



## Resolution No. R2025-06

A RESOLUTION of the Board of the Central Puget Sound Regional Transit Authority outlining Board expectations for the Chief Executive Officer to address key regional priorities and challenges.

WHEREAS, the Central Puget Sound Regional Transit Authority, commonly known as Sound Transit, was formed under chapters 81.104 and 81.112 of the Revised Code of Washington (RCW) for the Pierce, King, and Snohomish Counties region by action of their respective county councils pursuant to RCW 81.112.030; and

WHEREAS, Sound Transit is authorized to plan, construct, and permanently operate a high-capacity system of transportation infrastructure and services to meet regional public transportation needs in the Central Puget Sound region; and

WHEREAS, in general elections held within the Sound Transit district on November 5, 1996, November 4, 2008, and November 8, 2016, voters approved local funding to implement a regional high-capacity transportation system for the Central Puget Sound region; and

WHEREAS, the CEO should perform their leadership duties in an inclusive fashion and encourage collaboration across staff and amongst board members while focusing on building regionalism and unity within our three-county region; and

WHEREAS, the CEO should prioritize the completion of the light rail connection from Everett to Tacoma as a central regional objective, ensuring that this "central spine" is completed in a timely manner to support regional connectivity and mobility, without allowing other decisions to delay or sideline this priority; and

WHEREAS, the CEO should ensure the goals of ST3 projects are completed as described in the ST3 Regional System Plan for Central Puget Sound published June 2016, understanding that building a minimum operating segment of any project does not meet these goals; and

WHEREAS, the CEO should operate in such a way that they increase transparency for the public into agency decision making and ensure Board members have access to the information needed to make decisions on behalf of the region; and

WHEREAS, as the Board, we are aware of major issues on the horizon for the agency including, but not limited to: power traction issues, the reliability and resilience of the 1 Line, the rapid expansion of facilities creating increased pressure on the maintenance of equipment, the cost of operations having rapidly escalated with new extensions coming on line with increased expenses, cost estimates ballooning across all capital projects, and the federal funding of the past not being guaranteed for the future--which means the CEO should address these issues with a regional mindset and keep the Board informed about these issues along with the potential trade-offs our region could be faced with; and

WHEREAS, as the Board we expect to have full information regarding revenue forecasts and budget projections, construction cost estimates and assumptions, how projects will be evaluated in light of decreased revenue and increased costs, and ensuring ridership analysis is imbedded in decision-making to make sure every dollar spent has the greatest return possible; and

WHEREAS, over the past several years Sound Transit has notably focused on rider experience and security which has created a better environment for all transit users-- however more is needed, and the agency cannot afford to lose any ground, keeping our network welcoming to all; and

WHEREAS, Sound Transit’s good working relationship with the Federal Transit Agency is critical to the success of the agency, and if any diminishment of this relationship occurs it should be fixed immediately; and

WHEREAS, the CEO, alongside the Board, should investigate the policies governing sub-area equity, how sub-area equity is working, and what intended or unintended consequences exist because of these policies in order to understand if these policies support us as one regional agency or if it has created many sub-area transit agencies; and

WHEREAS, the CEO must retain focus on existing services and, where able, expand reliable modes such as the Sounder, our Bus Rapid Transit lines, and our regional bus routes that connect our counties and cities; and

WHEREAS, the CEO shall be held accountable for achieving specific, measurable organizational outcomes that align with the Board’s priorities and strategic goals, including but not limited to improving operational efficiency, financial sustainability, and capital project delivery - specific performance metrics will be created in the next months through the standard practice led by the Executive Committee; and

WHEREAS, the CEO shall work with the Executive Committee to define and update on an annual basis these key performance metrics to ensure they reflect the evolving needs of the agency and the region, while maintaining alignment with the agency's long-term vision; and

WHEREAS, the CEO shall demonstrate a commitment to transparent decision-making by ensuring the Board is consistently provided with timely and accurate information to assess performance, risks, and emerging challenges, and to execute the Board’s vision; and

WHEREAS, the CEO’s compensation, bonuses, and any performance incentives shall be directly tied to the achievement of the established key performance metrics, ensuring accountability to the Board and the public for performance outcomes.

NOW, THEREFORE, BE IT RESOLVED by the Board of the Central Puget Sound Regional Transit Authority that anyone fulfilling the role of CEO for the Central Puget Sound Regional Transit Authority has a clear understanding of the expectations set forth from the Board.

ADOPTED 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