

City of Seattle




**Inspector
General for Public Safety**

**Confirmation Packet
April 30, 2018**

Lisa Judge



City of Seattle Department Head Notice of Appointment

Appointee Name: <i>Lisa Judge</i>		
City Department Name: <i>Office of the Inspector General for Public Safety</i>		Position Title: <i>Inspector General</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 checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Specify appointing authority</i>		Term of Office: 4/30/2018 to 12/31/2024
Legislated Authority: <i>SMC 3.29.110</i>		
Background: <p>Lisa Judge has a background in police reform, an understanding of police culture and policing, a commitment to procedural justice, and an articulated vision on how accountability and community coexist. Coming to Seattle from Tucson, Ms. Judge has over twenty years of experience as an attorney, most recently serving as the Senior In-House Counsel to the Tucson Police Department and their Chief of Police Chris Magnus. In this role, she has lead efforts to implement both a Critical Incident Review Board, and a Force Review Board, which include community review and transparency mechanisms. During the search process Ms. Judge displayed both subject matter expertise, management experience, and sound moral character.</p> <p>In addition to her professional experience, Ms. Judge serves as an ACLU approved trainer on Fourth Amendment and Anti-Bias training for the Maricopa County Sheriff's Department, is the past Chair of the Legal Officers' Section of the International Association of Chiefs of Police and has a long standing relationship with the Innocence Project.</p>		
Date Appointed: 3/27/2018	Authorizing Signature (original signature): 	Appointing Signatory: <i>M. Lorena Gonzalez</i>



SEATTLE CITY COUNCIL | POSITION 9

COUNCILMEMBER M. LORENA GONZÁLEZ

April 4, 2018

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

Re: Confirmation Packet for the Appointment of Lisa Judge as Inspector General of Public Safety

Dear Council President Harrell:

On behalf of the Office of Inspector General of Public Safety (OIG) Search Committee, I am pleased to submit to the Seattle City Council the following confirmation packet for the appointment of Lisa Judge as the inaugural appointee to the position of Inspector General (IG).

The materials in this packet include the following materials:

1. Resume, cover letter, and letter of intent from Lisa Judge;
2. Offer letter as accepted by candidate;
3. Oath of office; and,
4. Press Release announcing her appointment.

As the Chair of the Gender Equity, Safe Communities, New Americans & Education Committee, my office has led the Search Committee's national search designed to identify our first IG to lead the OIG. The police accountability ordinance that was adopted by the Council on May 22, 2017, provides that the purpose of the OIG will be as follows:

*“provide systemic oversight of the management, practices, and policies of SPD and OPA and oversee ongoing fidelity to organizational reforms implemented pursuant to the goals of the 2012 federal Consent Decree in *United States of America v. City of Seattle*, 12 Civ. 1282 (JLR)”*

The IG will play a critical role in our three-part, civilian-led accountability system. With this nomination, the City of Seattle takes another step towards implementing aspects of our police

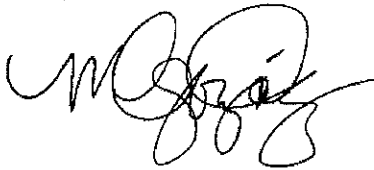
accountability ordinance that are critical to long-term and sustained police reform during the sustainment period and beyond.

After a 10 month, nationwide search, the OIG Search Committee identified Lisa Judge as the final nominee. As you can see from the attached materials, Ms. Judge has a background in police reform, an understanding of police culture and policing, a commitment to procedural justice, and an articulated vision on how accountability and community coexist. Coming to Seattle from Tucson, Ms. Judge has over twenty years of experience as an attorney, most recently serving as the Senior In-House Counsel to the Tucson Police Department and their Chief of Police Chris Magnus. In this role, she has lead efforts to implement both a Critical Incident Review Board and a Force Review Board, which include community review and transparency mechanisms. During her interviews with the OIG Search Committee, Ms. Judge displayed both subject matter expertise, management experience, and sound moral character. She also expressed a strong commitment and understanding of independence. The OIG Search Committee members believe that Ms. Judge is the ideal candidate to be our first IG.

I look forward to introducing you and the rest of our colleagues to Ms. Judge in advance of her confirmation hearing, which will occur in my GESCNA-Ed Committee, on April 25, 2018. It is my hope that her confirmation will be considered by the Full Council no later than April 30, 2018.

Should you have any questions or concerns, please do not hesitate to contact me or my legislative aide, Brianna Thomas (206-465-9838/Brianna.Thomas@seattle.gov).

Sincerely,



Councilmember M. Lorena González
Position 9, Citywide

cc: Monica Martinez-Simmons, Seattle City Clerk
Councilmember Debora Juarez (District 5), OIG Search Committee Member
Isaac Ruiz, CPC Co-Chair, OIG Search Committee Co-Chair
Enrique Gonzalez, CPC Co-Chair, OIG Search Committee Member
Assistant Chief Lesley Cordner, SPD, OIG Search Committee Member
Deputy Mayor Mike Fong, OIG Search Committee Member

Lisa Allison Judge



EDUCATION

University of Arizona, College of Law
Juris Doctor, 1994

University of Arizona
Bachelor of Arts, Anthropology, 1989

Continuing Legal Education: Participation in a wide variety of legal training opportunities intended to maintain current knowledge in relevant areas of the law, as well as ongoing attendance at various police and management seminars, focused primarily on the effective management of police and municipal services and resources.

PROFESSIONAL EXPERIENCE

I have 23 years of experience as an attorney practicing mostly in the realm of criminal law, with the last 21 years as counsel for the Tucson Police Department. Prior to that my focus was criminal defense and general municipal law.

PRINCIPAL ASSISTANT CITY ATTORNEY, Assigned as Police Legal Advisor, Tucson Police Department, August, 1996 - Present

Senior in-house counsel to large urban police department providing both legal and management advice to the Chief and senior commanders. Provide management level legal assistance to command personnel in use of force and force investigation, employment law, criminal law, contracts, labor-management issues, Fair Labor Standards Act, public relations, public records release; provide ongoing legal advice and guidance regarding handling of all high profile police related events, including internal investigations and other investigations of particular import, such as those involving alleged election law violations; represent the agency before various administrative and judicial entities; draft proposed statewide legislation and assisted in lobbying efforts regarding law enforcement related legislation; provide field level legal assistance to patrol commanders and line personnel on a 24/7 basis; assist outside litigators in handling all police professional liability litigation; draft and review agency policy.

SIGNIFICANT ACCOMPLISHMENTS AND EXPERIENCE:

- ACLU approved trainer for court ordered refresher training on Fourth Amendment law and Anti-bias for the Maricopa County Sheriff's Department.
- Past Chair of the Legal Officers' Section of the International Association of Chiefs of Police (IACP).

- Past president of the Legal Advisor's Association of Arizona.
- Published articles in The Police Chief magazine on the topics of Miranda rights and *Brady* issues, and other legal training topics.
- Regularly instruct/present at the IACP/LOS Annual Conference and Spring Training Program for police attorneys and police managers.
- Over twenty-one years of experience training police recruits and officers in many areas of law, including Constitutional law (with a focus on First, Fourth, Fifth and Sixth Amendment jurisprudence), criminal law, civil liability and handling persons affected by mental illness.
- Board member of the IACP National Law Policy Center, which promulgates model policies for law enforcement agencies.
- Member of the Arizona Peace Officer Standards and Training Subject Matter Expert group, which provides review and promulgation of training materials in the areas of criminal law and legal instruction.
- Have a longstanding working relationship with the Innocence Project on the issue of eyewitness identification reform, and have been involved in various reform efforts both at the Tucson Police Department and nationwide.

Admitted to practice: Arizona; U.S. District Court for the District of Arizona; Ninth Circuit Court of Appeals, U.S. Supreme Court

PROFESSIONAL ORGANIZATIONS AND ACTIVITIES

- Member, State Bar of Arizona
 - Past General Chair, Legal Officers Section, International Association of Chiefs of Police
 - Past President, Legal Advisors Association of Arizona
 - Board member, International Association of Chiefs of Police National Law Policy Center
 - Appointed member, Law and Legal Subject Matter Expert Committee, Arizona Peace Officer Standards and Training Board
 - Member, Arizona Association of Chiefs of Police
 - Past Board Member, Planned Parenthood
 - Past Board Member, Borderlands Theater
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References provided upon request.

November 8, 2017

Ralph Anderson & Associates

Re: City of Seattle Inspector General

I am submitting this letter and accompanying resume to express my interest in the position of Inspector General for the City of Seattle. Although I am not currently a resident of Seattle, members of my immediate family are longtime residents of Seattle and the surrounding area, so I have a keen interest in the success of the community. A trusting, cooperative relationship between community members and the law enforcement officers who serve them is an integral part.

Law enforcement agencies across the country struggle, as has the Seattle Police Department, with incredible change and evolution of policing practices, public skepticism, and internal conflict. As an attorney providing legal and policy advice, as well as training, to a large police department for over 21 years, I bring a somewhat unique perspective, and significant set of skills and experience to the position of Inspector General. I am fortunate to currently work with an agency committed to the principles of constitutional policing, and to innovation and reform, particularly with regard to use of force, bias, interaction with persons in crisis, and transparency of operation.

To highlight some of my relevant experience, I visited Seattle PD and consulted with SPD members in an effort to assist in crafting a comprehensive force review process for the Tucson Police Department. Using information and experience from Seattle and other police agencies, Tucson PD created and implemented both a Critical Incident Review Board and a Force Review Board, which include community participation and transparent processes designed to inform and involve the public in reviewing uses of force by Tucson police officers. I have also assisted my department with innovation regarding interactions with persons who are mentally ill or in crisis, to include extensive training, as well as creation of a specially trained, plainclothes unit of officers who focus on obtaining outcomes involving treatment rather than incarceration. More generally, I work closely, on a daily basis, with the City of Tucson Risk Manager, the Tucson PD Office of Professional Standards, and the Audit and Best Practices unit, providing legal advice and opinions.

I would appreciate the opportunity to provide any additional information that would assist in determining my qualifications, and more importantly, to discuss my ideas for fostering a successful community/law enforcement partnership in the City of Seattle.

Best regards,

Lisa Allison Judge, Esq.



SEATTLE CITY COUNCIL | POSITION 9

COUNCILMEMBER M. LORENA GONZÁLEZ

VIA ELECTRONIC MAIL ONLY

March 27, 2018

Ms. Lisa Judge
[REDACTED]

Dear Ms. Judge:

I am pleased to extend an offer of employment to you for the position of Inspector General for Public Safety, effective April 30, 2018, contingent upon a successful background check and confirmation by a majority vote of all members of the Seattle City Council.

The following conditions apply to your appointment as Inspector General:

TERMS OF APPOINTMENT: Your initial appointment shall be for an interim period through the remainder of this calendar year, and the first year of the six-year term will commence on January 1, 2019; the six-year term will expire on December 31, 2024.

The Inspector General is classified as an Executive 3 in the City's Accountability Pay for Executives (APEX) Program and is exempt from the City's Civil Service System. As an exempt employee, you are employed at will and serve at the discretion of the City Council.

SALARY: Your annual salary will be \$174,675 (\$83.6570 per hour based on 2088 hours). This position is not covered by the provisions of the Fair Labor Standards Act (FLSA), which means that you do not receive overtime compensation. However, as a salaried employee, you are not required to use accrued vacation leave or sick leave for occasional absences of four hours or less during any work day.

SIX MONTH REVIEW: Measurable outcomes and accountability for deliverables are integral to success as an Executive within the City of Seattle. Your performance and progress will be reviewed at six months after hire to ensure you are on target with meeting goals, and to discuss and share feedback, and evaluate challenges and successes.

EMPLOYMENT BENEFITS: The City of Seattle offers a comprehensive benefits package including medical, dental, vision, life, and long-term disability insurance for employees and their dependents. As a new hire, your coverage will begin on May 1, 2018, or on June 1, 2018 if your start date is during the month of May. You must enroll within 30 days of your date of hire. An Employee Benefits Guide is available online at <http://www.seattle.gov/personnel/benefits/home.asp>.

An equal opportunity employer
600 Fourth Avenue, Floor 2 | PO Box 34025, Seattle | Washington 98124-4025
Phone (206) 684-8802 Fax (206) 684-8587 TTY 711
Email lorena.gonzalez@seattle.gov

VACATION, HOLIDAYS AND SICK LEAVE: As a department head, you will receive 30 days of vacation each calendar year during which you serve. Unused vacation does not carry over from one year to the next. Additionally, City employees accrue sick leave based on the number of regular hours worked. Full-time employees earn 96 hours of sick leave per year. You may carry over your unused sick leave; there is no maximum accumulation. You are eligible to use available sick leave hours after 30 days of employment.

RETIREMENT: Participation in the City's Retirement Program is optional for exempt employees. As a participant, you will contribute a percentage of your salary towards your retirement. Contributions and earnings are tax deferred. The City pays a percentage of your salary towards your retirement, and you become vested (eligible for a monthly benefit at retirement age) at five years of service. If you leave City employment before retirement and withdraw your contribution, you will not be entitled to any of the City's contributions.

Congratulations on your appointment to Inspector General and welcome to the City of Seattle. If you have any questions about your employment with the City, please contact Karen Jackson, Director of HR and Finance, Legislative Department, at 206-684-5428.

Sincerely,



Councilmember M. Lorena González

Position 9, Citywide

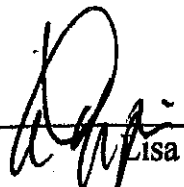
Chair, Gender Equity, Safe Communities, New Americans & Education Committee

cc: Karen Jackson, Legislative Department Human Resources
Brianna Thomas, Legislative Aide, Office of Councilmember González

Acceptance of Offer:

Please indicate your acceptance of this offer by signing and dating below, and returning the document to karen.jacksonLEG@seattle.gov. Please also keep a copy for your files.

Signature: _____



Lisa Judge

Date: _____

3/27/18

An equal opportunity employer
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Phone (206) 684-8802 Fax (206) 684-8587 TTY 711
Email lorena.gonzalez@seattle.gov



CITY OF SEATTLE ▪ STATE OF WASHINGTON

OATH OF OFFICE

State of Washington

County of King

I, Lisa Allison Judge, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Inspector General of the City of Seattle; 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 Inspector General.

Lisa Allison Judge

Subscribed and sworn to before me
this _____ day of _____, 2018.

[Seal]

Monica Martinez Simmons, City Clerk



SEATTLE CITY COUNCIL

April 04, 2018

Lisa Judge
[REDACTED]

Dear Lisa,

It gives me great pleasure to appoint you to the position of Inspector General for Public Safety (Executive 3), effective April 30, 2018, at an annual salary of \$174,675.

Your appointment as Inspector General is subject to City Council confirmation; therefore, you will need to attend a Public Hearing before the Gender Equity, Safe Communities, New Americans and Education Committee on April 25th, followed by final confirmation by the Full Council on April 30. Once confirmed by the City Council, you serve at the pleasure of the City Council for an interim period through December 31, 2018, plus a six-year term through December 31, 2024.

Your contingent offer letter provides the information related to the terms of your employment, benefits, vacation, holidays, and sick leave. If you have questions about your employment with the City of Seattle, please contact Karen Jackson, Director of HR and Finance, Legislative Department, at 206-684-5428.

My colleagues and I look forward to working with you in this new role for the City and we wish you success. We have much work ahead of us, and I am confident that the Office of Inspector General for Public Safety will thrive beyond expectations under your leadership.

Sincerely,

A handwritten signature in cursive script that reads "Bruce A. Harrell".

Bruce A. Harrell, President
Seattle City Council

cc: Seattle City Councilmembers



City of Seattle
Seattle City Council

NEWS RELEASE

Councilmember Lorena González

Contact:

Dana Robinson Slote, Council Communications, 206-615-0061

FOR IMMEDIATE RELEASE

April 4, 2018

Councilmember González, Search Committee Nominate Seattle's First Inspector General for Public Safety

SEATTLE - Councilmember M. Lorena González (Position 9, Citywide), along with members of the Office of Inspector General Search Committee, announced the nomination of Lisa A. Judge to be the City of Seattle's first Inspector General for Public Safety (IG). The Office of the Inspector General for Public Safety (OIG) was created by the full Council in May of 2017 as part of the city's reformed civilian, police accountability framework. The IG is subject to the City Council's appointment and confirmation.

The IG's primary purpose is to provide systemic oversight of the management, practices, and policies of the Seattle Police Department and the Office of Police Accountability and oversee ongoing fidelity to organizational reforms implemented pursuant to the goals of the 2012 federal Consent Decree in *United States of America v. City of Seattle*, 12 Civ. 1282 (JLR).

Ms. Judge is a civilian and will join the City of Seattle following two decades of work as the Legal Advisor to the Tucson Police Department (TPD). Her work there put her on the forefront of many issues that communities in Seattle face today, including innovations in interactions with people suffering with mental illness or in crisis. Ms. Judge also oversaw officers prioritizing treatment over incarceration. The TPD has both a Critical Incident Review Board and Force Review Board that include and are centered around transparency and community participation.

In accepting this position, Ms. Judge said, “This is a very exciting time for law enforcement reform, and this endeavor provides an important opportunity to do work of real value in furtherance of that reform. I am eager to work for the community of Seattle, and I look forward to a fruitful partnership with the Community Police Commission, the Office of Police Accountability, and the Seattle Police Department that is equal parts respect, trust, and healthy skepticism.”

“As the City of Seattle enters into a two-year sustainment period, the hiring of the first Inspector General and establishment of the Office of the Inspector General represents a major milestone in advancing the City’s commitment to ongoing police reform,” said Councilmember González. “After a 10 month, nationwide search, the OIG Search Committee identified Lisa Judge as our final nominee. Ms. Judge has a background in police reform, an understanding of police culture and policing, a commitment to procedural justice, and an articulated vision on how accountability and community coexist.”

Isaac Ruiz, co-chair of the Search Committee and a co-chair of the Community Police Commission, stated, “Lisa rose to the top of a strong and diverse group of candidates. During the search process, we were impressed by Lisa’s appreciation of the essential role of community in police oversight and reform. She has a proven record of working collaboratively with stakeholders to address important, but difficult and often divisive issues.”

Councilmember Debora Juarez (District 5, North Seattle) noted that, “The IG is a critical part of our system. The person in this position must understand SPD policies and have independent leadership to ensure compliance and elevate performance expectations. Her experience working both within police departments and with organizations like the ACLU and the Innocence Project show that she will be able to utilize best practices to emphasize systemic compliance with current policies and make recommendations to improve our accountability system over time.”

The Search Committee was representative of various stakeholder interests, including the Seattle Police Department. Assistant Chief Lesley Cordner said, “I am grateful for having had the opportunity to serve on the OIG Selection Committee. It was a thorough and robust process and I believe that the City has found the ideal Inspector General for Seattle. I am confident that Ms. Judge will work collaboratively with all parties, while remaining independent, fair and balanced, and respectful of both the Seattle community and of the police community.”

Lisa Judge is Latina and identifies as a member of the LGBTQ community. She will appear on April 25th before Councilmember González's Gender Equity, Safe Communities, New Americans and Education committee to begin her confirmation process at 9:30 a.m. in Council Chambers. A public hearing notice complete with her resume was published today for those seeking further background information on the candidate.

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Seattle City Council meetings are cablecast and Webcast live on Seattle Channel 21 and on the City Council's website. Copies of legislation, Council meeting calendar, and archives of news releases can be found on the City Council website. Follow the Council on Twitter and on Facebook.



SEATTLE CITY COUNCIL | POSITION 9

COUNCILMEMBER M. LORENA GONZÁLEZ

VIA ELECTRONIC MAIL ONLY

April 25, 2018

Ms. Lisa Judge
[REDACTED]

Dear Lisa,

Based on our previous conversations, you are eligible for reimbursement of relocation and moving expenses pending confirmation to the position of Inspector General for Public Safety, which is scheduled before the full City Council on April 30, 2018. This is in accordance with Sections 4.14.140 and 150 of the Seattle Municipal Code (SMC). During 2018, the maximum allowance for expenses paid by the City is \$22,144. I am happy to advise that you have been approved coverage of your relocation expenses up to the maximum allowed.

Moving expenses include transportation, lodging and the cost of relocating family and household goods from point of departure to arrival in Seattle, as well as transportation and lodging for a maximum of five (5) days while in the process of securing housing prior to such relocation. All other charges shall be at your expense. Please retain copies of receipts, itineraries and/or invoices in order to receive reimbursement.

You are authorized payment of the lowest of three bids from moving companies. However, if you decide that you would like to use a more expensive moving company, you would pay the difference between that cost and the lowest bid. Please submit a copy of the three bids and the estimate of the moving company you decide to use to Maria Rosas, Finance Staff Assistant, Legislative Department. I would recommend that you contact Ms. Rosas, at 206.684.8144, for specific details on the timing and submission of your paperwork.

Pursuant to SMC 4.14.140, you are required to reimburse the City of Seattle for moving expenses paid on your behalf if you should choose to vacate the position of Inspector General within 12 months of your initial appointment. If you should move from one City Department to another within 12 months of your initial appointment, then the City department that makes the subsequent job offer may instead make the reimbursement payment to the City department that paid the moving expenses.

Lisa Judge
April 25, 2018
Page 2

Attached is an Agreement for Reimbursement of Moving Expenses (2018) that includes the terms described above. If you agree with these terms, please sign and return the Agreement to Ms. Rosas (Maria.Rosas@seattle.gov) at your earliest convenience.

We understand there are myriad details involved in making a cross-country job change and we want you to know there is support here to address any questions you may have as you make the transition to Seattle. Please feel free to continue to reach out to Brianna Thomas, Karen Jackson and Maria Rosas as needed.

Sincerely,

Councilmember M. Lorena González
Position 9, Citywide
Chair, Gender Equity, Safe Communities, New Americans
And Education Committee

Attachment

cc: Brianna Thomas, Legislative Aide, Office of Councilmember González
Karen Jackson, Director, Human Resources/Finance, Legislative Department



**Seattle Department of
Human Resources**

Jenny A. Durkan, Mayor
Sue McNab, Acting Director

CONFIDENTIAL MEMORANDUM

Date: April 30, 2018

To: Brianna Thomas
Office of Councilmember M. Lorena González, Position 9 (Citywide)

From: Annie Nguyen
Seattle Department of Human Resources

Subject: **Confidential Background Report Results
Lisa Judge
Inspector General for Public Safety**

The HR Department has received the evaluation of the candidate's background check conducted by the King County Sheriff's Office, as required by SMC 3.29.15. There are no areas of concern. The candidate is eligible to start work.