

**MOTION NO. M2015-07**

A motion of the Board of the Central Puget Sound Regional Transit Authority establishing annual compensation for Michael Harbour, acting chief executive officer.

**BACKGROUND:**

Consistent with Sound Transit's performance management compensation guidelines, Mr. Harbour will receive a 3% annual increase and a contribution and performance award of \$4,000 for his work as acting chief executive officer/deputy chief executive officer. His annual compensation will be \$222,727. Consistent with agency compensation guidelines, Mr. Harbour's compensation will also include a temporary pay increase of 7.5% for the period he serves as acting chief executive officer while the chief executive officer is on medical leave.

**MOTION:**

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that Mr. Harbour's annual compensation is increased by 3% to \$222,727, plus a contribution and performance award of \$4,000 based on job performance and achievement of his goals and objectives for 2013-2014. Effective October 29, 2014, a temporary base salary increase of 7.5% to \$239,432 is approved to reflect his increased duties for the period Mr. Harbour serves as acting chief executive officer.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on January 22, 2015.



Dow Constantine  
Board Chair

ATTEST:

  
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Kathryn Flores  
Acting Board Administrator