

City of Seattle



**Executive Director
Seattle Community Police
Commission**

**Confirmation Packet
April 2, 2025**

Eci Ameh

April 2, 2025

The Honorable Robert Kettle
Chair, Public Safety Committee
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Councilmember Kettle:

It is my pleasure to transmit to the City Council, on behalf of the Seattle Community Police Commission (CPC), the following confirmation packet for the CPC's nomination of Eci Ameh to serve as the Executive Director of the Seattle Community Police Commission. The materials in this packet are divided into two sections:

A. Eci Ameh

This section contains Ms Ameh's appointment, oath of office form, and resume.

B. Background Check

This section contains the report on Ms Ameh's background check.

The co-chairs' and commissioners' work with Ms. Ameh has confirmed that she is well qualified to serve as the Executive Director. After reviewing the merit-based criteria set forth in Section 3.29.320 of the 2017 Police Accountability Ordinance it is clear that she meets all required qualifications and characteristics of the Executive Director. The Commission voted unanimously to appoint Ms Ameh our Executive Director at our public meeting held on March 5, 2025.

Eci Ameh was selected as the CPC Deputy Director through a competitive recruitment process in the summer of 2024 in which she was clearly the most talented and qualified candidate. Ms Ameh has served as the Acting Executive Director of the Community Policy Commission (CPC) since September 2024, and the Interim Executive Director since January 2025. Ms Ameh holds a Juris Doctor from the University of San Francisco School of Law, and a bachelor's degree in Crime Control and Justice from the University of Washington. She has demonstrated a commitment to advancing pro-equity and anti-racist strategies throughout her career in public service within government structures. Her legal background includes public defense and teaching college-level courses on the criminal and juvenile justice system. She is an experienced people leader and has provided executive leadership at the city, county and state level.

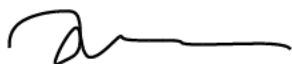
Ms. Ameh possesses extensive experience in advancing police accountability, as well as expertise in policy and legislative analysis. She is experienced in working in politically sensitive environments, advancing police accountability while centering equity and justice. Ms. Ameh's experience in criminal justice reform and police accountability reflects a commitment to centering community voices with a particular focus on those communities furthest from justice.

Since joining the CPC, Ms. Ameh has supported the CPC and guided the team through a time of transition. Over the past six months she has re-established purpose within CPC staff through thoughtful engagement and recruitment of new team members and commissioners. Ms. Ameh has rebuilt and strengthened relationships with communities as well as partners throughout the city. Additionally, through her leadership she has increased the efficiency and influence of the CPC, demonstrated by her work in integrating the CPC's feedback in the Council's recent legislation regarding the Seattle Police Department's crowd management policies.

If you have any questions about the attached materials or need additional information, please contact Pam Inch, Senior Executive Recruiter with the Seattle Human Resources Department, who will work with us to expediate your request.

We appreciate your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read 'Joel Merkel', is positioned above a horizontal blue line.

Joel Merkel (Apr 3, 2025 16:09 PDT)

Joel Merkel

Co-Chair

Community Police Commission

SECTION

A

March 6, 2025

Dear Eci,

On behalf of the Seattle Community Police Commission (CPC), I am pleased to confirm your appointment as the **Executive Director, Seattle Community Police Commission**, effective **Wednesday, March 5, 2025**. Your appointment is contingent upon a criminal background review and confirmation by the Seattle City Council. Once confirmed you will serve an initial six-year term.

The following conditions apply to your appointment:

TERMS OF ASSIGNMENT: The **Executive Director** position is classified as an Executive 3 in the City payroll system and is exempt from the Civil Service System. As an exempt employee, you are at will and serve at the discretion of the Community Police Commission. Your work will be supervised by the CPC Co-Chairs.

SALARY: Your salary will be \$229,826.16 (\$110.07/hour based on 2088 hours). You will be paid on a bi-weekly basis. Pay days occur every other Friday. Your first pay date reflective of your new position will be **Friday, March 21, 2025**. Your position is exempt from the provisions of the Fair Labor Standards Act, 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 workday.

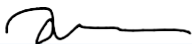
This position is not eligible for Executive Leave. Your existing Executive Leave balance does not carry over to this position.

EMPLOYMENT BENEFITS: As a reminder, the City of Seattle offers a comprehensive benefits package for you and your eligible dependents. Your City benefits will remain largely unchanged. However, as a department head, you will now receive 30 days of vacation each calendar year during which you serve. These 30 days will be available to you on your first day in this new position. These days do not carry over into succeeding years. Your existing vacation leave balance will be cashed out and will not carry over to this position.

Your sick leave accrual will remain the same and your sick leave balance will be transferred to your new position. You are eligible to use your sick leave immediately.

Eci, congratulations on your appointment as the **Executive Director, Seattle Community Police Commission**! If you have questions about your employment with the City, please contact Trina DeBiase, Sr. HR Business Partner, at 206-775-5154.

Sincerely,




Joel Merkel (Mar 6, 2025 14:10 PST)

Joel Merkel
CPC Co-Chair

cc: Personnel File
Pam Inch, Senior Executive Recruiter

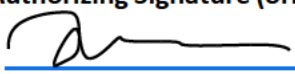
Acceptance of Offer:

Please indicate your acceptance of this out of class assignment offer by signing and dating below. The system will generate a copy for your files.

Signature:  _____ Date: 03/06/2025
Eci Ameh



City of Seattle Boards & Commissions Notice of Appointment

| | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Appointee Name: Eci Ameh | | |
| Board/Commission Name: Seattle Community Police Commission | | Position Title: Executive Director |
| <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: Seattle Community Police Commission | Date Appointed: 3/5/2025 | Term of Position: * City Council Confirmation to Six years from the date of Council Confirmation <input type="checkbox"/> <i>Serving remaining term of a vacant position</i> |
| Legislated Authority: Ordinance 125315 Section 35 (Uncodified SMC 3.29.320) | | |
| Background: <p>Eci Ameh has served as the Acting Executive Director of the Community Policy Commission (CPC) since September 2024, and the Interim Executive Director since January 2025, after serving as the commission's Deputy Director. She holds a Juris Doctor from the University of San Francisco School of Law, a bachelor's degree in Crime Control and Justice from the University of Washington and has demonstrated a commitment to advancing pro-equity and anti-racist strategies throughout her career in public service within government structures. Her legal background includes public defense and teaching college-level courses on the criminal and juvenile justice system. She is an experienced people leader and has provided executive leadership at the city, county and state level.</p> <p>Ms. Ameh possesses extensive experience in advancing police accountability, as well as expertise in policy and legislative analysis. She is experienced in working in politically sensitive environments, advancing police accountability while centering equity and justice. Ms. Ameh's experience in criminal justice reform and police accountability reflects a commitment to centering community voices with a particular focus on those communities furthest from justice.</p> <p>The co-chairs' and commissioners' work with Ms. Ameh has confirmed that she is well qualified to serve as the Executive Director. After reviewing the merit-based criteria set forth in Section 3.29.320 of the 2017 Police Accountability Ordinance it is clear that she meets all required qualifications and characteristics of the Executive Director. The Commission voted unanimously to appoint Ms Ameh the Seattel Community Police Commission Executive Director.</p> | | |
| Authorizing Signature (original signature):  Joel Merkel (Apr 3, 2025 16:09 PDT) | | On Behalf of the Appointing Authority: Joel Merkel, Co-Chair Seattle Community Police Commission |



CITY OF SEATTLE • STATE OF WASHINGTON

OATH OF OFFICE

State of Washington

County of King

I, Eci Ameh, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Executive Director Seattle Community Police Commission; 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 Executive Director Community Police Commission.

Eci Ameh

Subscribed and sworn to before me

(Seal)

this _____ day of _____, 2025

Scheereen Dedman, City Clerk

ECI AMEH

PROFESSIONAL LICENSE

Washington State Bar Association No. 44504

EDUCATION

University of San Francisco School of Law
Juris Doctor
Chancellor's Scholar
Intensive Advocacy Program

University of Washington
Bachelor of Arts
Major: Law, Societies, and Justice
Focus: Crime Control and Justice

PROFESSIONAL EXPERIENCE

Office of the Community Police Commission, Seattle, WA 8/2024 – Present

Acting/Interim Executive Director (9/2024 – Present)

Deputy Director (8/2024 – 9/2024)

Direct the functions of the Office of the CPC to advance the mission of the Office and Commission. Provide strategic leadership, direction, and support across CPC functions, including policy, community engagement, and communications. Hire, supervise, manage, and evaluate employee performance consistent with the City's Performance Management System. Manage the preparation of the CPC's proposed budget, authorize necessary expenditures, and execute contracts for professional and other services in accordance with the adopted budget. Represent the CPC in providing testimony and expertise to City departments and offices, commissions, and other organizations pertaining to issues of constitutional policing.

Office of Equity, Racial, and Social Justice, King County, WA 1/2022 – 8/2024

Deputy Director

Support the department director by leading business operations and project delivery to ensure efficient, effective, and accountable service delivery. Collaborate with the Director and senior staff to develop and manage the OERSJ budget, ensuring effective allocation of resources in a budget-constrained environment. Provide strategic leadership, direction, and support across OERSJ functions, including policy, communications, language equity, immigrant and refugee affairs, disability justice, civil rights, and community engagement, while collaborating with key partners and County departments. Serve as primary liaison to the King County Sheriff's Office (KCSO) and Prosecuting Attorney's Office. Represent OERSJ on the King County Sheriff's Office Transition Task Force to advise KCSO on implementing anti-racist and pro-equity strategies. Serve as department liaison for key Executive priorities and initiatives, high-risk, and politically sensitive projects.

Department of Executive Services, King County, WA 8/2020 – 1/2022

Deputy Director, Facilities Management Division

Direct the Finance section, Planning and Administrative Services, Real Estate Services, and Director's Office administration. Serve as liaison for the Facilities Management Division (FMD) on high visibility, complex, and politically sensitive projects and programs, including the Civic Campus Initiative, King County Customer Service Center, and Future of Work Steering Committee. Address personnel issues as they arise and ensure transparent communication both internally and externally. Represent FMD on various committees and work groups that include representatives from other County agencies, federal, state, and local governments, separately elected officials, special interest groups, and the public. Manage the development of the division budget with a focus on aligning strategic priorities with current resources.

ECI AMEH

Implement the Department of Executive Services and FMD Equity and Social Justice Strategic Plan and action items. Serve as Division Director in the absence of the director.

Office for Civil Rights, Seattle, WA

3/2020 – 8/2020

Deputy Director

Support the department director by leading business operations and project delivery to ensure efficient, effective, and accountable service delivery. Direct administrative and operational functions, strategic planning, budgeting and fiscal management, program and project planning, community engagement, and performance management. Serve as primary liaison to the City Attorney's Office. Represent the department in union contract negotiations. Support the executive team in the creation of a results-oriented roadmap for improving the effectiveness and scaling of equity and social justice strategies. Perform final case review and signing of all civil rights investigations. Serve as department liaison for key Mayoral priorities and initiatives, high-risk, and politically sensitive projects. Ensure effective and timely reporting of office outcomes. Report program accomplishments to the Director and Mayor's Office, City Council, and public.

Department of Enterprise Services, Olympia, WA

6/2018 – 3/2020

Director, Contracts and Legal Services Division

Serve as appointing authority, WA Chief Procurement Officer, and director of an operating division of 80 full-time employees. Provide effective budgeting and fiscal management for divisional budget. Design and direct strategies to advance equity and inclusion in public contracting by implementing data-based recommendations from the statewide disparity study. Serve as liaison to the Governor's Policy Office to ensure collaboration in achieving key gubernatorial priorities. Serve as DES representative to the Governor's Subcabinet on Business Diversity. Prepare and testify in legislative proceedings on behalf of the Department. Provide clear and reliable counsel and advice to the DES Director on the agency's legal risk landscape. Act with DES Director's full delegated authority to execute master contracts and other legal agreements. Provide direct supervision oversight to senior-level managers within the division. Direct the recruitment, hire, coaching, and performance management of agency employees.

Department of Commerce, Olympia, WA

4/2016 – 6/2018

Chief Legal Officer

Direct public contracting and procurement activities for a state agency that administers 2,500 contracts per biennium with an annual value of \$1.2 billion. Provide clear and reliable advice to executive management on contracts, procurement, procurement equity, ethics, and legal and policy matters. Develop sole source procurements, agency risk assessment activities, and issues of delegated contracting authority with Department of Enterprise Services. Review, draft, revise, and negotiate loans, grants, and other contracts. Serve as client representative to the Attorney General's Office, to include collaboration on formulation of legal strategies and leading internal operations with respect to litigation involving the Department. Spearhead Commerce's Diverse Spend Project, designed to collect data on the agency's pass-through spend with minority-, women-, and veteran-owned businesses. Serve as agency ethics advisor, including providing consultation and advice to agency staff on compliance with the Ethics in Public Service Act (RCW 42.52). Partner with Human Resources on ethics-related investigations and serve as agency liaison to the Executive Ethics Board. Resolve bidding protests on behalf of the agency.

DSHS Economic Services Administration, Olympia, WA

8/2014 – 4/2016

Communications Director

Direct and implement expert-level communication strategies that impact statewide implementation of policy, field operations, and service delivery at 58 Community Services Offices and a statewide customer service contact center. Develop and implement plan for expansion of Communications Office, including

ECI AMEH

establishment of a team of communications professionals, including communications strategy managers and support staff. Evaluate proposals for competitive solicitations. Determine staff training needs and provide communications training and other technical assistance to a team of 2,700 staff. Serve as division representative to state and local agencies, legislators, and community partners. Respond to requests for information and public disclosure requests. Plan and direct media relations and press activities for the division. Direct the development of internal communication. Provide oversight for the division intranet and agency internet sites.

DSHS Children's Administration, Olympia, WA

10/2011 – 8/2014

Statewide Racial Disproportionality Manager

Serve as principal advisor on racial disproportionality elimination efforts with Department of Social and Health Services. Develop and implement strategic plan and design tools to measure performance. Lead effective community outreach and engagement. Develop and review agency policy related to racial disproportionality, disparity, and cultural competence. Provide regular project updates on remediation plan to state legislators on behalf of DSHS. Design related staff education programs, including creating and executing training contracts. Foster strong partnerships and implement initiatives developed collaboratively with community partners from the Washington State Racial Disproportionality Advisory Committee, whose membership includes representatives from WA Native American tribes, foster parents and former foster youth, university educators, and members of the judiciary. Lead interdivisional team on racial disproportionality within state systems.

University of Washington, Tacoma, WA

1/2012 – 3/2014

Criminal Justice Program

Adjunct Faculty

Develop curricula and provide academic instruction in Racial Disproportionality Across Systems, Fundamentals of Criminal Law, and Juvenile Justice (300- and 400-level courses). Research relevant nationwide practice and current trends in criminal justice, public policy, and racial disparities in education, immigration, health, and economics. Provide expertise in applying diverse adult learning principles. Partner with administrators and faculty to recruit a diverse student body. Create methods of evaluation to improve course content and assigned materials.

OTHER EXPERIENCE

William L. Dwyer Inn of Court, Seattle, WA

9/2013 - Present

Master Member

Participate in an association of lawyers, judges, and other legal professionals from all levels and backgrounds who share a passion for professional excellence. Through regular meetings, members build and strengthen professional relationships; discuss fundamental concerns about professionalism and pressing legal issues of the day; share experiences and advice; exhort the utmost passion and dedication for the law; provide mentoring opportunities; and advance the highest levels of integrity, ethics, and civility.

Rainier Health and Fitness, Seattle, WA

3/2017 – 12/2023

Volunteer

Serve as a volunteer for a non-profit health organization creating a meaningful difference in the South Seattle community by making exercise fun, accessible, and affordable. RHF's mission is to encourage healthy lifestyles, strong bodies, and authentic community through an accessible, high-quality fitness center.

SECTION

B



City of Seattle

Seattle Human Resources

Kimberly Loving, Director

March 10, 2025

TO: Pam Inch – Senior Executive Recruiter - SHR

FROM: Annie Nguyen – Citywide Employment Compliance Advisor - SHR

SUBJECT: Background check for **Enuwa Ameh**

The Seattle Human Resources has received a copy of Enuwa Ameh's background check provided by Global Screening Solutions. There were no findings that would impact their 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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