

City of Seattle



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CITY CLERK

Director Seattle Center

Confirmation Packet
January 25, 2019

Robert Nellams



City of Seattle
Mayor Jenny A. Durkan

January 25, 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 re-appointment of Robert Nellams as Director of the Seattle Center.


The materials in this include Mr. Nellam's appointment and oath of office forms, his resume, and the press release announcing his reappointment. His background check remains on file with the Seattle Department of Human Resources from previous appointment.

Mr. Nellams has been the Director of Seattle Center since 2006 and has spent more than 20 years at the Seattle Center in total. Over the next few years, we will see the rebirth of Seattle Center as an economic, arts, and cultural engine for decades to come. Mr. Nellams has been instrumental in the revitalization of the Seattle Center Arena and bringing the NHL to Seattle, and I am grateful for his continued partnership and dedicated work for our communities.

Under Mr. Nellams' leadership, the Arena at Seattle Center has become an iconic part of Seattle, and now the next generation will have an incredible arena that's home to the country's best sports teams, along with the music and entertainment Seattle Center is known for. I am confident that under his continued stewardship, we will create a world-class sports and music facility for the next 50 years. I urge you to reconfirm him as the Director of Seattle Center.

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.

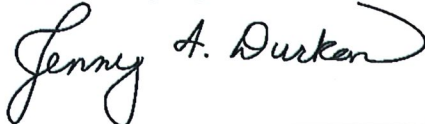
Sincerely,



Jenny A. Durkan
Mayor of Seattle



City of Seattle Department Head Notice of Appointment

Appointee Name: <i>Robert Nellams</i>		
City Department Name: <i>Seattle Center</i>	Position Title: <i>Director</i>	
<input type="checkbox"/> Appointment <i>OR</i> <input checked="" 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 January 1, 2023</i>	
Legislated Authority: <i>Seattle Municipal Code Section 17.04.020</i>		
Background: Mr. Nellams has been the Director of Seattle Center since 2006 and has spent more than 20 years at the Seattle Center in total. Over the next few years, we will see the rebirth of Seattle Center as an economic, arts, and cultural engine for decades to come. Mr. Nellams has been instrumental in the revitalization of the Seattle Center Arena and bringing the NHL to Seattle, and I am grateful for his continued partnership and dedicated work for our communities. Under Mr. Nellams' leadership, the Arena at Seattle Center has become an iconic part of Seattle, and now the next generation will have an incredible arena that's home to the country's best sports teams, along with the music and entertainment Seattle Center is known for. Under his continued stewardship, we will create a world-class sports and music facility for the next 50 years.		
Date of Appointment: <i>1/25/2019</i>	Authorizing Signature (original signature): 	Appointing Signatory: <i>Jenny A. Durkan</i> <i>Mayor</i>

ROBERT L. NELLAMS

QUALIFICATIONS

- Successful experience running a large multi-faceted public-sector organization.
- Results-oriented professional with a reputation for quality, effective decision-making and resourceful change management.
- Proven ability to simultaneously manage multiple tasks, projects, and assignments.
- Creative troubleshooter able to quickly identify and resolve problems at all levels.
- Effective communicator able to clearly present complex information to diverse audiences.
- Solid leader able to build, mentor, and develop highly motivated, productive, and loyal teams.
- Strong negotiator able to consistently achieve positive win-win outcomes.
- Demonstrated ability to establish productive relationships with elected officials, community organizations, unions, vendors, and other stakeholders.
- Track record of regular promotions and increasing responsibilities.
- Respected by staff, customers, city leaders, and the general community for integrity, follow up, and commitment to excellence.

PROFESSIONAL HISTORY

City of Seattle, Seattle, Washington 1982 to Present

DIRECTOR – Seattle Center, 02/07 to present.

ACTING DIRECTOR – Seattle Center, 4/06 to 01/07.

Report directly to the Mayor of Seattle, serve as a member of the Mayor's executive cabinet. Work to assure the alignment of Seattle Center strategic goals with the Mayor's vision and City priorities. Provide leadership of all departmental operations and business ventures, including public and commercial programming, facility management (including leasing), and all legal and financial matters. Provide stewardship of the region's premier public arts and culture facility, the fourth most visited destination in the United States, attracting over 12 million visitors per annum. Responsibilities include:

- Develop and administer an annual \$36 million operating budget and \$3.5 million capital budget. Present legislative proposals to the Mayor and the City Council on financial, legal and programmatic aspects of the department. Determine the position of Seattle Center for all potential legislative matters; provide oversight and direction for all lease and contract negotiations.
- Direct an eleven-member executive staff with authority over 1,000 regular and intermittent employees, which includes members represented by 12 bargaining units and non-represented professionals.
- Develop partnerships with elected officials, 30+ resident organizations, three bordering neighborhoods, 24 cultural communities (Festal), 12 unions, numerous board and commission members, donors, sponsors, advertisers, tenants, merchants, and clients.

Key Accomplishments:

- Completed an unprecedented \$750M investment deal to build a new arena at Seattle Center with all private funds.
- Partnered with over 115 organizations and thousands of volunteers to produce the Seattle/King County Health Clinic at KeyArena (largest in the state of Washington) which has provided over 20,000 patients with free medical, dental and vision services over the past five years.

ROBERT L. NELLAMS

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- Completed an eleven-year process when the Seattle Opera opened its new facility in the redeveloped Mercer Arena in December 2018.
- Celebrated the 20th anniversary of producing cultural festivals at Seattle Center with FESTAL Turns 20 in 2017.
- Negotiated leases that brought Chihuly Garden and Glass, KEXP, Artist at Play, VERA, SIFF, AN/T, AIE, and Cornish to the Seattle Center campus.
- Developed and implemented strategic business plans for Seattle Center as an organization, and more specific business plans for both KeyArena and the Seattle Center Armory. The KeyArena Business plan led to eight consecutive years (2011-2018) of operating the building at a profit (average annual profit of \$700K).

DEPUTY DIRECTOR – Seattle Center, 3/98 to 4/06.

Led two of the six Seattle Center divisions accounting for 52% of Seattle Center's personnel and 39% of the operating budget. Implemented dramatic expense reductions in both divisions, representing over 60% of the department's overall savings. Maintained high standards of customer satisfaction, commitment to safety, and improved staff morale despite the cutbacks.

Prior Seattle Center Assignment

DIRECTOR OF PATRON SERVICES (7/96-3/98)

Successfully led this division to a dramatic positive turnaround in employee morale and customer satisfaction. Implemented solid business practices and developed positive relationships with division managers and front-line staff that led to more effective and efficient results from those units.

Prior City of Seattle Experience

Increasingly complex positions in the Department of Administrative Services: Accountant, Senior Accountant, Senior Finance Analyst, Senior Management Systems Analyst, Budget/Financial Analysis Manager, Re-Engineering Project Coordinator, and Finance Budget Manager.

EDUCATION

BS – Accounting Central Washington University (1981)

COMMUNITY SERVICE

- Current Vice Chair of the Board of Trustees for Central Washington University.
- Current Board Member of the Northwest African American Museum (NAAM).
- Current member of The Breakfast Group, a non-profit organization dedicated to improving the lives of young African-American males.

AWARDS

- Recognized as one of Bellevue College's Exceptional 50 (2016)
- Northwest Athletic Conference Hall of Fame inductee for basketball, (2007)
- *Excellence in Management Award for Leadership*, Seattle Management Association (2000)



City of Seattle
Mayor Jenny A. Durkan

January 22, 2019

Robert Nellams
Seattle, WA
Transmitted via e-mail

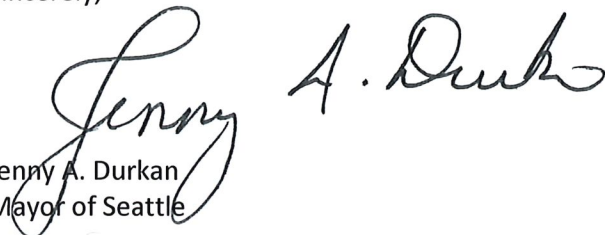
Dear Robert,

It gives me great pleasure to reappoint you to the position of Director of the Seattle Center Department.

Your reappointment as Director 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 January 1, 2023.

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

Sincerely,


Jenny A. Durkan
Mayor of Seattle

cc: Seattle Department of Human Resources file

*Thank you! You do so
much.*



CITY OF SEATTLE ▪ STATE OF WASHINGTON
OATH OF OFFICE

State of Washington

County of King

I, Robert Nellams, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Director of the Seattle Center; 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 *Director of the Seattle Center*.

Robert Nellams

Subscribed and sworn to before me

this ____ day of _____, 2019.

[Seal]

Monica Martinez Simmons, City Clerk



City of Seattle

Mayor Jenny A. Durkan

NEWS RELEASE FROM THE OFFICE OF THE MAYOR

FOR IMMEDIATE RELEASE

Contact: Kamaria Hightower, Kamaria.hightower@seattle.gov

Mayor Jenny Durkan Nominates Saad Bashir to Be Next Chief Technology Officer of the Seattle IT Department, Names Bobby Humes Interim Director at Department of Human Resources, and Reappoints Robert Nellams as Director of Seattle Center

SEATTLE (January 22, 2019) – Joined by leaders from the search committee, Mayor Jenny A. Durkan announced she will nominate former Chief Information Officer (CIO) of the City of Ottawa Saad Bashir to be the next Chief Technology Officer (CTO) for the Seattle Information Technology (IT) Department.

In his role, Saad will oversee a \$277 million budget and 680 full-time employees. Bashir will begin his role as CTO starting on January 28 and will be responsible for setting and defining the operating model, providing strategic leadership, direction, and management of the City's information technology resources.

“The work of Seattle IT Department is critical to the continued functioning of internal City operations, the security of personal information and critical infrastructure, and helping deliver services that Seattle residents and businesses rely on,” said Mayor Durkan. “With deep experience in both the public and private sectors, he is a highly respected expert in digital modernization, network operations and project management who has a proven track record of delivering cost-effective and innovative solutions. I’m confident that under Saad’s leadership, Seattle IT will continue to help build a city of the future, and expand digital equity and access to technology for our communities. Saad understands that information technology is not just about communications, but is an essential pathway to equity.”

Throughout the search process, Mayor Durkan prioritized identifying an individual who brings a good balance of private and public-sector background, someone who has delivered on a technology mandate in a public-sector setting, and someone who will offer practical change management expertise to the IT organization.

“I am honored to be nominated as the next Chief Technology Officer for the City of Seattle,” said Saad Bashir. “I am excited about the opportunity to champion technological aspirations for a world-class city like Seattle, advance equity, and deliver for the people of Seattle. Working

together with the Mayor and department leaders from across the City, we will set best practices for other North American cities.”

Bashir’s nomination comes after an extensive search process that included national and international candidates. The CTO search committee was comprised of business, labor, and nonprofit leaders with experience in technology, technical engineering and operations, and digital equity. The search for a new CTO also included extensive internal outreach to various City of Seattle groups, including the Seattle IT department’s Race and Social Justice Initiative (RSJI) change team, City employees’ unions, and the Seattle IT executive team.

The CTO is the principal technology leader for the City of Seattle with overall responsibility for the management, leadership, and vision of the information technology strategy. The CTO oversees the delivery of all technology services, leads an organization of 680 FTEs, and manages an annual budget of \$277 million.

“The Mayor asked our committee to find a leader with a balance of private and public-sector experience plus a combination of strategic vision and operational expertise to transform the Seattle IT Department. Saad Bashir is that leader. He has already helped the City of Ottawa on a similar mission and brings practical change management experience,” said Michael Schutzler, CEO of Washington Technology Industry Association, Search Committee Co-Chair, and IAC Member. “At the Washington Technology Industry Association, we help companies recruit and develop the next generation of technology leaders. Saad's focus on empowering talent is inspiring and will help the city better serve residents and employees. We look forward to supporting his efforts to make Seattle IT a role model for cities across the country.”

Bashir has spent the past eight years at the City of Ottawa, serving as the Chief Information Officer for the past two and half years. As the CIO for the City of Ottawa, Bashir led a team of over 350 IT professionals to deliver cost-effective and innovative solutions for a user base of 19,000 individuals. He also managed a budget of over \$100 million that encompassed addressing technology modernization, network operations, enterprise applications, project management, cyber security, risk, architecture, and overall strategy. Under Bashir’s leadership, the City of Ottawa transformed its IT department into a world-class public sector IT department, increasing productivity and enhancing agility. He is a strong advocate for agile project planning and embracing the fast-changing landscape of the technology industry to create better solutions for delivering essential services to citizens.

Before taking on the role of CIO, Bashir gained a variety of experiences in both the public and the private sectors, including serving as the City of Ottawa’s Director of Economic Development. Among his various accomplishments was navigating complex technology-business relationships and the creation of a tech start-up incubator - Innovation Centre at Bayview Yards. In addition to his work for the City of Ottawa, Bashir has contributed to several boards including Oxfam Canada, a leading international development organization.

Mayor Durkan also announced the appointment of Bobby Humes to serve as the Interim Director of the Seattle Department of Human Resources (SDHR). Humes has served as the

Director of Human Resources at the Seattle Department of Parks and Recreation since May 2018 and is an experienced specialist in workforce development, labor relations, and diversity and inclusion practices. Humes is a proud veteran of the United States Army.

"I look forward to partnering with Bobby as we continue to create a workplace where our City employees not only feel safe and comfortable, but also thrive and embrace opportunities for advancement. I am confident that Bobby will help SDHR, and our entire City, build a workforce of the future that attracts and retains the best and brightest talent, and focuses on advancing racial equity and social justice in everything we do," said Mayor Durkan.

"I am humbled and excited to carry on the work of Sue McNab in this role while a permanent leader is identified," said Humes. "HR professionals across the City have a unique opportunity to increase the care, responsiveness, and humanity in which we carry out our duties in support of all City employees. I look forward to supporting the work and success of the Director of Investigations and Ombudsman once those roles are filled."

This week, Mayor Durkan will also submit a package to the Seattle City Council to formally reappoint Robert Nellams as the Director of Seattle Center.

"I am thrilled to reappoint Robert as the Director of Seattle Center. Robert and Seattle Center are synonymous. Over the next few years, we will see the rebirth of Seattle Center as an economic, arts, and cultural engine for decades to come," said Mayor Durkan. "Robert has been instrumental in the revitalization of the Seattle Center Arena and bringing the NHL to Seattle, and I am grateful for his continued partnership and dedicated work for our communities."

"I am honored and thrilled to continue my work at Seattle Center, the community's gathering and the region's arts, cultural and tourism center. The 74-acre campus is unique in this world, and it is primed to rise to a new level with the reimagining of the Arena and additional revitalization on the grounds," said Nellams. "I thank Mayor Durkan for her continued support and confidence, and I look forward to building a foundation for Seattle Center's next 50 years."

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