



Summary Minutes

Executive Committee Meeting May 1, 2025

Call to order

The meeting was called to order at 10:33 a.m. by Committee Chair Somers and was available for viewing in person and online.

The meeting was recorded and can be found at <https://www.soundtransit.org/get-to-know-us/board-directors/meeting-videos>.

Roll call of members

Chair	Vice Chair
(P) Dave Somers, Snohomish County Executive	(P) Claudia Balducci, King County Councilmember (P) Ryan Mello, Pierce County Executive

Board Members	
(A) Nancy Backus, Auburn Mayor	(P) Julie Meredith, Washington State Secretary of Transportation
(A) Cassie Franklin, Everett Mayor	(P) Kristina Walker, Tacoma City Councilmember
(A) Bruce Harrell, Seattle Mayor	

Katie Flores, Board Administrator, announced that a quorum of the Committee was present at roll call.

Report of the Chair – None

CEO Report

Chief Executive Officer Dow Constantine provided the report.

CEO Constantine expressed his gratitude for the opportunity to serve as Sound Transit's CEO, noting his commitment to the work being done by the agency, and thanked Interim CEO Goran Sparrman for his service.

CEO Constantine also provided information on opening day events for the Downtown Redmond Link Extension. He noted that the speaking program will start at 10:30 a.m. on Saturday, May 10, and the first train open for passenger service will depart at 12:00 p.m. CEO Constantine highlighted that over 100 local organizations partnered with Sound Transit for the opening day celebrations.

Public comment

Chair Somers announced that public comment would be accepted via email to meetingcomments@soundtransit.org and would also be accepted in-person and virtually.

The following people submitted written public comments:

Morgan Hausrath
Joe Kunzler

Marilyn Kennell
Jan Roberts

The following person provided virtual comments:

Joe Kunzler

No in-person public comments were received.

Business items

Final Committee Action

April 3, 2025, Executive Committee meeting minutes

It was moved by Board member Walker, seconded by Vice Chair Mello, and carried by the unanimous vote of all Board members present that the minutes of the April 3, 2025, Executive Committee meeting be approved as presented.

For Recommendation to the Board

Motion No. M2025-22: Adopting 2025 performance goals and objectives for Dow Constantine, Sound Transit chief executive officer.

The motion was moved by Board member Walker and seconded by Vice Chair Mello.

Chair Somers noted that the goals laid out in the motion will be used in the review of the CEO's performance at the end of the year, per his employment agreement with the agency.

Board member Walker noted the variety of external related performance goals and asked if all internal commitments were reflected by Goal 3A in the motion attachment. Chair Somers responded that Board member Walker was correct.

Board member Walker asked for an explanation of the Net Internal Promoter Score. Chief People and Culture Officer Julie Honeywell responded that the score measures organizational health through the likelihood that current employees would recommend the agency as a place to work to others. Board member Walker further asked whether it was realistic to see a 10-point increase in the measure by Q2 2026 as laid out in the motion. Ms. Honeywell responded that it was a realistic, albeit not easily achievable, goal, noting the recent organizational changes the agency has undergone, and the work needed to stabilize.

Board member Walker noted that her question was meant to illustrate that although internal goals did not make up most of the text of the motion's attachment, that the commitment and work being expected of the CEO was being equally distributed. She also asked whether the Chief Civil Rights and Economic Development Officer role in item 3D of the goals attachment was one or two positions. Ms. Honeywell responded that it was one position. Board member Walker asked whether anyone at the agency is currently filling the work of that role. Ms. Honeywell responded that there was a member of staff acting in that role currently, and that the hiring process was almost complete.

Vice Chair Mello shared his thanks to Chair Somers for the coordinating role he and his staff played in developing the performance goals for the CEO. He also noted that he appreciated the mix of both quantitative and qualitative goals in the attachment, as well as the timelines laid out for successful achievement of said goals. Vice Chair Mello highlighted the System Performance Tracker as a publicly available resource to view the agency's quantitative metrics, and requested that once adopted, the CEO work to align the System Performance Tracker with the quantitative metrics laid out in the goals attachment where appropriate. He also noted that in the interest of public transparency, the Board should be clear with the expectations on how check-ins on the CEO's performance will be conducted.

Vice Chair Balducci shared her concerns on goal 1, noting the conflation of a long-range plan and the completion of the ST3 program. She noted that the agency has multiple plans: the ST3 plan, the long-range financial plan, and a strategic plan, and asked that staff work with Board members to clarify which plans are being discussed as part of the CEO's goals.

Board member Birney shared her thanks for being able to be included in the discussion, noted her agreement with Vice Chair Mello's proposal to align the CEO's goals with other public-facing metrics. She also shared her concern regarding operations improvements, highlighting the need to include that as an area of emphasis.

Board member Roscoe requested clarification from Vice Chair Mello on his expectations around CEO performance check-ins. Vice Chair Mello responded that he was sharing his desire to have the Board explicitly state its intention for having a six-month or other mid-term check in with the CEO for the sake of public transparency.

Chair Somers noted that the motion currently includes a check-in at the end of 2025, which would be a seven-month check in, asking if that satisfies Vice Chair Mello's concerns. Vice Chair Mello responded that a seven-month check in is acceptable, but that more frequent discussions would be better.

Board member Roscoe shared her agreement with the idea of being explicit around check-in expectations, noting the importance of ensuring that dates are set well in advance to assist in planning and expectation setting.

Board member Walker noted that the current motion states yearly check ins on CEO performance, noting that such a timeline was too infrequent. She suggested that six-month check ins be added into the motion where prudent.

Chair Somers noted that he would carry forward the comments heard today for further discussion at the Board meeting.

The motion was carried by the unanimous vote of all Board members present that Motion No. M2025-22 be forwarded to the Board with a do-pass recommendation.

Discussion on Board Retreat

Chair Somers noted that with a new CEO in place, it was prudent to call for a Board retreat to discuss the challenges and opportunities facing the agency in the future. He invited Board members to share their thoughts on potential goals for the retreat. He also asked Board Administrator Katie Flores to provide logistical information about the retreat.

Ms. Flores confirmed that the Board retreat will take place at the Maydenbauer Center in Bellevue, WA. The meeting will be an in-person only event, from 10:30 a.m. – 2:30 p.m. on Thursday, May 29. 13 Board members have confirmed their attendance for the event and noted that additional transportation options will be provided to Board members along with public transportation options available. She further noted that information about public participation in the meeting will be posted on the Sound Transit website.

Reports to the Committee – None

Executive Session – None

Other business – None

Next meeting

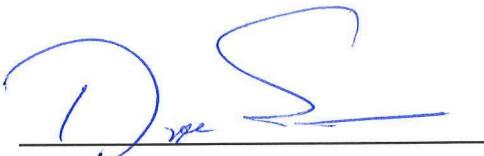
Thursday, June 5, 2025

10:30 a.m. to 12:00 p.m.

Ruth Fisher Boardroom and virtually via Zoom

Adjourn

The meeting was adjourned at 11:05 a.m.



Dave Somers
Executive Committee Chair

ATTEST:



Kathryn Flores
Board Administrator

APPROVED on July 3, 2025, HRR