

BEFORE THE COUNCIL OF THE
METROPOLITAN SERVICE DISTRICT

FOR THE PURPOSE OF CONFIRMING THE)	RESOLUTION NO. 85-532
APPOINTMENT OF GENE E. LEO, JR. TO)	
THE POSITION OF ZOO DIRECTOR AND)	Introduced by the
APPROVAL OF AN EMPLOYMENT CONTRACT)	Executive Officer
RELATIVE TO THIS POSITION)	

WHEREAS, Metro Code Section 2.02.040 requires that the Council confirm the appointment of a candidate to the position of Zoo Director; and

WHEREAS, Gene E. Leo, Jr. has been appointed Director of the Washington Park Zoo; and

WHEREAS, terms of employment regarding certain benefits outside the Personnel Code and Pay and Classification Plan require Council approval of an employment contract pursuant to Metro Code Section 2.02.270; and

WHEREAS, Metro Code Section 2.02.270 allows the Council to set the salary for contract employees, and the terms of employment for this employee provide current salary and future increases as provided in the Pay and Classification Plans, as may be amended; now, therefore,


BE IT RESOLVED,

1. That the appointment of Gene E. Leo, Jr. to the position of Director of the Washington Park Zoo is confirmed by a majority of the Council; and

2. That the Council approves the employment contract attached as Exhibit A for Gene E. Leo, Jr.

3. The salary for this employee shall be set and increased through the Pay and Classification Plan as administered under the Code.

ADOPTED by the Council of the Metropolitan Service District this 10th day of January, 1985.



Ernie Bonner, Presiding Officer

slr
2630C/405-3
01/10/85

This Contract is made on the 10th day of January, 1985, between the METROPOLITAN SERVICE DISTRICT (Metro) and GENE E. LEO, JR. (Employee)

WHEREAS, The Executive Officer has agreed to employ Employee, and Employee has agreed to accept employment with Metro in the position of Director of the Washington Park Zoo under the Pay and Classification level of 16, Table Z, as may be amended by the Council from time to time, and subject to all provisions of the Personnel Code, as may be amended from time to time, except as the terms of this Agreement provide otherwise; and

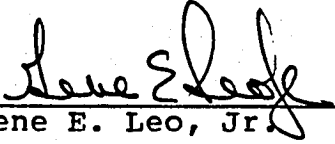
WHEREAS, Metro Code Section 2.02.270 authorizes the Council to enter into employment agreements which vary from the Personnel Code; and

WHEREAS, the benefits provided herein are available for only a limited period and not the duration of employment; now, therefore, it is agreed as follows:

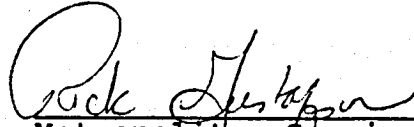
1. Metro shall pay the monthly principal, interest and tax payments on Employee's residence at 3430 - 108th Street N.W., Gig Harbor, Washington at the following levels for one year or until the residence is sold, whichever occurs first: 100 percent for February, March, April 1985; 75 percent for May, June, July 1985; 50 percent for August, September, October 1985; 25 percent for November and December 1985, and January 1986.

2. Metro will pay reasonable moving expenses for one move from Employee's residence in Tacoma, Washington, to the Portland, Oregon, area.

3. This contract will terminate when the benefits described in Sections 1 and 2 have been paid.



Gene E. Leo, Jr.



Metropolitan Service District
Executive Officer

ESB/srs
2636C/120-3
01/15/85

CONSIDERATION OF RESOLUTION 85-532 FOR THE PURPOSE
OF CONFIRMING THE APPOINTMENT OF GENE E. LEO,
JR. TO THE POSITION OF ZOO DIRECTOR AND APPROVAL
OF AN EMPLOYMENT CONTRACT RELATIVE TO THIS
POSITION

Date: January 2, 1985

Presented by: Sonnie Russill

FACTUAL BACKGROUND AND ANALYSIS

The Executive Officer has appointed Gene E. Leo, Jr., to the position of Director of the Washington Park Zoo, commencing February 1, 1985. Metro Code Section 2.02.040 requires confirmation by a majority of the Council prior to the effective date of an appointment or promotion to this position.

An offer of employment dated December 26, 1984, which has been accepted by Mr. Leo, sets forth the terms of employment. A copy of this agreement is attached. The provisions relating to notice of termination without cause and housing are subject to an employment contract which requires approval of the Council in accordance with Metro Code Section 2.02.270.

The position of Zoo Director is included in Metro's Pay and Classification Plan at salary range 16.00 (\$43,153 to \$57,966); therefore, the salary is not included in the employment contract.

Gene Leo, Jr

Mr. Leo is currently Director of the Point Defiance Zoo and Aquarium in Tacoma, Washington and has been in that position since April 1981. Prior to that he was Assistant Director at the Vilas Park Zoo in Madison, Wisconsin. He was born in Portland, Oregon, and his zoo experience and training began at the Washington Park Zoo. A brief outline of his background is attached.

He possesses a unique combination of management skills and animal background and understands the need for community involvement at the zoo. He is highly recommended not only because of his skills and experience but because of his accomplishments at the Point Defiance Zoo and Aquarium. Tremendous improvements have been made at that facility since he became Director.

Selection Process

A Selection Committee consisting of Rick Gustafson; Councilor

Marge Kafoury; Grant Stebner, President of the Friends of the Zoo; Dolores Winningstad, member of the Friends and supporter of Zoo events; and Bob Scanlon, member of the Cascades Committee; recommended Gene Leo for the position of Zoo Director following a lengthy selection process.

This process included a nation-wide recruiting effort resulting in approximately 80 applicants. Forty of these applicants were interviewed throughout the country and those top candidates who most closely fit the selection criteria were reviewed with the Selection Committee. The Committee conducted a first round of interviews with five candidates and selected two finalists to be invited to Portland for additional meetings with members of the Council, Zoo staff and Zoo supporters.

The selection criteria included management and leadership skills, fund raising abilities and strong communication skills. An important element was the candidate's sensitivity to the Zoo's philosophy of respect for animals in their natural habitat and to the community's involvement in the Zoo.

Employment Terms

Subject to Council confirmation of his appointment and approval of an employment contract, Mr. Leo has accepted the position at a salary of \$50,000 within the Pay and Classification Plan.

The contract sets forth terms of employment regarding notice of termination without cause and certain benefits outside the Personnel Code and Pay and Classification Plan. A provision granting 90 days severance pay for termination without cause provides Mr. Leo some protection in the event a new Executive Officer should decide to remove him. To assist Gene Leo so that he does not have the burden of supporting two homes should he not be able to sell his house in Gig Harbor immediately, a provision for payments of principal, interest and taxes has been included in the contract. Metro would pay the total amount beginning February 1, 1985, for three months, 75 percent for the second three months, 50 percent for the third three months and 25 percent for the fourth three months. These payments would terminate when the home is sold and would total approximately \$3,750. Metro will also assist with reasonable moving expenses and provide Mr. Leo a car for business purposes.

EXECUTIVE OFFICER'S RECOMMENDATION

The Executive Officer is pleased to recommend confirmation of Gene Leo, Jr., to the position of Zoo Director and approval of Mr. Leo's employment contract.

slr
2630C/405-3
01/03/85

GENE E. LEO, JR.

3430 - 108th Street NW
Gig Harbor, Washington 98335

Director, Point Defiance Zoo and Aquarium
Tacoma, Washington
April 1981 to present

Responsible for the operation and development of Tacoma's 29 acre zoo which has an operating budget of \$1.7 million and a capital improvement program of \$9.3 million. The primary emphasis of his work has been implementing a capital improvement program and improving management systems.

Other Experience:

Assistant Director, Vilas Park Zoo
Madison, Wisconsin
1973 to April 1981

Various job assignments, Portland Zoological Gardens
Portland, Oregon
1967 to 1972

Chairman, Metropolitan Park District Fiscal Management
Group, Tacoma - 1984

Marketing and Management Consultant, Alaska Zoo, Anchorage,
Alaska, 1982-83

Marketing Volunteer Consultant, Tacoma/Pierce County Visitor
and Convention Bureau, 1982-84.

Education:

Master of Science, Recreation Resource Management, 1978
University of Wisconsin

Bachelor of Science, Biology, 1975
Portland State University

Professional Activities:

Member, American Association of Zoological Parks and
Aquariums
Board of Directors, Washington State Visitors Association
Board of Directors, Washington State Regional Visitors Assn.
Board of Directors, South Puget Sound Regional Tourism
Development Council

Personal:

Born Portland, Oregon, December 13, 1949
Married, Two sons



METROPOLITAN SERVICE DISTRICT

Providing Zoo, Transportation, Solid Waste and
other Regional Services

December 26, 1984

Rick Gustafson
Executive Officer

Metro Council

Corky Kirkpatrick
Presiding Officer
District 4

Ernie Bonner
Deputy Presiding
Officer
District 8

Bob Oleson
District 1

Richard Waker
District 2

Charlie Williamson
District 3

Jack Deines
District 5

George Van Bergen
District 6

Sharron Kelley
District 7

Cindy Banzer
District 9

Bruce Etlinger
District 10

Marge Kafoury
District 11

Gary Hansen
District 12

527 SW Hall St.
Portland, OR
97201
503/221-1646

Mr. Gene Leo, Jr.
3430 - 108th Street, N.W.
Gig Harbor, Washington 98335

Dear Gene:

This letter is to forward an offer of employment as Director of the Washington Park Zoo for the Metropolitan Service District. The position is proposed to commence on February 1, 1985, at a salary of \$50,000.

The current range for this position is \$43,153 to \$57,966. You will be eligible for a merit increase February 1, 1986. However, I will conduct an evaluation of your performance on August 1, 1985. Your anniversary date for subsequent evaluations and merit considerations will be February 1 of each year.

I am prepared to commit 90 days severance pay for termination without cause. This should accommodate your problem if a new Executive Officer decides to remove you.

Also, in order to accommodate your move to Portland, I am prepared to assist you if you cannot readily sell your home in Gig Harbor so that the support of two homes does not become a burden. To do this we will pay the total principal, interest and taxes on your home in Gig Harbor for the first three months of your employment beginning February 1, 1985, 75 percent for the second three months, 50 percent for the third three months and 25 percent for the fourth three months. These payments would terminate when the home is sold. We will pay reasonable moving expenses.

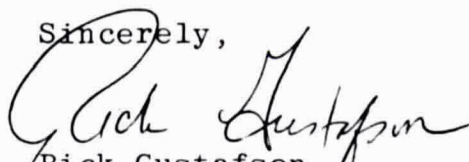
A car is provided for business use. Expenses related to your job at the Zoo are eligible for reimbursement. A list of eligible costs are enclosed.

Mr. Gene Leo, Jr.
December 26, 1984
Page Two

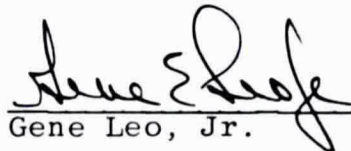
The Council not only confirms this position but also approves the provisions relating to notice of termination without cause and the housing settlement. Please sign this letter confirming acceptance of the terms of the position so that we can proceed with the contract approval and confirmation hearings before the Council.

I look forward to working with you on the many challenges which face the Zoo in the years ahead.

Sincerely,


Rick Gustafson
Executive Officer

I accept the terms of employment offered in the above letter.


Gene Leo, Jr.

RECEIVED DEC 31 1984

RG:amn

Enclosures



Memo

METROPOLITAN SERVICE DISTRICT 527 S.W. HALL ST., PORTLAND, OREGON 97201 503 221-1646
Providing Zoo, Transportation, Solid Waste and other Regional Services

Date: January 10, 1985

To: Metro Council

From: Eleanore Baxendale, General Counsel and
Sonnie Russill, Executive Assistant

Regarding: Council Meeting Agenda Item No. 10.1
Resolution 85-532 for the Purpose of Confirming the
Appointment of Gene E. Leo, Jr. to the Position of
Zoo Director and Approval of An Employment Contract
Relative to this Position.

Attached is a revised Resolution 85-532 and employment contract. The termination without cause provision has been eliminated from both documents.

Upon further consideration and review of Metro's Personnel Code, Mr. Leo wishes to have the standard termination for cause provisions found in the Personnel Code apply to his employment. Therefore, the termination without cause provision has been eliminated from the contract and only the benefits in excess to the Pay and Classification Plan (moving expenses and house payment) remain.

Because these added benefits will be offered only for a limited time, it is not appropriate to have the contract continue for the entire length of employment. Therefore, this employment agreement is written to terminate when the benefits it provides have been paid. Mr. Leo will then continue as an employee under the Personnel Code, including Pay and Classification Plan.

slr
2699C/D2
1/10/85

There was no public testimony on this Ordinance. The Presiding Officer announced the second reading of the Ordinance would take place at the January 24, 1985, Council meeting.

10. RESOLUTIONS

10.1 Consideration of Resolution No. 85-532, for the Purpose of Confirming the Appointment of Gene E. Leo, Jr. to the Position of Zoo Director and Approval of an Employment Contract

Sonnie Russill distributed a revised version of Resolution No. 85-532 and of the attached employment contract, explaining that subsequent negotiations with Mr. Leo had resulted in a change in the termination of employment arrangements for Zoo Director. Ms. Russill said the termination provisions of the Metro Personnel Rules would now apply to Mr. Leo's position.

Motion: Councilor DeJardin moved to approve the revised Resolution and Councilor Kelley seconded the motion.

Councilor Waker said he had attended the receptions for both final candidates, was impressed with Mr. Leo's presentation at his reception, and was most supportive of the motion to confirm Mr. Leo's appointment.

Councilor Cooper said he also supported this confirmation, but for the record reported a constituent had commented that the \$50,000 annual salary for the position was too high.

Vote; A vote on the motion resulted in:

Ayes: Councilors Cooper, DeJardin, Gardner, Kirkpatrick, Kelley, Myers, Oleson, Van Bergen, Waker and Bonner

Absent: Councilors Hansen and Kafoury

The motion carried and Resolution No. 85-532 was adopted.

Mr. Leo then expressed his appreciation for the Council's confidence in his abilities and said he looked forward to the challenge of this new position.

Presiding Officer Bonner requested Mr. Leo channel special efforts into creating a closer bond between Metro and the Zoo.