EnergyTrust of Oregon, Inc.

Board Decision
Change in Executive Director Compensation

April 9, 2008

Summary

This action would approve an increase in the Energy Trust executive director's salary and 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 Caddy McKeown) has completed the executive director's 2007 performance review.
- The Executive Director Review Committee reviewed an independent compensation review which indicates that the Executive Director's current salary is well below salary levels for comparable positions.
- To allow board discussion and also protect the executive director's privacy, the Chair scheduled discussion of this matter for executive session, followed by a public meeting vote.
- The Committee recommends that the board approve a salary increase and a contribution 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 # 472

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

WHEREAS:

The Energy Trust's Executive Director Review 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 $7,000 increase in the executive director's 2008 salary and a $7,000 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 $____ increase in the executive director's 2008 salary, and 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]