

MOTION NO. M2016-45

A motion of the Board of Directors adopting performance objectives for Peter M. Rogoff, Sound Transit Chief Executive Officer.

BACKGROUND:

In November 2015, the Board appointed Peter M. Rogoff as the Sound Transit Chief Executive Officer. Motion No. M2015-126 approved an employment agreement that requires the Executive Committee and Mr. Rogoff to discuss appropriate performance objectives and evaluation criteria before the Board adopts the objectives and criteria.

Mr. Rogoff and the Executive Committee have discussed the attached performance objectives and evaluation criteria and recommended them to the Board for approval.

MOTION:

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that the performance objectives and evaluation criteria set forth in Attachment A are adopted for Chief Executive Officer Peter M. Rogoff for the period of January 1, 2016 to December 31, 2016. The Board will consider Mr. Rogoff's achievement of the performance objectives and evaluation criteria and agency milestones in determining his annual performance award.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on May 26, 2016.



Dow Constantine
Board Chair

ATTEST:


Kathryn Flores
Board Administrator

Peter Rogoff, CEO
2016 Performance Objectives/Evaluation Criteria

Board relationships, political landscape and relationship with stakeholders

- Enhance productive partnership with the Board to advance agency mission. Provide timely and meaningful support to the Board on all agency activities.
- Foster effective relationships with partner jurisdictions, local and national legislators, and other key stakeholders.

Mission, Strategy and Performance

- Develop a robust strategy for engaging all key stakeholders in shaping the ST3 ballot measure.
- Lead ST staff towards completion of established agency goals and milestones.
- Optimize organizational design and capital project cost model to support proper allocation of resources and expedient decision-making.
- Enhance the culture of safety through organizational alignment and SMS strategy.

Culture, Leadership, Values and Behaviors

- Develop a plan to transform the agency structure and staffing to one that is prepared to deliver ST3, including launching innovative project delivery methods.
- Ensure that all Executive Leadership Team members identified a 2nd in command and started mentoring their deputy.

Performance Award (from 0% to 10%):

To be determined by the Board at the end of the year.