

MOTION NO. M2018-25

A motion of the Board of the Central Puget Sound Regional Transit Authority in consideration of the chief executive officer's 2017 performance award and directing the chief executive officer to take the specific actions identified during the remainder of the 2018 performance period.

BACKGROUND:

In December 2015, the Board entered into a three-year one-month employment agreement with Mr. Rogoff (January 1, 2016 through January 31, 2019). Under the employment agreement, Mr. Rogoff's 2017 salary of \$312,900 automatically increased by 5% on January 1, 2018 to \$328,545.

The employment agreement also provides that the Board may, in its discretion, approve additional compensation, not to exceed 10% of the preceding year's annual base salary, as a performance award based on his work in achieving the Board adopted performance objectives and evaluation criteria established for Mr. Rogoff through Motion No. M2017-36 (Attachment A) and the agency's 2017 milestones (Attachment B).


After reviewing the CEO's performance and evaluation criteria over the past year, the Board directs the following:

- The CEO complete a Leadership Development Plan that would include improving the skills of listening, self-awareness, and relationship building—inside and outside the organization—and moving away from relying on position power to accomplish agency objectives. Communications should be clear, transparent and build trust in the agency.
- For the next six months, the chair will select three Board members to develop and oversee progress on the Leadership Development Plan. They will meet at least monthly with the CEO. They may interview ST managers for feedback, conduct 360-degree reviews, hold exit interviews or employ other feedback loops to evaluate the CEO's progress. The selected Board members may also call upon additional resources for the CEO to meet behavioral goals.

MOTION:

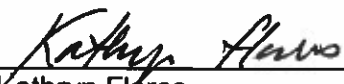
It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that the chief executive officer's 2017 performance award is 0% and the chief executive officer is directed to take the specific actions identified above during the remainder of the 2018 performance period and the three Board members will oversee progress of the identified Leadership Development Plan as provided above.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a special meeting thereof held on March 1, 2018.



Dave Somers
Board Chair

ATTEST:



Kathryn Flores
Board Administrator



MOTION NO. M2018-25
Attachment A

Performance Objectives for 2017
Peter M. Rogoff
Chief Executive Officer
Sound Transit
March, 2017

As Adopted by the Board in Motion No. M2017-36

- 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, colocated project teams and a colocated 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. M2018-25
Attachment B

2017 Agency Milestones

SERVING OUR CUSTOMERS

- Two Sounder round trips added between Lakewood and Seattle
- Nine Sounder cab cars delivered
- ST Express bus adds 15,000 service hours
- Tacoma Trestle construction completed
- Thirty-two double-deck buses arrive for Snohomish County express routes
- Ridership reaches record 47 million

BUILDING THE SYSTEM

- East Link tunneling begins in downtown Bellevue
- Construction starts on Northgate Link's Roosevelt and U District stations
- East Link construction begins in Bel-Red corridor
- Northgate Link's systems construction contract awarded
- Design-build contract awarded for Link Operations & Maintenance Facility—East
- Contract awarded for manufacture of five Tacoma Link cars
- Major construction begins on East Link's I-90 floating bridge segment
- Established goals are met for small and disadvantaged businesses

PLANNING FOR THE FUTURE

- Board selects Federal Way Link project to build
- Agency releases new system expansion plan
- Developer chosen for Roosevelt Station mixed-use, mixed-income transit-oriented development
- Developer chosen for Columbia City Station mixed-use, mixed-income transit-oriented development
- Tacoma Link extension's scope, schedule and budget adopted
- Schedule, scope and budget set for Puyallup and Sumner Sounder station access improvements
- Preferred alternatives identified for Kent and Auburn Sounder station access projects
- Project development initiated on the West Seattle, Tacoma and Ballard light rail extensions
- Project development initiated for bus rapid transit on I-405 and SR 522
- Developer chosen for First Hill mixed-use, mixed-income transit-oriented development
- Lynnwood Link scope, schedule and budget adopted
- Solo driver permit parking program launched