

## 2017 POT Performance Goals and Expectations (draft 2017)

### Sustain and Enhance Business Development (Scorecard: Cargo)

(Key Priorities for 2017 and beyond)	Performance Measure
<b>1. Land Acquisition Strategy</b> <ul style="list-style-type: none"> <li>• Evaluate and recommend strategic property acquisitions that support future business development activities</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluate SIM Yard acquisition, 11<sup>th</sup> Street properties, other</li> </ul>
<b>2. Real Estate Portfolio Long-Term Strategy</b>	<ul style="list-style-type: none"> <li>• Complete development strategy for Fabulich Center property</li> <li>• Complete term lease with Trident Seafoods</li> <li>• Complete development plan and select development partner(s) for Wheeler-Osgood property</li> <li>• Pursue sales transactions for Frederickson and Maytown properties</li> </ul>
<b>3. Thorne Road Property Development</b>	<ul style="list-style-type: none"> <li>• Complete development strategic plan and advance permitting and mitigation</li> </ul>

### Deliver Superior Financial Performance (Scorecard: Financial Returns)

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

### Job Creation and Strengthen Organizational Health (Scorecard: Job Creation)

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

**Demonstrate Environmental Stewardship (Scorecard: Environmental Stewardship)**

<b>(Key Priorities for 2017 and beyond)</b>	<b>Performance Measure</b>
<p><b>1. Implement cleanup actions on priority contaminated properties to support the Port's business opportunities</b></p>	<ul style="list-style-type: none"> <li>• Obtain a No-Further-Action from Ecology on Port Parcel 119, a PSE leased property adjacent to the Parcel 2-Former Alexander Tank Farm</li> <li>• Obtain Ecology approval of the Parcel 2-Former Alexander Ave Tan Farm Feasibility study and identify a preferred remedy under a draft cleanup action plan</li> <li>• Complete design and permitting for implementing the preferred remedial action at Parcel 1B – EBC, with in-water construction targeted for the 2018 fish window</li> <li>• Obtain Ecology approval for an interim action work plan to allow for the remediation of 1514 Taylor Way (Avenue 55 Warehouse project) during construction of tenant improvements</li> <li>• Complete the Portac Remedial Investigation and start the Feasibility Study</li> </ul>
<p><b>2. Implement a habitat mitigation plan</b></p>	<ul style="list-style-type: none"> <li>• Re-engage with the Tribe in an effort to obtain Tribal concurrence for the development of Lower Wapato Creek Combined Habitat Site (Parcel 14)</li> <li>• Evaluate and complete land acquisition for Upper Clear Creek Site Expansion</li> <li>• Complete Saltchuk BOD for a future mitigation site</li> <li>• Complete Upper Clear Creek portion of Port's Umbrella Mitigation Bank</li> </ul>
<p><b>3. Identify and develop maritime industrial stormwater treatment best management practices</b></p>	<ul style="list-style-type: none"> <li>• Assist non-licensed properties that require an Industrial Stormwater General Permit (ISGP) with source control best practices</li> <li>• Under the Municipal Stormwater Program, update stormwater pollution prevention plan templates to facilitate customer compliance. Help a minimum of 10% of non-NWSA tenants implement proactive BMPs that positively improve water quality</li> <li>• Complete GIS infrastructure mapping</li> </ul>
<p><b>4. Develop a maritime industrial-focused Environmental Stewardship Sustainability Program</b></p>	<ul style="list-style-type: none"> <li>• Continue to support the Port of Tacoma Corporate Social Responsibility Program implementation</li> <li>• Continue to develop and foster a sustainable practices approach to operations, project development and construction</li> </ul>
<p><b>5. Develop a long-range Port land use and transportation plan to support the Port's future business growth</b></p>	<ul style="list-style-type: none"> <li>• Update the Port of Tacoma Strategic Plan</li> <li>• Evaluate the utility of a Sea Level Rise infrastructure vulnerability assessment</li> </ul>