

OCTOBER 8, 2024 MINUTES

Commission Meeting recordings, with agenda items linked to corresponding audio, can be found on the Port's website at: https://www.portofkennewick.org/commission-meetings-audio/

Commission President Skip Novakovich called the Regular Commission Meeting to order at 2:00 p.m.

ANNOUNCEMENTS AND ROLL CALL

The following were present:

Board Members: Skip Novakovich, President

Kenneth Hohenberg, Vice President

Thomas Moak, Secretary

Staff Members: Tim Arntzen, Chief Executive Officer

Tana Bader Inglima, Deputy Chief Executive

Nick Kooiker, CFO/ Deputy Chief Executive (via telephone)

Larry Peterson, Director of Planning and Building

Michael Boehnke, Director of Operations (via telephone) Bridgette Scott, Executive Assistant (via telephone) Lisa Schumacher, Special Projects Coordinator

David Phongsa, Marketing/Capital Projects Coordinator (via telephone)

Carolyn Lake, Port Counsel (via telephone)

PLEDGE OF ALLEGIANCE

Mr. Peterson led the Pledge of Allegiance.

Commissioner Novakovich asked to move up Agenda Item 8C, New Employee to follow the Consent Agenda.

It is the consensus of the Commission to move up Agenda Item 8C.

PUBLIC COMMENT

No comments were made.

CONSENT AGENDA

- A. Approval of Direct Deposit and E-Payments Dated October 2, 2024 Direct Deposit and E-Payments totaling \$114,864.48
- **B.** Approval of Warrant Register Dated October 8, 2024
 Expense Fund Voucher Number 106302 through 106344 for a grand total of \$177,943.94
- C. Approval of Regular Commission Meeting Minutes September 24, 2024
- D. Surplus of Vista Field Right-of-Way Roads: Resolution 2024-21

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<u>MOTION:</u> Commissioner Hohenberg moved to approve the Consent Agenda as presented; Commissioner Moak seconded. With no further discussion, motion carried unanimously. All in favor 3:0.

REPORTS, COMMENTS AND DISCUSSION ITEMS

C. New Port Employee Philline Go

Mr. Kooiker introduced Philline Go, our new senior accountant. As part of the succession plan, the accounting department combined the roles of two positions, since one Port employee is retiring at the end of the year. Ms. Go has been working as a contract employee for the Port since May.

Ms. Go is excited for the opportunity to work for the Port.

PRESENTATIONS

A. Succession Plan

Mr. Arntzen stated succession planning was a CEO Goal/Objective assigned by the Commission earlier this year. Mr. Arntzen has been working with Ms. Allen on the Port succession plan for the past several months, with input from the Commission and staff.

Commissioner Novakovich was very impressed by the document and thanked Ms. Allen for taking time to meet with the Commission and staff and reviewing all of the job descriptions.

Ms. Allen has been working with the Port on this project since February and presented the plan (*Exhibit A*), which is a takeoff from the previously presented memo in August. Ms. Allen reviewed current job descriptions and met with each employee to capture all the relative information to carry forward in a person's absence. Additionally, the plan is considered a living document and is meant to be adjusted over time when conditions change.

<u>MOTION:</u> Commissioner Moak moved to approve Resolution 2024-23 approving the Port of Kennewick's Succession Plan; and further ratify and approve all action by Port Officers and employees in furtherance hereof; Commissioner Hohenberg seconded.

PUBLIC COMMENTS

No comments were made.

Discussion:

Commissioner Moak has supported succession planning in a lot of organizations he has worked with, and he thinks it was a good CEO Goal/Objective. Commissioner Moak thinks it was good that we had Ms. Allen work on it, and liked the fact that she interviewed the staff and Commission, updated job descriptions, and looked at the needs of the Port now and for the future. Commissioner Moak likes that the document is dynamic and as things change, the Commission has an opportunity to revise it if needed. The process that it has gone through is important and we know that we will have a vacancy at some point, some sooner than others. Commissioner Moak stated the basics are covered and it is a good step forward.

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Commissioner Hohenberg agrees with Commissioner Moak's comments and likes the document because it articulates the fact that as Commissioners, we have authority over one person and that is our CEO. Commissioner Hohenberg thinks a lot of organizations would be reluctant to go through this process because retirement is considered very personal. Commissioner Hohenberg offered kudos to the staff, and he believes it will be a good template for our CEO to use in the future as well. Commissioner Hohenberg stated the document is very dynamic and it is good we have a plan.

Commissioner Novakovich agrees with his fellow Commissioners and stated this puts a lot of mentoring onto the CEO, and he would like to see mentoring added as a CEO goal in the future. Commissioner Novakovich thanked everyone for all their help, and it is a great plan going forward.

With no further discussion, motion carried unanimously. All in favor 3:0.

B. Year in Review

Mr. Peterson and Ms. Bader Inglima presented the year in review (Exhibit B).

Commissioner Moak appreciates this report every year, and the photos are great. It is important to remember the projects that have been completed over the past year and the work by staff to make it happen.

Commissioner Hohenberg concurs and stated it was a great presentation and he appreciates the fact that Port staff are resilient and flexible, and able to pivot when needed. Thank you for the entire staff pulling together to make sure Vista Field is our number one priority; but we have other projects we need to accomplish and we, as a Commission, need to make sure recognize that.

Commissioner Novakovich congratulated staff and stated it is important to realize there is a lot of behind the scenes work that needs to be accomplished, including financing everything. Even with the Port's limited resources, we are able to accomplish a lot with our great team.

ACTION ITEMS

A. 2025-2026 Work Plan

Mr. Peterson presented the 2025-2026 Work Plan (Exhibit C) for Commission consideration.

Commission and Port staff discussed the details of the 2025-2026 Work Plan.

<u>MOTION:</u> Commissioner Hohenberg moved to approve Resolution 2024-22 adopting the Port of Kennewick's 2025-2026 Work Plan; and further authorize the Port Chief Executive Officer to take all action necessary to implement this Work Plan; Commissioner Moak seconded.

PUBLIC COMMENTS

No comments were made.

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Discussion:

Commissioner Novakovich stated page 10 of the Work Plan, bullet point 8 states:

Due to favorable terms given to West Richland in the Tri-City Raceway land sale, involvement in West Richland will be limited to observation and non-financial support when consistent with the Port's sprawl avoidance philosophy"

Commissioner Novakovich inquired if that language is still applicable and if it needs to be in the Work Plan.

Mr. Arntzen stated staff can make any changes to the Work Plan that the Commission would like.

Commissioner Novakovich believes the Port is singling out West Richland and not any of our other jurisdictional partners and thinks it is a negative comment. Commissioner Novakovich suggested eliminating the bullet point and believes the Port will get some kickback from West Richland, since we do not mention any other jurisdictional partners and what we have done for them in the past.

Commissioner Moak is comfortable with the language regarding West Richland. It is important to remember the extreme favorable terms the Port gave West Richland, and they were able to use that for their purposes and it is a good thing to remind ourselves of that.

Commissioner Hohenberg understands Commissioner Novakovich's position, but he concurs with Commissioner Moak. Commissioner Hohenberg thinks if we did not have the last bullet point on page 10:

"Continue strengthening governmental relationships with jurisdictional partners: City of Kennewick, City of West Richland, City of Richland, City of Benton City and Benton County"

then it could be construed as negative. Commissioner Hohenberg sees the Work Plan as a historical document, capturing where the Port is going in the future and what we have done in the past.

Commissioner Novakovich stated based upon the Commission comments, we will leave the bullet point in the document. He had just wanted to bring it up because the last time the Commission approved its Work Plan, he heard from the City of West Richland that they were concerned with that statement being included. However, since the Commission continues to find that written bullet satisfactory, then we are fine.

With no further discussion, motion carried unanimously. All in favor 3:0.

B. Rural Capital County Funds (RCCF) Application

Ms. Bader Inglima stated the Rural Capital County Funds is accepting applications this month for consideration of future RCCF funding. One of the projects identified in the adopted

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2025-2026 Work Plan is a future parking lot for Vista Field to support Azure Drive commercial and pavilion parking. For Commission consideration is Resolution 2024-24, which allows staff to pursue the RCCF funding for the parking lot project on Azure Drive. Ms. Bader Inglima stated the Port also applied for the Hanford Area Economic Investment Fund (HAEIF) Advisory Committee grant and are waiting to hear back. Ms. Bader Inglima stated the RCCF grant program has accumulated funds sufficient to allow the Port to apply for \$1,000,000 for construction of parking.

<u>MOTION:</u> Commissioner Hohenberg moved to approve of Resolution 2024-24 authorizing the application to the Benton County Rural Capital County Funds for the construction of the Azure Drive Parking area to support Commercial Development at Vista Field; Commissioner Moak seconded.

PUBLIC COMMENTS

No comments were made.

With no further discussion, motion carried unanimously. All in favor 3:0.

REPORTS, COMMENTS AND DISCUSSION ITEMS Continued

A. Vista Field

1. Southern Gateway Project

Mr. Peterson reported that the Southern Gateway project is on time and under budget.

2. Vista Field Parking Lots Project Update

Mr. Peterson presented a graphic of the east and west parking lots for the pavilion and commercial development to support the various businesses and vibrancy in Vista Field. The proposed project timeline involves advertising in late December 2024, with an award in February 2025, and construction between March and June of 2025. Furthermore, the Port is in the process of designing five additional parking lots that include 20% electrical vehicle charging stations.

Commission and staff discussed the electrical vehicle charging station requirements.

B. Oak Street 1328 East 3rd Select Demolition Project Status Update

Mr. Peterson reported in April 2023, a fire partially damaged the development at 1328 East 3rd Street. The Port Commission accepted the insurance proceeds for select demolition and rebuild. The Port received six bids and C Watts Trucking submitted the lowest bid in the amount of \$108,300.00. Mr. Peterson outlined the project and timeline and stated the project should be completed by April 2025.

D. CEO Report

Mr. Arntzen stated he had nothing to report.

E. Commissioner Meetings (formal and informal meetings with groups or individuals)

Commissioners reported on their respective committee meetings.

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F. Non-Scheduled Items

Ms. Scott reported that Kevin Sliger of Benton Franklin Transit expressed his apologies and will need to reschedule the presentation for a future meeting.

Mr. Peterson met with the City of Kennewick Vista Field design/permitting team last week to discuss future infrastructure and land use design and elements for the BlueChart Homes proposal. Mr. Peterson stated the Port and City are working together under the development agreement and it was a very positive meeting. It is important to hear comments from the City prior to drawing up the engineering and civil plans, because it saves time and money for both entities. Additionally, the various City directors/managers have had input on the unique design criteria.

Mr. Arntzen is very happy with the dialogue that Mr. Peterson and Ms. Hanchette have had with City staff, and stated it is a great working group with great rapport.

Mr. Arntzen stated he has a few presentations scheduled in the future, including Rotary and the RCCF application review team.

Mr. Arntzen gave a friendly reminder that the Joint Meeting with Port of Pasco is October 9, 2024 at 1:00 p.m. Commissioner Jean Ryckman will be chairing the meeting and Commissioner Novakovich will open the Meeting for the Port of Kennewick.

Commissioner Moak asked Mr. Peterson if he thought City staff has a positive outlook regarding their participation at the Vista Field meetings.

Mr. Peterson stated the Cary Roe, Deputy City Manager, initially expressed his concerns because they do not meet with other entities; however, because of the development agreement in place with the City, that allows for cooperation. Also, an hour of time with all the managers to discuss the design and any concerns that may come up, save staff time for the review and it helps simplify the process.

Commissioner Moak thanked Mr. Peterson for his comments and stated that it is good to hear.

Mr. Arntzen is very happy with the reports that he receives from Mr. Peterson, and he believes Mr. Roe champions the Vista Field project, and the City has provided excellent leadership.

PUBLIC COMMENTS

No comments were made.

EXECUTIVE SESSION

A. Pursuant to RCW 42.30.110 (1) minimum price

Commissioner Novakovich anticipates the Executive Session will last approximately 30 minutes, (c) To consider the minimum price at which real estate will be offered for sale or lease when public knowledge

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regarding such consideration would cause a likelihood of decreased price; and (iii) to discuss "legal risks of a proposed action that the agency has identified when public discussion of the legal risks is likely to result in an adverse legal or financial consequence to the agency, with no action expected. Commissioner Novakovich asked the public to notify Port staff if they will return after the Executive Session so staff can advise if the session concludes early.

RECESS FOR EXECUTIVE SESSION

Commissioner Novakovich recessed the Regular Commission Meeting at 3:56 p.m. and convened the Executive Session at 3:56 p.m. for approximately 30 minutes reconvening at 4:25 p.m.

Ms. Scott extended the Executive Session for 15 minutes.

Ms. Scott extended the Executive Session for 5 minutes.

Commissioner Novakovich adjourned the Executive Session at 4:45 p.m.

Commissioner Novakovich reconvened the Regular Commission Meeting at 4:47 p.m.

COMMISSION COMMENTS

No comments were made.

ADJOURNMENT

With no further business to bring before the Board; the meeting was adjourned 4:47 p.m.

PORT of KENNEWICK
BOARD of COMMISSIONERS

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Ship Novakovich

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Skip Novakovich, President

Docusigned by:
Kenneth Hohenberg

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Kenneth Hohenberg, Vice President

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Thomas Moak, Secretary

PORT OF KENNEWICK

Resolution No. 2024-22

A RESOLUTION OF THE PORT OF KENNEWICK BOARD OF COMMISSIONERS ADOPTING THE 2025-2026 WORK PLAN

WHEREAS, the Port of Kennewick Commission received a presentation at its Regular Meeting on Tuesday, September 24, 2024, to discuss proposed plans and development policies to be undertaken and implemented in calendar years 2025-2026; and

WHEREAS, following this presentation the Commission discussion resulted in minor modifications to the Work Plan presented by staff; and

WHEREAS, the requested modifications have been incorporated into the document titled "Port of Kennewick 2025-2026 Work Plan".

NOW, THEREFORE, BE IT HEREBY RESOLVED the Board of Commissioners of the Port of Kennewick hereby adopts the 2025-2026 Work Plan as attached hereto and identified as "Exhibit A"; and further authorize the Port's Chief Executive Officer to take all actions necessary to implement this Work Plan.

ADOPTED by the Board of Commissioners of the Port of Kennewick this 8th day of October, 2024.

PORT of KENNEWICK BOARD of COMMISSIONERS

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By:	Skip Novakovich
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	SKIP NOVAKOVICH, President
	DocuSigned by:
By:	Kenneth Habenberg
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	KENNETH HOHENBERG, Vice President
	DocuSigned by:
By:	Thomas Moak
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	THOMAS MOAK, Secretary





2025-2026 WORK PLAN

Approved by Resolution 2024-22 October 8, 2024

> 350 Clover Island Drive, Suite 200 Kennewick, WA 99336

> > Tel: (509) 586-1186 Fax: (509) 582-7678

www.PortofKennewick.org

Resolution 2024-22

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OTHER PROJECTS/PROPERTIES Vista Field Industrial, Oak Street, Finley & Plymouth Island	Page 9
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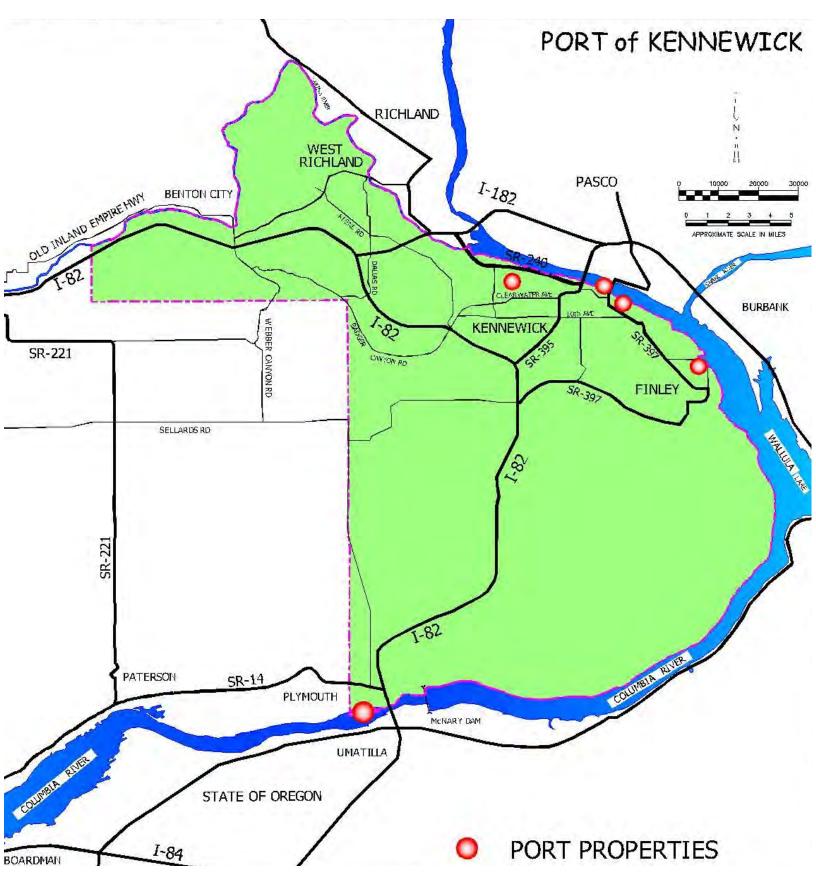
PROSPECTIVE VISION

- The Port is an economic development entity focused on redevelopment.
- The redevelopment role avoids duplicating private sector efforts while both invigorating areas of the district lagging in private sector investment and forging a economically sustainable development pattern.
- Acknowledge the enormity of the Vista Field Redevelopment project and the significance of this effort to the entire Port district and larger Tri-City area.
- Follow direction established by 2016 Comprehensive Scheme of Development and Harbor Improvements as amended in 2017 and 2019.
- Continue with Kennewick Waterfront District projects: Columbia Drive Wine
 & Artisan Village and Clover Island Improvements.
- Pursue projects with development partners demonstrating support (match funding, political support and enthusiasm).
- Pursue fewer projects while selecting projects with the greatest benefit to the community.
- Realize & support economic development opportunities with wine, culinary & tourism industry.
- Continue to pursue grant funding opportunities.
- Remain focused on containing operational expenses.
- A strong focus must be placed on successfully running daily Port operations.
- Remain solidly focused on the Port's core business and established priorities; not swayed by the oscillating influence of external entities.

CAPITAL EXPENDITURE SUMMARY

	2025/2026 DRAFT CAPITAL BUD	GET		
Vista Field	Infrastructure West Construction (BlueChart Block #1)	\$	2,300,000	
Vista Field	Joint-Use Parking Lot Construction (Pavilions)	\$	1,000,000	RO
Vista Field	Joint-Use Parking Lot Construction (Woonerf-North)	\$	150,000	
Vista Field	Joint-Use Parking Lot Construction (Lots 23-25)	\$	400,000	
Vista Field	Joint-Use Parking Lot Construction (Woonerf-South)	\$	225,000	
Vista Field	Joint-Use Parking Lot Construction (Brockman)	\$	750,000	
Vista Field	Infrastructure East Construction (BlueChart Block #2)	\$	2,300,000	
Vista Field	Infrastructure East Street Construction (Grandridge & Vista Field Blvds.)	\$	1,600,000	RC
Vista Field	Daybreak Commons Phase #1 Construction	\$	1,500,000	
Vista Field	Team {Town Architect, Project Design}	\$	300,000	
Vista Field [VFDF]	Exterior Building Improvements (estimated carryover)	\$	200,000	
District-wide	Art Project/Installation	\$	100,000	
District-wide	Opportunity Fund	\$	125,000	
District-wide	Asset Replacement	\$	400,000	
TOTAL		\$	11,350,000	

Resolution 2024-22



VISTA FIELD REDEVELOPMENT

- 103+ Acres Combined
- Zoning/Utilities: UMU (Urban Mixed Use) with all Municipal Services

STRENGTHS

- Centrally located in the Tri-Cities, surrounded by vibrant commercial district (Columbia Center Mall) and adjacent to the Three Rivers Entertainment District (Toyota Center Coliseum, Three Rivers Convention Center and Tri-Cities Business & Visitor Center)
- Located within "Opportunity Zone" per 2017 Tax Cuts & Jobs Act

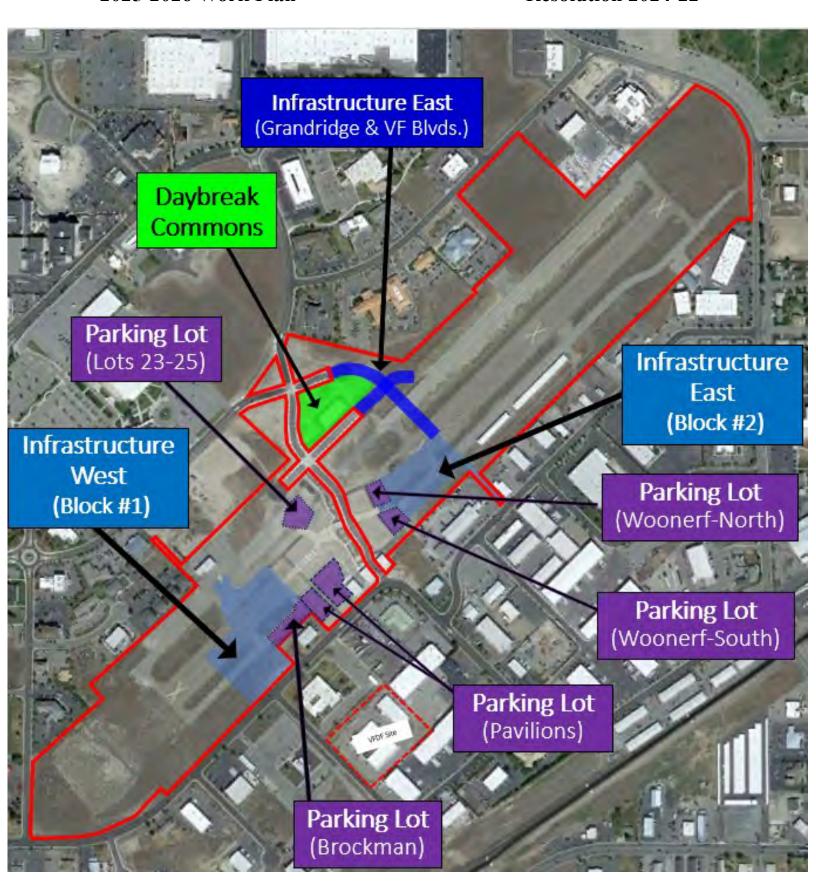
CHALLENGES

- \bigstar Undertaking massive redevelopment effort while balancing district-wide objectives
- Limited financial resources
- Establishing a new land use and development paradigm in the community

SUGGESTED WORK & PROPERTY MANAGEMENT PLAN		
	□ 1	Infrastructure West Construction (BlueChart Block #1) \$2,300,000®
	\Box .	Joint-Use Parking Lot Construction (Pavilions) \$1,000,000 {RCCF}
	\Box .	Joint-Use Parking Lot Construction (Woonerf-North) \$150,000
		Joint-Use Parking Lot Construction (Lot 23-25) \$400,000
		Joint-Use Parking Lot Construction (Woonerf-South) \$225,000
	\Box ,	Joint-Use Parking Lot Construction (Brockman) \$750,000
	□ 1	Infrastructure East Construction (BlueChart Block #2) \$2,300,000®
	□ 1	Infrastructure Grandridge Blvd. Construction \$1,600,000 {RCCF} ®
	נ 🗆 נ	Daybreak Commons Phase #1 Construction \$1,500,000®
	□ 7	Vista Field Team (supporting marketing efforts) - $\$300,\!000$ $^{\circledR}$
Remain true to the community's vision remembering the initial steps, whether positive or negative, set the tone for the entire project.		
Patience during the next two years coupled with strategic decision mak-		
	ıng	will yield positive results for decades.
	•]	Provide Support & Oversight to Previously Approved Land Sales
		Market properties through RFP process & review proposals through the Collaborative Design Process ®
		Existing/Pending Contractual Obligation
	ĺ	Support Previously Expressed

® Revenue Generation Potential

Resolution 2024-22



KENNEWICK HISTORIC WATERFRONT DISTRICT (Clover Island & Columbia Drive)

- Clover Island 16 Acres; Columbia Drive 15.26 acres
- Zoning/Utilities: Clover Island CM (Commercial Marina); Columbia Drive UMU (Urban

STRENGTHS

- Unique waterfront property with tourism opportunities lighthouse, gateway, marina, public plazas, shoreline trails, public art amenities, wine tasting rooms & food truck cluster with commercial & recreational opportunities
- Located within "Opportunity Zone" per 2017 Tax Cuts & Jobs Act

CHALLENGES

- *Balancing focus on both Kennewick waterfront and Vista Field redevelopment priority projects
- Surrounded by blighted neighborhoods consisting of residential, low-income, commercial-general and light industrial business-use properties
- Inconsistent design development standards within the surrounding area

SUGGESTED WORK & PROPERTY MANAGEMENT PLAN

CLOVER ISLAND

- Respond to private sector development inquiries on N.W. corner and Cedars West parcels (land lease) ®
- Hold parcel adjacent Gathering Place to accommodate/support development of north shoreline parcels.

COLUMBIA DRIVE

• Respond to private sector development inquiries on Columbia Gardens, Willows & Cable Greens parcels (sale or lease) ®

Existing / Pending Contractual Obligation
Support Previously Expressed
Revenue Generation Potential

Resolution 2024-22



VISTA FIELD — VFDF



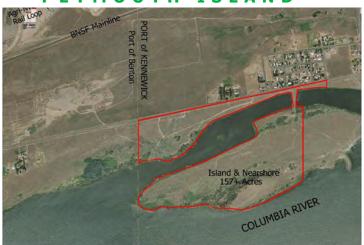
OAK STREET



FINLEY (Twin Tracks & Hedges Lagoon)



PLYMOUTH ISLAND



SUGGESTED WORK & PROPERTY MANAGEMENT PLAN

- ☐ VFDF buildings A & B exterior improvements (estimated carryover)- \$200,000 ®
- Market available VFDF and Oak Street building space and respond to private sector development inquiries on Oak Street parcels not identified for retention in Comprehensive Scheme ®
- Hold Hedges lagoon as stewards in recognition of the Port's MOU w/CTUIR and Pursue CTUIR inquiry regarding transfer of Plymouth island to CTUIR

Existing/Pending Contractual Obligation
Support Previously Expressed
Revenue Generation Potential

DISTRICT-WIDE WORK PLAN PROJECTS

SU	IGGESTED WORK PLAN
	Remain focused on the day-to-day efforts to operate a successful Port District
	Complete projects authorized in 2023-2024 Budget
	Pursue grant funding as appropriate ®
	Port asset replacement program (building upkeep & annual maintenance) - $\$400,\!000~$ $^{\circledR}$
	Opportunity fund for yet to be identified small projects (either Port or outside agency) - \$125,000
	Support Artwork Installation - \$100,000
	Pursue water rights transfer from City of West Richland to Benton County (Fairgrounds) and Port properties (Vista Field)
	Due to favorable terms given to the City of West Richland in the Tri-City Raceway land sale, involvement in West Richland will be limited to observations and non-financial support when consistent with Port's sprawl avoidance philosophy
	Continue strengthening governmental relationships with CTUIR
	Continue strengthening governmental relationships with jurisdictional partners: City of Kennewick, City of Richland, City of West Richland, City of Benton City and Benton County

Existing/Pending Contractual Obligation
Support Previously Expressed
Revenue Generation Potential

PORT OF KENNEWICK

Resolution No. 2024-23

A RESOLUTION OF THE PORT OF KENNEWICK BOARD OF COMMISSIONERS APPROVING THE PORT OF KENNEWICK'S SUCCESSION PLAN

WHEREAS, on June 11, 2024, the Commission directed the CEO to initiate and advise the Commission of a succession plan for the continuity of Port leadership and staff; and

WHEREAS, a substantial amount of analysis and conversation with the staff and CEO were completed; and

WHEREAS, individual conversations were held with each of the Port Commissioners to receive their input regarding the organization's direction and goals for purposes of succession planning; and

WHEREAS, establishing a Succession Plan for the Port of Kennewick can help ensure uninterrupted and seamless service to the commission and the public in the event of planned or unplanned employee retirements, departures, or leaves of absence.

NOW, THEREFORE, BE IT HEREBY RESOLVED the Board of Commissioners of the Port of Kennewick hereby accepts and approves the Port of Kennewick's Succession Plan.

ADOPTED by the Board of Commissioners of the Port of Kennewick this 8th day of October 2024.

	PURI OJ KENNEWICK
	BOARD of COMMISSIONERS
	DocuSigned by:
By:	Skip Novakovich
	SKIP NOVAKOVICH, President
	DocuSigned by:
By:	Kenneth Habenberg
·	KENNETH HOHENBERG, Vice President
	DocuSigned by:
By:	Thomas Moak
	A35176A2D2CD413
	THOMAS MOAK. Secretary

DADT CHENNELLIC



SUCCESSION PLAN

This succession plan is a proactive measure designed to ensure uninterrupted and seamless service to the commission and the public. It anticipates and prepares for employee retirements, departures, and leaves of absence while also focusing on nurturing talent and leadership skills within the organization. Moreover, this process will allow the Port to evolve and expand its capacity to create and support sound economic growth opportunities for the community and taxpayers it serves for many years to come. To this end, the Port has formulated a three-part plan.

Part One – Review of Current Critical Duties and Competencies of Employees as well as Potential Vacancies: Given the size of the Port staff, each employee's role is critical to the performance of the organization's duties. Therefore, detailed, updated job descriptions for each position were developed with significant input from each employee. This collaborative step allowed the Port to identify the current knowledge, skills, and abilities required to conduct the Port's work should there be any unexpected departures or leaves of absence. Several employees have voluntarily provided input about their retirement plans. Their actions allowed the organization to identify the roles that require action by the end of this year, next year, and over the next two to ten years.

Part Two – Identification of Duties and Roles Needed to Ensure Continuity and Support Growth Both in Terms of Professional Development and the Port's Goals:

- To address the most pressing need for succession planning, two roles within the finance department were merged with a newly hired individual taking on this combined role effective October 8, 2024. That individual will work with the accounting assistant through the year's end to ensure the duties and knowledge critical to the role are understood.
- A similar process has begun regarding the transfer of core institutional knowledge and development of new skills within other roles as long-term staff members plan for their futures beyond the Port. The intent is for those who take on new duties or roles to redefine and amplify the Port's role as an asset and community partner. This process will continue in a number of contexts over the next several years. In some cases, retired individuals may be willing to provide additional support to employees on a part-time or short-term basis, after their separation from employment.

• Finally, a plan is under development to address any vacancy that may be created should an internal candidate succeed to the role of CEO upon the current CEO's retirement.

This is a dynamic and evolving process, meant to be discussed and adjusted as the goals and needs of the Port and its employees change. The CEO will oversee the process for each staff role identified for transition, ensuring that the plan remains adaptable and responsive to the community's changing needs. Adaptability and resilience are key components of this plan.

Part Three – The Succession Plan for the Chief Executive Officer Role: Mr. Arntzen has indicated his desire to transition out of this role as CEO in the next three to five years. The commission has made succession planning for this role a strategic priority. The process by which his successor will be identified and appointed is at the commission's sole discretion. This process may involve forming a selection committee, engaging external experts, establishing selection criteria, and defining the steps along the selection process. The commission is responsible for overseeing this process, ensuring it is fair, transparent, and in the best interest of the Port and public. It may be of assistance to the commission to evaluate the following points.

- The commission may seek external candidates by engaging a recruiter or advertising the position.
- Alternatively, the commission may explore the possibility of an internal candidate for the role. The CEO has identified the current deputy CEO/CFO as an internal candidate for the commission's consideration. In preparation for this process, the CEO has provided that individual with a mix of on-the-job learning, relationship-building, and formal training specifically designed to address his strengths and weaknesses. For example:
 - The deputy CEO/CFO has been given additional, challenging assignments with decisionmaking authority.
 - Through collaborating with the CEO, he has been exposed to many areas of the organization as decisions related to current projects are made.
 - He has presented to employees and the commissioners.
 - He has been encouraged to interact with outside stakeholders.
 - He has joined external peer organizations and attended leadership conferences.
 - He has begun to have one-on-one sessions with C-level executives and mentors.

If the commission chooses this option, and in order to ensure the commission feels confident in its decision-making in this context, it is vitally important to thoroughly vet the candidate's ability to take on CEO responsibilities.

• Regardless of whether the commission identifies an internal or external candidate, an onboarding plan for the incoming CEO is necessary to allow the individual to be successful in

the role. This plan will include a detailed orientation to the organization, meetings with key stakeholders and jurisdictional partners, and a structured learning process about the Port's operations and culture. Additionally, a transition period of up to a year may apply during which the outgoing CEO would provide individual mentoring and support while respecting and encouraging the person's own leadership approach. Mentoring and support would include providing insights into the organization's history, introducing the incoming CEO to commission processes, and delineating the expectations of various stakeholders. As onboarding proceeds, the need for coaching and feedback should become less frequent until the successor feels comfortable working independently.

With a well-planned succession process, the entire organization can grow and evolve. Ideally, the CEO and organization will advance and thrive together.



RESOLUTION NO. 2024-24

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE PORT OF KENNEWICK AUTHORIZING APPLICATION TO THE BENTON COUNTY RURAL COUNTY CAPITAL FUND (RCCF) FOR CONSTRUCTION OF THE AZURE DRIVE PARKING AREA TO SUPPORT COMMERICAL DEVELOPMENT AT VISTA FIELD

WHEREAS, the Benton County Rural County Capital Fund (RCCF) Advisory Committee has announced they will receive Grant Applications in October 2024; and

WHEREAS, the Port of Kennewick's Work Plan calls for Azure Drive Parking Improvements necessary to attract commercial use and business development to Vista Field; and

WHEREAS, the RCCF grant program has accumulated funds sufficient to allow the Port to apply for \$1,000,000 for Azure Drive parking as identified in the Port's projected work plan; and

WHEREAS, submission of a grant application requires Commission approval;

NOW, THEREFORE; BE IT RESOLVED that the Port of Kennewick Board of Commissioners hereby authorizes Port staff to make application to the Benton County Rural County Capital Fund (RCCF) for not more than \$1,000,000 for consideration of Azure Drive Parking Lot improvements which support commercial development at Vista Field.

ADOPTED by the Board of Commissioners of the Port of Kennewick this 8th day of October 2024.

PORT OF KENNEWICK BOARD OF COMMISSIONERS

	DocuSigned by:
By:	Skip Novakovich
	0E53A30E1C8E442
	Skip Novakovich, President
	DocuSigned by:
By:	Kenneth Hohenberg
	89F77EAC8921416
	Kenneth Hohenberg, Vice Presiden
Ву:	Thomas Moak
	A35176A2D2CD413
	Thomas Moak, Secretary



SUCCESSION PLAN

This succession plan is a proactive measure designed to ensure uninterrupted and seamless service to the commission and the public. It anticipates and prepares for employee retirements, departures, and leaves of absence while also focusing on nurturing talent and leadership skills within the organization. Moreover, this process will allow the Port to evolve and expand its capacity to create and support sound economic growth opportunities for the community and taxpayers it serves for many years to come. To this end, the Port has formulated a three-part plan.

Part One – Review of Current Critical Duties and Competencies of Employees as well as Potential Vacancies: Given the size of the Port staff, each employee's role is critical to the performance of the organization's duties. Therefore, detailed, updated job descriptions for each position were developed with significant input from each employee. This collaborative step allowed the Port to identify the current knowledge, skills, and abilities required to conduct the Port's work should there be any unexpected departures or leaves of absence. Several employees have voluntarily provided input about their retirement plans. Their actions allowed the organization to identify the roles that require action by the end of this year, next year, and over the next two to ten years.

Part Two – Identification of Duties and Roles Needed to Ensure Continuity and Support Growth Both in Terms of Professional Development and the Port's Goals:

- To address the most pressing need for succession planning, two roles within the finance department were merged with a newly hired individual taking on this combined role effective October 8, 2024. That individual will work with the accounting assistant through the year's end to ensure the duties and knowledge critical to the role are understood.
- A similar process has begun regarding the transfer of core institutional knowledge and development of new skills within other roles as long-term staff members plan for their futures beyond the Port. The intent is for those who take on new duties or roles to redefine and amplify the Port's role as an asset and community partner. This process will continue in a number of contexts over the next several years. In some cases, retired individuals may be willing to provide additional support to employees on a part-time or short-term basis, after their separation from employment.

• Finally, a plan is under development to address any vacancy that may be created should an internal candidate succeed to the role of CEO upon the current CEO's retirement.

This is a dynamic and evolving process, meant to be discussed and adjusted as the goals and needs of the Port and its employees change. The CEO will oversee the process for each staff role identified for transition, ensuring that the plan remains adaptable and responsive to the community's changing needs. Adaptability and resilience are key components of this plan.

Part Three – The Succession Plan for the Chief Executive Officer Role: Mr. Arntzen has indicated his desire to transition out of this role as CEO in the next three to five years. The commission has made succession planning for this role a strategic priority. The process by which his successor will be identified and appointed is at the commission's sole discretion. This process may involve forming a selection committee, engaging external experts, establishing selection criteria, and defining the steps along the selection process. The commission is responsible for overseeing this process, ensuring it is fair, transparent, and in the best interest of the Port and public. It may be of assistance to the commission to evaluate the following points.

- The commission may seek external candidates by engaging a recruiter or advertising the position.
- Alternatively, the commission may explore the possibility of an internal candidate for the role. The CEO has identified the current deputy CEO/CFO as an internal candidate for the commission's consideration. In preparation for this process, the CEO has provided that individual with a mix of on-the-job learning, relationship-building, and formal training specifically designed to address his strengths and weaknesses. For example:
 - The deputy CEO/CFO has been given additional, challenging assignments with decisionmaking authority.
 - Through collaborating with the CEO, he has been exposed to many areas of the organization as decisions related to current projects are made.
 - He has presented to employees and the commissioners.
 - He has been encouraged to interact with outside stakeholders.
 - He has joined external peer organizations and attended leadership conferences.
 - He has begun to have one-on-one sessions with C-level executives and mentors.

If the commission chooses this option, and in order to ensure the commission feels confident in its decision-making in this context, it is vitally important to thoroughly vet the candidate's ability to take on CEO responsibilities.

• Regardless of whether the commission identifies an internal or external candidate, an onboarding plan for the incoming CEO is necessary to allow the individual to be successful in

the role. This plan will include a detailed orientation to the organization, meetings with key stakeholders and jurisdictional partners, and a structured learning process about the Port's operations and culture. Additionally, a transition period of up to a year may apply during which the outgoing CEO would provide individual mentoring and support while respecting and encouraging the person's own leadership approach. Mentoring and support would include providing insights into the organization's history, introducing the incoming CEO to commission processes, and delineating the expectations of various stakeholders. As onboarding proceeds, the need for coaching and feedback should become less frequent until the successor feels comfortable working independently.

With a well-planned succession process, the entire organization can grow and evolve. Ideally, the CEO and organization will advance and thrive together.







Clover Island

Columbia Gardens

Vista Field

Annual Summary of Projects & Activities

10.8.24

















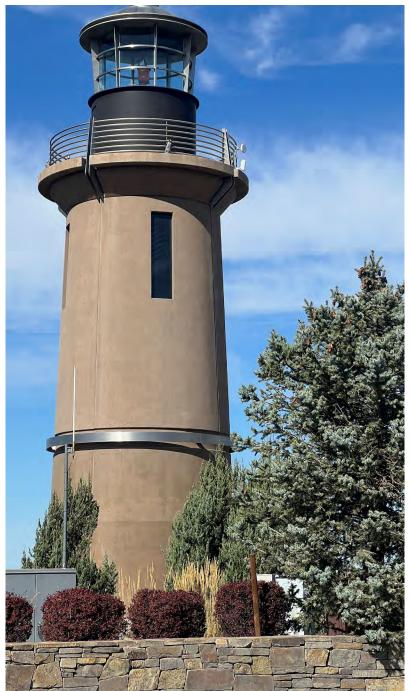








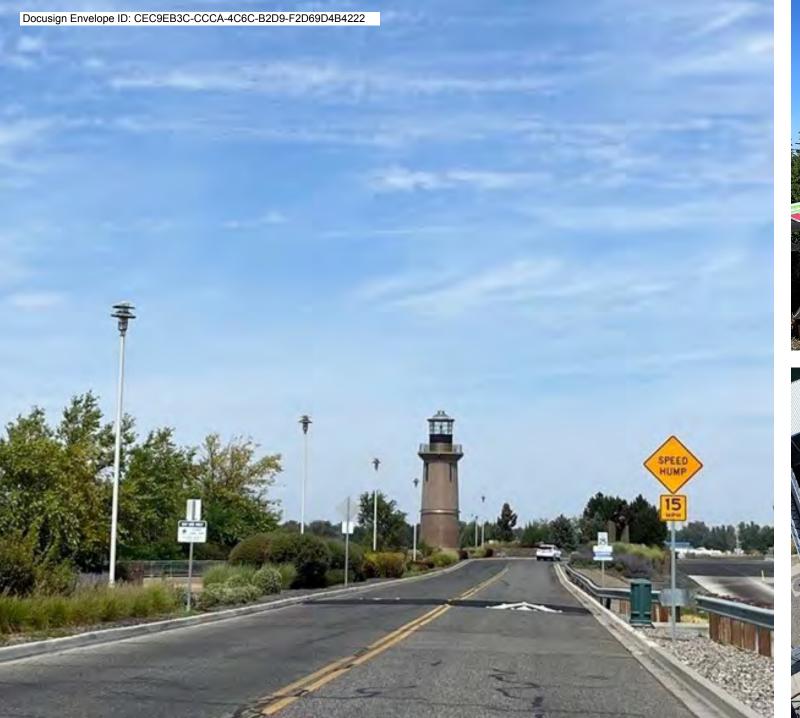




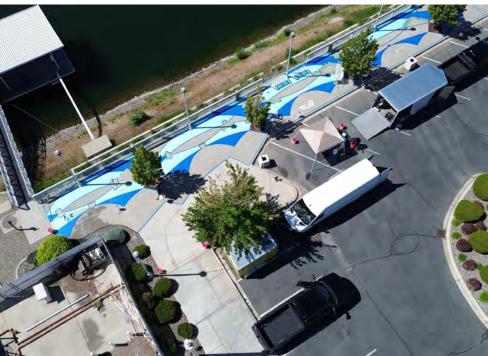












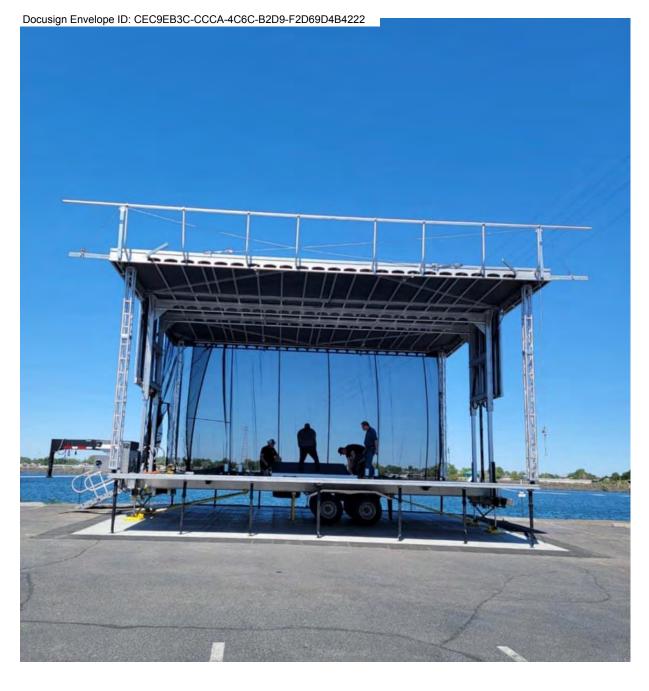
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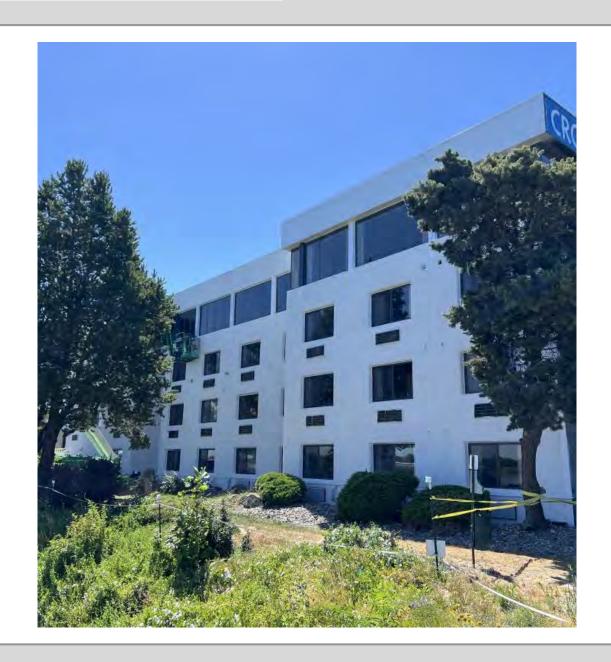


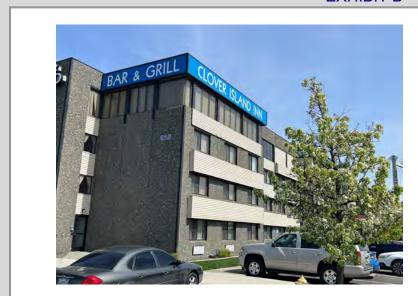










































Events



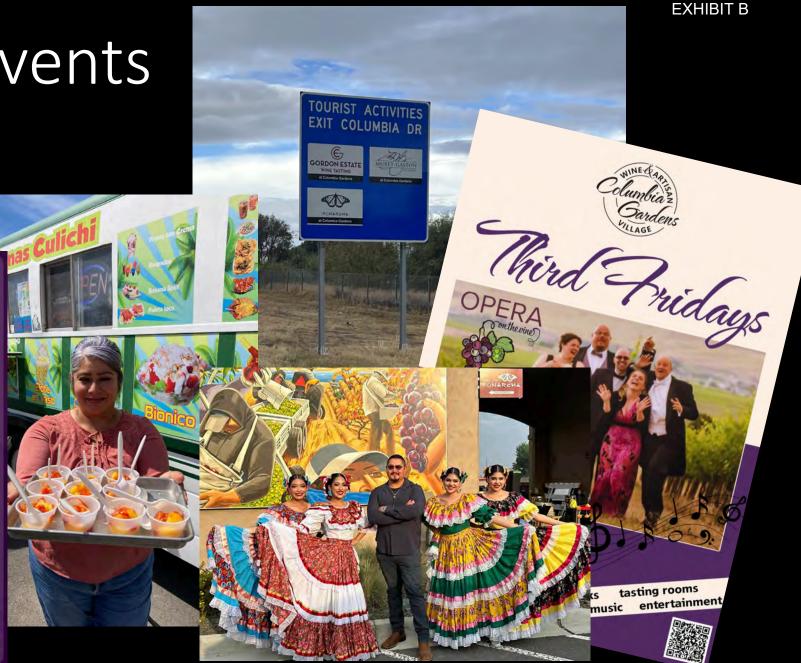
2024 EVENTS

15 MARCH	THIRD FRIDAYS (4-8)				
19 APRIL	THIRD FRIDAYS (4-8)				
10 MAY	DRINK PINK (4-8)				
11 MAY	ART ON AUBURN (4-8)				
17 MAY	THIRD FRIDAYS (4-8)				
8 JUNE	SUMMER SATURDAY NIGHT MARKET (4-8)				
21 JUNE	THIRD FRIDAYS (4-8)				
19	THIRD FRIDAYS (4-8)				

16 AUGUST	THIRD FRIDAYS (4-8)
20 SEPTEMBER	THIRD FRIDAYS (4-8)
21 SEPTEMBER	MONARCH FESTIVAL (4-8)
18 october	THIRD FRIDAYS (4-8)
15 NOVEMBER	THIRD FRIDAYS (4-8)
30 NOVEMBER	SMALL BUSINESS SATURDAY (12-8)
7 DECEMBER	HOLIDAY MARKET (12-8)
20 DECEMBER	THIRD FRIDAYS (4-8)

325 E COLUMBIA DRIVE KENNEWICK, WA 99336































RT: LEVI HOLMES AND BEN PAULUS

HOUSING DESIGN: QAMAR AND ASSOCIATES INC. AN

Vista Field Southern Gateway Transformation Project













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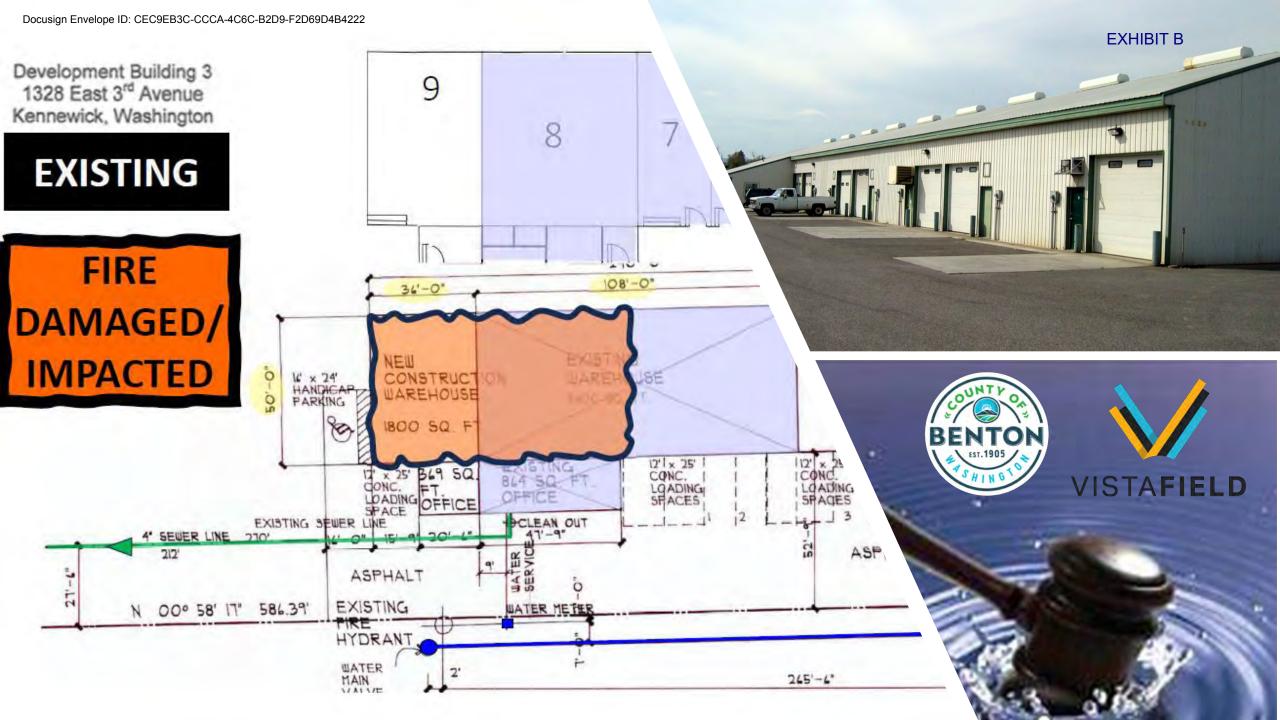




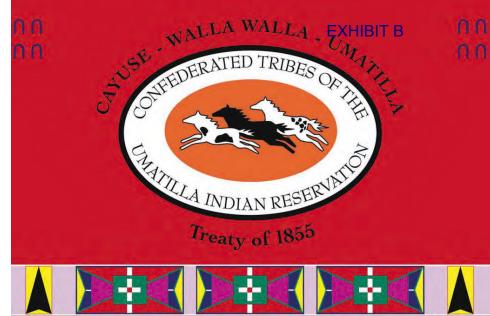














- Clover Island Boat Basin Herbicide Treatment
- Clover Island Ice Harbor HVAC Replacement
- Clover Island Cedar's West Renovation
- Clover Island Street Light Repair
- The Willows Tree Removal
- Vista Field Fence Repair
- Vista Field Security Camera Installation
- Vista Field Water Feature Vault Relocation
- Vista Field Water Feature Cleaning
- Oak Street Fence Enclosure
- Oak Street Security Camera Installation







Office of the Washington State Auditor

Pat McCarthy









Clover Island

Columbia Gardens

Vista Field

Annual Summary of Projects & Activities

10.8.24

KENNEWICK

2025-2026 WORK PLAN

Approved by Resolution 2024-xx October 8, 2024

PROSPECTIVE VISION · · · · Pa	ge 2
CAPITAL EXPENDITURE SUMMARY Pa	ge 3
DISTRICT BOUNDARY MAP·····Pa	ge 4
PROPERTY PORTFOLIO	
PRIORITY PROJECTS Vista Field Redevelopment	ge 7
ADDITIONAL WORK PLAN PROJECTS ·····Pa	ge 10

- The Port is an economic development entity focused on redevelopment.
- The redevelopment role avoids duplicating private sector efforts while both invigorating areas of the district lagging in private sector investment and forging a economically sustainable development pattern.
- Acknowledge the enormity of the Vista Field Redevelopment project and the significance of this effort to the entire Port district and larger Tri-City area.
- Follow direction established by 2016 Comprehensive Scheme of Development and Harbor Improvements as amended in 2017 and 2019.
- Continue with Kennewick Waterfront District projects: Columbia Drive Wine & Artisan Village and Clover Island Improvements.
- Pursue projects with development partners demonstrating support (match funding, political support and enthusiasm).
- Pursue fewer projects while selecting projects with the greatest benefit to the community.
- Realize & support economic development opportunities with wine, culinary & tourism industry.
- Continue to pursue grant funding opportunities.
- Remain focused on containing operational expenses.
- A strong focus must be placed on successfully running daily Port operations.
- Remain solidly focused on the Port's core business and established priorities; not swayed by the oscillating influence of external entities.

Vista Field	(Woonerf-North) Joint-Use Parking Lot Construction (Lots 23-25)	\$	400,
Vista Field	Joint-Use Parking Lot Construction (Woonerf-South)	\$	225,000
Vista Field	Joint-Use Parking Lot Construction (Brockman)	\$	750,000
Vista Field	Infrastructure East Construction (BlueChart Block #2)	\$	2,300,000
Vista Field	Infrastructure East Street Construction (Grandridge & Vista Field Blvds.)	\$	1,600,000
Vista Field	Daybreak Commons Phase #1 Construction	\$	1,500,000
Vista Field	Team (Town Architect, Project Design)	\$	300,000
Vista Field [VFDF]	Exterior Building Improvements (estimated carryover)	\$	200,000
District-wide	Art Project/Installation	\$	100,000
District-wide	Opportunity Fund	\$	125,000
District-wide	Asset Replacement	S	400,000

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- 103+ Acres Combined
- Zoning/Utilities: UMU (Urban Mixed Use) with all Municipal Services

STRENGTHS

- Centrally located in the Tri-Cities, surrounded by vibrant commercial district (Columbia Center Mall) and adjacent to the Three Rivers Entertainment District (Toyota Center Coliseum, Three Rivers Convention Center and Tri-Cities Business & Visitor Center)
- Located within "Opportunity Zone" per 2017 Tax Cuts & Jobs Act

CHALLENGES

- Tundertaking massive redevelopment effort while balancing district-wide objectives
- Limited financial resources
- Establishing a new land use and development paradigm in the community

SUGGESTED WORK & PROPERTY MANAGEMENT PLAN

- ☐ Infrastructure West Construction (BlueChart Block #1) \$2.300.000®
- Joint-Use Parking Lot Construction (Pavilions) \$1,000,000 (RCCF)
- Joint-Use Parking Lot Construction (Woonerf-North) \$150,000
- Joint-Use Parking Lot Construction (Lot 23-25) \$400.000
- Joint-Use Parking Lot Construction (Woonerf-South) \$225,000
- Joint-Use Parking Lot Construction (Brockman) \$750,000
- ☐ Infrastructure East Construction (BlueChart Block #1) \$2.300.000®
- Infrastructure Grandridge Blvd. Construction \$1,600,000 (RCCF) 8
- ☐ Daybreak Commons Phase #1 Construction \$1.500.000®
- ☐ Vista Field Team (supporting marketing efforts) \$300,000 ®

Remain true to the community's vision remembering the initial steps, whether positive or negative, set the tone for the entire project.

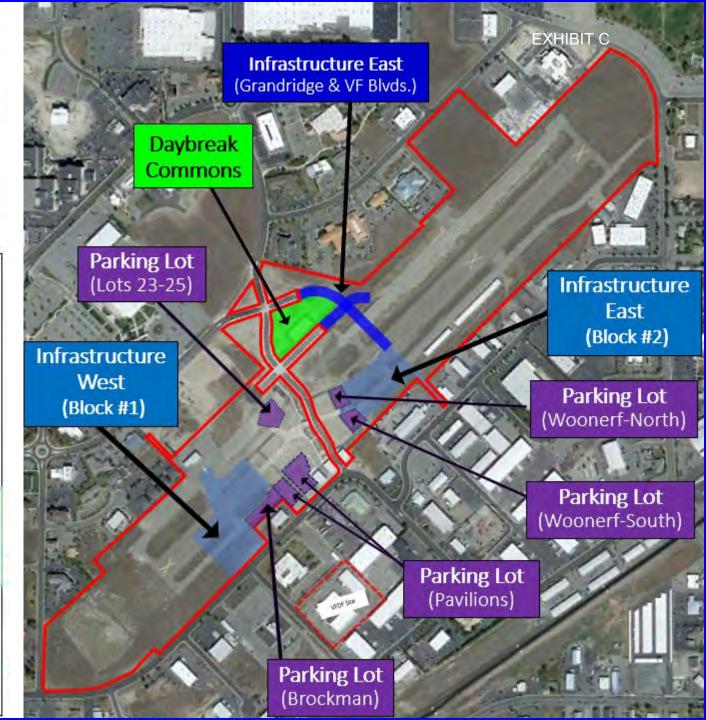
Patience during the next two years coupled with strategic decision making will yield positive results for decades.

- Provide Support & Oversight to Previously Approved Land Sales
- Market properties through RFP process & review proposals through the Collaborative Design Process ®

Existing/Pending Contractual Obligation

Support Previously Expressed

Revenue Generation Potential



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DISTRICT (Clover Island & Columbia Drive)

- Clover Island 16 Acres; Columbia Drive 15.26 acres
- Zoning/Utilities: Clover Island CM (Commercial Marina); Columbia Drive UMU (Urban

STRENGTHS

- Unique waterfront property with tourism opportunities lighthouse, gateway, marina, public plazas, shoreline trails, public art amenities, wine tasting rooms & food truck cluster with commercial & recreational opportunities
- Located within "Opportunity Zone" per 2017 Tax Cuts & Jobs Act

CHALLENGES

- *Balancing focus on both Kennewick waterfront and Vista Field redevelopment priority projects
- Surrounded by blighted neighborhoods consisting of residential, low-income, commercialgeneral and light industrial business-use properties
- Inconsistent design development standards within the surrounding area

SUGGESTED WORK & PROPERTY MANAGEMENT PLAN

CLOVER ISLAND

- Respond to private sector development inquiries on N.W. corner and Cedars West parcels (land lease) ®
- Hold parcel adjacent Gathering Place to accommodate/support development of north shoreline parcels.

COLUMBIA DRIVE

 Respond to private sector development inquiries on Columbia Gardens, Willows & Cable Greens parcels (sale or lease) ®

Existing/Pending Contractual Obligation
Support Previously Expressed
Revenue Generation Potential



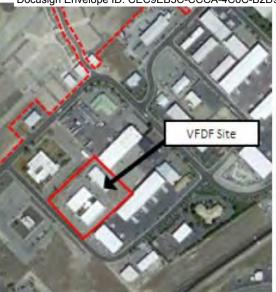
DISTRICT-WIDE WORK PLAN PROJECTS

SUGGESTED WORK PLAN

- Remain focused on the day-to-day efforts to operate a successful Port District
- Complete projects authorized in 2023-2024 Budget
- Pursue grant funding as appropriate ®
- Port asset replacement program (building upkeep & annual maintenance) -\$400,000 R
- Opportunity fund for yet to be identified small projects (either Port or outside agency) \$125,000 for which \$25,000 committed to Cable Bridge Lighting effort} [potential (R) dependent upon project(s) selected]
- □ Support Artwork Installation \$100,000
- Pursue water rights transfer from City of West Richland to Benton County (Fairgrounds) and Port properties (Vista Field)
- Due to favorable terms given to the City of West Richland in the Tri-City Raceway land sale, involvement in West Richland will be limited to observations and non-financial support when consistent with Port's sprawl avoidance philosophy
- Continue strengthening governmental relationships with CTUIR
- Continue strengthening governmental relationships with jurisdictional partners: City of Kennewick, City of Richland, City of West Richland, City of Benton City and Benton County

Existing/Pending Contractual Obligation Support Previously Expressed







OAK STREET

(Twin Tracks & Hedges Lagoon)





SUGGESTED WORK & PROPERTY MANAGEMENT PLAN

- VFDF buildings A & B exterior improvements (estimated carryover). \$200,000 @
- Market available VFDF and Oak Street building space and respond to private sector development inquiries on Oak Street parcels not identified for retention in Comprehensive Scheme ®
- Hold Hedges lagoon as stewards in recognition of the Port's MOU w/CTUIR and Pursue CTUIR inquiry regarding transfer of Plymouth island to CTUIR

Existina/Pendina Contractual Obligation Support Previously Expressed

® Revenue Generation Potentia

2025/2026 DRAFT CAPITAL BUDGET						
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District-wide	Art Project/Installation	\$	100,000			
District-wide	Opportunity Fund	\$	125,000			
District-wide	Asset Replacement	\$	400,000			
TOTAL		\$	11,350,000			