

City of Seattle



Director Human Services Department

**Confirmation Packet
December 21, 2018**

Jason Johnson



City of Seattle

Mayor Jenny A. Durkan

December 21, 2018

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 Jason Johnson as Director of the Human Services Department (HSD).

The materials in this packet are divided into two sections:

A. Jason Johnson

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

B. Background Check

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

Jason Johnson has been serving as Interim Director of the City's Human Services Department since May 2018 and has been with the department for more than five years.

In his role as Interim Director, Jason has helped oversee the largest emergency shelter and bridge housing expansion for people experiencing homelessness in the City's history. HSD, under Jason's leadership, has coordinated with King County and community stakeholders to lay a path towards regional governance to improve the effectiveness of our response to the homelessness crisis. In 2018 we have seen a significant improvement in the City's homelessness crisis response, with HSD programs helping 30 percent more households exit homelessness to permanent housing than in the same time-frame in 2017.

Additionally, under his leadership, the department has served more than 11,000 adults with home health needs and provided for more than 900,000 meals for people of all ages.

Prior to this appointment, Johnson was Deputy Director for Services and Strategy for HSD, responsible for ensuring services are in place for those that need them, and driving to make funding and contracting decisions based on data and results. Previously, Johnson managed housing and human services at the City of Kent and has a long tenure in the non-profit sector managing housing programs for seniors,

families, and people living with terminal illness or permanent disabilities. Jason is a licensed social worker (University of Wisconsin, Madison) and originally from Boulder, Colorado.

Jason is the right leader for HSD at this time and I urge you to confirm him. 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

December 18, 2018

Jason Johnson
Seattle, WA
Transmitted via e-mail

Dear Jason,

It gives me great pleasure to appoint you to the position of Director of the Human Services Department at an annual salary of \$170,000.78.

Your appointment 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.

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 Director and wish you success. We have much work ahead of us, and I am confident that the Human Services Department 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>Jason Johnson</i> | | |
| City Department Name: <i>Human Services Department</i> | | Position Title: <i>Director</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 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 3.20.020</i> | | |
| Background: <p>Jason Johnson has been serving as Interim Director of the City's Human Services Department since May 2018 and has been with the department for more than five years.</p> <p>In his role as Interim Director, Jason has helped oversee the largest emergency shelter and bridge housing expansion for people experiencing homelessness in the City's history. HSD, under Jason's leadership, has coordinated with King County and community stakeholders to lay a path towards regional governance to improve the effectiveness of our response to the homelessness crisis. In 2018 we have seen a significant improvement in the City's homelessness crisis response, with HSD programs helping 30 percent more households exit homelessness to permanent housing than in the same time-frame in 2017.</p> <p>Additionally, under his leadership, the department has served more than 11,000 adults with home health needs and provided for more than 900,000 meals for people of all ages.</p> <p>Prior to this appointment, Johnson was Deputy Director for Services and Strategy for HSD, responsible for ensuring services are in place for those that need them, and driving to make funding and contracting decisions based on data and results. Previously, Johnson managed housing and human services at the City of Kent and has a long tenure in the non-profit sector managing housing programs for seniors, families, and people living with terminal illness or permanent disabilities. Jason is a licensed social worker (University of Wisconsin, Madison) and originally from Boulder, Colorado.</p> | | |
| Date of Appointment: <i>12/21/2018</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, Jason Johnson, 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 Human Services Department; 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 Human Services Department*.

Jason Johnson

Subscribed and sworn to before me

this ____ day of _____, 2019.

[Seal]

Monica Martinez Simmons, City Clerk

Jason Johnson

Interim Director – Human Services Department, City of Seattle

Professional Profile

- High performing executive with extensive knowledge of the operation of a large-scale and complex human services organization including structure, functions, procedures and applicable regulatory requirements of the department.
- Skilled strategist and systems thinker who develops plans with workable solutions and benchmarks performance against key targets/goals.
- Results-based servant leader committed to social change, community wellbeing, and racial equity.

Areas of Expertise

- | | |
|---|--|
| ▪ Strategic planning and leadership | ▪ Grant/proposal writing |
| ▪ Develop and implement policies and programs | ▪ Government, private sector and community-based group relations |
| ▪ Multi-unit management | ▪ Data driven results |
| ▪ Organizational design and development | ▪ Problem solving |
| ▪ Continuous improvement of operational processes/standards | ▪ Decision making |
| ▪ Multi-million dollar budget management | ▪ Enhance racial and social equity |
| | ▪ Change management |

Professional Experience

Director (Interim), Human Services Department, City of Seattle, Seattle, WA 2018 – Present

- Provide program and operational leadership and oversight to a full-range human service department within municipal government
- Oversee roughly \$200 million-dollar operations and programs budget and grant investment portfolio to over 180 community agencies.
- Directly supervise six executive staff. Oversight of 382 FTE across the department.
- Develop and recommend legislation, working in partnership with external stakeholders, the Mayor's Office, City Council and other departments to meet Mayoral and Council priorities that have a direct impact on Seattle's constituency.
- Direct strategy on departmental organizational structure, budget, funding processes, contracting, monitoring and evaluation of investments, and other essential operations to meet department goals and objectives.
- Oversee departmental projects encompassing comprehensive information technology enhancements which support improved data-driven operational activities, efficiency, and enhanced customer service delivery.
- Partner with governmental officials at the municipal, county, state and federal levels and executives of business, private agencies and community leaders.
- Public speaking and facilitation of groups at local, state, and national convenings.

Deputy Director, Human Services Department, City of Seattle, Seattle, WA

2015 – 2018

- Provide program and operational strategy and oversight to three primary divisions: Youth and Family Empowerment, Housing Strategy and Investments, Aging and Disability Services, and two program units focused on Domestic Violence and Sexual Assault, and Public Health.
- Oversee an \$110 million-dollar programs budget and grant investment portfolio to over 200 community agencies.
- Directly supervise three Division Directors and three Senior Leadership positions and indirectly approximately 260 staff.
- Determine direction and strategy on division organizational structure, budget, funding processes, contracting, monitoring and evaluation of investments, and other essential operations to meet department goals and objectives.
- Develop and maintain effective working relationships with broad spectrum of key officials to effectively gain necessary executive and legislative support to manage decisions on program priorities and goals.
- Oversee departmental projects encompassing comprehensive information technology enhancements which support improved data-driven operational activities, efficiency, and enhanced customer service delivery.
- Consult with governmental officials at the municipal, county, state and federal levels and executives of business, private agencies and community leaders.
- Public speaking and facilitation of groups at local, state, and national convenings.

Division Director, Human Services Department, City of Seattle, Seattle, WA

2013 – 2015

- Provided leadership in developing and implementing plans for division operations as well as cross division integration.
- Provided leadership on continuous quality improvement efforts, using both quantitative and qualitative data, and culturally relevant analysis to improve quality of service delivery, trend identification and analysis, program planning, and course correction.
- Oversaw day-to-day operations of a division totaling 38 staff and a management team of 5. Daily operations also includes budgetary, fiscal and contracting decisions.
- Directed and supported staff responsible for development, oversight and evaluation of more than 200 contracts, consultant agreements, and interagency agreements from local, State and Federal sources. These contracts and agreements totaled more than \$50 million annually.
- Ensured adequate internal fiscal controls and compliance with city and department expectations for service delivery and fiscal operations.
- Managed and enhanced workforce development, team building, and relationship management.
- Modeled a commitment to strengthen and equip the division to work effectively to eliminate racial disparities.
- Fostered regional partnerships to ensure broad engagement across the region (Committee to End Homelessness/Continuum of Care, Seattle Human Services Coalition, Seattle/King County Coalition on Homelessness, etc.).

Planner, Housing and Human Services Department, City of Kent, Kent, WA

2004 – 2013

- Served as Lead Planner on short and long-range housing and human services related projects; including research, analysis and development of projects and preparation of reports.
- Developed recommendations for city policies and programs relating to affordable housing and a broad array of human services.

- Administered the city's Human Services General Fund Program, including policy and program development, funding recommendations, grant application analysis, contract development and monitoring, inter-jurisdictional coordination and technical assistance to agencies and support to home repair programs.
- Oversaw of all public defense and conflict counsel contracts and services at Kent Municipal Court.
- Developed, coordinated, reviewed and analyzed applications for public funding.
- Provided contract administration and oversight.
- Coordinated programs and activities with local and regional human service providers; served on regional committees related to housing and human services issues, funding and policy development.
- Provided domestic violence advocacy to victims and victim defendants involved with the Kent Municipal Court. Coordinated domestic violence services and activities with Kent Legal Department and community-based service providers.
- Regional lead planner on homelessness and suburban poverty.

Additional Experience

- | | |
|--|-------------|
| ▪ Housing Manager , Lifelong AIDS Alliance, Seattle, WA | 2003 – 2004 |
| ▪ Programs Manager , Solid Ground, Seattle, WA | 1999 – 2003 |
| ▪ Home Care Supervisor , Solid Ground, Seattle, WA | 1997 – 1999 |
| ▪ Supported Living Coordinator , Dreamweavers Inc., Madison, WI | 1995 – 1997 |

Education

- Bachelor's Degree in Psychology, University of Colorado at Boulder
- LICSW, State of Wisconsin

Civic Engagement

- Leadership Tomorrow – Recruitment and Selection Committee, 2015 – Present
- All Home King County Coordinating Board, 2018 - Present
- All Home King County, Funders Alignment Group – Co-chair, 2013 - 2018
- United Way of King County, Impact Council – Funding Chair, 2008 – 2013
- Seattle/King County Coalition on Homelessness - Board of Directors, 2011 – 2016
- South King Council of Human Services, Kathy Keolker Award recipient, 2012
- Men's Network Against Domestic Violence, Board of Directors, 2006 – 2011



NEWS RELEASE FROM THE OFFICE OF THE MAYOR

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

Mayor Jenny Durkan Nominates Human Services Department Interim Director Jason Johnson and Office for Civil Rights Interim Director Mariko Lockhart to Serve as Permanent Directors

SEATTLE (December 19, 2018) – Mayor Jenny A. Durkan announced today she is nominating Human Services Department Interim Director Jason Johnson and Seattle Office for Civil Rights Interim Director Mariko Lockhart to permanent positions, pending confirmation by the City Council.

“Jason is a collaborative and experienced leader who has overseen the Human Services Department team as they have served Seattle’s children, seniors, people with disabilities, and families through the City’s many programs,” said Mayor Durkan. “Working together, we have made our homelessness response more effective and accountable, and as we continue down the path towards a regional structure and approach to the homelessness crisis, Jason’s continued leadership and support will be essential. I look forward to having Jason as the permanent director of the Human Services Department.”

“For her entire career, Mariko has proven time and again that she is committed to advancing equity across education, affordability and the criminal justice system,” said Mayor Durkan. “On my first day in office, I [affirmed our City’s commitment to the Race and Social Justice Initiative](#), and to advancing equity through all of our work at the City. With Mariko at the helm of OCR, I am confident that the City of Seattle will continue to center the voices of our most vulnerable residents, and expand opportunity for our marginalized communities.”

“I want to thank Mayor Durkan for her continued support of the department and the opportunity to lead HSD on a permanent basis,” said Johnson. “In the last seven months, we’ve accomplished a lot – but I know we can do even more in the future to make Seattle a healthier, more vibrant, and more inclusive place. I came to HSD because some of the greatest minds and hearts work here to help people in need and address racial and social inequities. I am proud to partner with them, the community, and my colleagues across the City to that same end.”

Johnson began serving as Interim Director on May 2, 2018. In his role as Interim Director, Johnson helped oversee [the largest emergency shelter and bridge housing expansion](#) for people

experiencing homelessness in the City's history; coordinated with King County and community stakeholders to help lay a path towards a regional structure and approach to tackling the homelessness crisis; and oversaw a significant improvement in the City's homelessness crisis response, with HSD programs helping 30 percent more households exit homelessness to permanent housing than in the same time frame in 2017. Johnson, a licensed social worker, has managed housing and human services at the City of Kent, Washington, and has a long tenure in the nonprofit sector managing housing programs for seniors, families, and people living with terminal illness or permanent disabilities.

"I am grateful to Mayor Durkan for her commitment to the Race and Social Justice Initiative and her support of the Office for Civil Rights' critical work. Over the past year, our team at OCR has taken important steps to advance equity in Seattle, and I'm proud to continue this work as the permanent director," said Lockhart. "Working with the Mayor, City departments, and our communities, I am confident that OCR will continue to lead the City in making lasting and comprehensive advances in racial equity and social justice that prioritize those who have been historically impacted by exclusionary government practices."

Effective January 2018, Lockhart began leading the Office for Civil Rights. Under her leadership, the department has made critical contributions to the Mayor's work to [reform the City's policies on harassment, discrimination, and other forms of misconduct](#), including participating in the Anti-Harassment Interdepartmental Team with the Seattle Department of Human Resources; has developed and held the 2018 RSJI Summit; and helped create the [Domestic Worker Bill of Rights](#), among other significant achievements. She previously led the 100,000 Opportunities Initiative – Demonstration Cities for the Aspen Forum on Community Solutions working to connect young people with private sector employment, and served as the Director of the City of Seattle's Youth Violence Prevention Initiative.

In November 2017, the City Council passed [Ordinance 125470](#), which requires the Mayor to solicit advice from Office for Civil Rights staff, the Seattle Women's Commission, the Seattle Human Rights Commission, the Seattle LGBTQ Commission, and the Seattle Commission for People with disAbilities on an appointment of a director for the Office for Civil Rights. The Mayor's Office had conversations with these stakeholders, as well as additional stakeholders from community organizations that work closely with OCR, before nominating Lockhart as OCR's permanent director.

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SECTION

B



City of Seattle

Seattle Department of Human Resources

Susan McNab, Acting Director

December 28, 2018

TO: Adam Schaefer, City Budget Office

FROM: Sue McNab, Acting Director

SUBJECT: Background check for Jason Johnson

The Seattle Department of Human Resources has received a copy of Mr. Johnson'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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