



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Vickie Rawlins</i>		
Board/Commission Name: <i>Seattle Ethics and Elections Commission</i>		Position Title: <i>Member</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>SEEC</i>		Term of Office: <i>1/1/2016 to 12/31/18</i>
Residential Neighborhood: <i>Columbia City</i>	Zip Code: <i>98118</i>	Contact Phone No.: <i>[REDACTED]</i>
Legislated Authority: <i>SMC 3.70.020.C</i>		
Background: <i>Vickie Rawlins is an attorney with nearly a decade of experience serving as an independent ethics and compliance officer in state and local government. She was the Port of Seattle's first Workplace Responsibility Officer, and developed and managed the port's first ethics and compliance program. She currently serves as Director for Legal Affairs & Compliance at T-Mobile USA. While in private practice at Perkins Coie, she advised on and litigated whistleblower claims for private- and public-sector clients.</i>		
Date of Appointment: <i>12/2/2015</i>	Authorizing Signature (original signature): <i>Wayne Barnett</i>	Appointing Signatory: <i>SEEC, by its Executive Director, Wayne Barnett</i>

VICKIE L. RAWLINS

PROFILE

An ethics and compliance professional with an extensive record of designing, implementing and leading public- and private-sector ethics and compliance programs. A seasoned attorney with expertise in federal, state and local campaign finance, government ethics and lobbying laws.

PROFESSIONAL EXPERIENCE

T-Mobile USA, Inc.

Bellevue, WA

Director, Legal Affairs & Compliance
present

2014 -

Serve as senior legal counsel to the Chief Compliance Officer and the Compliance & Ethics Program. Advise the General Counsel, senior leadership, program teams and business units on T-Mobile's legal, regulatory and industry compliance obligations. Lead team that is responsible for tracking and monitoring key compliance obligations and control activities. Develop and deliver quarterly compliance reports to the Board of Directors Audit Committee, senior leadership and other executive-level committees. Identify emerging compliance requirements and risk areas. Lead compliance reviews across departments and lines of business, and facilitate risk remediation efforts. Lead cross-functional teams in developing and implementing the Code of Business Conduct, whistleblower policy and other compliance policies. Develop and deliver compliance training.

Port of Seattle

Seattle,

WA

Workplace Responsibility Officer

2010 - 2014

Developed and managed the port's first ethics and compliance program following a critical state audit and fraud investigation. Established and implemented program mission, goals and strategy. Established metrics for evaluating program effectiveness and strength of ethical culture. Facilitated executive team training on high-integrity leadership skills and the incorporation of integrity/ethical conduct as a core leader and employee competency. Oversaw compliance risk assessment and facilitated cross-functional development and implementation of risk mitigation plan. Developed and implemented a communications plan to generate "top of mind" awareness of ethics and compliance expectations and risk areas. Responsible for addressing Code of Conduct and government ethics questions and conflict of interest disclosures. Developed and managed cross-functional investigative process for Code of Conduct and whistleblower complaints.

Perkins Coie LLP

Seattle, WA

Employment & Labor Practice Group/Political Law Practice Group

2005 - 2009

Counseled in-house attorneys and human resource managers on all aspects of employment and labor law, with an emphasis on discrimination, harassment, retaliation, and whistleblowing. Represented diverse public- and private-sector clients in mediation and arbitration proceedings and in all aspects of litigation. As a member of the firm's highly regarded Political Law Practice Group, counseled candidates, parties, political committees, trade associations and tax-exempt organizations on campaign finance, election administration, government ethics and lobbying matters.

VICKIE L. RAWLINS

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PROFESSIONAL EXPERIENCE (Cont'd)

Washington State Office of the Family & Children's Ombuds
Founding Director

Tukwila, WA
1996 - 2002

Appointed by two governors to sequential terms as director of this independent oversight agency for children, parents, foster parents and others involved in the state child welfare system. Reviewed and intervened in situations in which the office's multidisciplinary staff of attorneys and social workers determined that an agency's action or inaction was unauthorized or constituted an abuse of discretion. Developed a data base to track complaints and investigative findings to identify systemic patterns and trends that placed children at risk. Recommended legal, policy and practice improvements to the Governor, Attorney General, senior agency officials, and legislative leaders.

- Elected vice president of the U.S. Ombudsman Association (USOA) and served as liaison to the ABA in developing professional standards for the structure and operation of public-sector ombuds offices.

Governor's Executive Policy Office
Legal Counsel & Senior Policy Advisor

Olympia, WA
1993 - 1996

Advised the Governor and senior staff on human services policy and legislation. Managed the Governor's Human Resources executive policy team. Developed and managed the Governor's human resource-related legislative and policy initiatives, testified before the Legislature, managed stakeholders and represented the Governor in legislative negotiations.

EDUCATION

American University Washington College of Law, J.D. with Honors

Washington, DC
1991

- Associate Editor, *American University Law Review*
- Recipient, Casto-Southard Award in Constitutional Law

Princeton University, A.B. in Politics

Princeton, NJ
1983

- All-Ivy League Honors, Women's Varsity Basketball (1982, 1983)

PROFESSIONAL DEVELOPMENT

Bentley University, Center for Business Ethics

Waltham, MA
2011

- Managing Ethics in Organizations (co-hosted with Ethics & Compliance Officer Association)

Harvard University, John F. Kennedy School of Government

Cambridge, MA
1996

- Program for Senior Executives in State and Local Government

SELECTED ACTIVITIES

Center for Children & Youth Justice (Founding Board Member)
King County Bar Association (Former Member of the Fair Campaign Practices Committee)
Municipal League of King County (Former Board Member)
Northwest Ethics Network (Hosted by the Seattle University Business School Center for Ethics)

SEATTLE ETHICS AND ELECTIONS COMMISSION

7 members: Per SMC 3.70.020, all subject to City Council confirmation, 3-year terms:

- 3 City Council-appointed
- 3 Mayor-appointed
- 1 Commission-appointed

Roster:

*D	**G	Position No.	Position Title	Name	Term Start Date	Term End Date	Term #	Appointed By
1	F	1.	Member	Alexandra McKay	1/1/16	12/31/17	1	Mayor
7	F	2.	Member	Charlene Angeles	1/1/16	12/31/18	2	City Council
8	M	3.	Member	Hardeep Rekhi	1/1/16	12/31/18	1	Mayor
6	F	4.	Member	Vickie Rawlins	1/1/16	12/31/18	1	Commission
6	F	5.	Member	Eileen Norton	9/8/14	12/31/16	1	City Council
6	M	6.	Member	Brendan Donckers	9/8/14	12/31/16	1	Mayor
6	M	7.	Member	Bruce Carter	1/1/15	12/31/17	2	City Council

Diversity Chart:

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)			
	Men	Women	Vacant	Minority	Asian-American	Black/African American	Hispanic/Latino	American Indian/Alaska Native	***Other	Caucasian/Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	1			1					1		1	
Council	1	2								2	1		
Other		1								1			
Total	3	4			1					4	1	1	

Key:

- *D List the corresponding *Diversity Chart* number (1 through 9)
- **G List *gender*, M or F
- ***Other Includes diversity in any of the following: *race, gender and/or ability*