

City of Seattle



**Superintendent
Department of
Parks and Recreation**

**Confirmation Packet
April 3, 2019**

Jesús Aguirre



City of Seattle
Mayor Jenny A. Durkan

April 2, 2019

The Honorable Bruce A. Harrell
President, Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Council President Harrell:

I am pleased to transmit to the City Council the following confirmation packet for my appointment of Jesús Aguirre as Superintendent of the Department of Parks and Recreation (Parks).

The materials in this packet are divided into two sections:

A. Jesús Aguirre

This section contains Mr. Aguirre's appointment and oath of office forms, his resume, and the press release announcing his appointment.

B. Background Checks

This section contains the report on Mr. Aguirre's background check.

Jesús Aguirre served as the Superintendent of the Department of Parks and Recreation from 2015 to 2018 before taking a job in the private sector. During his time at Parks, Jesús successfully implemented the Seattle Park District that was passed by the voters in 2014.

Prior to his time in Seattle, Jesús served as the Superintendent of Education for the District of Columbia, overseeing an agency with more than 1800 employees and responsibility for childcare licensing and subsidy programs for over 500 childcare providers, statewide K-12 education policy-making, support and accountability for over 200 public schools, and post-secondary and adult education, including post-secondary tuition assistance program for 6,500 students annually, and transportation for over 3,100 special needs students.

Prior to his role as Superintendent of Education, Jesús served as the director of the District of Columbia Department of Parks and Recreation. In this role, Jesús oversaw the transformation of an agency of over 1000 full- and part-time employees by establishing a focus on outcomes-based programs, staff professional development, and an overall emphasis on providing equal access to high quality recreation and leisure programming to all residents and visitors of the District of Columbia. During his tenure, Jesús led the agency through a comprehensive master planning process to drive the agency's work over the next 10 years, and successfully achieved national accreditation for the agency, becoming one of 4 percent of all parks and recreation agencies receiving this recognition.

Jesús holds a Bachelor of Arts in Biology from the University of Texas at Austin and a Master's in Business Administration from the W.P. Carey School of Business at Arizona State University.

Jesús' extensive prior experience in Parks and Recreation, and in leading and transforming large and complex departments, makes him the perfect fit for the role of Superintendent of Parks and Recreation.

The process used to identify and recommend candidates for my consideration included a search of potential applicants for the position. This was informed by Mayor's Office staff meetings and my own meetings with various stakeholders over the last several months, attending Parks events and facilities, seeing the work of Interim Superintendent Christopher Williams, and evaluating the needs of the Department in today's Seattle. I also relied on Mr. Williams' views.

Outreach was conducted with a diverse set of Parks stakeholders to understand input on ideal candidate qualifications. Stakeholders included City staff and residents affected by Parks' work. Additionally, we obtained feedback from a variety of Parks staff during the recruitment and candidate selection process.

The selection of Jesús as the final candidate was also informed by his commitment to racial equity and social justice, commitment to the health and wellness of the people of Seattle, and his deep operational knowledge in leading a department of this size and complexity.

If you have any questions about the attached materials or need additional information, please contact Deputy Mayor David Moseley at 206-684-3790, or via e-mail, at david.moseley@seattle.gov.

Sincerely,



Jenny A. Durkan
Mayor of Seattle

SECTION

A



City of Seattle
Mayor Jenny A. Durkan

March 25, 2019

Jesús Aguirre
Seattle, WA
Transmitted via e-mail

Dear Jesús,

It gives me great pleasure to appoint you to the position of Superintendent of the Department of Parks and Recreation at an annual salary of \$204,116.62.

Your appointment as Superintendent is subject to City Council confirmation; therefore, you will need to attend the Council's confirmation hearings. Once confirmed by the City Council, your term will be through April 1, 2023.

Your contingent offer letter provided employment information related to the terms of your employment, benefits, vacation, holiday and sick leave.

I look forward to working with you in your role as Superintendent and wish you success. We have much work ahead of us, and I am confident that the Department of Parks and Recreation will thrive under your leadership.

Sincerely,

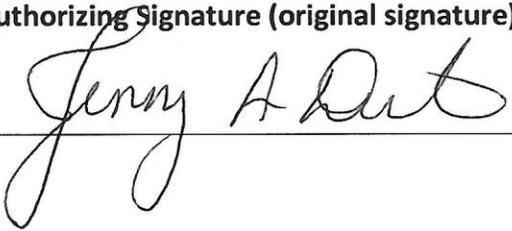


Jenny A. Durkan
Mayor of Seattle

cc: Seattle Department of Human Resources file



City of Seattle Department Head Notice of Appointment

Appointee Name: <i>Jesús Aguirre</i>		
City Department Name: <i>Department of Parks and Recreation</i>		Position Title: <i>Superintendent</i>
<input checked="" type="checkbox"/> Appointment <i>OR</i> <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Specify appointing authority</i>		Term of Office: <i>City Council Confirmation to April 1, 2023</i>
Legislated Authority: <i>Seattle City Charter Article XI</i>		
Background: <p>Jesús Aguirre served as the Superintendent of the Department of Parks and Recreation from 2015 to 2018 before taking a job in the private sector. During his time at Parks, Jesús successfully implemented the Seattle Park District that was passed by the voters in 2014.</p> <p>Prior to his time in Seattle, Jesús served as the State Superintendent of Education for the District of Columbia, overseeing an agency with more than 1800 employees and responsibility for childcare licensing and subsidy programs for over 500 childcare providers, statewide K-12 education policy-making, support and accountability for over 200 public schools, and post-secondary and adult education, including post-secondary tuition assistance program for 6,500 students annually, and transportation for over 3,100 special needs students.</p> <p>Prior to his role as State Superintendent of Education, Jesús served as the director of the District of Columbia Department of Parks and Recreation. In this role, Jesús oversaw the transformation of an agency of over 1000 full- and part-time employees by establishing a focus on outcomes-based programs, staff professional development, and an overall emphasis on providing equal access to high quality recreation and leisure programming to all residents and visitors of the District of Columbia. During his tenure, Jesús led the agency through a comprehensive master planning process to drive the agency's work over the next 10 years, and successfully achieved national accreditation for the agency, becoming one of 4 percent of all parks and recreation agencies receiving this recognition.</p> <p>Jesús holds a Bachelor of Arts in Biology from the University of Texas at Austin and a Master's in Business Administration from the W.P. Carey School of Business at Arizona State University.</p>		
Date of Appointment: <i>4/1/2019</i>	Authorizing Signature (original signature): 	Appointing Signatory: <i>Jenny A. Durkan</i> <i>Mayor</i>



**CITY OF SEATTLE - STATE OF WASHINGTON
OATH OF OFFICE**

STATE OF WASHINGTON

COUNTY OF KING

I, Jesús Aguirre, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Superintendent of the Department of Parks and Recreation; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of the City of Seattle; and that I will faithfully conduct myself as *Superintendent of the Department of Parks and Recreation*.

Jesús Aguirre

**Subscribed and sworn to before me
this _____ day of _____, 2019**

(affix seal)

Monica Martinez Simmons, City Clerk

Jesús S. Aguirre

Seattle, WA

EXPERIENCE

Chief Executive Officer, Tower Steel Services, Inc.

Seattle, WA; January 2018 – present

Lead successful construction company (anticipate \$18MM in revenues for FY2018) focused on manufacturing and installation of structural and architectural steel products for multi-family housing. Launched top to bottom review of business lines, organizational structure, and markets to identify new strategic opportunities, modernize technology and eliminate inefficiencies. Initial results of these efforts include new customer service and support initiatives, and internal process and policy reviews, including pursuit of American Institute of Steel Construction (AISC) certification. Focused on identifying potential partnerships in the industry to leverage resources and add value to existing customer ventures, including robotic and engineering problem solving and software development and support. Currently evaluating several new markets for business expansion.

Superintendent, Seattle Department of Parks and Recreation

Seattle, WA; June 2015 – January 2018

Led municipal parks and recreation agency with \$160 million operating annual budget responsible for stewardship of 6,400 acres of parkland, over 480 parks, dozens of facilities, including community centers, swimming pools, golf courses and extensive natural areas, athletic fields, tennis courts, play areas, specialty gardens, boulevards and trails. Conducted extensive community outreach with residents and stakeholders and launched a multi-year comprehensive programming, construction, and maintenance plan focused specifically on social equity, removing barriers to access, and targeting offerings to underserved populations and geographic areas. Additional responsibilities and successes included:

- Aligned \$79 million annual planning and capital projects strategy with the city's comprehensive growth plan. Oversaw real estate portfolio accounting for 10%+ of Seattle's land and included ongoing property acquisition; lease and land use agreement negotiation; major construction and rehabilitation projects.
- Oversaw implementation of \$48+ million special park district created by Seattle voters to address chronic deferred maintenance, establish proactive maintenance systems, acquire new parkland, create programming for underserved communities and establish performance-based operations.
- Led agency reorganization to improve service, performance and operational excellence. Engaged community members and staff at all levels resulting in new divisions, more targeted performance metrics, and refreshed agency mission.

State Superintendent of Education, District of Columbia

Washington, D.C.; October 2013 – January 2015

Served as District of Columbia chief state schools officer and liaison with US Department of Education. Implemented statewide K-12 education policy-making, assessment and accountability standards for over 200 schools, and childcare licensing and subsidy programs for over 500 childcare providers. Oversight included post-secondary and adult education programs, the city's post-secondary tuition assistance program supporting 6,500 students per year, and the transportation division serving over 3,100 special needs students daily.

- Led agency through a successful organizational realignment resulting in more efficient and timely service to constituents and stakeholders. Some successes include transforming programmatic focus from purely regulatory in nature to supporting and tracking school success, blending specialized instruction and K-12 programs, and integrating grants management, data, and financial functions focused on sustainability.
- Eliminated significant budget shortfalls through functional consolidation, efficiencies, and stringent financial controls.
- Oversaw launch of electronic enterprise grants management system to better track grant use, spending oversight, and outcomes.
- Managed final exit from federal high-risk status and special education program court oversight.
- Implemented transition to next-generation, college- and career-ready aligned standards and assessments, including science, health, ELA and math.
- Successfully negotiated ESEA flexibility waiver amendments and extension.
- Refocused early learning outcomes through creation of quality improvement networks and new quality improvement rating system.

**Director, District of Columbia Department of Parks and Recreation
*Washington, D.C.; December 2009 – September 2013***

Led municipal parks and recreation agency with 900+ full- and part-time employees, \$48 million operating budget, and \$115 million capital budget, overseeing operations and programming at 68 recreation centers, 40 aquatic facilities, and several hundred parks, fields, playgrounds, and athletic courts.

- Restructured historically underperforming agency and created new outcomes-based programmatic framework. Revamped operational systems and adopted new mission and brand.
- Resolved historic and chronic funding and staffing challenges and significantly increased revenue from outside resources through fees and grants. Directed the creation of new laws and regulations allowing opportunities for sponsorships, advertising and other revenue generating activities supporting programs and facilities.
- Led agency to achieve national accreditation through the Commission for Accreditation of Parks and Recreation Agencies (CAPRA) for the first time in its history.
- Directed process to create a ten-year agency master plan, including long-term program and facilities strategies, involving input from thousands of stakeholders at dozens of community meetings and on-line participation forums.
- Led creation of the largest ever (\$40 million) city-wide playground renovation initiative aimed at renewing focus on parks and outdoor play spaces in the city, including a focus on accessibility, sustainability, and intergenerational programming, anchored in community-led design.
- Oversaw \$115 million in facility design, construction and redevelopment efforts.
- Established robust professional development program for all staff.

**Director, Office of School Operations, District of Columbia Public Schools
*Washington, D.C.; August 2007 – December 2009***

Created and managed new division to provide operational support to principals and instructional superintendents at over 120 schools, ensuring central office operations were responsive to the needs of schools. Oversaw district-wide security services, technology support, food services, student enrollment, and emergency response planning, with budgets totaling over \$60 million.

- Redesigned school budgeting process increasing transparency and efficiency.
- Created resolutions team to address human resources, budgeting, facilities, procurement and other operational challenges for school principals and instructional superintendents.
- Recouped millions in funding through annual student enrollment audit improvements reducing per-pupil funding losses, and federal E-Rate program overhaul.
- Established first district-wide emergency response plan.

OTHER EXPERIENCE

Director, Professional Development, Zaner-Bloser Publishing, Inc., Voices Programs

Newton, MA; June 2006 to August 2007

- Managed professional development team and provided direct training to teachers and principals on comprehensive language and literacy program integrating social and democratic skills.

Co-founder, Tertulia Pre-College Community Charter School

Phoenix, AZ; 1995 – 2006

- Co-founded and co-managed K-8 dual-language charter school.
- Taught various grades and subjects, including Science, Spanish, Algebra and Technology.

Various Roles, Teach for America

New York City, Los Angeles, Houston; 1992-1995

- Involved in fundraising, teacher recruitment and professional development, state- local school district relationships, and state-level legislative affairs.

Middle School Science Teacher, Los Angeles Unified School District

Los Angeles, CA; 1990-1992

EDUCATION

*Master of Business Administration (MBA); W. P. Carey School of Business, Arizona State University
May 2006*

*Bachelor of Arts: Biology/Pre-Medicine; University of Texas at Austin
August 1990*

Boards/Volunteer Work

National Recreation and Park Association

- Member, Board of Directors (*Sept 2016 – Nov 2018*)
- Board of Directors Secretary (*Sept. 2017 – 2018*)
- Board of Directors Treasurer (*Sept. 2018 – Nov 2018*)
- Faculty Member, NRPA Directors School (*2017 – 2022*)
- Member, Equity Advisory Panel
- Member, Health Advisory Panel

Children and Nature Network

- Member, Board of Directors (*December 2016 to present*)
- Chair, Diversity, Equity, and Inclusion Committee

Seattle Woodland Park Zoo

- Member, Board of Directors
- At-large Member, Executive Committee
- Vice-Chair, Public Affairs Committee
- Member, Experience and Inclusion Committee

Seattle Aquarium

- Member, Board of Directors
- Member, Conservation Committee

Certificates/Training/Skills

- K-12 School Administrative Services (Principal's) Credential, (*expired*)
- Executive Leadership Program, George Washington University, *November 2014*
- Certified Parks and Recreation Professional (CPRP)
- Certified Parks and Recreation Executive (CPRE)
- Native fluency in Spanish and English



City of Seattle
Mayor Jenny A. Durkan

NEWS RELEASE FROM THE OFFICE OF THE MAYOR
FOR IMMEDIATE RELEASE

Contact: Mark Prentice, mark.prentice@seattle.gov

Mayor Jenny Durkan Announces New City Leaders Focused on Parks and Recreation, Economic Development, and Combating Harassment, Discrimination and Other Workplace Misconduct

SEATTLE (March 28, 2019) – Mayor Jenny A. Durkan announced today three new City of Seattle leaders focused on promoting access to Seattle’s parks and recreation opportunities, fostering economic development, and addressing harassment and discrimination in the City workplace as the first-ever leader of the City’s newly-created and independent Office of the Employee Ombud.

First, Mayor Durkan will nominate Jesús S. Aguirre as Superintendent of the Department of Parks & Recreation (SPR), a role Mr. Aguirre previously served in from June 2015 to January 2018. Prior to his service to the City of Seattle, Jesús served as the State Superintendent of Education in Washington, D.C., and as the Director of the District of Columbia Departments of Parks and Recreation, among many other roles in government and public service.

“We are excited to welcome Jesús Aguirre back to the City family and to Seattle Parks & Recreation,” said Mayor Durkan. “Jesús has a track record of working collaboratively and with community to help make Seattle a more inclusive, just, and beautiful place. Under his leadership, Seattle Parks & Recreation will continue to promote healthy people, a healthy environment, and strong communities.”

“It’s an honor to be nominated by Mayor Durkan to serve as the Superintendent of Parks and Recreation. As Seattle continues to grow and change, parks and recreation will play a key role in enhancing the livability of our city, and in ensuring that it is truly accessible and affordable to all,” said Jesús Aguirre. “Seattle has one of the best parks and recreation systems in the country and I look forward to working the Mayor, the Council, the parks and recreation team, and our many community partners to responsibly steward this great system as we work to support a healthy environment, healthy people, and strong communities.”

Second, Mayor Durkan will nominate Bobby Lee as the next director of the City’s Office of Economic Development. Mr. Lee currently serves as the Director of Economic Development for the City of Portland. Prior to his service with the City of Portland, Bobby served in the Office of Governor Kate Brown as the Regional Solutions Coordinator, where he led an integrated team

focused on solving the state's economic and community development challenges. In addition to working in the private sector and for advocacy organizations, including Oregon's largest workforce development agency, Mr. Lee also previously served on the City Council in Eugene, Oregon.

"As our City grows and faces unprecedented challenges on affordability, Bobby is the right person to lead the Office of Economic Development and help foster a strong, inclusive economy and promote true opportunity for all," said Mayor Durkan.

"I am deeply honored to join the City of Seattle and Mayor Jenny Durkan's team as the Director of Economic Development," said Bobby Lee. "When I saw the Mayor's recent State of the City address, I knew I wanted to work with her. Her vision to build an economy that is inclusive and widely shared is the same one I have spent much of my career working to achieve. I hope to be an agent of positive change for all of Seattle."

Third, Mayor Durkan announced she will nominate Dr. Amarah Khan as the first-ever Director of the City's newly created Office of the Employee Ombud (OEO).

Dr. Khan currently serves as the Director of Equity and Inclusive Practices at the Renton School District. Prior to that, she served as the Associate Director for Global Diversity Initiatives at Oregon State University (OSU). At OSU, she worked to advance cultural competence on campus through shared learning and trainings. Dr. Khan spent her early career working as a humanitarian aid worker across South Asia and the United States. She is an international development scholar with extensive background in conflict management and peace studies.

"I join City of Seattle employees in welcoming Dr. Amarah Khan to our incredible workforce. Dr. Khan is an inspirational woman who is deeply dedicated to creating a safe and inclusive work environment that gives City employees the support they need," said Mayor Durkan. "Over the past year, we have worked with urgency to make significant changes to our City government, elevating the voices of those most impacted."

"The opportunity to serve one of the best cities in the world is a distinct honor. This work has become my calling in life, and I am so excited to join hands with City employees who wish to improve the ways we lift each other up," said Dr. Khan. "Change won't happen overnight, but City employees will always have my impartial and honest support. I look forward to being in service to a great community."

In December 2018, the City Council [voted unanimously to](#) pass Mayor Durkan's legislation to create the OEO. The OEO was one of the [central recommendations](#) of the Anti-Harassment Interdepartmental Team (IDT), which Mayor Durkan [established in January 2018](#) to review the City's policies on harassment, discrimination, and other forms of misconduct.

Led by Dr. Khan, the OEO will be a safe, confidential space for City employees to discuss workplace concerns, including harassment, discrimination, and other forms of misconduct. The

Ombud will help employees navigate all their options when it comes to addressing workplace culture, but it will not conduct investigations. While Dr. Khan works in the coming weeks to stand up the office, she will hold a series of listening sessions with City employees to further shape the mission and work plan of the office.

In addition, Mayor Durkan announced that Steve Walker, Director of the City's Office of Housing, will depart the City this summer.

"I am grateful to Steve for his years of service to Seattle and for all his work to address one of the central challenges facing Seattle: affordable housing. Under his leadership, the Office of Housing has forged strong community partnerships and has worked to build housing in every part of the City," said Mayor Durkan. "Working with communities and our partners across the region, we will continue to build more affordable housing as quickly as possible."

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SECTION

B



City of Seattle

Seattle Department of Human Resources

Bobby Humes, Acting Director

March 19, 2019

TO: Adam Schaefer, City Budget Office

FROM: Bobby Humes, Acting Director

SUBJECT: Background check for Jesus Aguirre

The Seattle Department of Human Resources has received a copy of Mr. Aguirre's background check run by A-Check Global. There were no finds that would impact his employment eligibility.

Cc: Personnel File

Seattle Department of Human Resources

Seattle Municipal Tower, 700 5th Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028
(206) 684-7999 • TTY: 7-1-1 Fax: (206) 684-4157 • Employment Website: www.seattle.gov/jobs

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