

MOTION NO. M2015-127

A motion of the Central Puget Sound Regional Transit Authority establishing annual compensation for Acting Chief Executive Officer Michael Harbour.

BACKGROUND:

Consistent with Sound Transit's performance management compensation guidelines, Mr. Harbour will receive a 3.5% annual base salary increase for his position as deputy chief executive officer as well as a performance award of \$5,000 based on job performance and achievement of his goals and objectives for 2014-2015. His annual base salary will be \$230,522. Consistent with agency compensation guidelines, Mr. Harbour's compensation will continue to include an additional temporary base salary increase of 7.5% through October 29, 2016 while he assists with the transition to a new chief executive officer. Mr. Harbour's base salary increase and temporary acting pay increase are effective October 29, 2015, his employment anniversary date.

MOTION:

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that effective October 29, 2015, Michael Harbour's annual base salary is increased to \$230,522, plus a performance award of \$5,000 based on job performance and achievement of his goals and objectives for 2014-2015. A 7.5% temporary base salary increase is approved through October 29, 2016 to reflect his role as acting chief executive officer and his increased duties during the transition to a new chief executive officer.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on December 17, 2015.



Dow Constantine
Board Chair

ATTEST:



Kathryn Fibres
Board Administrator