

SOUND TRANSIT

MOTION NO. M2005-128

A motion of the Board of the Central Puget Sound Regional Transit Authority authorizing the Board Chair to execute a third amendment to the employment agreement with Joni Earl, Sound Transit Chief Executive Officer.

Background:

In June 2001, the Board appointed Ms. Joni Earl to the position of Sound Transit executive director and entered into an employment agreement with a two-year term ending June 30, 2003. The original agreement has been amended twice since it was first executed. The first amendment, approved by the Board in June 2003, extended the term of the agreement for two additional years to June 30, 2005 and changed Ms. Earl's official title to chief executive officer. The Board approved a second amendment in March 2004 to increase her annual compensation to \$177,160 and to pay \$5,000 as the contribution and performance award component of her compensation.

This proposed third amendment to Ms. Earl's employment agreement extends the agreement term for two additional years, grants a contribution and performance award as provided in the existing employment agreement, establishes the annual base compensation through 2007 and adopts performance objectives upon which the next contribution and performance awards will be based.


Motion:

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority authorizing the Board Chair to execute the third amendment to the employment agreement with Joni Earl to (1) extend the term of the agreement for two additional years, through June 30, 2007; (2) award \$5,000 as the contribution and performance award component of her compensation for accomplishing the agency's 2004 and 2005 goals and milestones as provided in her employment agreement; (3) provide for annual base compensation of \$182,475 effective July 1, 2005 and of \$187,949, effective July 1, 2006; and (4) adopt the attached performance objectives upon which eligibility for a future contribution and performance award not to exceed \$5,000 will be based when the Board next assesses Ms. Earl's performance.

Sound Transit staff shall implement the Board's compensation and contribution and performance award decision as set forth herein.

Approved by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on December 8, 2005.

ATTEST:



Marcia Walker
Board Administrator



John W. Ladenburg
Board Chair



Joni Earl

**Draft Performance Objectives
July 2005-June 2006**

- Lead and facilitate Agency implementation of the Sound Move Program, delivering capital projects on time and within Board adopted budgets.
- Provide quality, safe, and reliable service to our customers within our financial resources.
- Manage Agency resources, both financial and capital assets, in a manner that demonstrates public accountability, fiscal responsibility, and adherence to Board policies.
- Be an effective leader of staff, fostering an atmosphere where talented and dedicated people want to work toward our common mission.
- Communicate effectively with the Board of Directors, providing accurate and timely information for Board deliberations and actions.
- Create a Sound Transit 2 plan that meets the Board's expectations and directions for going to the ballot to expand the regional transit system.
- Make the strategic decisions required to accomplish the Agency's 2006 milestones. (To be published in early 2006.)