

Motion No. M2025-66

A motion of the Board of the Central Puget Sound Regional Transit Authority approving a performance rating and related merit increase and a performance award for Dow Constantine, Sound Transit Chief Executive Officer.

Background

In March 2025, through Motion No. M2025-15, the Board entered into an agreement to employ Dow Constantine as Sound Transit's chief executive officer from April 1, 2025, through December 31, 2026, with two one-year renewal options at the Board's discretion, from January 1, 2027, to December 31, 2027, and January 1, 2028, to December 31, 2028.

The employment agreement established a base salary of \$450,000 with a base salary increase equivalent to the average annual salary of comparable transit CEOs on January 1 of each succeeding year, but not less than the current year's base salary. In late 2025, a market study was conducted by Sound Transit to determine the average annual salary of comparable transit CEOs and identified \$474,276 as the appropriate average base salary to be applied for Mr. Constantine on January 1, 2026.

The employment agreement also included a 3%-6% annual base salary increase based on performance rating and a discretionary Contribution Performance Award of \$30,000 based on the goals established by the Board each year after consultation with Mr. Constantine.

In May 2025, the Board adopted 2025 performance goals and objectives for Mr. Constantine through Motion No. M2025-22 (Attachment A).

The annual base salary increase of 3%-6% will be based on Mr. Constantine's performance rating, consistent with the agency's current performance review guidelines. The percentage increase to base salary and any discretionary Contribution Performance Award approved by the Board will be applied to Mr. Constantine's base salary as of January 1, 2026.

Motion

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that a performance rating of _____ is given to Mr. Constantine per the CEO employment contract and based on his work in achieving his 2025 performance goals and objectives, resulting in a _____% merit increase to his base salary and discretionary annual contribution performance award of \$_____.

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

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Attachment A

CEO 2025 Performance Goals – As adopted by the Board in Motion No. M2025-22

CEO 2025 Performance Goals

- 1) The CEO will lead a thoughtful update of Sound Transit's strategic direction in partnership with the Board. Specifically:
 - a. In partnership with the Board of Directors, the CEO will memorialize, update, and extend the regional transit long-range plan, system plan, and long range financial plan for Sound Transit by the end of 2026 to ensure they align with current and expected circumstances. These plans will inform and guide future decision making by the Board and agency leadership as they develop a sustainable path toward effectively implementing the ST3 capital program, dependable service delivery, and long-term fiscal health.
- 2) The CEO will strengthen relationships 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 such as those identified in the February 2023 Technical Advisory Group report, 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 the end of 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) In an effort to improve public trust and increase ridership, 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 the end of Q4 2025, that improves Board members' financial, organizational, and process knowledge of the agency.