



Motion No. M2025-02

A motion of the Board of the Central Puget Sound Regional Transit Authority adopting 2025 performance goals and objectives for Goran Sparrman, Sound Transit interim chief executive officer.

Background

On January 11, 2024, the Board approved Motion No. M2024-02 to appoint Goran Sparrman as Sound Transit's interim chief executive officer for a contract term from January 13, 2024, through January 12, 2025. On March 28, 2024, the Board approved Motion No. M2024-11 to set performance goals and objectives for January 13, 2024, to January 12, 2025.

On September 26, 2024, the Board approved Motion No. M2024-55 to extend Goran Sparrman's appointment as Sound Transit's interim chief executive officer until May 15, 2025. The motion requires that the Board, in consultation with the interim CEO, establish goals and objectives for the extended contract term no later than January 31, 2025.

Mr. Sparrman and the Board Chair discussed the attached performance goals and objectives for January 13, 2025, to May 15, 2025, for review by the Executive Committee and Board.

Motion

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that the goals set forth in Attachment A are adopted for interim chief executive officer Goran Sparrman for the period of January 13, 2025, to May 15, 2025.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on _____.

Dave Somers
Board Chair

Attest:

Kathryn Flores
Board Administrator



Motion No. M2025-02 Attachment A

Interim CEO 2025 Performance Goals

Interim CEO 2025 Performance Goals

- 1) Continue building confidence and a strong working relationship between the Board and Sound Transit Staff by:
 - a. Creating processes and forums to provide accurate information that is easily consumable and facilitates informed decision making.
 - b. Allowing appropriate time for strategic engagement to improve system-wide and/or regional decision making.
 - c. Instituting regular staff reports that include detail regarding the long-term financial and community impacts of Board governance and policy decisions.
- 2) Optimize agency leadership to transform organizational culture
 - a. Complete the recruitment and onboarding of key cabinet members, including the Deputy CEO of Service Delivery, Deputy CEO of Finance and Business Administration, Chief Strategy Officer and Chief Civil Rights, Equity Inclusion Officer.
 - b. Finalize the establishment of a dedicated Safety and Quality Division to spearhead cultural transformation in these areas, enhance regulatory and reporting compliance, and implement a robust public safety plan
 - c. Enhance passenger communications program to improve passenger experience during link service disruptions.
 - d. Streamline decision making to optimize scope, schedule, and budget commitments.
 - e. Create an environment of operational excellence to deliver safe and reliable service while safeguarding long-term affordability of the voter approved plan.
 - f. Inspire, entrust, and empower employees to create a human-centric culture committed to a thriving, healthy, and purposeful work environment for all.
- 3) Lay the groundwork for the successful launch of pre-revenue service for the East Extension (ELE), Federal Way Bus Loop, Downtown Redmond Link Extension and Federal Way Link Extension projects through meticulous planning and execution of safety, quality, and operational readiness standards to achieve revenue service openings that provide safe, dependable, and efficient transit solutions that meet the needs of our communities and enhance overall rider experience.

4) Stabilize and Enhance Link Light Rail Operations

- a. Address Service Disruptions and implement proactive maintenance schedules and rapid response protocols to minimize service interruptions, such as those experienced during downtown tunnel repairs and overhead contact system issues.
- b. Develop plans to improve system reliability and invest in infrastructure upgrades, including additional crossover tracks and grade separation where feasible, to enhance operational flexibility and reduce delays caused by single-tracking during maintenance or unexpected disruptions.
- c. Enhance Rider Communication: Develop robust communication strategies to inform passengers promptly about service changes, delays, and alternative options, thereby improving the overall rider experience during planned and unplanned service adjustments
- d. Develop long term options for institutional capacity to respond to longer term operational requirements. This includes preparing for the potential development of CBTC (Communication Based Train Control) and other operational technology improvements.

5) Develop an organizational strategy to ensure the Service Delivery team seamlessly integrates with Sound Transit's operating partners to streamline operations, optimize resource utilization, enhance cost-effectiveness and long-term operating affordability while maintaining service safety, quality, reliability, and rider experience standards.

6) Create a transition plan for the new permanent CEO to accelerate onboarding and to continue the momentum of agency reforms.

7) Develop a comprehensive workplan that outlines the programmatic, financial, and project-level measures and opportunities to improve the financial situation of the WSLE project. This workplan should include timelines, the scale of potential benefits for each measure, and specify whether each measure is specific to WSLE or applicable to future projects. The goal is to ensure a financially sound project design for WSLE to be baselined.

8) Present information to the Board on the following projects in planning: Ballard Link Extension, West Seattle Link Extension, OMF-S, TDLE, infill stations, and Sounder Access. This information should facilitate decision-making to move these projects forward.