

Motion No. M2020-75

A motion of the Board of the Central Puget Sound Regional Transit Authority approving a performance rating, award and salary adjustment for Peter M. Rogoff, Sound Transit Chief Executive Officer.

Background

In December 2015, through Motion No. M2015-125, the Board entered into a three-year one-month employment agreement with Mr. Rogoff, covering January 1, 2016 through January 31, 2019.

In November 2018, through Motion No. M2018-155, the Board entered into a new three-year and one month term of employment with Mr. Rogoff, covering December 1, 2019 through December 31, 2021, with three one-year options covering January 1, 2022 through December 31, 2024, upon agreement of the parties and approval of the Board. The 2018 employment agreement established a base salary of \$365,000 effective December 1, 2019.

The current employment agreement provides for a merit increase to Mr. Rogoff's base salary and a performance award at the Board's discretion, effective January 1st of each succeeding year. Based on merit increases approved by the Board in Motion No. M2019-123 and under the terms of the employment agreement, Mr. Rogoff's current salary is \$379,600.

In February 2020, the Board adopted 2020 performance goals and objectives for Mr. Rogoff through Motion No. M2020-07 (Attachment A). Based on the performance rating given to Mr. Rogoff by the Board in 2020, the percentage increase to base salary and the amount of the performance award will be consistent with the agency's current performance review guidelines.

Motion

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that a performance rating of Excellent is given to Mr. Rogoff per the CEO employment contract and based on his work in achieving his 2020 performance goals and objectives. Based on the CEO's request to decline this year's merit increase and performance award, this year's process results in a 0% merit increase to his base salary and a \$0 performance award.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on December 17, 2020.



Kent Keel
Board Chair

Attest:



Kathryn Flores
Board Administrator



Motion No. M2020-75

Attachment A

CEO 2020 Performance Objectives - As Adopted by the Board in Motion No. M2020-07

ST Strategic Priority	2020 CEO Objective
<p>Design and deliver a customer-focused, high-quality and safe service</p>	<p>Continue to attract ridership across modes by investing in a quality rider experience, reliability, accessibility, cleanliness and safety.</p> <p>Use passenger experience metrics developed, deployed and reported in 2019 to drive further customer experience improvements in 2020 and beyond.</p> <p>Expand the staff, breadth, and visibility of the office of the Chief Customer Experience Officer so as to have our value of “customer focus” better infuse the planning, design, construction, operations, and maintenance of our system.</p> <p>Maintain a regional strategy for transit integration, as well as the partnerships to execute it, so that passengers across the region enjoy expeditious and efficient transfers between transit providers. View the transit riders of the region as one market for all the transit providers to serve well and collectively without regard to any agency’s “market share.”</p> <p>Manage hazards by incorporating safety on our vehicles and in our facilities at every stage—planning, design, construction, operations, and maintenance.</p> <p>Ensure the Agency’s safety program meets and exceeds federal compliance including implementation of recommendations cited in recent Federal and self-initiated audits. Review and, where necessary, strengthen agency’s safety certification processes in advance of the opening of Northgate Link and future system expansion projects.</p> <p>Ensure the Agency’s processes and resources are appropriately aligned to aid in the safety of employees and passengers throughout the Sound Transit network from the direct and indirect impacts of crime.</p>
<p>Deploy a performance-based, community-centric and safe capital program</p>	<p>Anticipate and balance the needs of diverse agency stakeholders, acting fairly and consistently to deploy an exceptional bus and rail network.</p> <p>Maintain and grow effective relationships with partner jurisdictions and local municipalities, including staff-to-staff relations, to ease the path toward project deployment.</p> <p>Ensure that equity informs the full-range of decisions that drive the agency’s work, including community engagement, small and disadvantaged business enterprise utilization, procurements, and policy development.</p> <p>Support efforts to ensure the safety of the contractor workforce and regional citizens in proximity to Sound Transit construction.</p>

<p>Cultivate a diverse, inclusive and high-performing workforce</p>	<p>Develop and promote an inclusive workplace by building teams with a mix of diverse styles, perspectives, and experiences.</p> <p>Advance initiatives to build human capital, both in recruiting new talent and growing talent internally.</p> <p>Foster, and lead by example, to create and sustain an atmosphere where diverse perspectives and ideas are listened to, valued and authentically considered.</p> <p>Implement the Agency's 5 Year Strategic plan by ensuring all departments have created and cascaded SMART goals aligned to the Agency's Strategic Plan by December 31, 2020.</p>
<p>Transform and unify core business practices and processes agency-wide</p>	<p>Support efforts to streamline processes to minimize or eliminate unnecessary bureaucracy. Respond proactively to the strong employee input on the urgent need to modernize, standardize, and streamline internal processes.</p> <p>Enhance the culture of continuous improvement and collaboration to strengthen the agency's organizational structures and processes.</p> <p>Embrace personal responsibility for the agency and set the "tone at the top" by building an atmosphere of trust and culture where everyone has ownership and responsibility.</p>
<p>Ensure financial stewardship exists in all decision-making to guarantee long-term affordability of the voter-approved plan</p>	<p>Maintain productive partnerships with key stakeholders (Board of Directors, local municipalities, and partner jurisdictions) to ensure long-term agency integration, viability and timely delivery of the capital program.</p> <p>Maintain productive partnerships with Federal agencies and legislators to ensure continued Federal funding of the capital plan. Maintain producing partnerships with State agencies and legislators to ensure sustained local tax revenue to deliver voter-approved projects on time.</p> <p>Promote collaboration, goodwill, constructive conflict, and equity across the agency. Look for alignment and create effective outcomes in decision-making around resource allocation that is aligned to the voter-approved plan.</p> <p>Continue to implement board process reforms so as to make better use of Board Members' time and to further enhance and streamline the board's decision making process. Provide the Board with timely and useful information that allows it to focus on major forward-looking finance decisions.</p> <p>As the goal owner, take personal responsibility for the successful execution of strategic goal 5.3: "Implement and maintain a 'best in class' asset management system that ensures physical assets, including all facilities and equipment, are maintained in a state of good repair measured by publishing the first draft of the Strategic Asset Management Plan (SAMP) by December 31, 2020."</p>