



AGENDA REPORT

PROPOSED ACTION: Resolution: Adoption of a Resolution Necessary to Appoint Kristi McKenney as the Executive Director Effective March 1, 2025 at an Annual Salary of \$455,000 Plus Benefits and to Approve and Authorize the Board President To Execute an Employment Agreement with Ms. McKenney Consistent with Such Terms as Described in This Agenda Report. (Finance & Admin)	
Submitted By: Danny Wan, Executive Director	
Parties Involved: Non-Represented Positions in Port Employee Representation Unit H	Amount: \$455,000 annual salary plus benefits (operating expense)
EXECUTIVE SUMMARY: Port of Oakland (Port) Staff requests that the Board of Port Commissioners (Board) adopt the resolution necessary to appoint Kristi McKenney as the Executive Director effective March 1, 2025 at an annual salary of \$455,000 plus benefits and to authorize the Board President to execute an employment agreement with Ms. McKenney subject to the Port Attorney’s approval as to form and legality.	

BACKGROUND & ANALYSIS

Article VII, Section 706(21) of the Oakland City Charter provides that the Board shall have the complete and exclusive power to employ and appoint an Executive Director. Similarly, Article IX, Section 1 of the Board’s “By-Laws and Administrative Rules, Board of Port Commissioners” (By-Laws) provides that the Board is vested with the authority to “appoint the Executive Director by resolution.” The Executive Director is the chief executive of the Port, charged with achieving the strategic goals and objectives established by the Board, including insuring sound financial stability, economic development, transparency, and legal compliance as a steward of the Port. Further, Article XII, Section 2 provides in pertinent part that the Board “reserves to itself the power and duty to appoint and hire the “Direct-Reporting Officers,” which shall include...the Executive Director...and to prescribe and fix their duties, authority, and compensation....”

On February 28, 2025, Danny Wan will retire from the Port after six years serving as Executive Director. Upon Mr. Wan’s retirement, and by way of a resolution, the Board wishes to appoint Chief Operating Officer Kristi McKenney as the Executive Director for the Port of Oakland subject to the terms and conditions set forth in a proposed Employment Agreement; the proposed Agreement is attached as Exhibit A. The resolution would also authorize the Board President to execute an Employment Agreement with Ms. McKenney consistent with the terms and conditions set forth in this Agenda Report; the Agreement would be subject to the Port Attorney’s approval as to form and legality. Ms. McKenney’s appointment would be effective March 1, 2025 through and including December 31, 2027.

To lead the organization forward, the Board wishes Chief Operating Officer, Kristi McKenney to serve as the next Executive Director. Prior to her appointment as Chief Operating Officer (COO), Ms. McKenney served as the Assistant Director of Aviation for Oakland Airport (Airport). Ms. McKenney began her tenure at the Port as an Associate Environmental Planner in the Engineering Division supporting Maritime, Aviation, and Commercial Real Estate Port and Tenant development priorities. Ms. McKenney also served as Manager of Aviation Planning and Development prior to her appointment as the Assistant Director of Aviation. During her tenure at the Airport, Ms. McKenney displayed the ability to manage complicated capital projects, including upgrades to infrastructure and information technology. Ms. McKenney managed the Airport's compliance with local, state, and federal regulations, and she managed the airport's efforts to establish and maintain relationships with tenant, customers, and community stakeholders. In her role as COO, Ms. McKenney works across the organization and with tenants, customers, and community stakeholders while leading the Engineering, Environmental Programs and Planning, Technology and Innovation, and the Utilities Divisions. Ms. McKenney possesses a unique understanding of the Port's operational environment as well as an appreciation of the importance of commercial growth to Oakland and to the region. Ms. McKenney holds a Bachelor of Science degree in Aeronautics from San Jose State University and a Master of Science degree in Civil Engineering from the University of California Berkeley.

Ms. McKenney is a highly effective public sector leader with a proven track record working at the Port of Oakland. Ms. McKenney's immediate goals for the Port of Oakland include investing in the Port's personnel and infrastructure assets and leveraging these assets for further employment creation, economic prosperity, and business and environmental sustainability for Oakland and for the surrounding communities.

OTHER FINDINGS AND PROVISIONS

ENVIRONMENTAL REVIEW

The proposed action was analyzed under the California Environmental Quality Act (CEQA) and was found to be:

Categorically exempt under the following CEQA Guidelines Section:

Choose an item.

Not a "Project" under CEQA, as defined in Public Resources Code § 21065.

"Common Sense" exemption under CEQA Guidelines Section 15061(b)(3).

Other/Notes:

BUDGET

Administrative (No Impact to Operating, Non-Operating, or Capital Budgets); OR

Operating

Non-Operating

Capital

Analysis: The proposed annual salary is \$22,500 higher than budgeted for the Executive Director though no budget impact in FY 2025 is anticipated due to port wide vacancies.

STAFFING

No Anticipated Staffing Impact.

Anticipated Change to Budgeted Headcount.

Reason:

Other Anticipated Staffing Impact (e.g., Temp Help).

Reason:

**MARITIME AND AVIATION PROJECT
LABOR AGREEMENT (MAPLA):**

Applies? No (Not Aviation or Maritime CIP Project) – proposed action is not covered work on Port's Capital Improvement Program in Aviation or Maritime areas above the threshold cost.

Additional Notes:

LIVING WAGE (City Charter § 728):

Applies?

No (No Covered Agreement) – proposed action is not an agreement, contract, lease, or request to provide financial assistance within the meaning of the Living Wage requirements.

Additional Notes:

SUSTAINABLE OPPORTUNITIES:

Applies? **No.**

Reason:

GENERAL PLAN (City Charter § 727):

Conformity Determination:

	No Project – conformity determination not required because proposed action does not change use of or make alterations to an existing facility, or create a new facility.
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STRATEGIC PLAN. The proposed action would help the Port achieve the following goal(s) and objective(s) in the Port’s Strategic Business Plan:

- | | |
|---|--|
| <input type="checkbox"/> Grow Net Revenues | <input type="checkbox"/> Modernize and Maintain Infrastructure |
| <input type="checkbox"/> Improve Customer Service | <input checked="" type="checkbox"/> Pursue Employee Excellence |
| <input type="checkbox"/> Strengthen Safety and Security | <input type="checkbox"/> Serve Our Community |
| <input type="checkbox"/> Care for Our Environment | |