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**Port of Port Townsend Commission Retreat
Tuesday, February 23, 2016, 9:00 a.m.
Andrews Suite, The Inn at Port Ludlow, One Heron Road Port Ludlow, WA**

POTENTIAL AGENDA ITEMS/SUGGESTED MEETING OUTLINE

- **Capital Repair & Replacement Plan:**
 - Next Steps – SEPA Review & Public Review/Adoption Process
 - Future Use in Annual Capital Budget Process – Periodic Updates
 - Discussion of Prioritizing Repair/Maintenance v. New Capital Projects

- **Affording the Future – Discussion of the Choices We Face:**
 - Cost Efficiencies & Cost Cutting
 - Recovery of Costs Through Rate & Fee Increases
 - Surplusing Non-Performing Assets
 - Industrial Development District
 - Deferring Maintenance – Lowering Levels of Service

- **Succession Planning – A Port in Transition:**
 - Key Positions Likely to Change in 1-5 Years
 - Discussion of the Succession Planning Process
 - Key Position Identification
 - Documentation of Key Positions
 - Identification of Potential Successors
 - Talent Review
 - Identification of Strengths/Challenges
 - Selection of Successors
 - Supplemental Development
 - Documentation of Results
 - Communication to Candidate Successors

- **Port Strategic Advisory Committee (PSAC):**
 - Reestablish or Disband a Standing Committee?
 - Establish Ad Hoc Advisory Committees as Needed?
 - Scope/Mission/Purpose of Future Advisory Committee(s)

- **Strategic Plan:**
 - Proceed with Update? Or, Defer to a Later Date?
 - If Yes, Discussion/Identification of Public Review Process