

**PORTLAND DEVELOPMENT COMMISSION
Portland, Oregon**

RESOLUTION NO. 6600

SET EXECUTIVE DIRECTOR'S COMPENSATION

WHEREAS, Executive Director, Bruce A. Warner, has been eligible for, but has not accepted, an increase in his compensation since he began his service August 1, 2005;

WHEREAS, at its May 28, 2008, meeting, the Board of Commissioners completed a review of Mr. Warner's performance as Executive Director;

WHEREAS, Mr. Warner's performance as Executive Director has been commendable;

WHEREAS, Mr. Warner's leadership has produced major development and housing projects that are synergistic, visionary and will produce a significant legacy for the City of Portland, including Centennial Mills, Mercy Corps/Ankeny Burnside/Waterfront Park, Block 47-49, major investments in light rail and street car transportation, deployment of New Market Tax Credits, Eighth Amendment to South Waterfront Central District Project Development Agreement in the North Macadam Urban Renewal Area, and many various developments along Martin Luther King Jr. Boulevard;

WHEREAS, under Mr. Warner's leadership the Commission has become an internationally-recognized leader in sustainability and environmentally-conscious development;

WHEREAS, coordination and collaboration between the Commission and the City Council has increased significantly under Mr. Warner's direction, including successive approvals of the Commission's budget and managing a successful transition to the City Council becoming the Budget Committee for the Commission;

WHEREAS, Mr. Warner has greatly increased PDC's connections to Portland's diverse community, especially the minority communities, and has created new partnerships with the Multnomah County Commission, Portland Public Schools, Portland State University, the University of Oregon, and Portland Community College;

WHEREAS, PDC utilization of Women, Minority and Emerging Small Business has increased 82% in FY 06-07 and have averaged over 20% utilization during Mr. Warner's tenure; PDC's contracted workforce in construction and professional services have exceeded 20% minority and women utilization; and the Commission has adopted a new Business and Workforce Equity Policy;

WHEREAS, under Mr. Warner's leadership the Commission has greatly expanded Tax Increment Financing resources, including \$390 million in the River District Urban Renewal Area and \$175 million in the Lents Urban Renewal Area;

WHEREAS, Mr. Warner negotiated with various stakeholders to allow PDC to adopt a Construction Wage Policy that became the model for the new Oregon Revised Statute;

WHEREAS, employee turnover has been reduced dramatically and the Commission's workforce reflects Portland's demographics;

WHEREAS, Mr. Warner has undertaken a bold new reorganization of the Commission, first with the centralized functions and now with the operating departments, and which will result in more efficient delivery and customer service to the taxpayers; and

WHEREAS, based on Mr. Warner's performance, the Board of Commissioners desires to adjust his compensation for service as Executive Director.

NOW, THEREFORE, BE IT RESOLVED, that effective July 1, 2008, Bruce A. Warner shall receive an annual base salary of \$179,500 for his service as Executive Director, to be paid in accordance with the Portland Development Commission's (Commission) regularly established policies;

BE IT FURTHER RESOLVED, that except as otherwise provided in this Resolution, Mr. Warner shall be eligible to receive employment benefits as generally provided by the Commission's policies and benefit plans for its non-represented employees;

BE IT FURTHER RESOLVED, that effective July 1, 2008, Mr. Warner shall receive a one-time grant of 40 hours in accrued vacation and approval to accrue vacation, at his current accrual rate, in excess of the Commission's 250-hour limit;

BE IT FURTHER RESOLVED, that Mr. Warner shall continue to be eligible for reimbursement of reasonable and ordinary costs associated with the maintenance of his current Professional Engineering License and for reimbursement of reasonable and ordinary business expenses, with appropriate documentation and in accordance with the Commission's current policies;

BE IT FURTHER RESOLVED, that if the Commission terminates Mr. Warner's employment prior to July 31, 2010, for other than malfeasance, then Mr. Warner will receive a severance package that includes six (6) months base salary, at the rate in effect on termination, and payment of medical and dental insurance premiums for six (6) months if he wishes to continue such coverage under the Commission's plans and policies;

BE IT FURTHER RESOLVED, that in accordance with the Commission's Personnel Policy, Mr. Warner shall receive an annual performance review which will provide both clear expectations and performance feedback;

BE IT FURTHER RESOLVED, that Mr. Warner will be eligible for a salary adjustment in conjunction with the Commission's annual performance planning and salary adjustment process, effective August 1, 2009.

BE IT FURTHER RESOLVED, that the Board of Commissioners may, in the event of unsatisfactory performance and in conjunction with the Commission's annual performance planning and salary adjustment process, reduce Mr. Warner's salary;

BE IT FURTHER RESOLVED, that two years after the adoption of this Resolution, the Board of Commissioners will consider an additional, one-time, salary adjustment (or other form of compensation) for Mr. Warner, based on positive job performance;

BE IT FURTHER RESOLVED, that nothing in this resolution is intended to, nor shall it, alter the existing at-will employment relationship between the Commission and Mr. Warner;

BE IT FURTHER RESOLVED, that the Chair of the Board of Commissioners is authorized to execute and deliver, for and on behalf of the Commission, such additional documents and agreements as the Chair may consider necessary or desirable to implement the intent of this Resolution; and

BE IT FURTHER RESOLVED, that this resolution shall become effective immediately upon its adoption.