



Motion No. M2026-09

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 2026 by March 31, 2026. Mr. Constantine and the Board Chair discussed the attached performance goals and objectives for 2026 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 January 1, 2026 to December 31, 2026. 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. M2026-09 Attachment A

CEO 2026 Performance Goals

CEO 2026 Performance Goals
1) Deliver light rail service in the region by successfully opening Crosslake Connection and Pinehurst Station expansions.
2) Engage Board members and external partners in the agency's work by: <ul style="list-style-type: none">a. Facilitating a successful Enterprise Initiative process that brings expansion plans into alignment with available resources, while supporting each of the three counties to achieve the most successful outcomes possible given current constraints.b. Deepening trust and coordination with regional, state, tribal, and federal partners to ensure Sound Transit has the support required to deliver its capital program and maintain reliable operations.
3) Ensure a culture of operational excellence at Sound Transit by: <ul style="list-style-type: none">a. Advancing the deployment of reliable 4-minute headways through coordinated operational and infrastructure readiness.b. Maintaining smooth, reliable, and resilient operations across the system during the 2026 World Cup.c. Achieving an average of 10 or fewer hours of unplanned service disruption per month.d. Advancing a coordinated strategy to deter copper wire theft through policy, technology, and enforcement partnerships.
4) Drive measurable improvements in the rider experience by: <ul style="list-style-type: none">a. Accelerating accessibility upgrades, enhancing wayfinding and signage, and deepening coordination with regional transit partners to expand last-mile convenience.b. Delivering a visibly safer, more secure, and cleaner rider experience by enforcing systemwide standards, expanding field operations with partners, piloting interventions, and publicly reporting progress.
5) Champion a Sound Transit workplace culture that demonstrates values-driven leadership, accountability, and provides an engaging work environment through achieving a 10-point increase in the agency's Employee Net Promoters Score.
6) Produce an updated Transit-Oriented Development strategy that enhances the agency's ability to pursue joint development opportunities.