

Motion No. M2025-22

A motion of the Board of the Central Puget Sound Regional Transit Authority adopting performance goals and objectives for Dow Constantine, Sound Transit chief executive officer.

Background

On March 27, 2025, the Board approved Motion No. M2025-15 to appoint Dow Constantine as Sound Transit's chief executive officer for a contract term from April 1, 2025 through December 31, 2026, with two optional one-year renewals, from January 1, 2027 to December 31, 2027 and January 1, 2028 to December 31, 2028.

The employment agreement requires that the Board, in consultation with the CEO, establish goals and objectives for the contract term by May 31, 2025. Mr. Constantine and the Board Chair discussed the attached performance goals and objectives for 2025 for review by the Executive Committee and Board.

Motion

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that the goals set forth in Attachment A are adopted for chief executive officer Dow Constantine for the period of April 1, 2025 to December 31, 2025. The Board will consider Mr. Constantine's achievement of the performance goals and objectives in determining his annual base salary increase and discretionary annual contribution performance award.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on _____.

Dave Somers
Board Chair

Attest:

Kathryn Flores
Board Administrator

Motion No. M2025-22

Attachment A

CEO 2025 Performance Goals

CEO 2025 Performance Goals

- 1) The CEO will lead a reset of Sound Transit's strategic direction in partnership with the Board. Specifically:
 - a. In partnership with the Board of Directors, the CEO will update and extend the long-range plan for Sound Transit by Q2 2026 to ensure it aligns with current and expected circumstances. The plan will provide a more sustainable path toward effectively implementing the ST3 capital program, dependable service delivery, and long-term fiscal health.
 - b. As part of the updated long-range planning process, the CEO will lead the development and deployment by Q1 2026 of a financial framework and other tools to assist in capital delivery decisions. These mechanisms will allow the Board and agency leadership to understand how each decision will impact the overall long-term financial and capital plan.
- 2) The CEO will strengthen relationships with, and trust between, Sound Transit and key regional, state, and national partners, including cities, counties, Washington state, Tribal nations, and federal officials. These partnerships ensure Sound Transit has the support necessary to complete the ST3 package and safely operate a reliable transit system. Board leadership will solicit feedback from local, regional, state, tribal, and national leaders on the CEO's and Agency's outreach activities to ensure partners feel they are appropriately engaged and receiving timely, trusted, credible information.
- 3) The CEO will build on and strengthen recent agency reforms, consolidate goal-driven leadership of the Cabinet, and empower agency employees, ensuring the entire agency is working toward a well-understood vision as outlined in the Strategic Plan 2023-2027. The CEO will:
 - a. Champion cultural transformation through a 10% increase to the Sound Transit internal net-promoters score by Q2 2026.
 - b. Launch recruitment and hire a Deputy CEO for Service Delivery and Operations.
 - c. Launch recruitment and hire a Chief Safety Officer.
 - d. Hire a Chief Civil Rights and Economic Development Officer.
- 4) Continue to strengthen the Service Delivery department to provide safe, reliable, and resilient service across all bus and rail transit systems as evidenced by a reduction in service delays, reduction in downtimes, reduction in security incidents involving passengers and staff, increase in public perceptions of reliability, increase in perceptions of cleanliness, and improved customer satisfaction.
- 5) In coordination with Board leadership, create a Board development process by Q4 2025, improving Board members' financial, organizational, and process knowledge of the agency.