




# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Kyle Tibbs		
<b>Board/Commission Name:</b> <i>Seattle Human Rights Commission</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Term of Position: *</b> 1/23/24 <b>to</b> 1/22/26  <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> <i>South Lake Union</i>	<b>Zip Code:</b> <i>98121</i>	<b>Contact Phone No.:</b> <i>Business phone # - NOT personal phone #</i>
<b>Background:</b> Kyle believes government works best when residents participate in the process of governing on any level available to them. It is a responsibility of everyone to be involved and care about what happens at the local level. He firmly believes that while the national government receives a majority of media interest, however, it is local government that has the most impact to daily human life. His background in government and non-profit management has led me to want to better the community in-which I live. It is his honor to submit himself as a candidate and work to make Seattle the best city in America.		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> February 13th, 2025	<b>Appointing Signatory:</b>  Bruce A. Harrell Mayor of Seattle	

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

# Kyle Tibbs

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## LINKS

LinkedIn



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## PROFILE

Experienced professional with a demonstrated history of success managing stakeholder focused functions and programs. Recently named the Washington Society for Association Excellence (WSAE) Rising Star Awardee. Specialized in organizational development, operational efficiency, public policy, and mission driven collaboration through strategic planning. Adept in making key decisions and working with stakeholders to achieve goals and solve problems. Bachelor degree in Political Science, and a Master's in Public Administration. SHRM-CP certified, ADA certified, with nearly a decade of government and association experience.

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## EMPLOYMENT HISTORY

Nov 2022 — Present

### Executive Director, Washington State Community Associations Institute (WSCAI)

- Developed & implement new policy and advocacy initiatives resulting in over 700 members responding to legislative call-to-actions in 2023.
- Membership growth of 12.3% over the last 12 months.
- 14 new programs launched in first 14 months, with member participation up 27% since date.
- Managed 15 volunteer committees, with a total of 135 volunteers.
- Led board through strategic planning and implementation process in 2024.
- Managed over a dozen large scale events with attendance between 200 and 750.
- Developed & implemented new budgeting procedures, resulting in an increase of revenue by 21% for a total budget of 900k annually, including Legislative Action Committee (LAC).
- Produced monthly, quarterly, and annual financial, membership, and strategic goal reports for the board.
- Increased member awareness of legislative goals, while raising additional funds for lobbying efforts.
- Expanded association offerings to reach members not based in the Puget Sound area, resulting in an increase of over 100 new members outside the Puget Sound region.

Jan 2018 — Sep 2022

### SMACNA (Multiple offices)

#### Executive Vice President/Executive Director, (Missouri Region)

- Negotiated Collective Bargaining Agreements as lead negotiator for St. Louis and Springfield offices.
- Increased overall membership in the St. Louis office by 20% within 2 years.
- Developed and implemented 5-year strategic plan in collaboration with members and Board of Directors.
- Developed and implemented a new rebate processing program, which reduced program cost by 125K annually.
- Investigated EEOC complaints, ADA requests and complaints, discrimination, and other HR related matters.
- Organized and managed over 15 annual training programs for members annually.
- Managed Local Joint Adjustment Board process and administration (dispute/arbitration process).
- Completed monthly, quarterly, and annual financial reports.
- Developed and managed organization budgets totaling \$3m.
- Responsible for implementation and management of Collective Bargaining Agreements and processes.
- Represented association/member(s) at various quasi- judicial agencies related to CBA.

#### Manager-Marketing & Recruitment

(Mid-Atlantic Region- DC, MD, VA, WV)

- Launched recruitment campaign "Choose Bigger".
- Managed HR related systems: ADP and QuickBooks.
- Managed grievance process between employer and employee(s) through collective bargaining requirements and processes.
- Assisted in negotiating collective bargaining agreement as second chair- 43 businesses, 1,500 union members. (3 contracts)
- Investigated ADA, discrimination, and other HR related matters per CBA.
- Developed and managed budget of \$800k.

Oct 2016 — Dec 2017

**Community Relations Specialist, City of Annapolis- Mayor's Office**

- Processed volunteer applications for over 40 boards and commissions.
- Led applicants through Mayoral interviews, City Council Committee hearings, and full council meeting for confirmation of appointment to boards/commissions.
- Worked with over 100 community groups, organizations, and HOAs on various city projects, grants, economic development opportunities, and community investigations.
- Processed and investigated all ADA/Fair Housing violations with employers, businesses, community organizations, and rental companies as required by federal law.
- Successfully served as a representative on the following boards & commissions: Civil Service Board (staff advisor), Commission on Aging (Liaison), Education Commission (Liaison), Human Relations Commission (staff advisor), and the Annapolis Housing Authority.
- Successfully re-established six city boards/commissions.

Aug 2015 — Oct 2016

**City Administrator/Manager, City of Woodbine,GA**

- Direct all day-to-day government functions and department heads.
- Develop and manage annual city budget, including sewer/water department.
- Implemented 20% savings measures to reduce liability and decrease property taxes.
- Stabilized water/sewer rates through strategic planning and budgeting, without rate increases.
- Wrote and received solar grant for wastewater treatment facility, reducing operational expenses by 20% over 10-years.

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EDUCATION

**Bachelor of Political Science, Marshall University**

**Master of Public Administration , Pennsylvania State University**

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SKILLS

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|---------------------------|-----------------------|
| Ability to Work in a Team | Employee Relations    |
| Strategic Planning        | Operations Collective |
| Communication Skills      | Bargaining            |
| Leadership                | QuickBooks            |
| Microsoft Office          | Management            |
| American Disabilities Act | Public Policy         |
| Certified Professional    |                       |
| Revenue Growth            | Membership Growth     |

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REFERENCES

**Andrea Goodmansen- WSCAI Immediate Past President**

Owner- McLeod Construction  
[REDACTED]

**Katlyn Chuchiak**

HR Manager - Nationwide Energy Partners  
[REDACTED]

**Tom Spalding- Former SMACNA STL Counsel**

Partner, Spalding Partnership  
[REDACTED]

# Seattle Human Rights Commission

## February 2025

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, 2-year terms, except for the Get Engaged member which will be a 1-year term per SMC 3.51

- 8 City Council-appointed
- 9 Mayor-appointed (includes 1 Get-engaged Mayor position)
- 4 Other Appointing Authority-appointed: Commission-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
	F		1.	Member	Bryennah Quander	7/23/23	7/22/25	1	City Council
	M		2.	Member	Trevor Duston	7/23/23	7/22/25	1	Mayor
	F		3.	Member	Amy Bailey	7/23/23	7/22/25	1	City Council
	F		4.	Member	Gwen McCullough	7/23/23	7/22/25	1	Mayor
	M		5.	Member	James Munger	7/23/23	7/22/25	1	City Council
	M		6.	Member	Kyle Tibbs	1/23/24	1/22/26	1	Mayor
	F		7.	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
	F		8.	Member	Fathiya Abdi	1/23/24	1/22/26	1	Commission
			9.	Member		7/23/24	7/22/26	1	Mayor
	F		10.	Member	Koumudi Phadake	7/23/24	7/22/26	1	City Council
	F		11.	Member	Radhika Joshi	7/23/24	7/22/26	1	Mayor
	F		12.	Member	Anika Khan	7/23/24	7/22/26	1	City Council
	F		13.	Member	Kristina Sawyckyj	1/23/24	1/22/26	1	Mayor
	M		14.	Member	Ali Khan	1/23/24	1/22/26	1	City Council
	F		15.	Member	Diana Ortega-Chance	1/23/24	1/22/26	1	Mayor
	M		16.	Get Engaged	Avery Hultgren	9/1/24	8/31/25	1	Mayor
	M		17.	Member	Phillip Lewis	7/23/24	7/22/26	1	City Council
	F		18.	Member		1/23/24	1/22/26	3	Mayor
	M		19.	Member	Goutham Putta	7/23/24	7/22/26	1	Commission
	M		20.	Member	Nicholas Leydon	1/23/24	1/22/26	1	Commission
	F		21.	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

### SELF-IDENTIFIED DIVERSITY CHART

	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	3	4												
Council	3	5												
Comm	2	2												
Total	19													

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  
Residential Council District number 1 through 7 or N/A - Diversity info is self-identified and

\*\*RD voluntary.