



King County

**CONFIRMATION PACKET FOR
ROBERT GANNON
AS THE GENERAL MANAGER
OF THE TRANSIT DIVISION
KING COUNTY DEPARTMENT OF
TRANSPORTATION**

TABLE OF CONTENTS

Section A

Letter from Executive Dow Constantine to King County Chair Joe McDermott to
Announce Appointment
Copy of Confirmation Motion
News Release on Appointment
Letters in Support of Appointment

Section B

Letter from King County Department of Transportation Director, Harold S.
Taniguchi, appointing Robert Gannon to the position of General Manager of the
Transit Division, King County Department of Transportation
Letter from Robert Gannon to King County Chair Joe McDermott to Acknowledge
Willingness to Comply with County Code Provisions
Resume

Section C

Background Check Authorization
Law Enforcement Background Investigation Report
Financial Public Disclosure Form

Section D

Department Organizational Chart
Position Description

SECTION A

- Letter from Executive Dow Constantine to King County Council Chair Joe McDermott to Announce Appointment
- Copy of Confirmation Motion
- News Release on Appointment
- Letters in Support of Appointment

October XX, 2016

The Honorable Joe McDermott
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember McDermott:

I am pleased to present the enclosed motion for County Council's approval to confirm Robert Gannon as the General Manager of the Transit Division of the King County Department of Transportation, effective October 25, 2016.

On March 19, 2016, Harold Taniguchi, appointed Mr. Gannon to serve in an acting capacity to direct the Metro Transit Division of the King County Department of Transportation. Since his appointment, Mr. Gannon's knowledge of the organization has helped inform Metro's budget, including capital investments, service hours and staff development.

Mr. Gannon has served well during this period of transition, and I am confident in his ability to serve as the permanent replacement for the head of the Metro Transit Division.

During his time as Acting General Manager, Mr. Gannon ably demonstrated that he will be a leader in reaching our shared goals of increasing mobility in the region, improving outcomes for residents and employees by increasing opportunity and equity, addressing climate change and instituting meaningful reforms that improve the effectiveness and efficiency of King County governance.

Mr. Gannon's work with Metro Transit's nationally recognized Partnership to Achieve Comprehensive Equity (PACE) helped improve communications among Metro Transit's employees and created a workplace that respects and embraces diversity. From working with law enforcement and youth advocates on fare enforcement, to meeting with community members to talk about bus shelters, Mr. Gannon had made personal connections that help move Metro forward, always keeping the customer experience in the forefront.

The Honorable Joe McDermott
October XX, 2016
Page 2

It is my great pleasure to request the confirmation of Mr. Gannon as the General Manager of the Transit Division of the King County Department of Transportation.

Sincerely,

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
 ATTN: Carolyn Busch, Chief of Staff
 Melani Pedroza, Acting Clerk of the Council
Carrie S. Cihak, Chief of Policy Development, King County Executive Office
Dwight Dively, Director, Office of Performance, Strategy and Budget
Harold Taniguchi, Director, Department of Transportation (DOT)
Caroline Whalen, County Administrative Officer, Department of Executive Services (DES)
Susan Slonecker, Interim Acting Director, Human Resources Division, DES
Rob Gannon, General Manager, Metro Transit Division, DOT Designee

Date Created:	October 25, 2016
Drafted by:	Richard Hayes, Sr. HR Policy Advisor, DES/HRD, 477-3242
Sponsors:	
Attachments:	None

1 ..title

2 A MOTION confirming the King County department of
3 transportation director's appointment of Robert Gannon as
4 the general manager of the transit division of the King
5 County department of transportation.

6 ..body

7 BE IT MOVED by the Council of King County;

8 The King County department of transportation director's appointment of Robert
9 Gannon as the general manager of the transit division of the department of transportation
10 is hereby confirmed.

Oct. 25, 2016

Contact: [Alex Fryer](#), 206-477-7966

Executive Constantine names new GM for Metro, the nation's 10th largest transit service

King County Executive Dow Constantine named Rob Gannon as General Manager for Metro Transit. Gannon currently serves as interim General Manager. His position is subject to confirmation by the King County Council.

Gannon, 47, served as Interim General Manager from March 2016 until now. He was Metro Deputy General Manager from 2013-2016, and Human Resources Manager for the King County Department of Transportation from 2011-2013. He previously oversaw budget and labor relations at the University of Montana.

"As our region grows and becomes ever more reliant on fast, efficient transit, Rob is the right person to lead Metro," said Executive Constantine. "Rob guided the creation of Metro's long range plan. Now is the time to implement our vision. It's about hiring the right people, creating a workplace that is second to none, and constantly focusing on the rider experience."

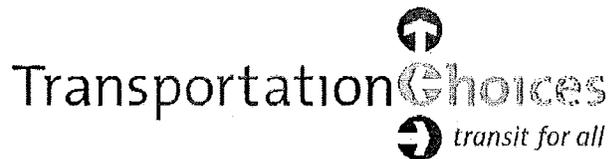
Metro provides a wide range of services, including more than 200 bus routes plus RapidRide lines, Demand Area Response Transit (DART), and operation of the City of Seattle's streetcar system.

In addition to those fixed-route services, Metro offers accessible services for people with disabilities, commuter vanpools, and alternative services in communities where regular bus routes aren't the best solution for local transportation needs.

Metro also operates Sound Transit's Link light rail and most of its Regional Express bus service in King County under contract, and is reimbursed for the operating costs and relevant capital costs.

Transit accounts for 23.4 percent of King County's approximately \$11.3 billion 2017-2018 budget. Metro has its own dedicated funding sources and relies on sales tax for more than half of its total budget. Other significant revenue sources include fares, federal grants and revenue from contract services.

[Read the full story online](#)



King County Council
516 3rd Ave, Room 1200
Seattle, WA 98104

Dear King County Council Members,

I am writing in strong support of the appointment of Rob Gannon as General Manager of King County Metro. As the Executive Director of Transportation Choices Coalition, I have had the pleasure to witness the strong leadership he has demonstrated as the interim leader at Metro.

King County Metro continues to be at the leading edge of innovation under Rob's leadership. The development and implementation of the nation's most expansive low-income transit fare program, ORCA LIFT, in which Rob played an important role, speaks to this innovation. He has also recently been instrumental in supporting the development of Metro's first long range plan, METRO Connects, which provides a map for how expanded rail and buses can work together to provide the mobility network that our rapidly growing region needs.

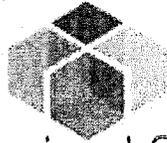
One of the best attributes for Rob Gannon is not something most people will see. He has impressed me as being concerned with building a strong workforce and the support services people need to innovate and succeed at Metro. It is critical that Metro adapts to the growth we are seeing regionally by continuing to build a solid foundation for the future. Rob's leadership in focusing on attracting talent to Metro, improving work conditions, providing training and pathways for advancement, and investing in infrastructure needs is exactly what Metro needs to have long term success.

I believe Rob Gannon is the right choice to lead King County Metro at this important time for our region. I look forward to working with him in the future. Please don't hesitate to contact me if I can be of further help to you as you make your decision. I can be reached at shefali@transportationchoices.org or 206-329-2336.

Sincerely,

A handwritten signature in black ink, appearing to read "Shefali R", written in a cursive style.

Shefali Ranganathan
Executive Director
Transportation Choices Coalition



Puget Sound Regional Council

1011 WESTERN AVENUE, SUITE 500 SEATTLE, WA 98104 • 206-464-7090 psrc.org

November 2, 2016

Metropolitan King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Re: Appointment of Rob Gannon to the position of General Manager for Metro Transit

Dear Council Members:

I am writing in support of Rob Gannon's confirmation as General Manager for Metro Transit. Rob is an outstanding choice to head up one of the nation's premier transit agencies.

Every day hundreds of thousands of people depend on Metro to get where they need to go. Data show that overall transit ridership is at an all-time high in our region and continues to accelerate as our economy booms. As the largest provider of transit service in the region with more than 71 million boardings annually, Metro is critically important to the region's mobility and quality of life.

I've gotten to know Rob as a thoughtful, dedicated leader on the regional transit executive committee, which meets regularly to share best practices and improve regional transit integration. I've been impressed by Rob's connection with all levels of Metro employees, who show confidence in his commitment to a safe and professional work environment.

At PSRC, we coordinate closely with Metro on long-range planning and funding for transit. Rob is a collaborative leader who played a key role in creating Metro's long range plan, Metro Connects, and supports ongoing regional transit coordination. A highlight in the last year has been his oversight of successful route restructuring and integration work related to the opening of new Link light rail service to the UW and Capitol Hill.

Rob is well prepared to guide implementation of Metro's long-range plan to increase service to meet growing demand and continue efforts to improve safety for passengers and employees. PSRC recently awarded more than \$179 million in regionally managed federal funds to King County for bus replacements, maintenance, and other projects through 2020. Rob's exceptional skills in managing the complex operations of a large government organization will be an asset as Metro puts these dollars to work to ensure continued excellent service for the region's transit riders.

Rob will excel as General Manager and is an exceptional choice to lead Metro forward. He's a leader the region can count on.

Sincerely,

Josh Brown, Executive Director
Puget Sound Regional Council



November 9, 2016

The Honorable Joe McDermott
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Dear Chair ~~McDermott~~: *Joe:*

I am writing to express my strong support for the confirmation of Rob Gannon as General Manager of King County Metro Transit.

I have worked with Rob since January of this year, when I started as Chief Executive Officer at Sound Transit. Since that time, I have been impressed by the breadth of Rob's experience and knowledge, as well as his understanding of the key role that an integrated, safe, and efficient transit system plays in the future of King County.

Rob has a strong reputation as a people-oriented leader and an astute and practical problem-solver. He oversaw the development of King County Metro's long range transit plan and has cultivated a heightened organizational focus on increasing safety, maintaining a strong workforce, and providing world-class customer service to Metro riders. He is a trusted and proven regional transit leader with good judgement and strategic sense, as he has demonstrated most recently over the last nine months as Interim General Manager for King County Metro.

As a partner to Sound Transit, Rob has shown the ability to communicate and collaborate effectively toward common goals. One key example of his collaborative and solutions-focused approach would be his role in Sound Transit's negotiations with King County Metro over property and transit operations for the planned Northgate Light Rail Station and Transit Center, slated to open in 2021. Rob was able to move beyond what might otherwise have been impasses, and helped us reach equitable resolutions to several persistent and complex issues.

Rob is a knowledgeable, dedicated transit leader, and it is without hesitation that I recommend his confirmation to the position of General Manager of King County Metro Transit. If you have any questions, please do not hesitate to contact me at (206) 398-5450.

Sincerely,

Peter M. Rogoff
Chief Executive Officer

CHAIR

Dow Constantine
King County Executive

VICE CHAIRS

Paul Roberts
Everett Councilmember

Marilyn Strickland
Tacoma Mayor

BOARD MEMBERS

Nancy Backus
Auburn Mayor

Claudia Balducci
King County Councilmember

Fred Butler
Issaquah Mayor

Dave Earling
Edmonds Mayor

Dave Enslow
Sumner Mayor

Rob Johnson
Seattle Councilmember

John Marchione
Redmond Mayor

Pat McCarthy
Pierce County Executive

Joe McDermott
King County Council Chair

Roger Millar
Washington State Secretary of Transportation

Mary Moss
Lakewood Councilmember

Ed Murray
Seattle Mayor

Dave Somers
Snohomish County Executive

Dave Upthegrove
King County Councilmember

Peter von Reichbauer
King County Councilmember

CHIEF EXECUTIVE OFFICER

Peter M. Rogoff



November 9, 2016

The Honorable Claudia Balducci
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Dear Councilmember Balducci:

Claudia:

I am writing to express my strong support for the confirmation of Rob Gannon as General Manager of King County Metro Transit.

I have worked with Rob since January of this year, when I started as Chief Executive Officer at Sound Transit. Since that time, I have been impressed by the breadth of Rob's experience and knowledge, as well as his understanding of the key role that an integrated, safe, and efficient transit system plays in the future of King County.

Rob has a strong reputation as a people-oriented leader and an astute and practical problem-solver. He oversaw the development of King County Metro's long range transit plan and has cultivated a heightened organizational focus on increasing safety, maintaining a strong workforce, and providing world-class customer service to Metro riders. He is a trusted and proven regional transit leader with good judgement and strategic sense, as he has demonstrated most recently over the last nine months as Interim General Manager for King County Metro.

As a partner to Sound Transit, Rob has shown the ability to communicate and collaborate effectively toward common goals. One key example of his collaborative and solutions-focused approach would be his role in Sound Transit's negotiations with King County Metro over property and transit operations for the planned Northgate Light Rail Station and Transit Center, slated to open in 2021. Rob was able to move beyond what might otherwise have been impasses, and helped us reach equitable resolutions to several persistent and complex issues.

Rob is a knowledgeable, dedicated transit leader, and it is without hesitation that I recommend his confirmation to the position of General Manager of King County Metro Transit. If you have any questions, please do not hesitate to contact me at (206) 398-5450.

Sincerely,

Peter M. Rogoff
Chief Executive Officer

CHAIR

Dow Constantine
King County Executive

VICE CHAIRS

Paul Roberts
Everett Councilmember

Marilyn Strickland
Tacoma Mayor

BOARD MEMBERS

Nancy Backus
Auburn Mayor

Claudia Balducci
King County Councilmember

Fred Butler
Issaquah Mayor

Dave Earling
Edmonds Mayor

Dave Enslow
Sumner Mayor

Rob Johnson
Seattle Councilmember

John Marchione
Redmond Mayor

Pat McCarthy
Pierce County Executive

Joe McDermott
King County Council Chair

Roger Millar
Washington State Secretary of Transportation

Mary Moss
Lakewood Councilmember

Ed Murray
Seattle Mayor

Dave Somers
Snohomish County Executive

Dave Upthegrove
King County Councilmember

Peter von Reichbauer
King County Councilmember

CHIEF EXECUTIVE OFFICER

Peter M. Rogoff



November 9, 2016

The Honorable Rod Dembowski
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Dear Vice Chair Dembowski:

I am writing to express my strong support for the confirmation of Rob Gannon as General Manager of King County Metro Transit.

I have worked with Rob since January of this year, when I started as Chief Executive Officer at Sound Transit. Since that time, I have been impressed by the breadth of Rob's experience and knowledge, as well as his understanding of the key role that an integrated, safe, and efficient transit system plays in the future of King County.

Rob has a strong reputation as a people-oriented leader and an astute and practical problem-solver. He oversaw the development of King County Metro's long range transit plan and has cultivated a heightened organizational focus on increasing safety, maintaining a strong workforce, and providing world-class customer service to Metro riders. He is a trusted and proven regional transit leader with good judgement and strategic sense, as he has demonstrated most recently over the last nine months as Interim General Manager for King County Metro.

As a partner to Sound Transit, Rob has shown the ability to communicate and collaborate effectively toward common goals. One key example of his collaborative and solutions-focused approach would be his role in Sound Transit's negotiations with King County Metro over property and transit operations for the planned Northgate Light Rail Station and Transit Center, slated to open in 2021. Rob was able to move beyond what might otherwise have been impasses, and helped us reach equitable resolutions to several persistent and complex issues.

Rob is a knowledgeable, dedicated transit leader, and it is without hesitation that I recommend his confirmation to the position of General Manager of King County Metro Transit. If you have any questions, please do not hesitate to contact me at (206) 398-5450.

Sincerely,

Peter M. Rogoff
Chief Executive Officer

Central Puget Sound Regional Transit Authority • Union Station
401 S. Jackson St., Seattle, WA 98104-2826 • Reception: (206) 398-5000 • FAX: (206) 398-5499
www.soundtransit.org

CHAIR

Dow Constantine
King County Executive

VICE CHAIRS

Paul Roberts
Everett Councilmember

Marilyn Strickland
Tacoma Mayor

BOARD MEMBERS

Nancy Backus
Auburn Mayor

Claudia Balducci
King County Councilmember

Fred Butler
Issaquah Mayor

Dave Earling
Edmonds Mayor

Dave Enslow
Sumner Mayor

Rob Johnson
Seattle Councilmember

John Marchione
Redmond Mayor

Pat McCarthy
Pierce County Executive

Joe McDermott
King County Council Chair

Roger Millar
Washington State Secretary of Transportation

Mary Moss
Lakewood Councilmember

Ed Murray
Seattle Mayor

Dave Somers
Snohomish County Executive

Dave Upthegrove
King County Councilmember

Peter von Reichbauer
King County Councilmember

CHIEF EXECUTIVE OFFICER

Peter M. Rogoff



November 9, 2016

The Honorable Reagan Dunn
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Dear Vice Chair Dunn:

I am writing to express my strong support for the confirmation of Rob Gannon as General Manager of King County Metro Transit.

I have worked with Rob since January of this year, when I started as Chief Executive Officer at Sound Transit. Since that time, I have been impressed by the breadth of Rob's experience and knowledge, as well as his understanding of the key role that an integrated, safe, and efficient transit system plays in the future of King County.

Rob has a strong reputation as a people-oriented leader and an astute and practical problem-solver. He oversaw the development of King County Metro's long range transit plan and has cultivated a heightened organizational focus on increasing safety, maintaining a strong workforce, and providing world-class customer service to Metro riders. He is a trusted and proven regional transit leader with good judgement and strategic sense, as he has demonstrated most recently over the last nine months as Interim General Manager for King County Metro.

As a partner to Sound Transit, Rob has shown the ability to communicate and collaborate effectively toward common goals. One key example of his collaborative and solutions-focused approach would be his role in Sound Transit's negotiations with King County Metro over property and transit operations for the planned Northgate Light Rail Station and Transit Center, slated to open in 2021. Rob was able to move beyond what might otherwise have been impasses, and helped us reach equitable resolutions to several persistent and complex issues.

Rob is a knowledgeable, dedicated transit leader, and it is without hesitation that I recommend his confirmation to the position of General Manager of King County Metro Transit. If you have any questions, please do not hesitate to contact me at (206) 398-5450.

Sincerely,

Peter M. Rogoff
Chief Executive Officer

- CHAIR**
Dow Constantine
King County Executive
- VICE CHAIRS**
Paul Roberts
Everett Councilmember
Marilyn Strickland
Tacoma Mayor
- BOARD MEMBERS**
Nancy Backus
Auburn Mayor
Claudia Balducci
King County Councilmember
Fred Butler
Issaquah Mayor
Dave Earling
Edmonds Mayor
Dave Enslow
Sumner Mayor
Rob Johnson
Seattle Councilmember
John Marchione
Redmond Mayor
Pat McCarthy
Pierce County Executive
Joe McDermott
King County Council Chair
Roger Millar
Washington State Secretary of Transportation
Mary Moss
Lakewood Councilmember
Ed Murray
Seattle Mayor
Dave Somers
Snohomish County Executive
Dave Upthegrove
King County Councilmember
Peter von Reichbauer
King County Councilmember
- CHIEF EXECUTIVE OFFICER**
Peter M. Rogoff



November 9, 2016

The Honorable Larry Gossett
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Dear Councilmember Gossett:

I am writing to express my strong support for the confirmation of Rob Gannon as General Manager of King County Metro Transit.

I have worked with Rob since January of this year, when I started as Chief Executive Officer at Sound Transit. Since that time, I have been impressed by the breadth of Rob's experience and knowledge, as well as his understanding of the key role that an integrated, safe, and efficient transit system plays in the future of King County.

Rob has a strong reputation as a people-oriented leader and an astute and practical problem-solver. He oversaw the development of King County Metro's long range transit plan and has cultivated a heightened organizational focus on increasing safety, maintaining a strong workforce, and providing world-class customer service to Metro riders. He is a trusted and proven regional transit leader with good judgement and strategic sense, as he has demonstrated most recently over the last nine months as Interim General Manager for King County Metro.

As a partner to Sound Transit, Rob has shown the ability to communicate and collaborate effectively toward common goals. One key example of his collaborative and solutions-focused approach would be his role in Sound Transit's negotiations with King County Metro over property and transit operations for the planned Northgate Light Rail Station and Transit Center, slated to open in 2021. Rob was able to move beyond what might otherwise have been impasses, and helped us reach equitable resolutions to several persistent and complex issues.

Rob is a knowledgeable, dedicated transit leader, and it is without hesitation that I recommend his confirmation to the position of General Manager of King County Metro Transit. If you have any questions, please do not hesitate to contact me at (206) 398-5450.

Sincerely,

Peter M. Rogoff
Chief Executive Officer

Central Puget Sound Regional Transit Authority • Union Station
401 S. Jackson St., Seattle, WA 98104-2826 • Reception: (206) 398-5000 • FAX: (206) 398-5499
www.soundtransit.org

CHAIR

Dow Constantine
King County Executive

VICE CHAIRS

Paul Roberts
Everett Councilmember

Marilyn Strickland
Tacoma Mayor

BOARD MEMBERS

Nancy Backus
Auburn Mayor

Claudia Balducci
King County Councilmember

Fred Butler
Issaquah Mayor

Dave Earling
Edmonds Mayor

Dave Enslow
Sumner Mayor

Rob Johnson
Seattle Councilmember

John Marchione
Redmond Mayor

Pat McCarthy
Pierce County Executive

Joe McDermott
King County Council Chair

Roger Millar
Washington State Secretary of Transportation

Mary Moss
Lakewood Councilmember

Ed Murray
Seattle Mayor

Dave Somers
Snohomish County Executive

Dave Upthegrove
King County Councilmember

Peter von Reichbauer
King County Councilmember

CHIEF EXECUTIVE OFFICER

Peter M. Rogoff



November 9, 2016

The Honorable Jeanne Kohl-Welles
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Dear Councilmember Kohl-Welles:

I am writing to express my strong support for the confirmation of Rob Gannon as General Manager of King County Metro Transit.

I have worked with Rob since January of this year, when I started as Chief Executive Officer at Sound Transit. Since that time, I have been impressed by the breadth of Rob's experience and knowledge, as well as his understanding of the key role that an integrated, safe, and efficient transit system plays in the future of King County.

Rob has a strong reputation as a people-oriented leader and an astute and practical problem-solver. He oversaw the development of King County Metro's long range transit plan and has cultivated a heightened organizational focus on increasing safety, maintaining a strong workforce, and providing world-class customer service to Metro riders. He is a trusted and proven regional transit leader with good judgement and strategic sense, as he has demonstrated most recently over the last nine months as Interim General Manager for King County Metro.

As a partner to Sound Transit, Rob has shown the ability to communicate and collaborate effectively toward common goals. One key example of his collaborative and solutions-focused approach would be his role in Sound Transit's negotiations with King County Metro over property and transit operations for the planned Northgate Light Rail Station and Transit Center, slated to open in 2021. Rob was able to move beyond what might otherwise have been impasses, and helped us reach equitable resolutions to several persistent and complex issues.

Rob is a knowledgeable, dedicated transit leader, and it is without hesitation that I recommend his confirmation to the position of General Manager of King County Metro Transit. If you have any questions, please do not hesitate to contact me at (206) 398-5450.

Sincerely,

Peter M. Rogoff
Chief Executive Officer

Central Puget Sound Regional Transit Authority • Union Station
401 S. Jackson St., Seattle, WA 98104-2826 • Reception: (206) 398-5000 • FAX: (206) 398-5499
www.soundtransit.org

CHAIR

Dow Constantine
King County Executive

VICE CHAIRS

Paul Roberts
Everett Councilmember

Marilyn Strickland
Tacoma Mayor

BOARD MEMBERS

Nancy Backus
Auburn Mayor

Claudia Balducci
King County Councilmember

Fred Butler
Issaquah Mayor

Dave Earling
Edmonds Mayor

Dave Enslow
Sumner Mayor

Rob Johnson
Seattle Councilmember

John Marchione
Redmond Mayor

Pat McCarthy
Pierce County Executive

Joe McDermott
King County Council Chair

Roger Millar
*Washington State Secretary
of Transportation*

Mary Moss
Lakewood Councilmember

Ed Murray
Seattle Mayor

Dave Somers
Snohomish County Executive

Dave Upthegrove
King County Councilmember

Peter von Reichbauer
King County Councilmember

CHIEF EXECUTIVE OFFICER

Peter M. Rogoff



November 9, 2016

The Honorable Kathy Lambert
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Dear Councilmember Lambert:

I am writing to express my strong support for the confirmation of Rob Gannon as General Manager of King County Metro Transit.

I have worked with Rob since January of this year, when I started as Chief Executive Officer at Sound Transit. Since that time, I have been impressed by the breadth of Rob's experience and knowledge, as well as his understanding of the key role that an integrated, safe, and efficient transit system plays in the future of King County.

Rob has a strong reputation as a people-oriented leader and an astute and practical problem-solver. He oversaw the development of King County Metro's long range transit plan and has cultivated a heightened organizational focus on increasing safety, maintaining a strong workforce, and providing world-class customer service to Metro riders. He is a trusted and proven regional transit leader with good judgement and strategic sense, as he has demonstrated most recently over the last nine months as Interim General Manager for King County Metro.

As a partner to Sound Transit, Rob has shown the ability to communicate and collaborate effectively toward common goals. One key example of his collaborative and solutions-focused approach would be his role in Sound Transit's negotiations with King County Metro over property and transit operations for the planned Northgate Light Rail Station and Transit Center, slated to open in 2021. Rob was able to move beyond what might otherwise have been impasses, and helped us reach equitable resolutions to several persistent and complex issues.

Rob is a knowledgeable, dedicated transit leader, and it is without hesitation that I recommend his confirmation to the position of General Manager of King County Metro Transit. If you have any questions, please do not hesitate to contact me at (206) 398 5450.

Sincerely,

Peter M. Rogoff
Chief Executive Officer

CHAIR

Dow Constantine
King County Executive

VICE CHAIRS

Paul Roberts
Everett Councilmember

Marilyn Strickland
Tacoma Mayor

BOARD MEMBERS

Nancy Backus
Auburn Mayor

Claudia Balducci
King County Councilmember

Fred Butler
Issaquah Mayor

Dave Earling
Edmonds Mayor

Dave Enslow
Sumner Mayor

Rob Johnson
Seattle Councilmember

John Marchione
Redmond Mayor

Pat McCarthy
Pierce County Executive

Joe McDermott
King County Council Chair

Roger Millar
*Washington State Secretary
of Transportation*

Mary Moss
Lakewood Councilmember

Ed Murray
Seattle Mayor

Dave Somers
Snohomish County Executive

Dave Upthegrove
King County Councilmember

Peter von Reichbauer
King County Councilmember

CHIEF EXECUTIVE OFFICER

Peter M. Rogoff



November 9, 2016

The Honorable Dave Upthegrove
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Dear Councilmember ~~Upthegrove~~ *Dave*:

I am writing to express my strong support for the confirmation of Rob Gannon as General Manager of King County Metro Transit.

I have worked with Rob since January of this year, when I started as Chief Executive Officer at Sound Transit. Since that time, I have been impressed by the breadth of Rob's experience and knowledge, as well as his understanding of the key role that an integrated, safe, and efficient transit system plays in the future of King County.

Rob has a strong reputation as a people-oriented leader and an astute and practical problem-solver. He oversaw the development of King County Metro's long range transit plan and has cultivated a heightened organizational focus on increasing safety, maintaining a strong workforce, and providing world-class customer service to Metro riders. He is a trusted and proven regional transit leader with good judgement and strategic sense, as he has demonstrated most recently over the last nine months as Interim General Manager for King County Metro.

As a partner to Sound Transit, Rob has shown the ability to communicate and collaborate effectively toward common goals. One key example of his collaborative and solutions-focused approach would be his role in Sound Transit's negotiations with King County Metro over property and transit operations for the planned Northgate Light Rail Station and Transit Center, slated to open in 2021. Rob was able to move beyond what might otherwise have been impasses, and helped us reach equitable resolutions to several persistent and complex issues.

Rob is a knowledgeable, dedicated transit leader, and it is without hesitation that I recommend his confirmation to the position of General Manager of King County Metro Transit. If you have any questions, please do not hesitate to contact me at (206) 398-5450.

Sincerely,

Peter M. Rogoff
Chief Executive Officer

CHAIR

Dow Constantine
King County Executive

VICE CHAIRS

Paul Roberts
Everett Councilmember

Marilyn Strickland
Tacoma Mayor

BOARD MEMBERS

Nancy Backus
Auburn Mayor

Claudia Balducci
King County Councilmember

Fred Butler
Issaquah Mayor

Dave Earling
Edmonds Mayor

Dave Enslow
Sumner Mayor

Rob Johnson
Seattle Councilmember

John Marchione
Redmond Mayor

Pat McCarthy
Pierce County Executive

Joe McDermott
King County Council Chair

Roger Millar
Washington State Secretary of Transportation

Mary Moss
Lakewood Councilmember

Ed Murray
Seattle Mayor

Dave Somers
Snohomish County Executive

Dave Upthegrove
King County Councilmember

Peter von Reichbauer
King County Councilmember

CHIEF EXECUTIVE OFFICER

Peter M. Rogoff



November 9, 2016

The Honorable Peter von Reichbauer
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Dear Councilmember ~~von Reichbauer~~ *Pete*:

I am writing to express my strong support for the confirmation of Rob Gannon as General Manager of King County Metro Transit.

I have worked with Rob since January of this year, when I started as Chief Executive Officer at Sound Transit. Since that time, I have been impressed by the breadth of Rob's experience and knowledge, as well as his understanding of the key role that an integrated, safe, and efficient transit system plays in the future of King County.

Rob has a strong reputation as a people-oriented leader and an astute and practical problem-solver. He oversaw the development of King County Metro's long range transit plan and has cultivated a heightened organizational focus on increasing safety, maintaining a strong workforce, and providing world-class customer service to Metro riders. He is a trusted and proven regional transit leader with good judgement and strategic sense, as he has demonstrated most recently over the last nine months as Interim General Manager for King County Metro.

As a partner to Sound Transit, Rob has shown the ability to communicate and collaborate effectively toward common goals. One key example of his collaborative and solutions-focused approach would be his role in Sound Transit's negotiations with King County Metro over property and transit operations for the planned Northgate Light Rail Station and Transit Center, slated to open in 2021. Rob was able to move beyond what might otherwise have been impasses, and helped us reach equitable resolutions to several persistent and complex issues.

Rob is a knowledgeable, dedicated transit leader, and it is without hesitation that I recommend his confirmation to the position of General Manager of King County Metro Transit. If you have any questions, please do not hesitate to contact me at (206) 398-5450.

Sincerely,

Peter M. Rogoff
Chief Executive Officer

Central Puget Sound Regional Transit Authority • Union Station
401 S. Jackson St., Seattle, WA 98104-2826 • Reception: (206) 398-5000 • FAX: (206) 398-5499
www.soundtransit.org

CHAIR

Dow Constantine
King County Executive

VICE CHAIRS

Paul Roberts
Everett Councilmember

Marilyn Strickland
Tacoma Mayor

BOARD MEMBERS

Nancy Backus
Auburn Mayor

Claudia Balducci
King County Councilmember

Fred Butler
Issaquah Mayor

Dave Earling
Edmonds Mayor

Dave Enslow
Sumner Mayor

Rob Johnson
Seattle Councilmember

John Marchione
Redmond Mayor

Pat McCarthy
Pierce County Executive

Joe McDermott
King County Council Chair

Roger Miller
Washington State Secretary of Transportation

Mary Moss
Lakewood Councilmember

Ed Murray
Seattle Mayor

Dave Somers
Snohomish County Executive

Dave Upthegrove
King County Councilmember

Peter von Reichbauer
King County Councilmember

CHIEF EXECUTIVE OFFICER

Peter M. Rogoff



Seattle
Department of
Transportation

November 14, 2016

Metropolitan King County Council
516 3rd Ave, Room 1200
Seattle, WA 98104

Dear King County Councilmembers:

I am writing to convey my strong support of the appointment of Rob Gannon as General Manager of King County Metro.

Metro is a key partner for the City of Seattle and the Seattle Department of Transportation (SDOT). From our daily cooperation in delivering additional levels of transit service for Seattle residents under the Seattle Transportation Benefit District to coordination of service along major project corridors like Roosevelt Way and Rainier Avenue, a strong relationship with Metro is critical.

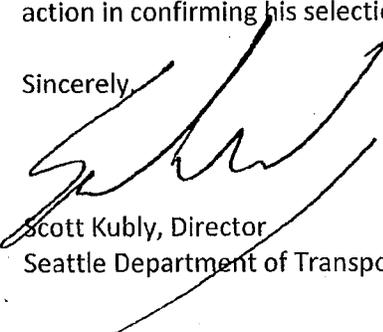
As the city continues to experience record levels of growth, Metro and SDOT will depend on one another to move residents, visitors, and commuters to, through, and around our city using public transportation and in a constrained and built-out geography. As a partner of ours in developing One Center City, he has shown his commitment to think innovatively and work across modes and agencies to deliver solutions.

Implementation of our seven RapidRide corridors as promised in the 2015 Levy to Move Seattle is an important component of achieving the mobility and livability Seattle residents want and demand. We will need Metro's help in realizing that vision and in making RapidRide a success across both the city as well as throughout the county.

Rob has demonstrated himself to be a pragmatic problem-solver and a leader as interim general manager, and I know he'll be able to build upon that reputation once appointed to the position of General Manager.

I look forward to working with Rob in his new permanent role, and I encourage you to take swift action in confirming his selection by the county executive.

Sincerely,



Scott Kubly, Director
Seattle Department of Transportation

City of
Bellevue



Post Office Box 90012 • Bellevue, Washington • 98009 9012

November 15, 2016

King County Council
516 - 3rd Ave, Room 1200
Seattle, WA 98104

Dear King County Councilmembers:

I am writing in support of the appointment of Rob Gannon as General Manager of King County Metro. As the Transportation Director for the City of Bellevue, I know firsthand the importance of a high functioning transit network to an effective regional transportation system.

The Eastside is a growing regional economic engine that spans a diverse mix of growing urban centers, small and medium size cities and rural areas—and requires more than traditional urban-suburban fixed route service to efficiently meet our travel demands. Thanks to the King County Metro Connects Long Range Plan, Metro is on the verge of revolutionizing its system into frequent, all day transit service in which a rider can travel between regional growth centers in an hour or less. We share this vision for transit in Bellevue, as outlined in the 2014 Bellevue Transit Master Plan (TMP), and are pleased to see many of the key elements from the TMP reflected in Metro Connects. The long range plan is a critical step in the process that articulates this vision, and Rob Gannon has played an important role in supporting that effort. Now the work of putting the plan into action begins, and he is well poised to lead that charge.

Rob brings the wealth of management experience needed to oversee the region's largest transit agency and an employee base of more than 4,500 workers. His nearly 6-year tenure with King County Metro provides him with a unique understanding of the organizational culture of the agency and the needs of its employees. He strives to meet these needs, while endeavoring to advance Metro's core business. In the nearly 8 months that he has served as Interim General Manager, King County Metro has continued to innovate to deliver new programs in support of improved customer service. One example of such innovation is the 2017 King County Metro Alternative Services Pilot Program, which challenges local jurisdictions and private companies to collaborate with Metro to achieve better service in areas with unique challenges.

Bellevue looks forward to continuing our ongoing partnership with King County Metro to plan and deliver high quality transportation to the Eastside and to the greater region. I am confident that this relationship will continue to thrive with Rob at the helm.

Sincerely,

A handwritten signature in black ink, appearing to read "David Berg". The signature is fluid and cursive, with a large loop at the end.

David Berg, P.E.
Director, Transportation Department

SECTION B

- Letter from King County Department of Transportation Director, Harold S. Taniguchi, appointing Robert Gannon to the position of General Manager of the Transit Division, King County Department of Transportation
- Letter from Robert Gannon to King County Chair Joe McDermott to Acknowledge Willingness to Comply with County Code Provisions
- Resume



King County

Department of Transportation

Harold S. Taniguchi, *Director*
KSC-TR-0815
201 South Jackson Street
Seattle, WA 98104-3856
206.477.3800 TTY Relay: 711
www.kingcounty.gov/kcdot

October 25, 2016

Robert Gannon

RE: Appointment

Dear Rob:

Congratulations! This letter is to confirm my offer and your acceptance of the position of King County Metro Transit Division Director, effective October 25, 2016. Your appointment is subject to confirmation by the Metropolitan King County Council. I have set forth below some details of your appointment.

Your position is career service exempt, which means you are an at-will employee. Your work location will be in the offices of Metro Transit, located in the King Street Center. Your annual salary will be \$193,634.06, which is salary range 91, Step 10 on the 2016 King County Ten Step Annual/FLSA Exempt Squared Salary Schedule. You are eligible for continuation of all insured and leave benefits, as well as retirement. Further, you will be eligible for Executive leave, as your position is exempt from the overtime provisions of the Fair Labor Standards Act.

Your position is a critical one, vital to the success of Executive Constantine's key goals for his administration. His goals to increase mobility throughout the region, to improve outcomes for residents and employees by increasing opportunity and equity, to combat climate change, and to institute meaningful reforms to be the best run government, depend on Metro and you being successful in delivering the level of service proposed in the Executive's 2017-2018 budget.

In your role as interim General Manager/Director of Metro Transit, the Executive and I have been impressed by your demonstrated leadership and strategic thinking. We know you will continue to add incredible value to the work of the County as a whole, and Metro Transit specifically. I am very pleased that you have agreed to accept this position. You are a great asset to the County and the challenges we face. Again, congratulations.

Sincerely,

Harold S. Taniguchi, *Director*
Department of Transportation

cc: The Honorable Dow Constantine, King County Executive
Rhonda Berry, Deputy County Executive for Operations
Personnel File



King County

Department of Transportation

Metro Transit Division
General Manager's Office
201 S. Jackson Street
KSC-TR-0415
Seattle, WA 98104-3856

October 31, 2016

The Honorable Joe McDermott
Chair, King County Council
Room 1200
COURTHOUSE

RE: Acknowledgement to Comply with County Code Provisions

Dear Councilmember McDermott:

I am pleased to accept the King County Department of Transportation Director's appointment to the position of General Manager of the Transit Division of the Department of Transportation. Pursuant to King County Code Section 2.16.110(E)(1)(e)(2), please accept this letter as my acknowledgement that the Council's confirmation process may require the submittal of information relating to my background and expertise.

I look forward to receiving the Council's consideration for confirmation.

Sincerely,

Rob Gannon
General Manager Designee

cc: King County Councilmembers

Rob Gannon

Summary

Seasoned executive leader with experience setting long-term strategic vision and managing operations in large, complex, political organizations. Proven ability to create, implement and drive high-profile programs to specified goals amidst intense financial pressure and conflicting agendas. Strong focus on developing effective working relationships and collaborating across all levels of an organization. Excellent writing and speaking skills. Professionally trained in negotiation and mediation. Demonstrated ability to contribute at the senior leadership level with innovative ideas, thoughtful analysis and pragmatic execution.

Professional Experience

King County, Seattle, WA

May 2011 to present

Interim General Manager, Metro Transit Division

(promoted from Deputy General Manager in March to fill the interim vacancy)

- Serve as the chief executive directing daily operations for a 4,500 employee public agency providing service to more than 115 millions riders annually with a biennial operating budget of \$1.5 billion.
- Drive day-to-day results, make complex decisions and solve problems in pursuit of agency's strategic plan.
- Partner with agency leadership team to implement the organization's operating plans, fostering a culture of continuous improvement for the benefit of customers and assuring a robust system of employee engagement and accountability.

Human Resource Manager, Department of Transportation

(promoted to Deputy General Manager in May 2013)

- Advised the department director and department deputy director on employment policy, sensitive personnel matters and labor relations issues for the County's largest department (5,000 employees).
- Served as the chief representative to the Office of Labor Relations, implementing effective, customer-focused service to employees, labor unions and managers.

University of Montana, Missoula, MT

January 2003 to May 2011

Director, Academic Budgets and Personnel

- Prepared and administered \$150M biennial budget for the Academic Affairs sector and academic units, including multiple schools, colleges, centers and programs; managed all financial matters and provided budgetary counsel to the Provost.
- Advised the Provost on personnel and labor relations matters and managed the processes associated with academic appointments and faculty compensation.

Rob Gannon

Page 2

University of Montana, Missoula, MT *(continued)*

- Led negotiations in collective bargaining with the faculty unions; administered and assured compliance with collective bargaining agreements.
- Generated, analyzed, and disseminated data necessary to the budgetary planning process for existing as well as proposed programs and activities.

Director, Human Resource Services

(promoted to Director, Academic Budgets and Personnel in May 2008)

- Directed human resource operations for 2,400 employee campus; accountable for all functions including payroll and data management, staff and professional recruitments, health insurance, wellness and benefits programs, compensation administration, and staff training and development.
- Counseled senior executives and administrators on complex labor and employment issues, including application of relevant laws, statutes, and University policy.
- Managed employee and labor relations for 11 bargaining units including overall contract administration, labor-management committees, and grievance and arbitration processes.
- Coordinated multi-department projects in line with University mission to increase efficiency and realize cost savings.

Starbucks Coffee Company, Seattle, WA *April 2002 to July 2002*

Consumer Sales Manager, Starbucks Interactive

- Managed daily customer service operations for Starbucks.com and Starbucks Direct Catalogue; accountable for all business functions including service level agreements, financial and staffing targets, centralized workflow management and performance metrics.

Amazon.com, Seattle, WA

August 1997 to October 2001

Director, Customer Service

(last position held following several promotions)

- Managed daily operations of four US customer service locations with 1,200 employees; accountable for all business functions, including service level agreements, financial and staffing targets, centralized planning and execution for peak season business surges, workflow management and performance measurement.
- Coordinated long-term strategic planning including email and teleservices structure, workflow processes, and technology solutions in relation to dynamic business climate and explosive revenue growth.

Rob Gannon

Page 3

Amazon.com, Seattle, WA *(continued)*

- Managed all phases of start-up for 350-employee satellite operation, including facility planning and project management, daily operations and community relations.
- Fostered and maintained positive work environment through consistent communication of desired goals and continuous process improvement where the delivery of quality customer service was the shared imperative.

Williams, Kastner & Gibbs, Seattle, WA *August 1994 to June 1997* *Marketing Coordinator*

- Coordinated marketing efforts for 100-attorney law firm, including development of tactical marketing plans and production of proposals to existing and potential clients.
- Designed and edited promotional materials, including firm website, client newsletters, press releases and advertisements.

Education

The University of Montana, Missoula, MT

Master of Public Administration 2008
Bachelor of Arts in English 1994

Harvard Executive Education, Cambridge, MA

Negotiation and Competitive Decision Making *October 2005*
Negotiating Labor Agreements *September 2003*

United States Naval Academy, Annapolis, MD 1989-1991

Awards

NPELRA Pacesetter Award 2015

*National Public Employer Labor Relations Association
(co-recipient as the management lead of the labor-management partnership)*

CUPA-HR Sungard Innovation Award 2008

College and University Professional Association for Human Resources

SECTION C

- Background Check Authorization
- Sheriff's Law Enforcement Background Investigation Report
- Financial Public Disclosure Form

AUTHORIZATION TO RELEASE INFORMATION

APPLICANT'S FULL NAME: ROBERT W. GANNON

CURRENT ADDRESS:

PHONE #:

DATE:

1. NOV. 16

SIGNATURE:



To Whom It May Concern:

I hereby authorize any Police Officer or other authorized representative of the King County Sheriff's Office (hereafter as "KCSO") bearing this release, or a copy of it, within one year of its date, to obtain copies of any information in your files concerning me, or information pertaining to my employment, including, but not limited to documents concerning my arrest and conviction history, credit history, or education, academic achievement, attendance, athletics, medical, psychological, personal history, work performance, background investigations, polygraph examinations, and any and all internal affairs investigations and discipline, regardless of whether the information released may be derogatory in nature, including any files which are deemed to be confidential, and/or sealed.

I hereby direct you to release this information upon request of the bearer, regardless of any agreement I may have made with you previously to the contrary. The law enforcement organization requesting the information pursuant to this release will discontinue processing my application if you refuse to disclose the information requested to the department. This release is executed with full knowledge and understanding that the information is for the official use of the KCSO. I authorize the KCSO to read, review, or photocopy any documents to allow them to assess my suitability as a Department employee.

Consent is granted for the KCSO to furnish the information described above to third parties in the course of fulfilling its official responsibilities. I further understand that I waive any right or opportunity to read or review any information provided in the background investigation report prepared by the KCSO.

I hereby release you, as my employer, former employer, or representative of either of them and any school, college, university, or other educational institution, credit bureau, lending institution, consumer reporting agency, legal firm, medical institution, law enforcement agency, or related personnel, both individually and collectively, from any and all liability for damage of whatever kind, which may at any time result to me, my heirs, or my assigns because of compliance with this authorization and request to release information, or any attempt to comply with it. Should there be any questions as to the validity of this release, you may contact me as indicated below. I understand that I have the right to receive a copy of this authorization and acknowledge that I have received a copy.

I understand that the Privacy Act, 5 USC § 552a, prohibits disclosure of certain federal records without my signed authorization or other statutory exemption. My signature above indicates my express permission to release these records pursuant to 5 USC § 552a (b), to the KCSO for their use in conducting this



King County

Human Resources Management Division

Department of Executive Services

King County Administration Building
500 Fourth Avenue, Room 553
Seattle, WA 98104

206-296-7340 TTY Relay: 711
www.kingcounty.gov

MEMORANDUM

DATE: November 21, 2015

TO: The Honorable Dow Constantine, King County Executive

FR: *T.D. for* Susan N. Slonecker, Interim Director
Human Resources Division

RE: Robert Gannon – Background Check

I have received the law enforcement background check conducted on Robert Gannon – General Manager of the King County Department of Transportation, by the King County Sheriff's Office.

The report contains no adverse information nor reveals any prior criminal record that disqualifies him for this position.

Thank you.

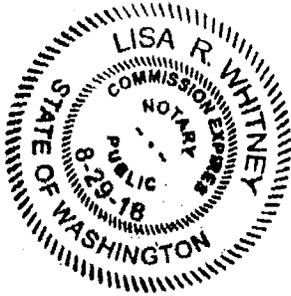
background check.

A photocopy, e-mail transmission, or telephonic facsimile (fax), or any other legible, non-original of this Authorization shall be valid as an original, even though such photocopy or fax does not contain my original electronic or handwritten signature: This release is valid for one year from the date of my signature.

Notary Signature Lisa R. Whitney Date 11/1/16

Subscribed and sworn to before me this 1st day of November, 20 16.

Notary Seal:



Statement of Financial and Other Interests

King County Employees

Filing Year 2015

Read all instructions carefully, then fully complete each section.
Incomplete forms cannot be filed



Ethics Program
Office of Civil Rights & Open
Government
Department of Executive Services
CNK-ES-0215
401 5th Ave., Suite 215
Seattle, WA 98104
206-263-7821 Fax 206-298-4329
TTY Relay 711
board.ethics@kingcounty.gov

Name: Rob Gannon

Department: Transportation – Metro Transit

I am filing within two weeks of employment or appointment, reporting on the past year. Hire Date: _____

I am filing an annual statement, reporting on calendar year 2015 (See Item No. 3, "Period of Reporting" in Filing Instructions.)

Financial and Other Interests to Report

A. Compensation, Gifts and Things of Value

During the reporting period, did you, or a member of your immediate family receive compensation, gifts, or things of value from any person engaged in any transaction with King County in which you participated or for which you had responsibility as a county employee?

No Yes

If yes, please provide the following information

1) Name of each person engaged in any transaction with King County from whom the compensation, gift, or thing of value was received

2) Name of individual who received the compensation, gift, or thing of value and their relationship to you

Describe the situation and provide any additional information regarding the compensation, gift or thing of value for the Ethics Program's consideration below.

NOTE: on no more than 6 occasions during the reporting period, I have eaten a meal at a restaurant with the leadership of ATU 587. We have established a practice of alternating who pays for the meal. That is, I have paid for their meal 3 times, and they in turn have paid for my meal 3 times. In no case did the value of the individual meal exceed \$15.

B. Financial Interests

During the reporting period, did you, or a member of your immediate family possess a financial interest in any person engaged in any transaction with King County in which you participated or for which you had responsibility as a county employee?

No Yes

If yes, please provide the following information:

1) Name of each person engaged in any transaction with King County in whom a financial interest was possessed

2) Name of individual who possessed the financial interest and their relationship to you

Describe the situation and provide any additional information regarding this financial interest for the Ethics Program's consideration below.

C. Positions

During the reporting period, did you, or a member of your immediate family hold a position in any person engaged in any transaction with King County in which you participated or for which you had responsibility as a county employee?

No Yes

If yes, please provide the following information:

1) Name of each person engaged in any transaction with King County with whom the position was held

2) Name of individual who held the position and their relationship to you

3) Title of the position held

Describe the situation and provide any additional information regarding the position(s) for the Ethics Program's consideration below.

D. Real Property

During the reporting period, did you, or a member of your immediate family possess a financial interest in any real property that was either involved in or the subject of a King County action? Property for which the only King county action was valuation or revaluation for tax purposes does not have to be reported, except that employees of the Department of Assessments and Board of Appeals who are required to file this statement shall report property for which valuation or revaluation actions were taken by King County during the reporting period.

No Yes

If yes, please provide the following information:

1) Street address, parcel number, or legal description of real property involved in or subject of a King County action

2) Name of individual who possessed the financial interest and their relationship to you

3) Name of the King County department involved in the King County action

E. Declaration

By filling out the information below, I affirm that I, Rob Gannon, am signing this form and declaring under penalty of perjury under the laws of the State of Washington that the foregoing is true, complete, and correct as of the date submitted.

Signature: S/ Rob Gannon

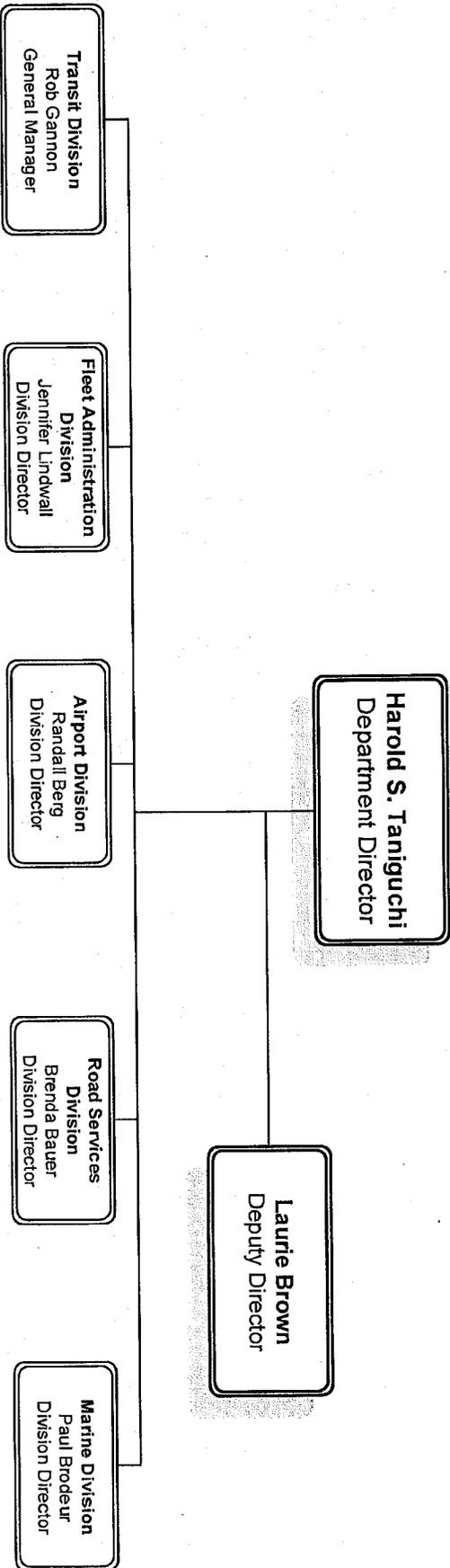
March 18, 2016 at Seattle WA
Date: **City** **State**

SECTION D

- Department Organizational Chart
- Position Description



King County
Department of Transportation





King County

Department of Executive Services
Human Resources Management Division

Job Description

Job Title

Transit Division Director (Transit General Manager)

Department/Division

Department of Transportation, Transit Division

Agency Overview

King County Metro Transit is popular locally and admired nationwide for its innovative transit services, pioneering green practices, and visionary approach to meeting the transportation needs of the county's growing population. In a service area of more than 2,000 square miles and 2 million residents, Metro is among the 10 largest transit agencies in the country, with annual ridership of nearly 122 million, 2,500 transit operators and contracts to operate Sound Transit's ST Express Service and Link light rail in King County, and the City of Seattle's Streetcars. Across transportation modes operated by Metro—bus, vanpool, water taxi, and more—ridership has increased 44 percent in the past dozen years, up from 102 million in 2003. Metro Transit bus ridership alone has increased 29 percent since 2003. Seattle now ranks as the second most bus-reliant major U.S. city, after San Francisco.

Job Summary

The Transit General Manager oversees the day-to-day operations for King County Metro Transit. The GM serves as the top decision-maker for the transportation authority, reporting to the Director of the Department of Transportation. The GM works with staff and the DOT Director, the County Executive and the King County Council, where applicable, to manage all areas of the transit system. The GM is also responsible for direct marketing, customer service, policy development and analysis and planning. The successful candidate is appointed by the Director of the Department of Transportation, in consultation with the County Executive; the appointment is contingent to Council confirmation.

Responsibilities include, but are not limited to, the following:

- Direct and manage a large and complex multi-modal operation, a Deputy General Manager and ten section managers who are responsible for planning and service development, design and construction, bus operations, vehicle maintenance, power and facilities, safety, security, budget, paratransit/rideshare operations, management information and transit technology, sales and customer services, and the implementation and maintenance of a new light rail operation through an inter-local contract.



King County

Department of Executive Services
Human Resources Management Division

Job Description

- Manage and direct the use of agency financial resources within the adopted budget and available spending authority to deliver the transportation program.
- Provide strategic and operating direction to meet adopted Executive and Council policy.
- Establish goals, objectives, policies, programs, and services to meet the transportation needs of the public. Develop creative programs, services, and technologies to improve the provision and use of transit service locally and nationwide.
- Represent King County in the advice of, negotiation and consultation with, external parties regarding public transit issues that include local, regional, state, and federal jurisdictions and their elected officials and staff, private business leaders/partners, port authorities and school districts. Communicate with citizen and community groups and the media to respond to inquiries, provide information and develop and implement plans. Serve as a board member, committee chair and/or officer for various state and national transit associations that help to shape state and national transit legislation, advocating for funding and support of transit programs.
- Work with the department director, department senior management team, county executive and his staff, council members and their staff to provide policy, program, service and budget recommendations and information, respond to inquiries, and develop strategies for effectively and efficiently meeting the public transportation needs of King County citizens.
- Under the direction of the Department Director, participate as a member of the Department of Transportation senior management team to develop and respond to the strategic direction of the department, respond to department-wide information requests from the Executive Office and Council, and advise on key political and financial matters affecting the department.
- Direct the development of goals and strategies for managing relationships with representatives of five major bargaining units including ATU Local 587 (the single largest labor union in county government), IBEW Local 77, IFPTE Local 17 and the TEA; direct the negotiation of labor contracts and recommend final negotiated labor agreements to the Executive and Council for ratification; advise and collaborate with human resources and prosecuting attorney's office staff to resolve broad labor/contract issues affecting county government.



King County

Department of Executive Services
Human Resources Management Division

Job Description

- Develop and manage a large, complex division operating and capital budget; ensure that the budget meets the policy and strategic direction provided by the Executive and Council; ensure that funds are spent in an efficient and effective manner that best meets the needs of the public and responds to projected and actual revenue and staffing levels.
- Develop relationships with transportation providers in the region in order to cultivate working relationships that will foster communication and provide avenues for problem solving with industry related issues.

Qualifications

- Increasingly responsible experience in transportation system planning, capital management, operations, multi-modal maintenance.
- Increasingly responsible experience in managing people, including experience with unions and labor contracts.
- Increasingly responsible experience establishing and managing budgets and financial plans for large public service providers and capital projects.
- Increasingly responsible experience in public sector management or administration with an understanding of operation within a large bureaucracy and political environment.
- Experience in managing competing community-based and political interests where far-reaching political implications may conflict with budgetary constraints.
- Experience in developing programs that meet both budgetary and political demands in a way that averts criticism and maintains the integrity of the division.
- A working knowledge and ability to oversee the management of major programs in the division, the daily operational needs, and the external forces that impact transit service delivery.
- Understanding of the regional position and arterial issues impacting the division.
- Strong managerial skills with the ability to oversee budgetary decisions as well as make sound decisions from a technical point of view.
- Knowledge of and the ability to coordinate technology and transportation planning.
- Knowledge of labor-management relationships and decision-making regarding long-term impacts of balancing affordability and productivity.
- The ability to provide the division with progressive and visionary leadership necessary to anticipate the long-term business needs five to ten years in the future for the region and develop the strategic plans required to achieve division and county goals.
- A demonstrated ability to effectively lead in an environment that changes regularly.
- The skill to facilitate the transformation of the internal organization necessary to meet the challenges of being the recognized leader and provider of transit services in the region.
- Ability to analyze and anticipate problems and provide proactive and results-oriented solutions that meet critical business needs of the division and within King County.



King County

Department of Executive Services
Human Resources Management Division

Job Description

- Ability to develop clearly defined strategies based on a thorough analysis of regional, county, and division business needs and to lay out an action plan to achieve them.
- Demonstrated ability to cultivate working relationships other regional transportation providers that will foster communication and provide avenues for problem-solving.
- Ability to respond to situations that receive media attention and the experience to function as the key spokesperson in communicating the division position with a variety of audiences that include the county council and the media.
- The demonstrated ability to effectively build a strong and cohesive team where employees are empowered to meet business objectives and transit service requirements within the region.
- The ability to effectively listen and communicate verbally and in writing to a variety of diverse audiences.
- Ability to testify in the legislature on issues that impact the work and direction of the division.