EnergyTrust of Oregon, Inc.

Board Decision
Contribution to Supplemental Employee Retirement Plan

October 3, 2007

Summary

This action would approve a Supplemental Employee Retirement Plan ("SERP") contribution for the benefit of the Energy Trust executive director.

Background

- The Executive Director Review Committee (John Reynolds, chair, Julie Hammond and Tom Foley, ex officio) has reviewed an independent compensation review which indicates that the Executive Director's current salary is well below salary levels for comparable positions.
- The Committee recommends that the board approve a contribution of $_____ to the SERP for the executive director's benefit, and that the board consider this matter on the consent agenda at this meeting.

Recommendation

The Executive Director Review Committee recommends that the board approve the following resolution:

RESOLUTION #448

AUTHORIZING A CONTRIBUTION TO THE ENERGY TRUST SUPPLEMENTAL EMPLOYEE RETIREMENT PLAN FOR THE BENEFIT OF MARGIE HARRIS, EXECUTIVE DIRECTOR

WHEREAS:

The Energy Trust's Executive Director Evaluation Committee has completed its review of an independent salary survey indicating that the executive director's current salary is well below salary for comparable positions. The committee recommends that the board approve a $____ contribution to the Supplemental Employee Retirement Plan for the executive director's benefit.

It is RESOLVED:

That the Board of Directors of Energy Trust of Oregon, Inc., authorizes a $_____ contribution to the Energy Trust of Oregon, Inc. Supplemental Employee Retirement Plan, for the benefit of Margie Harris, executive director.

Moved by: Seconded by:

Vote: In favor: Abstained:

Opposed: [list name(s) and, if requested, reason for "no" vote]