



Motion No. M2022-16

A motion of the Board of the Central Puget Sound Regional Transit Authority 1) appointing Brooke Belman as the acting chief executive officer (CEO) starting when current CEO Peter M. Rogoff departs and ending when the new Board-appointed CEO begins duties and 2) establishing a temporary base salary increase for Ms. Belman effective February 28, 2022 and extending for the three months following the start date of a new CEO.

Background

In September 2021, the Board approved a Transition Employment Agreement to retain Peter M. Rogoff as Sound Transit's chief executive officer until transitional and/or operational benchmarks are complete as determined by the Board in its discretion in consultation with the CEO, or May 31, 2022, whichever is earlier.

The Board initiated the recruitment process for Sound Transit's next CEO in October 2021 with the establishment of the CEO Selection Committee. A recruitment process is currently underway and the CEO Selection Committee plans to begin interviewing candidates in April 2022. However, the committee may not be able to complete its work to recommend a candidate prior to May 31, 2022. The Board should confirm an acting CEO to ensure business continuity, stability and forward momentum to the many capital projects and initiatives the Agency must continue to perform.

Brooke Belman, who currently serves as the Agency's Chief of Staff, is uniquely positioned to serve as acting CEO during this transitional period as she is deeply connected to the current work of the CEO. Ms. Belman brings over 20 years of strategic management and implementation, policy development, communications and public affairs experience. Joining Sound Transit in 2004, Belman has served in many leadership roles across the Agency, including Community Outreach and Engagement; Design, Engineering and Construction Management; and Planning, Environmental and Project Development. Ms. Belman's breadth and depth of experience will serve the Agency well.

Consistent with agency compensation guidelines and market average base pay, Ms. Belman's compensation will include a temporary pay increase to \$27,083.33 monthly effective February 28, 2022 to cover transitional duties while Peter M. Rogoff is still under the Transitional Employment Agreement, the period she serves as acting chief executive officer, and for a period of three months following the start date of a new chief executive officer to allow for onboarding and transition activities.

Motion

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that Brooke Belman is appointed as the acting chief executive officer starting when current CEO Peter M. Rogoff departs and ending when the new Board-appointed CEO begins duties, and 2) effective February 28, 2022, a temporary base salary increase to \$27,083.33 per month is approved to reflect increased duties for the period Ms. Belman serves in transitional roles and serves as acting chief executive officer.

APPROVED by a two-thirds affirmative vote of the entire membership of the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on February 24, 2022.



Kent Keel
Board Chair

Attest:



Kathryn Flores
Board Administrator