

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