. We had a huge victory
[01:35:57] last week when the US House of
[01:35:59] Representatives, in its quote, unquote,
[01:36:01] one big beautiful bill, got rid of every
[01:36:04] single clean energy tax credit, except
[01:36:07] for the tax credit for sustainable
[01:36:08] aviation fuel, and in fact, extended
[01:36:10] that SAF tax credit to 2031. That's not
[01:36:13] all our work, but just, you know,
[01:36:15] something that we've been working with
[01:36:17] many, many others on. Similarly, I want
[01:36:19] to give all the credit in the world to

[01:36:21] Senator Murray and Representative Smith,
[01:36:24] who are continuing to carry the ball on
[01:36:26] federal funding of secondary noise
[01:36:28] insulation repair and replacements. We
[01:36:30] do have a strategy to continue to try
[01:36:32] and actually implement that policy and
[01:36:34] get it signed into law this year.
[01:36:36] Believe it or not, I know that Congress
[01:36:38] doesn't sign a lot of bills, but we
[01:36:39] actually do think that there's a real
[01:36:41] chance this year, especially given the
[01:36:43] incredible strength and leadership of
[01:36:44] those two members of our delegation and
[01:36:46] many others as well. So that's what
[01:36:48] we've been doing. On the federal policy
[01:36:50] side. I will say that obviously there's
[01:36:54] a lot happening in D.C. right now, and
[01:36:56] it is right now on the very partisan
[01:36:59] side of things. Republicans are
[01:37:01] controlling the House and the Senate and
[01:37:02] the White House. They are moving
[01:37:03] legislation right now that is purely
[01:37:05] partisan. There will be no Democratic
[01:37:07] votes for it, but we do think that there
[01:37:10] are some things we can still do even in
[01:37:11] this environment. I mentioned just
[01:37:13] trying alone to implement some of the
[01:37:15] things that are already on the books and
[01:37:16] make sure they don't get forgotten
[01:37:18] about. Make sure that we continue to
[01:37:20] make progress on some of those other
[01:37:21] things. So we are thinking about whether
[01:37:23] or not either in the end of this year or
[01:37:26] maybe in 2026, that next DC fly in is an
[01:37:30] appropriate conversation. And so we'll
[01:37:32] be getting back to you very quickly with
[01:37:33] what we think is probably the right
[01:37:35] timing on that TBD right now. Next slide
[01:37:37] please. Like I mentioned, we do now
[01:37:41] also have a state legislative agenda.
[01:37:43] I'm going to call up John Flanagan, our
[01:37:45] manager of state government relations.
[01:37:46] We did this year not only create that
[01:37:50] first ever state policy agenda share
[01:37:52] between the port and the cities, but
[01:37:54] also on February 12th led the first ever
[01:37:56] start Olympia Day where we brought both
[01:37:58] port and city representatives,
[01:38:00] including elected officials, to Olympia
[01:38:03] to advocate on these policies. Again
[01:38:05] with the same theory that talking
[01:38:07] together with shared priorities,
[01:38:08] standing shoulder to shoulder has an
[01:38:10] impact. And John is going to give you a
[01:38:12] very brief update on some of our
[01:38:13] progress during the the state
[01:38:14] legislative session that ended recently
[01:38:16] on some of these priorities. Sure.
[01:38:18] Thanks Eric. First of all, that Olympia
[01:38:22] Start Lobby Day, which Eric mentioned,
[01:38:24] we've already been referring to as the
[01:38:25] first annual. So we're excited to go
[01:38:26] back to Olympia next year, bring

[01:38:28] hopefully a larger coalition and do some
[01:38:31] front front loaded work this summer to
[01:38:34] make sure that our joint advocacy is
[01:38:36] successful and that we are able to have
[01:38:38] a large presence on that day. I guess
[01:38:40] I'll start with the bad news first. As I
[01:38:42] mentioned to you all pre session,
[01:38:44] headed into what was probably the
[01:38:47] toughest fiscal environment we've had at
[01:38:49] the state legislature in memory. \$12
[01:38:51] billion hole was a quick reminder that
[01:38:53] passed a balanced budget technically,
[01:38:55] which is great. There were some cuts.
[01:38:58] So that said, the first priority there
[01:39:00] effectively implementing our noise
[01:39:02] insulation repair and replace program.
[01:39:03] The million dollars that we were
[01:39:05] successful successful in securing last
[01:39:06] year ended up being transferred back
[01:39:09] into the state general fund. The main
[01:39:12] reason for that being, and we had a long
[01:39:14] conversation with the Department of
[01:39:15] Commerce about this as well. The
[01:39:18] legislative intent for that was always
[01:39:19] to spend the money on actual repairs of
[01:39:21] actual homes to fix whether it's windows
[01:39:24] or doors or walls or whatever. And we
[01:39:27] came to a point where we were not quite
[01:39:29] ready to spend it on those kinds of
[01:39:30] kinds of repairs. And we were thinking
[01:39:33] about trying to move forward with a rush
[01:39:37] job essentially on a grant from Commerce
[01:39:39] to get us the money quickly but we would
[01:39:41] have ended up spending it on surveys and
[01:39:43] all the things that we're doing now with
[01:39:44] the ports resources. Long story short,
[01:39:46] made more sense for that to go back to
[01:39:48] the general fund. According to the
[01:39:49] Department of Commerce and the
[01:39:51] legislators that were working on this,
[01:39:53] everything else, we made pretty
[01:39:55] substantial progress this year. So. So
[01:39:56] bullet number two there. That's mainly
[01:39:59] about the Commercial Aviation Workgroup,
[01:40:00] which was funded to continue its work.
[01:40:02] RF Gauss is our representative there.
[01:40:04] They have another meeting coming up, I
[01:40:06] believe this week. At some point.
[01:40:08] Actually, long story short, they're
[01:40:11] going to get another year of work done
[01:40:12] and they have some additional
[01:40:14] legislative direction as to how they are
[01:40:16] going to conduct that work, timelines,
[01:40:18] things like that. We had some good
[01:40:20] defense of things that are happening on
[01:40:23] air quality. I'll skip over that for now
[01:40:24] and I'll stop here and just add that we
[01:40:28] got an additional, I think, 16 million
[01:40:30] overall for SAF projects. That includes
[01:40:33] mostly funding that's going up to the
[01:40:35] production and research facility at
[01:40:37] Paine Field, but then lots of things
[01:40:39] happening in the R and D space and then

[01:40:41] a couple things happening on the capital
[01:40:44] side, hopefully to push forward staff
[01:40:46] infrastructure. And just to be clear,
[01:40:49] we, the port did not get the \$16
[01:40:51] million. We successfully lobbied for the
[01:40:53] state to appropriate that to various
[01:40:55] projects, including the Hayne Field
[01:40:57] project. So next slide please.
[01:41:02] Andres, I think this is back to you.
[01:41:08] So thank you commissioners and Executive
[01:41:10] Director Matric for providing us with
[01:41:13] the opportunity to present today. In
[01:41:15] addition, thank you to everyone who
[01:41:16] played the role on STAR and makes all of
[01:41:18] this possible. I would particularly like
[01:41:20] to call out community and city members
[01:41:22] who represent their cities in all of
[01:41:24] these meetings and conversations and
[01:41:26] their fellow residents interest on
[01:41:28] start. I have witnessed firsthand that
[01:41:31] they serve on START because of their
[01:41:33] deep commitment to public service and
[01:41:35] their deep love of their communities and
[01:41:37] wanting to generally tackle the issues
[01:41:40] facing their cities. So Commissioners
[01:41:42] Executive Metruck, please let us know if
[01:41:44] you have any questions regarding
[01:41:45] anything in the presentation. Thank you
[01:41:48] very much. That was a very succinct
[01:41:50] presentation. You know, months and
[01:41:54] months and months of blood, sweat and
[01:41:55] tears. And I appreciate your use of the
[01:41:58] phrase long story short, because there's
[01:42:01] been so much that's gone into this, I'm
[01:42:04] going to turn to my colleagues to ask
[01:42:05] questions.
[01:42:09] Commissioner Mohamed, thank you for the
[01:42:12] presentation and for all the work that
[01:42:15] goes into the START Committee. In
[01:42:18] particular, I really appreciate the
[01:42:21] policy work group and what you all have
[01:42:23] done with that. Eric, you're right. I
[01:42:25] think when the port and the near airport
[01:42:29] cities are working together and have a
[01:42:32] shared priority. It does help move the
[01:42:34] needle forward. Going to that DC fly in
[01:42:37] first trip, I saw that with not only our
[01:42:40] members of Congress, our delegation
[01:42:42] being surprised that, that we were in
[01:42:45] the room together, the port and those
[01:42:47] local cities, but also even members from
[01:42:51] other states looking to our model and
[01:42:55] saying that being able to see the ports
[01:42:58] and cities work together and having a
[01:43:00] shared policy vision and mission really
[01:43:03] does help change policy. And we saw that
[01:43:06] happen with the FAA reauthorization bill
[01:43:09] and our priorities being included in
[01:43:11] that. So, so I appreciate that and it's
[01:43:14] great that you all have replicated a
[01:43:17] similar version at the state level. I
[01:43:19] think that's going to have its own
[01:43:21] impacts. I did have a question about the

[01:43:25] \$1 million that the state has
[01:43:28] essentially taken back because also we
[01:43:31] weren't prepared to do exactly what it
[01:43:33] is that they were suggesting. So do we
[01:43:35] expect to see some of the legislators
[01:43:38] make that request in future sessions?
[01:43:40] Is that the plan? Simple answer, yes.
[01:43:42] Okay. Do we have a, do we know? Is it
[01:43:45] just next session? We've started some of
[01:43:48] those conversations, but it's kind of up
[01:43:51] to how some of the survey results go and
[01:43:53] how the implementation of our own noise
[01:43:55] program goes. I mean, at this stage,
[01:43:57] from my understanding, we still have a
[01:43:59] number of appropriated resources that
[01:44:01] this commission has put into that
[01:44:02] project as well. Yeah, exactly. I think
[01:44:05] the work will continue with or without
[01:44:06] the those state fundings. But of course,
[01:44:08] any additional dollars helps.
[01:44:12] The other question that I have, and I'm
[01:44:15] sure probably all my colleagues have,
[01:44:17] is, can help somebody help me understand
[01:44:18] what is going on with the START meetings
[01:44:21] as far as moving from webinar to other
[01:44:26] way or now it's web? Yeah, either way.
[01:44:29] Is it Zoom? Is it a webinar version
[01:44:31] where folks are feeling like they cannot
[01:44:34] participate? Was that a recommendation
[01:44:36] that came from the Switch, which,
[01:44:39] whatever the Switch was, was that this
[01:44:40] recommendation that came from the START
[01:44:43] members? Sure. We've,
[01:44:47] we've used Zoom from the beginning with
[01:44:50] start, and it's just kind of when, when
[01:44:53] Covid first aye. Zoom was just the way
[01:44:55] that we went with any decisions about
[01:44:59] how START manages a meeting is something
[01:45:02] that's made by START steering committee.
[01:45:03] And so, so over time we've asked
[01:45:08] for ways to improve or make changes to
[01:45:10] the way the meetings happen virtually
[01:45:12] and in person. And the steering
[01:45:15] committee has always been in consensus
[01:45:17] agreement on how those meetings should
[01:45:20] operate. And we've asked a few times if
[01:45:22] there'd be interest in returning to an
[01:45:24] in person experience or some sort of
[01:45:25] hybrid, but the desire has Always been
[01:45:27] to keep it online using that Zoom
[01:45:31] seminar format process, which does keep
[01:45:34] some separation between the membership
[01:45:36] and the audience. And I think initially
[01:45:39] there was some confusion when people who
[01:45:42] weren't members of START were showing up
[01:45:43] on screens and maybe a facilitator who
[01:45:47] is new to the process or someone else
[01:45:49] would call them out with a question or
[01:45:51] something like that. And so they wanted,
[01:45:53] the START membership wanted a clearer
[01:45:55] line between who's a member of the. And
[01:45:57] who's in that virtual audience. And
[01:45:59] virtual audience members are allowed to

[01:46:01] give public comment. It just comes at
[01:46:02] the end of the meeting. Why do you guys
[01:46:04] choose to have the public comment come
[01:46:06] at the end of the meeting and not the
[01:46:07] beginning of the meeting? Similar to
[01:46:09] initially it was at the beginning of the
[01:46:10] meeting, but a. The steering committee
[01:46:12] made a decision to put it at the end
[01:46:14] very early on. And specifically, people
[01:46:17] wanted to comment on what they heard
[01:46:20] during the meeting. And so, you know,
[01:46:22] if when they were giving public comment
[01:46:23] at the beginning, then one of the
[01:46:25] presenters would actually say something
[01:46:26] and then the person in the audience
[01:46:28] would want to respond to that. And so
[01:46:30] when it's at the end, it allows them to
[01:46:32] respond to what the actual content of
[01:46:34] the meeting was. And then what does the
[01:46:36] START steering committee do with those
[01:46:38] comments or what do staff do with those
[01:46:40] comments? How is that comment part of
[01:46:42] the deliberation process for the
[01:46:45] committee or for our staff? Much like
[01:46:47] the commission meetings, we also get
[01:46:49] written comment as well, too. So all
[01:46:50] oral comments given at meetings and
[01:46:52] written comments given at meetings are
[01:46:55] put into the summary document that's
[01:46:57] provided on start's webpage, which is
[01:46:59] part of the PORTS website. So all those
[01:47:01] comments are always there so people can
[01:47:02] view them and read what other folks have
[01:47:05] said at those meetings. And then do you
[01:47:08] have, like a number, like an amount of
[01:47:11] people who have reached out, sharing
[01:47:14] that they're having a hard time with
[01:47:16] this webinar version.
[01:47:19] We've received just a few comments from
[01:47:21] some residents in Vashon, but that's as
[01:47:23] much as I know in terms of the reaction
[01:47:26] we've gotten from people watching.
[01:47:27] Okay, and then my last question is, has
[01:47:30] the steering committee members reviewed
[01:47:32] the Vashon community members
[01:47:37] who've advocated to the County Council
[01:47:39] to get. To try to get a seat at the
[01:47:42] table through start. Is there going to
[01:47:44] be a decision made on that? Is that
[01:47:46] being considered? So we, the staff
[01:47:50] actually made that recommendation to the
[01:47:52] steering committee. We said we believe
[01:47:54] that Councilmember Mosqueda should be
[01:47:57] included in the working group meetings,
[01:48:00] her staff specifically, that she would,
[01:48:03] as the public comment said earlier be
[01:48:06] able to provide, not only speaking on
[01:48:07] behalf of Ashram, but there are actually
[01:48:09] a number of unincorporated areas much
[01:48:11] closer to the airport, near Federal Way,
[01:48:13] near Burien, et cetera. And so we, the
[01:48:16] staff put that to the steering committee
[01:48:18] and said, we would like you to approve

[01:48:19] this addition. The steering committee
[01:48:21] did not approve that addition. And they
[01:48:23] had a number of reasons for that. One
[01:48:26] being, I think, a sort of where does
[01:48:29] this end? You know, type of slippery
[01:48:31] slope argument of if you have a one
[01:48:33] single King County council member, what
[01:48:37] happens if another King County council
[01:48:38] member comes and says they want to be
[01:48:40] part of it? You know, why not a state
[01:48:42] legislator, you know, whatever. So that
[01:48:43] was one of the things and a couple other
[01:48:47] reasons as well. So I think I
[01:48:51] will say that was not the response we
[01:48:55] were hoping for. This was the staff
[01:48:56] recommendation to make that change. We
[01:48:58] were not successful that time. And so we
[01:49:01] are still at the drawing board, Marco
[01:49:03] and I and some of the other Noise
[01:49:04] program staff feeling like, okay, how
[01:49:06] can we bring this back in a way that is
[01:49:08] going to be successful? You know, there
[01:49:10] are, there are lots of pros and cons of
[01:49:11] the consensus based steering committee
[01:49:13] model. Some good things where we're all
[01:49:16] in agreement, we're working together,
[01:49:17] some more challenging things where we
[01:49:19] have an idea that other people don't
[01:49:21] agree with. So we have not given up on
[01:49:24] that. We are working very hard. We
[01:49:25] actually think there are some things we
[01:49:27] can do not only in terms of start, but
[01:49:29] specifically actual substantive
[01:49:31] conversations we can have directly with
[01:49:33] Vashon to try and move the needle on
[01:49:35] some of their concerns. So I will tell
[01:49:37] you from the staff level, this is a,
[01:49:39] this is a priority. We are really trying
[01:49:41] to make a difference. We hear the
[01:49:43] concerns, we take them seriously, we
[01:49:44] want to make progress. That specific
[01:49:46] proposal was not approved. And so we're,
[01:49:48] we're continuing at it. Thank you for
[01:49:51] that information and I'm glad to hear
[01:49:54] that it is a priority and I look forward
[01:49:56] to future updates. Thank you for the
[01:49:57] time, Commissioner Felleman.
[01:50:02] Thank you. I really appreciate getting
[01:50:04] these updates. And I think one of the
[01:50:06] things I've asked in the past is you
[01:50:08] have all these data, you know, you say
[01:50:10] there's this flights then last year,
[01:50:12] nighttime improvements and all that.
[01:50:15] Show us the data. You know, it's like
[01:50:17] great accomplishments and I really
[01:50:19] appreciate it. And you sort of listed
[01:50:22] the night flight issue is one of those
[01:50:25] real antagonistic ones that, that we
[01:50:27] always hear from community about. And
[01:50:28] you sort of listed it as,
[01:50:31] I know, was it accomplishments or. It
[01:50:34] sounded like the box had been checked,
[01:50:36] that there was been there, done that.

[01:50:39] And sorry for this casualness but this
[01:50:43] is an ongoing program, right? You still
[01:50:45] have China Air, right? You still have
[01:50:47] others. And I'm,
[01:50:51] and I'm really glad to hear that the mix
[01:50:53] for the other cargo flights are
[01:50:55] improving. But you know, when you say a
[01:50:57] mix it's obviously not all there. And
[01:50:59] I've, you know we've been talking about
[01:51:02] this a long time and I always said like
[01:51:04] let, let's deploy the commission,
[01:51:05] let's, let's go for the domestic ones,
[01:51:08] let's go and elevate that. And I mean we
[01:51:11] go to China also and I just would like
[01:51:13] to make sure they understand how
[01:51:15] important it is and how to your point,
[01:51:18] just changing the plane rather than with
[01:51:21] the international stuff trying to mess
[01:51:22] with the schedule, I just, it's just
[01:51:26] like one of those simple things that
[01:51:27] they would be so easy for the community
[01:51:28] to notice and really appreciate that if
[01:51:34] I could comment. Your idea is something
[01:51:36] similar that we heard at our last in
[01:51:38] person planning session for start where
[01:51:40] they're thinking about. It'd be helpful
[01:51:41] to have some sort of a data dashboard
[01:51:44] that lists the various programs and
[01:51:47] where we are with each of them. And so
[01:51:48] it's something that we are exploring on
[01:51:50] the ports website where that information
[01:51:51] can be just in one spot. But we also got
[01:51:54] some good news as well too about you.
[01:51:56] And you mentioned the air carriers. We
[01:51:58] heard recently that China Airlines cargo
[01:52:00] that does most of the cherry deliveries
[01:52:03] into the summer that they are moving
[01:52:06] almost primarily to triple 7s from a 747
[01:52:09] which has a huge noise improvement. And
[01:52:10] so we were talking about maybe we can
[01:52:13] get some sort of thank you letter from
[01:52:15] commission and others to thank China
[01:52:16] Airlines cargo for making that type of
[01:52:18] move. But we'll continue to continue to
[01:52:20] be vigilant and track all the carriers
[01:52:22] to make sure that as we see improvements
[01:52:24] we, we thank them and when we don't see
[01:52:26] improvements, we remind them that we
[01:52:28] would like to see them. But the fact
[01:52:30] that they're carrying our cherries on
[01:52:31] top of it, that's like a cherry on top.
[01:52:33] That sounds like a really good letter to
[01:52:35] write. It would be great fun. But you
[01:52:37] know, I came when I, the day I arrived
[01:52:39] at the port like one of my first
[01:52:41] meetings was, was Lance's first day. We
[01:52:43] were at the going away for the previous
[01:52:45] airport director and I sent to Lance, I
[01:52:48] go, I'd been around a little bit. I got
[01:52:50] earfuls like it was as if the third
[01:52:52] Runway was yesterday. And I go Lance,
[01:52:54] you know, I hope you're prepared to
[01:52:56] address community concerns, because this

[01:52:57] is part of a growing airport. And he
[01:53:00] basically immediately turned, well, do
[01:53:02] you have a community committee? I mean,
[01:53:04] like. And I go, didn't you just come
[01:53:05] from Houston? You know, and like, you
[01:53:07] know, I didn't know they did Hue
[01:53:09] community meetings. But this whole idea
[01:53:11] of start was like something that he had,
[01:53:13] like, right out of the gates. And I'm
[01:53:15] forever appreciative of that effort.
[01:53:17] Last thing, though, the community really
[01:53:19] appreciates it, but we're hearing from
[01:53:21] bachelor community every meeting and
[01:53:24] certainly don't appreciate it. One of
[01:53:27] the things that just is surprising to
[01:53:29] me, we know, and it's kind of
[01:53:31] interesting to me that they were having
[01:53:32] problems with the online thing is
[01:53:35] probably one of the most technically
[01:53:36] advanced person we've ever had testify
[01:53:38] is telling us there's a technical
[01:53:41] problem. It seems worth looking into,
[01:53:43] but with the focus on the part 150
[01:53:48] study coming up, that this seems much
[01:53:50] bigger than just the Highline community.
[01:53:52] Right. This is a broadly interesting
[01:53:56] thing. And so I guess if we could find
[01:54:00] a way, since this is an official process
[01:54:03] that, you know, I would like to see.
[01:54:07] I mean, I appreciate staff and your
[01:54:09] efforts that this is not. You're not.
[01:54:11] Not noticing this, but I would like the
[01:54:14] commission to make. Be able to make sure
[01:54:16] that the Highline community. We're
[01:54:17] chairing this body. Right. We're
[01:54:20] organizing the one. We're not. We don't
[01:54:23] count all the votes. Right. But we are
[01:54:25] certainly are convening. The reason why
[01:54:27] the FAA is there, the reason why the
[01:54:29] airlines are there, is because we're
[01:54:31] there. Right. And so we only have one
[01:54:35] vote, but we do have the bully pulpit.
[01:54:37] And I think there's elected officials
[01:54:40] there that want to know how important it
[01:54:42] is to us. But I do believe that the 150
[01:54:46] study does provide an avenue to have at
[01:54:49] least that focus. And. And to tell you
[01:54:51] the truth, for them not to have the
[01:54:54] benefit of David's expertise is kind of
[01:54:57] shooting themselves on the foot. So I'll
[01:55:00] just say we 1000% agree with you,
[01:55:03] Commissioner. The part 150 is an
[01:55:04] incredible opportunity to think
[01:55:06] regionally and to think really, you
[01:55:09] know, clean slate. Let's put all the
[01:55:11] ideas on the table and figure out what's
[01:55:13] going to work within this. So we're in
[01:55:15] the works on that. We're of the same
[01:55:17] mind, and we'll have more to report on
[01:55:18] that soon. Thank you. And if I could add
[01:55:20] as well, too, the Part 150 Technical
[01:55:22] Review Committee is made up of land use
[01:55:25] planners from around the area. And we

[01:55:27] have added a land use planner from
[01:55:29] unincorporated King County be part of
[01:55:31] that conversation. And they'll represent
[01:55:32] the White Center, Boulevard, Park,
[01:55:34] Vashon areas as well, too. Great. So
[01:55:37] we'll make sure David knows who that
[01:55:39] person is. Yes. Thank you.
[01:55:44] Okay. Thank you for the presentation.
[01:55:48] I promise not to take too much time.
[01:55:52] Love to hear that. The state advocacy is
[01:55:56] going to be an ongoing effort. How
[01:55:59] frequently are we going to receive
[01:56:02] formal recommendations for the Port of
[01:56:04] Seattle operations from start?
[01:56:09] Do they not advise on court? Can you
[01:56:13] give an example, Commissioner, of what
[01:56:14] you'd be referring to? Actually, no.
[01:56:17] Like, is, is START going to come to us
[01:56:20] with recommendations? The way they lobby
[01:56:22] the state, the way they lobby the faa,
[01:56:25] Are they going to lobby us for anything
[01:56:29] in particular? I mean, so that's.
[01:56:31] Andres might. Sorry, Commissioner, I
[01:56:34] Andres might want to speak to this as
[01:56:37] well. We had our in person annual plan
[01:56:39] meeting with START just last month and
[01:56:41] one of the really interesting
[01:56:43] conversations, we had some pretty
[01:56:44] structural sort of fundamental
[01:56:45] conversations about what is START for
[01:56:48] and what do we do and what don't we do.
[01:56:50] And one of the topics of conversation is
[01:56:53] what are the things that make sense for
[01:56:55] START as a collective body that work
[01:56:57] collectively to work on versus what are
[01:57:00] some things that maybe the cities
[01:57:01] outside of START want to engage directly
[01:57:04] with the commission on? And we actually
[01:57:06] started to list out, obviously not
[01:57:09] comprehensively, what some of those
[01:57:11] things might be. And so our general
[01:57:12] thinking, and again would love Andres to
[01:57:14] comment on this, is there are things
[01:57:16] that START does together. And because
[01:57:18] PORT is part of start, we're not
[01:57:20] lobbying ourselves. Right. We're going
[01:57:21] to go out to external folks, whether it
[01:57:23] be cities, states, federal government,
[01:57:25] et cetera, that will be all externally
[01:57:28] facing. But we will, when different
[01:57:31] topics come up in START that are really
[01:57:33] more appropriate for the cities, will
[01:57:34] say, that's a great city conversation.
[01:57:37] Let's go talk to Steve Mettrick about
[01:57:38] that. Let's go talk to the commissioners
[01:57:40] about that. So, Andres, anything more
[01:57:41] you'd want to say on that front? Yeah,
[01:57:45] thanks, Eric. Just to add on, this is
[01:57:47] one of the things that we discussed
[01:57:49] around the structure of start, which is
[01:57:52] consensus based. And so, you know,
[01:57:54] where we have agreement and where we
[01:57:57] understand that all the steering

[01:57:59] committee members are kind of moving the
[01:58:06] let's proceed with that agreement where
[01:58:09] folks are being in diverse opinions so
[01:58:12] that then those individual stakeholders
[01:58:14] or cities can go and engage the port or
[01:58:16] can go and engage an airline or another
[01:58:18] city on their own time. But it's not
[01:58:20] necessarily a START activity. And so
[01:58:22] that's one of the things, Commissioner,
[01:58:24] that we're still working through that
[01:58:25] was a result of that in person meeting.
[01:58:26] I think that we hope to have more
[01:58:29] movement on in 2025. I think advisory
[01:58:32] committees and groups like this are so
[01:58:33] important to be able to mechanize the
[01:58:37] way that we're receiving, you know,
[01:58:39] community based information priorities.
[01:58:42] We receive an annual, you know, report
[01:58:45] from pcat. It just
[01:58:49] seems like we would want to be able to
[01:58:52] maybe interact with them directly at
[01:58:54] some point. And I wonder,
[01:58:58] do they ever work collaboratively
[01:59:02] or in consultation with the JAC or the
[01:59:05] Highline Forum? And is there any overlap
[01:59:08] in the membership between those three
[01:59:10] groups with the Highline Forum? Yeah,
[01:59:13] definite overlap. And so at every
[01:59:16] Highline Forum meeting we do a START
[01:59:18] update so the electeds and the Highline
[01:59:20] Forum can know what start's been doing.
[01:59:21] And if certain programs and initiatives
[01:59:24] are developed by start, we do ask to
[01:59:27] bring those to the Highline form to get
[01:59:29] them to get their thumbs up as well too.
[01:59:31] So there is a connection with the forum
[01:59:32] jec, the membership is the same, but I
[01:59:36] don't believe there are START updates at
[01:59:38] JEC meetings. Okay. And does the Port
[01:59:42] Commission have any authority to shape
[01:59:44] START procedures or the meeting
[01:59:47] structure? The shaping of any procedures
[01:59:50] or meeting structures are done by the
[01:59:52] steering committee of which the PORTS a
[01:59:54] member. And can you tell me not the
[01:59:57] names of individuals but like who are
[01:59:59] steering committee members? It's the
[02:00:01] airport director right now, the interim
[02:00:03] airport director. And then it's all
[02:00:05] representation from the six cities.
[02:00:07] Typically a a city manager or an
[02:00:10] equivalent then serves as well too. And
[02:00:12] then Alaska and Delta both have reps on
[02:00:14] the steering committee. Committee and
[02:00:16] beyond the steering committee. Then who
[02:00:17] are members or is that it? That is it
[02:00:21] for the steering committee. There's
[02:00:22] support staff as well too. We're there
[02:00:23] to be there to support. You're saying
[02:00:25] beyond the steering committee, who are
[02:00:26] START members, correct? Yeah. So each
[02:00:29] city has both the staff person, whether
[02:00:31] the city manager equivalent, plus two

[02:00:34] community representatives. Those two
[02:00:35] community representatives are appointed
[02:00:37] by each city. So each city essentially
[02:00:39] has three people on STAR at any given
[02:00:42] time. And they decide by consensus of
[02:00:46] consensus based model decision making
[02:00:48] whether to allow for additional people
[02:00:51] to be START members or to be steering
[02:00:54] committee members. The actually for the
[02:00:56] START membership, the six cities that
[02:00:58] are members of START is locked into the
[02:01:00] operating procedures. You would have to
[02:01:02] amend the operating procedures to add a
[02:01:05] new city if they were to go on that you
[02:01:06] would. Meaning we the steering
[02:01:08] committee. Sorry the steering committee
[02:01:09] by consensus would mean so when they
[02:01:12] make a decision, such as unanimously to
[02:01:15] exclude membership of a King County
[02:01:17] Council member, their thought processes
[02:01:20] for their structure, that they have a
[02:01:22] public forum, in this case a webinar
[02:01:25] where they could still listen to
[02:01:27] proceedings and then an opportunity at
[02:01:29] the very end to ask questions based upon
[02:01:31] what they've heard. Or is it, is it
[02:01:34] public comment? Public comment. So they
[02:01:36] don't have an opportunity to ask
[02:01:38] questions? Not of presenters, no.
[02:01:44] And then I was going to ask, so the
[02:01:47] interim aviation director is a
[02:01:51] member of the steering committee.
[02:01:55] Have they. Are they going
[02:01:59] to have an opportunity to, as a
[02:02:03] body, be able to meet with the permanent
[02:02:08] selection or advise on the selection
[02:02:11] process or provide input? I know we're
[02:02:14] talking about in the hiring process
[02:02:17] maybe having some sort of mechanism for
[02:02:20] community input. Has START been
[02:02:22] considered in that Commissioner?
[02:02:25] I don't know if we haven't established
[02:02:28] those processes yet. Good enough. And
[02:02:35] then regarding our advocacy on the
[02:02:38] federal level, so the
[02:02:43] big beautiful bill, can you reiterate
[02:02:45] what exactly the reductions are in the
[02:02:47] context of port projects? The big
[02:02:51] beautiful bill, meaning big beautiful
[02:02:52] bowl that we had. And I just wanted to
[02:02:54] clarify, we had nothing to do with it
[02:02:57] because your presentation, you know,
[02:03:00] you talked about we were able to secure
[02:03:02] sustainable aviation fuels. That's a
[02:03:06] result of us advocating to make sure
[02:03:09] that it wasn't slashed, correct? That's
[02:03:11] correct. But there were other pretty
[02:03:12] significant, there were substantial,
[02:03:14] actually holistic reductions to all our
[02:03:16] clean energy initiatives. Can you talk?
[02:03:17] Absolutely. So this is. So the official
[02:03:20] name of this legislation is the one big
[02:03:23] beautiful bill. That is the name of the

[02:03:25] legislation. It is, is going through a
[02:03:27] very, very obscure process called budget
[02:03:29] reconciliation, which I won't bore you
[02:03:31] all with. But the short version is that
[02:03:34] the House gets a majority vote, and in
[02:03:36] this one case, the senate only needs 50
[02:03:39] votes instead of the normal 60. So it's
[02:03:41] a process by which, if you have the
[02:03:44] majority in both the House and the
[02:03:45] Senate, which Republicans do, you can
[02:03:47] pass anything that is fiscally related,
[02:03:50] no policy, anything fiscally related
[02:03:53] with just a simple majority vote in the
[02:03:55] House and Senate. So that's what's going
[02:03:56] on right now. There are three main sort
[02:04:00] of components of that legislation. One
[02:04:03] is a huge increase in spending on
[02:04:05] defense and immigration enforcement.
[02:04:07] One is a huge tax cut, about \$4
[02:04:11] trillion worth of tax cuts, and then the
[02:04:13] other is about \$1.5 trillion in spending
[02:04:17] cuts. Most of those spending cuts are
[02:04:19] coming from Medicaid, SNAP and clean
[02:04:22] energy tax credits. So it's almost
[02:04:24] essentially \$1.5 trillion in cuts from
[02:04:27] Medicaid, SNAP, which is food stamps and
[02:04:31] clean energy tax credits. We are part of
[02:04:33] a national coalition we call the SAF
[02:04:36] Coalition, cleverly enough, which is a
[02:04:38] coalition around saf. And it has been
[02:04:41] advocating to say that, yes, we
[02:04:44] understand that you hate clean energy
[02:04:46] tax credits. You want to get rid of all
[02:04:47] of them. But SAF is something that has
[02:04:50] bipartisan support from airlines,
[02:04:53] airports, refiners, farmers,
[02:04:56] manufacturers, and again, as we always
[02:04:59] like to say, not only because of their
[02:05:01] carbon decarbonization impacts of saf,
[02:05:04] but also the reduction in other air
[02:05:07] particulates that airport communities
[02:05:09] are concerned about. So a huge win, win
[02:05:11] for everyone all around. And believe it
[02:05:13] or not, that argument worked. Seems to
[02:05:16] have worked so far in being the only tax
[02:05:18] credit that's maintained because enough
[02:05:20] Republicans say, yeah, actually this is
[02:05:23] pretty good for the Midwest. You know,
[02:05:24] our number one champion right now is
[02:05:26] Senator Jerry Mc. Jerry Moran,
[02:05:28] Republican of Kansas. And so it really
[02:05:31] is quite a statement that over the past
[02:05:33] however many years that we and many,
[02:05:35] many other people have been advocating
[02:05:36] for saf. It has become so such a
[02:05:40] bipartisan agreement consensus that it's
[02:05:42] a good thing and we need to keep working
[02:05:43] on it. So that is a big win. But
[02:05:46] unfortunately, the port does care a lot
[02:05:49] about a lot of those other clean energy
[02:05:51] projects, hydrogen in particular, and a
[02:05:53] lot of that has just been entirely wiped
[02:05:56] off. In fact, the House bill at the very

[02:05:57] last minute not only got rid of them,
[02:06:00] but got rid of them sooner. So unless
[02:06:02] your project is fully completed and up
[02:06:05] and running by 2028, you don't get any
[02:06:07] tax credits. So not just, oh, I've
[02:06:10] started this project and it'll be done
[02:06:12] in 2031, but give me the tax credits
[02:06:14] because I have a shovel in the ground.
[02:06:15] It must be fully in service now by 2028,
[02:06:19] which is almost impossible for most
[02:06:21] projects at this point.
[02:06:25] So when we've been advocating at the
[02:06:28] state level for investments into the
[02:06:31] window replacement program, we've also
[02:06:33] been talking about how the feds really
[02:06:35] should be putting into that also.
[02:06:36] What's the prospect on that? Yeah, so I
[02:06:40] mentioned Senator Murray and
[02:06:42] Representative Smith's incredible
[02:06:43] leadership on that. They believe we can
[02:06:45] get that done this year. They do. And we
[02:06:47] have a. Via what vehicle? The National
[02:06:50] Defense Authorization Act. My favorite
[02:06:52] piece of legislation. Commissioner
[02:06:54] Felleman's favorite piece of legislation
[02:06:55] as well. And so that is an annual
[02:06:58] defense authorization bill that has to
[02:07:01] go through every single unit year. It's
[02:07:02] gone through every single year for the
[02:07:04] past 50 years. Representative Adam Smith
[02:07:06] is the ranking member on the House Armed
[02:07:08] Services Committee, which gives aye.
[02:07:09] great impact and input into that. And so
[02:07:12] we are hoping that that can be the
[02:07:13] vehicle this year to get that policy
[02:07:16] done. Okay, no further questions. Thank
[02:07:18] you very much for the presentation.
[02:07:19] Follow up questions from Commissioner
[02:07:21] Felleman. The ongoing discussion
[02:07:25] about other regional airports. I see
[02:07:28] this is part of the state legislative
[02:07:31] agenda. And I'm just wondering for this
[02:07:35] ongoing effort. It just, it's, it's, I
[02:07:38] know, very important to the highline
[02:07:39] communities that we're not going to
[02:07:40] build a fourth Runway. And so that
[02:07:43] progress on additional Runway or airport
[02:07:46] services is related. And was wondering
[02:07:49] what's the latest status? Well, I know
[02:07:53] our friends up in Snohomish county have
[02:07:55] been a little more public about what
[02:07:56] they're doing. So that's moving forward.
[02:07:59] As they've kind of talked about and has
[02:08:01] been reported in even the Seattle Times,
[02:08:03] the work of the COG continues. There is
[02:08:05] some additional specificity attached to
[02:08:07] the funding that was passed in the state
[02:08:09] transportation budget to give them hard
[02:08:11] deadlines, additional things they had
[02:08:13] already been working on, but actually
[02:08:15] officially establish establishing it as
[02:08:17] part of their appropriation as well.
[02:08:18] Really the only thing that's

[02:08:20] disqualified is studying the use of
[02:08:23] military bases. So jblm, and until the
[02:08:28] chair of the transportation committee in
[02:08:30] the House no longer is from Tacoma or
[02:08:32] something like that, I think that that
[02:08:34] will continue to be the case regardless
[02:08:35] of whether folks think that JBLM could
[02:08:37] be a possible solution to part of that
[02:08:39] problem in the future. Well, the reality
[02:08:41] is all airport experts know that JBLM
[02:08:44] will be the next regional airport
[02:08:45] because it's the only one that makes
[02:08:47] sense. But what I was thinking that the
[02:08:50] study that needs to be done is to look
[02:08:53] at all the military bases in the country
[02:08:55] other than jblm and to understand how
[02:08:58] they. Well, the military bases that
[02:09:00] share with commercial operations, what
[02:09:03] is the special sauce that has allowed
[02:09:05] them to coexist. And I understand
[02:09:07] there's like a half a half dozen actual
[02:09:10] military ports and there's like a dozen
[02:09:12] Air National Guards. And I'm just
[02:09:16] wondering, do you think a study like
[02:09:18] that would be off limits per your input?
[02:09:21] Actually, I had a conversation with the
[02:09:23] director of Watchdog Aviation fairly
[02:09:25] recently about whether or not that could
[02:09:27] fit into the updated scope of work for
[02:09:29] the COG and she believes it could. That
[02:09:32] would be great because there's
[02:09:33] obviously, you know, I don't blame the
[02:09:36] military for wanting it all to
[02:09:37] themselves, but they are public servants
[02:09:39] and the ultimate general is the
[02:09:41] appropriator. And so the nice thing
[02:09:44] about them, they can fall in line if
[02:09:45] indeed this is national interest. The
[02:09:48] other thing is that our problem is not
[02:09:49] unique to the Northwest Airport.
[02:09:52] Capacity is a problem nationally and so
[02:09:55] the idea of being able to find ways to
[02:09:57] share airspace, obviously they didn't do
[02:10:01] a very good job in D.C. but where you
[02:10:03] can share airspace, it seems to be of
[02:10:06] importance to know what is the way to do
[02:10:09] that safely. Thank you very much.
[02:10:11] Seeing no further questions questions.
[02:10:13] I think that concludes this portion.
[02:10:15] Thank you very much for the presentation
[02:10:17] and we'll move forward in the agenda.
[02:10:20] Clerk Hart please read into the record
[02:10:22] and Executive Director Mitcher will
[02:10:23] introduce it. Thank you. This IS Agenda
[02:10:25] Item 11C Diversity and Contracting 2024
[02:10:28] Annual Report and Resolution Number
[02:10:31] 3836Amending the Diversity and
[02:10:33] Contracting Directive Policy to Increase
[02:10:36] Women and Minority Business
[02:10:37] Opportunities. Briefing Commissioners at
[02:10:41] The beginning of 2024 you passed an
[02:10:43] order directing us to update our
[02:10:44] diversity and contracting goals to have

[02:10:46] a PORT wide WMBE goal of 15% of total
[02:10:49] port spend and to have 400 firms
[02:10:51] utilized. I'm pleased to report that we
[02:10:53] are trending in the right direction and
[02:10:55] our Diversity and Contracting team will
[02:10:57] have more insights to share on our
[02:10:58] progress. This report would cover our
[02:11:00] roadmap to achieve these goals followed
[02:11:03] by a resolution with with proposed
[02:11:04] updates to the program that will apply
[02:11:06] through 2030. And so we have
[02:11:10] a number of speakers here. So we have me
[02:11:12] and Rice Director Diversity and
[02:11:14] Contracting Emily Ho Program Manager
[02:11:16] virtually and Contracting and Lawrence
[02:11:18] Coleman Wemby Manager so and Mandela
[02:11:22] is nice to see Mandela as well. So oh
[02:11:30] well there it is. Speak to the mic.
[02:11:33] Excuse me Commissioner is losing my
[02:11:35] voice here. I apologize but pleasure
[02:11:37] being here for to you to you today. My
[02:11:39] name is me and Rice Director of
[02:11:41] Diversity and Contracting Department. I
[02:11:43] do also want to send the greetings also
[02:11:45] to Executive Director Steve Metruck and
[02:11:49] the listening public who's all here
[02:11:51] today. I also prior to getting started
[02:11:54] on this two hour presentation we
[02:11:58] are I want to give a special big
[02:12:02] warm welcome and also a continued just
[02:12:07] a big thank you for our new Director and
[02:12:12] Economic Development Division. Her name
[02:12:14] is A Boingjuta hopefully I pronounced
[02:12:16] her name correctly. And so she's
[02:12:21] been a fabulous supporter of the
[02:12:24] Diversity and Contracting department and
[02:12:27] truly aye. the ground running. She is
[02:12:30] just a wonderful addition to the
[02:12:33] division and I'm so happy that Diversity
[02:12:35] and Contracting Department is under
[02:12:37] under this new leadership. So without
[02:12:40] further ado I also real quick wanted to
[02:12:42] acknowledge as part of a lot of
[02:12:46] the Diversity and contracting efforts
[02:12:48] that don't always really get a lot of I
[02:12:54] Guess a tipping of the hat a little bit
[02:12:57] is our partners central procurement
[02:12:59] office who's not here at the table in
[02:13:01] terms of the director. Her name is
[02:13:03] Sophia Mayo and I want to give a big
[02:13:06] thank you to her as well. And you'll
[02:13:08] hear from some of her staff under
[02:13:09] Mandela Thomas as well who is the
[02:13:11] director of the CPL Structure Strategic
[02:13:14] Partnership and an analytics department.
[02:13:15] So and then lastly I have a lot of
[02:13:19] diversity and contracting staff here
[02:13:21] today but and also I wanted to give a
[02:13:25] special hello and shout out to Lisa
[02:13:28] Fair who's our DBE Federal Program
[02:13:31] Manager. And so yeah much,
[02:13:35] much love to her and all of her efforts
[02:13:38] especially during these days. So these

[02:13:41] times. So without further ado, next
[02:13:44] slide please. Here's the agenda, fairly
[02:13:47] straightforward, you know we're going to
[02:13:49] get talk a little about the diversity
[02:13:50] and contracting program, give you a
[02:13:53] small video then we'll get into the
[02:13:56] WMBE results and also a little
[02:13:59] discussion about the upcoming and
[02:14:01] diversity and contracting policy
[02:14:02] directive. At least some proposed
[02:14:05] efforts that we think for the next five
[02:14:10] year DC policy directive goals can be
[02:14:13] and these are again as time progresses
[02:14:16] you'll notice that these are stretch
[02:14:17] goals. So diversity contracting
[02:14:22] next slide please. So diversity
[02:14:25] contracting goals, I think you've seen
[02:14:27] this quite a bit and also some of the
[02:14:30] listening audience. We're pretty much
[02:14:32] here for the most, the most part and not
[02:14:34] even just for the most part to actually
[02:14:36] advance equity and addressing
[02:14:38] contracting disparities and disparities
[02:14:41] by increasing the utilization of women
[02:14:43] and minority business enterprise and
[02:14:46] disadvantaged firms. 2024 is what why
[02:14:50] we're here today. This is an annual
[02:14:52] briefing to talk talk about our and
[02:14:56] give information about our 23four
[02:14:59] efforts. This last year was what you
[02:15:02] would call the gap year. These are our
[02:15:06] goals which was to decrease the amount
[02:15:08] spend on contracts up to 15% and then
[02:15:11] also a small adjustment for 2024
[02:15:15] gap year goal to increase the number of
[02:15:19] WIMBEE firms doing business with the
[02:15:21] Port of Seattle up to 400 businesses and
[02:15:24] firms. So without further ado I did want
[02:15:28] to do a quick video and
[02:15:32] we'll go from there. Video please.
[02:15:40] As a small business, minority woman
[02:15:42] owned business, it's very hard to be
[02:15:44] taken serious at times. I'm looked at as
[02:15:46] very young or you know, how could I know
[02:15:49] what I'm talking about or how could I
[02:15:52] get my foot in the door with these
[02:15:53] bigger general contracting companies.
[02:15:55] So it's been very nice to have a mentor
[02:15:59] and hopefully get those doors open for
[02:16:02] us to connect us with the right people
[02:16:03] and grow our business.
[02:16:06] I used to be the mentee and chasing the
[02:16:10] work not knowing who to go to. This
[02:16:13] program did not exist when I started
[02:16:15] doing work at the Port of Seattle. If I
[02:16:17] can help them in any way, I will.
[02:16:19] Because we have to build that network of
[02:16:22] small minority businesses in Seattle.
[02:16:27] Women and minority owned businesses are
[02:16:30] an important part of the success story
[02:16:32] here at the Port of Seattle. I'm proud
[02:16:35] that for the last five years we've spent
[02:16:37] \$376 million with WMBE businesses

[02:16:40] working with nearly eight homes, unique
[02:16:42] women and minority owned firms.
[02:16:45] However, there is still more work to be
[02:16:47] done. Promoting diversity and
[02:16:49] contracting is an important way that the
[02:16:51] Port achieves its mission of creating
[02:16:53] opportunity for all. Previously, the
[02:16:56] Port of Seattle had a small business
[02:16:58] program which achieved more than 30% of
[02:17:01] port dollars going to small businesses.
[02:17:04] But diverse businesses were only
[02:17:07] receiving 5% of the port dollars.
[02:17:10] My colleagues and I are called to the
[02:17:12] work we do at the Port because of our
[02:17:14] shared commitment to promoting fairness
[02:17:16] in government and equal opportunities
[02:17:17] under the law. The Port of Seattle holds
[02:17:20] the key to a thriving and inclusive
[02:17:22] future. Now is the time for the Port to
[02:17:24] lead on building an economy that's
[02:17:26] prosperous and equitable. Despite the
[02:17:29] rhetoric we're seeing in today's
[02:17:31] political climate, we we remain
[02:17:33] steadfast in our commitment to both
[02:17:35] diversity, equity and inclusion. That
[02:17:37] includes making sure that those
[02:17:39] contracts and procurement opportunities
[02:17:41] reach those communities that are
[02:17:43] operating their own small and minority
[02:17:46] businesses. We are absolutely committed
[02:17:49] to ensuring that that \$5.6 billion
[02:17:51] capital budget reaches those communities
[02:17:54] that are underserved and provides
[02:17:56] opportunities for generational wealth
[02:17:58] building for small minority business
[02:18:00] owners within our communities. We value
[02:18:02] each and every diverse and small
[02:18:04] business that's partnered with us at the
[02:18:06] Port and we're eager to build with you
[02:18:08] for years to come.
[02:18:11] Awesome. Thank you all and also thank
[02:18:15] you sort of videographer who actually
[02:18:17] helped put this thing together. She did
[02:18:19] an awesome job and as well as to you
[02:18:21] commissioners for being part of this in
[02:18:23] Executive Metruck Director Metruck. This
[02:18:25] is awesome. 2024 Getting thank
[02:18:30] you for the next slide for 2024 WMBE
[02:18:33] results. Wow. 2024 was a fun year and
[02:18:37] I'm using that facetiously, especially
[02:18:38] with the cyber attack. I want to also
[02:18:40] give my tip my hat off to the ICT
[02:18:43] department. All their efforts to
[02:18:44] restoring our systems has just been they
[02:18:48] did a phenomenal job all last year and
[02:18:50] so I want to continue to have
[02:18:54] a big thank you to them and also AFR and
[02:18:56] also a portion of CPO as well because
[02:18:59] they were also instrumental in terms of
[02:19:00] getting us back on our feet now.
[02:19:03] Speaking of cpo, I wanted to talk, have
[02:19:07] Mandela talk about all the efforts they
[02:19:10] had to do to provide

[02:19:14] you some of the numbers that we'll be
[02:19:16] reviewing today. And so I want to make
[02:19:19] sure I hand the ball over to Mr.
[02:19:21] Mandela Thomas to talk a little more
[02:19:23] about the CPO process and the data that
[02:19:26] you see. Thank you. Can we go to
[02:19:30] the next slide? Okay, so the top part
[02:19:34] is a quick, quick overview. And the
[02:19:36] second part is some of the challenges
[02:19:39] that we run into. So essentially we
[02:19:42] gather data from about five different
[02:19:44] sources and that data is populated by
[02:19:46] hundreds of different people inside and
[02:19:48] outside the port. So after we get all
[02:19:51] the data that needs to be integrated and
[02:19:52] tied together and then we have to check
[02:19:54] it for quality. So if, you know,
[02:19:56] sometimes you don't want something to
[02:19:58] show twice and you want to make sure
[02:20:00] that nothing disappears. So we have that
[02:20:02] quality control in there. And then
[02:20:04] afterwards we're able to do what
[02:20:07] everybody likes to see, which is the
[02:20:09] utilization, what's the total dollars
[02:20:10] and how much is wimbee. And so that's
[02:20:12] the high level overview of what the data
[02:20:14] analytics team and CPO does. And then we
[02:20:16] share with the diversity and
[02:20:17] contracting. So our ability to do that
[02:20:20] because of the cyber outage was impacted
[02:20:24] for about six months. Because we have
[02:20:25] five systems, we have to wait for all of
[02:20:27] those things to come back. And once they
[02:20:29] were back, they said, okay, well what's
[02:20:31] the data say? Well, those hundreds of
[02:20:34] people to enter the data, it took about
[02:20:36] two months to get caught up with, you
[02:20:38] know, eight months of data entry. And so
[02:20:40] after that is all done, now we're able
[02:20:42] to get back to the table and start
[02:20:43] sharing some updates. So during that
[02:20:46] time we weren't just waiting for, you
[02:20:48] know, ICT to bring all those things
[02:20:51] back. We were doing a number of
[02:20:52] improvement efforts. So some of it's
[02:20:54] related to the speed at which we can
[02:20:56] provide data, some of it's related to
[02:20:58] the quality, some of it's set up for
[02:21:00] customer service for the people that
[02:21:03] have to do the entry work. So we
[02:21:05] completed more than 20 different
[02:21:07] projects related to that. And then
[02:21:11] passing it back to me and thank
[02:21:16] you, Mandela. Our next slide, please.
[02:21:19] I think commissioners, you've seen this
[02:21:22] graph before and also a lot of some of
[02:21:25] the listening audience. We've come a
[02:21:28] long way since 2016 and I think even the
[02:21:32] 5.3 is conservative number, to be honest
[02:21:34] with you, probably was lower than 5.3%.
[02:21:36] 2019, where star is where we actually
[02:21:40] started the diversity and contracting
[02:21:43] program and all of its Efforts in its

[02:21:48] entirety, fully implemented.
[02:21:51] But as you can see from percent
[02:21:53] utilization all the way to the firm
[02:21:55] counts, we have continuously improved in
[02:22:01] a short amount of time as a government
[02:22:04] economic, you know, generator,
[02:22:07] port authority, we have done yeoman's
[02:22:11] work and I think it's really cool and is
[02:22:14] a contribution to a lot of the staff out
[02:22:17] there, our project managers, our
[02:22:18] construction managers and all of our
[02:22:20] partners, external wise as well as
[02:22:22] internal as well as you commissioners
[02:22:25] are laying the foundation of this whole
[02:22:28] program. So thank you. And also the
[02:22:30] executive director as well and staff.
[02:22:32] So I'm going to hand the ball
[02:22:36] over to Mr. Lawrence Coleman to get into
[02:22:40] the details of how we did in 2024.
[02:22:42] Lawrence, the floor is yours. Thank you
[02:22:45] for teeing us up, man. Good afternoon
[02:22:48] commissioners. Executive director
[02:22:50] Metruck, if you could go ahead to the
[02:22:52] next slide for me please. As Mia
[02:22:56] mentioned, I'll be talking about a date
[02:22:58] about the data specific for 2024,
[02:23:02] putting this in comparison to the, to
[02:23:04] the trends for, you know, how this
[02:23:07] stacks up to previous years. And just we
[02:23:10] like this slide because it kind of sets
[02:23:12] the tone. So from here I have a few
[02:23:14] slides just kind of breaking this down.
[02:23:17] But as Mia mentioned, you know, 2024 was
[02:23:19] certainly an interesting year. You know,
[02:23:22] we, I would say at the beginning of the
[02:23:24] year always think about ways to, to
[02:23:26] improve things and then you know, you
[02:23:28] got that cyber attack that happens,
[02:23:29] throws things off. But nevertheless,
[02:23:32] you know, work still got done. I also
[02:23:34] point out that 2024, you know, we took
[02:23:37] this year as a gap year to take a look
[02:23:39] and review processes and see where we
[02:23:41] can make some improvements. And so
[02:23:42] meanwhile, while me and, and you know,
[02:23:45] several even of of you engage with
[02:23:47] various folks in the community to try to
[02:23:48] get some information and some feedback
[02:23:50] on, you know, some areas of improvement.
[02:23:51] The work still continued, that great
[02:23:54] work at the airport still continuing all
[02:23:55] around the port of Seattle. But just
[02:23:58] moving us forward. In 2024, the port
[02:24:01] spent, you know, over \$900 million,
[02:24:04] you know, quite a bit of money, you
[02:24:07] know, in qualified spend of which 13.3%
[02:24:11] went to women in minority businesses,
[02:24:13] which equates to about you know, over
[02:24:14] \$124 million. So certainly making some
[02:24:18] progress. When we look at construction
[02:24:20] specifically about \$570 million or 64
[02:24:24] million and 64 million went to Wimbeey,
[02:24:28] about 11%. And then when we look at non

[02:24:31] construction, you know, just over 300,
[02:24:33] \$300 million in total spent and about 60
[02:24:36] million or 16, close to 17% went to
[02:24:39] women in minority businesses. So as
[02:24:40] meaning me and it pointed out certainly
[02:24:42] making some progress, but you know,
[02:24:44] still got some ways to go. Go ahead to
[02:24:46] the next slide for me, please. This is a
[02:24:50] look specifically at just trying to put
[02:24:54] WMBE firms in broader categories. I we
[02:24:56] wanted to do this chart just to kind of
[02:24:58] visually show what that 13% looks like
[02:25:01] in relation to all of the money that the
[02:25:04] port spends. Right. And so, you know,
[02:25:06] you'll hear all kinds of things about,
[02:25:07] you know, women and minority businesses,
[02:25:09] you know, taking away opportunities.
[02:25:10] But I just, I think this slide is just,
[02:25:13] it's still kind of telling that it's
[02:25:14] like it's 13%. Right. So I just,
[02:25:18] we talked about this and just wanted to
[02:25:20] show just kind of in relation. I won't
[02:25:22] read all of the particular categories,
[02:25:25] but again, just really wanted to try to
[02:25:26] show just the dispute distribution of.
[02:25:29] When we talk about just a broader
[02:25:30] category, category of women and minority
[02:25:32] businesses. There is one just in full,
[02:25:35] just kind, kind of transparency when you
[02:25:37] talk about gender unspecified. Right.
[02:25:40] So this is a result of for whatever
[02:25:42] reason, either we didn't capture it up
[02:25:44] front, you know, or folks chose not to
[02:25:47] identify, but it is some work that we're
[02:25:49] trying to do with regards to better
[02:25:51] quality assistance or quality assurance
[02:25:53] and just doing a better job of just
[02:25:56] trying to identify firms when we do
[02:25:58] count. But, but just wanted to point
[02:25:59] that out. And then we've came here
[02:26:01] before and talked about minority
[02:26:03] females. You know, we're still at, you
[02:26:06] know, 1% or \$6 million. And so some work
[02:26:09] that we're always trying to do when we
[02:26:11] talk about targeted outreach and trying
[02:26:12] to do a better job of engaging folks.
[02:26:15] Go ahead to the next slide for me,
[02:26:16] please. This is another
[02:26:20] slide. I think this slide speaks to
[02:26:22] intentionality. You know, we talk about,
[02:26:25] talked in previous years about
[02:26:28] disparities and you know, those
[02:26:29] disparity studies are specific to try to
[02:26:32] understand, you know, what groups aren't
[02:26:35] getting opportunities. And so this is,
[02:26:37] you know, I would say a telling slide.
[02:26:39] I think it's a transparent slide and I
[02:26:41] think it's one that we hold ourselves
[02:26:43] accountable to as well. And so I will
[02:26:45] say that we've seen these numbers
[02:26:48] fluctuate, you know, from year to year.
[02:26:50] You know, I think we've talked in years
[02:26:52] past where native American firms owned

[02:26:55] firms were at the, at the, at the bottom
[02:26:57] with, you know, a few million dollars.
[02:26:59] You know, we've seen this number where
[02:27:02] African American firms were in the
[02:27:03] bottom, you know, to this year looking
[02:27:05] at, you know, Asian owned firms and
[02:27:07] black American owned firms, you know,
[02:27:09] at the top, you know, when we Talking
[02:27:10] specifically about the ethnicity, we do
[02:27:14] see that Caucasian, white, white,
[02:27:17] female owned firms are leading the way.
[02:27:20] About \$92 million, or excuse me, 92
[02:27:23] firms and about \$31 million for this
[02:27:25] particular year. But again, I'd just
[02:27:27] like to point this slide out just to
[02:27:29] remind folks of the intentionality. We
[02:27:32] do our best to try to do targeted
[02:27:33] outreach, which my colleague here will
[02:27:35] talk about some of the outreach
[02:27:36] activities and engagement activities
[02:27:38] that we do. But again, you know, this is
[02:27:40] one of the ways that I feel that our
[02:27:42] team holds ourself accountable to our
[02:27:44] community by being transparent with,
[02:27:46] you know, how the particular groups are
[02:27:49] earning dollars. Go ahead to the
[02:27:53] next slide for me please.
[02:27:58] As a reminder, we establish goals.
[02:28:02] These next two slides really speak to
[02:28:05] leadership accountability. The policy
[02:28:09] resolution called that called for
[02:28:12] accountability not just from our office,
[02:28:14] right. I think at times when we run
[02:28:17] these programs, you know, it's one
[02:28:19] office that's responsible for it. But
[02:28:22] over the last five years, I feel like
[02:28:23] the port has taken an approach that
[02:28:25] we're all responsible, right? You know,
[02:28:27] we all have some ownership where it's
[02:28:28] not just diversity and contracting
[02:28:30] that's owning numbers, but it's flowed
[02:28:32] down to the various divisions and
[02:28:33] departments. And so each, each of the
[02:28:36] executive leadership team members
[02:28:38] establish goals. And so, and that's what
[02:28:40] you're looking at here. Again, on non
[02:28:43] construction, I would say we. And we
[02:28:45] stay pretty constant. And so
[02:28:48] historically I don't think we've dropped
[02:28:50] below 14%. And so in this year,
[02:28:54] 16% is, is what we aye.. Just port Y,
[02:28:58] which I'll show in another slide. But I
[02:29:00] really just wanted to share, just really
[02:29:03] specifically talking about the
[02:29:04] accountability and how it's not just
[02:29:05] held with, with regards to one office
[02:29:08] that it's flowed down to various
[02:29:09] divisions. Go ahead to the
[02:29:13] next slide for me please. And this is
[02:29:17] just a continuation of, you know, that
[02:29:20] those goals, right? And that
[02:29:21] accountability. This is a specific
[02:29:24] breakout for the corporate division.

[02:29:29] One of the things I like to point out
[02:29:31] here is I think sometimes folks get
[02:29:32] excited. They see high numbers, right?
[02:29:35] High utilization. But you know,
[02:29:36] sometimes the dollars don't necessarily
[02:29:39] reflect like oh, a big tick or a big
[02:29:41] move in percentage. Right. For the port.
[02:29:43] But what I will say is that each of
[02:29:46] these folks or each of the departments
[02:29:48] here has folks that are on the executive
[02:29:49] leadership team. They all establish
[02:29:52] goals. And I think one of the biggest
[02:29:54] contributors with regards to the
[02:29:57] corporate unit is when we talk about the
[02:30:00] number of firms. And so a WMBE firm
[02:30:03] doesn't care, you know, necessarily how
[02:30:05] you're doing organizationally like
[02:30:07] toward that, you know, folks want to see
[02:30:08] to it that you know, money is going to
[02:30:10] their particular business. And so what I
[02:30:13] will say is that a lot of these firms,
[02:30:15] or excuse me, a lot of these departments
[02:30:16] contribute quite a bit. In particular
[02:30:18] when we talk about some of the smaller
[02:30:20] purchases, some of the dollars and some
[02:30:23] of the opportunities that don't always
[02:30:24] get advertised where a department can
[02:30:26] pick up the phone and you know, you
[02:30:28] know, use someone you know for some,
[02:30:30] some trade show items, for example.
[02:30:33] Right. And so, so just shout out to, to
[02:30:35] the divisions and departments that
[02:30:37] support this effort, that take it
[02:30:38] serious and establish goals on an annual
[02:30:41] basis. Go ahead to the next
[02:30:44] slide for me please. And so as
[02:30:49] I mentioned, you know, I shared just a
[02:30:51] little bit about just the trends. And so
[02:30:53] we decided to look at the last six years
[02:30:55] starting in 20, 2019 and this is
[02:30:58] specific for non construction. You know,
[02:31:02] as I mentioned, you know, I feel like we
[02:31:04] stay pretty constant, you know, and some
[02:31:06] may even say stagnant. Right. You know,
[02:31:07] we had a high in 2020 of, of you know,
[02:31:10] just over 20% and we have inclined back
[02:31:14] out of that 16% area. So always looking
[02:31:17] for ways to improve opportunities. So
[02:31:20] not really much to say here. As opposed
[02:31:23] to, you know, I think the question is
[02:31:25] are we stagnant on our non construction
[02:31:28] spend? This would consist of
[02:31:29] professional personal services, P Card
[02:31:32] services or excuse me, P Card spin.
[02:31:35] Some of them are as a result of a
[02:31:38] contract when we put a goal and we're
[02:31:41] evaluating what a response is and such.
[02:31:43] But really here again I think the aim is
[02:31:46] just to show progress or and potentially
[02:31:50] identify some trends, you know, some
[02:31:52] things that we could take a look at,
[02:31:53] you know, as we think about what the
[02:31:55] next iteration of the program, program

[02:31:57] is going to look like. Go ahead to the
[02:32:00] next slide for me please. Now here's
[02:32:04] construction. So if you look at 2024,
[02:32:09] I mean we haven't seen, you know, spend
[02:32:11] quite as high in a few years. I thought
[02:32:15] it was interesting to see that, you
[02:32:18] know, unlike in other years where the
[02:32:20] spending on construction, the WMBE
[02:32:22] utilization kept up with that, you know,
[02:32:26] if you look at 2021 for example, right,
[02:32:28] where we aye. 13% and in this particular
[02:32:30] year not, you know,
[02:32:34] I try to steer clear of causation and
[02:32:37] try to say more so correlation. I was
[02:32:40] also told do not do math in public. But
[02:32:44] I will offer this. The port is not by
[02:32:49] design. I mean we have sophisticated
[02:32:50] work, you know, we want to improve the
[02:32:53] passenger experience. So oftentimes,
[02:32:56] you know, some of the, some of the Work,
[02:32:58] for example, like a baggage optimization
[02:33:00] project. Right. You know that that's
[02:33:01] \$100 million. That's going to aye. the
[02:33:03] bottom line where there's not a lot of
[02:33:06] firms just in general that do that work,
[02:33:08] let alone WMBE firms. Right. So when we
[02:33:10] take a look at that for analysis, we
[02:33:12] might do a 1%, 2% goal. Right. You know,
[02:33:16] to the chagrin sometimes of community,
[02:33:17] sometimes to even you all, you know,
[02:33:19] where you all asking some questions when
[02:33:21] it comes before you to, for approval.
[02:33:23] So I would associate, you know, some of
[02:33:25] that with, with regards to, you know,
[02:33:28] the type of work that we do. I would
[02:33:30] also associate, you know, some of this
[02:33:32] to some of the issues that we have with
[02:33:34] regards to some of the barriers and
[02:33:37] maybe even the interest that folks have
[02:33:39] with chasing work at the Port of
[02:33:41] Seattle, which, you know, when we talk
[02:33:42] about what the next iteration will look
[02:33:44] like, me and I'll touch on some of that.
[02:33:46] But again, just wanted to share just
[02:33:48] historically what we've looked like over
[02:33:50] the last few years when we talk about
[02:33:51] construction spending. Go ahead to the
[02:33:54] next slide for me, please. And so we're
[02:33:57] in the home stretch here, at least for
[02:33:59] my piece me and we'll talk at links if
[02:34:03] you don't stop them.
[02:34:08] So As I mentioned, 2024 was our gap
[02:34:11] year. You know, again we, we took some
[02:34:13] time, you know, with, with you all
[02:34:15] support to just take a pause, worked
[02:34:17] with cpo. We participated in some lean
[02:34:20] efforts, but all in the way to, to take
[02:34:23] a look at the program to see where we
[02:34:24] can make some refinements. So just a
[02:34:27] couple of things. We talk about virtues,
[02:34:28] some things, I would say our strengths.
[02:34:30] You know, we had a record spend for
[02:34:33] Wimbee firms in 2024 spending \$124

[02:34:36] million. So that means that went
[02:34:39] directly to firms in our community,
[02:34:41] which is pretty cool. WMBE utilization
[02:34:45] and non construction. I would say it
[02:34:47] remains consistent. I don't know if high
[02:34:49] is necessarily the fairest thing to say,
[02:34:51] but I would say it remains consistent at
[02:34:53] that mark. Construction spend and
[02:34:56] excuse me, total construction spend and
[02:35:00] WEMB utilization. You know, I would say
[02:35:02] they've made some upward trajectories in
[02:35:05] the last few years. When we talk about
[02:35:07] challenges, you know, the reality is we
[02:35:10] have not aye. that 15% mark.
[02:35:15] I think we had one estimation where we
[02:35:17] would say, I think we said something
[02:35:19] like 17 or 18% needed to go to
[02:35:23] WMBE's on the construction space to get
[02:35:25] there. So that's something to think
[02:35:27] about. I don't know if that is still the
[02:35:29] most accurate mark, but nevertheless the
[02:35:32] point is that construction will need to
[02:35:33] increase as we see it's the greatest
[02:35:35] opportunity to get to that 15% but we
[02:35:38] still haven't achieved that. And then
[02:35:42] lastly the port we fell short. You know,
[02:35:45] we established a 400 WMBE firm count
[02:35:48] goal in 2024 and we fell short by just
[02:35:51] about 12 firms. With that I will pass
[02:35:56] it to my colleague Emily Ho to talk
[02:35:58] about all of the great stuff she does to
[02:35:59] support getting women and minority
[02:36:02] businesses notifications.
[02:36:06] Thank you Lawrence. Good afternoon
[02:36:08] commissioners. Good afternoon Executive
[02:36:10] Director Metruck My name is Emily Ho. I
[02:36:13] am the program manager for community
[02:36:15] engagement and training for the
[02:36:16] diversity and contracting team. I will
[02:36:19] just be providing a very high level
[02:36:21] overview of the program in 2024. The
[02:36:25] goal of the program is to establish
[02:36:28] relationships with women and minority
[02:36:30] owned businesses firms, help provide
[02:36:33] them with the resources and the
[02:36:35] information that they need to pursue
[02:36:37] port work as well as to help increase
[02:36:41] their firm capacities or assist them in
[02:36:44] doing so. And so we have a number of
[02:36:46] activities that we do, most of which
[02:36:49] fall under that PortGen umbrella. That
[02:36:52] includes a lot of online webinars, in
[02:36:56] person networking events. Next week
[02:36:58] we'll have June, second largest event of
[02:37:00] the year, Aviation Industry Day where
[02:37:03] we've got, I think over 400 folks signed
[02:37:05] up to hear about our aviation projects
[02:37:08] and the opportunities there. That's just
[02:37:10] to name a few. But real high level
[02:37:13] compared to last year. We were affected
[02:37:16] by the cyber incidents.
[02:37:19] Typically for Wimbee firm Vendor Connect
[02:37:23] registrations that's onto our

[02:37:25] contracting portal. We average around
[02:37:27] over 100, but because of the incident we
[02:37:30] had only 60 registrations. So we have
[02:37:33] some catching up to do this year. But
[02:37:36] it's been offset by the fact that we had
[02:37:39] more one on one assistance. Probably
[02:37:41] also related to the fact that Vendor
[02:37:43] Connect wasn't available. But that's a
[02:37:46] fantastic thing in which we actually get
[02:37:48] to have one on one time with these
[02:37:50] businesses to help help guide them a
[02:37:52] little bit more through what can be a
[02:37:54] very complicated process. So that is
[02:37:59] some of the comparisons to last year,
[02:38:01] some of the new efforts or new and
[02:38:04] improved efforts that we've had is
[02:38:06] really working with our colleagues in
[02:38:08] Aviation Project Management Group Shout
[02:38:13] out to Stuart Matthews and Greg Carey.
[02:38:16] We've been meeting with them each month
[02:38:18] to find out what are the contracts that
[02:38:21] are coming up over the horizon so that
[02:38:23] we can actually get that information out
[02:38:26] to firms months in advance and that's
[02:38:29] the timeline that they need to be able
[02:38:31] to actually get on some of those teams
[02:38:33] to pursue that work. So we've really
[02:38:35] increased the regularity of these online
[02:38:37] webinars, which I'm thrilled about. And
[02:38:40] then we have also increased the
[02:38:42] accessibility of our resource video
[02:38:45] library. We've added a number of. Of
[02:38:47] additional technical assistance videos
[02:38:51] onto our website and made them a lot
[02:38:54] more digestible and accessible, which
[02:38:56] I'm really excited about. So that wraps
[02:39:00] up training and outreach for 2024.
[02:39:04] Next slide, please. Thank you, Emily and
[02:39:06] Lawrence, appreciate you all your
[02:39:08] efforts. And just to give you kind of a
[02:39:10] glimpse of what we did over 2024, it was
[02:39:14] quite a bit, you know, just for each
[02:39:16] quarter and just kind of tease up to the
[02:39:18] next section here. But just so that,
[02:39:21] you know, quarter one there was the end
[02:39:25] of our previous five year DC Goals and
[02:39:30] quarter one where we took a look at. We
[02:39:32] did evaluation of our program itself.
[02:39:36] We had a commission order which
[02:39:40] extending our policies. And as part of
[02:39:43] that commission order, that's where we
[02:39:45] increased the number of firms from 350,
[02:39:48] 354 businesses to 400. And that was
[02:39:51] phenomenal. And we're still continuing
[02:39:54] to grow. Quarter two, evaluation of the
[02:39:57] results. We had a disparity study that
[02:40:00] we conducted. We reviewed and refreshed
[02:40:03] the policy. We did some community
[02:40:06] engagement, not some. We did a lot of
[02:40:08] community engagement, actually. We, we
[02:40:12] had community stakeholder input and
[02:40:14] policy and program goals. And now we're
[02:40:17] coming towards the end of 2024, now into

[02:40:21] 2025, where we're looking at what
[02:40:25] our new DC diversity
[02:40:29] and contracting policy directive and our
[02:40:31] goals will be. And that'll happen
[02:40:34] sometime in the future. And we're going
[02:40:36] to segue into kind of the thought
[02:40:41] process for the future of our program.
[02:40:44] And without further ado, I did want to
[02:40:48] tap the brakes for one quick second and
[02:40:50] hand the ball over to my.
[02:40:58] V. Thank you. I apologize. I literally
[02:41:01] had a brain frog in my thought process.
[02:41:04] But V, who's part of your commission
[02:41:07] staff, and we'll talk a little more
[02:41:08] about the resolution and the directive.
[02:41:12] Thank you, V. Thank you, Director Rice.
[02:41:13] I do not blame you for your elder moment
[02:41:15] there. So, V. Nguyen, the Commission
[02:41:18] office. I'm just here to. Next slide,
[02:41:21] please. And next slide. So I'm just here
[02:41:24] to refresh our memory a little bit of
[02:41:26] how we got here and where we're going.
[02:41:28] So for discussion only today,
[02:41:31] we're just doing a review of Resolution
[02:41:35] 3836, a little preview rather.
[02:41:38] So this is really building off of
[02:41:40] Resolution 3737, which was adopted in
[02:41:42] January 2018. So this formally codified
[02:41:46] the program for the diversity and
[02:41:48] contracting program, it set the program
[02:41:50] at five years. And there are a couple
[02:41:51] elements that were critical to the
[02:41:53] standing up of the former program. So
[02:41:55] there were goals and timelines,
[02:41:57] incorporation of the WMBE goals into
[02:41:59] the ports long wage plan. And just like
[02:42:02] any program, government program, we want
[02:42:04] to collect data and publish annual
[02:42:05] reports. There are some also like some
[02:42:08] critical elements of technical
[02:42:09] assistance, trainings, outreach that
[02:42:11] Emily detailed conducting disparity
[02:42:14] studies just so that we, we know where
[02:42:16] we're going, we know what we're doing
[02:42:18] and we can report back to constituents
[02:42:20] and also to the businesses and to the
[02:42:22] outside world of we are, we set a goal,
[02:42:26] we're saying that we want to do this and
[02:42:27] accomplish this and this is how we're
[02:42:29] proving that we're doing the work and
[02:42:30] standing, staying true to our values.
[02:42:32] So as Director Rice detailed, he, you
[02:42:35] know, the, the, the process of updating
[02:42:38] the, the directive has been very
[02:42:41] involved and there's been a lot of
[02:42:44] engagement from aye. team. But on the
[02:42:46] commission office side, we've also held
[02:42:48] three round tables with most of the
[02:42:51] commissioners present at each one of
[02:42:53] the, well, two commissioners present at
[02:42:56] each one of the roundtables. And you
[02:42:58] know, we really did a lot of active
[02:42:59] listening and made sure to try to try

[02:43:02] our best to be responsive to what we
[02:43:05] heard. And you know, as staff sitting at
[02:43:08] each of those tables, you know, the
[02:43:10] number one thing that we heard over and
[02:43:11] over is increasing access to
[02:43:13] opportunity. And so I will hand this
[02:43:15] back over to Director REIT to share what
[02:43:18] we came up with. Oh, thank you, V. I
[02:43:20] appreciate you. Next slide please.
[02:43:25] Okay, on the left hand side, I'll start
[02:43:28] off there. Some directive language
[02:43:30] updates and at the end of the day trying
[02:43:33] to use and this is stretch goals that
[02:43:36] we're proposing here as a policy update
[02:43:38] of getting up to 16% instead of 15 up
[02:43:43] to 16. And this is despite not
[02:43:45] originally achieving our 15% goal. But I
[02:43:48] still think next five years continue to
[02:43:50] push that envelope and actually increase
[02:43:52] the number of women, minority and
[02:43:54] disadvantaged firms participating on
[02:43:55] port projects as well as increasing the
[02:43:59] number of women, minority and
[02:44:02] disadvantaged businesses, WMBE
[02:44:03] businesses for short up to 500. So
[02:44:06] moving from 400 to 500 with a sub
[02:44:10] goal, which is a sub aspirational goal
[02:44:13] of 14% utilization for construction.
[02:44:18] And this is something that came out of
[02:44:20] the disparity study in terms of the
[02:44:21] availability when be firms within our
[02:44:24] construction, construction related
[02:44:25] activities that they felt that some of
[02:44:28] the folks would be out there. So having
[02:44:30] a sub goal for next five years of trying
[02:44:33] to achieve that 14% continued engagement
[02:44:37] for firms of upcoming opportunities and
[02:44:39] also include certified small businesses
[02:44:45] as defined by Office of Minority
[02:44:47] Disadvantaged Businesses through the
[02:44:48] state. Now on the left hand side for
[02:44:52] program improvements, this falls into
[02:44:54] more of the small ball. This falls into
[02:44:56] trying to get into more small way works
[02:45:00] contracts, developing and formalizing a
[02:45:04] limited public works program and also
[02:45:09] really try to continue to push on those
[02:45:12] alternative delivery methodologies,
[02:45:14] those gccm, those design builds and
[02:45:18] so forth. And so a lot of the community
[02:45:21] members out there that we've talked
[02:45:23] with, they're like hey, I look love. I
[02:45:26] love working on port projects. It's
[02:45:29] great. I unfortunately have to work on a
[02:45:31] prime. I would love to have small
[02:45:32] something in which I can directly work
[02:45:35] with you, the Port of Seattle and
[02:45:37] finding those small, small projects.
[02:45:40] And so a lot of them, a lot of
[02:45:42] businesses out there in which we've
[02:45:43] talked to both internal, excuse me,
[02:45:46] externally says yeah like to have those
[02:45:49] little something that we can work

[02:45:51] directly on. And so again that's that
[02:45:54] kind of small ball. Really focus on the
[02:45:56] small works, those limited public works
[02:45:58] program and alternative delivery
[02:46:00] methodologies. And that's actually
[02:46:02] alternative delivery methodology is more
[02:46:03] for the larger projects but because of
[02:46:06] the contract type we're able to have a
[02:46:10] little more conversations with the prime
[02:46:12] contractors in this regards. And so it
[02:46:14] gives us a lot of flexibility and then
[02:46:16] also to improve prompt payments and
[02:46:19] change orders. You know, these are areas
[02:46:21] in which we've heard over and over again
[02:46:24] throughout the past year or so and
[02:46:29] change orders. So I know that we are in
[02:46:32] the quarter four of this year. We're
[02:46:35] planning on doing a lean process with
[02:46:36] CPO to get into kind of the
[02:46:39] understanding of the prompt payments,
[02:46:41] figure out some alternatives or some
[02:46:42] thought processes how we can move the
[02:46:44] needle forward to help to pay our
[02:46:46] contractors a little more quicker than
[02:46:48] the Hazbin. But you know, again that's
[02:46:50] something that we're highlighting. And
[02:46:52] then also to as well of all
[02:46:56] business you got to have bonding and
[02:46:59] insurance depending upon the project and
[02:47:01] level setting a little more so about for
[02:47:04] the scopes of work matches the bondings
[02:47:07] or insurance that's needed depending
[02:47:09] upon what the project is. So that effort
[02:47:11] is. So I know that the diversity and
[02:47:14] contracting program along with risk
[02:47:15] management are working hand in hand
[02:47:17] trying to figure this thing out the best
[02:47:19] way and adding a little more flexibility
[02:47:21] to our small businesses out there and
[02:47:24] diverse businesses that are actually
[02:47:26] working on our projects in this regards.
[02:47:29] I'm going to skip this next one here.
[02:47:32] I'm going to go straight to the collect
[02:47:35] data on the Timely dispatch on contracts
[02:47:37] and jobs with the Port of Seattle. And
[02:47:40] this one falls into to just tracking.
[02:47:42] There are some small businesses that
[02:47:44] sometimes that we've heard that said
[02:47:47] that some of the workers in which they
[02:47:51] get dispatched from the hall sometimes
[02:47:52] they have to turn around a little sooner
[02:47:54] rather than later. And so we want to
[02:47:56] make sure that we actually capture that
[02:47:57] data and something that we are not
[02:47:59] capturing in house that we want to make
[02:48:01] sure we keep track of. And then going
[02:48:04] back to that second bullet in terms of
[02:48:06] inclusion of veteran owned by businesses
[02:48:08] with port wide WMBE plus vbe the
[02:48:12] veteran owned business. This is actually
[02:48:14] this not part of the actual goal itself
[02:48:16] the 16% but it's just more about
[02:48:19] tracking. It's more about just being

[02:48:22] more deliberate about our tracking of
[02:48:24] our veteran businesses. Again this is
[02:48:27] not part of the 16% goal. This is just
[02:48:30] more about tracking outreach and efforts
[02:48:32] for and making sure that all parties
[02:48:37] actually are have those opportunities.
[02:48:39] But also being able to highlight those
[02:48:41] vets out there that are looking at doing
[02:48:43] work with the Port of Seattle. Next
[02:48:46] slide please. Okay,
[02:48:50] so we're getting to the 2025 program
[02:48:52] goals and I'm actually going to start
[02:48:54] off with the the division goals on the
[02:48:58] right hand side. This is dealing with
[02:49:01] again our division director set non
[02:49:05] construction goals based off of the
[02:49:07] budgets that they perceive that they're
[02:49:09] going to have for 2025. And as you can
[02:49:12] see aviation has the 14% are shooting
[02:49:15] for that economic development 10%
[02:49:18] maritime 14 corporate 16 and
[02:49:22] just I guess as a port wide effort
[02:49:24] trying to achieve that 16%. So these are
[02:49:28] for 2025 goals for each one of our
[02:49:34] divisions. Now the left hand side for
[02:49:37] the port wide goals as gens I mentioned
[02:49:39] from the previous slide. You know
[02:49:41] construction and construction percentage
[02:49:44] spend for WIMBEE firms. We're looking at
[02:49:48] 16% again where it says
[02:49:52] plus V is this more think of as a silo.
[02:49:53] So we're just looking at trying to make
[02:49:56] sure we track better and get a better
[02:49:59] understanding of how veterans work. Get
[02:50:02] on our projects and efforts including
[02:50:04] outreach and trainings. Number of WMBE
[02:50:07] firms again 500 and then construction
[02:50:10] port spend up to 14%.
[02:50:14] Next slide please. This gets into
[02:50:18] kind of the thought process. This is for
[02:50:20] some of the folks in the listening
[02:50:22] audience as well as you commissioners.
[02:50:25] This gets into the proposed number of
[02:50:27] WIMI firms for utilization goal.
[02:50:30] Just kind of shows in orange what the
[02:50:34] previous five years used to look like.
[02:50:36] 354 that was our goal. We achieved 392
[02:50:41] gap year again 388 to 400
[02:50:44] and then. But we're saying that we're
[02:50:46] going to try to push for the next five
[02:50:48] years trying to get up to 500,
[02:50:51] utilize over 500 firms.
[02:50:55] Again, noted for the record that
[02:50:57] Commissioner Calkins has exited the
[02:50:59] meeting. Thank you. Oh, thank you,
[02:51:01] Commissioner. Appreciate it for this
[02:51:05] wimpy utilization number of firms. You
[02:51:09] know, P cards, we do a lot of P card
[02:51:11] activities. Sometimes some of the P
[02:51:14] cards might not capture all of our
[02:51:17] WIMBEE businesses in which we leverage.
[02:51:19] That's, you know, if you go to,
[02:51:21] especially from an ethnicity

[02:51:22] perspective, if you go to, I don't know,
[02:51:26] I don't want to stereotype names, but
[02:51:29] I'll just say Shaniqua. How about that?
[02:51:30] And we'll say, hey,
[02:51:34] we'll go to a hairdresser, we aye. the
[02:51:37] car, play with the P card. Supposedly it
[02:51:40] may capture as a WMBE businesses, but
[02:51:41] it doesn't capture the ethnicity of that
[02:51:43] said business. So that could affect
[02:51:45] affect some of the data and that we
[02:51:48] received in the previous slides.
[02:51:53] Next slide please. This one
[02:51:57] is the proposed percentage for WIMBEE
[02:51:59] utilization goals. Again, you heard this
[02:52:02] before, 15% was our previous years.
[02:52:06] We're recommending going up to 16% with
[02:52:10] a subject construction, Wimbee goal,
[02:52:13] 14%. And you know, from our driver
[02:52:17] perspective, construction, professional
[02:52:20] service, architectural engineering,
[02:52:21] those are our biggest drivers for the
[02:52:24] percentages in which are driving our
[02:52:28] utilization goals. However, we do have
[02:52:30] some detractors here that we've heard
[02:52:33] from. And again, this is a lot of data
[02:52:36] collection from the DC team, both
[02:52:40] internally wise and externally wise. So
[02:52:42] our Port Capital program, you know,
[02:52:44] there's a balance between bundling for
[02:52:47] efficiency versus unbundling projects
[02:52:50] for increased women, minority,
[02:52:52] disadvantaged business participation and
[02:52:54] some of the drivers and some of the
[02:52:57] detractors, so to speak, depending upon
[02:52:59] that business. One of the areas that a
[02:53:02] lot of folks talk about is project labor
[02:53:04] agreements or components within it.
[02:53:06] Cash flow, you know, cash flow is king
[02:53:09] for small businesses and as well as
[02:53:12] prompt payment gotta, they gotta keep
[02:53:14] the doors open and payments got to
[02:53:16] continue to move forward in their
[02:53:19] pockets as they continue to grow their
[02:53:20] business as well as bonding and
[02:53:23] insurance. And again, I talked about
[02:53:25] that a little earlier in regards to risk
[02:53:27] management. So next slide please.
[02:53:34] And with this slide, I'm actually going
[02:53:36] to hand the ball over to Emily Ho to
[02:53:40] talk a little about 2025 and training
[02:53:42] and outreach program efforts. Emily,
[02:53:45] thanks man. So this slide shows all of
[02:53:48] the many training and outreach
[02:53:50] activities that will be going on in
[02:53:52] 2025. We're going to continue building
[02:53:55] on the great work that we accomplished
[02:53:57] in 2024. I do want to highlight three
[02:54:00] new initiatives that we are that
[02:54:04] are underway and the common theme
[02:54:06] between the three is just increased
[02:54:09] collaboration. So port gen 101
[02:54:12] orientations, these are online monthly
[02:54:15] meetings where we focus on just

[02:54:18] construction contracting. So you want to
[02:54:21] be a construction contractor at the
[02:54:22] port. What do you need to know from kind
[02:54:26] of just the basic fundamentals to
[02:54:29] this is what the process actually looks
[02:54:31] like. And I was really lucky to have
[02:54:34] Angela Peterson, CPO Assistant Director
[02:54:36] for Procure Contracting Construction,
[02:54:40] to build that presentation and give that
[02:54:43] with me in April. And so in the
[02:54:46] following months, we're going to be
[02:54:47] focusing on goods and services and then
[02:54:50] service agreements. And this is really
[02:54:52] only made possible by partnership
[02:54:54] partnering with our CPO colleagues.
[02:54:58] There is also the capacity building
[02:55:00] mentorship program that we will be
[02:55:03] hoping to join. This is a mentorship
[02:55:06] program that already exists with Sound
[02:55:08] Transit and WSDOT. They've been doing it
[02:55:10] for many years. We along with some other
[02:55:14] agencies are hoping to join in on that
[02:55:17] and leverage that and build on that in
[02:55:21] either this year or upcoming year. So
[02:55:23] more to come on that there will probably
[02:55:25] be an MOA that will be required, but
[02:55:28] that's a really exciting opportunity to
[02:55:31] really work with our sister agencies
[02:55:33] towards a similar goal. And then lastly,
[02:55:36] we're working on Vendor Connect
[02:55:38] enhancements. Really hoping to make that
[02:55:42] a useful directory of choice for
[02:55:47] folks around the port as well as
[02:55:48] external stakeholders to find diverse
[02:55:51] businesses when they have a business
[02:55:53] need. As it exists right now, Vendor
[02:55:56] Connect is not the best tool for that.
[02:55:58] And so I've been working with folks on
[02:56:02] the Change team to head up this effort.
[02:56:05] So really excited to have input from
[02:56:09] folks around the port to create and
[02:56:11] enhance this tool that they will
[02:56:13] actually use going forward.
[02:56:16] Appreciate it. Thank you. Emily. Next
[02:56:18] slide please. All right, coming to the
[02:56:22] end. So next steps, other next steps
[02:56:25] that we're really pushing on. Again,
[02:56:27] some of this last you heard from the
[02:56:29] previous slide decks, but developing a
[02:56:32] limited public works program for small
[02:56:33] businesses. Really trying to push and
[02:56:37] develop an AE or architecture
[02:56:39] engineering program for small and
[02:56:41] disadvantaged businesses, veterans and
[02:56:43] WMBE businesses alike. And truly
[02:56:46] looking at adjusting our professional
[02:56:49] service categories to really play small
[02:56:53] ball. And then the next one is improve
[02:56:57] prompt payment procedures for
[02:56:59] construction projects in collaboration
[02:57:02] with cpo. Improve insurance
[02:57:06] flexibility for small businesses.
[02:57:08] Continue to push alternative delivery

[02:57:10] methodologies. Provide ongoing training
[02:57:13] for women, minority, disadvantaged
[02:57:15] businesses, veteran and small
[02:57:16] businesses. And this is particularly,
[02:57:18] particularly on Project Labor
[02:57:21] Agreements. We just signed
[02:57:25] the last Project Labor Agreement last
[02:57:27] year. I believe it was last year. But
[02:57:30] regardless of that small businesses,
[02:57:33] medium and large businesses need to
[02:57:36] really understand what's really in the
[02:57:38] agreements moving forward as we conduct
[02:57:42] our, our Port of Seattle's business. So
[02:57:44] we want to make sure that we're all in
[02:57:47] alignment or in sync of understanding
[02:57:49] what's in it. And then also lastly,
[02:57:52] improve data collection systems on our
[02:57:54] in partnership with cpo. So with
[02:57:58] that, I am. Next slide please. I'm
[02:58:01] giving you a big thank you and good
[02:58:03] night. So here we go. Thank you very
[02:58:06] much for the presentation. All right,
[02:58:09] colleagues, at this time I'll turn to
[02:58:11] you all for questions and comments that
[02:58:12] you may have. Commissioner Felleman,
[02:58:16] thank you so much for squeezing all that
[02:58:19] good work into this presentation. I
[02:58:22] think it's apropos that we include
[02:58:24] recognition of veterans on Memorial Day
[02:58:27] weekend. And so thank you for that
[02:58:29] inclusion and I guess, you know, giving
[02:58:33] visibility to it. I really appreciate
[02:58:35] that. And I guess technically veterans
[02:58:37] aren't in that category. But the
[02:58:41] educational part, the outreach seems to
[02:58:43] be kind of uniquely different. So I'm
[02:58:45] just. And when you say education, do you
[02:58:48] have like a strategy for the outreach
[02:58:51] part of that? The short answer is yes,
[02:58:55] we do have because you know, coming out
[02:58:58] of I used to work in years past for the
[02:59:01] Department of Defense and there's a
[02:59:03] different language in the military and
[02:59:05] so coming into the public sector
[02:59:06] sometimes that bringing and crossing
[02:59:09] over from the military language to
[02:59:11] civilian, especially when you're trying
[02:59:12] to get the job or from a business
[02:59:15] perspective trying to really make sure
[02:59:18] that they understand how government is
[02:59:21] working. And that's in charge of and
[02:59:25] that's with the partnership with Ms.
[02:59:26] Emily Ho here of saying hey, here's
[02:59:30] opportunities and I want to make sure
[02:59:31] you understand opportunities and
[02:59:33] understand what, what's, what's being
[02:59:34] said in the contracts and efforts in
[02:59:37] which you're trying to, to go after. So
[02:59:40] we do have a strategy. It's a lot of it.
[02:59:43] There's a lot of overlap with our
[02:59:44] current port Gen activities but there's
[02:59:47] some also some additional training and
[02:59:50] things like that that some, some veteran

[02:59:52] folks might need to have. And I've
[02:59:55] gotten a few calls about that saying
[02:59:56] what does this mean? And so that
[02:59:58] explanation. But other than that there's
[03:00:00] a lot of overlap with our current
[03:00:02] program. Yeah, you have a young bucks
[03:00:04] like our executive who, you know, you,
[03:00:06] you, you end up getting out of, you
[03:00:08] retire out of Coast Guard after a couple
[03:00:11] of rounds. So you have some still able
[03:00:13] bodied people absolutely enter the
[03:00:14] workforce and 100, I'm sure there's
[03:00:16] everybody's got their own association.
[03:00:17] You know, I Was just wanted to draw
[03:00:19] attention to slide 13 and 14.
[03:00:23] I think so much information is packed
[03:00:27] into that but I wanted to pack some more
[03:00:28] into that it because I'm just a glutton
[03:00:32] for punishment. So the trend data I
[03:00:35] think is very important to get a sense
[03:00:37] of and you can explain some of that even
[03:00:39] though you don't want to go beyond
[03:00:40] correlation with COVID or whatever.
[03:00:43] There are certain things we could
[03:00:45] foresee. And the discussion before I
[03:00:49] just saw some stories that construction
[03:00:51] is expected to be down because of
[03:00:53] tariffs and uncertainties. So there's a
[03:00:55] bunch of projects, large projects,
[03:00:56] projects across the country that have
[03:00:58] been put on hold. So you know, when you
[03:01:01] start elevating those goals, keep that
[03:01:04] next dip in mind. But the pie
[03:01:08] chart that you showed the changes in
[03:01:12] these hires, it varies by the
[03:01:16] different categories of minority and
[03:01:18] women owned business. And we know that
[03:01:20] minority women are the smallest piece of
[03:01:23] the piece. But I was just wondering if
[03:01:25] we had that sort of same color coding
[03:01:27] that you have in the pie chart in each
[03:01:29] one of these histograms. You could sort
[03:01:31] of see relatively proportionally within
[03:01:33] those years, you know who's doing better
[03:01:37] than others and why in one year was were
[03:01:40] we doing better and help explain that
[03:01:42] trend and we can go back and look at
[03:01:44] over time. You know, are they are those
[03:01:47] categories holding steady or are they
[03:01:50] varying? And maybe we could understand a
[03:01:52] different targeting based on that. So it
[03:01:55] would become like a real zebra striped,
[03:01:57] you know, complicated slide. But it is.
[03:01:59] You have the percentages, you have the
[03:02:02] hard dollars and then you can just look
[03:02:04] at the distribution of you've already
[03:02:06] collected the data. So anyway I think
[03:02:09] you can have a two slide presentation
[03:02:11] next time and then. But then you have
[03:02:13] your goal obviously and I appreciate all
[03:02:16] that work. Lastly, how does this compare
[03:02:19] to Sound Transit and King County? Do
[03:02:21] they have similar goals and are they

[03:02:25] changing their. Are they changing their
[03:02:27] goals? I mean seems to me that that's
[03:02:28] always the question I ask every time is
[03:02:30] like where does this number come from?
[03:02:32] How is this aspiration decided? And I'm
[03:02:35] just wondering our our colleagues and
[03:02:37] brethren governments. Are their goals
[03:02:41] similar to ours? I can't speak on the
[03:02:44] other government entities to be honest
[03:02:45] with you how they came up with their
[03:02:48] goals outside of I think Sound Transit
[03:02:50] get a lot of federal dollars. So they
[03:02:51] have a DBE goals that's set specifically
[03:02:54] on their three lines of business if I
[03:02:57] believe so. Light rail, commuter rail
[03:02:59] and express bus service. I believe
[03:03:02] it is. And from
[03:03:07] King County I think they have a
[03:03:09] different capital program. A they do
[03:03:13] have A little small airport. But in
[03:03:15] terms of the largety of our actual
[03:03:17] projects are significantly larger,
[03:03:21] especially from an airport perspective.
[03:03:24] So the county has what they call the
[03:03:27] small contractor and supplier program,
[03:03:29] where it's just basically, if I remember
[03:03:31] correctly, and correct me if I'm wrong,
[03:03:33] it's half the size standards of the SBA
[03:03:36] criteria. So. So they created that years
[03:03:40] and years ago. But how they came
[03:03:43] up specifically for the goals per each
[03:03:46] department or division within King
[03:03:49] County, I just. I. That's something I
[03:03:51] can't answer. I. I just, again, it would
[03:03:53] seem to be instructive to know in those
[03:03:56] agencies that are doing a lot of
[03:03:58] construction work, you know, how their
[03:04:01] trends are going. You know, whether even
[03:04:03] if we have different goals, you know,
[03:04:05] are they showing similar fluctuations or
[03:04:08] is there some other special sauce that
[03:04:11] we can look at? Well, there. I can take
[03:04:13] a look at that, even get it even closer.
[03:04:15] I, you know, I do know that the.
[03:04:18] A lot of the. There's some overlap with
[03:04:21] some of the firms that we daily use
[03:04:23] versus what we use. I mean, we'll just
[03:04:25] use painters. Right. Painter can go
[03:04:28] almost anywhere. However,
[03:04:31] they don't have elevator escalator
[03:04:34] businesses or baggage claim businesses
[03:04:37] or things in that way where there's a
[03:04:39] lot of work. But we do a heck of a lot
[03:04:41] of work in the electrical side of the
[03:04:43] coin, where all three counties and
[03:04:46] cities and us use a lot of the
[03:04:48] electrical contractors out there. And so
[03:04:52] we burn through them, no pun intended,
[03:04:54] quite a bit. There's a lot of electrical
[03:04:56] work that we. From a contracting
[03:05:00] perspective that we. I'm sure the data
[03:05:02] would be shocking. Yeah. So.
[03:05:05] All right, so. And I'll be in Las Vegas

[03:05:09] next week. Let's finish this up. Thank
[03:05:11] you. Sure. Commissioner Chilp. Yeah. I
[03:05:14] just had a quick question on the numbers
[03:05:16] here. Slide 8 shows that our
[03:05:20] non construction WMBE utilization is
[03:05:22] 16.6%. But if you go down
[03:05:26] to the area where it's broken down on
[03:05:29] slide 12, it's as high as 27%. So I'm
[03:05:32] trying to understand what the
[03:05:33] distinction is.
[03:05:38] Thank you for that question,
[03:05:41] Commissioner. So slide 12 is specific
[03:05:45] to corporate. So that's a breakout of
[03:05:48] the corporate separate division,
[03:05:50] Whereas the previous slide is all of not
[03:05:54] construction. Okay, so I see. So non
[03:05:57] construction is a wider, bigger umbrella
[03:05:59] than just corporate. Correct. What would
[03:06:01] the distinction give me an example of
[03:06:03] what's non construction but not
[03:06:05] corporate?
[03:06:08] Well, no, corporate is describing the
[03:06:11] division, so the work could potentially
[03:06:14] be the same. It's just. And so we wanted
[03:06:17] to show executive leaders and what
[03:06:21] their respective spin was for the year
[03:06:25] and the goals that we established. So we
[03:06:27] provided another slide specifically to
[03:06:29] break out construction. Excuse me,
[03:06:32] corporate. So what
[03:06:37] is. So shouldn't everything
[03:06:41] be under these executive like
[03:06:45] what it. What would not fall under this
[03:06:47] umbrella of corporate. Non construction.
[03:06:50] So what would not fall under corporate
[03:06:54] would be aviation and maritime,
[03:06:57] for example, and economic development.
[03:06:59] Oh, I see. Yeah. So corporate is all by
[03:07:02] itself. And again we just really wanted
[03:07:06] to honor the folks who are spending all
[03:07:07] the time, you know, getting bothered by
[03:07:09] our team to establish goals and just
[03:07:11] wanted to break that out and also, you
[03:07:13] know, try to show how it's a shared,
[03:07:15] you know, accountability and so and
[03:07:19] again, non construction would include
[03:07:20] purchase card spend,
[03:07:23] professional and personal services,
[03:07:25] goods and services. So why,
[03:07:29] why isn't EDD and why aren't those, why
[03:07:33] is EDD not part of corporate? I don't
[03:07:34] understand. Those are the business
[03:07:37] lines. Commissioner. So the corporate is
[03:07:39] the non business lines, the cross
[03:07:41] functional efforts. And then the three
[03:07:43] business lines are the, are the. You're
[03:07:46] talking about the administrative side.
[03:07:48] This is what the. Okay, so you're, when
[03:07:50] you say corporate you're talking about
[03:07:51] like administrative, not the overall,
[03:07:53] not the big corporate. The corporate
[03:07:55] being central services. Right? Central
[03:07:56] services. That is correct. Okay. That's

[03:07:59] an important distinction. I, I didn't
[03:08:02] probably figure the overall corporate.
[03:08:04] Right. Versus the operating business
[03:08:06] lines in the and it might be
[03:08:10] just for our own kind of definition,
[03:08:13] but we tried our best to match what the
[03:08:16] budget looks like. Right. And so there's
[03:08:18] budget orgs and codes and you know,
[03:08:21] different naming conventions and try to
[03:08:22] be consistent with that. So. Yeah. But
[03:08:24] certainly always open to recommendations
[03:08:26] if there's a better way to display that.
[03:08:29] Got it. Okay. So it's more central
[03:08:30] service administration. Correct. Not.
[03:08:32] Okay, that makes a lot more sense to me.
[03:08:34] Okay. I think that was the only major
[03:08:36] question I had on your. Thank you. I
[03:08:39] want to thank you for leading on that
[03:08:40] because that was one of my questions
[03:08:41] too. Maybe we can think through that
[03:08:44] some more about the best way to convey
[03:08:46] that. Commissioner MUHAMMAD well, I
[03:08:50] don't have any questions. I wanted to
[03:08:51] thank you all for the detailed
[03:08:53] presentation and also the presentation
[03:08:56] that you guys recently provided us in
[03:08:58] committee and just honor the hard work
[03:09:02] that goes into this. I think the
[03:09:04] breakdown of just the amount of
[03:09:06] engagement that's happening, especially
[03:09:07] during a cyber attack that you all were
[03:09:10] able to still meet with folks speaks
[03:09:13] volume to what you the impact and what
[03:09:15] you all are doing. And then I just also
[03:09:18] wanted to underscore and say that I
[03:09:22] appreciate that the prompt payment is
[03:09:25] going to be included in the revised
[03:09:27] version of the resolution. And so I'm
[03:09:30] looking forward to that coming forward
[03:09:31] because I feel like whenever I am
[03:09:33] talking to a lot of our Wimbee
[03:09:34] businesses, that is what I'm
[03:09:36] consistently hearing is them wanting to
[03:09:38] see us make some changes around prompt
[03:09:40] payment and that having a great impact
[03:09:43] for them if we made sure that we paid
[03:09:46] them more on time and not just relying,
[03:09:49] paying them on time as in the
[03:09:50] subcontractors as well. And so whatever
[03:09:53] we can do in our power to make that
[03:09:55] happen, I'm looking forward to your
[03:09:57] recommendations on that and seeing how
[03:09:58] do we implement it, how do we put
[03:10:00] resource behind it as commissioners.
[03:10:02] And so, yeah, I look forward to that,
[03:10:04] those recommendations coming forward.
[03:10:06] Thank you again. Thank you,
[03:10:08] Commissioner. I wanted to commend
[03:10:12] you all for this incredible body of work
[03:10:14] that you've been leading and thank you
[03:10:16] for bringing it to us in such a succinct
[03:10:18] presentation. I know how proud you are
[03:10:22] of this and I know how proud we are of

[03:10:24] this and of all
[03:10:28] the thanks and recognitions that you
[03:10:30] give Director Rice, I do want to say
[03:10:33] leadership certainly matters for vision
[03:10:36] and the drive and the execution of the
[03:10:38] work. And so I'd just like to take a
[03:10:40] moment to also recognize you. Thank you,
[03:10:42] Commissioner. Thank you for everything
[03:10:44] that you're doing and the phenomenal
[03:10:46] team that you have to show for the, for
[03:10:48] this labor of love. I just
[03:10:53] wanted to point out overall,
[03:10:57] the climate in which we're operating
[03:10:59] there is progress, and I will talk about
[03:11:01] the progress, but I thought that pie
[03:11:03] chart was really important also for us
[03:11:06] to set the context of this conversation
[03:11:08] and why it's important. We have
[03:11:12] \$808 million, or 87%
[03:11:16] of the overall spend still going to
[03:11:18] white male firms. And if you include 6%
[03:11:23] going to white women, that's 93% of all
[03:11:26] those dollars still going to white owned
[03:11:30] firms. And so,
[03:11:33] you know, we're operating in a climate
[03:11:36] where there are threats from the federal
[03:11:39] administration on diversity and
[03:11:42] contracting. We said in our last public
[03:11:45] meeting how important it is for us to
[03:11:48] maintain our commitment to diversity and
[03:11:51] contracting. But this is what proves
[03:11:54] that it's the absence of these efforts
[03:11:56] that leads to discrimination, not the
[03:11:58] presence of them. So thank you for the
[03:12:02] work that you're doing in anti
[03:12:03] discrimination and bringing that into
[03:12:06] our practices that's institutionalizing
[03:12:09] our work to create access to
[03:12:10] opportunities for people regardless,
[03:12:12] of, regardless of their race,
[03:12:14] regardless of their gender or their sex.
[03:12:18] In 2024, it's notable. We did have
[03:12:21] record spend for WMBE's, but I Also
[03:12:24] temporary. You know, we should celebrate
[03:12:26] that. And I'm very, very proud of that.
[03:12:29] That's not on accident. And it does show
[03:12:33] that year over year, percentage wise,
[03:12:36] it came down, but by hard numbers,
[03:12:37] numbers, it still went up. But we did
[03:12:41] fall short of our goal by 12. By 12
[03:12:43] firms. And we talk about the why,
[03:12:47] and we're not talking about. I didn't
[03:12:50] hear you name causation specifically,
[03:12:52] but the why is important because that's
[03:12:56] what we need to continue to work on.
[03:12:58] And there's been a lot of stakeholdering
[03:13:00] that's happened for people talking about
[03:13:01] all the different reasons why. So the
[03:13:05] last part of your presentation, talking
[03:13:08] about what more we can do, what more
[03:13:10] we're willing to do, is really exciting.
[03:13:13] I want to thank all of you and I want to
[03:13:16] thank strategic advisor V. Nguyen for

[03:13:19] your work in managing those
[03:13:22] stakeholdering meetings. You had four
[03:13:24] out of five commissioners who showed up.
[03:13:26] Yes, including Commissioner Muhammad,
[03:13:28] Commissioner Cho, Commissioner Kalkin.
[03:13:30] And I know Commissioner Felleman would
[03:13:32] have. He's always there in spirit, but
[03:13:35] it's really just a matter of capacity
[03:13:37] and quorum. Truly, you have,
[03:13:40] I'd like to think, unanimous support
[03:13:42] from the commission in going forth and
[03:13:45] doing the work that you're doing. And I
[03:13:48] would like to think that you have us in
[03:13:50] iterative consultation, Right. As we set
[03:13:53] more audacious goals year by year, to be
[03:13:56] able to see that on the back end as
[03:13:59] outcomes. Right. We want outcomes. So
[03:14:03] all is to say is this has been a very,
[03:14:05] very heavy lift and one that you've all
[03:14:08] carried with your hands, with a lot of
[03:14:11] care. So thank you very much for this
[03:14:14] presentation. Thank you for the work
[03:14:15] that you're doing. I hope all of you are
[03:14:17] incredibly proud, as I know that we are,
[03:14:20] and we look forward to what you're
[03:14:25] able to come to bring to us at the next.
[03:14:27] At the next presentation by way of an
[03:14:29] order. Great. Thank you, Commissioners.
[03:14:30] I think I've got one more question over
[03:14:32] here from Commissioner. Sorry, I just
[03:14:35] remembered the other question I had in
[03:14:38] the middle of your presentation is I
[03:14:40] know that our metrics have traditionally
[03:14:42] been around percentage spend and number
[03:14:45] of wimbees. You know, I think me and you
[03:14:48] and I have had so many conversations
[03:14:50] around how that's a very difficult
[03:14:52] balance. Right. Do we prioritize number
[03:14:56] of firms we work with, or do we
[03:14:57] prioritize the percentage of our spend
[03:15:00] that we put, you know, give out the
[03:15:03] door? You could have lopsided results.
[03:15:06] Right. But one thing that occurred to me
[03:15:10] during the presentation was you're going
[03:15:13] from you know, a 15% goal interim
[03:15:17] to 16%. And I think as
[03:15:21] much as I admire and appreciate your.
[03:15:23] Your willingness to do that, I, I feel
[03:15:26] like that's not a fair Metruck for you
[03:15:28] guys. Right. Because our percentage,
[03:15:32] Our. Our dollar spend fluctuates every
[03:15:35] year. True. And we talk about \$5.3
[03:15:38] billion over the next five years, but
[03:15:40] it's not a billion dollars every year.
[03:15:43] Right. It could be \$3 billion next year
[03:15:46] and half a. Half a billion. What? You
[03:15:50] know, whatever. You know, it's lumpy.
[03:15:51] Right. And so to have this benchmark of
[03:15:54] 16%, you know, you could, you could
[03:15:57] reach 16% next year, but then miss it
[03:16:00] the year after that because the dollar
[03:16:01] spend went up so much that you just
[03:16:02] couldn't keep up with that spend. And so

[03:16:04] my question here is, why don't we have a
[03:16:07] Metruck that is just a fixed dollar
[03:16:09] amount. Amount, as opposed to. Say that
[03:16:12] again. Why don't we have a Metruck for
[03:16:14] you all that is a fixed dollar amount?
[03:16:16] We do. As opposed to. It's going to.
[03:16:18] We're going to. We want to increase it
[03:16:19] from 400 to 500. They're. They. No,
[03:16:21] that's the number of firms. I'm talking
[03:16:24] about how much money we're spending.
[03:16:26] Right.
[03:16:29] But that's my point. It's a proportion
[03:16:32] of how much we're spending that year.
[03:16:34] So if you're spending a billion dollars
[03:16:36] and your goal is 15%, you have to
[03:16:39] somehow get \$150 million at the door at
[03:16:41] WMBE's. Yeah. Conversely, if the next
[03:16:43] year we spend \$2 billion, you have to
[03:16:46] get \$300 million to win Bees. So the
[03:16:49] goalpost is constantly moving because
[03:16:50] the amount of money we spend year to
[03:16:52] year changes. So my question is, why
[03:16:54] don't we have a goal for you that is a
[03:16:57] fixed dollar amount that escalates per
[03:16:58] year as opposed to us continuing to move
[03:17:00] the goalpost. Right. Year to year based
[03:17:03] on what the port chooses to spend in
[03:17:05] that one year. What do you think about
[03:17:06] that? Short answers that.
[03:17:10] I like that. That thought process.
[03:17:11] Remember, we were. I think I get what
[03:17:14] you're saying. The. Something we'll have
[03:17:18] to. I'll have a conversation with some
[03:17:19] of our teammates, but it sounds kind of
[03:17:21] cool. The. Just remember the, you know,
[03:17:24] the, the whatever the goal is what.
[03:17:27] From percentage perspective, we're
[03:17:28] talking about over five years, we're
[03:17:30] just trying to aye.. So we aye. the reset
[03:17:31] button. Right. Irregardless of what,
[03:17:34] what the goal is, it's a
[03:17:38] percentage of. Of the budget dollars and
[03:17:41] also main dollars that we're trying to
[03:17:43] do, but I definitely. I. Something I
[03:17:46] think we could look into for sure.
[03:17:47] Commissioner, I think that sounds kind
[03:17:49] of cool, because, you know, you spent
[03:17:50] \$124 million, was 13.3%
[03:17:55] according to your numbers. Right? Yep.
[03:17:57] But that's. That could have been a
[03:18:00] higher percentage if we spent less
[03:18:01] money. Right. Do you understand what I'm
[03:18:05] saying? Oh, I get what you're saying.
[03:18:06] Oh, absolutely. Like, you could have aye.
[03:18:07] the 15% if we spent maybe \$20 million
[03:18:09] less that year. Right. So. So my point
[03:18:13] being is, like, let's. Let's. Let's
[03:18:15] provide. Let's come up with a Metruck
[03:18:17] that is measures progress. Right. As
[03:18:20] opposed to measuring fluctuation.
[03:18:22] Right. Because that's all. At this
[03:18:23] point, that's what you're doing. You're
[03:18:25] just measuring the fluctuations as

[03:18:26] opposed to what the absolute progress
[03:18:29] is. Right. I want to see you go from
[03:18:30] \$124 million to \$140 million to \$150
[03:18:34] million to \$170 million. Right. And that
[03:18:37] is like, when I go on the road and I
[03:18:39] talk to constituents, I can say, like,
[03:18:41] we went from 124 to \$150 million in two
[03:18:44] years or something like that. Right.
[03:18:45] That, for me, is a far more meaningful
[03:18:47] Metruck than to go. To say I went from 13
[03:18:51] to 14%. Right. Let's give ourselves a
[03:18:53] pat on the back for 1%. But we do give
[03:18:55] dollars, though, no? Absolutely. Yeah,
[03:18:57] we do. All right. Yeah. No, I hear what
[03:18:59] you're saying. I love it. So I'd like to
[03:19:01] turn to Executive Director Metruck as
[03:19:02] well. Thanks. And we'll talk with
[03:19:04] Director Rice and aye. team. We collect
[03:19:06] all that information so we can show it
[03:19:08] different ways. But you want us to lead
[03:19:09] with that, and we can take that back to
[03:19:11] consider that, to see what that means.
[03:19:12] Yeah, I just, you know, I just don't
[03:19:14] want to set them up for failure. Oh,
[03:19:15] no. If we're spending X amount of
[03:19:17] dollars in the next three years, that or
[03:19:19] the next five years. I understand
[03:19:20] completely. That's not going to. It's a
[03:19:22] point well taken. What. You know, what I
[03:19:24] recall what we articulated in the past
[03:19:26] from the dais is that anticipating an
[03:19:29] unprecedented number of spend in cips,
[03:19:31] we wanted to tie progress so that it was
[03:19:34] congruent with growth in spend. So,
[03:19:38] you know, there's fluctuation. We should
[03:19:40] be flexible. Yep. It's like looking at
[03:19:43] anything if you have a large percentage
[03:19:44] of a smaller number or a smaller
[03:19:47] percentage of a larger number. I think
[03:19:49] that's your point. Commission. Yep.
[03:19:50] Yeah, absolutely. Do I have any other
[03:19:53] questions or comments from my
[03:19:55] colleagues? Seeing none, I will thank
[03:19:57] and dismiss the panel. Thank you very
[03:19:59] much for the presentation. Thank you,
[03:20:00] commissioners. Appreciate it.
[03:20:01] Absolutely. All right. Well, folks,
[03:20:05] that's bringing us to the end of our
[03:20:07] business meeting agenda today. I am
[03:20:10] wondering, do we have any closing
[03:20:12] comments, motions or referrals to
[03:20:14] committee before we adjourn?
[03:20:17] Commissioner Felleman, I just had the
[03:20:21] honor of saying a few words at
[03:20:25] Dan Thomas's retirement party for the
[03:20:28] commission. And you know, he's like we
[03:20:32] now, Stephanie Jones Stebbins now will
[03:20:34] be the longest standing member. In my
[03:20:35] short tenure here, we've lost almost
[03:20:37] this huge brain drain of the elt. Now we
[03:20:41] have very smart people that are coming
[03:20:43] back in. But it's extraordinary. And
[03:20:45] each one of these times I go to these

[03:20:46] meetings, these incredibly dedicated
[03:20:48] people at 30 plus years, it's quite
[03:20:51] extraordinary. And then you have a guy
[03:20:54] like Luis sitting in the room. He can't
[03:20:56] get enough of it. I mean, I just love
[03:20:57] the fact that even our retirees are
[03:20:59] coming back for more. And I just think
[03:21:02] it's a great reflection of the spirit of
[03:21:04] the folks that work here. And I thank
[03:21:06] you for the leadership to make that
[03:21:07] possible. Thank you, Commissioner,
[03:21:09] Executive director Metruck, do you have
[03:21:10] any closing comments for us today?
[03:21:12] Thanks, commissioners. No, no, I don't.
[03:21:15] Thanks for the really in depth, a lot of
[03:21:19] presentation, a lot of information. I
[03:21:20] thank you for your attention today on
[03:21:22] this. Thank you all very much. While
[03:21:23] hearing no further comments and having
[03:21:25] no further business before us, the time
[03:21:27] is 3:23 and we are adjourned.

END OF TRANSCRIPT