

**MOTION NO. M2017-36**  
**Attachment A**

Performance Objectives for 2017

Peter M. Rogoff

Chief Executive Officer

Sound Transit

March, 2017

- 1) Strive to accomplish each of the agency's identified 26 milestones for 2017 in the quarter in which they are expected, absent intervening events beyond the agency's control; including:
  - Scheduled additions to Sounder service.
  - Construction milestones for ongoing light rail expansion projects.
  - Initiation of project development activities for major new capital projects.
  
- 2) Maintain and enhance productive partnerships with the Board of Directors to advance agency mission:
  - Build dialogue and continue to provide meaningful, timely support to the Board on all agency activities.
  - Respond to inquiries and information requests from Board Members in a prompt and thorough manner.
  - Enhance transparency and Board Member review through the improvement of staff presentations. Introduce the use of infographics and clear and consistent terminology when briefing Board Members on budget and contract actions.
  
- 3) Maintain and grow effective relationships with partner jurisdictions, local, state and federal representatives, and other regional stakeholders:
  - Continue to expand network of regional contacts, especially in those jurisdictions slated to receive future Sound Transit service.
  - Continue to lead effectively at the State and Federal level in advancing Sound Transit's mission, capitalizing on opportunities for further financial assistance when they appear.
  - Maintain strong partnerships with regional stakeholder organizations who are invested in Sound Transit's success.

- 4) Increase agency focus on the quality of the customer experience as Sound Transit operates ever higher volumes of daily passenger traffic.
  - Hire a new “Chief Passenger Experience Officer.”
  - Establish new systems and processes to improve customer experience demonstrably.
  - Retool Board reporting mechanisms and analytics to more accurately depict trends in the quality of the customer experience.
  
- 5) Reform agency to deliver on the greatly expanded capital program and those projects already in progress:
  - Establish a culture of continuous improvement to strengthen the efficiency of the agency’s organization and processes.
  - Finalize Sound Transit’s Program Implementation Plan following thorough vetting with peer agencies, local transit partners, regional stakeholders, and the Board.
  - Launch initial major elements of the Implementation Plan, including (but not limited to) the establishment of cross-functional, collocated project teams and a collocated Executive Leadership Team, earlier collaboration with community partners in project development, and expanded use of permitting and development agreements.
  
- 6) Implement new approach to Transit Oriented Development (TOD):
  - Establish a process for expanded stakeholder engagement.
  - Retool approach to consider future TOD opportunities when identifying construction staging areas.
  - Implement several parcel offerings under new statutory authorities.
  - Begin evaluating the policy ramifications of these offering to assist the Board in developing a final TOD policy as scheduled in 2018.

**MOTION NO. M2017-36**

A motion of the Board of the Central Puget Sound Regional Transit Authority 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. The employment agreement authorized by Motion No. M2015-125 requires that the Executive Committee and Mr. Rogoff discuss appropriate performance objectives and evaluation criteria before they are adopted by the Board.

The Executive Committee was unable to meet in March. Mr. Rogoff and the Board Chair discussed the attached performance objectives and evaluation criteria and agreed that Board review and approval is acceptable without Executive Committee review.

**MOTION:**

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that the performance objectives set forth in Attachment A are adopted for Chief Executive Officer Peter M. Rogoff for the period of January 1, 2017 to December 31, 2017. The Board will consider Mr. Rogoff's achievement of the performance objectives 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 March 23, 2017.



Dave Somers  
Board Chair

ATTEST:



Kathryn Flores  
Board Administrator