



## **BOARD MEETING AGENDA**

Saturday, March 17, 2018

10 – 10:30 am

Hing Hay Coworks  
409B Maynard Ave. S.  
Seattle, WA 98104

10:00	Action	1. Call to Order – Jared Jonson
10:05	Action/ Approval (15 min.)	2. Resolution – Incentive Compensation Plan 2018 – Vern Wood 3. Resolution – Edge Developers Consultant Contract – Mike Omura 4. Resolution – International Apartments LOI Submittal – Mike Omura
10:20	Discussion (10 min)	5. Staff Briefings <ul style="list-style-type: none"><li>• Transfer of Development Rights – Mike Omura</li><li>• April Board Meeting – Maiko Winkler-Chin</li></ul>
10:30	Adjourn	6. Adjourn – Jared Jonson

### Upcoming Meetings and Events:

**October 19<sup>th</sup> – 2018 SCIDpda Fall Fundraiser, Joseph lead**

#### **\*\*Executive sessions may be held:**

- ☐ to consider site selection or real estate acquisition by lease or purchase when public knowledge regarding such consideration would cause a likelihood of increased price;
- ☐ to consider the minimum price at which real estate will be offered for sale or lease public knowledge regarding such consideration would cause a likelihood of decreased price;
- ☐ to review negotiations on the performance of publicly bid contracts when public knowledge regarding such consideration would cause a likelihood of increased price;
- ☐ to receive and evaluate complaints/charges brought against a public officer or employee;
- ☐ to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee;
- ☐ to discuss with legal counsel representing the agency matters relating to agency enforcement actions, or to discuss with legal counsel representing the agency litigation or potential litigation to which the agency is likely to become a party.

*The mission of the Seattle Chinatown International District Preservation and Development Authority (SCIDpda) is to preserve, promote, and develop the Seattle Chinatown International District as a vibrant community and unique ethnic neighborhood.*

**18-03-17-\_\_**

**INCENTIVE COMPENSATION PLAN  
2018**

Seattle Chinatown International District Preservation and Development Authority (SCIDpda), a Washington public authority (Authority), currently employs 85 full and part-time individuals.

The SCIDpda Board has long recognized and valued the SCIDpda skilled and committed staff.

The Board desires to reward positive performance of the staff by providing an incentive to all permanent staff for meeting and/or exceeding the specified Authority goals.

The Board values tenured staff and wishes to recognize staff for their years of service to the Authority acknowledging that there were several years where staff did not receive any pay increases due to the Authority's difficult funding years.

The Board established a strategic plan for the years 2017-2020. The Board wishes to offer incentive compensation for meeting goals outlined in the strategic plan.

The Board wishes to provide incentive compensation to all permanent employees of record as of the award date and who remain employed as of the distribution date. Amounts will be prorated for part-time employees and employees who were employed for a portion of the award period.

For 2018, award dates will be June 30, 2018 and December 31, 2018. Distribution dates will be July 31, 2018 and January 31, 2019, respectively.

For 2018, the Board wishes to provide incentive compensation if the following goals are met:

- Organization Financially Sustainable
  - Payoff Credit Line
  - Refinance Bush Hotel Commercial Loans
- Buildings Financially Sustainable
  - Commercial Vacancy below 10%
  - Assisted Living Vacancy below budget
- More Housing Units/Options
  - Senior Services transition to ICHS
- More Positive Businesses
  - Recruit desirable businesses to vacant spaces
  - Assist businesses in technical assistance around issues such as financials, marketing, regulatory laws, etc.
- More Housing Units/Options Stronger Community Relations
  - Support neighborhood wide efforts in public safety
  - Support property owners in building improvements

The amount of award will be determined by recommendation of the Deputy Director to the Finance Committee who will review performance against goals and available cash for award payment.

Board Approval:

We the Governing body of the SCIDpda, authorize and approve the Incentive Compensation Plan (Plan) for 2018 as outlined above. Further, we authorize the Deputy Director and the Finance Committee of the Board to make recommendations on the amount of award to be granted as of the award date(s) listed in the Plan.

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Board Chair

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Date

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Board Treasurer

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Date