



**King County**

## **Metropolitan King County Council**

### **STAFF REPORT**

<b>Proposed No.:</b>	2020-0423	<b>Name:</b>	Leah Krekel-Zoppi
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### **SUBJECT**

A proposed motion to confirm the appointment of Terry White as Director of the Metro Transit Department.

### **SUMMARY**

Proposed Motion 2020-0423 would confirm the Executive's appointment of Terry White to be Director of the Metro Transit Department, also referred to as General Manager of Metro Transit. Mr. White has served as Interim General Manager of Metro Transit since August 1, 2020.

### **BACKGROUND**

#### **Metro Transit Department**

The King County Metro Transit Department was established in January 1, 2019, after previously being structured as a Division of the former King County Department of Transportation.<sup>1</sup> Metro Transit is the largest public transportation agency in the Puget Sound Region, operating bus, rail, streetcar, water taxi, paratransit, and shared ride and connected services. Metro Transit has over 5000 employees and a biennial budget of \$2.1 billion.

#### **Confirmation of General Manager and Director**

Per the King County Code, the director of each County department must be appointed by the Executive and then confirmed by the Council.<sup>2</sup> Proposed Motion 2020-0423 would respond to that requirement by confirming the appointment of Terry White as Director of the Metro Transit Department.

#### **Candidate's Experience and Qualifications**

Mr. White began his career at Metro Transit in 1987 and has served as Interim General Manager since August 1, 2020. Mr. White has held numerous positions during his tenure at Metro Transit, including Deputy General Manager, Managing Director of Bus

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<sup>1</sup> 18777

<sup>2</sup> K.C.C. 2.16.110

Operations, Superintendent of Customer Communication Services, and Administrator of Sales and Customer Service, among other roles within the agency.

In the letter appointing Mr. White, Executive Constantine states that Mr. White's "service in an acting capacity since August 1 through some of the most challenging and difficult times has been exemplary."

The confirmation packet accompanying the proposed motion includes letters of support for Mr. White's appointment from the Chief Executive Officer of Sound Transit, the Executive Director of Transportation Choices Coalition, the Executive Director of Sound Cities Association, and the Director of Seattle Department of Transportation.

Additionally, the confirmation packet includes a memorandum from the Human Resources Director stating that a law enforcement background check has been conducted on Mr. White and contains no adverse or disqualifying information. The confirmation packet also includes Mr. White's completed required Statement of Financial & Other Interests form.

### **INVITED**

- Terry White, Interim General Manager of Metro Transit Department

### **ATTACHMENTS**

1. Transmittal Letter
2. Confirmation Packet including:
  - Letter from Executive to Council Chair to Announce Appointment
  - Confirmation Motion
  - News Release on Appointment
  - Letters in Support of Appointment
  - Letter from King County Executive Appointing Terry White
  - Letter from Terry White to Council Chair Accepting the Position
  - Resume
  - Background Check Authorization
  - Background Check Report
  - Statement of Financial & Other Interests Form
  - Department Organization Chart



## King County

### Dow Constantine

King County Executive

401 Fifth Avenue, Suite 800

Seattle, WA 98104-1818

**206-263-9600** Fax 206-296-0194

TTY Relay: 711

[www.kingcounty.gov](http://www.kingcounty.gov)

December 2, 2020

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

Dear Councilmember Balducci:

I am pleased to transmit for the King County Council's approval the attached proposed motion confirming Terry White as Director and General Manager of the Metro Transit Department, consistent with King County Code 2.16.110. A full set of confirmation documents will be submitted to the Council under separate cover.

Mr. White has ably served as the Acting General Manager since July of this year. I have been impressed with his handling of the department especially given the challenges presented by COVID-19 and its impact on riders and services. Prior to serving as Acting General Manager, Mr. White served as the Deputy General Manager.

Mr. White has extensive experience with King County Metro. He began his King County Metro career in 1987. He possesses an unparalleled knowledge of the agency as well as a heartfelt and deeply personal connection to its employees and customers. As Deputy General Manager, Mr. White oversaw all Metro Operations, which included bus, rail, marine service, facilities, and vehicle maintenance. Before serving as Deputy General Manager, Mr. White served in a variety of roles in the department, including transportation planner, customer service administrator, communications superintendent, and managing director of bus operations.

Mr. White's broad experience and skills make him well qualified and uniquely prepared to lead the Metro Transit Department as it meets the challenges of the future, including modernizing its operational systems, supporting social equity, and successfully navigating the pandemic. Appointing the highest quality candidates to lead county departments helps advance the King County Strategic Plan goal of Efficient, Accountable Regional and Local Government by ensuring that county government operates efficiently and effectively. It is therefore my great pleasure to request the confirmation of Terry White as the Director and General Manager of the King County Metro Transit Department.

The Honorable Claudia Balducci

December 2, 2020

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Thank you for your consideration of this motion.

If your staff have any questions, please contact Jay Osborne, Director, Department of Human Resources, at 206-477-3628.

Sincerely,

A handwritten signature in black ink, appearing to read "Dow Constantine". The signature is fluid and cursive, with a distinct "D" and "C".

Dow Constantine

King County Executive

Enclosure

cc: King County Councilmembers

ATTN: Carolyn Busch, Chief of Staff

Melani Pedroza, Clerk of the Council

Shannon Braddock, Deputy Chief of Staff, Office of the Executive

Karan Gill, Director, Council Relations, Office of the Executive

Whitney Abrams, Chief People Officer, King County Executive Office

Jay Osborne, Director, Department of Human Resources

Terry White, Acting Director and General Manager, King County Metro Transit  
Department



**King County**

**CONFIRMATION PACKET  
FOR  
TERRY WHITE  
AS DIRECTOR AND GENERAL MANAGER  
OF THE  
KING COUNTY METRO TRANSIT DEPARTMENT**

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Letter from Terry White, to King County Council Chair Claudia Balducci, Accepting the Position of Director and General Manager of the King County Metro Transit Department, and Acknowledgment to Comply with County Code Provisions  
Resume

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Background Check Report  
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## **SECTION A**

- Letter from Executive Dow Constantine to King County Council Chair, Claudia Balducci, to Announce Appointment
- Confirmation Motion
- News Release on Appointment
- Letters in Support of Appointment



## King County

### **Dow Constantine**

King County Executive

401 Fifth Avenue, Suite 800

Seattle, WA 98104-1818

**206-263-9600** Fax 206-296-0194

TTY Relay: 711

[www.kingcounty.gov](http://www.kingcounty.gov)

December 2, 2020

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

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Mr. White has extensive experience with King County Metro. He began his King County Metro career in 1987. He possesses an unparalleled knowledge of the agency as well as a heartfelt and deeply personal connection to its employees and customers. As Deputy General Manager, Mr. White oversaw all Metro Operations, which included bus, rail, marine service, facilities, and vehicle maintenance. Before serving as Deputy General Manager, Mr. White served in a variety of roles in the department, including transportation planner, customer service administrator, communications superintendent, and managing director of bus operations.

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The Honorable Claudia Balducci

December 2, 2020

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Sincerely,

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Dow Constantine

King County Executive

Enclosure

cc: King County Councilmembers

ATTN: Carolyn Busch, Chief of Staff

Melani Pedroza, Clerk of the Council

Shannon Braddock, Deputy Chief of Staff, Office of the Executive

Karan Gill, Director, Council Relations, Office of the Executive

Whitney Abrams, Chief People Officer, King County Executive Office

Jay Osborne, Director, Department of Human Resources

Terry White, Acting Director and General Manager, King County Metro Transit  
Department

Date Created:	<b>11/2020</b>
Drafted by:	<b>Richard Hayes, HR Policy Advisor II</b>
Sponsors:	
Attachments:	

1 ..Title

2                   A MOTION confirming the appointment of Terry White as  
3                   the director of the Metro transit department.

4 ..Body

5                   BE IT MOVED by the Council of King County:

6                   The appointment of Terry White as the director of the Metro transit department is  
7 hereby confirmed.

## **Executive Constantine appoints Terry White Metro General Manager**

December 2, 2020

### **Summary**

**King County Executive Dow Constantine announced the appointment of Terry White to be General Manager of King County Metro. A 33-year Metro veteran, White currently serves as Interim General Manager and previously served as Deputy General Manager.**

### **Story**

King County Executive Dow Constantine announced the appointment of Terry White as General Manager of King County Metro, the region's largest public transportation agency. White currently serves as Interim General Manager and previously served as Deputy General Manager.

"I am honored to appoint Terry White to be King County Metro General Manager," said King County Executive Dow Constantine. "Terry possesses a bold vision for how our transit system can lead with equity and prioritize service where needs are greatest. Across his remarkable 33-year career at Metro, he has unrivaled knowledge, insights, and relationships with the agency's communities, customers, and employees. Most recently serving as Interim General Manager, he is ideally suited to continue to lead Metro during the response and the recovery, and toward rebuilding a transit system that's even better than before."

Prior to becoming Interim General Manager on Aug. 1, White served as Deputy General Manager and oversaw all of Metro Operations, which includes bus, rail, and marine service, facilities, and vehicle maintenance. White also has served at Metro as a transportation planner, customer service administrator, communications superintendent, and managing director of bus operations.

"I am honored to lead Metro," said White. "I look forward to continuing to work alongside colleagues and partners to expand and improve our regional mobility network and to prioritize where needs are greatest. I know how important transit is for connecting individuals and families to opportunity - as well as to our communities, our economy, and our environment."

During a historically challenging year, White has recommitted Metro to its values of safety, equity, and sustainability. During his time as Interim General Manager, Metro instituted system-wide health enhancements to protect customers and employees, increased service levels in south King County, and prepared for the arrival of the next generation of zero-emission battery-electric buses in spring 2021.

### **Relevant links**

- [Metro Homepage](#)
- [Terry White photo](#)

## Quotes

I am honored to appoint Terry White to be King County Metro General Manager. Terry possesses a bold vision for how our transit system can lead with equity and prioritize service where needs are greatest. Across his remarkable 33-year career at Metro, he has unrivaled knowledge, insights, and relationships with the agency's communities, customers, and employees. Most recently serving as Interim General Manager, he is ideally suited to continue to lead Metro during the response and the recovery, and toward rebuilding a transit system that's even better than before.

*Dow Constantine, King County Executive*

I am honored to lead Metro. I look forward to continuing to work alongside colleagues and partners to expand and improve our regional mobility network and to prioritize where needs are greatest. I know how important transit is for connecting individuals and families to opportunity - as well as to our communities, our economy, and our environment.

*Terry White, Metro General Manager Appointee*

### **FOR MORE INFORMATION, CONTACT:**

[Chase Gallagher](#), Executive Office, 206-263-8537



*Terry White*



August 10, 2020

The Honorable Dow Constantine  
King County Executive  
401 5th Ave # 800  
Seattle, WA 98104

Dear Dow:

I write to provide my strongest recommendation for Terry White to be appointed as the permanent General Manager of King County Metro. Terry's vast experience within the community and the agency, and his tireless commitment to the transit riders and taxpayers of the county, make him the ideal person to lead the agency through these challenging times.

As you know, King County Metro (KCM) serves as the contracted operator of Sound Transit express bus and light rail services within King County. We are extraordinarily dependent on the professionalism and excellence of KCM staff in ensuring the quality and reliability of Sound Transit services. Within King County, Sound Transit must have a partner who is no less committed to the quality of our service than we are. In Terry White, we have such a partner. And we know that we can strengthen that partnership even further in the years ahead with Terry as the permanent head of Metro.

Both nationally, and certainly here locally, transit systems are facing unprecedented operational and financial difficulties as we seek to provide safe and sanitary service to transit-dependent populations. Commuting patterns are changing while revenue sources are shrinking. With these daunting challenges before us, King County Metro could have no better leader than Terry. He has held multiple positions within KCM from customer service to human resources and from planning to operations. This experience gives him a 360 degree view of the organization that makes him uniquely qualified to understand and address the challenges at every level. This deep practical knowledge accumulated over more than 30 years as well as his credibility with the community and the KCM workforce will be essential in helping us all chart the path back to a strong, responsive, and increasingly integrated transit network.

Please do not hesitate to contact me directly if I can provide additional information on our longstanding, rewarding, and productive partnership with Terry White. As a regional agency head but also as a King County taxpayer and KCM rider, I strongly encourage you to appoint Terry as KCM's permanent General Manager.

Sincerely,

Peter M. Rogoff  
Chief Executive Officer

**CHAIR**  
**Kent Keel**  
*University Place Councilmember*

**VICE CHAIRS**  
**Dow Constantine**  
*King County Executive*

**Paul Roberts**  
*Everett Councilmember*

**BOARD MEMBERS**  
**Nancy Backus**  
*Auburn Mayor*

**David Baker**  
*Kenmore Mayor*

**Claudia Balducci**  
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*King County Councilmember*

**Peter von Reichbauer**  
*King County Councilmember*

**Victoria Woodards**  
*Tacoma Mayor*

**CHIEF EXECUTIVE OFFICER**  
**Peter M. Rogoff**



Alex Hudson  
Transportation Choices Coalition  
1402 third Ave #310  
Seattle, WA 98101

November 19, 2020

Dear King County Council Members;

I am writing in strong support of the appointment of Terry White 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, and in his role as the Deputy General Manager. His depth of knowledge and decades of service is matched by his commitment to and understanding of its conditions for success.

King County Metro, like every public transit agency in the country, faces unprecedented challenges and uncertainties. As a lifelong area resident, Mr. White's first-hand lived experience of our region's mobility needs and his unparalleled knowledge of the operations of the agency are exactly what King County Metro needs to face these challenges and changes head on. The agency, including its staff and the people it serves, will benefit from having Mr. White's steady, studied hand at the helm.

King County Metro leads the nation in its ambition, innovations, and commitment to social equity. In the coming years, it is critical that Metro responds to the ongoing effects of the COVID-19 pandemic, updates its service guideline processes with the Mobility Framework, modernizes with Next Gen ORCA, stays committed to implementation of the METRO Connects long range plan, and adjusts to new mobility patterns. Mr. White's skilled leadership and heartfelt and highly personal connection to its employees and customers is exactly what Metro needs to meet the moment and have long term success.

I believe Terry White is absolutely the right choice to lead King County Metro at this important time. 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 [alex@transportationchoices.org](mailto:alex@transportationchoices.org).

Best,

A handwritten signature in black ink, appearing to be "AH", with a long horizontal flourish extending to the right.

Alex Hudson  
Executive Director

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**Transportation Choices**  
*Transit for all!*

Phone: 206.329.2336  
[www.transportationchoices.org](http://www.transportationchoices.org)





SOUND CITIES ASSOCIATION

38 Cities. A Million People. One Voice.

2020 Board of Directors

November 23, 2020

**President**

Dana Ralph  
Mayor  
City of Kent

**Vice President**

Ed Prince  
Councilmember  
City of Renton

**Treasurer**

Jeff Wagner  
Mayor  
City of Covington

**Secretary**

Amy Ockerlander  
Mayor  
City of Duvall

**Immediate Past President**

Leanne Guier  
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City of Pacific

Angela Birney  
Mayor  
City of Redmond

James McNeal  
Councilmember  
City of Bothell

Mary Lou Pauly  
Mayor  
City of Issaquah

Wendy Weiker  
Deputy Mayor  
City of Mercer Island

Nancy Backus  
Mayor  
City of Auburn

Jan Molinaro  
Mayor  
City of Enumclaw

Christie Malchow  
Deputy Mayor  
City of Sammamish

Laura Philpot  
City Manager  
City of Maple Valley

**Executive Director**

Deanna Dawson

Sound Cities Association  
6300 Southcenter Blvd., Suite 206  
Tukwila, WA 98188  
(206) 433-7168  
SCA@SoundCities.org  
www.SoundCities.org

RE: Confirmation of Terry White as General Manager of Metro Transit

Dear Chair Balducci and Members of the King County Council:

I am writing to express my strong support for the confirmation of Terry White as the General Manager of King County Metro Transit. Terry is an outstanding choice to head up Metro Transit, and I look forward to working with him in this role.

Terry has worked at Metro for over 30 years, and has served in a wide variety of roles. I have had the opportunity to work with Terry in these roles, including in his current role as Interim General Manager. In all my interactions with him I have found Terry to be highly knowledgeable, and open to communication and collaboration.

Terry has both first-hand knowledge of the needs of the agency, and also first-hand knowledge about the region and its mobility needs. Terry grew up in Seattle and currently resides in South King County. He has a real connection to the community that is very much appreciated, as is his strong commitment to equity.

As you know, the Sound Cities Association (SCA) represents 38 cities across King County. Our cities range in size from 200 to nearly 150,000 and hold a wide variety of perspectives. When it comes to transit, one size definitely does not fit all. Terry has proven himself to be someone willing to listen to differing perspectives, and to work with stakeholders to address their needs.

King County and Metro will be facing a number of daunting challenges in the coming months and years, including but not limited to leading the organization through the pandemic and recovery. It is important for Metro to have someone who can work with leaders throughout the region, including the 38 cities of SCA. Terry has proven his ability to work collaboratively with our cities, and has earned our respect.

I believe that Terry White is the right person to lead King County Metro at this important time, and I look forward to working with him in this new role. If you have any questions, please do not hesitate to contact me at (206) 495-3265.

Sincerely,

Deanna Dawson  
Executive Director, Sound Cities Association

Cc: SCA Board  
King County Executive Constantine





November 23, 2020

King County Council  
1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104  
ATTN: Claudia Balducci, Council Chair  
Rod Dembowski, Mobility and Environment Committee Chair

**RE: City of Seattle support for the appointment of Terry White as King County Metro General Manager**

Dear King County Councilmembers:

I am writing to convey my strong support for the appointment of Terry White 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 that was just enthusiastically renewed by Seattle voters, to mitigating the closure of the West Seattle High-Rise Bridge, to partnerships on delivering new RapidRide lines in the Delridge, Madison and Roosevelt corridors, a strong partnership with Metro will continue to be critical for the ability for the city and region to recover from the Covid-19 emergency.

With the Covid-19 pandemic, uncertainties around I-976 and the renewal of the Seattle Transportation Benefit District, and closure of the West Seattle High-Rise Bridge, Terry has been tested like possibly no other Seattle area interim transportation director has ever been tested and yet has made the transition to leading one of North America's largest bus systems a seamless one.

In the months and years to come, we will be entering a new STBD transit service agreement, continued expansion of light rail and RapidRide, and supporting a post-pandemic economic recovery in the region. At this critical time, Terry's more than 30 years of experience with Metro, his first-hand knowledge of countywide mobility needs, and his strong commitment to equity, give me comfort and enthusiasm for what lies ahead for Metro and for our shared commitments and priorities.

I encourage you to take swift action to confirm his appointment by the County Executive, and look forward to working with the entire King County Metro team as we continue to build on our strong partnership and serve the people who rely on our transit and transportation systems.

Sincerely,

A handwritten signature in black ink, appearing to read "S. Zimbabwe".

Sam Zimbabwe (Nov 20, 2020 16:09 PST)

Sam Zimbabwe  
Director

## **SECTION B**

- Letter from King County Executive Dow Constantine Appointing Terry White to the Position of Director and General Manager of the King County Metro Transit Department
- Letter from Terry White, to King County Chair Claudia Balducci, Accepting the Position of Director and General Manager of the King County Metro Transit Department, and Acknowledgment to Comply with County Code Provisions
- Resume



# King County

King County Executive  
401 Fifth Avenue, Suite 800  
Seattle, WA 98104  
206-263-9600 Fax 206-296-0194  
TTY Relay: 711  
[www.kingcounty.gov](http://www.kingcounty.gov)

December 1, 2020

Terry White

Dear Terry:

I am writing today to formally convey my appointment of you to the position of General Manager, King County Metro Transit, and to acknowledge receipt of your acceptance. Please be advised that this appointment is subject to a vote of confirmation by the Metropolitan King County Council, as defined in the King County Code, 2.16.110.

Your service in an acting capacity since August 1 through some of the most challenging and difficult times has been exemplary.

The effective date of your appointment is November 28, 2020.

Your annual salary will be \$327,753.92 which is Range 109, Step 9, of the 2020 King County 10 Step Annual/FLSA Exempt Squared Schedule. This position reports to Director Dwight Dively and is responsible for, but not limited to, the following:

- Operating and growing transit to reduce congestion,
- Tackling the climate crisis through innovative transit solutions,
- Making mobility accessible, equitable, and affordable for everyone.

King County values our diverse and vibrant community and acts to preserve our environment. We strive to provide equity and opportunity for our employees through our Equity and Social Justice efforts and seek to be the best run government in the nation. Your position, General Manager, King County Metro Transit, and the talents and skills you bring to it, will aid us in meeting these goals.

Terry White  
Page 2

You remain eligible for the County's comprehensive health care benefits, which currently includes full-family medical coverage with no premium share. Additionally, you remain eligible for participation in the Washington State Public Employees Retirement System (PERS).

I am delighted you have accepted this appointment. We look forward to your continued leadership and partnership in advancing progressive and best in class transit operations and service.

Below you will find additional details regarding your employment with King County. If you have any questions, please contact Seth Daniel Watson at (206) 477-5330 or [seth.watson@kingcounty.gov](mailto:seth.watson@kingcounty.gov) or me.

Sincerely,

A handwritten signature in black ink that reads "Dow Constantine". The signature is written in a cursive, flowing style.

Dow Constantine  
King County Executive

cc: Meg Safranek, HR Manager, King County Metro Transit  
Payroll/Personnel

## Summary of Employment Details:

**Base Job Title:** General Manager, King County Metro Transit (Dept Dir- Metro Transit (102501))

**Start Date:** November 28, 2020

**Salary/wage:** \$327,753.92

**Range** 109                      **Step** 9

**Date of first paycheck:** December 24, 2020

**Reporting to:** Dwight Dively, Director, Office of Performance, Strategy and Budget

**Primary work location:** King Street Center, 201 S Jackson St Rm 415, Seattle, WA 98104-3856

**Normal business hours:** 8:00 a.m. to 5:00 p.m. *The County values work-life balance, so we encourage you to discuss alternate work hours with your supervisor.*

**FLSA status:** Exempt

**Union status:** Not represented by a labor union

This appointment is subject to a vote of confirmation by the Metropolitan King County Council, as defined in the King County Code, 2.16.110.



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

November 24, 2020

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

RE: Acknowledgment to Comply with County Code Revisions

Dear Councilmember Balducci:

I am pleased to accept the King County Executive's appointment to the position of General Manager of the King County Metro Transit Department. Pursuant to King County Code Section 2.16.110(D) (1), please accept this letter as my acknowledgment 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,

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

Terry White  
Interim General Manager

cc: King County Councilmembers

# TERRY WHITE

t3white@comcast.net · [www.linkedin.com/in/terry-white-28a03448](http://www.linkedin.com/in/terry-white-28a03448)

Experienced Transit Professional with a demonstrated history of successfully working in the mobility industry. Skilled in Leadership, Strategic Planning, and Customer Service oriented forward thinking and Equity based advocacy. Analytical, organized and detail oriented. Has served in the full range of public transit. Collaborative team player with a partnering mentality and a track record of delivering the highest quality strategic solutions to resolve challenges while ensuring operational stability.

## EXPERIENCE

**2020 TO PRESENT**

### **INTERIM GENERAL MANAGER**

METRO DEPARTMENT OF TRANSIT

Currently directs an exceptional dynamic, forward-thinking leadership team and organization that is helping to shape the future of a nationally recognized transit agency within an evolving industry. Oversees operation, strategy, planning and financial and organizational health in service of millions of residents. Also serves as a cabinet member of the King County Executive, Dow Constantine.

**Employee number: 5000+**

**Budget: 2+ Billion**

**2018 – 2020**

### **DEPUTY GENERAL MANGER**

METRO DEPARTMENT OF TRANSIT

A recognized passionate transit advocate and an exceptional negotiator that managed and lead a complex and very visible environment. Formed partnerships internally and externally, managed change, and implemented innovative solutions that aided in creating opportunities for advancement of the department's strategic objectives.

Served as Chief Operations Officer responsible for daily cross functional efficiency/cost containment work for Bus, Rail, Vehicle Maintenance, Marine, Facilities, Safety and Security while emphasizing a leadership culture focused on the creation of an environment that embraced diversity and inclusion.

**Employee number: 4200+**

**Budget: 1.3+ Billion**

**2016 – 2017**

### **MANAGING DIRECTOR BUS OPERATIONS '17**

### **DEPUTY MANAGING DIRECTOR BUS OPERATIONS '16**

METRO DEPARTMENT OF TRANSIT

**Employee number: 3000+**

**Budget: 750+ Million**

2010 – 2017

**SUPERINTENDENT, CUSTOMER COMMUNICATIONS SYSTEMS  
ADMINISTRATOR, SALES AND CUSTOMER SERVICES**

METRO DEPARTMENT OF TRANSIT

**Success Examples:**

- Currently directing transit’s nationally recognized COVID 19 response and recovery efforts
- Leadership team recipient of the 2018 APTA Best Large Transit system in North America
- Oversaw bus operational transition to increased technology use
  - Restructured Bus operation’s pre-trip process
  - Introduced operational electronic/contactless sign in and out processes.
- Recognized recipient of the Washington State Transit Association’s 2015 Wall of Fame
  - Oversaw transit’s design and implementation of the current Customer Relation Management system
  - Launched Metro’s Twitter/Facebook social media response program
  - Established transit’s Executive Contact Response Team to enhance coordination with executive staff members, elected officials, Metro managers and customers.
- Negotiated and implemented the reorganized Customer Communications and Services section
- Designed and implemented the region’s first electronic and network lost articles retrieval system

**EDUCATION**

**BS, CENTRAL WASHINGTON UNIVERSITY – HUMAN RESOURCE MANAGEMENT  
AND ORGANIZATION**

**AA, SOUTH SEATTLE COMMUNITY COLLEGE**

**MBA, WESTERN GOVERNORS UNIVERSITY – BUSINESS ADMINISTRATION (STUDIES INCOMPLETE)**

**SKILLS**

- Strategic Planning
- Operational Administration
- Project/Program Management
- Systems Design and Development
- Exceptional Communicator
- Policy Development



## ACTIVITIES & INTERESTS

- Family
- Golf
- Coaching/Training youth
- Music

## REFERENCES

**Paul Toliver** - Corporate Transition Advisor, New Orleans Regional Transit (206) 769 9362

**Rob Gannon** - Chief Financial Officer, City of Missoula Montana (206) 601 8255

**Phil Washington**, - Chief Executive Officer, LA Metro (213) 922 7555

**Dr. Andre Sims** - Senior Pastor, Christ the King Bible Fellowship (253) 202 1750

## SECTION C

- Background Check Authorization
- Background Check Report
- Statement of Financial & Other Interests Form



KING COUNTY SHERIFF'S OFFICE  
519 Third Avenue, W-116  
Seattle, WA 98104

Mitz: G. Jonhanknecht  
Sheriff

APPLICANT'S FULL NAME: Terry Urcuss White  
CURRENT ADDRESS: 71  
PHONE # \_\_\_\_\_ DATE: 11/23/2020 SIGNATURE: [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 assigned representatives 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 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.

State of Washington County of King

I certify that I know or have satisfactory evidence that Terry U. White is the person who appeared before me, and said person acknowledged that (he/she) signed this instrument and acknowledged it to be (his/her) free and voluntary act for the uses and purposes mentioned in the instrument.

Subscribed and sworn to before me this 23rd day of Nov, 20 20

Notary Seal

Notary Signature [Signature] Today's Date Nov 23, 2020





## King County


### Department of Human Resources

King County Administration Building  
500 Fourth Avenue, Room 553  
Seattle, WA 98104  
**206-296-7340** TTY Relay: 711  
www.kingcounty.gov

## MEMORANDUM

**DATE:** November 30, 2020

**TO:** The Honorable Dow Constantine, King County Executive

**FR:** Jay Osborne, Director  
Department of Human Resources 

**RE:** Terry White – Background Check

I have received the law enforcement background check conducted on Terry White, Director and General Manager of the King County Metro Transit Department, by the King County Sheriff's Office.

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

Thank you.



**King County**

King County Ethics Program  
Office of Risk Management Services  
500 4<sup>th</sup> Ave, Rm 320  
Seattle, WA 98104  
206-263-7821  
TTY Relay 711  
[program.ethics@kingcounty.gov](mailto:program.ethics@kingcounty.gov)

## Statement of Financial & Other Interests

King County Employees

### Filing Year 2020

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

Name:

Department:

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 2019 (See Item No. 3, "Period of Reporting" in Filing Instructions.)

## Financial and Other Interests to Report

Note: Underlined terms are defined in the Filing Instructions and in the Code of Ethics

### 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?

No

Yes

If yes, please answer the following additional questions:

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.

**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?

No

Yes

**If yes, please answer the following additional questions:**

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?

*\* "Person" means any individual, partnership, association, corporation, firm, institution, or other entity, whether or not operated for profit. The term does not include governmental units within the United States unless so specified.*

No

Yes

**If yes, please answer the following additional questions:**

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 answer the following additional questions:

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 **Terry White**, am that I,

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/

<b>Terry White</b>		
4/13/20	Seattle	WA
Date	City	State

## **SECTION D**

- Department Organization Chart



**METRO TRANSIT**  
**Department Structure**

For orientation purposes only—not for staffing, business or financial decision making.

