

2015 CEO Goals & Objectives

1. Design and launch a High Performance Organizational strategy to focus employee engagement, accountability and use of processes to improve our Operational Excellence
 - Implement staffing plan including filling all Executive Team vacancies (Q3)
 - Implement Talent Development strategies and practices (Q4)
 - Implement revisions to Salary and Benefits, Total Rewards program (Q4)
2. Develop Dramatic Growth strategies and implement Economic Development and Maritime activities which will increase jobs, economic development and provide increased contracting opportunities for local, small and disadvantaged businesses
 - Architect the new Economic Development Division and Strategic Initiatives Department, and publish business plan for each (Q3)
 - Finalize metrics to measure increasing WMBE participation across the Port (Q3)
 - Design and adopt a Small Business Accelerator initiative (Q4)
 - Design and adopt new Workforce Development Plan (Q4)
3. Develop a Long-Range Plan (2016-2020) to bridge our Annual Plan (budget) with the Century Agenda objectives
 - Draft plan (Q3)
 - Finalize plan (Q4)
4. Begin transformation and competitive strengthening of Marine Cargo and Maritime businesses
 - Complete Seaport Alliance Due Diligence and Final Agreement (Q2)
 - Launch Seaport Alliance (Q3)
 - Achieve Terminal 5 Modernization milestones including:
 - Publish T5 Customer RFI (Q1), complete 60% design of Terminal 5 redevelopment and complete transitioning project to Alliance (Q3)
5. Strengthen Sea-Tac Airport as the west coast gateway of choice for travelers and airlines by delivering an efficient capital program, updating the Airport Dining and Retail program and completing the Sustainable Airport Master Plan
 - Finalize International Arrivals Facility program scope and funding plan (Q2)
 - Finalize Airport Dining and Retail Leasing/Redevelopment plan and schedule (Q2)
 - Reach 60% design (Q2) and initiate early construction to renovate North Satellite (Q4)
 - Select a preferred option for Sustainable Airport Master Plan (Q4)