

City of Seattle



Director

**Office of
Police Accountability**

**Confirmation Packet
October 21, 2025**

Bonnie J. Glenn



City of Seattle

Mayor Bruce Harrell

October 21, 2025

The Honorable Sara Nelson
President, Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Council President Nelson:

I am pleased to transmit to the City Council the following confirmation materials for my appointment of Bonnie J. Glenn as Director of the Office of Police Accountability.

The materials in this packet are divided into two sections:

A. Bonnie Glenn

This section contains Ms. Glenn's appointment and oath of office forms, her resume, and the press release announcing her selection.

B. Background Check

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

Keeping our communities safe is our core mission here at the City, and a trusted, accountable Seattle Police Department (SPD) is key to our success. After her initial success in leading this critical work in an interim capacity, and after completing a robust search process, I am confident that Bonnie Glenn will continue to bring thoughtful leadership focused on fairness and accountability to this work.

Bonnie's deep experience includes strong advocacy for accountability and justice. Prior to serving the City of Seattle as Interim and Deputy Director for the Office of Police Accountability, Bonnie spent more than seven years as an administrative law judge with the Washington State Office of Administrative Hearings. Before, she was Deputy Chief of Staff at the King County Prosecuting Attorney's Office. Her principled leadership and decades of experience in law and justice are incredible assets to OPA, and it is imperative that we appoint a leader to this office who can and will foster accountability and trust within the community.

My nomination for Bonnie Glenn comes after an extensive search process. As required by Ordinance 125315, I established a committee to lead the search for a Director for the Office of Police Accountability. Committee members Included:

- Joel Merkel, Co-Chair, Community Police Commission
- Ray Sugarman, Director of Learning and Accountability, Seattle Department of Human Resources
- Tyrone Davis, Assistant Chief, Seattle Police Department
- Alyssa Perez-Morrison, Deputy Inspector General, Office of the Inspector General

The committee conducted a national search, resulting in a strong pool of candidates from across the country. Three finalists met in-person for stakeholders interviews, including with Councilmember and Public Safety Committee Chair Bob Kettle, Inspector General Lisa Judge, Community Police Commission Executive Director Eci Ameh, Mayor's Office Chief Public Safety Officer Natalie Walton-Anderson, and

Mayor's Office Chief of Staff Andrew Myerberg. For the final step in the interview process, I personally interviewed each candidate.

The resounding feedback from the involved stakeholders was that Bonnie's leadership has been a stabilizing force for the Office of Police Accountability – and she should be empowered to continue the good work she has done and to move OPA into the future. She is an ethical, kind, and productive leader with a proven history of demonstrating results, and I am proud to appoint her into this incredibly important role.

Lastly, I would like to express my strong appreciation to the members of the search committee and other stakeholders who offered both their time and expertise. Their work helped lead to the nomination I send to you for consideration today. If you have any questions about the attached materials or need additional information, Chief of Staff Andrew Myerberg would welcome hearing from you.

Sincerely,

A handwritten signature in cursive script that reads "Bruce A. Harrell". The signature is written in dark ink and is positioned above the printed name.

Bruce A. Harrell
Mayor of Seattle

SECTION

A



City of Seattle

Mayor Bruce Harrell

September 22, 2025

Bonnie Glenn
Seattle, WA
Transmitted via e-mail

Dear Bonnie,

It gives me great pleasure to appoint you to the position of Director of the Office of Police Accountability at an annual salary of \$236,737.

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 through December 31, 2026.

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 "Bruce A. Harrell". The signature is written in a cursive, flowing style.

Bruce A. Harrell
Mayor of Seattle

cc: Seattle Department of Human Resources file



City of Seattle Department Head Notice of Appointment

Appointee Name: <i>Bonnie J. Glenn</i>	
City Department Name: <i>Office of Police Accountability</i>	Position Title: <i>Director</i>
☒ Appointment OR ☐ Reappointment	City Council Confirmation required? ☒ Yes ☐ No
Appointing Authority: ☐ City Council ☒ Mayor ☐ Other: <i>Fill in appointing authority</i>	Term of Position: * Council Confirmation to 12/31/2026 ☒ <i>Serving remaining term of a vacant position</i>
Background: Keeping our communities safe is our core mission here at the City, and a trusted, accountable Seattle Police Department (SPD) is key to our success. After her initial success in leading this critical work in an interim capacity, and after completing a robust search process, I am confident that Bonnie Glenn will continue to bring thoughtful leadership focused on fairness and accountability to this work. Bonnie's deep experience includes strong advocacy for accountability and justice. Prior to serving the City of Seattle as Interim and Deputy Director for the Office of Police Accountability, Bonnie spent more than seven years as an administrative law judge with the Washington State Office of Administrative Hearings. Before, she was Deputy Chief of Staff at the King County Prosecuting Attorney's Office. Her principled leadership and decades of experience in law and justice are incredible assets to OPA, and it is imperative that we appoint a leader to this office who can and will foster accountability and trust within the community.	
Authorizing Signature:  Date Signed: October 21, 2025	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.*



CITY OF SEATTLE ▪ STATE OF WASHINGTON
OATH OF OFFICE

State of Washington

County of King

I, Bonnie J. Glenn, 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 Director of the Office of Police Accountability; 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 Office of Police Accountability.

Bonnie J. Glenn

Subscribed and sworn to before me

this ____ day of _____, 2025.

[Seal]

Scheereen Dedman, City Clerk

BONNIE J. GLENN, J.D.

EDUCATION

COLUMBUS SCHOOL OF LAW, THE CATHOLIC UNIVERSITY OF AMERICA

Washington, D.C., Juris Doctor May-1992

Bar Admission – Washington State, 1996 and Federal Bar, 1996.

UNIVERSITY OF WASHINGTON, Seattle, WA

Bachelor of Arts in Business Administration, June-1987

Concentrations: Management and Marketing

EXPERIENCE

SEATTLE OFFICE OF POLICE ACCOUNTABILITY (OPA) – Seattle, WA, September 2023 - Present

Interim Director, January 2025 – Present

- Oversight of the Seattle Office of Police Accountability.
- Leads a staff of thirty-two employees and provides administrative oversight of OPA's 6.77-million-dollar budget.
- Directs OPA's investigation process which includes intakes, classifications, investigations of complaints and, certification of investigative findings.
- Provides recommendations on discipline to the Chief of Police at Loudermill Hearings and Management Action Recommendations on SPD policies and practices. Also, works with all SPD's Unions.
- Partners with Police Accountability Partners – Office of Inspector General and the Community Police Commission.
- Provides oversight of OPA's community outreach and engagement program which includes education of OPA's accountability process, mediation, restorative justice work, know your rights programming, and surveys.
- Ensures the complaint process is objective, thorough, and timely. Also, the accountability process is consistent, understandable, and accessible for the public, employees, complainants, and police department.
- Provides training on OPA's Accountability process to the Community and Seattle Police Department.

Deputy Director, September 2023 – December 2024

- Provided assistance to the Director of OPA for oversight of investigations and operations of OPA
- Management of Assistant Directors for OPA and assisted with the growth of our Community Outreach program and social media.
- Provided oversight of OPA's budget and external move of OPA's office.
- Assisted Director with all delegated duties and responsibilities in carrying out OPA's mission and vision.
- Provided written and oral communication to the Director for investigations and operations.
- Provided recommendations and review of Management Action's to SPD and policies review.
- Attended Loudermill Hearings and provided discipline recommendations for the Director.
- Oversight of legislative process for OPA

OFFICE OF ADMINISTRATIVE HEARINGS (OAH) – Seattle, WA, August 2016-October of 2023

Administrative Law Judge, - 2016 – September 2023

- Presided over Administrative Hearings as an Administrative Law Judge (ALJ) for cases to include Child Support, Child Protective Services, Adult Protective Services, Juvenile Rehabilitation, and Public Assistance cases.

BONNIE J. GLENN, J.D.

- Responsible for conducting fair and impartial administrative hearings and ensuring that individuals are afforded due process of law. Duties include conducting hearings and ruling on motions, deciding the merits of the cases, hearing and evaluating evidence and witness credibility and issuing findings of facts and conclusions of law.
- Ability to work well with judicial colleagues, all levels of staff, and the public in a fast paced and sometimes stressful environment.
- Excellent knowledge of the Rules of Evidence, Washington Administrative Codes, Revised Codes of Washington (RCWs) and the Seattle Municipal Code. Local Civil Rules - King County, Rules of Courts of limited Jurisdiction (GrRJ) and Infraction Rules for Courts of limited Jurisdiction (IRJ).
- Ability to conduct a hearing with decorum and enter a decision in a timely and efficient manner in a high-volume environment. The ability to ensure due process of law and provide good customer service.
- Ability to travel and work additional hours when needed when requested. The ability to speak publicly.

DEPARTMENT OF SOCIAL AND HEALTH SERVICES (DSHS) – Olympia, WA, December 2009-July 2016

Director of Community Programs and Parole Division – Juvenile Rehabilitation (JR), 2011-2016

- Directed oversight of all juvenile group homes, juvenile parole offices and staff in the State of Washington
- Directed oversight of community programs, tribal intergovernmental agreements, interstate compact, sex offender leveling, and community programming for Juvenile Rehabilitation.
- Supervised and managed a staff of 250 and responsible for a statewide budget of \$22 million.
- Collaborated with the Assistant Secretary and various juvenile justice stakeholders on legislative and policy matters at state and federal levels.

Special Assistant to the Secretary of DSHS on Juvenile Justice Policy 2009-2011

- Advised the Secretary of DSHS on Juvenile Justice Policy at the state and federal level.
- Implemented system wide reforms, to include: the development and implementation of integrated Case Management at the state and local level, securing federal reinstatement of funding from Office of Juvenile Justice and Delinquency Prevention, piloting state projects to seek federal reimbursement for evidence base practices.
- Worked with the MacArthur Foundation and the Center for Children and Youth Justice in implementing juvenile justice programming at DSHS and re-designing the Washington State Partnership Council on Juvenile Justice.

SEATTLE UNIVERSITY – Seattle, WA, April 2009 – Present

Adjunct Professor, Seattle University School of Law School of Law, 2012

- Taught Juvenile Justice and the Law

Adjunct Professor, Seattle University Criminal Justice Department, 2009-Present

- Teaches courses to include Criminal Law, Criminal Procedure, and Criminal Trials and Courts

Senior Advisor, Civic and Community Engagement, 2009

- Charged with planning and implementing strategic programming to support current law school programs

KING COUNTY PROSECUTING ATTORNEYS OFFICE – Seattle, WA, December of 2000 – March 2009

Deputy Chief of Staff - December of 2004 – March 2009

BONNIE J. GLENN, J.D.

- Responsible for inter-governmental relations, community outreach, and the oversight of Truancy Prevention and Intervention and Juvenile Justice Policy (At-Risk Youth and Children in Need of Services) and legislation.
- Responsible for Becca Task Force Strategic Policy and legislative work and Juvenile Justice Operations Plan (JJOMP).

Senior Deputy Prosecuting Attorney, January of 2003 - December of 2004

Truancy Prevention & Community Response

- Selected to head the Truancy Prevention and Community Response Program of the office and work with the 19 school districts and their school truancy officers in King County to ensure compliance with the Washington State School Compulsory Attendance and Admission laws and At-Risk Youth and Child in Need of Services laws.
- Established the Statewide Becca Task Force co-chaired by Norm Maleng and Justice Bobbe Bridge.
- Drafted proposed legislation on Statewide issues for Becca laws in Washington; testified before the state legislature at numerous hearings on legal and policy issues affecting our Becca laws.

Deputy Prosecuting Attorney - December of 2000 - December 2002

- Filed and prosecuted criminal felony and misdemeanor cases in King County District and Superior Court
- Responsible for all aspects of these cases to include arraignments, pre-trial hearings, omnibus hearings, negotiations, pleas, motions, jury trials, sentencings and appeals. Argued before Court of Appeals, Division I.

SEATTLE CITY ATTORNEYS OFFICE - Seattle, WA, September of 1997 - December of 2000

Community Prosecutor - West Precinct, May 2000 - December 2000

- Selected by City Attorney to serve as the West Precinct Community Prosecutor as part of a national grant focusing on prevention and intervention of crime.
- Drafted and negotiated Good Neighborhood Agreements and litigated civil and criminal matters regarding civility law violations.
- Organized and facilitated community meetings with law enforcement, providing training on criminal and civil issues.
- Served as a liaison between the Seattle City Attorney's Office, the community, and the Seattle Police Department in the West Precinct.

Lead Assistant City Attorney - April 1999 - April 2000

- Worked in supervisory capacity with trial attorneys and provided assistance with the master calendar and readiness case assignments for the office.
- Served as Acting Director of the City of Seattle's Domestic Violence Unit with the supervision of attorneys and advocates in the unit.
- Selected to serve as part of the Vertical Prosecution Team to manage High-Profile cases. These cases included High-Profile matters, domestic violence and animal control violations.
- Served as Community Prosecutor to the East Precinct with the Seattle Police Department.

Assistant City Attorney - September 1997 - April 1999

BONNIE J. GLENN, J.D.

- Represented the City of Seattle in prosecuting cases, including domestic violence and criminal matters in Seattle Municipal Court.
- Administered filings, arraignments, pre-trials, reviews, revocation hearings, jury and bench trials for the office.
- Represented the City as the East Precinct liaison.
- Served on the Office Hiring Committee and Elder Abuse Committee: P.O.E.T. (Protecting Our Elderly Together), and as a presenter and trainer for the Washington State Association of Municipal Attorneys on Domestic Violence issues.
- Knowledge of Seattle Municipal Code, Rules of Evidence, Revised Code of Washington, King County Local Civil Rules of the Courts of limited Jurisdiction, and Infraction Rules for Courts of limited Jurisdiction.

KING COUNTY PROSECUTING ATTORNEYS OFFICE - Seattle, WA

Special Deputy Prosecutor, Criminal Division - February 1996 - September 1997

- Filed and prosecuted misdemeanor and gross misdemeanor cases in District Court.
- Assigned to Seattle, Federal Way, Aukun, Southwest, and Shoreline District Courts.
- Conducted felony pleas and responsible for arraignments, pre-trials, and review calendars.
- Conducted contested hearings in various King County District Courts (Traffic Infractions).

ORGANIZATIONS

- Washington State Minority and Justice Commission, 2003 – Present (Co-Chair – Outreach Committee)
- Cristo Rey of Seattle, Board Member – 2023 - Present
- links, Incorporated – Greater Seattle (WA) Chapter – 2006 – Present (Past Vice-President)
- Center for Children & Youth Justice Board, 2008 – 2021
- Treehouse – Board Member – 2007
- Loren Miller Bar Association, 1992 to Present – Past President

AWARDS

- Seattle University Criminal Justice Advisory Committee Award 2024
- Seattle University Provost Award for Excellence in Teaching – 2023
- Center for Children and Youth Justice Board Award – 2008 to 2021
- Washington State Bar Association, Charles Z. Smith Excellence in Diversity Apex Award - 2018
- NW Asian Weekly Women of Color Empowered Program's Amazing Mentor Award - 2014
- Rehabilitation Administration Diversity & Inclusion Award - 2013
- Governor's Juvenile Justice Advisory Committee Distinguished Service Award - 2010
- King County Prosecuting Attorney Leadership Award in Truancy Prevention – 2009
- Seattle Police Department Distinguished Service Award – 2009
- Seattle University Criminal Justice Department Innovation Award – 2007
- Seattle University School of Law – Women's Law Caucus, Washington Women of the Year - 2006
- Loren Miller Bar Association, Excellence in the Practice of Law Award – 2005
- Puget Sound Business Journal 40 Under 40 Award Winner - 2004



City of Seattle Office of the Mayor

Press Release

For Immediate Release

Contact Information

Callie Craighead

callie.craighead@seattle.gov

Mayor Harrell Promotes Experienced Legal and Judicial Leader Bonnie Glenn to Serve as OPA Director

Seattle – Today, Mayor Bruce Harrell announced that Bonnie Glenn will serve as the interim director of the Office of Police Accountability (OPA) following director Gino Betts' upcoming resignation in December. Glenn currently serves as OPA deputy director and is an experienced leader in this space, with more than 25 years of legal and judicial experience.

“Bonnie Glenn is well equipped to lead the City’s Office of Police Accountability and to serve as a trusted voice for fairness and responsibility,” **said Mayor Harrell**. “I’ve known Bonnie for decades, which means I’ve seen firsthand her advocacy for accountability and for improved outcomes for our communities, as well as her commitment to procedural justice. As we seek to restore and further strengthen our Seattle Police Department, I am confident that Bonnie will bring a thoughtful approach to addressing misconduct focused on continuous growth, system improvement, and appropriate accountability for inappropriate actions.”

Before serving as deputy OPA director, Glenn served for more than seven years as an administrative law judge with the Washington State Office of Administrative hearings. Her experience includes decades of public service, including as the deputy chief of staff at the King County Prosecuting Attorney’s Office, the acting director of the Seattle City Attorney’s

Office Domestic Violence Unit, and the assistant to the secretary of the Department of Social and Health Services on Juvenile Justice.

“It is my honor to serve as the Interim Director of Seattle’s Office of Police Accountability,” **said Interim Director Glenn.** “I look forward to serving the people of Seattle in this important role, with the highest integrity, respect, and fairness to all. I know the importance of ensuring a well-functioning accountability system in strengthening community and police relationships. I will draw on my years of judicial and legal experience to lead the office forward with the incredible team at OPA.”

Earlier today, Gino Betts announced his intension to resign on December 13, 2024, following two and a half years of service leading the OPA. Under Betts’ leadership, OPA recently received Seattle’s first “Achievement in Oversight” award from the National Association for Civilian Oversight of Law Enforcement, the country’s premier civilian oversight body. Betts also doubled OPA’s community outreach efforts, innovated projects to promote transparency and trust, and earned consistently high-performance ratings from the Office of Inspector General.

“I want to offer my sincere gratitude to Director Gino Betts for leading the Office of Police Accountability over the last two and a half years,” **said Mayor Harrell.** “Since his appointment and unanimous confirmation by the City Council, Gino has provided an essential service to our city and its communities through thoughtful oversight of the Seattle Police Department. As we’ve sought to build trust in the department and the City’s robust accountability system, Gino has focused on delivering rigorous independent investigations and improving understanding of the accountability system with the community. I wish him the best as he enters this next stage in his career.”

Gino Betts said, “I am exceedingly proud of our contribution toward improving the Seattle Police Department and appreciative of the overwhelming support we received from community members and law enforcement throughout my tenure. I sincerely wish Interim Director Glenn great success leading this essential office.”

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SECTION

B



City of Seattle

Seattle Human Resources

Kimberly Loving, Director

September 8, 2025

TO: Pam Inch – Senior Executive Recruiter - SHR

FROM: Annie Nguyen – Citywide Employment Compliance Advisor - SHR

SUBJECT: Background check for **Glenn, Bonnie Jo**

The Seattle Human Resources has received a copy of **Bonnie Jo Glenn'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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