

2017 Port of Tacoma Performance Goals and Expectations

SUSTAIN AND ENHANCE BUSINESS DEVELOPMENT (Scorecard: Cargo)

(Key Priorities for 2017 and beyond)	Performance Measure
1. Land Acquisition Strategy <ul style="list-style-type: none"> • Evaluate and recommend strategic property acquisitions that support future business development activities 	<ul style="list-style-type: none"> • Evaluate SIM Yard acquisition, 11th Street properties, other • Balance financial needs of the POT with that of the NWSA
2. Real Estate Portfolio Long-Term Strategy	<ul style="list-style-type: none"> • Complete development strategy for Fabulich Center property • Complete term lease with Trident Seafoods • Complete development plan and select development partner(s) for Wheeler-Osgood property • Complete vision of the east side of the Foss and Marine View Drive areas • Pursue sales transactions for Frederickson and Maytown properties • Explore business opportunities at the former Kaiser site
3. Thorne Road Property Development	<ul style="list-style-type: none"> • Complete development strategic plan and advance permitting and mitigation
4. Advance Puget Sound Gateway Project (SR-167/SR-509) <ul style="list-style-type: none"> • Expedite project state funding and confirm local share commitment and timing 	<ul style="list-style-type: none"> • Participate on Gateway Steering Committee to facilitate stakeholder discussion and brief Commissioners • Convene SR-167 and SR-509 community coalition to vet local share commitments
5. Develop a long-range Port Land Use Plan	<ul style="list-style-type: none"> • Update the Port of Tacoma Strategic Plan • Evaluate the utility of a Sea Level Rise infrastructure vulnerability assessment
6. Develop a long-range Port Transportation Plan	<ul style="list-style-type: none"> • Resolve SR-167 shortfall

DELIVER SUPERIOR FINANCIAL PERFORMANCE (Scorecard: Financial Returns)

(Key Priorities for 2017 and beyond)	Performance Measure
1. Effectively manage the 2017 operating activities to deliver expected financial results	<ul style="list-style-type: none"> • Meet or exceed the budgeted 2017 net income • Year-over-year comparison and explanation of financial results • Improve financial stability of the Port in the mid and long-term

JOB CREATION AND STRENGTHEN ORGANIZATIONAL HEALTH (Scorecard: Job Creation)

(Key Priorities for 2017 and beyond)	Performance Measure
<p>1. Complete 2017 transition activities in coordination with the NWSA</p>	<ul style="list-style-type: none"> • Commission buy-off of POT future organizational structure • Support Commission in search of new leadership for POT • Complete Total Rewards assessment and implementation of action items planned for 2017 • Complete assessment and recommendation for new POT HQ location
<p>2. Community/Industry Outreach Program</p>	<ul style="list-style-type: none"> • Execute a proactive engagement strategy with stakeholders and the community to advance land use planning and POT growth strategies (i.e. city governments, chambers of commerce, rotary, community groups, labor partners, etc.) • Complete update to POT strategic plan with key stakeholders and community involvement • Support commission efforts to develop Century Anniversary plan • Tideflats partner outreach to include key stakeholders and neighborhood committee • Continue to support the POT Corporate Social Responsibility Program implementation

DEMONSTRATE ENVIRONMENTAL STEWARDSHIP (Scorecard: Environmental Stewardship)

(Key Priorities for 2017 and beyond)	Performance Measure
<p>1. Implement cleanup actions on priority contaminated properties to support the Port's business opportunities</p>	<ul style="list-style-type: none"> • Obtain a No-Further-Action from Ecology on Port Parcel 119, a PSE leased property adjacent to the Parcel 2-Former Alexander Tank Farm • Obtain Ecology approval of the Parcel 2-Former Alexander Ave Tan Farm Feasibility study and identify a preferred remedy under a draft cleanup action plan • Complete design and permitting for implementing the preferred remedial action at Parcel 1B – EBC, with in-water construction targeted for the 2018 Fish Window • Obtain Ecology approval for an interim action work plan to allow for the remediation of 1514 Taylor Way (Avenue 55 Warehouse project) during construction of tenant improvements • Complete the Portac Remedial Investigation and start the Feasibility Study

<p>2. Implement a habitat mitigation plan</p>	<ul style="list-style-type: none"> • Re-engage with the Tribe in an effort to obtain Tribal concurrence for the development of Lower Wapato Creek Combined Habitat Site (Parcel 14) • Evaluate and complete land acquisition for Upper Clear Creek Site Expansion • Complete Saltchuk BOD for a future mitigation site • Complete Upper Clear Creek portion of Port's Umbrella Mitigation Bank
<p>3. Identify and develop maritime industrial stormwater treatment best management practices</p>	<ul style="list-style-type: none"> • Assist non-licensed properties that require an Industrial Stormwater General Permit (ISGP) with source control best practices • Under the Municipal Stormwater Program, update stormwater pollution prevention plan templates to facilitate customer compliance. Help a minimum of 10% of non-NWSA tenants implement proactive BMPs that positively improve water quality • Complete GIS infrastructure mapping
<p>4. Develop a maritime industrial-focused Environmental Stewardship Sustainability Program</p>	<ul style="list-style-type: none"> • Continue to develop and foster a sustainable practices approach to operations, project development and construction