

City of Seattle



City Budget Director

Confirmation Packet
January 9, 2026

Aly Pennucci



January 9, 2026

The Honorable Joy Hollingsworth
President, Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Council President Hollingsworth:

It is my pleasure to transmit to the City Council the following confirmation packet for my appointment of Aly Pennucci as City Budget Director and Director of the City Budget Office (CBO).

The materials in this packet are divided into two sections:

1. **Aly Pennucci**

This section contains Ms. Pennucci's appointment, oath of office form, resume and the press release announcing her appointment.

2. **Background Check**

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

Aly Pennucci is a seasoned local government leader who brings over 17 years of proven leadership in public policy, budgeting, and fiscal management to her role as City Budget Director.

She most recently served as the Deputy Executive for Whatcom County and previously served as Deputy Director for the City of Seattle's Council Central Staff. In Whatcom County, Aly streamlined the County's budget process and fiscal oversight systems, providing greater transparency for the public, while helping leverage untapped revenue sources in the face of budgetary shortfalls.

In her almost 10 years on the Seattle City Council Central Staff, Aly led the Council's annual budget review, amendment and adoption process, helping balance the city's multi-billion-dollar budget while navigating contending interests and competing priorities. She is ready to help Mayor Wilson build and steward a City budget that delivers on the goal of making Seattle livable for all.

My transition team received enthusiastically positive feedback about Ms. Pennucci from a variety of internal and external stakeholders, including current and former Councilmembers, Council staff, community leaders, City department directors, and constituents.

I trust that after reviewing Ms. Pennucci's application materials, meeting with her, and following the thoughtful review of Councilmember Strauss' Finance, Native Communities & Tribal Governments Committee, you will find that Ms. Pennucci is the ideal leader for CBO.

If you have any questions about the attached materials or need additional information, Chief of Staff Kate Brunette Kreuzer would welcome hearing from you. I appreciate your consideration.

Sincerely,



Katie B. Wilson
Mayor of Seattle

SECTION

A



City of Seattle

Mayor Katie B. Wilson

January 6, 2026

Aly Pennucci
Seattle, WA
Transmitted via e-mail

Dear Aly,

It gives me great pleasure to appoint you to the position of City Budget Director at an annual salary of \$242,354.

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 initial term will be for four years.

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 Office will thrive under your leadership.

Sincerely,

A handwritten signature in black ink that reads "Katie B. Wilson".

Kaite B. Wilson
Mayor of Seattle

cc: Seattle Department of Human Resources file



City of Seattle Department Head Notice of Appointment

Appointee Name: Aly Pennucci	
City Department Name: City Budget Office	Position Title: City Budget Director
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Term of Position: * Council Confirmation to 12/31/2029 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Background: Aly Pennucci is a seasoned local government leader who brings over 17 years of proven leadership in public policy, budgeting, and fiscal management to her role as City Budget Director. She most recently served as the Deputy Executive for Whatcom County and previously served as Deputy Director for the City of Seattle's Council Central Staff. In Whatcom County, Aly streamlined the County's budget process and fiscal oversight systems, providing greater transparency for the public, while helping leverage untapped revenue sources in the face of budgetary shortfalls. In her almost 10 years on the Seattle City Council Central Staff, Aly led the Council's annual budget review, amendment and adoption process, helping balance the city's multi-billion-dollar budget while navigating contending interests and competing priorities. She is ready to help Mayor Wilson build and steward a City budget that delivers on the goal of making Seattle livable for all.	
Authorizing Signature:  Date Signed: January 9, 2026	Appointing Signatory: Katie B. Wilson Mayor of Seattle

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



CITY OF SEATTLE • STATE OF WASHINGTON

OATH OF OFFICE

State of Washington

County of King

I, Aly Pennucci, swear or affirm that I possess all of the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of City Budget Director; 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 City Budget Director.

Aly Pennucci

Subscribed and sworn to before me

this ____ day of _____, 2026.

[Seal]

Scheereen Dedman, City Clerk

Aly Pennucci

Career

WHATCOM COUNTY EXECUTIVE'S OFFICE

Deputy Executive & Director of Administrative Services

August 2024-December 2025

- Provided day-to-day management and oversight of assigned County departments, including: Administrative Services (Finance, HR, Facilities, and IT), Public Works, Planning and Development Services, and Parks and Recreation, ensuring efficient operations, legal compliance, and process improvements.
- Conducted financial analysis of General Fund and special purpose funds, articulating structural deficiencies to Executive office, Finance department, and County Council, and developed strategic correction plan.
- Led development of 2025-2026 biennial budget that maintained essential services while advancing financial stability, securing Council approval for banked capacity to stabilize revenues.
- Led organizational transformation, implementing formal decision-making processes, communication protocols, and departmental information systems.
- Advanced contract threshold reform requiring council approval, introducing operational efficiencies and faster service delivery with appropriate oversight.
- Conducted review and analysis of County facilities plan, developing prioritization process and framework for capital decision-making.
- Negotiated and reviewed service contracts for legal compliance and policy consistency.
- Acted on behalf of County Executive during absences, maintaining operational continuity.

SEATTLE CITY COUNCIL, CENTRAL STAFF

Deputy Director

2022-August 2024

- Led Council's analysis and adoption of \$7.8 billion budget, directing 16 analysts to produce 39 fiscal memos, draft 100+ amendments, and orchestrate 16 days of committee presentations during annual two-month budget process.
- Directed creation of five-year budget review document analyzing pre- to post-pandemic budget trends.
- Supervised the fiscal policy team to analyze 6-year financial plans, economic and revenue forecasts, draft new tax policy proposals including the JumpStart Payroll Expense Tax, and facilitate development and oversight of a fiscal transparency program.
- Supervised infrastructure team providing capital budget analysis for Transportation, Parks, Technology, Utilities, and Finance, during volatile revenue periods supporting 6-year Capital Improvement Plan.
- Provided policy and fiscal analysis directly to 9 separately elected officials.
- Established inclusive team culture fostering collaboration, retaining talent, and advancing race and social justice initiative.

Policy & Budget Manager

2020-2021

- Supervised eight fiscal and policy analysts, directing analyses, reviewing work products, and supporting professional development.

- Facilitated development of Council priorities for \$300+ million in federal COVID-19 relief funding to support public health response and recovery efforts, especially in disproportionately impacted communities.
- Managed Council's review and passage of COVID-19 era budgets, including mid-year rebalancing bills and 2021-2023 budgets focused on critical service continuity.
- Provided analysis leading to adoption of JumpStart Payroll Expense tax generating \$250+ million in annual revenue.
- Led process to create the independent Office of Economic and Revenue Forecast: supervised best practice research, wrote legislation, presented proposal in committee, and led stakeholder work with Councilmembers, the Mayor's Office, and City Budget Office.

Supervising Analyst **2019-2020**

- Supervised five legislative analysts providing policy and fiscal analysis in Land Use, Housing, Economic Development, and Human Services, including renewal of the City's Multifamily Tax Exemption (MFTE) Program and implementation of the Housing Affordability and Livability Agenda.
- Served as lead analyst managing Council's adoption of Mandatory Housing Affordability program and citywide rezoning implementation.

Legislative Analyst **2015-2018**

- Drafted 40+ resolutions, ordinances, and written materials for Councilmembers on landlord-tenant regulations, short-term rental licensing, and areawide rezones.
- Project-managed consultants and executive staff to complete environmental impact statement for ADU legislation, successfully defending appeal and generating 4x increase in ADUs over four years.
- Presented at bi-weekly Council committee meetings and public settings, providing clear written and presentation materials that conveyed complex information concisely.

DEPARTMENT OF PLANNING & DEVELOPMENT, CITY OF SEATTLE

Senior Planning and Development Specialist **2013-2015**

- Conducted policy analysis and presented findings and recommendations to managers, elected officials, and public audiences.
- Led evaluation of 55+ neighborhood districts for pedestrian zone designation, overseeing legislative approval of 39 new or expanded zones to enhance walkable business districts.
- Managed Design Review Program Improvement project, implementing changes that streamlined processes and incentivized affordable housing development.
- Analyzed urban issues (walkability, service access, equity) using GIS, Adobe CS, and web-based tools.
- Facilitated public engagement with diverse communities through planning and stakeholder processes.

DEPARTMENT OF COMMUNITY PLANNING & ECONOMIC DEVELOPMENT, CITY OF MINNEAPOLIS

Senior Planner **2008 – 2013**

City of Minneapolis, Department of Community Planning & Economic Development-Planning Division

- Led planning processes with applicants, public, and officials, including urban agriculture plan development, zoning changes, and small area plans.

- Prepared recommendations and reports for Planning Commission, Historic Preservation Commission, and Zoning Board on major development applications (variances, rezones, certificates of appropriateness), supporting 250+ housing units and new commercial spaces.
- Advised community members, architects, and developers on zoning code application for projects ranging from residential fences to downtown high-rise towers.

Education

University of Minnesota, Humphrey School of Public Affairs

Masters in Urban & Regional Planning, *Honors*
Concentration in Land Use and Urban Design

San Francisco State University

Bachelor of Arts in Urban Studies, *Summa cum Laude*

Recent Continuing Education

University of Washington – Foster School of Business

Negotiating for Success: practical skill-building to negotiate and apply influence. Included communication with colleagues, reconciling competing interests across agencies and structuring agreements with customers to achieve the best outcomes.

Rockwood Institute

Art of Leadership: transformative, multi-racial leadership training for leaders. Includes: setting vision and mission, inspiring self and team to action, partnering across issues areas, short and long-term planning.

The Management Center

Managing to Change the World: refined core management skills including checking biases and leading with equitable approaches, delegating work, structuring meetings, giving and receiving feedback, setting goals and staying engaged without micro-managing.

SECTION

B



City of Seattle

Seattle Human Resources

Kimberly Loving, Director

December 29, 2025

TO: Lindsey King – Talent Acquisition and Compensation Advisor - SHR

FROM: Annie Nguyen – Citywide Employment Compliance Advisor - SHR

SUBJECT: Background check for **Pennucci, Alyson Mary**

The Seattle Human Resources has received a copy of **Alyson Mary Pennucci'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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