

**Statement of Sound Transit Board Chair Dave Somers on 2017 CEO Review
March 1, 2018**

The Board of Directors for Sound Transit today completed the 2017 performance review for CEO Peter Rogoff. The Board recognizes the agency and CEO have achieved many of their milestones and made significant progress on capital and operations projects in 2017. While conducting the performance review, professional and management issues involving the CEO were brought to the Board's attention. The Board thoroughly reviewed and considered all of the information made available to it. A majority of Board members voted to adopt the performance review, which included provisions directing the CEO to meet specific management and professional improvements in 2018. The Board motion outlined the following actions:

- The CEO will complete a Leadership Development Plan to become more effective in his leadership behaviors, which will include improving skills in 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.
- The Board chair will select three Board members who over the six months they will meet at least monthly with the CEO to develop and oversee progress on the Leadership Development plan. They may interview agency managers for feedback, conduct 360 reviews, hold exit interviews or employ other feedback loops to evaluate the CEO's progress.
- The Board will not grant a performance award for 2017.

Sound Transit must be a place where professional conduct is expected and any concerns about conduct are handled respectfully, appropriately, and consistently. The Board has directed the agency to improve its protocols for all workplace concerns, including any with the CEO. The Board wants all employees to feel safe, respected, and equally valued. The Board takes issues of workplace behavior very seriously, particularly for our most senior leaders who are expected to model appropriate behavior. As the Sound Transit Agency Policy 603 states, "The CEO is committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of this policy and the EEO program."