





City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Dean E. Barnes</i>		
Board/Commission Name: <i>Landmarks Preservation Board</i>		Position Title: <i>At-Large</i>
<input type="checkbox"/> Appointment OR <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>Fill in appointing authority</i>	Date Appointed: <i>4/27/2022</i>	Term of Position: * <i>8/15/2022</i> to <i>8/14/2025</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>Maple Leaf</i>	Zip Code: <i>98115</i>	Contact Phone No.: 
Background: <i>Dr. Barnes has an academic background in Business and Public Administration, and over forty years of professional experience in Human Resources and Finance. For the last two decades of his distinguished career he served as the Director of Human Resources for Seattle Housing Authority, and the Director of Employment Services for the City of Seattle. His dedication to public service includes an extensive list of local and national committees, and community volunteer efforts. Dr. Barnes is interested in local history and the under-represented stories of Seattle and its communities. His service on the Landmarks Board has been greatly appreciated and we look forward to his continued participation.</i>		
Authorizing Signature (original signature): 	Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>	

*Term begin and end date is fixed and tied to the position and not the appointment date.

SUMMARY OF QUALIFICATIONS

Extensive experience in Human Resources and other organizational areas involving diverse levels of responsibility for private companies, the public sector, non-profit and academic organizations. Key strengths include:

- 20+ years of Human Resources experience in employment, recruiting, EEO/AA, benefits, safety, labor relations, classification/compensation and human resource information systems (HRIS)
- Successful track record of developing positive relationships with senior management and customers
- Proven managerial skills in leading multi-level organizations, teams, and projects
- Experienced in communication and presentation skills to senior management and community organizations
- Demonstrated proficiency in solution development and implementation
- Proven ability to create recruitment programs for multiple levels of skills and knowledge for an organization; including information technology, engineering, sales, marketing, executive and specialized careers, such as physicians

EDUCATION/ACADEMIC HONORS/CERTIFICATIONS

Doctorate of Public Administration (ABD), Arizona State University

MBA, Managerial/Organizational Leadership concentration, City University

BA, Business Administration, Whitworth College

Phi Kappa Phi National Honor Society

Phi Alpha Alpha National Public Administration Honor Society

International Public Management Association for Human Resources, Certified Professional

EXPERIENCE

Seattle Housing Authority

2006- 2016

Director, Human Resources Department

Develop initiatives for Human Resource programs and policies, and provide leadership and direction on training program design and delivery, labor and employee relations, classification and compensation, recruitment and selection, HRIS, benefits administration, ADA accommodations, safety and employment law compliance.

- Oversaw the development of employee survey to measure employee satisfaction and the creation of employee action teams to work in five identifiable areas of concern
- Coordinated with the Information Technology Department to implement upgrade of computer system, which will included the successful implementation of online employment

application system, online employee performance evaluation system and the conversion to MS Office '07 and '10

- Reviewed employee policies to ensure relevancy to current agency operations and regulatory guidelines
- Implemented and developed skills training for supervisory and managers, offered courses in the area of computer software and career development, and successful implementation of online employee training system that schedules courses and maintains training records. Lead a Leadership Development course for managers, supervisors, and staff
- Implemented nutrition and health programs to increase the health of the employees, which included seminars and development of exercise program for employees
- Reestablished the safety program and oversaw the development of safety training in a number of compliant areas which dramatically reduced the number and severity of accidents. Won the John B. Spellman Evergreen 2008 Safety Award for most outstanding safety program and the national 2010, 2013 and 2016 Housing Authority Insurance Group (HAIG) award for best safety practices.
- Lead negotiator for the SHA bargaining team for the three bargaining agreements representing the trades, office workers and resident property managers. This effort also includes leading the labor management meetings.
- Led the agency-wide Race and Social Justice Initiative that educated employees on institutional, structural, and personal racism and its impacts on policies, procedures and relationships.

City of Seattle

1997-2006

Personnel Department

Director, Employment Services Division

(2000-2006)

- Oversaw the City's permanent and part-time hiring processes, public safety entry-level and promotional examinations, and development disabled hiring processes and programs to ensure they meet legal guidelines.
- Coordinated the development of online application systems for citywide permanent employment opportunities, which enabled the department to streamline the hiring process and to reduce staff. The online application process for police and fire entry-level and promotional examinations reduced labor by 265 hours.
- Supervised the citywide training program that includes leadership development, communication skills, performance management, mandatory training, and software training. In addition, overseeing the development of a citywide training strategy with selected department training staff.
- Coordinated the executive hires for the Mayor's Office, including the Seattle Fire Chief, Superintendent of City Light, Department of Planning and Development Director, Human Services Director, and others.
- Ensured the City's EEO/AA program is in compliance with municipal code and federal guidelines. This includes submitting required reports as stated by OFFCP/DOL and Department of Justice on a timely basis. Coordinate the Department's Work Equity Initiative for the Mayor's Race and Social Justice Initiative (RSJI) and chair the Personnel Department's RSJI Change Team

- Oversaw the City's Alternative Dispute Resolution (ADR) program which provides mediation services to reduce conflict in a respectful and collaborative way. ADR has expanded to mediate discrimination cases for the Seattle Office of Civil Rights.
- Oversaw and coordinated the analysis and development for a workforce planning model, which includes succession planning, diversity issues, and analysis of skills and knowledge gaps.

Director, Employee Services Division

(1998-2000)

- Oversaw Benefits, Classification/Compensation, Human Resource Information System (HRIS), Safety and Workers' Compensation programs.
- Supervised implementation of broadband classification/compensation programs for Executives, Managers, and Information Technology Professionals that included developing new pay bands and criteria for the classification process
- Coordinated and chaired Advisory Committee for the executive and management pay program that was composed of representatives of Mayor's Office and City Council, department heads, and human resource directors and managers, who received reports of results and discussed strategies for the program
- Oversaw the increased usage of HRIS through the development of online employee self-service, online timesheets, and employee tracking programs.
- Coordinated and oversaw the upgrade of computers, software, and peripherals for the Personnel Department.
- Represented Personnel Director on the Labor Management Committee that reviewed healthcare costs and benefits program

Seattle Municipal Court

Manager, Human Resources

(1997-1998)

- Managed and coordinated the recruitment and employment process for the hiring of Court management and support staff, including reviewing current practices to streamline the process by 40 percent.
- Lead and coordinated investigations of employee complaints of discrimination and harassment and union grievances. These complaints were filed with either the EEO, Office of Civil Rights, Civil Service Commission, the Human Resources office or the Labor Representative. Worked with the Law Department and Labor Relations for appropriate resolution.
- Coordinated and managed labor relations activities with the unions associated with the Court and chaired the Labor/Management team for union contract negotiations
- Created and designed leadership development and diversity seminars and workshops for staff, managers, supervisors, and executives to enhance performance levels and knowledge and to increase organizational effectiveness. Managed and coordinated the training program and budget for the Court.
- Analyzed, developed, and recommended policies and procedures to ensure operations of the Court are operating efficiently and within the laws and statutes pertaining to employment practices, such as OSHA and ADA

Safeco Insurance Company

Employee Development

Leadership Development Consultant

1996

- Created and designed leadership development and diversity seminars and workshops for staff, managers, supervisors, and executives to enhance performance levels and cooperation and to increase organizational effectiveness.
- Coordinated, planned, and facilitated week-long strategic planning session for senior management staff
- Consulted with management staff, planned and facilitated strategic planning sessions for mid-level managers to incorporate customer focus initiative into critical success factors.
- Facilitated team building processes to increase team effectiveness and enable the team to work more efficiently
- Provided guidance on organizational change initiatives, productivity, process improvements, and re-engineering
- Managed administrative projects and assignments such as college tuition reimbursement program, Institute for Management Studies, and review of corporate internship program

Mayo Clinic, Scottsdale, AZ

1994-1995

Human Resources Division

Diversity Administrator

- Developed, educated, and coordinated diversity and leadership training efforts for Mayo Clinic Scottsdale, which included the physician staff, supervisors and managers, and allied health staff
- Consulted with various clinical departments to ensure corporate activities were in concert with diversity initiative, including advertising campaigns, employee recruitment, residency program recruitment, etc
- Presented EEO/AA programs for staff concerning the legal guidelines and the key elements of diversity and how it affects the workplace.
- Developed and coordinated recruitment efforts for physician and allied health staff, including advertising campaigns, identifying strategic locations, and developing networks to ensure candidates would comprise a diverse pool
- Lead and coordinated investigations of employee complaints of discrimination and harassment and union grievances. Responded to EEOC complaint filings in concert legal department and investigated employee relation issues, reported findings, and recommended appropriate action

Arizona State University

1992-1994

Career Services

Assistant Director

- Planned, organized, and staffed various special programs, such as Career Connection (internship career fair), Career Fiesta (fulltime employment career fair), and Recruitment Roundup (education job fair). Increased Career Connection corporate participation by 54 percent in the first year and 63 percent in the second year and student participation by 25

percent. Increased Career Fiesta corporate participation by 10 percent. Increased Recruiter Roundup school district participation by 10 percent.

- Developed and planned outreach programs to increase the number of students of color and student athletes utilizing Career Services. Contacted student groups, individuals, and athletic coaches via memos and telephone solicitation to schedule presentations and counseling sessions.
- Instructed Student Opportunities for Leadership through Internship Development (SOLID) class (two-semester course) for selected sophomore and junior students of color. Included development of course material and coordination of speakers from the public and private sectors.
- Advised graduate and undergraduate students concerning career planning and placement, including reviewing career options, resume development, interview skills, and cover letters. Directed MBA placement office until permanent person filled position.
- Supervised up to four professional staff counselors who provided career guidance and who developed specialized programs to target student populations

U S WEST

1972-1992

Human Resources

College Employment Recruiter

(1988-1992)

- Recruited and interviewed 2,500 professionals and college graduates for technical and non-technical positions. Developed a recruiting strategy and budget and identified university locations. Developed recruitment strategies to ensure candidate pools were diverse. Coordinated job placement and negotiated job offers.
- Coordinated on-campus recruiting activities including scheduling of interviews, group meetings with underrepresented students, meetings with faculty and administration, and attendance at career fairs. Efforts resulted in a 98% retention rate for the four years of management hires.
- Activities included developing and nurturing relations with organizations, colleges and universities and key personnel.

Employee Development

Management Skills Instructor

(1985-1988)

- Created and designed leadership development and diversity seminars and workshops for staff, managers, supervisors, and executives to enhance performance levels and cooperation and to increase organizational effectiveness.
- Developed and presented management skills courses for 2,500 company employees which included business writing, public speaking, basic management skills and skills to supervise physically challenged employees.
- Researched and developed training and education opportunities for executives and key people selected for succession planning

- Presented EEO/AA training courses concerning the legal guidelines for approximately 2,000 employees. Trained employees on diversity issues concerning a changing workplace.
- Provided coaching and counseling to individuals and groups concerning management skills and job search techniques. Presented both to corporate employees and college students.

Finance

Corporate Planner/Finance Manager

(1972-1985)

- Utilized econometric models to forecast the number of new customers and the customer demand for long-distance calls. Provided information required to develop a 400 million dollar construction budget and 500 million dollar revenue/expense forecasts. For two consecutive years, the forecast was 99% accurate.
- Developed, administered, and analyzed multi-million dollar budgets for major departments, which also included providing economic data for budget submittals. Information was used to create pro forma income statements and balance sheets as requested by executive leaders. Supervised units in Property and Cost Division that recorded construction costs, including assets and payroll, and vendor payments.
- Managed and coordinated the introduction of new products to a potential customer base of three million people. Developed computerized sales reports that tracked revenues by 16 products and vertical services for 53 retail stores.

CORPORATE ACTIVITIES

- International Public Management Association (IPMA) for Human Resources, President and Board member for Western Washington Chapter, Western Region Professional Development Committee
- American Society for Public Administration (ASPA), Evergreen Chapter
- Washington Public Employees Labor Relations Association
- City of Seattle Leadership Institute participant
- City of Seattle Management Association member and officer
- Mayo Clinic Foundation Diversity Committee member
- Mayo Clinic Scottsdale Board of Governors Personnel Committee member
- Mayo Clinic Scottsdale Diversity Committee, Secretary
- Arizona State University (ASU) Leadership Academy appointee
- African-American Men of Arizona State University co-founder
- Arizona State University Dr. Martin Luther King, Jr. Planning Committee member
- ASU Black Business Student Association Corporate Advisor
- ASU Hispanic Business Student Association Corporate Advisor
- ASU Students Taking Action to Reach Success Corporate Advisor

COMMUNITY ACTIVITIES

- First Place School Board of Directors (Public school dedicated to homeless children)
- Communities in Schools Board of Directors, Seattle
- John Stanford Public Service Academy Advisor Team, Franklin High School
- Breakfast Group member (African-American Men's group), Board Member, Career Development Committee Chair, Education Committee
- Former Adjunct Faculty member for Seattle University's Graduate School for the Institute of Public Service
- Arizona Community College Teaching Certification
- Phoenix Black Board of Directors Project appointee
- Phoenix YMCA Urban Services Board of Directors
- Channel 12 KPNX (Phoenix, AZ) Minority Advisory Board
- National Black MBA Association (Phoenix Chapter charter member) – Community Relations Chair
- Western College Placement Association – Management Leadership Institute Scholarship Recipient and Diversity Action Committee
- National Action Committee for Minorities in Engineering (NACME) – National Fund Raising Committee
- Seattle Central Area Community Relations Team (US West Communications) Chair
- Board of Directors for Central Area Motivation Program (CAMP), Atlantic Street Center, and FamilyWorks – held offices of President, Vice-President, and Treasurer
- Seattle Downtown LIONS Club – Second Vice-President and Nominating Committee Chair

Landmarks Preservation Board

12 Members: Pursuant to Ordinance No. 106348, all members subject to City Council confirmation, 3-year term for 11 members, and 1-year term for Get Engaged Member:

- 12 Mayor-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5	1.	At- Large	Dean E. Barnes	08-15-22	08-14-25	2nd	Mayor
2	M	3	2.	At-Large	Lawrence Norman	08-15-21	08-14-24	1st	Mayor
1	F	2	3.	Structural Engineer	Roi Chang	08-15-22	08-14-25	2nd	Mayor
6	M	7	4.	Get Engaged	Marc Schmitt	09-01-20	08-31-22	1st	Mayor
6	F	4	5.	Architect	Taber Caton	08-15-21	08-14-24	1st	Mayor
6	M	2	6.	Urban Planning	Ian Macleod	08-15-21	08-14-24	1st	Mayor
-	-	-	7.	Real Estate	vacant	08-15-19	08-14-22	1st	Mayor
6	F	3	8.	At-Large	Harriet Wasserman	08-15-21	08-14-24	2nd	Mayor
2	F	N/A	9.	Historian	Lora-Ellen McKinney	08-15-21	08-14-24	1st	Mayor
6	F	6	10.	Architect	Kristen Johnson	08-15-19	08-14-22	2nd	Mayor
6	M	3	11.	Finance	Russell Coney	08-15-19	08-14-22	2nd	Mayor
1	M	6	12.	Historian	Matt Inpanbutr	08-15-22	08-14-25	2nd	Mayor

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	6	5			2	3				6			
Council													
Other													
Total													

Key:

*D List the corresponding Diversity Chart number (1 through 9)

**G List gender, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.