

**Statement of Sound Transit Board Vice Chair John Marchione on 2017 CEO Review
March 1, 2018**

Today the Sound Transit Board of Directors concluded its second annual performance review of CEO Peter Rogoff. While the Board acknowledged significant progress by the agency, including but not limited to advancement of its dramatically expanded capital program, the Board identified actions the CEO is required to undertake to address concerns brought forward about his performance.

Following CEO Rogoff's arrival at Sound Transit in January 2016, the Board completed his first annual performance review in December 2016. This review acknowledged the CEO and agency's achievements for the year, which included successful work with the Board and communities across the region to shape the Sound Transit 3 measure that voters decisively approved, as well as the successful openings of three new light rail stations. However, Board leadership was also informed that in the first five months of the CEO's employment, there were a number of reports related to his professional conduct. Board leadership directed the CEO to take immediate remedial actions that included eliminating use of profanity in the workplace, adopting a less intense and confrontational management style, and ensuring professional interactions with staff. The CEO was also directed to work with a professional coach.

After these actions there were no complaints about the CEO's conduct brought forward to the Board until legal staff relayed that in September 2017, an employee contacted human resources staff about a comment the CEO made during a meeting. During the same period legal staff shared additional documents, including documents from the CEO's first five months of employment that had not been made available to the Board during the 2016 performance review. In response, as part of the 2017 review process, the Board hired an independent attorney to review the September incident and allegations from early 2016 to determine whether any actions could be warranted beyond those that Board leadership previously directed.

The independent attorney confirmed that in September 2017 a female employee reported to human resources staff that the CEO had referred to her as "honey" during a meeting with several other agency staff. After human resources staff investigated and brought the employee's concerns to the CEO he immediately responded with an apology. The employee accepted the apology and Human Resources considered the matter settled. Regarding reported incidents during the CEO's first five months of the CEO's employment, the attorney concluded that no further actions were required beyond earlier agency responses.

The Board also asked the attorney to assess the appropriateness and sufficiency of agency policies and procedures related to reporting and investigation of workplace complaints, including protocols for complaints against the CEO. This work is continuing and will be followed by the Board's identification of necessary actions.

The review process acknowledged numerous accomplishments during 2017 on the part of the CEO and agency staff. The Sound Transit Board is grateful for the preparations that have moved forward rapidly for critical regional transit expansions, including efforts to meet aggressive project timelines while increasing early involvement by local jurisdictions and the public. The CEO has led significant work to achieve earlier and expanded collaboration, including expanded internal collaboration across departments and disciplines. While his performance has resulted in improvements delivering transit projects and services, his professional conduct must also exemplify the high standards the Board expects from all employees. While we find that the CEO has fulfilled the remedial actions directed by the Board

in 2016, the Board has also determined that he should take additional steps to improve his demeanor and relationships with staff under his direction. The Sound Transit Board takes all matters related to workplace behavior very seriously. All employees should feel safe, respected and equally valued at work.

Based on the findings of the independent attorney's review and the advice of the Sound Transit Human Resources Division, the Board today adopted a motion taking 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.