

Port of Kennewick will provides telephonic, video access, and in-person participation options to the public.

To participate by telephone, please call in at: 1-866-899-4679, Access Code: 476-439-797

Or, join on-line at the following link: <https://meet.goto.com/476439797>

AGENDA

Port of Kennewick

Regular Commission Business Meeting

*Port of Kennewick Commission Chambers and via GoToMeeting
350 Clover Island Drive, Suite 200, Kennewick Washington*

September 8, 2026
2:00 p.m.

- I. CALL TO ORDER**
- II. ANNOUNCEMENTS AND ROLL CALL**
- III. PLEDGE OF ALLEGIANCE**
- IV. PUBLIC COMMENT** *(Please state your name and city of residence for the public record)*
- V. CONSENT AGENDA**
 - A. Approval of Direct Deposit and ePayments September 1, 2026
 - B. Approval of Warrant Register Dated September 8, 2026
 - C. Approval of Regular Commission Meeting Minutes August 25, 2026
- VI. ACTION ITEMS**
 - A. Port Commission Appointment Process (CAROLYN)
 - B. Approval of 2027-2028 Work Plan; Resolution 2026-16 (LARRY)
 - C. Chief Executive Officer Performance Evaluation Committee; Resolution 2026-18 (NICK)
- VII. REPORTS, COMMENTS AND DISCUSSION ITEMS**
 - A. Vista Field (LARRY)
 - B. Kennewick Waterfront (MIKE)
 - C. CEO Report (if needed) (TIM)
 - D. Commission Meetings (formal and informal meetings with groups or individuals)
 - E. Non-Scheduled Items
- VIII. PUBLIC COMMENT** *(Please state your name and city of residence for the public record)*
- IX. EXECUTIVE SESSION**

Potential Litigation, pursuant to RCW 42.30.110 (1)(i)(iii)
One matter related to the legal and financial risk 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.
- X. ADJOURNMENT**

PLEASE SILENCE ALL NOISE MAKING DEVICES



PORT OF KENNEWICK REGULAR COMMISSION MEETING

**PORT of
KENNEWICK**

DRAFT

AUGUST 25, 2026 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 Vice 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: Kenneth Hohenberg, President (Excused)
Skip Novakovich, Vice President
Raul Contreras Gonzalez, Secretary

MOTION: *Commissioner Contreras Gonzalez moved to excuse Commissioner Hohenberg's absence from the August 25, 2026 Commission Meeting; Commissioner Novakovich seconded. With no further discussion, motion carried unanimously. All in favor 2:0.*

Staff Members: Tim Arntzen, Chief Executive Officer
Nick Kooiker, CFO/Deputy Chief Executive Officer
Larry Peterson, Director of Planning
Amber Hanchette, Director of Real Estate
Michael Boehnke, Director of Operations
Rochelle Olson, Director of Governmental Relations
Bridgette Scott, Executive Assistant (via telephone)
Lisa Schumacher, Special Projects Coordinator
David Phongsas, Marketing/Capital Projects Coordinator
Carolyn Lake, Port Counsel (via telephone)

PLEDGE OF ALLEGIANCE

Theresa Richardson, Mayor of Richland, led the Pledge of Allegiance.

PUBLIC COMMENT

No comments were made.

CONSENT AGENDA

- A. Approval of Direct Deposit and E-Payments Dated August 17, 2026**
Direct Deposit and E-Payments totaling \$92,527.75
- B. Approval of Warrant Register Dated August 25, 2026**
Expense Fund Voucher Number 108221 through 108249 for a grand total of \$135,555.28
- C. Approval of Regular Commission Meeting Minutes August 11, 2026**
- D. Approval of Fifth Amendment to the Purchase and Sale Agreement with BlueChart, LLC; Resolution 2026-13**

PORT OF KENNEWICK REGULAR COMMISSION MEETING

AUGUST 25, 2026 MINUTES

DRAFT

E. Approval of Amendment to Kim Fetrow Photography Contract; Resolution 2026-15

MOTION: *Commissioner Contreras Gonzalez moved to approve the Consent Agenda; Commissioner Novakovich seconded. With no further discussion, motion carried unanimously. All in favor 2:0.*

PRESENTATION

A. Recognition Plaque and Ambassador Appointment; Resolution 2026-14

Mr. Arntzen outlined the Ambassador Policy, which has been in place since 2011, and most recently updated this year. Mr. Arntzen stated he has had weekly phone meetings with Commissioner Hohenberg since he was elected and believes that will continue. The Ambassador Policy would give us the opportunity to stay in contact with Commissioner Hohenberg. Commissioner Hohenberg has served our community for over 50 years, and Mr. Arntzen is thrilled to keep the relationship going if the Commission chooses to appoint Commissioner Hohenberg as a Port Ambassador.

Commissioner Contreras Gonzalez believes Commissioner Hohenberg would be an excellent representative for the Port.

MOTION: *Commissioner Contreras Gonzalez moved to approve Resolution 2026-14 appointing Ken Hohenberg as a Port of Kennewick ambassador; and that all action by port officers and employees in furtherance hereof is ratified and approved; and further, the Port Chief Executive Officer is authorized to take all action necessary in furtherance hereof; Commissioner Novakovich seconded.*

Public Comment

No Comments were made.

With no further discussion, motion carried unanimously. All in favor 2:0.

Mr. Arntzen stated Commissioner Hohenberg is a great resource and understood that a safe community helped the Port with what we were trying to accomplish with our projects.

Commissioner Contreras Gonzalez stated Commissioner Hohenberg was always welcoming and is a local hero in our community.

Commissioner Novakovich stated Commissioner Hohenberg has been a good friend and he understood his role as a leader and supported staff.

Commissioner Novakovich presented Mrs. Trish Hohenberg with a plaque and read it into the record:

PORT OF KENNEWICK REGULAR COMMISSION MEETING

AUGUST 25, 2026 MINUTES

DRAFT

“With our Highest Appreciation, We hereby honor Ken Hohenberg, in recognition of your years of service as a Port of Kennewick Commissioner. We thank you for your leadership and dedication to the community. Proudly served, January 2022- August 2026.”

Mrs. Hohenberg thanked the Commission for the plaque and stated Commissioner Hohenberg has always supported the Port.

B. Botanas Culichi Back to School Event

Mr. Phongsa introduced Sylvia Aguilera, owner of Botanas Culichi, which is a food truck located at Columbia Gardens. Ms. Aguilera hosted the third annual back-to-school event on August 1, 2026 with the assistance of the Special Advertising Grant with the City of Kennewick.

Ms. Aguilera thanked Mr. Phongsa for the introduction and spoke about the event (*Exhibit A*), which provided 400 backpacks and various school supplies for the children of our community. Ms. Aguilera stated the event gets bigger every year, and she is already planning for 2027.

Commissioner Contreras Gonzalez stated he had had the opportunity to attend the previous year’s event and stated it provided much-needed school supplies to children and that he was sad to have missed it this year.

Commissioner Novakovich thanked Ms. Aguilera for her community outreach.

C. Draft 2027-2028 Work Plan

Mr. Peterson presented the Draft 2027-2028 Work Plan (*Exhibit B*).

The Commission and staff discussed the projects outlined in the Draft 2027-2028 Work Plan.

Commissioner Novakovich inquired if there were any public comments.

Ms. Richardson understands the importance of Vista Field to the Port and inquired what portion provides potential revenue for the Port and what is beneficial to the city of Kennewick.

Mr. Peterson stated everything in Vista Field happens within the City of Kennewick. The City collects fees and taxes for everything from permit and construction fees, assessments for traffic impact fees, and much more. The Port only sees the land sale proceeds and the levy fees which is 19 cents per \$1,000, whereas the City sees \$185 per \$1,000.

PORT OF KENNEWICK REGULAR COMMISSION MEETING

AUGUST 25, 2026 MINUTES

DRAFT

Mr. Arntzen thanked the Commission for their review and stated most of the projects within the draft Work Plan include items mentioned by the Commission over last six months and previously committed items.

Commissioner Novakovich and Commissioner Contreras Gonzalez thanked Mr. Peterson and staff on the great Draft 2027-2028 Work Plan.

REPORTS, COMMENTS AND DISCUSSION ITEMS

A. Vista Field

1. Crosswind Boulevard Striping Project

Mr. Peterson stated the Port made a previous commitment to the City of Kennewick and the Kennewick Fire Department in the development agreement for minor changes to Crosswind Boulevard. The Port will be adding striping and signage to Crosswind Boulevard for a new parking lane this fall.

Additionally, the 2025-2026 Budget allocated funds for a joint, 62 space parking lot behind Kuki Izakaya and Blueberry Bridal. Mr. Peterson stated bids are due September 2nd, 2026, and he expects to bring the results back to the Commission on September 8th, 2026.

B. CEO Report

Mr. Arntzen reported on the following:

- Presented a draft of the new Purple Heart signage;
- Had lunch with former Yacht Club Commodore, Jim Hinkley and his wife Betty;
- Reported that Commissioner Contreras Gonzalez was the Port representative for the Benton Franklin Fair Parade;
 - Commissioner Contreras Gonzalez stated his brother drove his lowrider and enjoyed using the hydraulics.
- Mr. Arntzen will be attending the Regional Chamber of Commerce Membership Luncheon for a Congressional Update with Congressman Newhouse;
- On Monday, Commissioner Novakovich, Mr. Arntzen and Ms. Olson met with CTUIR representatives to discuss the 2027 Tri-Cities Powwow.
- Mr. Arntzen will be presenting to the Kiwanis Club on September 1, 2026.

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

Commissioners reported on their respective committee meetings.

D. Non-Scheduled Items

No items were discussed.

PORT OF KENNEWICK REGULAR COMMISSION MEETING

AUGUST 25, 2026 MINUTES

DRAFT

PUBLIC COMMENTS

Theresa Richardson, Richland. Ms. Richardson appreciates the Port honoring Chief Hohenberg and shared a story that spoke to his value and vision for the community. Ms. Richardson, the previous CEO for Habitat for Humanity, stated every time there was a new home dedication, the Chief came and called on the rest of his officers to join him in the dedication. Ms. Richardson always thanked the Chief for his commitment and asked him what motivated him to attend the event with his officers. Chief Hohenberg understood that many of these families had bad experiences with the law and he wanted to make sure they had a good experience going forward. The Chief and officers handed out badges and most often, it was life changing for the kids from their previous environment. Ms. Richardson appreciated Chief Hohenberg and his vision and his impact to Habitat for Humanity.

No further comments were made.

ADJOURNMENT

With no further business to bring before the Board; the meeting was adjourned at 3:18 p.m.

APPROVED:

**PORT of KENNEWICK
BOARD of COMMISSIONERS**

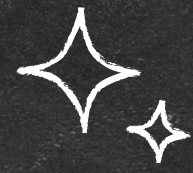
Kenneth Hohenberg, President

Skip Novakovich, Vice President

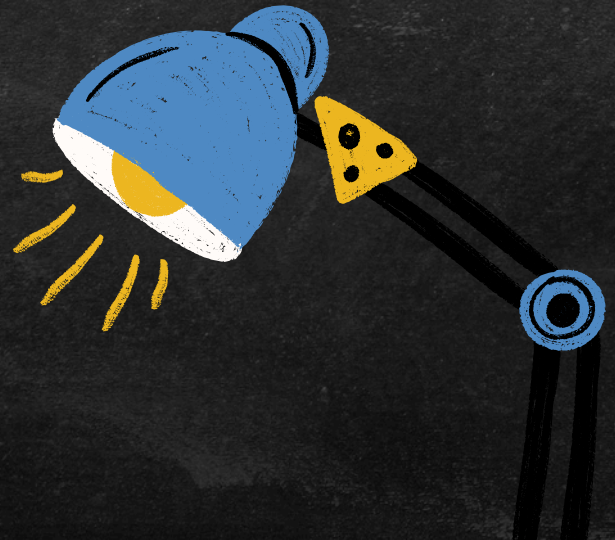
Raul Contreras Gonzalez, Secretary



BOTANAS CULICHI BACK TO SCHOOL EVENT 2026



$$E=MC^2$$



PATROCINADORES OFICIALES • OFFICIAL SPONSORS

Botanas Culichi

ARTISAN Columbia Gardens VILLAGE

REGRESO A CLASES BACK TO SCHOOL!

¡UN DÍA PARA LA COMUNIDAD! A DAY FOR THE COMMUNITY!

SÁBADO 8.1.2026 SATURDAY

12PM - 3PM

325 E COLUMBIA DR KENNEWICK, WA

¡Te esperamos! WE CAN'T WAIT TO SEE YOU!

MOCHILAS GRATIS FREE BACKPACKS

ÚTILES ESCOLARES SCHOOL SUPPLIES

PREMIOS Y RIFAS PRIZES & RAFFLES

MÚSICA MUSIC

NIÑOS ARTISTAS KIDS ACTIVITIES

¡Y MUCHO MÁS! AND MUCH MORE!

NEGOCIOS INVITADOS, ¡APOYA LOCAL!

GUEST BUSINESSES, SUPPORT LOCAL!

The Local Bite

LA BAHIA

NANA'S KITCHEN

FRIDA MEXICAN GRILL

Angel's Cafe

CHURCH PAGE & GALAN LLC

DRIP

salt. HYDRATION & WELLNESS

ACCIDENT CARE

TRI-CITY TRAIL LLC

MAD LAYIER

KURE AUTOGLASS & TINTING

¡UNÁMONOS PARA PREPARAR UN GRAN AÑO ESCOLAR!

$$E=mc^2$$

BACK TO SCHOOL 8.1.26



3rd Annual Event

Back to School Event Saturday, August 1, 2026, at 12pm-3pm at Columbia Gardens Wine & Artisan Village. The event was hosted by Botanas Culichi of Kennewick, WA. The event promoted Back to School for the community with local community organizations. The event was free, open to all ages, and open to the public.

LOCAL DONATIONS



Steven Cox



Alba Arevalo



ProCare



Miss Debbie



Accident Care
Chiropractic

COMMUNITY PARTNERSHIPS



Cuba Libre



Angel's Cafe



La Bahia



Nana's Kitchen



SHOWCASING TALENTED YOUNG HISPANIC SINGERS



Cultural Representation from talented young Hispanic singers. Ballet Folklórico was also at the event to give a remarkable dance performance.



Lino Juan Rios



Alison Godinez



Quique Cervantes



SILVIA AGUILERA



Botanas Culichi Owner

Activities included: Free food samples from Botanas Culichi, Raffles (food truck vouchers), and a Pinata. Free backpack giveaways, coloring activities, 3 different kid singers & Ballet Folklórico dance performances. Vendors included: Church & Page Law Firm, Accident care Chiropractor Clinic, La Bahia Mexican Food, Domestic Violence Services of Benton & Franklin Counties, Tri-Cities Hispanic Chamber of Commerce, Penelope's Event Center, Balloons by Kathy, DJ Ralph Ray, Nana's Kitchen, The Local Bite, Angels Cafe, King Autoglass & Tint, Tricity Tire LLC, Salt Hydration & wellness.



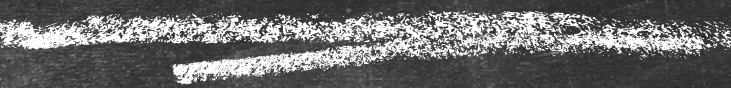
EVENT HIGHLIGHTS

1. Over 300 attendees
2. Great community partnerships
3. Partnered with other food trucks
4. 400 backpacks given away
5. 300 School Supplies given away
6. Prizes & Raffles
7. Food Samples
8. Spanish Radio Advertising
9. Marketing of Columbia Gardens Artisan Village
10. Utilized Special Advertising Assistance Grant
with the City of Kennewick





THANK YOU



Another great event, looking
forward to a bigger event next year!

NEXT EVENT: AUGUST 2027



PORT *of* KENNEWICK

PROSPECTIVE VISION

EXHIBIT B

2027-2028 WORK PLAN

Approved by Resolution 2026-XX
DRAFT August 21, 2026

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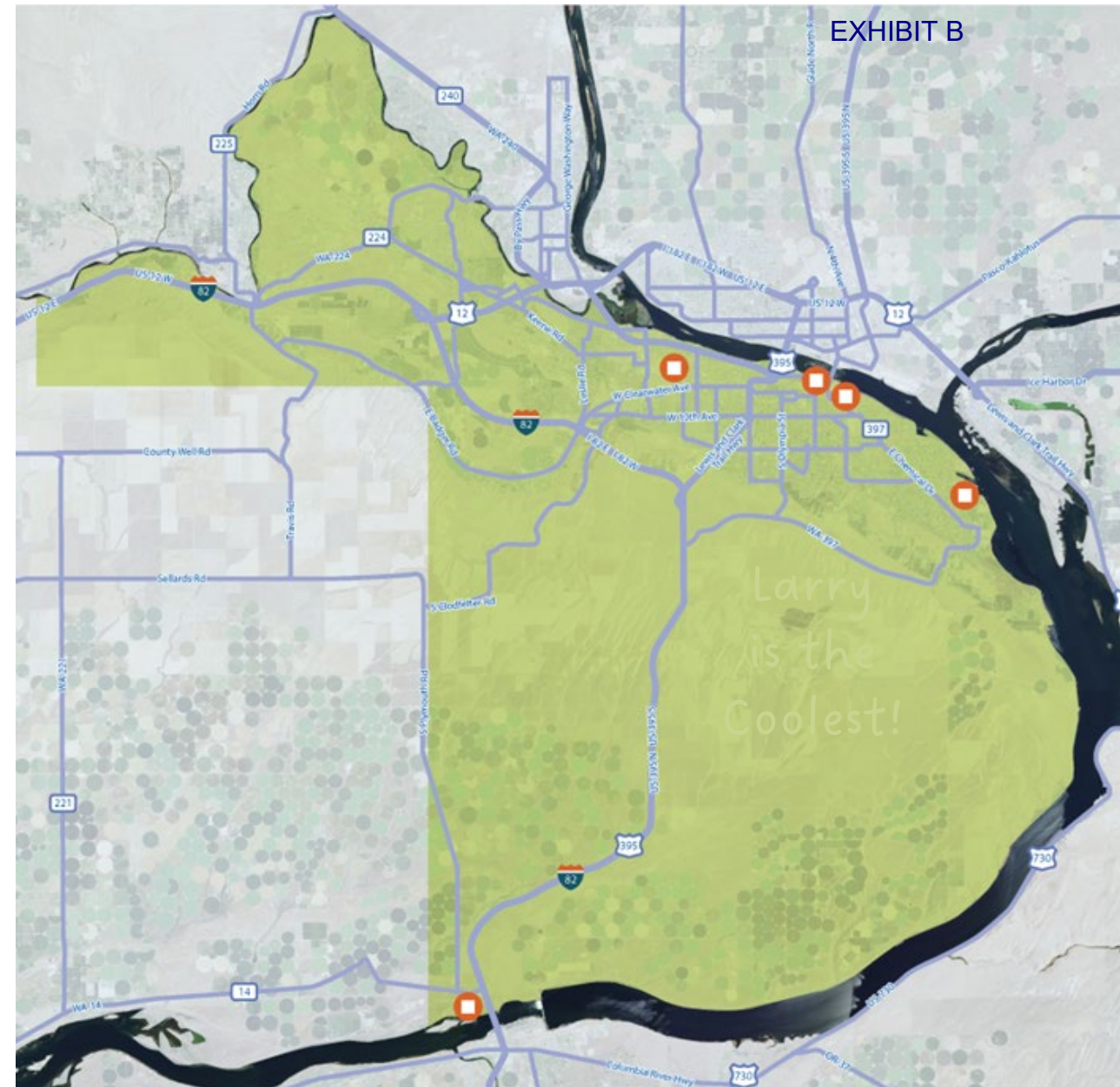
- Port of Kennewick is an economic development entity focused on redevelopment.
- The redevelopment role avoids duplicating private sector efforts while invigorating areas of the district lagging in private sector investment and forging an economically sustainable development pattern.
- Acknowledge the enormity of the Vista Field redevelopment project and the significance of this effort to the entire Port District and broader Tri-City area.
- Follow direction established by 2016 Comprehensive Scheme of Development and Harbor Improvements as amended in 2017 and 2019.
- Continue with Kennewick Historic Waterfront District projects: Columbia Drive — Columbia Gardens 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.
- Continue to pursue grant and other funding opportunities.
- Remain focused on containing operational expenses.
- Remain solidly focused on the Port's core business and established priorities, including successfully running daily Port operations; not swayed by the oscillating influence of external entities.

CAPTIAL EXPENDITURE SUMMARY

Dated: August 11, 2026

2027/2028 DRAFT CAPITAL BUDGET

Vista Field	Infrastructure West Construction & Amenities (BlueChart Block #1)	\$ 2,500,000	Existing Commitment; 2025/2026 Budget
Vista Field	Joint-Use Parking Lot Construction (Pavilions)	\$ 1,650,000	RCCF & HAEIF Grants; 2025/2026 Budget
Vista Field	Joint-Use Parking Lot Construction (Constellation Way)	\$ 2,000,000	Existing Commitment; 2025/2026 Budget
Vista Field	Joint-Use Parking Lot Construction (Entertainment District Lot E)	\$ 1,000,000	Existing Commitment
Vista Field	Infrastructure West Construction (Vista Field Blvd. & Roosevelt St.)	\$ 2,000,000	RCCF Candidate
Vista Field	Team (Town Architect, Project Design)	\$ 300,000	
Clover Island	Marina Restoration Repairs	\$ 350,000	
Benton County Partnership	Mutually Beneficial Project (TBD)	\$ 150,000	
Districtwide	Opportunity Fund	\$ 100,000	
Districtwide	Asset Replacement	\$ 400,000	
TOTAL		\$ 10,450,000	



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 Visit Tri-Cities)
- Entitlement secured via 2026 City of Kennewick Development Agreement

CHALLENGES

- * Undertaking massive redevelopment effort while balancing districtwide objectives
- Limited financial resources
- Establishing a new land use and development paradigm in the community

SUGGESTED WORK & PROPERTY MANAGEMENT PLAN

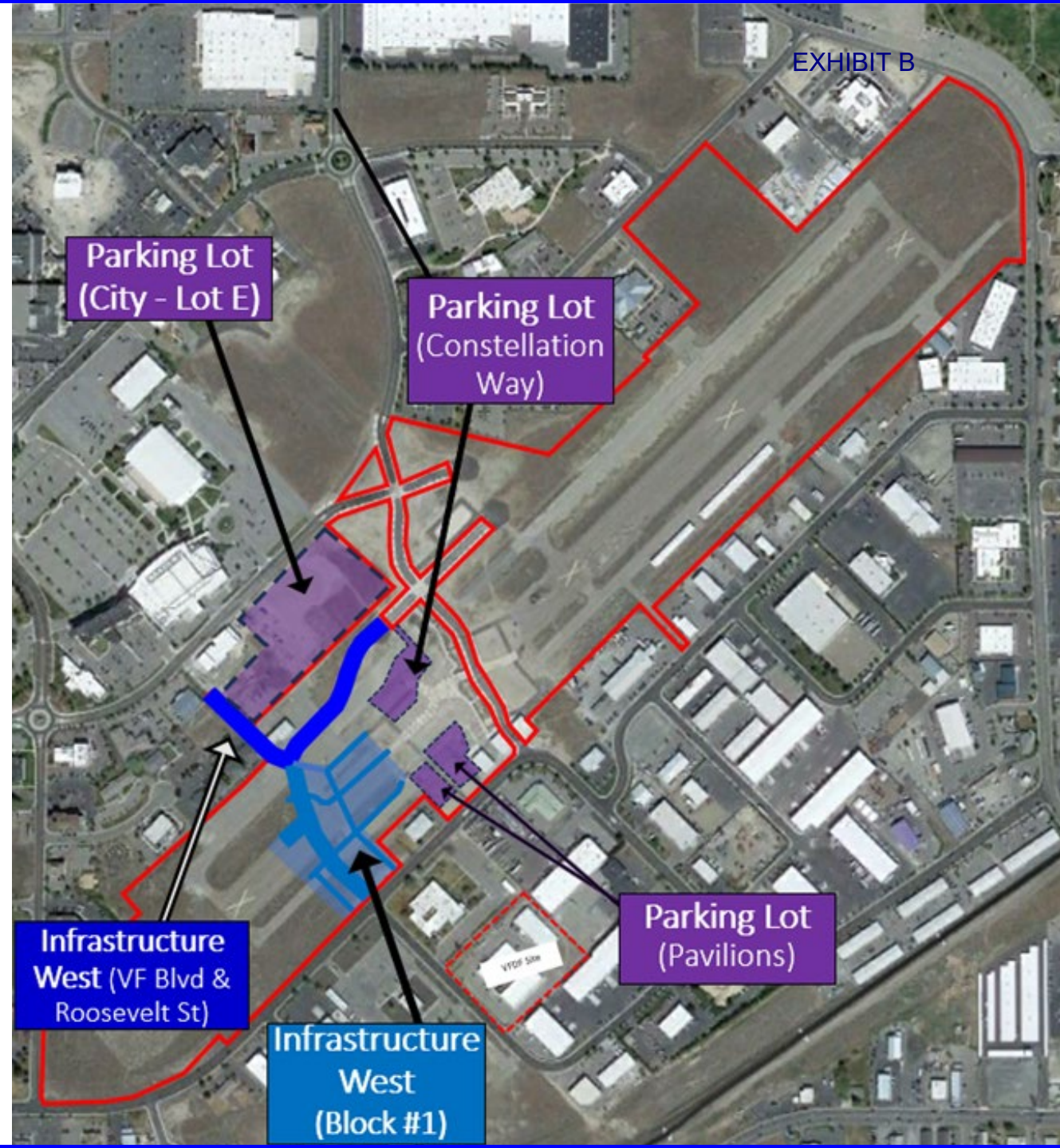
- ☐ Infrastructure West Construction (BlueChart Block #1) [\\$2,500,000](#) (25/26 carryover)
- ☐ Joint-Use Parking Lot Construction (Pavilions) [\\$1,650,000](#) (RCCF) (25/26 carryover)
- ☐ Joint-Use Parking Lot Construction (Constellation Way) [\\$2,000,000](#) (25/26 carryover)
- ☐ Joint-Use Parking Lot Construction (City Lot E) [\\$1,000,000](#)
- ☐ Infrastructure West Construction (VF Blvd./Roosevelt St.) [\\$2,000,000](#) (RCCF eligible)
- ☐ Vista Field Team (supporting marketing efforts) - [\\$300,000](#)

- [Provide Support & Oversight to Previously Approved Land Sales](#)
- Market properties through RFP process & review proposals through the Collaborative Design Process

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.

[Existing/Pending Contractual Obligation](#)
[Support Previously Expressed](#)
Ⓢ Revenue Generation Potential



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 Mixed Use)

STRENGTHS

- Unique waterfront properties with tourism opportunities - lighthouse, marina, public plazas, shoreline trails, public art amenities, tasting rooms, food truck cluster and other businesses with commercial and recreational opportunities

CHALLENGES

- ✱ Balancing focus on both Kennewick Historic 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

- ☐ Marina maintenance & repairs [\\$350,000](#)Ⓢ
- Respond to private sector development inquiries on Clover Island's N.W. corner and Cedars West parcels (land lease) Ⓢ
- Hold parcel adjacent to The Gathering Place to accommodate/support development of north shoreline parcels.

COLUMBIA DRIVE

- Respond to private sector development inquiries on Columbia Gardens, The Willows and Cable Greens parcels (sale or lease) Ⓢ

Existing /Pending Contractual Obligation
Support Previously Expressed
Ⓢ Revenue Generation Potential

EXHIBIT B



VISTA FIELD—VFDF



FINLEY (Twin Tracks & Hedges Lagoon)



OAK STREET



PLYMOUTH ISLAND



DISTRICTWIDE WORK PLAN PROJECTS

EXHIBIT B

SUGGESTED WORK PLAN

- ☐ Remain focused on the day-to-day efforts to operate a successful Port District
- ☐ Complete projects authorized in 2025-2026 Budget
- ☐ Pursue grant funding as appropriate ®
- ☐ Port asset replacement program (building upkeep & annual maintenance) - \$400,000 ®
- ☐ Pursue mutually beneficial project in partnership with Benton County - \$150,000
- ☐ Opportunity Fund for yet to be identified small projects (either Port or outside agency) - \$100,000 *[CTUIR Powwow aligns with this fund] [potential ® dependent upon project(s) selected]*
- ☐ Pursue water rights transfer from Oak Street holdings to Benton County (Fairgrounds) and Port properties (Vista Field)
- ☐ 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

SUGGESTED WORK & PROPERTY MANAGEMENT PLAN

- 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

Existing/Pending Contractual Obligation
Support Previously Expressed
® Revenue Generation Potential

CAPTIAL EXPENDITURE SUMMARY

EXHIBIT B

Dated: August 11, 2026

2027/2028 DRAFT CAPITAL BUDGET

Vista Field	Infrastructure West Construction & Amenities (BlueChart Block #1)	\$ 2,500,000	POK
Vista Field	Joint-Use Parking Lot Construction (Millions)	\$ 1,650,000	GRANTS
Vista Field	Joint-Use Parking Lot Construction (Constellation Way)	\$ 2,000,000	POK
Vista Field	Joint-Use Parking Lot Construction (Entertainment District Lot E)	\$ 1,000,000	POK
Vista Field	Infrastructure West Construction (Vista Field Blvd. & Roosevelt St.)	\$ 2,000,000	Pursue GRANT
Vista Field	Team (Town Architect, Project Design)	\$ 300,000	POK
Clover Island	Marina Restoration Repairs	\$ 350,000	POK
Benton County Partnership	Mutually Beneficial Project (TBD)	\$ 150,000	POK
Districtwide	Opportunity Fund	\$ 100,000	POK
Districtwide	Asset Replacement	\$ 400,000	POK
TOTAL		\$ 10,450,000	

Existing and/or Prior COMMITMENTS

Existing Commitment; 2025/2026
Budget RCCF & HAEIF Grants; 2025/2026
Budget Existing Commitment; 2025/2026
Budget Existing Commitment
RCCF Candidate

CAPTIAL EXPENDITURE SUMMARY

Dated: August 11, 2026

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TOTAL		\$ 1,300,000

Pursue RCCF

PORT OF KENNEWICK

Resolution No. 2026-16

***A RESOLUTION OF THE PORT OF KENNEWICK
BOARD OF COMMISSIONERS ADOPTING THE 2027-2028 WORK PLAN***

WHEREAS, the Port of Kennewick Commission received a presentation at its Regular Meeting on Tuesday, August 25, 2026, to discuss proposed plans and development policies to be undertaken and implemented in calendar years 2027-2028; 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 2027-2028 Work Plan”.

NOW, THEREFORE, BE IT HEREBY RESOLVED the Board of Commissioners of the Port of Kennewick hereby adopts the 2027-2028 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 September, 2026.

***PORT of KENNEWICK
BOARD of COMMISSIONERS***

By: Position currently vacant
President

By: _____

SKIP NOVAKOVICH
Vice President

By: _____

RAUL CONTRERAS GONZALEZ
Secretary



2027-2028 WORK PLAN

Approved by Resolution 2026-16
September 8, 2026

350 Clover Island Drive, Suite 200
Kennewick, WA 99336

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

PortofKennewick.org

PROSPECTIVE VISION Page 2

CAPITAL EXPENDITURE SUMMARY Page 3

DISTRICT BOUNDARY MAP Page 4

PROPERTY PORTFOLIO

PRIORITY PROJECTS

 Vista Field Redevelopment Page 5

 Kennewick Historic Waterfront District (Clover Island & Columbia Drive) Page 7

OTHER PROJECTS/PROPERTIES

 Vista Field Industrial, Oak Street, Finley & Plymouth Island Page 9

ADDITIONAL WORK PLAN PROJECTS Page 10

PROSPECTIVE VISION

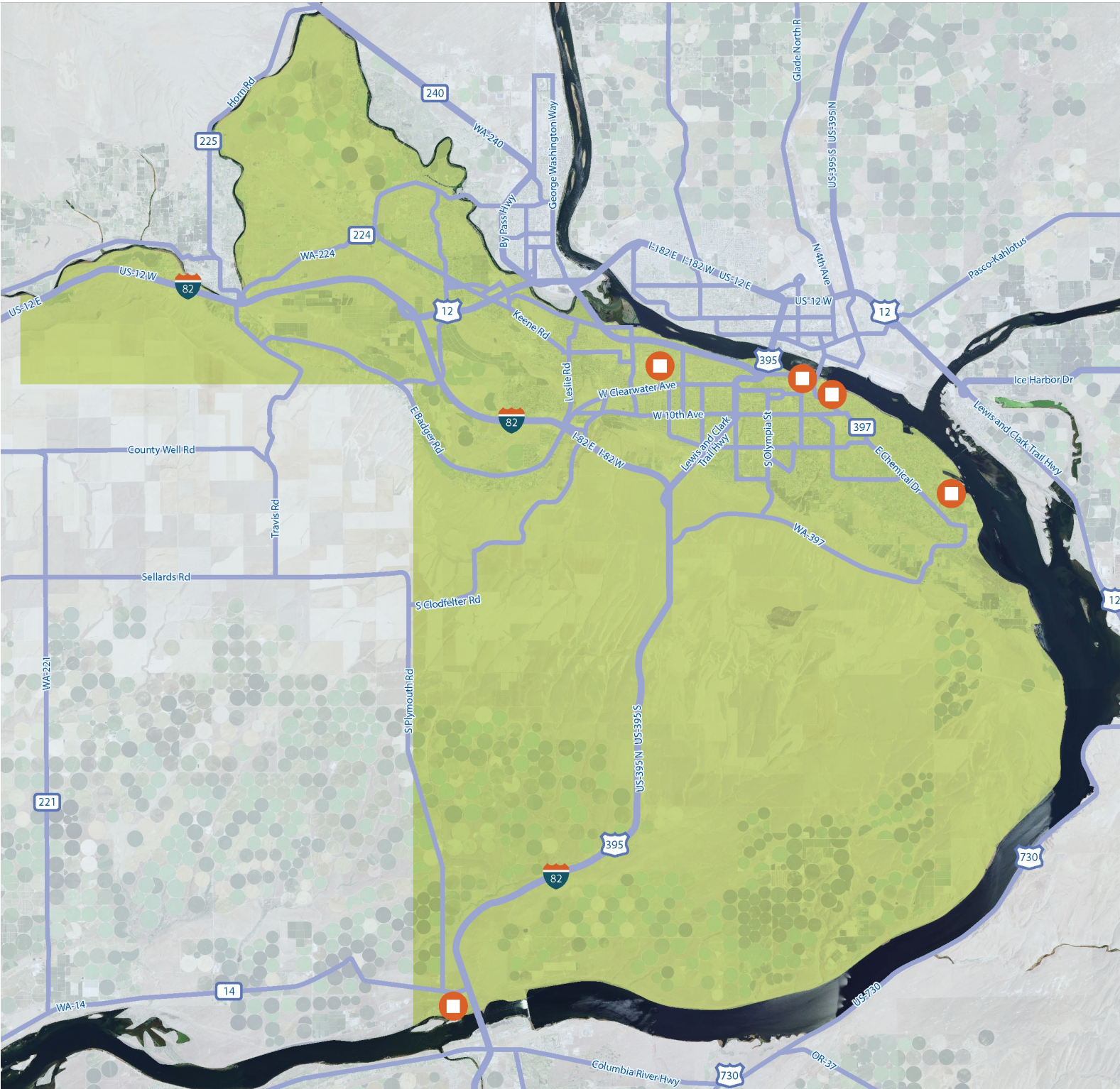
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- **Acknowledge the enormity of the Vista Field redevelopment project and the significance of this effort to the entire Port District and broader Tri-City area.**
- **Follow direction established by 2016 Comprehensive Scheme of Development and Harbor Improvements as amended in 2017 and 2019.**
- **Continue with Kennewick Historic Waterfront District projects: Columbia Drive — Columbia Gardens Artisan Village and Clover Island improvements.**
- **Pursue projects with development partners demonstrating support (match funding, political support and enthusiasm).**
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CAPITAL EXPENDITURE SUMMARY

Dated: August 11, 2026

2027/2028 DRAFT CAPITAL BUDGET

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 Current Port Properties

VISTA FIELD REDEVELOPMENT

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

STRENGTHS

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CHALLENGES

- ✱ Undertaking massive redevelopment effort while balancing districtwide objectives
- Limited financial resources
- Establishing a new land use and development paradigm in the community

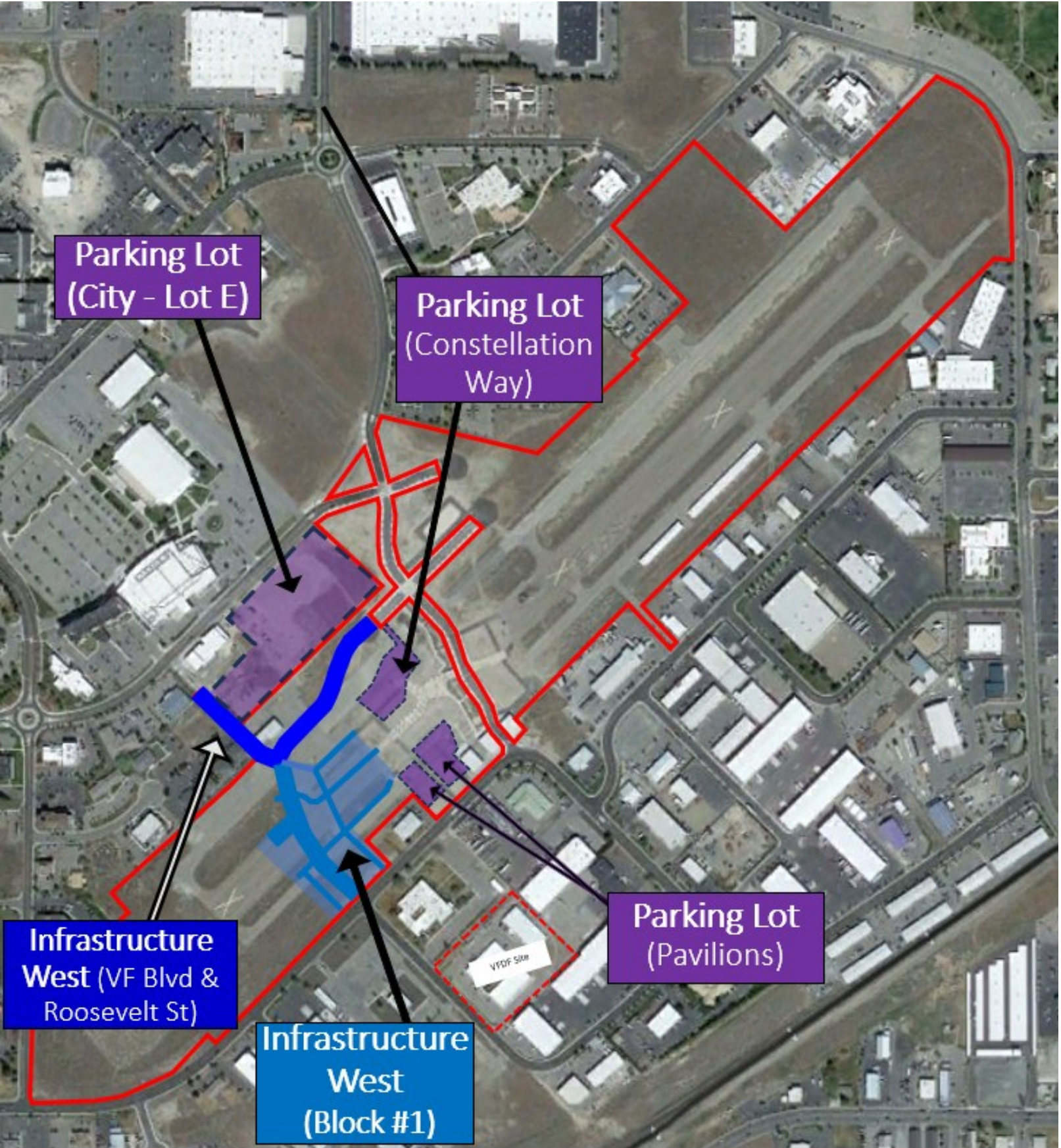
SUGGESTED WORK & PROPERTY MANAGEMENT PLAN

- ☐ Infrastructure West Construction (BlueChart Block #1) [\\$2,500,000](#)® (25/26 carryover)
- ☐ Joint-Use Parking Lot Construction (Pavilions) [\\$1,650,000](#)® {RCCF} (25/26 carryover)
- ☐ Joint-Use Parking Lot Construction (Constellation Way) [\\$2,000,000](#)® (25/26 carryover)
- ☐ Joint-Use Parking Lot Construction (City Lot E) [\\$1,000,000](#)®
- ☐ Infrastructure West Construction (VF Blvd./Roosevelt St.) [\\$2,000,000](#)® {RCCF eligible}
- ☐ Vista Field Team (supporting marketing efforts) - [\\$300,000](#) ®
- [Provide Support & Oversight to Previously Approved Land Sales](#)
- Market properties through RFP process & review proposals through the Collaborative Design Process ®

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.

[Existing/Pending Contractual Obligation](#)
Support Previously Expressed
® **Revenue Generation Potential**



**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 Mixed Use)

STRENGTHS

- Unique waterfront properties with tourism opportunities - lighthouse, marina, public plazas, shoreline trails, public art amenities, tasting rooms, food truck cluster and other businesses with commercial and recreational opportunities

CHALLENGES

- ✱ Balancing focus on both Kennewick Historic 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

- ☐ **Marina maintenance & repairs \$350,000®**
- **Respond to private sector development inquiries on Clover Island’s N.W. corner and Cedars West parcels (land lease) ®**
- **Hold parcel adjacent to The Gathering Place to accommodate/support development of north shoreline parcels.**

COLUMBIA DRIVE

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

Existing /Pending Contractual Obligation
Support Previously Expressed
® *Revenue Generation Potential*



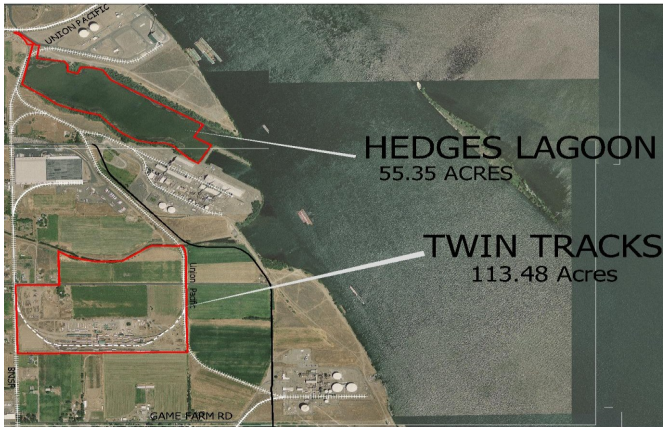
VISTA FIELD—VFDF



OAK STREET



FINLEY
(Twin Tracks & Hedges Lagoon)



PLYMOUTH ISLAND



SUGGESTED WORK & PROPERTY MANAGEMENT PLAN

- 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**

DISTRICTWIDE
WORK PLAN PROJECTS

SUGGESTED WORK PLAN

- ☐ Remain focused on the day-to-day efforts to operate a successful Port District
- ☐ Complete projects authorized in 2025-2026 Budget
- ☐ Pursue grant funding as appropriate ®
- ☐ Port asset replacement program (building upkeep & annual maintenance) - \$400,000 ®
- ☐ Pursue mutually beneficial project in partnership with Benton County -\$150,000
- ☐ Opportunity Fund for yet to be identified small projects (either Port or outside agency) - \$100,000 [CTUIR Powwow aligns with this fund?](#) [potential ® dependent upon project(s) selected]
- ☐ Pursue water rights transfer from Oak Street holdings to Benton County (Fairgrounds) and Port properties (Vista Field)
- ☐ 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**

AGENDA REPORT

TO: Port Commission

FROM: Nick Kooiker, Deputy CEO

MEETING DATE: September 8, 2026

AGENDA ITEM: CEO Evaluation Committee Vacancy

**I. REFERENCE(S): Resolution 2022-19
Resolution 2026-18**

II. DISCUSSION:

The Port Commission is required to provide an annual evaluation to the Port's CEO by December 15th of each year. To make this process more effective, the Port Commission established the CEO Evaluation Committee via Resolution 2022-19. The Committee consists of one Commissioner, the Port's legal counsel, and the Port's Chief Financial Officer (Deputy CEO). The current Commissioner on the committee is Commissioner Hohenberg, effective January 1, 2026 for a two-year term.

Due to the retirement of Commissioner Hohenberg, the Commission needs to appoint a new commissioner to serve on the committee for the remainder of the term through December 2027.

III. STAFF RECOMMENDATION: Approve Resolution 2026-18, appointing a Commissioner to serve the remainder of the 2026-27 term on the CEO Evaluation Committee.

PROPOSED MOTION:

I move to approve Resolution 2026-18 appointing Commissioner _____ to serve the remainder of the 2026-27 term on the CEO Evaluation Committee effective immediately; and that all action by port officers and employees in furtherance hereof is ratified and approved; and further, the Port Chief Executive Officer is authorized to take all action necessary in furtherance hereof.

PORT OF KENNEWICK

Resolution No. 2026-18

***A RESOLUTION OF THE BOARD OF COMMISSIONERS
OF THE PORT OF KENNEWICK
APPOINTING PORT COMMISSIONER TO CEO EVALUATION COMMITTEE***

WHEREAS, the Port Commission conducts an annual evaluation of the Port Chief Executive Officer's (CEO) performance pursuant to the CEO's employment agreement; and

WHEREAS, the Port Commission adopted Resolution 2022-19, establishing a CEO Evaluation Committee process in an effort to create efficiencies; and

WHEREAS, the updated evaluation policy and procedure provides for a CEO Evaluation Committee comprised of the Port's Chief Financial Officer, Port Attorney, and one Commissioner appointed by the Board of Commissioners; and

WHEREAS, the Port Commission appointed Commissioner Hohenberg to the Committee on January 27, 2026 to serve a two-year term; and

WHEREAS, the retirement of Commissioner Hohenberg has left a vacancy on the CEO Evaluation Committee, therefore the Board of Commissioners need to appoint another member of the Board to the CEO Evaluation Committee.

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Commissioners of the Port of Kennewick appoints _____ to serve on the CEO Evaluation Committee for the remainder of the term through December 2027, effective immediately.

BE IT FURTHER RESOLVED that all action by port officers and employees in furtherance hereof is ratified and approved; and further, the port Chief Executive Officer is authorized to take all action necessary in furtherance hereof.

ADOPTED by the Board of Commissioners of the Port of Kennewick on the 8th day of September, 2026.

***PORT of KENNEWICK
BOARD of COMMISSIONERS***

By: Position currently vacant
President

By: _____

SKIP NOVAKOVICH
Vice President

By: _____

RAUL CONTRERAS GONZALEZ
Secretary

PORT OF KENNEWICK

RESOLUTION No. 2022-19

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE PORT OF KENNEWICK REVISING THE CHIEF EXECUTIVE OFFICER (CEO) EMPLOYMENT AGREEMENT AND PERFORMANCE EVALUATION PROCESS

WHEREAS, the Chief Executive Officer's (CEO) current Employment Agreement (CEO Agreement) is in need of amendment to clarify the effect of subsequent benefit amendments; to more clearly delineate terms of indemnification; and to update the current individualized method used to review CEO's performance; and

WHEREAS, revising and amending the CEO Agreement in these areas will provide for greater clarity; and

WHEREAS, re-instituting the former CEO committee performance evaluation process consisting of one Commissioner serving a two-year term, the Chief Financial Officer (CFO), and Port Attorney will promote a more efficient and less complicated review process, and

WHEREAS, returning to the Committee Evaluation Process for CEO performance evaluations is accomplished by revising the Commission Rules of Policy and Procedure, Section 15, which in turn also adopts Exhibit A - the Committee Evaluation Process and Exhibit B, the CEO Annual Evaluation Form; and

WHEREAS, the Port CFO has reviewed the proposed documents and finds them in order.

NOW, THEREFORE, BE IT RESOLVED that the Port of Kennewick Board of Commissioners take the following actions:

1. The Port of Kennewick Board of Commissioners hereby approve and adopt the Third Amendment to the CEO Employment Agreement to (a) add a new Section 4.9 to clarify the effect of future amendments, (b) modify Section 7 to address indemnification, and (c) to acknowledge the change in title from "Executive Director" to the current title of "Chief Executive Officer", all as set as set forth in **Attachment 1** – Third Amendment to Employment Agreement.
2. The Port of Kennewick Board of Commissioners hereby revise Commission Rules of Policy and Procedure at Section 15 to reinstate the Committee CEO Evaluation Process, all as set as set forth in **Attachment 2** which incorporates **Exhibit A**- CEO Evaluation Committee Process and **Exhibit B** – CEO Annual Evaluation Form.
3. The Port of Kennewick Board of Commissioners hereby rescind Resolutions 2019-24, 2017-27 and 2017-16 upon adoption of this Resolution; and
4. The Port of Kennewick Board of Commissioners hereby ratify and approve all action by port officers and employees in furtherance hereof.

RESOLUTION No. 2022-19

Page 2

ADOPTED by the Board of Commissioners of Port of Kennewick on the 26th day of July 2022.

***PORT of KENNEWICK
BOARD of COMMISSIONERS***

By: 
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SKIP NOVAKOVICH, President

By: 
89F77EAC8921416...
KENNETH HOHENBERG, Vice President

By: Disapprove

THOMAS MOAK, Secretary

THIRD AMENDMENT TO EMPLOYMENT AGREEMENT

This Third Amendment dated July 26, 2022 amends that certain Employment Agreement entered into on November 15, 2013 by and between the PORT OF KENNEWICK, a Washington public port district, (the "Employer" or the "Port"), and TIM ARNTZEN (the "Employee" or "Chief Executive Officer"), as amended March 24, 2017 by the CEO's extension of the Longevity Agreement through December 31, 2020 (via memo); as amended by the First Amendment dated December 12, 2017 as referenced in Resolution 2017-27; as amended by Second Amendment dated November 26, 2019 (without Resolution); as amended by Resolution 2019-24 dated September 24, 2019; and as amended by Resolution 2020-30 dated December 8, 2020 which further extended the Longevity Agreement through December 31, 2025, ("CEO Agreement").

The Port and Chief Executive Officer wish to update and further amend the CEO Agreement as follows:

1. A new Section 4.9 is added to the CEO Agreement as follows:

4.9 It is understood that the Employee shall not receive a reduction to benefits provided pursuant to his employment agreement due to the adoption of any subsequent amendment or modification of this agreement. It is recognized that there may be a reduction in benefits provided pursuant to this Agreement should such reduction be mandated by law.

2. Section 7 of the CEO Agreement is amended to add the additional language underlined below as follows:

Employer Responsibility:

To the maximum extent permitted by law, Employer shall defend, indemnify, and hold Employee harmless from and against any and all claims, demands, suits, action or proceedings of any kind of nature arising out of the performance-by Employee of the Employee's duties and responsibilities as Chief Executive Officer of the Employer.

In addition, whenever an action or proceeding for damages is brought against the Employee, the Employer shall defend, indemnify, and hold the Employee harmless to the maximum extent permitted by the law for any liability incurred by the Employee in his capacity as an officer or employee of the Port acting in good faith. If the Employee personally incurs direct or indirect costs in order to respond to any such action, suit, proceeding, or claim, the Employer shall promptly reimburse the Employee upon written demand setting out such costs, provided indemnification of attorney's fees shall not exceed the hourly rate of the Port's General Legal Counsel as reflected in that General Legal Counsel's contract with the Port. Further, any amounts paid by

Resolution 2022-19
Attachment 1

the Employee in settlement or as a result of a judgement shall be reimbursed by the Employer unless the Employer shall establish that the Employee did not act in good faith and in the best interests of the Port in carrying out his duties.

To the extent of any conflict between this agreement and any other policy or procedure of the Port, this Agreement shall prevail. The obligations of the Employer to indemnify and hold the Employee harmless shall survive the termination of this Agreement or expiration of the employment relationship. Therefore, the obligation to indemnify the Employee applies whether the individual is currently or was previously employed by the Port of Kennewick at the time facts giving rise to such a matter arose.

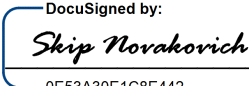
3. The CEO Agreement is revised throughout to replace all references to “Executive Director” with the updated title of “Chief Executive Officer”.
4. The following previous amendments to the CEO Agreement are rescinded: (a) First Amendment dated December 12, 2017 as referenced in Resolution 2017-27; (b) Creation of Committee Evaluation Process approved by Resolution 2017-16, Second Amendment dated November 26, 2019, as referenced in Resolution 2019-24; and (c) Reversion of the Committee Evaluation Process approved by Resolution 2019-24.
5. All other provisions except those previous amendments expressly referenced herein and not rescinded and as amended herein remain in full force and effect.

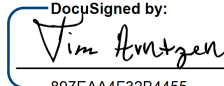
EMPLOYER:

EMPLOYEE:

PORT OF KENNEWICK

A Washington state public port district

By: 
0E53A30E1C8E442...
Skip Novakovich, Commission President

By: 
897EAA4F32B4455...
Tim Arntzen, Chief Executive Officer

Resolution 2022-19
Attachment 2

	PORT OF KENNEWICK	
	Port Commission Rules of Policy and Procedure	
	CHIEF EXECUTIVE OFFICER (CEO) EVALUATION	Section 15.0
	Adopted by the Commission on July 26, 2022 Resolution 2022-19	Replaces Section 15, adopted February 22, 2011 and as amended by Resolution 2016-01, adopted January 12, 2016 and Replaces Resolution 2017-16, adopted October 10, 2017 Replaces Resolution 2017-27, adopted December 12, 2017

15. CEO EVALUATION

15.1 CEO Evaluation Committee

- 15.1.1 The Port Commission shall appoint a CEO Evaluation Committee made up of the Port's Chief Financial Officer, Port Attorney, and one Commissioner to serve a 2-year term. Each member shall be unbiased.
- 15.1.2 The CEO Evaluation Committee will develop the CEO's goals and objectives for Port Commission review and approval. The goals and objectives developed by the Committee shall be specific, measurable, attainable, realistic, timely and in alignment with the Port's mission, budget, work plan, and comprehensive scheme of development.
- 15.1.3 The Commission accepts the following procedure for the CEO Evaluation Committee to evaluate the CEO's performance, which is attached hereto as **Exhibit "A"**, and the CEO Evaluation Committee has created the Chief Executive Officer Performance Evaluation Form Revised 2022, which is attached hereto as **Exhibit "B"**.
- 15.1.4 On an annual basis, the CEO Evaluation Committee will conduct CEO's performance evaluation.

- 15.1.5 On an annual basis, the CEO Evaluation Committee will present the results of its evaluation of the CEO's performance to the Port Commission for review and approval. Such results may include, among other things, recommendation for salary adjustment in accordance with CEO's employment agreement.
- 15.1.5 The CEO Evaluation Committee may use assistance from other staff members or consultants as necessary and appropriate.
- 15.1.6 The Port Commission shall address CEO performance issues as they arise by timely referring them to the CEO Evaluation Committee. The CEO Evaluation Committee will develop a procedure for handling performance issues that may arise between annual evaluations. As part of that procedure, any performance related item must be communicated to the CEO in writing within 14 business days following the date any such alleged action or inaction occurred. If the CEO Evaluation Committee fails to notify the CEO of a matter of which the Commission members are aware, the performance related item shall not be relied upon or addressed in a performance review. Prior to issuing such a written notice, the CEO Evaluation Committee shall undertake an appropriate inquiry, which generally will include discussion with the CEO, in accordance with applicable laws, policies and contracts. Once notified, the CEO shall be provided a reasonable period of time to cure the concern or deficiency.

RESOLUTION 2022-19
EXHIBIT “A” TO SECTION 15,
COMMISSION RULES OF PROCEDURES

1. CEO EVALUATION PROCESS

1.1 CEO Evaluation Committee

1.1.1 *COMMITTEE AUTHORITY:* Resolution 2022-19 authorized the creation of the CEO Evaluation Committee (Committee). Furthermore, it established the members of the Committee are: Port’s Chief Financial Officer; Port Attorney; and one Commissioner to be appointed by the Commission.

1.1.2 *COMMISSION DIRECTION:* The Commission direction for the Committee is as follows:

- Develop a process for evaluating CEO’s performance.
- Perform the CEO evaluation using the Chief Executive Officer Performance Evaluation Form revised 2022.
- Develop the CEO’s goals and objectives for Commission review and approval.
- Present the CEO evaluation to the Commission for review and approval annually. This will include a recommendation for salary adjustment in accordance with CEO’s employment agreement.
- Use assistance from other staff members or consultants as necessary and appropriate.
- Develop a process for handling performance issues as they arise between annual evaluations if performance issues are brought forth by the Port Commission.

1.1.3 *COMMITTEE MEETINGS:* The Committee will meet at least annually, conducting its first meeting for CEO’s performance review no later than September 15th. The Commission typically will need to approve the CEO’s evaluation at their first meeting in November, so the ideal time to present to Commission is at the second meeting in October. The deadline for final Commission approval is November 15th.

1.1.4 *CHANGES TO THIS PROCESS:* Changes to this process must be approved by the majority of the Committee members, and with the consent of the CEO, which consent shall not be unreasonably withheld.

1.2 CEO Annual Evaluation Process

- 1.2.1 The Committee will evaluate the goals & objectives set by the Commission as part of the evaluation process.
- 1.2.2 The Committee will also consider additional work either directed or performed for the Port's benefit that was not included in the initial goals and objectives approved by Commission.
- 1.2.3 The Committee will also consider the overall operational success at the Port (including but not limited to: marina and building occupancy, land sales, property maintenance, contract management, financial oversight, strategic alliances/partnerships, communications, positive publicity, brand reputation, and strategic leadership including personnel management and development).
- 1.2.4 The Committee will include resolved or unresolved performance issues addressed by the Commission in the CEO's evaluation.
- 1.2.5 The Committee will present the CEO evaluation to the CEO and allow the CEO to draft a formal response before the evaluation is presented to the Commission.
- 1.2.6 The Committee will present the evaluation to the Commission as allowed by law.
- 1.2.7 The Committee will provide the Commission a CEO performance recommendation of "unsatisfactory," "satisfactory," "above satisfactory," or "exceptional" in accordance with the CEO Employment Agreement.

Performance Appraisal Ratings:

- Exceptional – The individual is making a significant contribution to the organization. This person constantly accepts responsibilities beyond those of the job held and continuously exceeds expectations regarding completion of work assignments. There are few areas regarding performance of job responsibilities in which he/she could improve.
- Above Satisfactory – The individual is a steady and consistent performer and carries out duties in a fully responsible and effective manner. Meets and occasionally exceeds expectations regarding job responsibilities and completion of work assignments. Even though present performance is acceptable, there may be areas regarding performance of job responsibilities in which the person should improve.

- Satisfactory – The individual generally meets standards or expectations. It is expected that with the appropriate improvement plan, performance will reach a fully satisfactory level within a specified time period.
- Unsatisfactory – The individual generally does not meet standards or expectations. It is expected that with the appropriate improvement plan, performance will reach a satisfactory level within a reasonable specified time period in keeping with part 10 of the CEO's employment agreement and prior to the imposition of any disciplinary action.

1.2.8 The Committee shall maintain confidentiality around its deliberations and evaluation results.

1.3 CEO Goals and Objectives

- 1.3.1 In order to promote creativity & collaboration, the CEO can recommend goals and objectives for the Committee's consideration.
- 1.3.2 The Committee will review the CEO's recommended goals and objectives in order to determine if the goals are specific, measurable, attainable, realistic, timely and in alignment with the Port's mission, budget, work plan, and comprehensive scheme of development.
- 1.3.3 The Committee will involve the CEO during the goal setting process in order to allow feedback. In addition, this ensures the goals are specific, measurable, attainable, realistic, timely and in alignment with the Port's mission, budget, work plan, and comprehensive scheme of development.
- 1.3.4 The Committee will also consider one goal that is open to allow flexibility (example: Identify and present additional mutually beneficial or ROI partnering opportunities to Commissioners).
- 1.3.5 The CEO and committee will work to the best of their abilities to reach agreement on goals and objectives before presenting to the Commission for approval.
- 1.3.6 The Committee will present the final goals and objectives to the Commission for approval.
- 1.3.7 The Committee, with CEO feedback, may also present to the Commission recommendations on amending the goals and objectives (example: Commission directive change, or goal may be modified due to budget changes).

- 1.3.8 The Committee will perform review of the CEO goals and objectives and present this update to the Commission at least annually for the evaluation process.

1.4 Performance Issues Process

- 1.4.1 The Port Attorney will perform legal review of the performance related item and gather information or documents. Port Attorney may use assistance from other staff members or consultants as deemed appropriate and within the approved budget.
- 1.4.2 The Port Attorney will present to the Committee the performance related items and findings.
- 1.4.3 If the Committee determines the performance related item is a finding that needs Commission discussion, the Committee will add the performance item to the agenda for the Commission to discuss as allowed in executive session, upon consent from the CEO.
- 1.4.4 Performance evaluations shall be made a part of the CEO's personnel file. The CEO has the right to review this file and to make a written request that information and documentation be removed that the CEO believes is inaccurate, incredible, unsubstantiated, or unwarranted. Upon review, the Employer shall remove all information identified by the CEO which is found to be inaccurate, not credible, or unsubstantiated, or where any discipline was not warranted.

RESOLUTION 2022-19
EXHIBIT “B” TO SECTION 15,
COMMISSION RULES OF PROCEDURES

ANNUAL PERFORMANCE EVALUATION

CEO Evaluation Committee Evaluations of the CEO’s Performance

IMPORTANT DUTIES & EXPECTATIONS	PERFORMANCE APPRAISAL		COMMENTS/EXAMPLES:
	Met	Not met	Attach pages/documentation as needed
I. Vision and Purpose: A. Assists the Commission in defining its shared vision. Communicates that direction to the organization. B. Collaborates with the Commission to advance the Port’s vision and purpose. C. Advocates the vision by strategic resource allocation toward attainment.			Click or tap here to enter text.
II. Strategic Agility: Is proactive; anticipates future trends, benefits, and consequences; has broad knowledge and perspective; can objectively state possibilities and probabilities.			
III. Operating Plans/Financial Plans: A. Develops, maintains, and implements strategic plans and operational goals that effectively brings the Port’s vision to fruition. B. Administers the Port’s financial affairs consistent with state law and adopted policies, budget, and financial guidelines.			

IV. Integrity: Sets the tone for the Port by exemplifying consistent values and high ethical awareness, honesty, and fairness.			
V. Political and Institutional Sensitivity: A. Maneuvers through complex political and institutional situations effectively; anticipates potentially negative reactions, recommends, and plans a course of action; views politics as a necessary part of organizational and public sector life and works to be effective within that reality. Unless otherwise not practical, obtains Commission concurrence prior to publicly stating position. B. Develops solutions to complex issues that challenge the Port's ability to recognize its vision and purpose. Demonstrates sensitivity to resource availability when developing solutions. C. Leads the Port in building effective relationships with tenants, customers, jurisdictional partners, and community.			
VI. Knowledge/Decision Quality: A. Knows how successful public ports work; knowledgeable in current and possible future practices, trends, and information affecting port management, the port industry, and our Port; knows the competition; is aware of how strategies and tactics			

work in the marketplace. B. Makes good decisions based on analysis, wisdom, experience, and judgment; most solutions and suggestions turn out to be correct when judged over time.			
VII. Leadership/Management: A. Demonstrates an entrepreneurial spirit by identifying ways to generate revenue, investment capital and maximizes the financial potential of existing port assets. B. Rallies support behind the vision and strategic plan; can inspire and motivate staff and community. C. Creates an environment where employees at all levels contribute their knowledge, skills, abilities, and ideas in a way that maximizes their potential. Employee potential is not limited by divisional walls or job title. Appropriately delegates to others. Is a good judge of talent; hires the best people available inside or outside the organization. D. Creates a climate in which people want to do and can do their best; can motivate team or project members; empowers others; invites input and shares ownership and visibility. Makes each person feel his/her work is important.			

VIII. Initiative/ Courage/ Adaptability: A. Self-starting ability. Promptly takes hold and follows through with minimum direction. B. Willingness to state opinions and reasons without concern about the popularity of the views. Forthrightness in dealing with Commission, customers, suppliers, and others in the organization. C. Ability to adjust to changing conditions or unusual assignments. Flexibility in undertaking a variety of assignments, acceptance of decisions which go counter to own opinion.			
IX. Loyalty: Understanding and accepting of goals and policies of the organization. Willingness to support organization and management.			
X. Communications: Effectiveness of exchanging significant information throughout all levels of the organization; with clients, vendors, and the public.			

PERFORMANCE APPRAISAL OVERALL RATING				
The CEO’s performance for the year 2022 is found to be:	Exceptional	Above Satisfactory	Satisfactory	Unsatisfactory

Additional Evaluator Comments:

Tim Arntzen
Date