



Motion No. M2023-114

A motion of the Board of the Central Puget Sound Regional Transit Authority (1) ending Ms. Julie Timm's employment agreement early and authorizing severance pay and a release and transition services agreement, and (2) confirming and continuing delegations in Resolution No. R2023-30, the Board's Procurement, Agreements, and Delegated Authority Policy, to Sound Transit employees until rescinded by the Board or next chief executive officer.

Background

In June 2022, the Board adopted Motion No. M2022-51 to appointing Julie Timm as Sound Transit's chief executive officer and approving a three-year and three-month employment agreement through 2025.

This motion approves ending Ms. Timm's employment contract effective January 12, 2024, and authorizes a release of claims and transition services agreement obligating Ms. Timm to provide monthly consultations to the Board or chief executive officer until January 2025 if either requests a meeting related to Ms. Timm's Sound Transit employment. As consideration for her agreement to end the employment agreement early, and to provide monthly consultations upon request, the motion obligates Sound Transit to pay the severance amount set forth in section 7 of Ms. Timm's employment agreement, which includes Ms. Timm's annual salary, health and retirement benefits, and accrued vacation/sick leave payouts.

Without Board action, Resolution No. R2023-30 delegations to the chief executive officer and sub-delegations to Sound Transit employees would expire on January 12, 2024, when the chief executive officer's term ends. This motion confirms and continues the sub-delegations to Sound Transit employees in effect on January 12, 2024, until rescinded by the Board or the next chief executive officer.

This motion delegates the Resolution No. R2023-30 authority granted by Sections 2.1-2.9 to the chief financial officer for all actions or for actions whose cost does not exceed \$10,000,000, except that this limitation does not apply to expenditures required to pay debts, contractual, or financial obligations incurred and routinely paid in the normal course of business such as Section 2.8 expenses (e.g. utility charges, utility relocation agreements, legal expenses, claims, employee compensation/benefits, business travel).

Motion

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that the employment agreement with Julie Timm to serve as the chief executive officer is ended by mutual agreement effective January 12, 2024. After signing a release of claims and transition services agreement to consult monthly with the Board or chief executive officer at their request until January 2025, Ms. Timm is authorized to receive severance pay in the amount set forth in section 7 of the employment agreement.

It is hereby further moved by the Board of the Central Puget Sound Regional Transit Authority that the Resolution No. R2023-30 sub-delegations to Sound Transit employees and delegations to the chief executive officer in effect on January 12, 2024 are confirmed and continued in effect and may be exercised by the employees and successors and by the chief financial officer as described above until rescinded by the Board or the next chief executive officer.

APPROVED by a majority of the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on December 15, 2023.



Dow Constantine
Board Chair

Attest:



Kathryn Flores
Board Administrator