



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8i

ACTION ITEM

Date of Meeting March 24, 2026

DATE: March 13, 2026
TO: Stephen P. Metruck, Executive Director
FROM: Krista Sadler, Director, ICT Technology Delivery
SUBJECT: **Oracle PeopleSoft Licensing Authorization**

Contract Authorization Value: \$4,500,000

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a contract with Oracle for PeopleSoft Financials and Human Capital Management (HCM) licensing for up to five years. Authorization for licensing payments will not exceed \$4,500,000 over the five-year period. There is no funding request associated with this authorization.

SUMMARY

The Port of Seattle started using Oracle’s PeopleSoft Financial System and HCM System over 25 years ago. The Financial system is used to support many business functions such as General Ledger, Purchasing, Accounts Payable, Project Costing, Accounts receivable, Billing, and Asset Management. In the HCM system, we manage all major Human Resource functions, Time and Labor, Payroll, Performance Management, and several employee self-service applications such as paycheck review, W-2 updates, benefits enrollment, and compensation history. Over the years, significant investments have been made to meet Port requirements, stay current with modern business practices, and meet the challenges of cyber security protections. These systems are used Port-wide by every department.

As with any major system, Information and Communication Technology (ICT) and business departments will evaluate the continued use of the systems as business requirements change and new products are introduced.

This authorization will approve contractual licensing for up to five years and an amount not to exceed \$4,500,000. This amount reflects contingency to cover expected increases. Annual costs will be included in the Information & Communication Technology Operating Budget.

There are no attachments to this memo.