



Port of Seattle Regular Commission Meeting

February 10, 2026



COMMISSION REGULAR MEETING AGENDA

February 10, 2026

To be held virtually via MS Teams and in person at Port of Seattle Headquarters Building, Commission Chambers, located at 2711 Alaskan Way, Seattle Washington. You may view the full meeting live at meetings.portseattle.org. To listen live, call in at +1 (206) 800-4046 or (833) 209-2690 and Conference ID 557 611 202#

ORDER OF BUSINESS

10:30 a.m.

1. CALL TO ORDER

2. **EXECUTIVE SESSION** – *if necessary, pursuant to RCW 42.30.110 (executive sessions are not open to the public)*

► 12:00 p.m. – PUBLIC SESSION

Reconvene or Call to Order and Pledge of Allegiance

3. **APPROVAL OF THE AGENDA** *(at this time, commissioners may reorder, add, or remove items from the agenda)*

4. SPECIAL ORDERS OF THE DAY

4a. 2026 Black History Month Proclamation. **(proclamation enclosed)**

5. EXECUTIVE DIRECTOR'S REPORT

6. COMMITTEE REPORTS

7. **PUBLIC COMMENT** – *procedures available online at <https://www.portseattle.org/page/public-comment-port-commission-meetings>*

During the regular order of business, those wishing to provide public comment (in accordance with the Commission's bylaws) on Commission agenda items or on topics related to the conduct of Port business will have the opportunity to:

1) Deliver public comment via email: All written comments received by email to commission-public-records@portseattle.org will be distributed to commissioners and attached to the approved minutes. Written comments are accepted three days prior to the meeting and before 9 a.m. on the day of the meeting. Late written comments received after the meeting, but no later than the day following the meeting, will be included as part of the meeting record.

2) Deliver public comment via phone or Microsoft Teams conference: To take advantage of this option, please email commission-public-records@portseattle.org with your name and agenda item or topic related to the conduct of Port business you wish to speak to by 9:00 a.m. PT on Tuesday, February 10, 2026. **(Please be advised that public comment is limited to agenda items and topics related to the conduct of Port business only.)** You will then be provided with instructions and a link to join the Teams meeting.

3) Deliver public comment in person by signing up to speak on your arrival to the physical meeting location: To take advantage of this option, please arrive at least 15 minutes prior to the start of any regular

meeting to sign-up on the public comment sheet available at the entrance to the meeting room to speak on agenda items and topics related to the conduct of Port business.

For additional information, please contact commission-public-records@portseattle.org.

8. CONSENT AGENDA (*consent agenda items are adopted by one motion without discussion*)

8a. Approval of the Regular Meeting Minutes of January 27, 2026. **(no enclosure)**

8b. Monthly Notification of Prior Executive Director Delegation Actions January 2026. **(memo enclosed)** – For Information Only.

8c. Commission Adoption of the 2026 International Policy Agenda. **(memo and presentation enclosed)**

8d. Authorization for the Executive Director to Approve Additional Funding in the Amount of \$3,300,000 for Completion of the Terminal 91 Berths 6 and 8 Redevelopment Project, to Resolve All Outstanding Contractor Claims, and Advance the Completion of the Two Berths to Allow for Fishing Fleet Use Starting in March 2026. (CIP# C102475, C801350) **(memo and presentation enclosed)**

8e. Commission Determination that a Competitive Process is Not Appropriate or Cost Effective Consistent with Revised Code of Washington 53.19.020(5) and Authorizing the Executive Director to Execute a Contract with the Workforce Development Council of Seattle-King County to Advance Maritime Workforce Recruitment and Case Management through 2028, in the Requested Amount of \$200,000 Annually, for a Total Request of \$600,000. **(memo enclosed)**

8f. Authorization for Executive Director to Execute an Interlocal Agreement with the Washington State Department of Transportation, Central Puget Sound Regional Transit Authority, City of Seattle, and King County to Implement the Capacity Building Mentorship Program for the Purpose of Strengthening the Capacity of Small Businesses in Construction and Consulting Projects. **(memo, agreement, and presentation enclosed)**

10. NEW BUSINESS

10a. Authorization for the Executive Director to Advertise and Execute a Construction Contract for the Flight Corridor Management Project 2024 in the Requested Amount of \$6,000,000, for an Estimated Total Project Cost of \$9,700,000. **(memo and presentation enclosed)**

10b. Order No. 2026-02: An Order of the Port Commission to Increase Transparency and Reporting Standards and Requirements for the Port of Seattle Police Department. **(order enclosed)**

- 10c. Introduction of Resolution No. 3844: A Resolution of the Port of Seattle Commission Sunsetting the Ad Hoc Airport Workforce Conditions Committee and Amending the Charter of the Equity and Workforce Development Committee, Previously Adopted by Resolution No. 3770, to Update the Name of the Committee to the 'Equity, Workforce Development, and Conditions Committee,' and to further update the scope of the committee. **(memo and draft resolution enclosed)**

11. PRESENTATIONS AND STAFF REPORTS

- 11a. Commission Committees Briefing: 2025 Accomplishments and 2026 Work Plans.
(memo and presentation enclosed)
- 11b. 2026 External Relations Workplan Briefing. **(memo, attachment, and presentation enclosed)**

12. QUESTIONS on REFERRAL to COMMITTEE and CLOSING COMMENTS

13. ADJOURNMENT



Item Number:	<u>4a proclamation</u>
Meeting Date:	<u>February 10, 2026</u>

1
2
3 **PROCLAMATION**
4 **OF THE PORT OF SEATTLE COMMISSION**
5

6 **WHEREAS,** Black history is American history, and for over a century, Black Americans have
7 led the fight for equity, justice, and opportunity, reshaping our culture, laws, and
8 democracy in ways that continue to resonate today; and
9

10 **WHEREAS,** the Port of Seattle is committed to racial equity and confronting anti-Black racism
11 by embedding inclusion, belonging, and fairness across its operations and
12 leadership, reflecting our diverse communities, creating an equitable culture, and
13 ensuring that opportunities expand economic and social well-being for all; and
14

15 **WHEREAS,** 2026 marks **a century of national Black history commemorations**, honoring the
16 vision and leadership of Dr. Carter G. Woodson and the founders of the Association
17 for the Study of Negro Life and History, whose work institutionalized the study,
18 celebration, and preservation of Black history and affirmed the countless
19 contributions of Black Americans to the cultural, economic, political, and social
20 foundations of this nation; and
21

22 **WHEREAS,** from that vision and leadership, the roots of Black History Week grew to Black
23 History Month, and these observances have transformed how Black Americans
24 view themselves, how the world recognizes their contributions, and emphasizes the
25 enduring power of remembrance, education, and celebration; and
26

27 **WHEREAS,** the Port of Seattle honors the historic and ongoing contributions of Black leaders,
28 Black employees, and all Black Americans to the economic, cultural, and social life
29 of King County and beyond, including through leadership at the Port, participation
30 in Employee Resource Groups, engagement with the Change Team, involvement
31 with Blacks In Government, and the everyday actions of our Port family advancing
32 justice and equity; and
33

34 **WHEREAS,** Blacks In Government is part of a national non-profit organization that celebrated
35 its 50th anniversary last year. We are an inclusive organization and invite everyone
36 to share our purpose, and join in our mission, as we work toward achieving our
37 vision; and
38
39
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41

WHEREAS, Blacks In Government’s purpose is to advance equity and empowerment for Black public servants by fostering a community where learning and leadership strengthen both individual potential and collective progress. Our mission is to create avenues for educational opportunities, career advancement, and to provide a mechanism for inclusion, growth, and advocacy. Our vision is a mosaic that embodies the belief that all people, regardless of race, color, gender, gender identity, religion, or citizenship status, can embrace who they are, define their future, and change the world; and

WHEREAS, at a time when the current federal administration is actively attempting to erase Black history, restrict truthful education, and dismantle hard-won civil rights gains, the Port of Seattle unequivocally acknowledges that Black Americans—many of whom were forced to build this nation through enslavement, exploitation, and systemic dehumanization—have shaped every aspect of the United States, and we reject any effort to deny, distort, or diminish that reality; and

WHEREAS, the Port of Seattle Commission continues to elevate and honor the contributions of Black Americans through sustained institutional commitment, inclusive policies, education, and recognition, ensuring that Black history is preserved, celebrated, and carried forward as an essential and living part of our shared civic and cultural story.

NOW, THEREFORE, the Port of Seattle Commission proclaims February 2026 as Black History Month, honoring the legacy of those who paved the way, those advancing equity today, and all members of the Port family committed to justice, inclusion, and Black excellence.

Proclaimed by the Port of Seattle Commission on this 10th day of February 2026.

Port of Seattle Commission

Port of Seattle Commission

COMMISSION
AGENDA MEMORANDUM
FOR INFORMATION ONLY

Item No. 8b
Date of Meeting February 10, 2026

DATE: January 30, 2026
TO: Stephen P. Metruck, Executive Director
FROM: Karen R. Goon, Deputy Executive Director

SUBJECT: Monthly Notification of Prior Executive Director Delegation Actions January 2026

APPROVAL SUMMARY

Notification of the following Executive Director delegated approvals that occurred in January 2026.

Category of Approval	Request#	Description of Approvals January 2026	Category Amount
Projects & Associated Contracts	2497-2026	FT Chinooks Plumbing Access & Repair - Budget Amendment	\$1,500,000.00
Non-Project Procurement of Goods & Purchased Service Contracts, Other Contracts, & Tenant Reimbursement	2489-2025	Rhythms OKR Goal Tracking Software	\$700,000.00
Non-Project Procurement of Goods & Purchased Service Contracts, Other Contracts, & Tenant Reimbursement	2469-2025	South King County Community Capacity Building Contract	\$50,000.00
Non-Project Procurement of Goods & Purchased Service Contracts, Other Contracts, & Tenant Reimbursement	2431-2025	Memorandum of Agreement with King County for USGS Groundwater Study	\$600,000.00
Non-Project Procurement of Goods & Purchased Service Contracts, Other Contracts, & Tenant Reimbursement	2502-2026	NREL Alternative Fuel Policy Technical Analysis - Scope Amendment	\$20,000.00

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Real Property Agreements		No Approvals in January	\$0.00
Utilization of Port Crews		No Approvals in January	\$0.00
Sale of Surplus Port Property		No Approvals in January	\$0.00
Total Value of Executive Director Approvals			\$2,870,000.00

TRANSPARENCY:

In approving the delegations for the Executive Director, the Commission requested that staff ensure transparency as it is paramount moving forward. As a result, staff will make approvals visible to the public in two ways. First, these types of approvals will be made visible in public Commission meetings via monthly reporting similar to this one. This approval is both timed and designed to be visible in a similar manner to the monthly Claims and Obligations reporting. Second, staff will publish these delegations to the web by publishing them in a PeopleSoft formatted report on the Port website in the same manner that all procurements, contracts, and other opportunities are made available to public communities.

BACKGROUND:

On January 24, 2023, the Commission approved and adopted Resolution No. 3810 that repealed related prior resolutions and increased the previously delegated Commission authority to the Executive Director and provided clarity in process directives to port staff. The approval made the Delegation of Responsibility and Authority to the Executive Director (DORA) effective on April 3, 2023, and the approvals made by the Executive Director for the month of April are identified in the table above.

The foundation for Resolution No. 3810 included significant data analysis, employee surveys, and internal audit recommendation. Resolution No. 3810 also aligns with the Port Century Agenda in that it helps make the Port a more effective public agency. Many considerations and checks and balances have been built into the associated processes of Executive Director approvals including a high bar of transparency.

Following significant analysis and multiple Commission reviews, the Commission approved the DORA on January 24, 2023. That reporting memo is available for review on the Port website under the January 24, 2023, Commission public meeting, and it provides detailed reasoning and explanation of Resolution No. 3810.

COMMISSION
AGENDA MEMORANDUM

Item No. 8c

ACTION ITEM

Date of Meeting February 10, 2026

DATE : February 2, 2026

TO: Stephen P. Metruck, Executive Director

FROM: Melissa Parks, Government Relations Manager, Maritime Sustainability

SUBJECT: **2026 International Policy Agenda**

ACTION REQUESTED

Request Commission to adopt the 2026 International Policy Agenda.

EXECUTIVE SUMMARY

Port of Seattle Commissioners, executive team members, and internal subject-matter experts are engaging internationally to build relationships, share the opportunities and challenges of operating maritime and aviation gateways, and advocate in support of Port goals that are beyond our direct authority. This memo updates the Port's international policy priorities to guide and inform our engagement for 2026.

DETAIL

Driven by the Century Agenda, the Port is working to achieve ambitious goals that maintain Puget Sound as a premier international gateway for commerce and tourism that benefits the region while ensuring equity, sustainability, and quality of life for our region's residents. The Port of Seattle also strives to be a welcoming environment for our communities, visitors, and businesses. While the Port can modernize our facilities, set policies, and make investments in line with our values, we have limited control over the commercial aircraft and maritime vessels that utilize our gateway. Given that many of the ships and aircraft calling on our port have international itineraries, or are owned by companies with global reach, we need international standards and cooperation to fully achieve the Port's goals.

In 2025 the United States federal government's foreign policy and international priorities disrupted and challenged established norms, contributing to global instability in trade and diplomatic relations. The Port of Seattle continued its direct international engagement and experienced the critical role of subnational diplomacy in global venues where the United States federal presence has retreated.

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In 2026, we anticipate the United States federal government to increasingly turn away from global collaboration and support in favor of increasing isolationism and assertive tactics. At the same time, this will be a significant year of international attention on Seattle as a host of the world's largest sporting event, the FIFA Men's World Cup. This is an opportunity for the Port and greater Seattle community to positively grow our international profile as a welcoming, modern city. Similar to 2025, the Port will continue our direct engagement with port partners and participation in global forums to make progress on our goals.

Success of these international priorities will be achieved through highlighting the Port's continued local investments as well as through engagement, collaboration, and alignment on issues with international ports and representatives, subnational governments, industry associations, private industry, non-governmental organizations, and where possible, the United States government.

Following Commission feedback on these draft policy priorities, staff will revise and bring final proposed international priorities for full Commission approval.

2026 INTERNATIONAL POLICY PRIORITIES

Promote Transparency, Collaboration, and Consistency

Encourage transparency and broad engagement in developing globally consistent standards and policies for aviation and maritime industries to promote public awareness, industry alignment, and certainty for planning and effective implementation. Coordinate with The Northwest Seaport Alliance on international maritime engagement.

Promote collaboration, share best practices and challenges, and foster relationships to develop comprehensive solutions to complex global issues and help achieve our goals by engaging in key international forums such as the International Civilian Aviation Organization (ICAO), International Maritime Organization (IMO), United Nations Climate Conference of Parties; with international partners including our sister ports, particularly, Busan, Kobe, Rotterdam, and Singapore; and industry associations and non-government organizations including Airports Council International, International Association of Ports and Harbours (IAPH), and Getting to Zero Coalition.

Promote Equity, Environmental Justice, and Sustainable Development

Promote and support the adoption of principles and values by international organizations that commit them to equity, environmental justice, and sustainable development, as well as engaging communities most impacted by industries associated

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with port operations. Actively seek opportunities to partner with other organizations in achieving equity and environmental justice goals.

Advocate for policies, programs, projects, and investments that support and welcome immigrants and refugees, encouraging organizations to adopt policies that create inclusive ports of entry, advance language access, promote international travel, and ensure safe and healthy communities, like the recently updated Welcoming Port Policy.

Advocate for policies, programs, projects, and investments that advance equity, support environmental and economic justice, and implement the United Nations' Sustainable Development Goals and United Nations Development Program's Environmental Justice Technical Report. Solutions must be co-developed with and center the experiences and voices of the communities most impacted.

Actively pursue international collaborations and partnerships to advance our workforce development programs. Encourage international organizations to develop and strengthen workforce development programs in the maritime, aviation, construction, and green jobs industries, sharing resources, information, and best practices.

Monitor international actions and projects implemented to achieve net-positive biodiversity outcomes and inform the Port of Seattle's actions that restore, maintain, and enhance biodiversity.

Respecting the Rights of Indigenous Peoples

Support the United Nations' Declaration on the Rights of Indigenous Peoples and the ways it works to uphold and defend Tribal Sovereignty.

Addressing Climate Change and Reducing Air Emissions

Support robust and immediate climate action, policies, and initiatives, like the Paris Agreement and Clydebank Declaration, that demonstrate ambitious, feasible, and equitable approaches to mitigate climate changing factors and prepare for climate impacts, even if the United States is no longer a party to such agreements.

Encourage international organizations to incorporate environmental justice principles into their climate policy that are people-centered, developed with impacted communities, and seeks mitigation as well as better quality of life for communities who are experiencing the burden of climate change.

Support data-informed decision-making based on scientific information (quantitative and qualitative) and lived experiences; progress reporting; and information sharing on global climate impacts and mitigation and adaptation strategies relevant to the Port, King County, or the Pacific Northwest.

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Monitor international developments of standards for safe handling and storage of emerging alternative aviation and maritime fuels, such as hydrogen and methanol, as well as new technologies at the ICAO and IMO. Provide input on issues that could impact worker and community safety and airport and seaport operations.

Support ICAO implementation of policy instruments, including the Carbon Offsetting and Reduction Scheme (CORSIA), to achieve net zero aviation emissions by 2050 and encourage research and investments that accelerate the uptake and supply of Sustainable Aviation Fuel.

- (1) Monitor developments related to emissions and other aviation environmental impacts within the ICAO Committee on Aviation Environmental Protection (CAEP) that assists the ICAO Council in formulating new policies and adopting new Standards and Recommended Practices (SARPs) related to emissions, and more generally to aviation environmental impact.

Monitor international policies and incentives for producing, distributing, and building infrastructure for sustainable aviation and maritime fuels.

Support the IMO’s adoption of policies to reduce climate and air pollution emissions from commercial shipping by 2050 including:

- (1) Global maritime fuel standard that reduces the intensity of greenhouse gas emissions in fuel over time and meets sustainability criteria.
- (2) Economic measures that create a level playing field globally and incentivize the supply and use of low and zero emission maritime fuels.
- (3) Ports as an eligible entity to receive future emissions revenue.
- (4) Just Transition policy that works to equitably distribute gains and reduces the risk to developing countries in the transition to low and zero emission fuels.

Encourage knowledge sharing, especially between Green Shipping Corridors and their international partners, to accelerate supply and uptake of low and zero greenhouse gas emission fuels and maximize participation by ports and ships. Engage the U.S federal government and other international governing bodies in these conversations.

Contribute to efforts coordinated by IAPH to standardize shore power connections and power distribution differences to increase interoperability between ports and ships and increase connection rates.

Monitor development of international standards for offshore wind and other alternative energy developments; and encourage collaboration in standards between governments and leading international developers to reduce barriers to deployment. Support the development of offshore wind and alternative energy supply chains that prioritize low greenhouse gas emissions, economic development, and social equity.

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Reducing Aviation and Maritime Noise

Monitor and support developments to reduce noise from commercial aircraft by the ICAO Committee on Aviation Environmental Protection (CAEP), including through aircraft technology and airport operational best practices.

Support the IMO’s voluntary guidelines to reduce underwater noise from ships and share experiences and outcomes from the Port of Seattle’s efforts to help inform uptake and use of the guidelines.

Improving Water Quality/Marine Health

Monitor the IMO’s development of standards for the discharge of wash water from exhaust gas cleaning systems and the use of risk and impact assessments to inform decisions about restrictions or limits to wash water discharge.

Encourage awareness of, and actions to reduce, ocean acidification impacts to global marine ecosystems, communities, and associated industries. Share Port research on local, nature-based carbon remediation including kelp and eelgrass enhancement, with international partners through the International Alliance to Combat Ocean Acidification.

Combat and Reduce Human Trafficking

Monitor and encourage efforts at ICAO, the IMO, and other international organizations we engage with to increase awareness of and combat human trafficking in aviation and maritime industries and share the Port’s experience with supporting the national awareness campaign. Highlight the Port’s public-private partnership with local organizations to combat human trafficking. Seek opportunities to partner and expand this work in preparation for hosting the 2026 World Cup, including sharing resources, such as the Anti-Human Trafficking Toolkit for host cities that the Port will finalize in Q1 2026.

Support Sustainable Tourism

Support the Global Sustainable Tourism Council and similar organization’s best practices that balance the environmental, social, cultural, and economic aspects of tourism and share the Port’s, and our Washington State tourism partners’, sustainable and inclusive tourism best practices.

ATTACHMENTS

- (1) Presentation

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PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

January 26, 2026 – The Commission was briefed on the draft 2026 International Policy Agenda

January 27, 2025 – The Commission approved the 2025 International Policy Agenda

January 14, 2025 – The Commission was briefed on the draft 2025 International Policy Agenda

February 27, 2024 – The Commission approved the 2024 International Policy Agenda

February 3, 2024 – The Commission was briefed on the draft 2024 International Policy Agenda

2026 INTERNATIONAL POLICY AGENDA

Melissa Parks, Government Relations Manager, Maritime Sustainability
Karin Zaugg Black, Manager, International Relations and Protocol

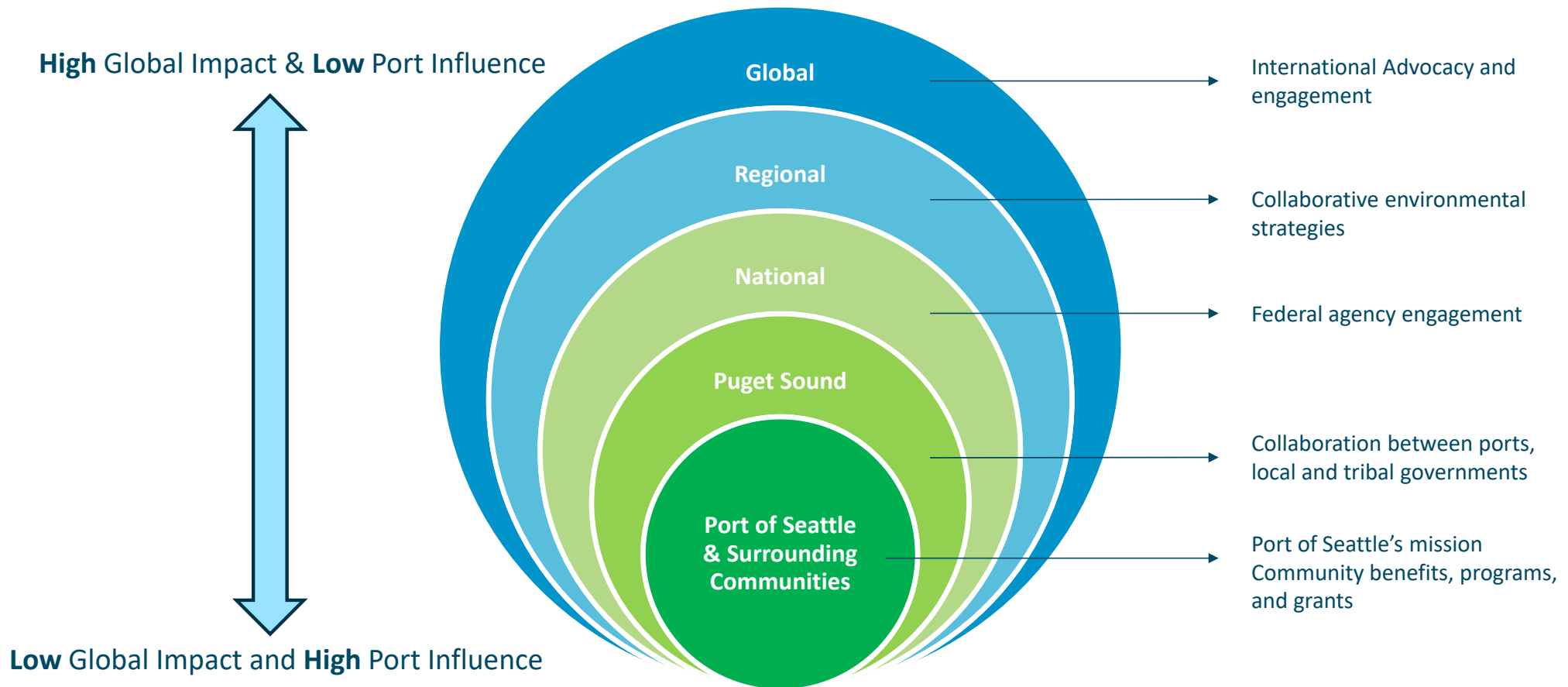


Overview

- Review 2025
- Current Context and International Landscape
- Agenda Overview and Updates for 2026
- Upcoming Opportunities and Next Steps

Why an International Agenda

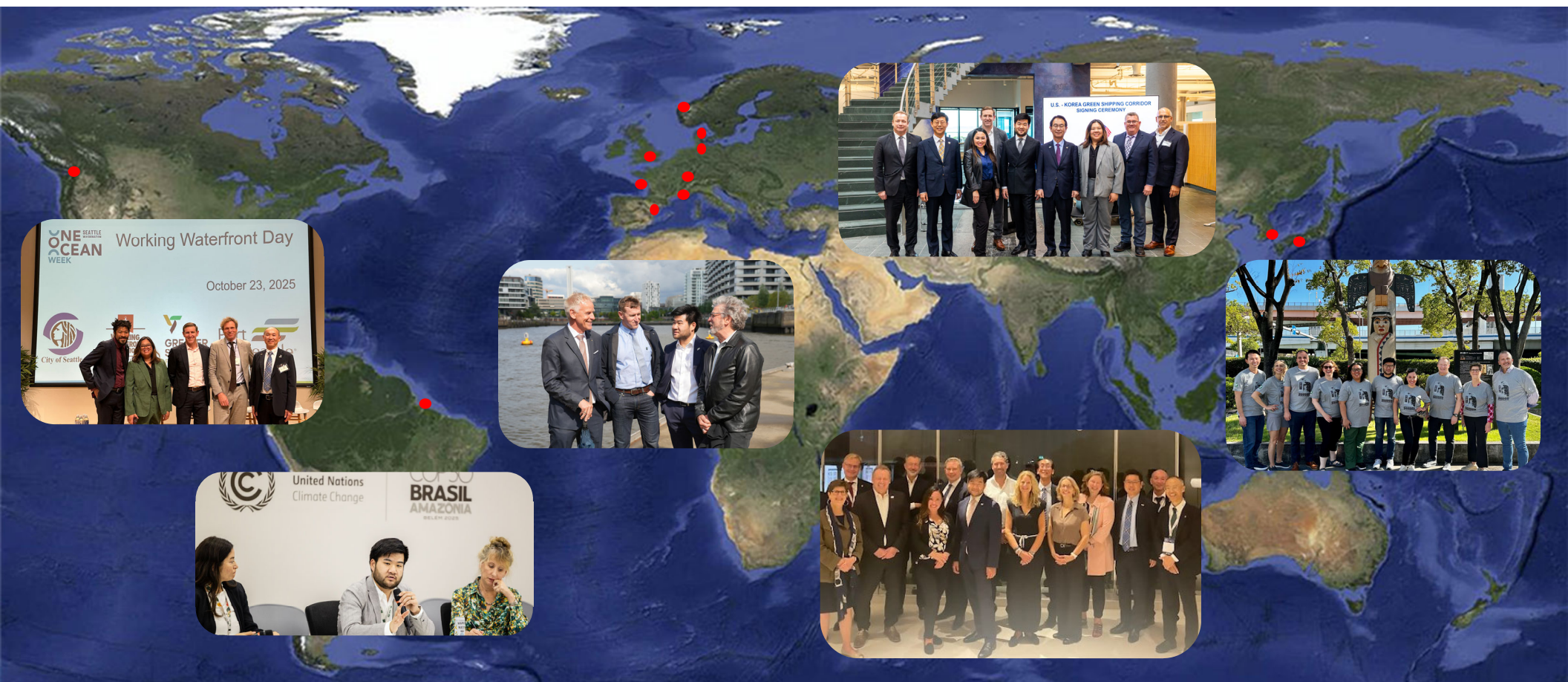
Partnership Critical to Port Strategies



2025 In Review

- **Port of Seattle:** Welcoming Port Policy; increased engagement with International Association of Ports and Harbors; MOU with Korean ports
- **U.S. policy:** Tariff and immigration policy impacts to international relations; withdrawal of support from international organizations and agreements
- **International Maritime Organization:** Carbon Intensity Indicatory adopted for cruise vessels; Net Zero Framework for greenhouse gas emissions approved, not adopted - *yet*

International Engagement in 2025



Inbound and Outbound Delegations 2025

Inbound Delegations

- Coordinated **54 inbound international delegation groups, with over 570 visitors**



• Outbound Delegations

- Supported **over 52 outbound engagements of Port leadership and staff** to international destinations and key domestic trips that involved international partners or themes. Two Highlights:
 - **International Leadership Mission to Germany in June.**
 - **International Association of Ports and Harbors World Port Conference in Kobe, Japan in October.**

Outbound Delegations, Airport Dignitaries 2025

Other Key International Meetings:

- IMO/MEPC Meetings (April and Oct)
- Our Ocean Summit in Busan, South Korea (April)
- UN Ocean Conference in France (June)
- Seatrade Europe in Germany (Sept)
- New York Climate Week/UN (Sept)
- BIPC Busan, South Korean International Port Conference (Sept)
- Smart Ports Conference in Barcelona, Spain in (Nov)
- COP 30 in Belem, Brazil (Nov)

Airport Dignitary Gate Escorts

International government dignitaries - inbound and outbound movements at SEA.

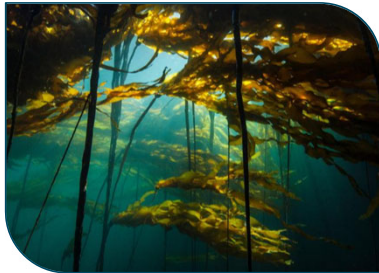
- **Managed 72 total escort details**
 - With a total of **637 travelers**;
 - And with **89 local diplomatic greeters**



Looking Ahead: International Landscape

- United States foreign policy and diplomacy
- International Maritime Organization decisions and next steps
- Hosting major events: FIFA World Cup, G20

Continuing International Priorities



Addressing Climate Change & Air Pollution

Reduce Aviation and Maritime Noise

Improve Water Quality/Marine Health

Alternative Energy Standards

Combat and Reduce Human Trafficking

Support Sustainable Tourism

Recommended Updates for 2026



FIFA Men's World Cup 2026

- Seattle: a welcoming international city
- Share work to combat and reduce human trafficking



Immigrants and Refugees

- Advocate broader support and investments that welcomes immigrants and refugees



Workforce Development

- Advance our workforce development programs through international collaborations and partnerships

Highlights of Key Conferences, Events - 2026

Jan 28-Feb 7	Seattle Chamber/Greater Seattle Partners' International Leadership Mission to India
March 1-4	TPM (NWSA) in Los Angeles/Long Beach
April 20-24	Maritime Week in Singapore
June 15 - July 6	FIFA World Cup Games in Seattle
Sept 14-16	14th BIPC International Port Conference: Busan, South Korea (150th Anniversary of the Opening of Busan Port)
Nov 3-5	IAPH World Port Conference: London, England
November	UN Climate COP 31: Antalya, Turkey

Engagement Priorities for 2026

- Focus on Subnational Diplomacy: continuing to engage our Port and International Partners directly
- Strategic Engagement Opportunities:
 - Clean energy / Technology and innovation / Industrial lands utilization



Next Steps

- Commission asked to adopt the 2026 International Policy Agenda at today's meeting.
- Staff begin implementing the agenda priorities.

Questions?



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8d

ACTION ITEM

Date of Meeting February 10, 2026

DATE: January 26, 2026

TO: Stephen P. Metruck, Executive Director

FROM: Linda Springmann, Director of Cruise Business and Elliott Bay Operations
Brian Sweet, Director - Engineering Construction Management
Mark Longridge, Capital Project Manager, Waterfront Project Management

**SUBJECT: Terminal 91 Berths 6 & 8 Redevelopment Additional Construction Funding
(CIP#s C102475, C801350)**

Amount of this request: \$3,300,000

Total estimated project cost: \$101,300,000

ACTION REQUESTED

Request Commission authorization for the Executive Director to approve additional funding in the amount of \$3,300,000 for completion of the Terminal 91 Berths 6 & 8 Redevelopment project, to resolve all outstanding contractor claims, and advance the completion of the two berths to allow for fishing fleet use starting in March 2026.

EXECUTIVE SUMMARY

Construction of the Terminal 91 Berths 6&8 project is now nearing completion (approximately 85% complete, with all pile driving and wharf structural work complete), and while the project expenditures and commitments remain within the currently authorized budget, additional funds are required to close out the project. The anticipated construction completion of the contract work is currently July 2026, and completion of the berth under the current extended contract schedule would not allow for the use of the berths for this fishing season in 2026.

Terminal 91 is one of the Port's oldest facilities with many layers of previous development. The project work encountered several obstructions and construction complications, including subsurface features and foundations not identified in the design, a failing sheet pile wall requiring significant redesign of both the new sheet pile alignment and further associated pier design changes. These required changes to the design, along with other field complications, have resulted in an overall extension of the construction duration, and resulting claims from the prime contractor, Pacific Pile and Marine, for time impacts and other associated issues.

The Port's Construction Management group has negotiated a proposed resolution of all current and future claims by the contractor through the completion of the work that would fund the acceleration of the work to complete the berths and make them available for use by March of

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2026. This would allow the North Pacific fishing fleet to occupy these berths up to 4 months earlier than currently anticipated.

This change will bring the construction contingency utilized up to 13%. While prior project funding requests included a 10% construction contingency, 15% would have been more appropriate for a more complex project on industrial sites such as Terminal 91.

Approval of this funding request will allow completion of the project with the earliest possible use of the berth space while limiting uncertainty regarding resolution of current and future construction claims.

JUSTIFICATION

The redevelopment of Berths 6 & 8 supports the following Maritime Division goals toward achieving Century Agenda objectives:

1. Continue to grow the economic value of the fishing and maritime cluster including the number of local jobs and regional business revenue.
2. Prioritize uses that support the commercial fishing industry, with a focus on anchoring the North Pacific fishing fleet in Seattle.
3. Supports the Port’s strategy to “be the greenest and most energy-efficient port in North America” by installing solar array infrastructure, stormwater treatment infrastructure, direct connection for vessel sanitary sewer, and replacing existing creosote piling with cement and recycled steel materials.

Diversity in Contracting

The project team coordinated with the Diversity in Contracting Department to determine appropriate Women and Minority Business Enterprise aspirational goals for this project and identified a 5% WMBE contracting and 15% apprenticeship goals for the major works contract. These goals are currently being met.

DETAILS

Berths 6 & 8 were the last remaining original timber pier berths at Terminal 91 and are at the end of their service life. Approximately 30% of the apron was condemned, and the remaining sections posted with severe load limits. Originally built in the 1910s, this section of Pier 90 was most recently rehabilitated in 1985, and little had been done to the structure since then. Redevelopment of Berths 6 & 8 is critical to ensuring the long-term viability of the port as the home to the North Pacific fishing fleet.

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The redevelopment includes demolition of approximately 62,250 square feet of condemned existing timber apron and replacement of approximately 780 linear feet of seawall (northerly portion of Berth 6 and entire Berth 8), removal and relocation of existing gangway, floats and boathouse, removal/replacement of existing small office structures, and reconstruction of a concrete apron structure at 600 pounds per square foot load capacity along the current alignment. The project includes the removal of over 2,200 failing creosote piles, installation of approximately 320 concrete and steel piles, with an overall decrease in overwater coverage. The project work also includes stormwater improvements, upgraded shore power connections, renewable energy through new solar panel arrays, and a direct connection for vessel sanitary sewer.

Scope of Work

This project provides significant waterside and landside improvements, including the following:

- Dock demolition and replacement, relocation of boat house and removal of existing small boat floats. Demolition of the existing pier deck and structure, including removal or cutoff of approximately 2,200 existing creosote piles. Removal and regrading of the existing under pier slope and replacement of the upland sheet pile wall.
- Placement of approximately 240 prestressed concrete structural piles and approximately 80 steel fender and guide piles, placement of 4 feet of riprap rock and habitat fish mix, placement of the new concrete precast deck panels, bullrail, utilities, bollards, upgraded shore power connection points and appurtenances.
- Removal of the existing buildings A-310 building (currently leased by American Seafoods), A-300, A-400, A-301, A-500, A-501 (occupied by Port Operations and police), removal of existing pavement and installation of deep soil mixing soil amendments, stormwater treatment system, and surface regrading.
- Replacement of the six existing buildings with two new modular buildings for tenant and Port use, paving and striping, installation of electric vehicle charging infrastructure, and installation of modernized electrical substation to service the buildings and vessels at the pier.

Schedule

Currently the construction is approximately 85% complete and anticipated to reach Substantial Completion in July of 2026 based on the latest contractor schedule. Acceptance of the negotiated agreement with Pacific Pile and Marine would allow both berths to begin operations approximately 4 months earlier in March 2026.

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Activity

Commission design authorization	2020 Q1
Design start	2020 Q3
Commission construction authorization	2024 Q1
Construction start	2024 Q2
In-use date (Berths)	March 2026
In- Use Date (Buildings)	July 2026

Cost Breakdown

	This Request	Total Project
Design	\$0	\$4,175,000
Construction	\$3,300,000	\$97,125,000
Total	\$3,300,000	\$101,300,000

FINANCIAL IMPLICATIONS

The current request includes all funding required to resolve all existing and future claims by the contractor, along with additional expenditures associated with extended soft costs to complete the work (construction and project management, safety, project controls staffing etc.). This revised project total accounts for all expected expenditures to complete the work fully.

Changes shown in the Environmental Remediation Liability (ERL) funding below are strictly to adjust for actual quantities performed under the contract and do not reflect any change in project scope.

Cost Estimate/Authorization Summary

	Capital	Expense (ERL)	Total
COST ESTIMATE			
Original estimate	\$40,000,000	\$0	\$40,000,000
Previous changes – net	56,000,000	2,000,000	58,000,000
Current change	2,621,000	679,000	3,300,000
Revised estimate	98,621,000	2,679,000	101,300,000
AUTHORIZATION			
Previous authorizations	96,000,000	2,000,000	98,000,000
Current request for authorization	2,621,000	679,000	3,300,000
Total authorizations, including this request	98,621,000	2,679,000	101,300,000
Remaining amount to be authorized	\$0	\$0	\$0

Meeting Date: February 10, 2026

Annual Budget Status and Source of Funds

This project is included in the 2026 Capital Plan under C102475 Terminal 91 Berths 6 & 8 Redevelopment with a total project cost of \$93,115,000 and C801350 T91 Berths 6&8 Storm Treatment with a total project cost of \$963,000. Additional costs for the project will be covered by C800002 Maritime Reserve.

The redevelopment of the berths is being funded by the Tax Levy. Additional stormwater treatment work is being funded by the Stormwater Utility.

Financial Analysis and Summary

Project cost for analysis	\$101,200,000
Business Unit (BU)	Elliott Bay Fishing and Commercial Operations
Effect on business performance (NOI after depreciation)	The redeveloped berths are expected to increase annual moorage revenue by approximately \$1 million in the first full year of operation. Annual depreciation expense is estimated to increase by approximately \$2 million based on an expected useful life of 50 years.
IRR/NPV (if relevant)	NPV: (\$84 million) MIRR: (1.11%)

ATTACHMENTS TO THIS REQUEST

- (1) Presentation

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

February 13, 2024 – The Commission authorized Additional Construction funding of \$22,000,000.

August 8, 2023 – The Commission authorized Construction funding of \$71,825,000.

January 7, 2020 – The Commission authorized Design and Permitting funding of \$4,000,000.

Terminal 91 Berth 6 & 8 Redevelopment Additional Construction Funding

Linda Springmann, Director of Cruise Business and Elliott Bay Operations
Brian Sweet, Director, Engineering Construction Management
Mark Longridge, Capital Project Manager, Waterfront Project Management

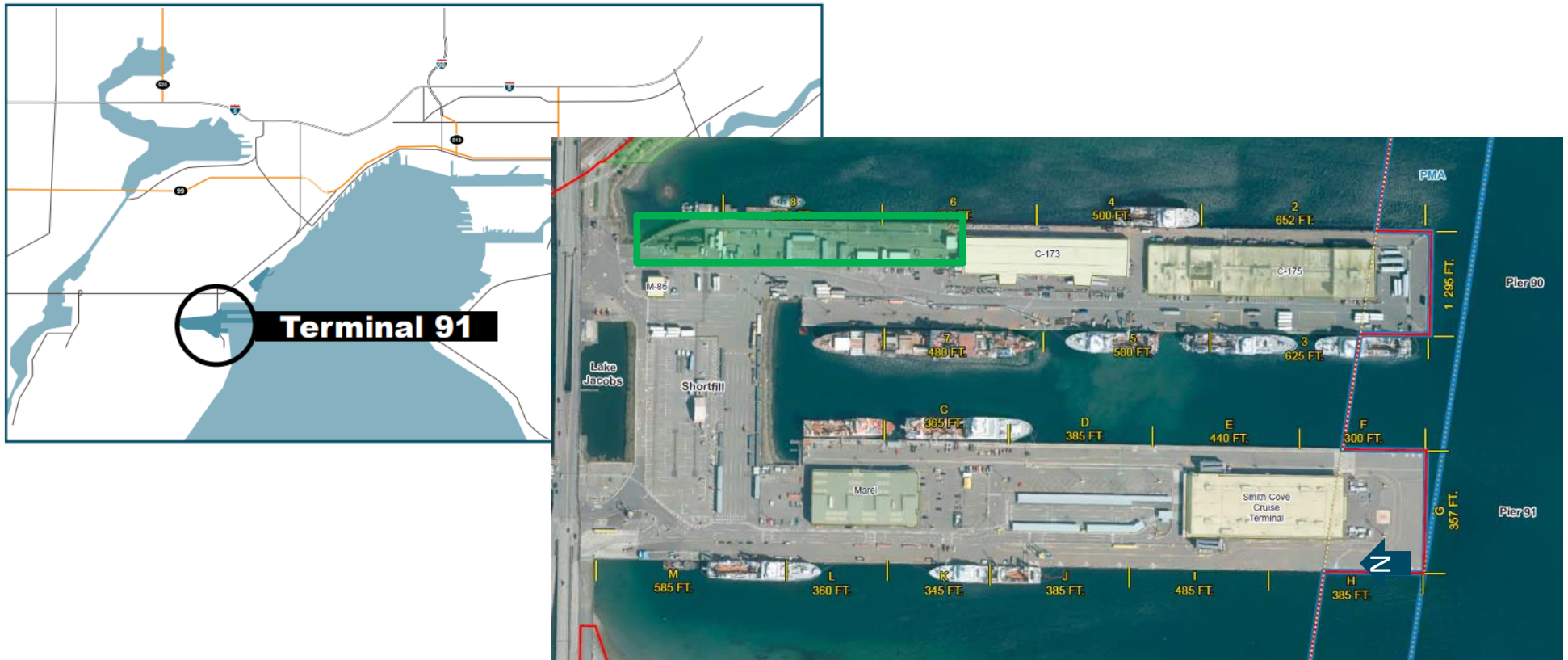


Action Requested

Request Commission authorization for the Executive Director to approve additional funding for completion of the Terminal 91 Berths 6 & 8 Redevelopment project, to resolve all outstanding contractor claims, and advance the completion of the berth elements to allow for fishing fleet use in 2026.

Total request for this action will be \$3,300,000 for a project total authorization of \$101,300,000.

Project Location



Project Location



Construction currently 85% complete



Construction changes / site conditions



Proposed claims resolution

- Single negotiated claim resolution with the prime contractor
- This would cover all existing and future claims to complete the work and additionally include any acceleration required to bring the berths into service in March 2026, approximately 4 months earlier than the remainder of the project
- Additional funding of \$3.3M includes the required contract contingency increase from 10% to 13%, plus additional soft costs to complete the work due to lengthened schedule and a revised total substantial completion of July 2026

Discussion/Questions?

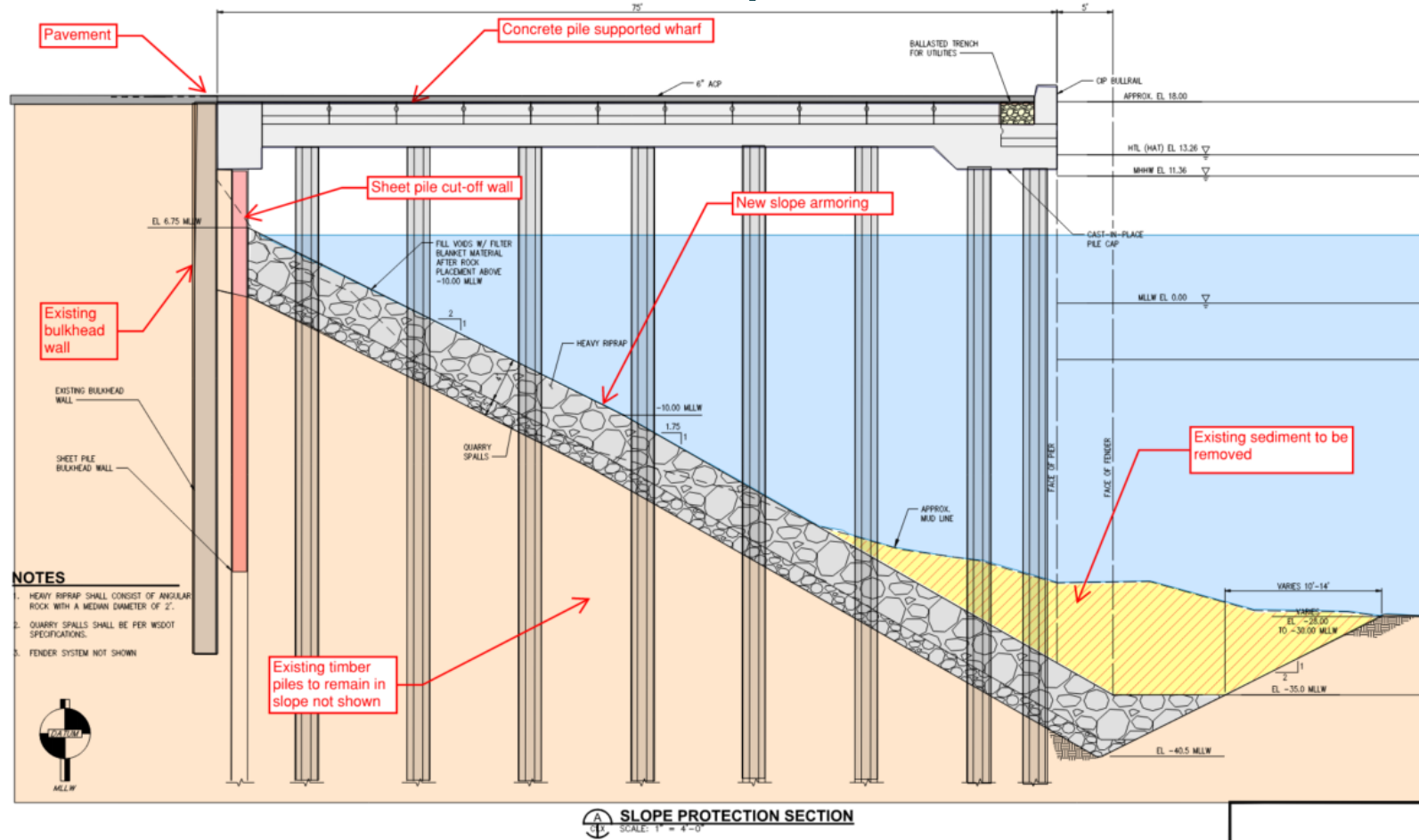


Previous Condition

- Creosote timber construction
- Significant underdock and fender deterioration



Pier Replacement



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8e

ACTION ITEM

Date of Meeting February 10, 2026

DATE: February 10, 2026

TO: Stephen P. Metruck, Executive Director

FROM: A Boungjaktha, Managing Director, Economic Development Division
Anna Pavlik, Workforce Dev. Director, Economic Development Division
Robert Brown, Program Manager, Economic Development Division

SUBJECT: Maritime Workforce Recruitment – Competitive Exemption

Amount of this request: \$0

Total estimated project cost: \$600,000

ACTION REQUESTED

Commission determination that a competitive process is not appropriate or cost effective consistent with Revised Code of Washington 53.19.020(5) and authorizing the Executive Director to execute a contract with the Workforce Development Council of Seattle-King County, a non-profit agency, to advance maritime workforce recruitment and case management. The contract duration potentially extends through 2028 at the rate of up to \$200,000 annually, totaling a budget of \$600,000.

EXECUTIVE SUMMARY

The Port Commission authorized \$2.17M in funding for maritime workforce investments in the Sept. 9, 2025 meeting. The Economic Development Division (EDD) has identified an opportunity to partner with the Workforce Development Council of Seattle-King County (WDC) to reduce the need for Port maritime recruitment funds and increase access for jobseekers to other critical services provided via the WDC and WorkSource system.

The WDC is uniquely positioned to partner with the Port as the sole organization in King County that receives both Washington state Economic Security for All funds and federal Workforce Innovation and Opportunity Act funds. When combined with Port funds and directed toward maritime workforce recruitment and case management, these federal and state resources can leverage the Port's expenditures on workforce development for maximum impact.

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BACKGROUND

Port Commission approved Phase 1 of the maritime workforce development strategy and budget on Sept. 9, 2025. Port workforce development staff are in process of procuring partners for:

1. jobseeker recruitment and case management,
2. maritime training and
3. job placement services.

All three scopes are necessary to increase the pool of qualified maritime workers and effectively connect them to maritime employers.

During the procurement planning phase, EDD identified an opportunity to leverage state and federal funding designated for workforce development councils across the state, including the WDC of Seattle-King County. These funds support jobseekers to explore career options, address barriers to employment and offer financial incentives while jobseekers are in training and looking for work. The WDC currently receives these federal and state funds and distributes them to a number of community-based organizations, including but not limited to ACRS, Neighborhood House, YWCA and TRAC Associates.

If approval is granted, EDD will contract with the WDC to outline how Port funds will augment state and federal dollars for recruitment, case management and financial incentives. The portion of Port funding required for the contract will be dependent on contract negotiations and available state and federal funding.

JUSTIFICATION

EED staff propose a competitive exemption contract with the WDC, a 501(c)(3) nonprofit organization that serves as the local workforce development board under the federal Workforce Innovation and Opportunity Act (WIOA). The WDC operates as a regional workforce development backbone organization by convening stakeholders, shaping policy, and investing in solutions that reflect community needs and priorities.

The WDC is uniquely positioned to partner with the Port of Seattle as the only organization in King County that receives both federal Title I [Workforce Innovation and Opportunity Act](#) (WIOA) formula funds and Washington State [Economic Security for All](#) (EcSA) funds. No other entity in the region holds this combined statutory authority, geographic jurisdiction, and fiduciary responsibility. The WDC serves as the federally designated Local Workforce Development Board for the Seattle–King County region under WIOA and is governed by a cross-sector board of directors appointed by the Chief Local Elected Officials—the King County Executive and the Mayor of Seattle. In this role, the WDC administers and oversees WIOA formula funding and EcSA investments on behalf of the region. Under WIOA, only a designated Local Workforce Development Board may administer formula workforce funds within a given local area.

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Because of the WDC's unique role, a competitive process is not appropriate or cost effective, and a competitive exemption is appropriate in accordance with RCW 53.19.020(5). The WDC service providers are part of the WorkSource network which also creates efficiencies in service delivery through the WDC's established network of community-based providers and WorkSource partners. Services will be begin sooner and avoid a time-consuming competitive procurement process that would waste the time of community organization who may apply but be disadvantaged by not having similar funds to leverage.

ALTERNATIVES AND IMPLICATIONS CONSIDERED

Alternative 1) Do not authorize agreement with WDC and require competitive solicitation for recruitment and case management services.

Pros:

- Provides an opportunity for more organizations to apply.
- Puts the Port in a more direct management role of the recruitment and case management services.

Cons:

- Spend more Port tax levy resources on services that could be provided using state and federal dollars.
- Services would start later due to the time it takes to solicit recruitment and case management services.
- Funded organizations may not be connected to other critical services offered through WorkSource.

Alternative 2 – Authorize a \$600,000 three-year competitive exception contract with the Workforce Development Council to implement maritime recruitment and case management at a cost not- to- exceed \$600,000.

Pros:

- Takes advantage of available federal and state workforce development dollars and reduces the Port's 2026 - 2028 expenses.
- Creates efficiencies in service delivery through the WDC's established network of community-based providers and WorkSource partners.

Cons:

- Limits the ability of other organizations to apply.
- Reduces the Port's direct influence over the organizations conducting the recruitment since they will have a contract with the WDC and not the Port.

This is the recommended alternative.

Meeting Date: February 10, 2026

FINANCIAL IMPLICATIONS

<i>Cost Estimate/Authorization Summary</i>	Capital	Expense	Total
COST ESTIMATE			
Original estimate	\$0	\$600,000	\$600,000
AUTHORIZATION			
Previous authorizations	0	\$600,000	\$600,000
Current request for authorization	0	0	0
Total authorizations, including this request	0	\$600,000	\$600,000
Remaining amount to be authorized	\$0	\$0	\$0

Annual Budget Status and Source of Funds

Annual budget is \$200,000. The source of funds is the King County tax levy and is one previous authorization of \$2.17M that is inclusive of three scopes of work (recruitment, job training and job placement services).

ATTACHMENTS TO THIS REQUEST

None.

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

September 9, 2025 – Commission approved maritime workforce investments through 2028 at \$2.17M total.

**COMMISSION
AGENDA MEMORANDUM**

Item No.

8f

ACTION ITEM

Date of Meeting

February 10, 2026

DATE: January 30, 2026

TO: Stephen P. Metruck, Executive Director

FROM: A. Bounjaktha, Managing Director, Economic Development Division
Mian Rice, Director, Diversity in Contracting
Emily Ho, Program Manager, Diversity in Contracting

SUBJECT: Interagency Agreement for Capacity Building Mentorship Program

Amount of this request: \$40,000

Total estimated project cost: \$40,000

ACTION REQUESTED

Request Commission authorization for Executive Director to execute an Interlocal Agreement (ILA), pursuant to chapter 39.34 RCW, with Washington State Department of Transportation (WSDOT), Central Puget Sound Regional Transit Authority, City of Seattle, and King County to implement the Capacity Building Mentorship Program for the purpose of strengthening the capacity of small businesses in construction and consulting projects.

Signing the agreement would allow WSDOT to administer funds to the program administrator and submit invoices to the Port and other parties for reimbursement. The Agreement's performance period commences on January 1, 2026, and is to be completed on December 30, 2027. The agreement will be for two years for a total cost of \$40,000 to the Port, which is 11% of the total contract amount of \$365,000.

EXECUTIVE SUMMARY

The Diversity in Contracting team at the Port has been in discussion with WSDOT and Sound Transit to join the relaunch of the Capacity Building Mentorship Program (CBMP), alongside the City of Seattle and King County who are also participating in the program relaunch.

The CBMP is a long-term effort to strengthen the capacity of small businesses in Washington by connecting them with larger firms engaged in government construction and consulting projects. It was originally launched in 2018 through a partnership between the Washington State Department of Transportation (WSDOT), the American Council of Engineering Companies (ACEC), and the Associated General Contractors of Washington (AGC). In 2019, the partnership grew to include Sound Transit. Since its launch, more than 130 proteges have participated in

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one of the program's seven cohorts, with over 88% of mentors and proteges in the most recent cohorts reporting being satisfied or very satisfied with the program.

JUSTIFICATION

Joining the Capacity Building Mentorship Program is an invaluable way for the Port to leverage and contribute to the collaborative efforts of our peer agencies to accomplish our shared goals of strengthening the capacity of the region's small businesses. It is a direct way to advance the Port's Century Agenda Goal of responsibly investing in the economic growth of the region and all its communities, as well as increasing the utilization of WMBE and DBE firms and eliminating disparity of access to opportunities.

DETAILS

The Diversity in Contracting team at the Port has been in discussion with WSDOT and Sound Transit to join the relaunch of the program, alongside the City of Seattle and King County who are also participating in the program relaunch. All five government agencies share similar goals to increase small business capacity and ability to gain work, and seek to advance those goals by establishing specific protocols for developing, implementing, delivering, and expanding the Program.

The purpose of the Agreement between the five agencies is for WSDOT to act as a pass-through agency for CBMP administration funds, and to define the terms and conditions for work performed to support CBMP implementation.

Scope of Work

A competitively-selected consultant shall manage the CBMP Program in coordination with WSDOT, with input from program partners, and include the following elements:

- The Consultant will be the primary point of contact for all past and current Mentor and Protégé participants.
- The Consultant will fund and update the CBMP Website.
- The Consultant will develop and maintain an outreach strategy.
- The Consultant will assess potential program candidates.
- The Consultant will identify subcontractor and sub-consultant qualification levels and Tier levels before connecting them with the appropriate Mentor firm.
- The Consultant will coordinate virtual or in-person matchmaking engagements between yet-to-be-paired Mentors and Protégés.
- The Consultant will work with all Mentors and Protégés to develop program-approved Individual Development Plans and Memorandums of Understanding (MOU).

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- The Consultant will organize and lead program orientations, meet and greet sessions, and networking events for the participants.
- The Consultant will conduct regular program benchmark reviews and provide updates at bi-weekly meetings with CBMP representatives.
- The Consultant, with input from CBMP representatives, shall provide a report based on quarterly surveys or firm questionnaire findings.
- The Consultant, with support from CBMP representatives, shall reach out to program participants to address concerns.

Period of Performance

Subject to its other provisions, the Agreement's performance period shall commence on January 1, 2026, regardless of date of execution, and be completed on December 30, 2027, unless terminated sooner as provided in the Agreement or extended through a properly executed amendment.

Costs

The breakdown of payments between the Parties is as follows:

Party	Contribution: Not to exceed.
WSDOT	\$200,000.00
Sound Transit	\$75,000.00
King County	\$40,000.00
Port of Seattle	\$40,000.00
City of Seattle	\$10,000.00

Anticipated staffing commitments as follows:

Party	Anticipated Monthly Staffing Commitments
WSDOT	8 hours
Sound Transit	8 hours
City of Seattle	8 hours
King County	8 hours
Port of Seattle	8 hours

CBMP partnership aspirational benchmarks concerning financial contributions:

Party	Financial contribution (two years)	Contribution by percent	Benchmark Number of Mentor-protégé partnerships (two-year period)		
			60* pairs	50* pairs	40* pairs
WSDOT	\$200,000	55 percent	21*	16*	14*
Sound	\$75,000	20 percent	18*	15*	12*

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Transit					
City of Seattle	\$10,000	3 percent	3*	3*	2*
King County	\$40,000	11 percent	9*	8*	6*
Port of Seattle	\$40,000	11 percent	9*	8*	6*

*dependent on mentor and protégé availability.

ADDITIONAL BACKGROUND

The Capacity Building Mentorship Program (CBMP) is a long-term effort by the Washington State Department of Transportation (WSDOT) to strengthen the capacity of small businesses in Washington by connecting them with larger firms engaged in government construction and consulting projects. Since its inauguration, the Program has promoted building relationships and expanding contracting opportunities as the most effective way to strengthen the capacity of Small Businesses. Since its launch in 2018, more than 130 protégés have participated in this program in one of seven cohorts, with over 88% of mentors and proteges in the most recent cohorts reporting being satisfied or very satisfied with the program.

The Program was originally launched in March 2018 through a partnership between WSDOT, the American Council of Engineering Companies (ACEC), and the Associated General Contractors of Washington (AGC), with Thor Construction serving as program manager. In April 2019, it was relaunched as the Capacity Building Mentorship Program in partnership with Sound Transit, ACEC, AGC, and the Washington Minority Business Development Agency (MBDA) Business Center.

On June 30, 2025, the WA MBDA Business Center closed. To ensure continuity, WSDOT hired CORE Strategists to manage the program during this period. WSDOT has selected a long-term CBMP program administrator, Apex Accelerators, that began work in January 2026.

Differentiation from Port Business Accelerator Program

Diversity in Contracting has organized its own mentorship program, the Port of Seattle Small Business Accelerator Mentorship Program, since 2021. This program occurs annually in the Fall wherein 11-15 select businesses in Port-related industries, are each paired with an industry mentor and experience a robust curriculum, primarily in-person, over the course of three months. The Program is known for the unique visibility and access it grants these businesses to the Port, by connecting them to key Port decision makers, and educating them on the Port's unique contracting opportunities and needs. It is also singular in its ability to establish meaningful relationships, and a sense of community among the cohort businesses and their

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mentors – allowing for frequent co-learning and resource-sharing within and across industries and which lasts well past the end of the program.

The Capacity Building Mentorship Program, with its approach to government contracting across multiple agencies, longer program duration, as well as its intent focus on the individual mentor-protégé relationships, will be an excellent complement to the existing Port Business Accelerator Program.

ATTACHMENTS TO THIS BRIEFING

- (1) CBMP Relaunch Interagency Agreement
- (2) Presentation

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

Not Applicable

Capacity Building Mentorship Program (CBMP)

Mian Rice, Diversity in Contracting Director
Emily Ho, Diversity in Contracting Program Manager



Action Requested

- Commission authorization for Executive Director to execute an Interlocal Agreement (ILA), pursuant to chapter 39.34 RCW, with:
 - Washington State Department of Transportation (WSDOT)
 - Central Puget Sound Regional Transit Authority (Sound Transit)
 - City of Seattle
 - King County
- The agreement will be for the duration of two years for a total cost of \$40,000 to the Port (which is 11% of the total contract amount of \$365,000)

The Interlocal Agreement

Implement a Capacity Building Mentorship Program for the purpose of strengthening the capacity of small businesses in construction and consulting projects.

- The agreement allows WSDOT to administer funds to the program administrator and submit invoices to the Port and other parties for reimbursement.
- The agreement's performance period commences on January 1, 2026, and is to be completed on December 30, 2027.
- There are an anticipated 40-60 mentor-protégé pairs who will be part of the program. 6-9 of these pairs will be from the Port.

Program History

- The CBMP strengthens the capacity of small businesses in Washington by connecting them with larger firms engaged in government construction and consulting projects.
- It was originally launched in 2018 through a partnership between WSDOT, the American Council of Engineering Companies (ACEC), and the Associated General Contractors of Washington (AGC). In 2019, the partnership grew to include Sound Transit.
- More than 130 proteges have participated in one of the program's seven cohorts, with over 88% of mentors and proteges in the most recent cohorts reporting being satisfied or very satisfied with the program.

Benefit to the Port and the Region

- Strengthen the capacity of small businesses in the region.
- Advance the Port's Century Agenda Goal of responsibly investing in the economic growth of the region and all its communities.
- Carry out the Diversity in Contracting Policy Directive of increasing a diverse, competitive pool of potential WMBE and Small Business contractors to meet the Port's Diversity in Contracting goals.
- Leverage existing WSDOT and Sound Transit efforts to accomplish our shared goals.
- Necessary complement to existing Port Business Accelerator Program.

Thank You

**COMMISSION
AGENDA MEMORANDUM**

Item No. 10a

ACTION ITEM

Date of Meeting February 10, 2026

DATE: February 3, 2026

TO: Stephen P. Metruck, Executive Director

FROM: Laurel Dunphy Director, Airport Operations
Eileen Francisco, Director, Aviation Project Management
Clare Gallagher, Director, Capital Project Delivery/External Relations

SUBJECT: **Flight Corridor Management Project - 2024**

Amount of this request: \$6,000,000

Total estimated project cost: \$9,700,000

ACTION REQUESTED

Request Commission authorization for the Executive Director to advertise and execute a construction contract for the Flight Corridor Management Project - 2024. The total cost estimate for this request is \$6,000,000.

EXECUTIVE SUMMARY

The 2024 Flight Corridor Management Project (2024 FCMP) is intended to remove existing and anticipated obstructions consisting primarily of trees around Seattle-Tacoma International Airport (Airport); replant trees of compatible species, in appropriate locations; and establish access agreements with agencies to perform obstruction management and prevent establishment of future obstructions.

SEA operates under several federal and state regulations and requirements to ensure safe operating conditions which include the removal of obstructions. Rigorous environmental management practices will be implemented to minimize environmental impacts including following the Port's tree replacement standards; and comply with applicable tree replacement standards in surrounding jurisdictions for obstructions located outside the Airport Activity Area (AAA). Replanting and revegetation will occur on-site where trees are removed or at nearby off-site properties. Staff will work with the local jurisdictions on any site-specific mitigations. For this five-year project, 197 trees were identified as obstructions. Of those, 158 are on Port property, 39 on public agency properties and none on private property.

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To support effective communication and transparency with communities affected by the 2024 FCMP, a comprehensive outreach and communication plan for those areas has been implemented and communications will continue throughout the obstruction removal periods. This project will also look to maintain mitigation sites and replace trees that did not survive from prior replanting efforts.

JUSTIFICATION

SEA operates under several federal and state regulations and requirements to ensure safe operating conditions which include the removal of obstructions. These regulations and requirements include:

1. Federal Requirements for Airport Operators to Control Obstructions

- Federal Aviation Regulation (FAR) Part 77, “Safe, Efficient Use, and Preservation of the Navigable Airspace”.
- FAR Part 139, “Certification of Airports”.
- Advisory Circular (AC) AC 150/5300.13B, “Airport Design”.
- Grant Assurance 20, “Hazard Removal and Mitigation”.
- Grant Assurance 21, “Compatible Land Use”.

2. State Requirements for Airport Operators to Control Obstructions

- RCW 14.12.020, “Airport hazards contrary to public interest”.
- RCW 14.08.030, “Acquisition of property and easements—Eminent domain—Encroachments prohibited”.

Diversity in Contracting

Through the Diversity in Contracting program, a Women and Minority-Owned Business Enterprise (WMBE) aspirational goal has been established for this program at 10% and will be included in future contracts.

DETAILS

The Flight Corridor Management Program is an ongoing regulatory safety program that, approximately every five years, evaluates and mitigates obstructions in the vicinity of the airport.

Scope of Work

Scope of work for this authorization includes:

- (1) Obstruction Removal.
- (2) Site Treatment.
- (3) Obstruction Replacement.
- (4) Site specific mitigations in conjunction with the local jurisdictions.
- (5) Monitoring & Maintenance.
- (6) Outreach and Communications.

Meeting Date: February 10, 2026

Schedule***Activity***

Construction start	2026 Quarter 3
Construction Complete	2027 Quarter 4

Cost Breakdown

	This Request	Total Project
Planning and Design	\$0	\$3,700,000
Construction	\$6,000,000	\$6,000,000
Total	\$6,000,000	\$9,700,000

ALTERNATIVES AND IMPLICATIONS CONSIDERED**Alternative 1** – Do not authorize funds for construction.Cost Implications: \$0.Pros:

- (1) No additional expenditure required.

Cons:

- (1) FAA could consider the Airport to be non-compliant with Federal rules and regulations.
- (2) Does not follow state laws regarding prevention of airport hazards.
- (3) Does not meet the Airport's operating certificate requirements for airport operators to protect flight operations into and out of the airport.
- (4) Does not meet the Airport's strategic goals and objectives, such as improving safety, operational efficiency and the customer experience at SEA.
- (5) FAA could limit approach and departure procedures at SEA.

This is not the recommended alternative.

Alternative 2 – Authorization to complete Construction.Cost Implications: \$6,000,000.Pros:

- (1) Allows us to comply with FAA and State regulations to manage identified obstructions in a timely manner.
- (2) Allows us to meet the Airport's operating certificate requirements for airport operators to protect safe flight operations into and out of the airport.
- (3) Allows us to meet the Airport's strategic goals and objectives, such as improving safety, operational efficiency and the customer experience at SEA.

Cons:

- (1) Expenditures in 2026 and 2027.

This is the recommended alternative.

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Cost Estimate/Authorization Summary

Capital

Expense

Total

COST ESTIMATE			
Original estimate	\$0	\$9,700,000	\$9,700,000
AUTHORIZATION			
Previous authorizations	\$0	\$3,700,000	\$3,700,000
Current request for authorization	\$0	\$6,000,000	\$6,000,000
Total authorizations, including this request	\$0	\$9,700,000	\$9,700,000
Remaining amount to be authorized	\$0	\$0	\$0

Annual Budget Status and Source of Funds

The expenditures will be included in the division's annual operating budget. The 2026 operating budget included \$2,001,500. The cost for removal and replacement on Port property is an operating expense and the expenditure on non-Port property is categorized as non-operating Public Expense. The project costs will be accounted for as public expense and included in the airline rate base (Airfield Movement Area) as an amortized cost, recognizing there is a multi-year benefit. The funding source will be the Airport Development Fund (ADF).

Financial Analysis and Summary

Project cost for analysis	\$9,700,000
Business Unit (BU)	Airfield Movement Area
Effect on business performance (NOI after depreciation)	NOI after depreciation will decrease in the year of expenditure and increase in subsequent years.
IRR/NPV (if relevant)	N/A
CPE Impact	\$0.08 in 2028

Future Revenues and Expenses (Total cost of ownership)

Newly planted trees will need to be monitored and maintained for the first 5 years. The first year is included in the construction contract. Years 2-5 will need monitoring and oversight; potentially a minor amount of consultant support will be required along with Aviation Maintenance staffing services for tree maintenance.

ADDITIONAL BACKGROUND

As part of previous efforts, the Port completed an aerial obstruction analysis for the 2019 FCMP to identify the number of obstructions. In response to community feedback, Commission guidance and consultation with the FAA, the Port used revised criteria in 2018 to identify obstructions that had the most direct impact to safe and efficient aircraft operations. Once all obstructions were verified by site visits, the removal and replacement work began in 2020. All removal and replanting work were completed in 2022. Tree replacement sites on Port property were also completed and were subject to a 5-year performance monitoring and maintenance period for tree survival and invasive species cover.

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In total, 978 trees were removed in the previous projects. The majority were on Port property (789) with the remaining on Washington Department of Transportation (WSDOT) right-of-way (102), other public properties (47) and private properties (40). On Port property, the Port replanted at a 4:1 ratio, including clearing invasive vegetation to prepare sites for planting. For other public properties, the Port paid each entity in-lieu fees for replanting at the ratio specified by city code. For private properties, the Port offered to replace trees either on-site or on Port property up to a four to one ratio.

The Port coordinated directly with all public and private property owners on scopes of work specific to their properties and on permanent easements on the properties where there is potential that additional trees may require removal in the future. The easement values were determined by an appraiser in accordance with applicable standards for determining fair market value.

Environmental best management practices are an integral part of the Flight Corridor Management Program’s overall design, leaving vegetation barriers near buildings and streets, planting low growing native varieties that will not become future obstructions, and removing and controlling invasive species.

ATTACHMENTS TO THIS REQUEST

- (1) Presentation

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

January 13, 2026 – 2024 Flight Corridor Management Project Commission Briefing.

October 30, 2025 – Flight Corridor Management Program Briefing for Commissioner Felleman.

September 18, 2025 - Flight Corridor Management Program Briefing for Commissioner Calkins.

November 19, 2024 – The Commission authorized (1) design and contract development for the Flight Corridor Safety Project – 2024; (2) negotiate and obtain easements as the permanent approach for obstruction management; and (3) pay fees to the Washington State Department of Transportation (WSDOT) and/or local jurisdictions for them to perform replanting for obstructions identified to be removed from their properties.

July 26, 2022 – The Commission authorized (1) advertise and execute a professional Service Agreement for technical expertise (2) complete aerial obstruction data collection, field verification, and obstruction data analysis (3) conduct an environmental review, and (4) execute agreements with public agencies as needed.

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April 29, 2022 – The Commission Aviation Committee was briefed on the Flight Corridor Safety Program; program accomplishments and status; and upcoming request for Commission authorization for the 2024 project in June 2022.

March 24, 2020 – Commission authorized adoption of Port of Seattle Resolution No. 3771, providing for the acquisition of certain real property interests, authorizing negotiation or condemnation and directing other actions consistent with the program and aviation safety.

February 25, 2020 – Introduction of Port of Seattle Resolution No. 3771, providing for the acquisition of certain real property interests, authorizing negotiation or condemnation and directing other actions consistent with the program and aviation safety.

January 28, 2020 – The Commission authorized to (1) use existing job order contracts for removal of current and future flight path obstructions from non-port properties and associated replanting of replacement trees; (2) advertise and execute construction contracts for replanting of replacement trees; (3) pay fees to the Washington State Department of Transportation (WSDOT) and local jurisdictions to perform replanting for certain obstructions removed from their properties; (4) execute agreements with public agency and private property owners as needed for purposes of obstruction management; and (5) acquire those property rights reasonably necessary for obstruction management and preventing future creation or establishment of airport hazards.

November 14, 2017 – The Commission authorized to (1) increase the project budget for the Flight Corridor Safety Program – Phase 1 by \$2,600,000 for a new total of \$5,806,000 (2) execute change order(s) in excess of \$300,000 as necessary to complete the tree removal work and (3) advertise and execute a major works construction contract to remove invasive species and complete revegetation for Flight Corridor Safety Program Phase 1 at Seattle-Tacoma International Airport.

February 28, 2017 – The Commission authorized to prepare environmental, design and contract bid documents for the Flight Corridor Safety Program now-combined Phase 2 and Phase 3 at Seattle-Tacoma International Airport.

August 9, 2016 – The Commission authorized advertisement and execute a major works construction contract for the Flight Corridor Safety Program Phase 1.

February 9, 2016 – The Commission authorized design, advertise and execute a major works construction contract for the 2016 Flight Corridor Safety Obstruction Management Project at Seattle-Tacoma International Airport.

November 24, 2015 – Flight Corridor Safety Obstruction Management Briefing.

Item No.	10a_supp
Date of Meeting	February 10, 2026

Flight Corridor Management Program - 2024 Construction Authorization

Seattle-Tacoma
International Airport



Flight Corridor Management Program - 2024

- Request for Commission authorization for the Executive Director to:
 - Advertise and execute a construction contract.
- Total request of authorization: \$6,000,000.

Flight Corridor Management Program - Overview

- Ongoing program to remove obstructions around SEA to maintain safety during takeoffs and landings and replant in their place, lower height trees.
- The Port has already replanted 12,000+ trees and shrubs as part of the overall program.
- Obstructions either are penetrating SEA's airspace or are expected, within approximately the next five years, to penetrate.
- 2024 Project identified 197 Obstructions.
- Program is updated every five years; next analysis expected in 2029.



2025 Outreach, Engagement & Communications

- 3/26: Kickoff meeting with Burien staff.
- 4/03: Kickoff meeting with SeaTac staff.
- 8/07: Email to local councilmembers/city managers.
- 8/08: Launch of new Flight Corridor website.
- 8/20, 9/5, 9/19, 10/29: E-communications sent.
- 8/27: SEPA notification email sent.
- 9/22: Presentation at Burien City Council.
- 12/05: Mathison Park Commissioner Site Tour.

Thank You!



SEA

Seattle-Tacoma
International
Airport

Operated by the
Port of Seattle

FlySEA.org



Agenda Item No.: 10b_Order
Meeting Date: February 10, 2026

Sponsor: Commissioner Hasegawa

ORDER NO. 2026-02

AN ORDER OF THE PORT OF SEATTLE COMMISSION

...to increase Transparency and Reporting standards and requirements for the Port of Seattle Police Department.

PROPOSED

February 10, 2026

INTRODUCTION

The Port of Seattle Commission has a duty to ensure Port of Seattle Police Department (POSPD) practices align with public trust, transparency, and Washington state law. This Order builds on the POSPD mission and practices and seeks to advance the Department's transparency, accountability, and alignment with the Port of Seattle's values and legal obligations.

The current Federal Administration's mass deportation campaign has created an incredible amount of fear, concern and mistrust in our community. Emphasizing clear visual identification, regular training on de-escalation tactics, and transparent reporting practices are essential to maintaining public confidence in policing at Port-owned facilities, including Seattle-Tacoma International Airport. As residents and visitors travel through our airport and seaport facilities, we want to ensure that the POSPD have clearly identifiable uniforms, so as to minimize confusion and panic. High-visibility police activities like training and operations in public-facing, pre-security areas of Port facilities may cause alarm in this current environment for members of the general public, including travelers, workers, and groups permitted to exercise free speech. This Order requires notification to Airport Duty Managers during pre-planned operations by POSPD that could reasonably cause confusion for the travelling public.

The breakdown of regular investigative order in the face of recent deaths of U.S. citizens Renee Good and Alex Pretti in Minneapolis and the excessive use of force by the federal law enforcement compels all police forces across the country to ensure that any investigations into use of force by its members meet the highest possible standards of transparency and accountability. This Order outlines a transparent presentation of use of force and other statistics in the POSPD's annual report.

TEXT OF THE ORDER

The Port Commission hereby directs the Executive Director to implement the following:

Division Naming and Uniform Conventions

1. The POSPD shall make reasonable efforts to adhere to naming conventions for its various divisions that clearly distinguish Port police divisions and departments from all federal law enforcement agencies and activities.
2. Effective immediately, eliminate the use of “Homeland Security Division” as a name for a Port Police division.
3. The POSPD, and all divisions therein, shall consider additions or changes to the standard POSPD uniform that highlight for the public the connection with Port of Seattle and can easily be identified as part of Port of Seattle branding, except in cases where plain clothes or other security measures require non-standard uniforms.

Notification

1. The POSPD conducts pre-planned emphasis and training operations on airport premises on a regular basis in high passenger volume areas clearly visible to members of the general public. Per current standards, POSPD alerts the Airport Duty Manager (ADM) when such patrols occur at SEA. For the purpose of clear public communication, the ADM shall notify the airport PIO in advance of pre-planned emphasis and training operations, as necessary.
2. The POSPD shall coordinate with External Relations to highlight the role of the POSPD for the travelling public including, for example, announcements, signage and video, to include a focus on the role as part of the Port of Seattle team.

Annual Reporting and Transparency Requirements

1. The Annual Report submitted by the POSPD to the Commission shall include the following information on use of force: all categories of use of force as report to Washington State Data Exchange for Public Safety (WADEPS); including demographic information of subjects against whom force was used when collected.

2. The Annual Report should also include a summary of commendations and a summary of complaints reviewed by POSPD internal affairs including where the complaint originated; how complaints were categorized; whether complaints were sustained or closed with another disposition; and disciplinary actions taken where applicable.
3. Both the Annual Report and the use of force report addendum shall be submitted to the Port of Seattle Commission no later than July 30th of each year.

STATEMENT IN SUPPORT OF THE ORDER

The POSPD is accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) and operates with the highest standards of transparency, accountability, and public trust. The Port of Seattle Commission has a responsibility to communicate clear expectations for policing practices that reflect the values of the Port and the communities it serves.

In the current political environment, concerns about the presence and conduct of federal law enforcement – particularly related to immigration enforcement – have the potential to cause deep concern and fear in our communities. To that end, it is essential that the Port further enhance its transparency and accountability, to ensure travelers, employees and visitors that our facilities are safe, secure, and welcoming.

This Order addresses several areas where enhanced clarity and accountability will strengthen public confidence in Port policing operations. Ensuring that Port of Seattle Police are clearly identifiable in contrast to Federal security apparatus and the addition of Port of Seattle branding ensures clear visual identification. These changes help ensure that Port police officers are readily identifiable to the public.

The reporting requirement for pre-planned training operations in high-visibility, public-facing areas recognizes that police presence in these spaces can have significant impacts on travelers, workers, and community members, if misunderstood, while meeting best practices for safety and security. Notification to the Airport Duty Manager and the Airport PIO, strives to create appropriate coordination while preserving the Chief of Police's operational authority.

Finally, the annual reporting requirements will provide the Commission and the public with regular, comprehensive information about use of force incidents and complaint handling. Transparency in these areas is fundamental to accountability and allows for ongoing assessment of policing practices.

107 Through this Order, the Commission seeks to acknowledge existing best practices and advance its
108 commitment to supporting policing that is transparent, accountable, and aligned with the Port of
109 Seattle's values of equity, inclusion, and public service.

**COMMISSION
AGENDA MEMORANDUM**

Item No. 10c

ACTION ITEM

Date of Meeting February 10, 2026

DATE : January 23, 2026

TO: Stephen P. Metruck, Executive Director

FROM: Francis Choe, Commission Office Strategic Advisor
Preston Tucker, Commission Office Strategic Aide

SUBJECT: Introduction of Resolution to Amend the Equity, Workforce, and Development Committee Charter

ACTION REQUESTED

Request Commission introduction of Resolution No. 3844, sunsetting the Ad Hoc Airport Workforce Conditions Committee and amending the Charter of the Equity and Workforce Development Committee, previously adopted by Resolution No. 3770, to update the name of the committee to the 'Equity, Workforce Development, and Conditions Committee,' and to further update the scope of the committee.

EXECUTIVE SUMMARY

The proposed amendments update the committee's charter scope and responsibilities, including oversight of initiatives formerly managed by the Airport Workforce Conditions Ad Hoc Committee. These initiatives—Healthcare for SEA workers; Labor Access and Badging; and a Childcare Feasibility and Navigator Program are in progress, as are other initiatives such as ORCA Card passes and will now be managed by this committee. The proposed changes also include a committee name update to reflect the expanded scope of work for the Equity and Workforce Development Committee, ensuring continued focus on these priorities while formalizing the committee's role in advancing equity and fair workforce practices. If adopted, the new name of the committee will be the 'Equity, Workforce Development, and Conditions Committee.'

JUSTIFICATION

It is recommended to sunset the Airport Workforce Conditions Ad Hoc Committee and expand the scope of the Equity and Workforce Development Committee to formalize the previous work of the ad hoc committee into a standing committee format moving forward.

ATTACHMENTS TO THIS REQUEST

- (1) Draft Resolution No. 3844, with Exhibit A

Meeting Date: February 10, 2026

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.

**PORT OF SEATTLE
RESOLUTION NO. 3844**

A RESOLUTION of the Port of Seattle Commission sunsetting the Ad Hoc Airport Workforce Conditions Committee and amending the Charter of the Equity and Workforce Development Committee, previously adopted by Resolution No. 3770, to update the name of the committee to the ‘Equity, Workforce Development, and Conditions Committee,’ and to further update the scope of the committee.

WHEREAS, on February 25, 2020, the Port of Seattle Commission adopted Resolution No. 3770, establishing the standing committee charters of the Commission; and

WHEREAS, on September 12, 2023, the Port of Seattle Commission adopted Order No. 2023-13, establishing the Ad Hoc Airport Workforce Conditions Committee to create opportunity for oversight and engagement with staff on programmatic, policy advocacy, and operational efforts related to the topics of access to childcare and healthcare for workers at Seattle Tacoma International Airport (SEA), including both Port employees and workers employed by SEA vendors, tenants, and service providers; and

WHEREAS, the Ad Hoc Airport Workforce Conditions Committee is a committee of limited duration, scheduled to sunset upon satisfactorily completing the scope of Order No. 2023-13.; and

WHEREAS, on December 16, 2025, the Ad Hoc Airport Workforce Conditions Committee recommended the Port develop a health care policy that sets minimum health care standards for workers at SEA; and

WHEREAS, it is now recommended to officially end operation of the Ad Hoc Airport Workforce Conditions Committee and to amend the scope of the standing Equity and Workforce Development Committee Charter to include review of, and provision of recommendations for, the development and implementation of policies regarding workplace conditions and access to services that affect recruitment, retention, and worker stability at Port facilities to improve operations, safety and customer experience; and

WHEREAS, it is further recommended that the Equity and Workforce Development Committee Charter be amended to include Civil Rights and Community Safety as a part of the committee’s scope of work; and

WHEREAS, it is further recommended that the name of the Equity and Workforce Development Committee be amended to reflect these changes in scope of work.

NOW, THEREFORE, BE IT RESOLVED, by the Port of Seattle Commission:

Section 1. Amendment of Committee Name. Resolution No. 3844, is hereby adopted to change the name of the Commission’s Equity, Workforce Development Committee to the ‘Equity, Workforce Development, and Conditions Committee,’ as shown in attached Exhibit A to this resolution.

Section 2. Amendment of Scope of Work. Resolution No. 3844, is further adopted to update the committee’s scope to advising the Port of Seattle Commission on policies and initiatives that advance equity, community benefits, workforce development, and civil rights across Port operations. Its scope includes oversight of equity initiatives, workforce and career-connected learning strategies, and alignment with the Port’s legislative and Century Agenda priorities. New areas of focus include reviewing workplace conditions and access to services that affect worker stability in support of business outcomes, and evaluating public safety policies to ensure civil rights, community trust, equitable treatment, and compliance with Title VI, language access, and anti-human trafficking requirements as shown in attached Exhibit A to this resolution.

Section 3. Effective Date. This resolution shall become effective upon adoption.

ADOPTED by the Port of Seattle Commission at a duly noticed public meeting thereof, held this ____ day of _____, 2026, and duly authenticated in open session by the signatures of the commissioners voting in favor thereof and the seal of the commission.

Port of Seattle Commission

EXHIBIT A
PORT OF SEATTLE COMMISSION
EQUITY, WORKFORCE DEVELOPMENT AND CONDITIONS
STANDING COMMITTEE CHARTER

Proposed February 10, 2026

I. INTRODUCTION

The Equity, ~~[AND]~~ Workforce Development ~~[AND]~~ Conditions Committee, herein referred to as “the committee,” is a standing committee created by the Port of Seattle Commission. The committee will provide information, advice, and recommendations about the port’s equity, workforce development, ~~[AND]~~ career connected learning programs and policies, ~~[AND]~~ diversity in contracting goals, and programs and initiatives related to workforce conditions.

B. The Port of Seattle is committed to joining regional and national efforts to achieve equity and justice for all and recognizes our essential role in building a socially just institution by dismantling the structural barriers that have prevented the full participation of our most marginalized communities, particularly communities of color. To achieve equitable outcomes for all we will lead with a racial equity lens, instituting policies and practices that address the systemic inequity of economic opportunities, working conditions, impacts on local communities, and participation in port affairs.

C. This charter defines the mission, composition, scope, authority, responsibility, and meeting structure of this committee.

II. COMPOSITION

The committee will consist of two Port of Seattle commissioners appointed by the commission president, after consultation with the commission, at the beginning of each calendar year in which the committee is active.

III. SCOPE OF WORK

The work of the Equity, ~~[AND]~~ Workforce Development and Conditions Standing Committee shall include the following areas and associated activities:

A. Equity:

1. Review and provide recommendations to the commission on the development and implementation of the Duwamish Valley Community Benefits Policy Directive and the South King ~~[COUNTY]~~ and Port Communities Fund.

2. Review and monitor internal and external equity programs, policies, systems, and practices including but not limited to the implementation of the Office of Equity, Diversity, and Inclusion’s Strategic Plan, and the workforce development policy, community partnerships with an emphasis on environmental, racial, and economic justice, and effective channels of communication with port leaders in all port impacted communities.

124 **3. Review and provide recommendations to the commission on the development and implementation**
125 **of policies regarding workplace conditions and access to services that affect recruitment, retention,**
126 **and worker stability at port facilities in order to improve safety, operations, customer service,**
127 **and other business outcomes.**

128
129 B. Workforce Development: Review and provide policy recommendations to the commission to develop
130 port workforce development programs that support equitable access to port-related jobs and
131 opportunities.

132
133 C. Career Connected Learning: Review and provide recommendations to the commission to guide the
134 port's career connected career connected learning strategies. The strategies are intended to ensure
135 that those participating in workforce development programs have access to real-world learning
136 experiences in port-related industries and that connect students to meaningful and well-paying
137 jobs at the Port of Seattle.

138
139 D. Diversity in Contracting: Monitor the implementation of the Diversity in Contracting policy directive.
140 Review and recommend to the commission policies that provide economic development
141 opportunities to women- and minority-owned business enterprises based on equity principles.

142
143 **E. Civil rights and community safety: review and provide recommendations to the commission on**
144 **monitoring and identifying areas of improvement relating to public safety operations, including the**
145 **Port of Seattle's police department and fire department, with attention to civil rights, civil liberties,**
146 **community trust, and the equitable treatment of all individuals within port facilities and operations,**
147 **including workers, travelers, and community members regardless of national origin or immigration**
148 **status. This also includes work related to title vi, language access, and anti-human trafficking.**

149
150 **F. ~~(E)~~** Communicate the port's approved legislative agenda to the public as it relates to the scope of work
151 for the committee.

152
153 **G. ~~(F)~~** Review and recommend to the Port of Seattle Commission updates to the Century Agenda and
154 policies to support the work of the Office of Equity, Diversity, and Inclusion.

155
156 **IV. AUTHORITY**

157 In pursuit of its mission and scope, the committee is not legally authorized to act on behalf of the Port
158 of Seattle Commission, but is authorized to conduct the following activities:

159
160 A. Gather and evaluate information, consider matters within the committee's scope of
161 work, and provide information, advice, and recommendations to the Port of Seattle Commission.

162
163 B. Communicate the priorities of the Port of Seattle Commission.

164
165 C. Engage in outreach efforts with community leaders and stakeholders and activities to
166 gather and evaluate information to provide to the Port of Seattle Commission.

167
168 D. If the committee determines that to meet its responsibilities it needs the independent
169 services of an outside advisor or consultant with equity, workforce development, or career
170 connected learning expertise, it may propose the retention of such advisor or consultant to the
171 commission for approval.

173 **V. DURATION**

174
175 The Equity, ~~{AND}~~ Workforce Development **and Conditions** Committee is a standing committee with
176 broad purview over matters related to equity and will continue indefinitely until the commission
177 repeals its charter.

178
179 **VI. RESPONSIBILITY**

180
181 A. The role of the committee chair(s) shall be to:

- 182
183 1. Preside at meetings and serve as committee sponsor(s);
184
185 2. Ensure that the committee addresses the purposes described in this charter; and
186
187 3. Set committee meeting agendas.

188
189 B. ~~{THE COMMISSION POLICY MANAGER IS THE COMMITTEE LIAISON, AND COMMISSION~~
190 ~~SPECIALISTS WILL SUPPORT THE WORK OF THE COMMITTEE AS ASSIGNED.}~~ **The committee**
191 **liaison(s), as assigned by the Commission Office, will support the work of the committee.** The
192 role of the committee liaison(s) shall be to:

- 193
194 1. Regularly update the commission on the work of the committee in memos, individual
195 briefings, and public session;
196
197 2. Support the work of the committee;
198
199 3. Help develop, manage, and distribute meeting materials;
200
201 4. Provide logistical support including procuring meeting rooms, scheduling, creating meeting
202 records, and providing technical assistance; and
203
204 5. Coordinate with the primary executive staff contact to keep the Executive Director informed
205 about committee progress.

206
207 C. The Port of Seattle Senior Director of Equity, Diversity, and Inclusion **and Managing Director of**
208 **Economic Development** or delegate(s) will support the committee as the primary executive staff
209 contacts. The role of the executive staff contacts shall be to:

1. Inform the Executive Director about committee progress;
2. Support the committee with timely and responsive information;
3. Coordinate with other executive staff in support of the committee's work; and
4. Serve as a resource for committee deliberation.

VII. MEETINGS

- A. The committee will meet at least quarterly and will report to the commission in public session to provide transparency as to progress made in executing its charter.
- B. A quorum of the committee is required to conduct official committee business. A quorum is defined as the presence of both commissioners assigned to the committee
- C. Meetings of the Equity, Workforce Development, and Conditions Committee shall be open to the public when required by applicable law or the bylaws of the Port of Seattle Commission.
- D. Agendas will be prepared and made available to committee members in advance of meetings.
- E. Agendas for updates to the commission to be presented in public session will be published as part of regular or special commission meeting notices.
- F. Minutes will be prepared and retained for all meetings of the committee.
- G. Records of committee meetings, including any meeting minutes, shall be provided to the commission clerk for appropriate retention in accordance with applicable law and best practices.

**COMMISSION
AGENDA MEMORANDUM**

Item No. 11a

BRIEFING ITEM

Date of Meeting February 10, 2026

DATE: January 28, 2026

TO: Stephen P. Metruck, Executive Director
Members of the Commission

FROM: Vy Nguyen, Commission Strategic Advisor

SUBJECT: Commission Committees Briefing: 2025 Accomplishments and 2026 Work Plans

EXECUTIVE SUMMARY

The purpose of the briefing is to provide transparency to the progress made in executing the work of the Commission's committees with commissioner participation, as outlined in Resolution No. 3770, 3766, 3818 and its corresponding charters.

The briefing will review the work of the committees in 2025 and share the committees' work plans for 2026. The Commission established the committees to function as policy development bodies or as intensive review boards to provide information, advice, and recommendations to inform commission policy development.

ATTACHMENTS TO THIS BRIEFING

(1) Presentation

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

This report is provided annually.

COMMISSION COMMITTEES' BRIEFING

2025 Review and 2026 Look Aheads

Vy Nguyen, Commission Strategic Advisor
February 10, 2026



OVERVIEW

- Review of Commission committees in 2025
- Workplans for Commission committees in 2026

Committees Board Special
Audit Committee
Aviation Committee (AV)
Equity and Workforce Development Committee (EWFD)
Governance Committee
Sustainability, Environment, and Climate Committee (SEAC)
Waterfront and Industrial Lands Committee (WIL)
Portwide Arts and Culture Board
Airport Workforce Conditions Ad Hoc

2026 Committee Assignments

	Ryan Calkins	Sam Cho	Fred Felleman	Toshiko Hasegawa	Hamdi Mohamed
Portwide Arts and Culture Board <i>Staffed by Jim Mumford</i>			X		X
Audit <i>Staffed by Michelle Hart</i>	X		X		
Aviation <i>Staffed by Erica Chung & Preston Tucker</i>		X			X
Governance <i>Staffed by Michelle Hart</i>	X			X	
Equity & Workforce Development <i>Staffed by Francis Choe & Preston Tucker</i>				X	X
Sustainability, Environment, & Climate <i>Staffed by Vy Nguyen</i>	X		X		
Waterfront and Industrial Lands <i>Staffed by Jim Mumford</i>		X	X		

Audit Committee: 2025 In Review

Co-Chairs

- Commissioner Ryan Calkins
- Commissioner Hamdi Mohamed

Number of Meetings

- 4 (with Commissioner Felleman standing in as alternate)

Content Covered

- Oversight of the 2024 Internal Audit Plan
- Receipt of information related to external audit reports

Audit Committee: 2026 Look Ahead

Members

- Commissioner Fred Felleman, Chair
- Commissioner Ryan Calkins

Number of Meetings

- 4

Topics

- Oversight of the 2026 Internal Audit Plan
- Receipt of Information Related to External Audit Reports

Aviation Committee 2025 In Review



Co-Chairs

- Commissioner Sam Cho
- Commissioner Fred Felleman

Number of Meetings: 7

Topics

- FIFA & Champions Cups Preparations Update
- SEA Major Projects & Capital Programs
- Good Traveler/CHOOSE Carbon Credits
- GTAP
- Federal Affairs & State Government Relations Update
- AV 2026 Business Plan and Federal Update

Aviation Committee 2026 Look Ahead



Co-Chairs

- Commissioner Sam Cho
- Commissioner Hamdi Mohammed

Number of Meetings: 8

Workplan

- FIFA/AV Customer Service
- SEA Future Energy Supply & Demand Strategy
- Business Intelligence Passenger Survey
- Sound Insulation Program Review
- GTAP Update
- AV CIP Update
- AV Budget Briefing
- AV Business Plan Priorities Briefing
- Review of 2026 work

Equity and Workforce Development Committee

E+WFD

2025 In Review

Co-Chairs:

Commissioner Toshiko Hasegawa

Commissioner Hamdi Mohamed

Number of Meetings: 3



- Economic Development Partnership Grants Update
- Diversity in Contracting Directive Update
- Diversity in Contracting goals
- Youth Career Maritime Launch briefing
- WMBE Annual Report
- Anti-Human Trafficking Update

Equity, Workforce Development and Conditions Committee* 2026 Look Ahead



* **Name change pending Charter amendment approval**

** **Topics based on pending Charter amendment approval**

Co-Chairs

- Commissioner Toshiko Hasegawa
- Commissioner Hamdi Mohamed

Number of Meetings

- 9

Topics

- Economic Development Partnership Grants
- Diversity in Contracting Directive Update
- Diversity in Contracting goals
- WMBE Annual Report
- Workforce Development
- Anti-Human Trafficking
- Public Safety Operations**
- Workplace Conditions**
- Immigration Matters**
- Title VI**

Governance Committee: 2025 In Review



Co-Chairs

Commissioner Hamdi Mohamed
Commissioner Toshiko Hasegawa



Number of Meetings

0



Accomplishment

Adoption of the Revised Code of Ethics,
Bylaws and Rules of Procedure, and
Governance Committee Charter –
January 2025

Governance Committee: 2026 Look Ahead



Co-Chairs

Commissioner Ryan Calkins

Commissioner Toshiko Hasegawa



Number of Meetings

As needed



Topics

Century Agenda Review and
Objective Update

As needed

Sustainability, Environment, and Climate Committee

2025 In Review

Co-Chairs:

Commissioner Sam Cho

Commissioner Ryan Calkins

Number of Meetings: 9

- Seattle Waterfront Clean Energy Strategy
- Pre-Season Cruise Environmental Dashboard
- Maritime Climate and Air Action Plan Implementation Update
- Sustainable Evaluation Framework – Sustainable Design Strategies
 - Fishermen’s Terminal Entrance Paving & Downey Building Demolition
 - SEA – S Concourse Evolution
- Central Mechanical Plant Study
- Maritime Fuels Collective
- Waterfront Clean Energy Strategy Update
- Annual Report: Scope 1 and Scope 2 Emissions
- Green Corridor Feasibility Study
- SEF Annual Update



SEAC

2026 Workplan

Co-Chairs:

Commissioner Ryan Calkins

Commissioner Fred Felleman

Number of Meetings: 10



Q1	<ul style="list-style-type: none">• Clean Ports Planning Grant• Tree Replacement Policy briefing• LNG White Paper discussion• SCE 60% Update• Pre-season Cruise/Green Corridor Update/Cruise Dashboard
Q2	<ul style="list-style-type: none">• Building Energy Program & Update• Maritime Fuels Update• Maritime Climate And Air Action Plan Implementation, 2025 Update & 2026 next steps• MCAPP 5-year Strategy Update• SEA CAP• SAF Update
Q3	<ul style="list-style-type: none">• Draft Active Transportation Plan• Annual Report briefing• CHIRRP 30% Update• Envision Pilot Project – Airfield 2026
Q4	<ul style="list-style-type: none">• Annual Report: Scope 1 and Scope 2 Emissions• Environmental Justice Framework• Sustainable Evaluation Framework annual update

Waterfront and Industrial Lands (WIL) 2025 In Review

Co-Chairs

Commissioner Ryan Calkins

Commissioner Fred Felleman

Number of Meetings: 2

Topics

Forum Mobility Update

Jack Park Block Update

Update on plans for redevelopment and investment
in SODO/BINMC



WIL: 2026 Look Ahead



Co-Chairs

- Commissioner Fred Felleman
- Commissioner Sam Cho

Number of Meetings

- 4

Topics

- Industrial Lands: BINMC, Duwamish MIC
- Real Estate Portfolio updates
- WOSCA, Federal Center South
- Seattle Green Economy

Portwide Arts and Culture Board: 2025 In Review

Board Members:

Commissioner Fred Felleman

Commissioner Ryan Calkins

Number of Meetings: 4

Work:

Art Projects and Acquisitions

New member vote

Conservation and Maintenance

New installations and mural

Lumiere Group update



Portwide Arts and Culture Board 2026 Workplan

Commission Members

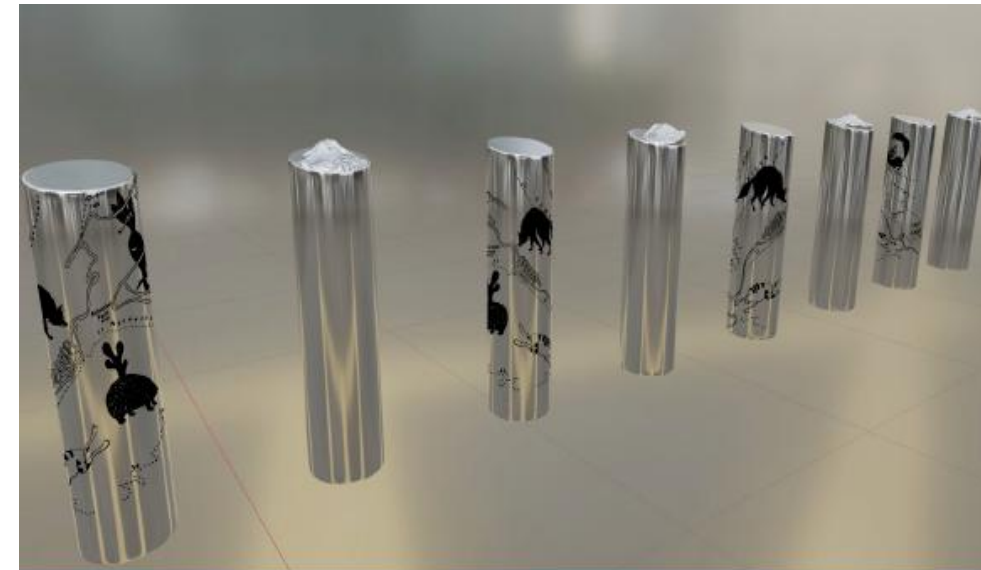
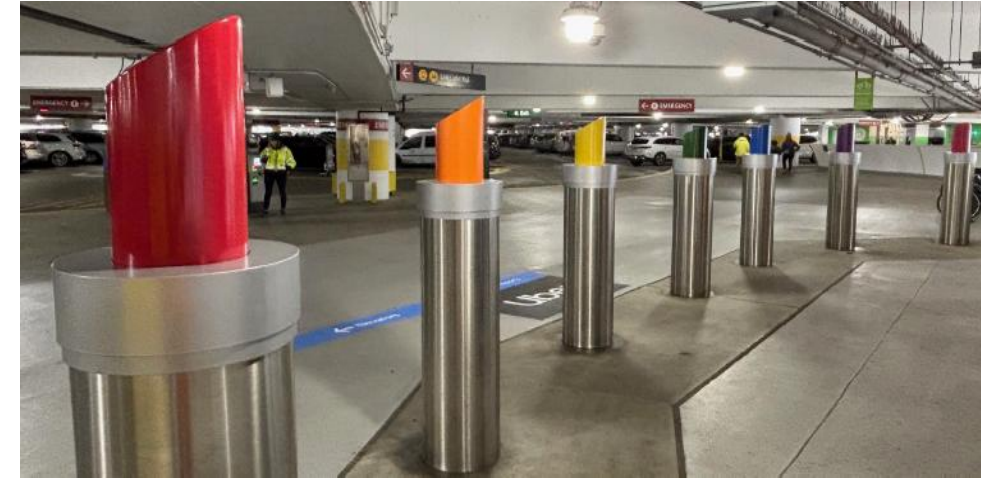
- Commissioner Ryan Calkins
- Commissioner Fred Felleman

Conservation & Maintenance Efforts continued

Capital Improvement Projects – public art opportunities

Partnership For Public Performances and Wayfinding

Temporary Art Opportunities



AV Workforce Ad Hoc Committee: 2025 Review



Co-Chairs

Commissioner Hamdi Mohammed
Commissioner Toshiko Hasegawa



Number of Meetings

5



Topics

SEA Healthcare Workers initiative update
Childcare Access for SEA Workers
Airport labor badging
Transit pass pilot program update

QUESTIONS?





COMMISSION
AGENDA MEMORANDUM
BRIEFING ITEM

Item No.	<u>11b</u>
Date of Meeting	<u>February 10, 2026</u>

DATE: January 30, 2026

TO: Stephen P. Metruck, Executive Director

FROM: Pearse Edwards, Sr. Director, External Relations
Nate Caminos, Director, Government Relations
Sally del Fierro, Director, Community Engagement
Katherine Fountain, Sr. Media Officer
Clare Gallagher, Director, Capital Project Delivery

SUBJECT: 2026 External Relations Workplan

EXECUTIVE SUMMARY

In 2026, the External Relations department will drive strategic engagement, communications, and advocacy to position the Port as a leader in sustainability, innovation, and community partnership. Our 2026 workplan focuses on supporting Port initiatives and business lines, local, state, tribal, and federal government relations, communications and marketing, environmental sustainability, and community engagement opportunities.

The department's work will help position the Port as an essential economic driver for the region and a hub for a zero-emission economy, and shared success through strategic engagement, communications, and partnerships.

Targeted outcomes

- Increased public trust and awareness;
- Broader understanding and support of Port initiatives through strategic community and stakeholder engagement;
- Heightened policy influence and advocacy impact;
- Enhanced community and government-to-government relationships and equity outcomes; and,
- Positioned as a sustainability and innovation leader.

Meeting Date: February 10, 2026

2026 EXTERNAL RELATIONS WORKPLAN

Key Focus Areas

Strategic Initiatives

- Upgrade SEA Airport and SAMP SEPA outreach and engagement.
- Maritime Innovation Center, T91 Berths and Uplands.
- Aviation and Cruise operations support.
- Port-City MIC Agreement.
- Shipbuilding advocacy and convening.
- Shape and execute negotiation strategy for Interlocal Agreement with City of SeaTac.
- Advance environmental and sustainability goals: Green Corridor, Shorepower, Alternative Fuels.
- FIFA World Cup.

Government Relations

- Federal: Secure grants, shipbuilding advocacy, SAF & maritime fuel tax credits, TSA/CBP staffing.
- State: Aviation, environmental justice, SAF & maritime fuels decarbonization, transportation.
- Local: Industrial lands MOA, Comp Plan, ST3, Tribal MOAs activation, Centennial Park re-opening.

Communications & Marketing

- Build public trust and awareness of the Port, SEA brand, cruise, and the maritime-industrial sector.
- Support major events: FIFA World Cup, America 250, Sustainable Fuels Summit, shipbuilding.
- Implement language access and plain language policies.
- Continue strong content creation and storytelling.

Community Engagement

- Countywide engagement: State of the Port, Port U, festivals, partnerships.
- Aviation: StART Roundtable, noise studies, career programs.
- Maritime: Cruise engagement, industrial base, One Ocean Week.
- Duwamish Valley: Community Benefits Commitment, PCAT, Community Hub.
- Eastside engagement: Sponsorships, Leadership Eastside Adaptive Project.

Meeting Date: February 10, 2026

International Engagement

- Focus on subnational diplomacy and clean energy partnerships.
- Maintain sister port relationships (Busan, Kobe, Rotterdam, Singapore).
- Key 2026 events: World Ocean Summit, FIFA World Cup, IAPH Conference, UN Climate COP 31.

ATTACHMENTS TO THIS PRESENTATION -

- (1) 2026 Port Activities Calendar (Placemat)
- (2) Presentation slides

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

Briefing provided annually.

2026 External Relations Work Plan | As of January 2026

KEY: MAJOR INIATIVES | GOVERNMENT RELATIONS | COMMUNITY ENGAGEMENT | COMMUNICATIONS |

MAJOR INITIATIVES											
JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Flight Corridor Mgmt Program - 1/13 CMN Briefing - 1/27 CMN Funding Auth 1/19 - Dr. MLK Jr Day 1/28 – Highline Forum	Black History Month North SeaTac Park KCCF - 2/9 City Grant Application Due 2/17 – JAC 2/16 – Presidents’ Day 2/5 – Municipal Court ILA w/ SeaTac Negotiations	Women’s History Month International Trans Day of Visibility SAMP Draft SEPA International Trans Day of Visibility 3/25 – Highline Forum	Cruise 2026 Season Begins Earth Month Muni Count ICA – Commission Approval North SeaTac Park KCCF Grant Decision Flight Corridor mgmt. Program – tree cutting Municipal Court ILA w/ SeaTac Cmn/Cncl Adoption	Asian American and Pacific Islander Heritage Month 5/25 - Memorial Day 5/19 – JAC 5/27 – Highline Forum SAMP Draft SEPA – Engagement & public meetings & regional meetings SeaTac Parking Regulations – Planning CMN May-Aug	FIFA World Cup (6/15-7/6) 6/19 - Juneteenth Pride Month 6/28 - Seattle Pride Parade	7/4 - Independence Day (America 250) SEA Birthday (7/9) 2018 ILA w/SeaTac Negotiations Begin 7/22 – Highline Forum	Budget Season Begins 7/31-8/2 - Seafair	9/1 - JAC 9/7 - Labor Day Port Birthday Port U: Port 101 Series 9/13 - Fishermen’s Fall Festival 9/23 – Highline Forum	National Seafood Month Filipino American History Month SeaTac Surface Parking Regulations – Council Adoption	Budget adoption Local, State, and Federal Elections 11/18- Highline Forum 11/26 – Thanksgiving Native American Heritage Month	Budget Adoption 12/1 – JAC 12/24-25 - Christmas 12/31 – Current Municipal Court w/ SeaTac Expires

GOVERNMENT RELATIONS ENGAGEMENT											
JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Issaquah State of the city address East King Legislative Breakfast 1/12- State Legislature Session Begins International Leadership Mission India Seattle Chamber/GSP 1/19- “Child Care for WA” Lobby Day in Olympia	2/2-2/4 - PNW CLIA Symposium 2/3 – Child Care for WA Campaign Advocacy Day in Olympia 2/4 – State Legislative Session Policy Cutoff 2/5-2/6 – WRPA/WMF Maritime Lobby Day in Olympia	3/1-3/4 – TPM Conference LA/Long Beach 3/2 - State Legislative Session Opposite Chamber Fiscal Cutoff 3.4 – WA Seafood & Fishing Industry Day in Olympia 3/4-3/6 – AAPA Legislative summit	Ecology Leadership Airport + Waterfront Tours Bellevue State of the City Breakfast - TBD Redmond State of the City Breakfast - TBD Snoqualmie/North Bend State of the Cities luncheon - TBD	5/6 – Delta New Service – Rome, IT 5/7 – Delta New Service – Barcelona, SP 5/11-5/14 – AAPA Powers Summit – Tampa, FL 5/21 – Alaska New Service – London, UK 5/22 – Maritime Week- D.C.	FIFA World cup Materials Kirkland City Manager Update 6/8-6/9 – CLIA Cruise Caucus Congressional Fly-in – Washington DC East King Chambers Legislative wrap-up	FIFA World Cup Materials (ends 7/6) Sound Cities Annual Dinner Q3 Annual State GR Field Trip to Rural WA	August Congressional Recess Sound cities Summer Luncheon Primary post-elections state legislative education + ports 101	9/15 – 9/17 - AWB Policy Summit AFA Summit Salmon Homecoming event Leadership Eastside Mayor’s luncheon 9/14-9/16 – BIPC International Port Conference – Busan, South Korea	10/1 – Start of Federal FY 2027 One Ocean Week/ WA Maritime Blue - TBD	11/3-11/5 – IAPH World Port Conference – London UK 11/3 – Congressional Elections UN Climate Conference (cop 31) – Antalya, TKY 11/16-11/20 - IMO Maritime Environmental	12/1-12/3 – AWBDC Fly-In 12/14-12/15 – G20 Summit – Miami, FL 1st Week of Dec – State Legislature committee days Sound Cities Association Annual Dinner

GOVERNMENT RELATIONS ENGAGEMENT												
JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	
1/22- AFA/Aerospace Lobby Day in Olympia 1/30- Current FY26 Appropriations Expire 2 nd Week- Statewide vessel Construction Stakeholder Convening	2/9 – State Legislative Session Fiscal Cutoff 2/12 – ECEAP Advocacy Day in Olympia 2/17 – State Legislative Session House of origin cutoff 2/19 – Federal Way State of the City Address 2/25 – State Legislative Session Opposite Chamber Policy Cut off Vessel Coordination & Mitigation Plan for Muckleshoot & Suquamish (Happens every 5 years, was supposed to be updated last year) SAF & SMF Meetings with Muckleshoot & Suquamish	3/6 – State Legislative Session Opposite House Cutoff 3/3-3/6 – AAPA Legislative Summit (D.C) 3/12 – State Legislative Session Ends/ Sine Dic 3/17-3/18 – Sustainable Maritime Fuel Summit (Port-hosted) 3/17-3/19 – ACI/AAAE Washington Legislative Conference 3/19 – Kent State of the City Address /30 – Cathay Pacific Hong Kong New Service Restart Kenmore State of the City Address - TBD Local & Regional Priorities Commission Presentation 3/25- Renton State of the City Address	Bothell State of the City - TBD 4/2 – Commission Meeting Post Session review + 2027 Preview 4/13-4/17 – SeaTrade Cruise Miami 4/20-4/23- PNWA Mission To Washington 4/21-4/23 – StART DC Fly-in 4/27- 5/1 – IMO Maritime Environment Protection Committee (MFCPC) London, UK 4/28 – Alaska Airlines New Service- Rome, IT Tukwila State of the City Address	5/28 – Alaska New Service – Reykjavik, ISL Sometime in Q2 – Vessel Construction Summit/Event 2 nd Week – WPPA Spring Meeting Gov’t to Gov’t meetings with Muckleshoot & Suquamish Kirkland State of the City Address - TBD						9/20-9/27 – Climate Week (+Port hosted/sponsored event) - NYC 9/30 - End of FY26	Protection Committee (MIEPC 85) London, UK Local, State, and Federal Elections Post Election State Legislature Education + Ports 101 WPPA Annual Meeting	3 rd Week of Dec – Governor’s Budget Released

COMMUNITY ENGAGEMENT EVENTS AND OUTREACH											
JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Sponsorships: East King Co Leg Kickoff (1/6) OneEastside Economic Outlook Breakfast (1/21) FIFA Kickoff Reception (1/15) PNW CLIA Conference State of SODO (1/22) Marine Exchange Open House (1/22) Maritime: T-91 Tour Trawl Fleet (1/8) Maritime Fuels Summit DVCEP: Q1 DVCEP IDT + PCAT Meeting (1/14) SKPCF: SKPCF Economic Opportunities RFP Info Sessions (1/27,29) Career Awareness: Chief Sealth Mock Interviews (1/13) Rainier Beach HS Mock Interviews (1/26) Puget Sound Skills Center Multi-Media Design (1/29) Aeronautical Science Pathways @ MoF Landside Challenge (1/29) Advisories: PCAT w/IDT (1/14) StART Policy WG (1/5)	Sponsorships: Bothell-Kenmore Chamber Gala (2/6) Bellevue Downtown Association Annual Dinner (2/12) Winter by the Waterfront (2/21) Bellevue Chamber Women's Leadership Conference (2/24) Sno-valley Chamber Gala (2/28) Kirkland Chamber Awards Banquet (2/13) Woodinville State of the City (2/19) Federal Way State of the City (2/19) Sports Commission Region Ready Summit (2/23) OneRedmond State of the City (2/25) Issaquah State of the City (2/26) SnoValley Chamber Gala (2/28) Magnolia Chamber Awards Maritime: MInC Substantial Completion Mariitme Lobby Day in Olympia (2/5)	Port Event: State of Port (3/12) Sponsorships: DSA State of Downtown (3/11) Renton Chamber Gala Leadership Eastside Cohort Presentations Mercer Island Coffee & Conversations (Mar 4) Woodinville Chamber Gala (3/7) Seattle Southside Chamber Mixer Renton chamber Economic Forecast SKPCF: Cycle 5 Contract Execution – Enviro Improvements Maritime: Clean Ports Grant Community Liaison Program Launch National Harbor Safety Committee Conference (3/25) Cruise Job Fair All Agency Cruise Kick-Off Breakfast Salmon Bay Marina Closes (Comms/CE) Blessing of the Fleet Advisories: PCAT (3/11)	Sponsorships: Bothell State of the City (4/30) Woodinville State of Economy Luncheon Friends of the Waterfront P66 Activation Event State of the Valley Cities Address (4/22) SKPCF: New Partners Spring Meeting DVCEP: Q2 DVCEP IDT + PCAT Meeting (4/8) Duwamish Alive (4/25) Cruise Electrical Box Naming Ceremony w/DVSA (4/18) Career Awareness: Career Awareness Events w/ Highline M.S. Aeronautical Science Pathways Kick-off Advisories: START Policy (4/6) START Noise (4/13) PCAT (4/8) T91 NAC (4/15)	Sponsorships: Maritime Day Breakfast (5/8) One Eastside Economic Outlook Summit Visit Seattle Annual Meeting Friends of the Waterfront 5K Run Leadership Eastside Graduation Ceremony Visit Bellevue Annual Meeting Kenmore State of the City (5/21) Maritime: Net Recycle Day @T91 MINC Tenant Improvements Begin Inaugural Sailing: Virgin Voyages Inaugural Sailing: MSC DVCEP: HUB/DRPP Tour w/ IAP2 DVCEP 3- Year Strategic Plan Presentation to commission Villa Communitaria Family Day Career Awareness: Highline Middle School Career Panels Advisories:	Port Events: C Concourse Grand Opening SAMP Public Meetings Sponsorships: Bellevue Chamber Annual Gala (6/5) Visit Seattle Data Symposium Bellevue Mid-Year Economic Lunch Mercer Island Coffee + Conversations Issaquah Community Awards Banquet Woodinville Wine FAM Tour SKPCF: Summer Partners Meeting Cities Edition DVCEP: Q3 DVCEP IDT + PCAT Meeting Multilingual boat tour DRCH's New Lease in Effect Advisories: PCAT (6/10) StART Policy (6/1) StART Aviation Noise (6/8) T91 NAC (6/17) StART (6/24)	Sponsorships: SEA Golf Tournament Prop Club Golf Tournament Torchlight Parade (7/25) Seafair Fleet Week (7/28-8/2) Maritime: T91 Celebration – Berths 6&8, Admin Bldg. DVCEP: Gateway Park North Activation Aviation: Summer Tabling In Airport Communities SKPCF: Cycle 6 RFP Planning Begins Advisories: PCAT (7/8) T91 NAC (7/15) StART Steering (7/23)	Port Event: Elected Officials Boat Tour (8/5) Sponsorships: Woodinville Wine FAM tour Leadership Eastside Welcome Reception SKPCF: Cycle 6 RFP Info Sessions Begin Aviation: Summer Tabling in Airport Communities Maritime: Cruise Enviro Tours DVCEP: Villa Communitaria back-to-school event Duwamish River Festival Advisories: PCAT (8/12) PCAT Retreat StART Aviation Noise (8/10) StART (8/26)	Port Events: MINC Grand Opening Port U: Duwamish Boat Tour (9/10) Ship Canal Boat Tour (9/17) Cargo Bus Tour (9/23) Airport Bus Tour (9/30) Sponsorships: Seattle Southside Chamber State of the Airport Luncheon West Seattle Chamber of Commerce State of Port Friends of Waterfront P66 Activation Event (salsa?) Fishermen's Fall Festival (9/26) Mercer Island Coffee + Community Conversations Fiesta Patrias Woodinville Wine FAM Tour DVCEP: PCAT Commission Dinner SKPCF: Info Sessions RFP Application Window Opens Advisories: PCAT (9/9) T91 NAC (9/16)	Port Events: P150 Study Public Workshops Sponsorships: Friends of Waterfront P66 Activation Event (Roller Boogie) Sammamish Chamber Annual Meeting Eastside leadership Conference Kent Chamber Annual Gala Bellevue Downtown Association Study Tour One Ocean Week 2 DVCEP: Q4 IDT + PCAT Meeting (10/14) Duwamish Alive Fall Restoration SKPCF: RFP Application Opens Fall Partner Meetings Advisories: PCAT (10/14) StART Policy (10/5) StART Aviation Noise (10/12) T91 NAC (10/21) StART (10/28)	Sponsorships: Bellevue Economic Forecast B-Fast Bellevue Chamber Economic Forecast Leadership Eastside Gala Kirkland Chamber Gala Advisories: PCAT (11/11) T91 NAC (11/18)StART Steering (11/19) StART Policy (11/30) SKPCF: RFP Application Opens Fall Partner Meetings Advisories: PCAT (10/14) StART Policy (10/5) StART Aviation Noise (10/12) T91 NAC (10/21) StART (10/28)	Port Event: Customer Holiday Reception SKPCF Community Day Sponsorships: Friends of Waterfront P66 Activation Event Visit Seattle Holiday Brunch Bellevue Chamber Holiday Elected leader's party Advisories: PCAT (12/9) StART Noise (12/7) StART (12/23)

COMMUNITY ENGAGEMENT EVENTS AND OUTREACH											
JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
T91 NAC (1/21) StART Steering (1/23)	Aviation: City of Redmond SEA Tour (2/27) Community Tree Planting (2/28) DVCEP: DVCEP 3-year Strategic Plan with South Park Neighborhood Assn (2/9), Comm Cap Group (2/12), Georgetown Comm Council (2/23) PCAT Youth Workforce Dev Community Dinners (2/3, 2/22) Career Awareness: Advisories: StART Aviation Noise (2/9) PCAT (2/11) T91 NAC (2/18) StART (2/25)	T91 NAC (3/18) StART Steering (3/19)	StART In-person Planning Session (4/29)	PCAT (5/13) T91 NAC (5/20) StART Steering (5/21)				StART Steering (9/17)			

COMMUNICATIONS ENGAGEMENT											
JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Anti-Human Trafficking Breakfast AV Director Announcement	Capital Project Ads Upgrade SEA Blog New Accessibility Testing Tool Launches	SAMP Rebrand Announcement Capital Projects Ads FIFA 100 Days	SEPA Public Notice Anti-Human Trafficking Media Accessibility Countdown – T-1 year	FIFA Sustainable Century Awards Event and Media Capital Projects Ads	FIFA Video: Checking In: Roadway Improvements 6/19 – Juneteenth	FIFA Shilshole Bay Marina Influencers 7/4 – 250 th Birthday for America	Influencer Airfield Tour CCE ADR Tenant Celebration National Night out Shilshole	Maritime Innovation Center Opens 9/5 – Port Bday Latino Heritage Month	ACI Comms Conference 2027 Budget End of Cruise Season	2027 Budget 11/20 – Transgender Day of Remembrance Thanksgiving Travel	

COMMUNICATIONS ENGAGEMENT											
JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
New Hubspot Platform for public-facing emails launches President Transitional Announcement Capital Project Ads Upgrade SEA Blog 7/11 Opening FIFA Mascot Con IS (?) VIDEO: Diving in Commercial Fishing at T-91 VIDEO: Checking In: SEA Spot Saver Explainer Upgrade SEA CCE Tree Install Seattle Boat Show Influencers	2/1 -Jett @ Silvertips Deadline for nominations; Sustainable Century Awards Upgrade SEA - CCE Stone on lookout at C Upgrade SEA - SEA Gateway Opening Upgrade SEA – CCE Solar Panels Video: Diving in: Berth 6&8 Docks Complete Video: Checking In: SEA Gateway	State of the Port (Stories + Sizzle) 30 Day Notice for SEPA Upgrade SEA – CCE Art SKPCF RFP Promo Women In Construction Spring Travel International Trans Day of Visibility Women’s history Month Comms Annual Reports Season Upgrade SEA: CCE Tenants “Spring Fling” Upgrade SEA: CCE Amenities	Capital Projects Ads Sustainable Century Upgrade SEA Blog Arrival Reports Season Upgrade SEA Architectural Features Upgrade SEA CCE Terrazzo Progress Spring Break Travel Tips Video: Diving In: Boating Season Opens 4/20-4/24- Maritime Week in Singapore	Summer Travel 5/13 – Tri-Exercise Upgrade SEA Blog CCE Opening Documentary Upgrade SEA: Roadway Improvements AANHPI Heritage Month CCE Grand Opening Commercial Fishing Influencers Virgin Voyage Cruise Influencers Video: Diving In: Underwater Noise Video: Checking In: SAMP SEPA		7/9 – SEA Birthday 7/14 – Orca Awareness Day 7/26 – ADA awareness Day Video: FIFA	Video: Check In: Mowing the Runways Comms Budget Retreat	EIP RFP 2027 Budget Commercial Fishing/Fall Fest Environmental Emissions MINC Documentary	10/12-10/16 – Construction Inclusion Week EOC Awards Budget overview	Native American Heritage Month Holiday Travel Publish Final SEPA EIS Budget overview	



External Relations | 2026

PORT FOR THE FUTURE



External Relations Teams



Communications and Marketing

Katherine Fountain



Government Relations and Regional Transportation

Nate Caminos



Community Engagement

Sally del Fierro



Strategic Initiatives

Clare Gallagher

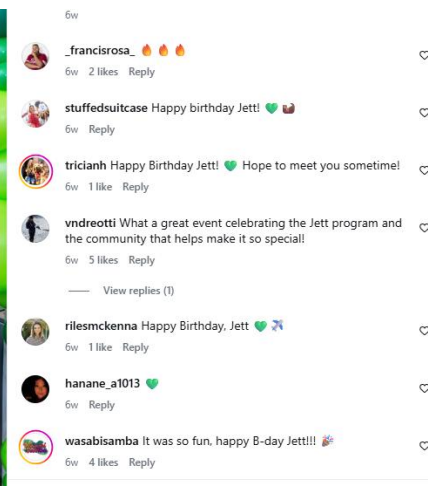
2025 Communications Performance

Content Delivery

- 171 newsletters, 104 blogs, and 54 press releases posted
- Six Influencer events executed
- 502 videos developed, 12,907 photographs captured, and 250+ graphics created

Engagement and Interactions

- 15million+ web visits
- 387,950 blog page views
- 9.5% increase in social media following
- 15,500+ YouTube followers with 6.3 million hours viewed on YouTube
- Five awards



Spotting Smiles: Meet Tuck, SEA's Dalmatian Therapy Dog



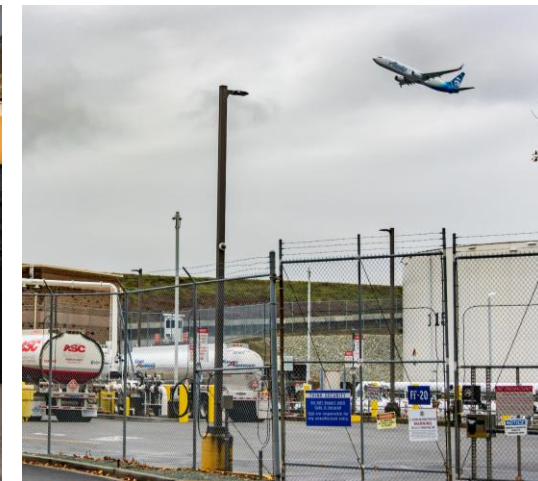
2025 Community Engagement Activities

- Speaking Engagements ~ 99
- Sponsorships ~ 66
- Tours ~ 60
- Career Awareness Events ~ 52
- Community Advisory Group Meetings ~ 72
- Outreach Info Tables ~ 17



2025 Government Relations Highlights

- WA State Growth Management Hearings Board Ruling on rezoning Industrial Lands in SODO
- MOA with the Suquamish Indian Tribe
- StART State & Federal Advocacy days in Olympia and Washington, D.C.
- SEA Fuels availability during Olympic Pipeline closure
- Legislation allowing federal funding for the repair and replacement of sound insulation
- Welcoming Port Policy and increased engagements with International Ports and Harbors



External Relations 2026

Port for the Future

AVIATION



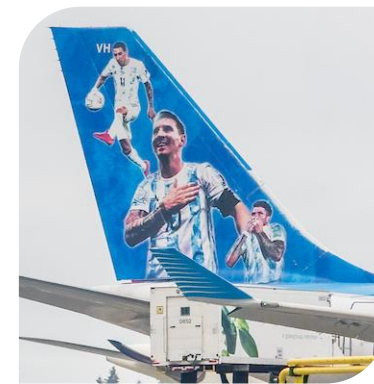
- Upgrade SEA
- Customer Service
- Sustainability at SEA
- Part 150 Study
- SAMP

MARITIME



- Green Corridor, Shorepower, and Alternative Fuels
- Cruise Season
- Port/City MOU
- NW Ports Clean Air Strategy

ECONOMIC DEVELOPMENT



- FIFA
- Shipbuilding
- Federal Grants
- Trade
- Tourism

ENVIRONMENT AND SUSTAINABILITY



- Community and Advocacy Engagement
- Waterfront Electrification
- Duwamish Waterway and Valley
- South King and Port Communities Fund

DIVERSITY AND INCLUSION



- Tribal MOAs
- Duwamish River Green Jobs Contract
- SKPCF/ Duwamish Community Capacity Building
- Accessibility
- Implement Language Access Policy
- Implement Plain Language Order

2026 Communications & Marketing

Katherine Fountain
Acting Director



Abbey



Aly



Cathy



Claire



Chris



Christine



Dan



Derek



Devlin



Katherine



Kassie



Omie



Perry

Port of Seattle
Communications
Team

Our Compass

Purpose

- Build public trust and understanding
- Improve customer and traveler experience
- Elevate public awareness of Port of Seattle & SEA brand
- Support transparency and information-sharing
- Lay the foundation for policy
- Capture opportunities for stories, collaboration

Method

- Partnership model
- Seek to understand & deliver
- Deploy our collective expertise
- Use a "plain language" approach
- Strive for excellence



2026: Major Projects, Initiatives, and Moments

- Airport Master Plan
- Cruise season
- Maritime Industrial Center MOU
- FIFA World Cup
- Maritime Innovation Center
- C Concourse expansion
- Sustainable Fuels and Shipbuilding Summits
- Berths 6 and 8

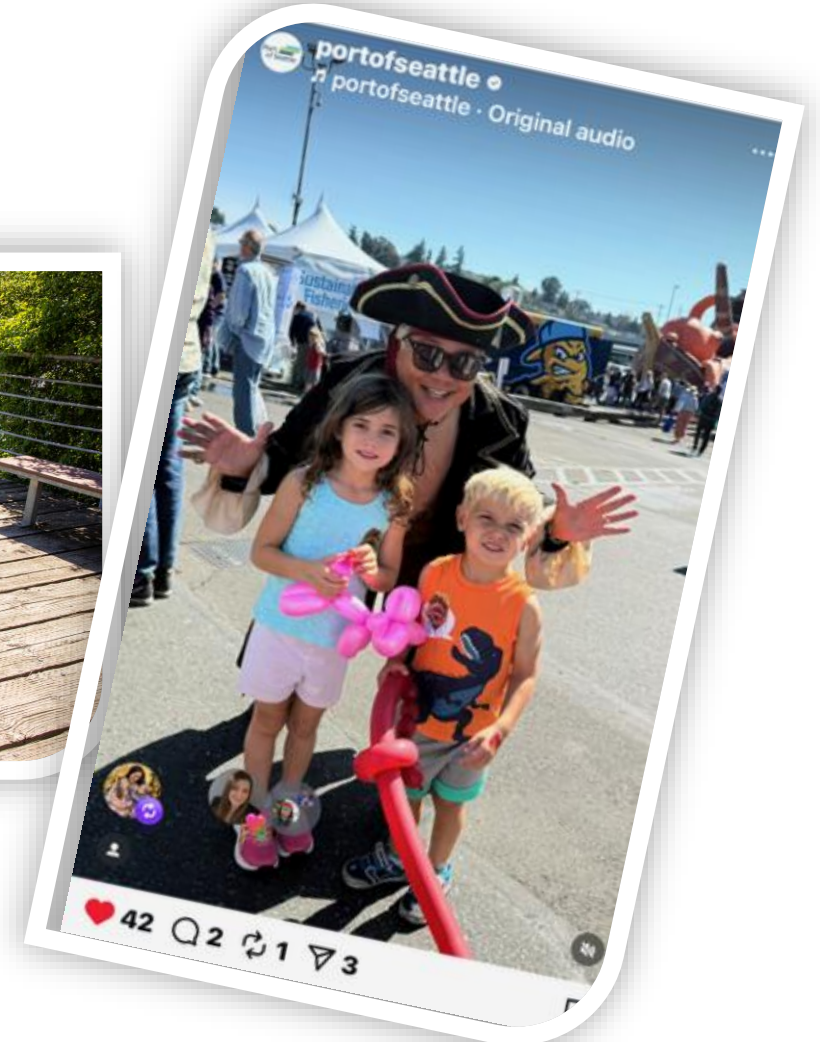




2026: Communications Team Initiatives

- Accessibility and language access
- Updates to Commission meeting graphics and templates, plus YouTube streaming
- Salesforce/Hub-spot migration
- Internal intake process

2026 COMMUNITY ENGAGEMENT



Sally del Fierro

Director, Community Engagement

Our Compass

Committed to:

- Equitable engagement
- Proactive, transparent, relational approach
- Benefitting near-port communities
- Co-creating engagement strategies

Focused on:

- Centering voices of most impacted
- Countywide partnerships
- Two-way understanding and support
- Leadership Engagement with Community



Countywide Engagement

- State of the Port Breakfast
- Working Waterfront and SEA Tours
- Port U: Port 101s
- Festivals, Tabling
- Partnerships and Events



Aviation Engagement

- StART Roundtable
 - Working Groups
- Part 150 Noise Study & Flight Corridor Program
- Career Awareness Programs
- Partnerships & Events



StART 

SEA Stakeholder Advisory Round Table

Aviation Environmental Engagement

- SAMP Engagement
- South King & Port Communities Fund
 - Environmental Improvements
 - Community Cohort Program
- South Seattle Roundtable
- Partnerships & Events



Maritime Engagement

- Cruise engagement
- Youth and Maritime Exploration
- Waterfront Partnerships & Events
- Capital Investments
- T91 Neighbors Advisory Committee



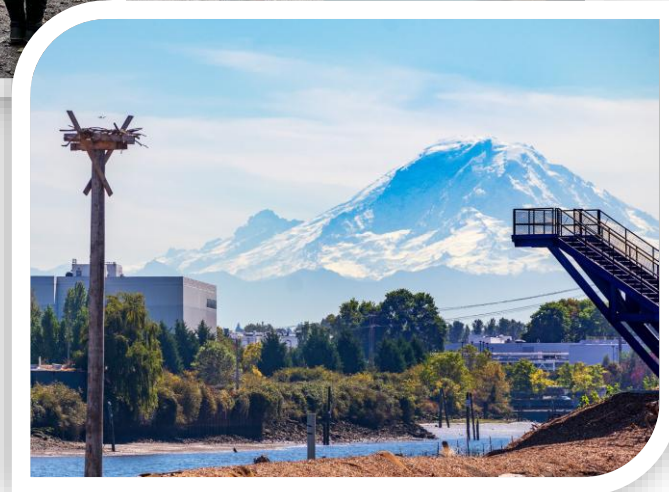
Maritime Industrial Engagement

- Maritime Industrial Base
- Shipbuilding Engagement
 - Maritime/Industrial
 - Community
 - Summit
- Maritime Innovation Center
- One Ocean Week



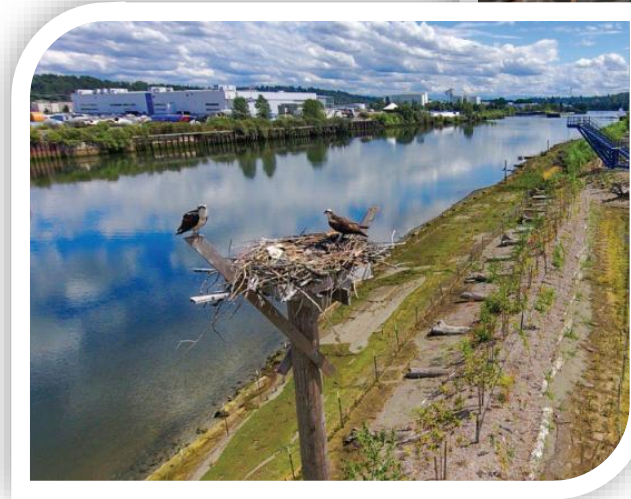
Maritime Environmental Engagement

- NW Ports Clean Air Strategy/
Clean Ports Grant
 - Community Liaison Program
 - Digital Engagement Tool
- PCAT Environmental Stewardship
- Educational Events & Tours



Duwamish Valley Engagement

- DVCEP Strategic Plan
- Port Community Action Team (PCAT)
- Duwamish River Community Hub
- Workforce Development



- 2025 Utilization
- Partnerships
- Activities
- Visioning



East King County Engagement

- 2026: A Connected County
- Leadership Eastside Adaptive Project
- Engagement Opportunities



2026 Government Relations



Nate Caminos

Government Relations Director



Legislative and Policy



Local & Regional

- City of SEA MOU on Industrial Lands, Freight Mobility
- Tribal MOA's to Workplan Implementation & Partnerships
- Land Use, ST3, and Transportation
- Aviation Engagement on SAMP, North SeaTac Park, FCMP, Part 150
- Economic Development & Workforce Training

State

- Aviation
- Environmental Justice
- Decarbonization & Renewable Energy
- Transportation
- Economic Development

Federal & International

- Federal Grants & Earmarks
- Implementation of StART priorities passed into law
- Shipbuilding, SAF, Alt Maritime Fuels, and HMT
- Areas of concern- trade, immigration, equity, and DBE
- Maintain relationships with International Partners

International Engagement in 2025



International Engagement Priorities for 2026

- Focus on Subnational Diplomacy: engage our Port and International Partners directly
- Strategic Engagement Opportunities:
 - Clean energy / Technology and innovation / Industrial lands utilization
 - Continuing our engagement with sister ports of Busan, Kobe, Rotterdam, and Singapore; and other key ports such as Barcelona, Bergen, and Hamburg



Highlights of Key Conferences, Events - 2026

Jan 28-Feb 7	Seattle Chamber/Great Seattle Partners' Int'l Leadership Mission to India
March 1-4	TPM (NWSA) in Los Angeles/Long Beach
March 4-5	World Ocean Summit in Montreal
April 20-24	Maritime Week in Singapore
June 15-July 6	FIFA World Cup Games in Seattle
July 4	America 250
Sept 14-16	14th BIPC International Port Conference: Busan, South Korea
Nov 3-5	IAPH World Port Conference: London, England
Nov 4-6	Smart Ports Conference in Barcelona, Spain
Nov 9-20	UN Climate COP 31: Antalya, Turkey



Q&A