



AGENDA  
Regular Commission Meeting  
Port of Portland Headquarters  
7200 N.E. Airport Way, 8<sup>th</sup> Floor  
February 14, 2018  
9:30 a.m.

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**Minutes**

Approval of Minutes: Regular Commission Meeting – January 10, 2018

**Executive Director**

Approval of Executive Director's Report – January 2018

**Public Comments**

**General Discussion**

|                                    |                     |
|------------------------------------|---------------------|
| Update on Strategic Plan           | <i>SCOTT DRUMM</i>  |
| Port of Portland Values Discussion | <i>STAN WATTERS</i> |

**Consent Items**

1. 2018 PORT OF PORTLAND TRANSPORTATION IMPROVEMENT PLAN *PHIL HEALY*  
Requests approval of the Port of Portland's Transportation Improvement Plan.
2. FOREST GROVE-CORNELIUS ENTERPRISE ZONE BOUNDARY AMENDMENT *EMERALD BOGUE*  
Requests approval of a minor change to the Forest Grove-Cornelius Enterprise Zone boundary in the City of Cornelius.

**Action Items**

3. ADOPTION OF COMMISSION SOCIAL EQUITY POLICY *STEVE NAKANA*  
Requests adoption of the Commission Social Equity Policy.
4. COLLECTIVE BARGAINING AGREEMENT – AVIATION MAINTENANCE *BLAISE LAMPHIER*  
Requests approval of a five-year collective bargaining agreement between the Port of Portland and the District Council of Trade Unions.

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**2018 PORT OF PORTLAND TRANSPORTATION IMPROVEMENT PLAN**

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February 14, 2018

Presented by: Phil Healy  
Senior Transportation Planner**EXECUTIVE SUMMARY**

This agenda item requests approval of the Port of Portland's (Port) Transportation Improvement Plan (PTIP). As a transportation agency, reliant on elements of the transportation system developed and managed by others to support our mission, the Port must carefully plan, consider funding initiatives, and support projects that will enhance market access for Port customers and businesses in this region and state. The Port Commission considers the PTIP annually as the basis for charting our transportation improvement needs and funding requirements.

**BACKGROUND**

Transportation continues to be both a strategic advantage for this region and a potential vulnerability. We are a small market and good access to markets beyond our region is critical for the businesses that locate here, but it is also crucial that the businesses that rely on products from others in this region can receive them in a timely manner. That means making strategic investments in all parts of the transportation system to diminish choke points, excessive congestion, and poor connections.

The Port's industrial lands initiative, our efforts to retain and grow service, and portions of our federal and state strategy link back to the Port's transportation plan. It is our blueprint to ensure that we are strategic about investing in the system to meet our customers' market access needs and for the region to remain attractive for business expansion and job growth.

As a result of increased competition for fewer federal and state transportation dollars, increasing congestion, the need for global market access, and the impact of inflation and fuel efficiency on the purchasing power of local and state gas taxes, the demand for transportation improvements continues to far exceed existing funding sources. In order to address business and passenger transportation market access and freight bottlenecks, needed improvements must be included in regional, state and federal transportation planning documents and funding strategies. Since transportation funds are not adequate to meet most of the region's capital and maintenance needs, the Port must consider prioritizing our customers' most critical transportation access needs, as well as look to other governments and the private sector for funding Port transportation maintenance and major capital investments.

For these reasons and others, it is prudent to review our transportation needs with the Commission annually. In addition, federal and state regulations require that all transportation funding requests include public review of project lists and funding strategies. Regulations further require inclusion of projects in regional transportation plans to be considered for air quality assessment and funding. To meet state and federal public process requirements established in 1991, the Commission must formally authorize submission of the PTIP to Metro

and the Oregon Department of Transportation when there are changes to projects or funding priorities. Project funding priorities are reconsidered annually when PTIP projects and costs are updated.

This year's PTIP is a compilation of 79 marine, aviation, road, rail, transit and waterway improvements that address Port facility, property access and freight mobility needs. Some of the projects in the PTIP are primarily the Port's responsibility; others are critical for Port customers' market access on systems owned and operated by others. The projects on systems owned and operated by other governments or private rail carriers are primarily the responsibility of those entities, but due to competing priorities and capital constraints, they require some amount of Port focus and/or financial participation to create the impetus for the responsible entity to pursue the project.

The projects identified in the PTIP were developed with full opportunity for public review and input. The PTIP was placed on the Port's website and notices of the PTIP's availability were emailed to stakeholders, community organizations and area businesses. A public hearing was held as part of the PTIP discussion at the January 2018 Commission meeting. Port staff intends to work with Metro and state and local transportation planners to include the projects in the PTIP in the local Transportation System Plans, the Regional Transportation Plan and funding programs at various levels of government.

### **EXECUTIVE DIRECTOR'S RECOMMENDATION**

The Executive Director recommends that the following resolutions be adopted:

BE IT RESOLVED, That approval is given to submit the Port of Portland's Transportation Improvement Plan to Metro and the Oregon Department of Transportation for inclusion in the Regional Transportation Plan to be eligible for future state, regional, and federal funding; and

BE IT FURTHER RESOLVED, That approval is given to seek federal, state and regional transportation funds for the list of projects identified in the Port Transportation Improvement Plan.

**FOREST GROVE-CORNELIUS ENTERPRISE ZONE BOUNDARY AMENDMENT**

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February 14, 2018

Presented by: Emerald Bogue  
Regional Affairs Manager**REQUESTED COMMISSION ACTION**

This agenda item requests approval for a minor change to the Forest Grove-Cornelius Enterprise Zone boundary in the City of Cornelius.

**BACKGROUND**

The Enterprise Zone program was enacted by the Oregon Legislature in 1985. In the 2005 legislative session, the statute for the Enterprise Zone program, ORS 285C.065, was changed to require the governing bodies of port districts to consent by resolution to Enterprise Zone applications by a city or county within the boundaries of the port. This change was requested to ensure coordination of economic development activities within port districts. Since then, the Port of Portland (Port) Commission routinely receives requests from jurisdictions as they move forward with Enterprise Zone re-designations and/or boundary amendments. The Port Commission approved the initial creation of the Forest Grove-Cornelius Enterprise Zone in 2006, an expansion in 2008 and a re-designation in 2016.

**PROPOSED BOUNDARY AMENDMENT**

This request is for a minor change to the Enterprise Zone boundary in the City of Cornelius. There are no proposed changes in the boundary for Forest Grove. The change in the City of Cornelius involves four lots: three industrial and one residential. This will result in an overall reduction of the zone by 4.29 acres.

**ABOUT THE FOREST GROVE-CORNELIUS ENTERPRISE ZONE**

With the highest poverty rates (14.56%) and unemployment rates (4.7%) in Washington County, the Enterprise Zone program is greatly needed in assisting local companies expand, helping new companies relocate their business to Forest Grove and Cornelius and helping to create new, high-quality jobs. The program has been used successfully on ten projects creating 215 new jobs and \$43 million in investment.

Program requirements include a minimum investment of \$50,000, increase in employment, wage requirements (150% of minimum wage for the standard program) and coordination with local job training providers.

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### **FINANCIAL IMPACT**

Under the current levy, the Port forgoes approximately \$0.0675 per \$1000 of *future* assessed value until the end of the exemption period of each participating company (i.e., three-to-five years). The overall reduction of the Forest Grove-Cornelius Enterprise Zone will result in slightly more property tax revenue for the Port of Portland. This change was approved by the City of Cornelius in November 2017.

### **EXECUTIVE DIRECTOR'S RECOMMENDATION**

The Executive Director recommends that the following resolution be adopted:

BE IT RESOLVED, That the Port of Portland Commission consents to the boundary amendment of the Forest Grove-Cornelius Enterprise Zone located within Port of Portland district boundaries.

**ADOPTION OF COMMISSION SOCIAL EQUITY POLICY**

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February 14, 2018

Presented by: Dr. Steve Nakana  
Social Equity Program Manager**REQUESTED COMMISSION ACTION**

This agenda item requests adoption of the Port of Portland (Port) Commission Social Equity Policy, attached as Exhibit A (with associated guidelines).

**BACKGROUND**

In 2013, representatives of various stakeholder groups approached the Port about equity issues at the Port and in our community. Stakeholders spoke at Port Commission meetings and the PDX Community Advisory Committee (CAC) meetings. An ad hoc committee of the CAC was formed that included CAC members, as well as members of the general public and City of Portland who are not members of the CAC. Their goal was to explore opportunities to improve existing PDX programs as they relate to social equity and social benefit, and to explore opportunities to influence tenants and others on social equity issues.

During the course of a year, the CAC ad hoc committee met eight times. In July 2015, they provided their recommendations to the Commission which stated that the Port should: 1) hire a full-time social equity manager; 2) report out annually on progress toward equity goals; 3) create an organization-wide social equity strategy; and 4) consider creating a template of social equity considerations that could be used voluntarily with certain sizes of projects.

At the same time the CAC ad hoc committee was meeting, the Port hired the Good Company, a Eugene, Oregon-based consulting firm focused on assisting organizations to measure, manage and market the “triple bottom-line” (environmental, economic, and socio-economic), to assess the state of the Port’s programs, compare them to best practices and make recommendations. The Port also hired Innovative Growth Solutions (IGS) to assess and compare best practices in internal workforce processes and programs.

In the Spring of 2015, IGS provided the following recommendations:

1. Fill Port Commission and executive positions with culturally diverse candidates and set goals for increasing diversity at all levels in all departments.
2. Dedicate resources for workforce diversity and inclusion work.
3. Develop a culture of inclusivity.
4. Develop strategies that attract, retain and develop a diverse workforce.

In the Summer of 2015, the Good Company provided the following recommendations:

1. Assign clear ownership of social equity management by an Executive Team or leadership team member.

## ADOPTION OF COMMISSION SOCIAL EQUITY POLICY

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2. Establish a deliberate management structure for social equity, which includes a definition, policy, strategic framework, tracking and evaluation, reporting and communications.
3. Go beyond compliance by setting aspirational goals to match regional demographics for employees and contracting.
4. Involve peer organizational and community stakeholders.

The Port's Executive Team approved these recommendations, incorporated social equity into the Fiscal Year 2016-2020 strategic plan, and subsequently approved creating the social equity and culture and diversity manager positions to help lead Port social equity efforts. Since then, significant effort has gone into preparing the organization to fully embrace equitable thinking in how we approach our work. This includes establishing our social equity workplan, engaging with the local equity community, and conducting internal assessments around our progress and understanding of diversity, equity and inclusion.

### **POLICY SUMMARY**

The Social Equity Policy establishes the Port's commitment to social equity, using a racial equity focus, and to leveraging the Port's strengths to create a more prosperous, equitable and livable region. It states:

“[I]t is the policy of the Port of Portland to promote social equity, using a racial equity focus, with the purpose of advancing fair and equitable inclusion and creating the conditions in which all people can participate, prosper, and achieve equitable outcomes with respect to the Port's employment, business, and services.”

Approval of this Policy directs Port staff to develop an Administrative Guideline to establish a framework that integrates social equity considerations and goals into decision-making processes within the Port that are consistent with the Policy.

### **RATIONALE**

Although the Port has made progress in creating organizational awareness around fair and equitable inclusion, we acknowledge that social equity work is a journey and needs to be transformative in order to achieve equitable outcomes. The Port believes that adopting a Commission Social Equity Policy confirms our commitment to social equity and will ensure accountability.

### **EXECUTIVE DIRECTOR'S RECOMMENDATION**

The Executive Director recommends that the following resolutions be adopted:

BE IT RESOLVED, That the Port of Portland Commission adopts Policy No. 6.1.16, Social Equity, attached as Exhibit A; and

BE IT FURTHER RESOLVED, That Exhibit A be attached to the minutes of this meeting.

**PORT OF PORTLAND COMMISSION POLICY****SOCIAL EQUITY****Policy No. 6.1.16**

Approved by Commission meeting of February 14, 2018.

**1. PURPOSE**

This Social Equity Policy prioritizes the Port of Portland's commitment to social equity, using a racial equity focus, and to leveraging the Port's strengths to create a more prosperous, equitable and livable region.

**2. PERSONS AFFECTED**

All Port employees and contingent workers, Port business and stakeholder partners.

**3. POLICY STATEMENT**

- Because historically inequitable policies and practices in our community resulted in many social inequities that persist to this day;
- Because the demographics of our community are rapidly evolving, our futures are inextricably linked, and we strive to adapt with our evolving community;
- Because it is the Port's responsibility to enhance regional prosperity and we seek to do so with a social equity "lens";
- Because by addressing the barriers experienced by people of color, we may effectively also identify solutions and remove barriers for other historically underserved population groups;
- Because we have a responsibility as neighbors in our community to understand the impacts of our decisions and our operations; and
- Because we believe more diverse voices lead to better business decisions;

Therefore, it is the policy of the Port of Portland to promote social equity, using a racial equity focus, with the purpose of advancing fair and equitable inclusion and creating the conditions in which all people can participate, prosper, and achieve equitable outcomes with respect to the Port's employment, business, and services.

Port staff are directed to develop an Administrative Guideline to establish a framework to integrate social equity considerations and goals into decision making processes within the Port consistent with this Policy.

**4. DEFINITIONS****4.1 Contingent Worker**

As defined in Administrative Policy No. 7.3.57, workers used to temporarily fill in for FTE vacancies or to perform project-based services that are discrete in nature and that cannot be performed by an existing Port employee as a result of workload, specialized nature of work to be performed, etc.



## **4.2 Social Equity**

Fair and equitable inclusion, and creating the conditions in which all people can participate, prosper, and achieve equitable outcomes with respect to the Port's employment, business, and services.

## **4.3 Racial Equity**

The condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, one's access to opportunity. Racial equity can be advanced by ensuring that all races have access to opportunity, and that access may need to be tailored to meet an individual's or group's specific needs.

## **4.4 Historically Underserved**

Historically underserved communities are those groups that either face barriers to participate in decision-making processes and/or have documented low levels of access to employment, service, and business opportunities.

|   |                                  |
|---|----------------------------------|
| <b>ADMINISTRATIVE GUIDELINE<br/>SOCIAL EQUITY</b> | Guideline No.: 6.1.16.G1         |
|   | Original Date: February 14, 2018 |
|   | Revision Date:                   |
|   | Page: 1 of 2                     |
|   | Owner: Administration & Equity   |

**1. PURPOSE**

These Social Equity Guidelines establish a framework to integrate equity considerations and goals into decision-making processes within the Port of Portland.

**2. PERSONS AFFECTED**

All Port employees and contingent workers, Port business and stakeholder partners.

**3. PERSONS RESPONSIBLE**

All Port employees.

**4. SCOPE**

In performing the Port’s mission, we will

**4.1** Ensure that social equity activities are integrated and resourced within sustainable business models when considering human capital, commercial and economic development activities, projects, and partnerships.

**4.2** View business decisions through a racial equity lens to determine:

- a. The problem we are trying to solve or opportunity we are trying to create.
- b. Who will benefit or be burdened by the proposal, program, or project by using disaggregated data by population.
- c. What are possible areas of opportunity that should be explored for advancing social equity outcomes.

**4.3** Identify and remove structural, systemic and institutional barriers for historically underserved communities that may hinder fair treatment and equitable access to employment opportunities for current and future employees.

**4.4** Award contracts for goods and services, planning and managing programs and projects, and constructing and designing facilities and buildings in a manner which explicitly considers beneficiaries, addresses disparities and supports equitable outcomes.

**4.5** Establish an internal social equity advisory team charged with providing tools and advice in the creation of department social equity plans. The team will ensure that racial equity considerations are integrated into Port capital and business decision-making processes with a particular focus on major investments and projects of highest potential for positive benefit for the community. This may include engaging communities in an advisory capacity.

**4.6** Require that all divisions/departments develop social equity work plans with clear goals, outcomes, and metrics.

**4.7** Ensure accountability annually through reporting to the Port Commission.

## **5. DEFINITIONS**

### **5.1 Contingent Workers**

As defined in Administrative Policy 7.3.57, workers used to temporarily fill in for FTE vacancies or to perform project-based services that are discrete in nature and that cannot be performed by an existing Port employee as a result of workload, specialized nature of work to be performed, etc.

### **5.2 Social Equity**

Fair and equitable inclusion, and creating the conditions in which all people can participate, prosper, and achieve equitable outcomes with respect to the Port's employment, business, and services.

### **5.3 Racial Equity**

The condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, one's access to opportunity. Racial equity can be advanced by ensuring that all races have access to opportunity, and that access may need to be tailored to meet an individual's or group's specific needs.

### **5.4 Historically Underserved**

Historically underserved communities are those groups that either face barriers to participate in decision-making processes and/or have documented low levels of access to employment, service, and business opportunities.

## **6. RELATED POLICIES, PROCEDURES, GUIDELINES, STANDARDS, ETC.**

Commission Policy No. 6.1.16, *Social Equity*

Administrative Policy No. 7.3.01, *Fair Treatment*

Administrative Policy No. 7.2.16, *Sustainable Procurement*

| <b>Administrative Guideline No. 6.1.16.G1: Social Equity</b> |  |
|--|--|
| <b>Date</b>  | <b>Description of Modification</b>                               |
| February 14, 2018  | New Guideline created along with Commission Social Equity Policy |
| mm/dd/yyyy   |  |

**COLLECTIVE BARGAINING AGREEMENT – AVIATION MAINTENANCE**

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February 14, 2018

Presented by: Blaise Lamphier  
Labor Relations Manager**REQUESTED COMMISSION ACTION**

This agenda item requests approval of a five-year collective bargaining agreement between the Port of Portland (Port) and the District Council of Trade Unions (DCTU), comprised of the Laborers International Union of North America (LiUNA) Local 483, and the International Brotherhood of Electrical Workers (IBEW) Local 48, representing 97 employees who perform maintenance work at the Portland International, Hillsboro and Troutdale Airports.

**BACKGROUND**

On March 28, 2017, the Port and the DCTU began bargaining for a new contract to replace the agreement that would expire on June 30, 2017. On December 7, 2017, after holding nine bargaining and two mediation sessions, the parties reached a tentative agreement. On December 13, 2017, the Port Commission approved the tentative agreement, subject to ratification by the membership of the bargaining unit. Later on December 13, 2017, the membership rejected the tentative agreement. On January 10, 2018, the parties reached a new tentative agreement that was ratified by the members on January 17, 2018.

Key terms of the changes to this agreement are outlined below, with the changes since the December Commission meeting bolded:

Term of Agreement: July 1, 2017, through June 30, 2022.

Wages: **Effective retroactive to August 18, 2017**, a 3.5% increase in base wages. All employees who are in a pay status as of the ratification date shall be eligible for retroactive pay subsequent to Commission approval of this Agreement. A one-time market adjustment will increase the wage rate of the Lighting Maintenance Technician from \$27.27 to \$30.00 immediately prior to applying the base wage increase for all classifications. Any scheduled increase below for electrical job classifications shall include the Lighting Maintenance Technician position.

Effective retroactive to the first full pay period of January 2018, an increase of 1.2% to the base wage for all electrical job classifications in Schedule A.

Effective July 1, 2018, an increase in base wages of a minimum of 2.75% to a maximum of 4.0% based on the CPI-W, Portland-Salem Second-Half index, reported on January 12, 2018. This figure represents the movement in the index from the period of July through December 2016, to July through December 2017.

**Effective the first full pay period of January 2019, an increase of 1.2% to the base wage for all electrical job classifications in Schedule A.**

Effective July 1, 2019, an increase in base wages of a minimum of 2.75% to a maximum of 4.0% based on the CPI-W, West Class A Cities Second-Half index, reported in January 2019. This figure represents the movement in the index from the period of July through December 2017, to July through December 2018.

Effective the first full pay period of January 2020, an increase of 1.2% to the base wage for all electrical job classifications in Schedule A.

Effective July 1, 2020, an increase in base wages of a minimum of **3.0%** to a maximum of 4.0% based on the CPI-W, West Class A Cities Second-Half index, reported in January 2020. This figure represents the movement in the index from the period of July through December 2018, to July through December 2019.

Effective July 1, 2021, an increase in base wages of a minimum of **3.0%** to a maximum of 4.0% based on the CPI-W, West Class A Cities Second-Half index, reported in January 2021. This figure represents the movement in the index from the period of July through December 2019, to July through December 2020.

Health and Welfare: Effective January 1, 2019, medical, dental, and vision plans provided under the Preferred Provider Organization (PPO) plan and the Health Maintenance Organization (HMO) plan will be the same plans and benefits that were provided to administrative employees as of January 1, 2018. Effective January 1, 2019, the PPO plan will be a high-deductible plan.

Effective January 1, 2019, the Port will establish Health Savings Accounts (HSAs) for employees who elect the high-deductible PPO plan and make contributions on the employees' behalf in accordance with a schedule that mirrors the schedule established for administrative employees begun in January 2015, including additional contributions for employees who successfully complete Port wellness activities as determined by the Port. Employees who elect the high-deductible PPO plan but are not eligible for an HSA under IRS regulations, will receive equivalent contributions into a Health Reimbursement Account (HRA).

For calendar years 2019, 2020, 2021, and 2022, the Port will pay the entire amount of its contributions to HSAs during the first full pay period in January of those respective years.

COLLECTIVE BARGAINING AGREEMENT – AVIATION MAINTENANCE

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Employees who enroll in the HMO plan will not receive a contribution to HSAs or HRAs. For calendar years 2019, 2020, 2021, and 2022, employees enrolled in the HMO plan who successfully complete Port wellness activities as determined by the Port, will receive the same premium discount provided to administrative employees enrolled in the HMO plan who successfully complete Port wellness activities.

Upon being newly hired or during annual enrollment thereafter, employees may opt out of the Port's medical, dental and vision plans at their own choosing upon written notification to the Employer via a Health Application and Change Form.

Safety Incentive: The Port shall issue a \$500.00 payment (grossed up) to all regular full-time employees in a paid status each fiscal year that the Port meets its Safety Metric. Such payment is subject to verification by audit.

Vacation: Effective the first full pay period after approval by the Commission, the accrual rate for employees with a 10- through 14-year length of service will change from 144 hours per year to 160 hours per year with the maximum accrual changed from 288 hours to 320 hours.

Effective the first full pay period after approval by the Commission, the accrual rate for employees with a 20- through 24-year length of service will change from 176 hours per year to 200 hours per year with the maximum accrual changed from 352 hours to 400 hours.

Holidays: Effective the first full pay period after approval by the Port Commission, the number of personal leave days shall be increase from "four (4) days (32 hours)" to "**six (6) days (48 hours)**" each fiscal year. The monthly rate for new employees hired after the first full pay period subsequent to Commission approval, but not prior to ratification by the employees, shall increase from "2.67 hours per month" to "4.00 hours per month."

Critical Illness & Accident Plans: As soon as is practical after approval by the Port Commission, employees will be provided an employee-only \$5,000 critical illness policy and an employee-only accident plan at the Port's expense. Employees may purchase additional elective coverage for the employee and their eligible dependents at the employee's expense.

Lump Sum: A \$750 lump sum bonus (grossed up) will be paid to each regular full-time employee who is not in the electrical job classification series and is also in a paid status on the date of Commission approval of the successor agreement. This payment will be made after approval by the Commission.

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Shift Differentials: Effective the first full pay period after approval by the Commission:  
2<sup>nd</sup> Shift premium increase from \$1.75 per hour to \$2.00 per hour.  
3<sup>rd</sup> Shift premium increase from \$2.25 per hour to \$2.50 per hour.

Lead Premium: The percentage shall increase from 10% to 12.5% effective the first full pay period after approval by the Port Commission.

Safety Shoes: The annual allocation of \$125.00 shall increase to \$175.00; and the carryover option shall be deleted resulting in a single reimbursement with a maximum of \$175.00 per fiscal year.

Parking: The fee for employees who choose to park in the short-term Portland International Airport parking garage will be \$40.00 per month and the cost for employees who choose to park in the surface lot at the Portland International Airport will be \$10.00 per month. The payment will be through payroll deduction. This provision shall be effective the month after approval by the Port Commission.

Duration: Five years; July 1, 2017, through June 30, 2022.

Estimated Financial Impact (new dollars): The average annual cost increase per employee for wages and benefits is expected to be approximately **\$5,075 (3.99%)**. The anticipated annual increases over the last contract year of the prior collective bargaining agreement, as well as the anticipated aggregate total in new dollars over the life of the CBA, are as follows:

| Contract Year                                       | Yearly Increase    |
|---|--------------------|
| Year 1  | <b>\$650,823</b>   |
| Year 2  | <b>\$1,060,878</b> |
| Year 3  | <b>\$1,431,057</b> |
| Year 4  | <b>\$1,931,435</b> |
| Year 5  | <b>\$2,461,368</b> |
| <b>Total Increase Over Life of CBA: \$7,535,561</b> |                    |

**EXECUTIVE DIRECTOR'S RECOMMENDATION**

The Executive Director recommends that the following resolutions be adopted:

BE IT RESOLVED, That approval is given to enter into a collective bargaining agreement with the District Council of Trade Unions for a five-year agreement beginning July 1, 2017, setting forth wages, fringe benefits and working conditions, consistent with the terms presented to the Commission; and

BE IT FURTHER RESOLVED, That the Executive Director or his designee is authorized to execute the necessary documents on behalf of the Port of Portland Commission in a form approved by counsel.