

Motion No. M2024-11

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

Background

On January 11, 2024, the Board approved Motion No. M2024-02 to appoint Goran Sparrman as Sound Transit's interim chief executive officer for a contract term from January 13, 2024 through January 12, 2025.

The employment agreement requires that the Board, in consultation with the interim CEO, establish goals and objectives for the contract term by March 31, 2024. Mr. Sparrman and the Board Chair discussed the attached performance goals and objectives for 2024 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 interim chief executive officer Goran Sparrman for the period of January 13, 2024 to January 12, 2025. The Board will consider Mr. Sparrman's achievement of the performance goals and objectives in determining his annual performance award.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on March 28, 2024.



Dow Constantine
Board Chair

Attest:



Kathryn Flores
Board Administrator



Motion No. M2024-11

Attachment A

Interim CEO 2024 Performance Goals

Interim CEO 2024 Performance Goals	
1)	Rebuild confidence and a strong working relationship between the Board and Sound Transit Staff by: <ul style="list-style-type: none">a. Creating processes and forums to provide accurate information that is easily consumable.b. Allowing appropriate time for strategic engagement to improve system-wide and/or regional decision making.c. Instituting regular staff reports that include detail regarding the long-term financial and community impacts of Board governance and policy decisions.
2)	Establish a robust Mega Project Capital Delivery team through the successful recruitment of a highly skilled DCEO Mega Project Capital Executive and two Deputy Directors, per the Technical Advisory Group's recommendations, to: <ul style="list-style-type: none">a. Institute a comprehensive organizational framework designed to optimize project management practices.b. Ensure quality and passenger experience standards are upheld.c. Streamline decision making to optimize scope, schedule, and budget commitments.d. Create an environment of operational excellence to safeguard long-term affordability of the voter approved plan.
3)	Collaborate closely with Board Leadership to expedite and successfully execute the implementation of the Technical Advisory Group recommendations as defined in the approved workplan ensuring all recommendations are efficiently incorporated into Sound Transit's operational framework.
4)	Ensure the successful commencement of revenue service for the East Link Starter Line (ELSL) and Lynnwood Link Extension (LLE) projects through the meticulous planning and execution of safety, quality, and operational readiness standards to achieve revenue service openings that provide safe, dependable, and efficient transit solutions that meet the needs of our communities and enhance overall rider experience.
5)	Deliver successful milestones for all upcoming environmental processes related to system expansion, including West Seattle Link, Ballard Link, Tacoma Dome Link, and Federal Way Link Extensions.
6)	Develop an organizational strategy to ensure the Service Delivery team seamlessly integrates with Sound Transit's operating partners to streamline operations, optimize

resource utilization, enhance cost-effectiveness and long-term operating affordability while maintaining service safety, quality, reliability, and rider experience standards.
7) Accelerate prioritization of resources, collaboration with SDOT and other external stakeholders to complete the 2024 safety improvement plan for the Rainier Valley segment of the 1 Line.
8) Refine Sound Transit's organizational structure to streamline the Agency's work by clarifying roles and responsibilities, increasing accountability where all employees feel valued and empowered to contribute to the agency's goals.
9) Cultivate a high-performing, diverse, and mission-driven workforce whose commitment to excellence will ensure the effective delivery of community commitments, support long-term financial viability, and drive economic benefits for the Puget Sound region.



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Attachment A as Amended by Motion No. M2024-20

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9) Cultivate a high-performing, diverse, and mission-driven workforce whose commitment to excellence will ensure the effective delivery of community commitments, support long-term financial viability, and drive economic benefits for the Puget Sound region.
10) Create, maintain, and grow relationships with partner jurisdictions and local municipalities to ensure long-term agency integration and timely delivery of the capital program.