

TOPIC	DISCUSSION / ASSESSMENT / FINDINGS	ACTION
<b>Attendance</b>	<b>Commissioner/Staff Present:</b> Port Commissioners (PCs) James Herman, William Schmitt, Wayne Vinyard; Executive Director (ED) Marc Thornsby; and Administrative Assistant/Port Auditor (AA/PA) Margie Ziegler. <b>PC/Staff Absent:</b> None. <b>Guests Present:</b> None.	Meeting called to order by PC Vinyard at 4:31 PM.
<b>Administrative Matters</b> Approval of Minutes  Approval of Vouchers	Minutes – March 12, 2019  Payroll Vouchers – March 13, 2019 #27699, D12256-D12258, \$2,460.70.  Payroll Vouchers – March 20, 2019 D12259-D12265, \$9,459.65.  Vouchers – March 21, 2019, #27700-27706, \$34,333.84.  Payroll Vouchers – April 5, 2019 #27707, #D12266-D12278, \$12,118.98.  Vouchers – April 5, 2019, #27708-27722, \$13,904.45.  Vouchers – April 18, 2019, #27724-27735, \$4,939.60.  Payroll Vouchers – April 22, 2019, #27723, D12279-D12284, \$7,433.37.	PC Schmitt M to approve the minutes, PC Herman S, MP 3-0.  PC Herman M to approve the vouchers, PC Schmitt S, MP 3-0.
<b>Old Business</b>	None	
<b>New Business</b> DIP Commodity Exporting	ED Thornsby stated four entities have inquired about exporting various materials by river barge from Dallesport since the last meeting and noted there is insufficient space to allow all the interested parties to lease property. He suggested Lot 46 could be treated the same as the staging area east of the dock and provided for use on a short-term basis with a	By consensus, the PC directed ED Thornsby to offer lots 8 and 46 on a trial basis for short-term staging and/or loading of materials.

**New Business cont...**  
DIP Commodity Exporting cont...

daily rental charge in place of a lease. Thornsbery cautioned that a lease would allow a single entity to exclusively control the property, even during periods when it was not actively exporting material from the property.

PC Schmitt asked for the size of the usable space on Lot 46. Thornsbery stated approximately 175 feet by 80 feet. Schmitt asked if the space would be sufficient for stockpiling enough rock to fill a barge. Thornsbery explained it would not be adequate for that purpose, but an additional lot off the waterfront, such as Lot 8, could be leased for added space. Schmitt asked if the channel running along the north portion of Lot 46 could be filled. Thornsbery replied it might be possible, but would be costly and require in-water permits, making it a long-term project rather than a short-term fix.

Schmitt said he would support any mechanism that would increase activity at the Dallesport Industrial Park, but cautioned the Port must be practical in deciding how it should proceed. Thornsbery explained it may take weeks to stockpile enough material to fill a barge depending upon the distance from the source and added that many of the commodity exporters load a barge as little as three or four times a year.

PC Herman noted the primary revenue source for the Port is the wharfage charged for goods transiting the barge dock and the Port would realize very little income by renting the land on a short-term basis. He added that, for example, the only income the Port would receive from a company loading a barge off Lot 46 using a crane and clamshell bucket would be the daily rental rate for use of the property and questioned whether this was enough to warrant the Port's time and attention.

Thornsbery agreed with Herman and explained the matter is less about revenue generation for the Port and more about the broader economic

<p><b>New Business cont...</b> DIP Commodity Exporting cont...</p>	<p>impact. He added the purpose is to promote and provide access to river transportation to as many potential users as possible. Herman expressed his belief a rate equivalent to \$380 per month would be too low.</p> <p>PC Vinyard cautioned any plan would need to preserve access to the barge dock by the log yard to protect the Port's income from its operation. Thornsbery explained that anything loaded onto a barge using the dock is subject to wharfage and added that log loading takes place only when a barge is tied up, not every day.</p> <p>Herman suggested the daily rental rate should be equivalent to \$1,000 per month. Schmitt noted Lot 46 has no dock or dolphin to which a barge may be tied up. Thornsbery said it might be worthwhile to find out what it would take to have dolphins installed, but reminded the PC such a project would be a substantial cost involving in-water work and permitting. He explained that without such facilities, a user would incur the additional cost of having a tug keep a barge in place during the entire loading period. Thornsbery noted the US Army Corps of Engineers would likely have concern with any unsecured barge. Schmitt said he would expect them to require a tug so that, in the event a barge got away, it could be quickly retrieved.</p> <p>Thornsbery suggested the Port proceed with scheduled daily use, a lower rental rate to offset the additional tug charges, and minimal investment by the Port and use it as a proof-of-concept. Thornsbery added that, if successful, investments in improvements such as dolphins could be made at a later date and rates adjusted upward to pay for these improvements. Thornsbery explained the Port will need to manage a schedule for using the dock and various areas to insure fair access and maximize use of the limited waterfront and added that such scheduling is commonplace at other ports along the Columbia River.</p>	
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<p><b>New Business cont...</b> DIP Commodity Exporting cont...</p>	<p>Herman expressed support for having a trial run to see if it works before the Port invests in any improvements. Vinyard stated support for encouraging use of the waterfront and river transportation. Schmitt concurred and added the Port should spend as little as possible until there is a need.</p>	
<p>SR-35 Bridge FHWA Invitation</p>	<p>ED Thornsby provided a letter from the Federal Highway Admin. inviting the Port to be a participating agency in the SR-35 bridge final environmental impact statement (FEIS) responsible for “identifying... any issues of concern regarding the Project’s potential environmental, social, or economic impacts that could substantially delay or prevent an agency from granting a permit or other approval that is needed for the project.” Thornsby suggested the Port need not become a participating agency as it has no objections to the construction of a new bridge that would delay or prevent the granting of a permit. PC Schmitt stated his primary interest is in the creation of a bi-state governing body for the new bridge, not the FEIS. PC Herman concurred.</p>	<p>By consensus, the PC declined to act as a participating agency in the SR-35 bridge FEIS.</p>
<p>May Meeting Schedule</p>	<p>ED Thornsby stated he will not have any business to present at the May 7 meeting. A discussion of PC availability followed.</p>	<p>By consensus, the PC agreed to cancel the May 7 meeting.</p>
<p><b>Executive Director’s Report</b> Wetland Property Exchange</p>	<p>ED Thornsby provided a drawing of the proposed changes to lots 9, 16, and 19 at Bingen Point. He explained the changes would result in the creation of two lots of sufficient size to be usable for prospective development while minimizing encroachment into the wetland area. Thornsby noted that once these lots are resolved, attention will turn to lots 1 through 8 to the west and north. Thornsby explained sample site plans will be drafted and a narrative written explaining why the Port needs to encroach into the wetland area to make the lots usable for development.</p> <p>PC Herman asked whether the exchange will require the Port to surrender lots somewhere else. Thornsby explained the current proposal is for a one-to-one exchange so that, in the end, the same</p>	

<p><b>Executive Director's Report cont...</b> Wetland Property Exchange cont...</p>	<p>amount of wetland and developable property exist. PC Schmitt asked when the Port might know if the exchange will happen? Thornsbury said that is unknown at present, but the next step will be to complete the narrative and obtain conceptual approval. He noted once the narrative is complete, the next meeting will likely be with the US Army Corps of Engineers (USACE). PC Vinyard asked whether, if approval is not secured, the Port can pursue a smaller exchange. Thornsbury said changes to the west and north lots could still be altered based on the response from the USACE.</p>	
<p>Maintenance Staffing</p>	<p>ED Thornsbury explained PC Vinyard requested a brief history of Port maintenance staffing and suggested the PC should consider possible future changes to improve the Port's ability to attract and retain employees. Discussion followed regarding wages and benefits at other local entities. PC Schmitt expressed belief Port employees do not fully understand the value of the employment benefits provided. Thornsbury concurred, noting it is difficult for employees to evaluate opportunities when it is not an apples-to-apples comparison because the non-wage benefits offered by one employer are minimal and those offered by another are substantial.</p> <p>Vinyard asked if there is a wage problem or a job description problem. Schmitt said he has talked with former employees and does not believe pay is the primary cause of employee departures, adding that was not meant to imply the Port is paying top wages. Vinyard suggested employees are looking for tangible take home pay they can live on more than intangible benefits. Thornsbury concurred, noting a pension plan does not mean much to someone who is young.</p> <p>PC Herman said he believes paying more is not the solution. Herman expressed support for tiered positions with an increased wage for each tier so as an employee gains experience and knowledge of the Port over time they are rewarded by moving to a higher position and higher wage.</p>	

**Executive Director's Report cont...**  
Maintenance Staffing cont...

Vinyard talked about a suggestion by Thornsby that Maintenance I, Maintenance II, and Maintenance III positions be created.

Thornsby talked about how the value of non-wage benefits such as pension, paid time off, and family medical are largely hidden and asked if the PC would like to investigate ways to make the value of such benefits more obvious to employees. Schmitt says he feels the Port does not get credit for the benefits offered. Thornsby expressed doubt wage rates have been the driving factor in staff attrition, but noted that higher wages might serve to attract more qualified applicants for open positions.


Herman suggested including documentation showing the monetary value of employee benefits in addition to wages with each payroll check. Vinyard suggested the information be presented on a quarterly basis. A sample payroll check stub was reviewed and discussion followed. Herman suggested reducing the amount of paid leave in exchange for increasing wages. Thornsby noted each employee is provided the total monetary value of their compensation during their annual review.

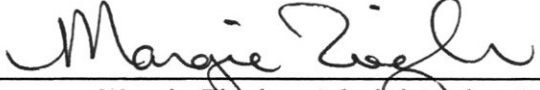
Schmitt reiterated his belief wages are not the issue and noted the loss of maintenance staff after the compensation analysis and wage increase at the end of 2017. Thornsby asked if the PC wants to investigate making changes to wages and benefits in an attempt to improve employee retention or if it believes such changes would have little effect. Herman reiterated his support for providing employees with the value of all benefits paid by the Port including Social Security, Medicare, and Workers' Compensation. Thornsby cautioned that were the Port to include these elements that are standard for all employers, it would undermine the attempt to create a comparable wage and benefits package more conducive to an apples-to-apples comparison by employees. Herman reminded the PC these are still at the expense of the Port and a benefit to the employee.

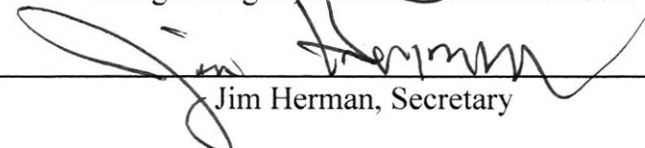
<p><b>Executive Director's Report cont...</b> Maintenance Staffing cont...</p>	<p>Schmitt cautioned that providing benefit information to employees each pay day will not guarantee an employee understands their value. Vinyard said a new approach should be tried because doing the same thing will get the same results. Vinyard questioned the minimal difference in wages between Maint. Lead and Maint. Technician. Thornsbury explained the responsibilities for both positions are very similar with the Lead coordinating projects and workflow.</p> <p>Thornsbury asked how the PC would like to proceed. Herman suggested reviewing the addition of tiered positions, benefits paid by the Port, and wages as part of the 2020 budget workshop. Vinyard added a big part of dealing with employees is recognition and tiered positions provide an opportunity to reward employees and acknowledge their value.</p>	
<p>Marina Way Sinkhole</p>	<p>Thornsbury said there has been another collapse and the large rocks armoring the bank are believed to have fallen into the silty muck that forms the bottom on the adjacent canal. Thornsbury explained the Port's engineer has made contact with a geotechnical engineer to assess various options including: 1) pounding large rocks into the muck; 2) installing gabion baskets—a wire mesh enclosure filled with smaller rocks; and 3) a wood structure to bridge across the muck.</p> <p>Thornsbury noted each alternative has its problems with wood being subject to rot and deterioration, gabion baskets at risk of sinking if the muck is pushed through the voids by their weight, and the difficulty in determining whether rocks have reached stable soil or merely sufficient resistance to appear so. He added the bank appears to have stabilized at present and the Port's engineer will make a recommendation as to the solution most likely to be successfully implemented.</p> <p>PC Vinyard asked how we got along all these years without any problems. Thornsbury explained the area under the new multi-use path may not have been structural fill and the placement of additional fill to</p>	

<b>Executive Director's Report cont...</b> Marina Way Sinkhole cont...	accommodate the width of the path did not anticipate the depth of silty muck at the edge of the channel. He noted the Port's engineer was able to easily push a four foot long probe into the muck, without resistance, until the handle was at the level of the water. Thornsbury cautioned a permanent solution will likely be difficult and costly.	
<b>Commissioners Remarks</b>	<p>PC Vinyard reported a public meeting and site visit will be held for the KPUD Pumped Storage Project on May 1. He added there will be a meeting of the SR-35 Bridge FEIS working group on May 23.</p> <p>PC Schmitt said the April Mid-Columbia Economic Development District (MCEDD) meeting was canceled. He also noted the 2wd truck is nice and door signage will be installed on both new trucks soon. Schmitt said a future discussion regarding the dump/plow truck will be needed as the CDL requirement is a problem.</p> <p>PC Herman said he will attend the Southwest Washington Regional Transportation Council (SWRTC) meeting on May 7.</p>	
<b>Public Comment</b>	None	
<b>Adjournment</b>	PC Vinyard adjourned the PC Meeting at 6:45 PM.	

Approved on May 22, 2019  
 (Date)

  
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 Marc Thornsbury, Executive Director

  
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 Margie Ziegler, Administrative Assistant

  
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 Jim Herman, Secretary