



# CITY OF SEATTLE

## City Council

### Agenda

Tuesday, April 18, 2023

2:00 PM

Council Chamber, City Hall  
600 4th Avenue  
Seattle, WA 98104

Debora Juarez, Council President  
Lisa Herbold, Member  
Andrew J. Lewis, Member  
Tammy J. Morales, Member  
Teresa Mosqueda, Member  
Sara Nelson, Member  
Alex Pedersen, Member  
Kshama Sawant, Member  
Dan Strauss, Member

Chair Info: 206-684-8805; [Debora.Juarez@seattle.gov](mailto:Debora.Juarez@seattle.gov)

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# CITY OF SEATTLE

## City Council Agenda

**April 18, 2023 - 2:00 PM**

### **Meeting Location:**

Council Chamber, City Hall, 600 4th Avenue, Seattle, WA 98104

### **Committee Website:**

<http://www.seattle.gov/council>

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Members of the public may register for remote or in-person Public Comment to address the Council. Details on how to provide Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at <http://www.seattle.gov/council/committees/public-comment>. Online registration to speak will begin two hours before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

In-Person Public Comment - Register to speak on the Public Comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Submit written comments to all Councilmembers at [Council@seattle.gov](mailto:Council@seattle.gov)

### **A. CALL TO ORDER**

### **B. ROLL CALL**

### **C. PRESENTATIONS**

### **D. PUBLIC COMMENT**

*Members of the public may sign up to address the Council for up to 2 minutes on matters on this agenda; total time allotted to public comment at this meeting is 20 minutes.*

**E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR:**

Introduction and referral to Council committees of Council Bills (CB), Resolutions (Res), Appointments (Appt), and Clerk Files (CF) for committee recommendation.

[IRC 389](#)

April 18, 2023

**Attachments:** [Introduction and Referral Calendar](#)

**F. APPROVAL OF THE AGENDA****G. APPROVAL OF CONSENT CALENDAR**

*The Consent Calendar consists of routine items. A Councilmember may request that an item be removed from the Consent Calendar and placed on the regular agenda.*

**Journal:**

1. [Min 422](#) April 11, 2023

**Attachments:** [Minutes](#)

**Bills:**

2. [CB 120545](#) AN ORDINANCE appropriating money to pay certain claims for the week of April 03, 2023 through April 07, 2023 and ordering the payment thereof; and ratifying and confirming certain prior acts.

**Appointments:****ECONOMIC DEVELOPMENT, TECHNOLOGY, AND CITY LIGHT COMMITTEE:**

3. [Appt 02510](#) Appointment of Lowell Deo as member, Seattle Film Commission, for a term to April 23, 2024.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Nelson, Juarez, Herbold, Sawant**

**Opposed: None**

**Attachments:** [Appointment Packet](#)

4. [Appt 02511](#) Appointment of Tom Florino as member, Seattle Film Commission, for a term to April 23, 2024.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Nelson, Juarez, Herbold, Sawant  
Opposed: None**

**Attachments:** [Appointment Packet](#)

5. [Appt 02512](#) Appointment of Kat Ogden as member, Seattle Film Commission, for a term to April 23, 2024.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Nelson, Juarez, Herbold, Sawant  
Opposed: None**

**Attachments:** [Appointment Packet](#)

6. [Appt 02513](#) Appointment of Anthony Tackett as member, Seattle Film Commission, for a term to April 23, 2024.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Nelson, Juarez, Herbold, Sawant  
Opposed: None**

**Attachments:** [Appointment Packet](#)

7. [Appt 02514](#) Appointment of Beth Barrett as member, Seattle Film Commission, for a term to April 23, 2025.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Nelson, Juarez, Herbold, Sawant  
Opposed: None**

**Attachments:** [Appointment Packet](#)

8. [Appt 02515](#) Appointment of Laura Jean Cronin as member, Seattle Film Commission, for a term to April 23, 2025.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Nelson, Juarez, Herbold, Sawant  
Opposed: None**

**Attachments:** [Appointment Packet](#)

9. [Appt 02516](#) Appointment of Melissa Matthies Purcell as member, Seattle Film Commission, for a term to April 23, 2025.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Nelson, Juarez, Herbold, Sawant**

**Opposed: None**

**Attachments:** [Appointment Packet](#)

10. [Appt 02517](#) Appointment of Champ Ensminger as member, Seattle Film Commission, for a term to April 23, 2026.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Nelson, Juarez, Herbold, Sawant**

**Opposed: None**

**Attachments:** [Appointment Packet](#)

11. [Appt 02518](#) Appointment of Mark A. Freid as member, Seattle Film Commission, for a term to April 23, 2026.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Nelson, Juarez, Herbold, Sawant**

**Opposed: None**

**Attachments:** [Appointment Packet](#)

12. [Appt 02519](#) Appointment of Michael Huang as member, Seattle Film Commission, for a term to April 23, 2026.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Nelson, Juarez, Herbold, Sawant**

**Opposed: None**

**Attachments:** [Appointment Packet](#)

**PUBLIC SAFETY AND HUMAN SERVICES COMMITTEE:**

13. [Appt 02505](#) Appointment of Lynne Wilson as member, Community Police Commission, for a term to December 31, 2023.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Herbold, Mosqueda, Nelson, Pedersen  
Opposed: None**

**Attachments:** [Appointment Packet](#)

14. [Appt 02506](#) Appointment of Raven Nicole Tyler as member, Community Police Commission, for a term to December 31, 2024.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Herbold, Mosqueda, Nelson, Pedersen  
Opposed: None**

**Attachments:** [Appointment Packet](#)

15. [Appt 02508](#) Appointment of Lars W. Erickson as member, Community Police Commission, for a term to December 31, 2025.

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor: 4 - Herbold, Mosqueda, Nelson, Pedersen  
Opposed: None**

**Attachments:** [Appointment Packet](#)

## H. COMMITTEE REPORTS

*Discussion and vote on Council Bills (CB), Resolutions (Res),  
Appointments (Appt), and Clerk Files (CF).*

## PUBLIC SAFETY AND HUMAN SERVICES COMMITTEE:

1. [Appt 02496](#) Appointment of Tanya Kim as Director of Human Services Department, for a term to March 1, 2027.
- The Committee recommends that City Council confirm the Appointment (Appt).**  
**In Favor: 4 - Herbold, Mosqueda, Nelson, Pedersen**  
**Opposed: None**

**Attachments:** [Appointment Packet](#)  
[City Council Questions and Responses](#)

**NEIGHBORHOODS, EDUCATION, CIVIL RIGHTS, AND CULTURE COMMITTEE:**

2. [CB 120525](#) AN ORDINANCE establishing the Race and Social Justice Initiative as City policy; establishing governance of the Race and Social Justice Initiative within the Office for Civil Rights; authorizing the Office for Civil Rights to lead the Race and Social Justice Initiative; and adding new Sections 3.14.941 through 3.14.945 to the Seattle Municipal Code.

**The Committee recommends that City Council pass as amended the Council Bill (CB).**  
**In Favor: 4 - Morales, Sawant, Lewis, Nelson**  
**Opposed: None**

**Supporting Documents:** [Summary and Fiscal Note](#)

**SUSTAINABILITY AND RENTERS' RIGHTS COMMITTEE:**

3. [CB 120541](#) AN ORDINANCE relating to residential tenancy; limiting the amount of fees charged for late payment of rent and for notices issued to tenants; and adding a new Section 7.24.034 to the Seattle Municipal Code.

**The Committee recommends that City Council pass as amended the Council Bill (CB).**  
**In Favor: 5 - Sawant, Nelson, Juarez, Lewis, Morales**  
**Opposed: None**

**Supporting Documents:** [Summary and Fiscal Note v2](#)  
[Proposed Amendment A](#)

**I. ITEMS REMOVED FROM CONSENT CALENDAR**

**J. ADOPTION OF OTHER RESOLUTIONS**

**K. OTHER BUSINESS**

Consideration of an Administrative Appeal of Exclusion issued to Avrum "Alex" Tsimerman on April 11, 2023, pursuant to Council Rule XI.D.5.

**L. ADJOURNMENT**



Legislation Text

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**File #: IRC 389, Version: 1**

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April 18, 2023



## Introduction and Referral Calendar

List of proposed Council Bills (CB), Resolutions (Res), Appointments (Appt) and Clerk Files (CF) to be introduced and referred to a City Council committee

<b>Record No.</b>	<b>Title</b>	<b>Committee Referral</b>
<b><u>By: Mosqueda</u></b>		
1. <a href="#">CB 120545</a>	AN ORDINANCE appropriating money to pay certain claims for the week of April 03, 2023 through April 07, 2023 and ordering the payment thereof; and ratifying and confirming certain prior acts.	City Council
<b><u>By: Lewis</u></b>		
2. <a href="#">CB 120546</a>	AN ORDINANCE relating to Seattle Parks and Recreation; authorizing The City of Seattle to enter into a non-government agreement with The Baseball Club of Seattle, LLLP, for the purposes of making improvements to the Rainier Playfield; and ratifying and confirming certain prior acts.	Public Assets and Homelessness Committee
<b><u>By: Lewis</u></b>		
3. <a href="#">CB 120547</a>	AN ORDINANCE relating to Jackson Park; transferring jurisdiction of a portion of NE 130th Street from the Seattle Department of Transportation to Seattle Parks and Recreation for open space, park, and recreation purposes; transferring a portion of Jackson Park adjacent to NE 145th Street from Seattle Parks and Recreation to the Seattle Department of Transportation for transportation purposes; and finding, after a public hearing, that the exchange of property meets the requirements of Ordinance 118477 that adopted Initiative 42.	Public Assets and Homelessness Committee
<b><u>By: Lewis</u></b>		
4. <a href="#">CB 120548</a>	AN ORDINANCE relating to the Seattle Department of Finance and Administrative Services (FAS); authorizing the acquisition of real property identified in King County Records as Parcel Number 766620-2390, commonly known as the Bakun Building, from the Washington State Department of Transportation; authorizing acceptance and recording of deeds for general municipal purposes including, but not limited to, the acquisition of the Bakun Building property; and ratifying and confirming certain prior acts.	Public Assets and Homelessness Committee
<b><u>By: Herbold</u></b>		
5. <a href="#">CB 120549</a>	AN ORDINANCE relating to the City's criminal code; amending the crime of Obstructing a Public Officer to include obstructing firefighters and fire department	Public Safety and Human Services Committee

personnel; and amending Section 12A.16.010 of the Seattle Municipal Code.



Legislation Text

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**File #:** Min 422, **Version:** 1

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April 11, 2023

# SEATTLE CITY COUNCIL

600 Fourth Ave. 2nd Floor  
Seattle, WA 98104



## Journal of the Proceedings of the Seattle City Council

Tuesday, April 11, 2023

2:00 PM

**Council Chamber, City Hall**  
**600 4th Avenue**  
**Seattle, WA 98104**  
**City Council**

*Debora Juarez, Council President*  
*Lisa Herbold, Member*  
*Andrew J. Lewis, Member*  
*Tammy J. Morales, Member*  
*Teresa Mosqueda, Member*  
*Sara Nelson, Member*  
*Alex Pedersen, Member*  
*Kshama Sawant, Member*  
*Dan Strauss, Member*

Chair Info: 206-684-8805; [Debora.Juarez@seattle.gov](mailto:Debora.Juarez@seattle.gov)

**A. CALL TO ORDER**

The City Council of The City of Seattle met in the Council Chamber in Seattle, Washington, on April 11, 2023, pursuant to the provisions of the City Charter. The meeting was called to order at 2:01 p.m., with Council President Juarez presiding.

**B. ROLL CALL**

**Present:** 7 - Juarez, Herbold, Lewis, Mosqueda, Nelson, Pedersen, Sawant

**Excused:** 2 - Morales, Strauss

Motion was made, duly seconded and carried, to excuse Councilmember Strauss from the April 11, 2023 City Council meeting.

**C. PRESENTATIONS**

There were none.

**D. PUBLIC COMMENT**

There were none.

**E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR:**

[IRC 388](#)      **April 11, 2023**

**Motion was made, duly seconded and carried, to adopt the Introduction & Referral Calendar (IRC) by the following vote:**

**In Favor:** 7 - Juarez, Herbold, Lewis, Mosqueda, Nelson, Pedersen, Sawant

**Opposed:** None

**F. APPROVAL OF THE AGENDA**

Motion was made, duly seconded and carried, to adopt the proposed Agenda.

**G. APPROVAL OF CONSENT CALENDAR**

Motion was made, duly seconded and carried, to adopt the Consent Calendar.

**Journal:****1. [Min 421](#) April 4, 2023**

**The item was adopted on the Consent Calendar by the following vote, and the President signed the Minutes (Min):**

**In Favor:** 7 - Juarez, Herbold, Lewis, Mosqueda, Nelson, Pedersen, Sawant

**Opposed:** None

**Bills:****2. [CB 120542](#) AN ORDINANCE appropriating money to pay certain claims for the week of March 27, 2023 through March 31, 2023 and ordering the payment thereof; and ratifying and confirming certain prior acts.**

**The item was passed on the Consent Calendar by the following vote, and the President signed the Council Bill (CB):**

**In Favor:** 7 - Juarez, Herbold, Lewis, Mosqueda, Nelson, Pedersen, Sawant

**Opposed:** None

**H. COMMITTEE REPORTS****PUBLIC ASSETS AND HOMELESSNESS COMMITTEE:****1. [Appt 02503](#) Appointment of Anthony-Paul (AP) Diaz as Superintendent of the Department of Parks and Recreation, for a term to March 1, 2027.**

**The Committee recommends that City Council confirm the Appointment (Appt).**

**In Favor:** 4 - Lewis, Mosqueda, Herbold, Morales

**Opposed:** None

**The Appointment (Appt) was confirmed by the following vote:**

**In Favor:** 7 - Juarez, Herbold, Lewis, Mosqueda, Nelson, Pedersen, Sawant

**Opposed:** None

The Council President invited Director Diaz to address the Council.

**TRANSPORTATION AND SEATTLE PUBLIC UTILITIES COMMITTEE:**

2. [CB 120528](#) **AN ORDINANCE relating to the Route 44 Transit-Plus Multimodal Corridor project; authorizing the Director of the Seattle Department of Transportation (“SDOT”) to acquire, accept, and record on behalf of The City of Seattle a Deed for Street Purposes from Adam Rogers, as a separate estate, situated in a portion of Block 12, Salmon Bay City, Malson’s Addition to Seattle; placing the real property rights and interests conveyed by such deed under the jurisdiction of the Seattle Department of Transportation; laying off the property as right-of-way; and ratifying and confirming certain prior acts.**

The Committee recommends that City Council pass the Council Bill (CB).

In Favor: 4 - Pedersen, Strauss, Herbold, Sawant

Opposed: None

The Council Bill (CB) was passed by the following vote, and the President signed the Bill:

In Favor: 7 - Juarez, Herbold, Lewis, Mosqueda, Nelson, Pedersen, Sawant

Opposed: None

3. [CB 120538](#) **AN ORDINANCE relating to Seattle Public Utilities; authorizing the General Manager and Chief Executive Officer of Seattle Public Utilities or designee to execute an interlocal agreement with King County to receive payments for the disposal of residual waste from Material Recovery Facilities in the City of Seattle; amending Ordinance 126725, which adopted the 2023 budget; changing appropriations to various departments and budget control levels, and from various funds in the Budget; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.**

The Committee recommends that City Council pass the Council Bill (CB).

In Favor: 4 - Pedersen, Strauss, Herbold, Sawant

Opposed: None

The Council Bill (CB) was passed by the following vote, and the President signed the Bill:

**In Favor:** 7 - Juarez, Herbold, Lewis, Mosqueda, Nelson, Pedersen, Sawant

**Opposed:** None

4. [CB 120539](#) **AN ORDINANCE relating to the Department of Finance and Administrative Services (on behalf of Seattle Public Utilities); authorizing the acquisition of real property identified in King County records as Parcel A of City of Seattle Short Subdivision No. 8701076 under recording no. 8706120917, records of King County, Washington (the “Property”); authorizing the Director of Finance and Administrative Services or the Director’s designee to execute all documents and take other necessary actions to complete the Property’s acquisition, including acceptance and recording of a deed; and ratifying and confirming certain prior acts.**

The Committee recommends that City Council pass the Council Bill (CB).

**In Favor:** 4 - Pedersen, Strauss, Herbold, Sawant

**Opposed:** None

The Council Bill (CB) was passed by the following vote, and the President signed the Bill:

**In Favor:** 7 - Juarez, Herbold, Lewis, Mosqueda, Nelson, Pedersen, Sawant

**Opposed:** None

5. [Res 32082](#) **A RESOLUTION adopting Seattle's 2022 Solid Waste Plan Update: Moving Upstream to Zero Waste; revising the 2011 Revision: Picking Up The Pace Toward Zero Waste; and superseding certain requirements adopted by Resolution 30990.**

The Committee recommends that City Council adopt as amended the Resolution (Res).

**In Favor:** 4 - Pedersen, Strauss, Herbold, Sawant

**Opposed:** None

The Resolution (Res) was adopted by the following vote, and the President signed the Resolution (Res):

**In Favor:** 7 - Juarez, Herbold, Lewis, Mosqueda, Nelson, Pedersen, Sawant

**Opposed:** None

#### **I. ITEMS REMOVED FROM CONSENT CALENDAR**

There were none.

**J. ADOPTION OF OTHER RESOLUTIONS**

There were none.

**K. OTHER BUSINESS**

There was none.

**L. ADJOURNMENT**

There being no further business to come before the Council, the meeting was adjourned at 2:21 p.m.

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Linda Barron, Deputy City Clerk

Signed by me in Open Session, upon approval of the Council, on April 18, 2023.

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Debora Juarez, Council President of the City Council

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Elizabeth M. Adkisson, Interim City Clerk



Legislation Text

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**File #:** CB 120545, **Version:** 1

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**CITY OF SEATTLE**

**ORDINANCE \_\_\_\_\_**

**COUNCIL BILL \_\_\_\_\_**

AN ORDINANCE appropriating money to pay certain claims for the week of April 03, 2023 through April 07, 2023 and ordering the payment thereof; and ratifying and confirming certain prior acts.

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. Payment of the sum of \$20,916,910.36 on PeopleSoft 9.2 mechanical warrants numbered 4100675298 - 4100677402 plus manual or cancellation issues for claims, e-payables of \$127,908.28 on PeopleSoft 9.2 9100013225 - 9100013250 and electronic financial transactions (EFT) in the amount of \$73,480,725.98 are presented to the City Council under RCW 42.24.180 and approved consistent with remaining appropriations in the current Budget as amended.

Section 2. RCW 35.32A.090(1) states, “There shall be no orders, authorizations, allowances, contracts or payments made or attempted to be made in excess of the expenditure allowances authorized in the final budget as adopted or modified as provided in this chapter, and any such attempted excess expenditure shall be void and shall never be the foundation of a claim against the city.”

Section 3. Any act consistent with the authority of this ordinance taken prior to its effective date is ratified and confirmed.

Section 4. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if

not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the 18th day of April, 2023, and signed by me in open session in authentication of its passage this 18th day of April, 2023.

\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved / returned unsigned / vetoed this \_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Bruce A. Harrell, Mayor

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Elizabeth M. Adkisson, Interim City Clerk

(Seal)



Legislation Text

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**File #:** Appt 02510, **Version:** 1

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Appointment of Lowell Deo as member, Seattle Film Commission, for a term to April 23, 2024.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Lowell Deo</i>		
<b>Board/Commission Name:</b> <i>Seattle Film Commission</i>		<b>Position Title:</b> <i>On-screen talent or their representatives (Position 1)</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> <i>4/24/2023</i> <b>to</b> <i>4/23/2024</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Greenwood (D5, D6)</i>	<b>Zip Code:</b> <i>98117</i>	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>With extensive work in Northwest productions like Grimm, The Librarians, and Three Busy Debras, Lowell is living proof actors CAN make a living in Seattle. Now Washington State (and Seattle) are realizing the importance of a strong creative community—not only in terms of spiritual fulfillment, but also tax dollars. Lowell is excited to be part of the vanguard to help attract production to Seattle; to help research, listen to and plan with the folks who can bring back our once vibrant industry.</i>		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> 3/28/2023		<b>Appointing Signatory:</b> <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.

# Lowell Deo



BIG FISH NW TALENT REPRESENTATION  
877.424.4347  
WWW.BIGFISHNW.COM

## Television

"Just Roll With It"	Chip Challumway	Kenwood TV Prod./Disney Channel
"Three Busy Debras"	Mr. Speaker	Adult Swim/Alive and Kicking Inc.
"The Scottish Play"	Det. Hendrix	Amazon Prime/Magnussen Media Group
"The Musicianer"	Reggie Thurkill	Solid Sender Productions
"Grimm" Season 6	Attendant Todd	NBC/Universal Television
"Tabitha: Witch of the Order"	Father Thomas	Pilot/TP Productions
"The Librarians"	General McLarty	TNT/Electric Entertainment
"Grimm" Season 4	Mayor	NBC/Universal Television
"Z Nation"	Redburn	SyFy/The Asylum
"The Fugitive"	Television Reporter	CBS/Warner Brothers Television

## Film

"23 Short Films About the End of the World"	Samuel	Christen Kimbell
"All Those Small Things"	Deputy J. Hader	Andrew Hyatt/Rebel Kat Productions
"Outside"	Professor	Farahd Abdullah Wallizada/Nimbus Vision
"Once Between a Time"	Dr. Toby Leroux/Potion Master	Shawn Nelson/Nelson Entertainment
"Mr. Bleachers"	Dr. Reddy	Timothy Carpenter/Mighty Tripod
"Luz"	Ofc. Dowden	Jon Garcia/Lake Productions
"Stakeout"	Bill Wilkey	John and Paul Otteni
"Stolen Season"	James	Y-US Productions
"The Last Laugh"	Reggie Ray	The October People
"Heartthrob"	Mr. Tachuk	Chris Sivertson/Citizen Skull Productions
"Creatures from the Pink Lagoon"	Stan	Chris Diani/Seattle Theatre Project
"Visioneers"	Television Reporter	Jared Drake/Apothecary Films
"Max Rules:	Interrogator #2	Robert Burke/Jumpshot Films
"Dominoes"	Malik	Cole Drumb/Independent

## Commercial

List Available Upon Request

## Voice-Over

"Frankie Manning: Never Stop Swinging"	Documentary	WNET/PBS
"The Unforgettable Hampton Family"	Documentary	WNET/PBS
"Twenty Years after the Exxon Valdez Spill"	Documentary	N.O.A.A.
"American Passages"	Documentary	OPB/PBS

## Web Series

Chaldea	Dervish/Kombo	Dir. Peter Adkison
Chop Socky Boom	D'Angelo	Dir. Heath Ward
Out to Launch	Mr. Segal	Dir. Mark David Jones

## Training

Acting for the Camera	Richard Brestoff (Seattle)
On-Camera	Stephen Black (Seattle)
Voice-over Private Coaching	Nancy Wolfson (Los Angeles/Skype)
Voice-over Private Coaching	Marice Tobias (Seattle/Skype)

## SPECIAL SKILLS

Teleprompter and ear prompter proficient, Tennis, Weightlifting, Yoga, Tarot, Beginning Cello, Moderate French

# Seattle Film Commission

**11** Members: Pursuant to Ordinance 126678, all members subject to City Council confirmation, 3-year terms however, initial terms shall be as follows:

1, 4, 7, and 10 shall be for one year; initial terms for positions 2, 5, 8, and 11 shall be for two years; and initial terms for positions 3, 6, and 9 shall be for three years.

- 5 City Council-appointed
- 5 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): Commission

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5,6	1.	On-screen talent	Lowell Deo	4/24/2023	4/23/24	1	Mayor
6	F	2	2.	Film industry labor unions	Melissa Matthies Purcell	4/24/2023	4/23/25	1	Mayor
1	M	7	3.	Advertising and creative agencies	Michael Huang	4/24/2023	4/23/26	1	Mayor
6	M	N/A	4.	Commercial producers or production companies	Tom Florino	4/24/2023	4/23/24	1	Mayor
2	F	N/A	5.	Film schools, film programs, or film educators	Laura Jean Cronin	4/24/2023	4/23/25	1	Mayor
1	M	4	6.	Post-production companies and personnel i.e., editors, composers, post-supervisors	Champ Ensminger	4/24/2023	4/23/26	1	City Council
6	F	4	7.	Film production crew	Kat Ogden	4/24/2023	4/23/24	1	City Council
6	F	4	8.	Film festivals or film content distribution companies	Beth Barrett	4/24/2023	4/23/25	1	City Council
6	M	N/A	9.	Film location managers	Mark A. Freid	4/24/2023	4/23/26	1	City Council
2	M	N/A	10	Film organizations for underrepresented communities	Anthony Tackett	4/24/2023	4/23/24	1	City Council
			11.	Immersive technology		5/22/23	5/21/25		Commission

## 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	2			1	2				2								
Council	3	2			1	1				3								
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.



Legislation Text

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**File #:** Appt 02511, **Version:** 1

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Appointment of Tom Florino as member, Seattle Film Commission, for a term to April 23, 2024.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Tom Florino		
<b>Board/Commission Name:</b> Seattle Film Commission		<b>Position Title:</b> Commercial producers or production companies (Position 4)
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		<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: Fill in appointing authority		<b>Term of Position: *</b> 4/24/2023 to 4/23/2024  <input type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Maple Valley	<b>Zip Code:</b> 98038	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Tom Florino is the head of economic development policy for Amazon's Global Media & Entertainment (GME) division, including Amazon Studios, Prime Video, Amazon Music, Audible, Amazon Games, and Twitch. Tom is responsible for developing infrastructure and talent development partnerships with governments and local stakeholders to establish production hubs and elevate underserved and underrepresented communities. Tom also crafts training and sponsorship programs with film organizations, including the Association of Film Commissioners International (AFCI), the Cherokee Nation Film Office, and Veterans in Media & Entertainment (VME). Tom has had the opportunity to lead policy strategy for Amazon Studios   Prime Video market entry in emerging locations, including Nigeria. Tom's experience also includes managing government relations in New Zealand for The Lord of the Rings: The Rings of Power, and leading policymaker engagement to support relocating the series to the UK.		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> 3/28/2023		<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.

# Tom Florino

- EXPERIENCE**
- AMAZON.COM – PUBLIC POLICY | ECONOMIC DEVELOPMENT**
- Director – Seattle, WA** **Oct. 2017-Present**
- Head of economic development policy for the Global Media & Entertainment (GME) division, including Amazon Studios, Prime Video, Amazon Music, Audible, Amazon Games, and Twitch
  - Lead global expansion policy strategy for Amazon, including GME, retail operations, corporate offices, devices manufacturing and supply chain operations, and emerging businesses (i.e. Zoox)
  - Develop infrastructure and talent development partnerships with governments and local stakeholders to establish production hubs and elevate underserved and underrepresented communities
  - Craft training & sponsorship programs with film organizations, including the Association of Film Commissioners International (AFCI), the Cherokee Nation Film Office, and Veterans in Media & Entertainment (VME)
  - Lead policy strategy for Amazon Studios | Prime Video market entry in emerging locations, including Nigeria
  - Managed government relations in New Zealand for *The Lord of the Rings: The Rings of Power*, and led policymaker engagement to support relocating the series to the UK
- NEWMARK KNIGHT FRANK – LOCATION STRATEGY AND ECONOMIC INCENTIVES ADVISORY**
- Managing Director – New York, NY** **Nov. 2016-Oct. 2017**
- Negotiated incentive agreements with state and local governments and utilities for clients across diverse industries (software/tech, e-commerce, B2B/B2C manufacturing, finance, pharma, telecom, energy, etc.)
  - Secured a \$48M incentives package for ASOS to create over 2,000 jobs and invest \$40M to establish a 1M square foot distribution center in Union City, Georgia
  - Managed the practice’s outreach to the NYC startup community, including technology and biotech ventures
- ERNST & YOUNG LLP – BUSINESS INCENTIVES AND LOCATION INVESTMENT SERVICES**
- Senior Consultant – New York, NY** **April 2014-Nov. 2016**
- Project manager for Under Armour’s \$4.25B headquarters relocation and expansion in Baltimore, MD
  - Project manager for Lego’s \$1B site selection project for a US manufacturing and distribution facility
  - Successfully secured the following major incentives: Grow NJ Awards – \$51.54M for Seldat, \$23.43M for Chelten House, \$11.9M for BlackRock, \$8.33M for Corning, \$4.25M for H&M; NY Excelsior Awards – \$15M for Anheuser-Busch; \$5M for Snapchat; \$2M for View The Space; \$1.5M for Zocdoc
- NYC PARKING**
- Deputy Director, Finance (CFO) – New York, NY** **July 2012-April 2014**
- Managed \$210M in annual parking revenue from meters and municipal garages
  - Managed annual operating budget of \$51.2M and 10-year capital plan of \$47M
  - Created and improved financial controls, including SOPs for revenue reconciliation, P&L statements, and ROI metrics for new payment technology
- OFFICE OF MAYOR BLOOMBERG – MANAGEMENT & BUDGET (OMB): TRANSPORTATION & TRANSIT FINANCE**
- Manager – New York, NY** **Jan. 2009-July 2012**
- Managed development of FY10-13 budget savings for DOT (-\$234M) and Taxi & Limo Commission (-\$18M)
  - Directed allocation of \$266M in ARRA federal stimulus funds during DOT project evaluation and selection
  - Managed fiscal oversight and quarterly financial plans for DOT (\$817M) and TLC (\$38M) operating budgets
- DELOITTE TAX LLP – STATE STRATEGIC TAX REVIEW: CREDITS & INCENTIVES (C&I)**
- Consultant – New York, NY** **July 2007-Oct. 2008**
- Maintained \$100M tax incentive model and \$17M budget for a portfolio of 12 major C&I projects
  - Drafted an analytical report examining how negotiated tax incentives and statutory tax credits can promote green business practices and sustainable economic development
- EDUCATION**
- CORNELL UNIVERSITY, Ithaca, NY**
- Master’s of Public Administration, 2007
  - Awarded a Merit Fellowship from the Cornell Institute for Public Affairs, 2005-2007
  - Awarded a Teaching Assistantship from the Department of Government, 2006-2007
- COLLEGE OF THE HOLY CROSS, Worcester, MA**
- Bachelor’s of Arts in Political Science, 2005

# Seattle Film Commission

**11** Members: Pursuant to Ordinance 126678, all members subject to City Council confirmation, 3-year terms however, initial terms shall be as follows:

1, 4, 7, and 10 shall be for one year; initial terms for positions 2, 5, 8, and 11 shall be for two years; and initial terms for positions 3, 6, and 9 shall be for three years.

- 5 City Council-appointed
- 5 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): Commission

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5,6	1.	On-screen talent	Lowell Deo	4/24/2023	4/23/24	1	Mayor
6	F	2	2.	Film industry labor unions	Melissa Matthies Purcell	4/24/2023	4/23/25	1	Mayor
1	M	7	3.	Advertising and creative agencies	Michael Huang	4/24/2023	4/23/26	1	Mayor
6	M	N/A	4.	Commercial producers or production companies	Tom Florino	4/24/2023	4/23/24	1	Mayor
2	F	N/A	5.	Film schools, film programs, or film educators	Laura Jean Cronin	4/24/2023	4/23/25	1	Mayor
1	M	4	6.	Post-production companies and personnel i.e., editors, composers, post-supervisors	Champ Ensminger	4/24/2023	4/23/26	1	City Council
6	F	4	7.	Film production crew	Kat Ogden	4/24/2023	4/23/24	1	City Council
6	F	4	8.	Film festivals or film content distribution companies	Beth Barrett	4/24/2023	4/23/25	1	City Council
6	M	N/A	9.	Film location managers	Mark A. Freid	4/24/2023	4/23/26	1	City Council
2	M	N/A	10	Film organizations for underrepresented communities	Anthony Tackett	4/24/2023	4/23/24	1	City Council
			11.	Immersive technology		5/22/23	5/21/25		Commission

## 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	2			1	2				2								
Council	3	2			1	1				3								
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.



Legislation Text

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**File #:** Appt 02512, **Version:** 1

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Appointment of Kat Ogden as member, Seattle Film Commission, for a term to April 23, 2024.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Kat Ogden		
<b>Board/Commission Name:</b> Seattle Film Commission		<b>Position Title:</b> Film production crew, including but not limited to props, sets, wardrobe, make-up, hair, camera, grip, and electric (Position 7)
<input checked="" type="checkbox"/> Appointment <b>OR</b> <input type="checkbox"/> Reappointment	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Term of Position: *</b> 4/24/2023 <b>to</b> 4/23/2024  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> Capitol Hill (D4)	<b>Zip Code:</b> 981123	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Kat has worked in the Seattle film market since 2007 as a 1st, 2 <sup>nd</sup> , and 2nd 2nd Assistant Director for film, television, industrials, reality shows, and music videos. Kat's position supports the vision of the Producers and Director while maintaining consideration of the health, safety and needs of the cast and crew. Kat has worked in other markets (London, New York, Austin, and Los Angeles) and from those experiences understands Seattle's film industry and community are unique. Kat believes that the needs of the individual must be met in a way that benefits the community, for film sets are a collaborative space with many kinds of artisans and craftspeople, where all are equal and contribute needed skills to make a viable, vibrant project, from grips, electricians, art department, hair, make up, wardrobe and other technical departments to directors, actors, and producers.		
<b>Authorizing Signature (original signature):</b>   <b>Date Signed (appointed):</b> 3/28/23	<b>Appointing Signatory:</b> Sara Nelson Seattle City Council Member	

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

# KAT OGDEN



## OVERVIEW:

I am a well-rounded, content producer and filmmaker based in the Pacific Northwest with deep roots in structured storytelling and script to screen content. As an independent producer, I pride myself on innovation and creative problem solving, always striving to balance budget and resources with safety and a good work environment. I seek positions that are inclusive, progressive, diverse, and LGBT+ accepting. For more work references please visit my website: [www.KatOgden.com](http://www.KatOgden.com).

## EXPERIENCE HIGHLIGHTS:

### PRODUCER, BAD ROBOT PRODUCTIONS, SANTA MONICA, CA - CURRENT

Attached to produce a television series based on the works of Robin Hobb. In active development.

### CREATIVE DEVELOPMENT CONSULTANT, TELEVISION - CURRENT

Serves as a story consultant for a several high-profile producers in scripted and unscripted formats. Specialty in Science Fiction, Fantasy, and Horror with an emphasis on book to screen adaptations both in film and television.

### PRODUCER, AUTHOR ROBIN HOBBS, TACOMA, WA, 2008-2019

Marketing, production and strategic development for New York Times Bestseller, Robin Hobb. Assisted in development of multimedia projects including book trailers and documentaries. Attended trade events as Ms. Hobb's representative. Served as point of contact for publishers, publicists, agents, and managers in several countries including the US. Scheduled travel, meetings, and special events.

### PRODUCER, INFESTED (SHORT FILM), TACOMA, WA, 2015-2016

Wrote and produced original short film INFESTED with funding from the Tacoma Artist Initiative Program. As producer oversaw all aspects of production from script to screen including post-production. The film screened at Tacoma's Arts Month Opening Party and at the Sacramento Film Festival, 2016.

### FIELD COORDINATOR, "LOLWORK," SEATTLE, WA, FEB-AUG 2012

Coordinated producers and cast for a network reality show built around the ICanHazCheezburger site. Responsible for the schedule. Conducted several "follow-doc" portions, interviewing cast in their homes for BravoTv.com. Production Manager: Sylvia Barth, Relativity Real.

### PRODUCTION COORDINATOR, "THE OFF HOURS," SEATTLE, WA, APR-JUN 2010

Assisted the Producers for a Seattle independent film. Managed the flow of information between the departments. Served as the administrative hub for production. Arranged vendors, maintained production contact for cast, crew and vendor contacts.

### CREATIVE EXECUTIVE, CREATED BY, LOS ANGELES, CA 2003-2005

Involved in all aspects of feature film development relating to company's "First Look" deal with DreamWorks. Met on a weekly basis with agents, producers, directors, and studio executives to pitch projects for development. Represented clients Isaac Asimov, Augusten Borroughs, Robert Heinlein among others. Producer: Vince Gerardis (Game of Thrones, Jumper, Flash Forward)

### CASTING ASSOCIATE, "THIRTY DAYS", ACTUAL REALITY PICTURES, LOS ANGELES, CA, 2005

Managed candidates through initial interview and casting process including on camera interviews, applications and screening paperwork. Responsible for scouting and identifying potential resources for unique individuals suited to documentary. Supervisor: Carmen Cuba.

### 2<sup>ND</sup> ASSISTANT DIRECTOR, "ZNATION," SPOKANE, WA, MAY 2014

Supported the First Assistant Director, Director, and Producer in pre-production and on set. Responsible for basecamp and actors on set including guiding them through hair, make up and wardrobe and communicating

changes in time estimates. Updated departments on changes to the daily schedule. Responsible for all SAG paperwork, cast contracts, crew start paperwork, Daily Production Reports, Daily Time Sheets and Lunch Reports. UPM: Mary Russell.

**2<sup>ND</sup> ASSISTANT DIRECTOR, "DEEP BURIAL," MOSES LAKE, WA, OCT-NOV 2012**

Supported the First Assistant Director, Director, and Producer in pre-production and on set. Responsible for the daily call sheet, crew concerns and completion of all required paperwork for production including SAG contracts, Exhibit G, production reports and accident reports. 1<sup>ST</sup> AD: Drew Langer. Line Producer: Mel Eslyn.

**2<sup>ND</sup> ASSISTANT DIRECTOR, "ONE SQUARE MILE," SEATTLE, WA, AUG-SEP 2012**

Responsible for basecamp and actors on set including guiding them through hair, make up and wardrobe, and communicating any changes in time estimates. Updated departments on any changes to the daily schedule. Responsible for all SAG paperwork, cast contracts, crew start paperwork, and daily Production Reports.

**2<sup>ND</sup> ASSISTANT DIRECTOR, "SAFETY NOT GUARANTEED," SEATTLE, WA, APR-MAY 2011**

Supported the First Assistant Director, Director, and Producer in pre-production and production for a SAG Modified Low Budget indie film. Responsible for SAG paperwork, cast contracts, crew agreements, start paperwork for crew, all extras paperwork and call sheets. 1<sup>ST</sup> AD: Mel Eslyn.

**2<sup>ND</sup> ASSISTANT DIRECTOR, "GROW," LOS ANGELES, CA, FEB 2011**

Supported the First Assistant Director and Director in preproduction and production for a low budget, independent TV pilot. 1<sup>ST</sup> AD: Tony Becerra.

**2<sup>ND</sup> ASSISTANT DIRECTOR, "CAMILLA DICKINSON," SPOKANE, WA, OCT-DEC 2010**

Supported the 1st Assistant Director, Director, and Producer in pre-production and production on a 3M indie film. Responsible for call sheets. 1<sup>ST</sup> AD: Tony Becerra.

**2<sup>ND</sup> ASSISTANT DIRECTOR, "CATECHISM CATAclysm," SEATTLE, WA, OCT 2010**

Supported the 1st Assistant Director, Director, and Producer in pre-production and production for a low budget indie film. Fulfilled duties of cast travel, crew accommodations and locations liaison. Responsible for SAG paperwork, cast contracts, crew agreements, all extras paperwork and call sheets. 1st AD: Megan Griffiths.

**EDUCATION**

New York University	Bachelor of Arts, Anthropology, 1997
Tisch School of the Arts	Meisner Intensive, 1996
Northwest Film Forum	Final Cut X Beginning and Intermediate
Austin School of Film	Producing from Script to Screen

**INDUSTRY REFERENCES**

Robin Hobb, Author, Random House	████████████████████
Tony Becerra, 1 <sup>st</sup> Assistant Director, DGA	████████████████████
Vi Pham, Production Supervisor	████████████████████
Jay Kim, Production Assistant	████████████████████

**UNION AFFILIATIONS**

DIRECTOR'S GUILD OF AMERICA member since 2013  
SAG-AFTRA (eligible to work)

**SKILLS**

Final Cut Pro X, Movie Magic Scheduler, Microsoft Word and Excel (adept at call sheet templates and production report templates) Final Draft, Sprout Social Media Scheduling, Dropbox, "Green Production" workflow methods.

**ON CAMERA AND VOICEOVER**

Seasoned media professional with twenty-seven years' experience interviewing, hosting, modeling, doing voiceover and acting work. Represented by Topo Swope Talent. Additional credits upon request.

# Seattle Film Commission

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- 5 City Council-appointed
- 5 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): Commission

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5,6	1.	On-screen talent	Lowell Deo	4/24/2023	4/23/24	1	Mayor
6	F	2	2.	Film industry labor unions	Melissa Matthies Purcell	4/24/2023	4/23/25	1	Mayor
1	M	7	3.	Advertising and creative agencies	Michael Huang	4/24/2023	4/23/26	1	Mayor
6	M	N/A	4.	Commercial producers or production companies	Tom Florino	4/24/2023	4/23/24	1	Mayor
2	F	N/A	5.	Film schools, film programs, or film educators	Laura Jean Cronin	4/24/2023	4/23/25	1	Mayor
1	M	4	6.	Post-production companies and personnel i.e., editors, composers, post-supervisors	Champ Ensminger	4/24/2023	4/23/26	1	City Council
6	F	4	7.	Film production crew	Kat Ogden	4/24/2023	4/23/24	1	City Council
6	F	4	8.	Film festivals or film content distribution companies	Beth Barrett	4/24/2023	4/23/25	1	City Council
6	M	N/A	9.	Film location managers	Mark A. Freid	4/24/2023	4/23/26	1	City Council
2	M	N/A	10	Film organizations for underrepresented communities	Anthony Tackett	4/24/2023	4/23/24	1	City Council
			11.	Immersive technology		5/22/23	5/21/25		Commission

## 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	2			1	2				2								
Council	3	2			1	1				3								
Other																		
Total																		

## Key:

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

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

Diversity information is self-identified and is voluntary.



Legislation Text

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**File #:** Appt 02513, **Version:** 1

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Appointment of Anthony Tackett as member, Seattle Film Commission, for a term to April 23, 2024.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Anthony Tackett		
<b>Board/Commission Name:</b> Seattle Film Commission		<b>Position Title:</b> Film organizations belonging to and advocating for communities underrepresented in the film industry (Position 10)
<input checked="" type="checkbox"/> Appointment <b>OR</b> <input type="checkbox"/> Reappointment	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Term of Position: *</b> 4/24/2023 <b>to</b> 4/23/2024  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> Federal Way	<b>Zip Code:</b> 98023	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Anthony Tackett is a Filmmaker of 25 years working on commercials, narratives along with community support/outreach and as an instructor teaching people from 8 to 70 years old. Anthony is currently the Operations Manager for the Seattle Film Institute. He is the Founder of the African Diaspora Facebook group bringing together black and POC filmmakers to create a safe space for underrepresented filmmakers. Anthony was the Co-chair of the Seattle Film Task Force, the primary goal is creating opportunities for racial, financial equity and education for the underserved and underprivileged. Anthony directed and filmed his first feature documentary Black June, a film following Black Lives Matter Protests that started on June 1st 2020 after the public lynching of George Floyd.		
<b>Authorizing Signature (original signature):</b>    <b>Date Signed (appointed):</b> 3/28/23	<b>Appointing Signatory:</b> Sara Nelson Seattle City Council Member	

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

# **Anthony Tackett** *Abstract Media, LLC.*

*Producer, Director, Cinematographer, Editor, Consultant, IATSE Local 793 Member*

## **Production History**

### **Abstract Media** (DBA Tackett Films) 2010-Present

*Producer, Director, Director of Photography, Consulting*

**Clients:** UW, T-mobile, Spike-TV, Vita-Water, KUOW, CONCACAF, The Discovery Inst., Run Studios, Avanade, Ruptly, Beacon Plumbing, Blue Shield, Farinaz, Mighty Media, MS Research, ASCAC, Rainier Avenue Radio

### **Pacific Coast Crewing** 2021-Present

*Camera Operator (HH/Hardcam), Utilities*

**Clients:** Seattle Mariners, Kraken, Sounders, Reign, Portland Trailblazers, TNT, ESPN, MNF, TNF, Fox Sports

### **Live Nation/Emerald Bay Productions** 2016-2018

*Camera Operator, Technical Director, Director*

**Clients:** Live Nation- Artist: Gwen Stefani, NIN, Soundgarden, KORN, Matchbox 20, Prophets of Rage, Styx, KISW

### **Victory Studios** 2000-2015

*Live switching and streaming, Camera operator, Lighting design*

**Clients/Shows:** “Band in Seattle” Sea. 1-3, Microsoft, McKinstrey, Starbucks, The Basketball Channel, Ipsilon, Philips

### **Blue Danube** 2017-2021

*Camera Operator*

**Clients:** Amazon, Microsoft, Facebook, Food Lifeline

### **AVMS** 2015-2022

*Camera Operator, Lighting, V1/2, Projection Setup, LED WALL, Audio Setup, Setup/Strike Crew*

**Clients:** Boeing, Make-a-Wish, Woodland Park Zoo, Alaska Airlines, WAMU Theater, Microsoft, Museum of Flight

### **Southend Stories** 2020-2021

*Director, Camera Operator, Editor*

**Shows:** *Sunnyside Up, Episode 1-9, Best Start for Kids (BSK) Webisodes*

### **B-47 Studios** 2013-2016

*Director of Photography, Camera Operator, Robo-cam op/tech*

**Clients:** Microsoft, Paccar, 2015 Men’s World Squash Tournament (PSA), Marcus Trufants’ “Barber Shop”

### **Kinfolk Productions** 1999-present

*Producing, Camera operator, Lighting, Mentoring, Editing*

**Clients:** Artist: Drazee, Kevin Gardner, Battle Me, Neema, Jordan Haas, NOC Records NWSBA, ESFNA

### Other Film/Video related projects:

**Roots Sports** Pacific Coast Crewing (*Hard-Cam Operator, Handheld, Nationally*)  
**Madaraka** One Vibe Africa International (*Producer/Camera Operator*), Kenya  
**Rich Man Poor Man w/ Clinton Fearon** International (*Producer/Camera Op.*), Ivory Coast  
**NFL (Seahawks)** Program Productions, (*Skycam setup & general utilities*)  
**The Real Winning Edge** Fox TV, Challenger Films, Inc, (*Camera Operator*)  
**The 206** King TV (*Segment Producer/Field Photographer/Sales*)  
**USPS** national ad campaign *Assistant Camera*  
**T-mobile** *in-store videos* Garrigan Lyman Group (GLG) *Director of Photography*  
**Biz Kid\$** PBS *Camera Operator Assistant Camera*  
**Grey's Anatomy** ABC *Production Assistant*  
**Extreme Makeover: Weight Loss Edition** ABC *Assistant Camera*  
**Professional Rough-Stock (PRS)** -Western Sky Media, Inc *Camera Operator*  
**Quiero Mi Boda** (I want my Wedding) MTV Tr3 *Camera Operator*  
**X Games 3D: The Movie** ESPN/MRB Productions-*Camera Assistant*  
**Deutsche Telekom** *Assistant Camera*  
**Timberland Pro** The Martin Agency & CMS Productions *Production Assistance*  
**Guilt Trip** Delta Airlines Mass Appeal, LLC *Production Assistance*  
**Scaled** Animal Planet Matador Productions NYC, *Production Assistance*  
**CRTV** Infomercials, *Grip*

### Proficiencies

**Cameras:** Panavision, Red Epic, Arri-flex BL Series, Movie-Cam, Arri-Alexa, Canon C-500/300, Black Magic Design, Aaton, Sony A7, XD-cam, XDCam EX PMW-EX1, Panasonic HVX/HPX/HDX/DVX series, all DSLR's

**Software:** Adobe Premiere CS6/CC, AVID, Final Cut Pro 7 & X, After-Effects, Audition, Canva

**Other:** Black Magic Switcher, Sports Broadcast HH/HardCam, MX-4 Digital AV mixer, Crestron CPC-2000, Grass Valley Indigo AV mixer, Robotic Camera System, Live-Streaming

### Education

**Bachelor's In Liberal Arts** Evergreen State College, Tacoma 2020-2022)

**"How Do I look"** Film Workshop - Langston Hughes Cultural Arts Center 2000

**Movie-Making Program** Associates in Arts Degree Bellevue College 2010-2013

### Board Membership

**Langston Hughes Performing Art Institute** Vice-President board member, 2021-Present

**Seattle Film Task Force** Former Co-Chair and current Boardmember, 2020-2022

**Seattle Filmmakers of the African Diaspora** Founder, 2017-Present

### Teaching Background

**Professional Practices-** Seattle Film Institute, Director of Operations & instructor, 2023- present

**Path Ways to Art and Entertainment-** Alan T. Sugiyama HS at South Lake, Instructor, 2021-2022

**Reel Grrls/SDOT-** Video Production course Seattle, 2019

**Association of the Studies of Classical Ancient Civilization (ASCAC)** - Instructor Moorehouse, 2016

**Creative Arts Digital Media Academy (CADMA)** - Journalism/Video-KVRU Radio, 2013-2018

**Nu Black Arts West- Comprehensive Classes** - Video Production course, 2014-2015

# Seattle Film Commission

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- 5 City Council-appointed
- 5 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): Commission

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5,6	1.	On-screen talent	Lowell Deo	4/24/2023	4/23/24	1	Mayor
6	F	2	2.	Film industry labor unions	Melissa Matthies Purcell	4/24/2023	4/23/25	1	Mayor
1	M	7	3.	Advertising and creative agencies	Michael Huang	4/24/2023	4/23/26	1	Mayor
6	M	N/A	4.	Commercial producers or production companies	Tom Florino	4/24/2023	4/23/24	1	Mayor
2	F	N/A	5.	Film schools, film programs, or film educators	Laura Jean Cronin	4/24/2023	4/23/25	1	Mayor
1	M	4	6.	Post-production companies and personnel i.e., editors, composers, post-supervisors	Champ Ensminger	4/24/2023	4/23/26	1	City Council
6	F	4	7.	Film production crew	Kat Ogden	4/24/2023	4/23/24	1	City Council
6	F	4	8.	Film festivals or film content distribution companies	Beth Barrett	4/24/2023	4/23/25	1	City Council
6	M	N/A	9.	Film location managers	Mark A. Freid	4/24/2023	4/23/26	1	City Council
2	M	N/A	10	Film organizations for underrepresented communities	Anthony Tackett	4/24/2023	4/23/24	1	City Council
			11.	Immersive technology		5/22/23	5/21/25		Commission

## 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	2			1	2				2								
Council	3	2			1	1				3								
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.



Legislation Text

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**File #:** Appt 02514, **Version:** 1

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Appointment of Beth Barrett as member, Seattle Film Commission, for a term to April 23, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Beth Barrett</i>		
<b>Board/Commission Name:</b> <i>Seattle Film Commission</i>		<b>Position Title:</b> <i>Film festivals or film content distributors (Position 8)</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 checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> <i>4/24/2023</i> <b>to</b> <i>4/23/2025</i>  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Capitol Hill (D4)</i>	<b>Zip Code:</b> <i>98122</i>	<b>Contact Phone No.:</b> 
<b>Background:</b> <i>Beth has been with SIFF since 2003, and is responsible for managing the artistic vision of SIFF, including all aspects of programming for the Seattle International Film Festival, SIFF Cinema's 5 year-round screens, and the SIFF Education team. Graduating from the University of Iowa with a Masters degree in Northern Renaissance Art History, Beth moved to Seattle in 1993, and has worked as a baker, bartender, art docent, and digital prepress technician. She secured SIFF's status as an Academy Award® qualifying festival for short film in 2008. Beth currently serves on the Board of the Film Festival Alliance and the City of Seattle Film Task Force. In addition to her daily work in programming, Beth has served on juries and panels in Palm Springs, Park City, Cleveland, Calgary, Vancouver BC and Berlin, Germany.</i>		
<b>Authorizing Signature (original signature):</b>   <b>Date Signed (appointed):</b> <i>3/28/23</i>		<b>Appointing Signatory:</b> <i>Sara Nelson</i> <i>Seattle City Council member</i>

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

## Professional Experience

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### **SIFF / Seattle International Film Festival**

*Artistic Director*

9.2016–current

- Responsible for the Artistic Vision of the 49 year-old organization, encompassing the annual Film Festival, SIFF Cinema, and SIFF Education
- Work across departments in the Executive Leadership for the organization
- Maintain relationships with national and international film distribution companies to assure availability of current films for Festival and Cinema
- Work with other Seattle arts organizations (LANGSTON, the Vera Project, KEXP, Seattle Repertory Theatre, etc.) to establish cooperative events both during Festival and year-round at SIFF Cinema
- Manage programming and administration of the annual Festival and SIFF Cinema year-round, with yearly attendance of over 300,000 across departments
- Annual attendance of Art House Convergence, leading conference for Arthouse Theater professionals, including panel participation and moderation
- Serve on juries/panels at internationally known Film Festivals (Berlin, VIFF, Slamdance, Cleveland)

*Director of Programming*

6.2004–9.2016

- Responsible for the film and event programming at the annual Seattle International Film Festival, with attendance of over 150,000 annually
- Managed over 5,000 film submissions per festival year
- Oversaw 20 person programming team, providing up-to-date information about films and film contacts
- Achieved Oscar-qualifying status in all three short film categories

*Publications Coordinator*

3.2003–6.2004

- Responsible for the content and presentation of all published materials for the 2003 and 2004 Seattle International Film Festivals

### **Sydney Film Festival**

*Programming Assistant*

2.2002–7.2002

- Responsible for auxiliary materials, director biographies, programming notes and research for the 2002 Sydney Film Festival

### **Mardi Gras Film Festival/QueerScreen**

*Volunteer Coordinator*

12.2001–3.2002

- Responsible for recruiting and scheduling of over 100 volunteers for the 2002 Mardi Gras Film Festival, was a year-round contact for the festival's parent organization

**Volunteer Experience**

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**Seattle Film Task Force**

*Advisory Committee Member*

*2020–2021*

Served on the City of Seattle Film Task Force to advocate for film festivals in the industry.  
Position held: Chair of the Marketing Committee

**Film Festival Alliance**

*Board Member*

*2018–2023*

Represented SIFF at the international alliance of film festival organizations. Positions held:  
Secretary of the Board, Chair of the Governance Committee

**Bumberboard**

*Advisory Committee Member*

*2006–2007; 2017–2019*

Represented film arts on the Bumberboard arts advisory committee; participated in all aspects of the citizen advisory committee, including programming and logistics

**Education**

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**Associates of Art**

*Graphic Imaging and Printing Technology, Seattle Central Community College*

*June 1996*

**Masters of Art**

*Art History, University of Iowa, Iowa City IA*

*May 1993*

**Bachelors of Art**

*English Literature, University of Iowa, Iowa City IA*

*December 1989*

# Seattle Film Commission

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- 5 City Council-appointed
- 5 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): Commission

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5,6	1.	On-screen talent	Lowell Deo	4/24/2023	4/23/24	1	Mayor
6	F	2	2.	Film industry labor unions	Melissa Matthies Purcell	4/24/2023	4/23/25	1	Mayor
1	M	7	3.	Advertising and creative agencies	Michael Huang	4/24/2023	4/23/26	1	Mayor
6	M	N/A	4.	Commercial producers or production companies	Tom Florino	4/24/2023	4/23/24	1	Mayor
2	F	N/A	5.	Film schools, film programs, or film educators	Laura Jean Cronin	4/24/2023	4/23/25	1	Mayor
1	M	4	6.	Post-production companies and personnel i.e., editors, composers, post-supervisors	Champ Ensminger	4/24/2023	4/23/26	1	City Council
6	F	4	7.	Film production crew	Kat Ogden	4/24/2023	4/23/24	1	City Council
6	F	4	8.	Film festivals or film content distribution companies	Beth Barrett	4/24/2023	4/23/25	1	City Council
6	M	N/A	9.	Film location managers	Mark A. Freid	4/24/2023	4/23/26	1	City Council
2	M	N/A	10	Film organizations for underrepresented communities	Anthony Tackett	4/24/2023	4/23/24	1	City Council
			11.	Immersive technology		5/22/23	5/21/25		Commission

## 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	2			1	2				2								
Council	3	2			1	1				3								
Other																		
Total																		

## Key:

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Diversity information is self-identified and is voluntary.



Legislation Text

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**File #:** Appt 02515, **Version:** 1

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Appointment of Laura Jean Cronin as member, Seattle Film Commission, for a term to April 23, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Laura Jean Cronin</i>		
<b>Board/Commission Name:</b> <i>Seattle Film Commission</i>		<b>Position Title:</b> <i>Film schools, programs, or film educators (Position 5)</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> 4/24/2023 <b>to</b> 4/23/2025  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Orting</i>	<b>Zip Code:</b> <i>98360</i>	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>Laura Jean Cronin is a producer and director known for the Emmy-award winning PBS show <a href="#">Biz Kid\$</a> (2008). She received the Audience Award for <a href="#">Block Party</a> (2001) from Seattle Lesbian and Gay Film Festival along with Best Girls Short for "One Night" (2009) and Best Local Film for <a href="#">Leave It!</a> (2002). Laura also won Best Local Film for <a href="#">Free Parking</a> (2006) from Cinema K Children's Film Festival. In 1994, she founded Pound Pictures [us], a motion pictures and film company in Seattle, WA. Laura is Vice President of Women in Film/Seattle and Lead Producer at Reel Grrls Productions, a non-profit offering production services for non-profits at a reasonably low fee. Laura is producer and director at B47 Studios, a full-service video production studio in Seattle, WA. Laura taught film studies at Center on Linguistic and Cultural Democracy for seven years. She mentors girls age 9-19 on production and video services at Reel Grrls for low cost. Laura received her Ph.D -ABD in Comparative Literature and Film from University of Washington. As Lead Producer for Remove the Gap Productions, Laura is helping to usher in a new generation of media makers who have traditionally fallen through the gap. Creating content with the youth in the program allows Laura to wear her producer hat as well as her educator hat. Laura is driven by the energy, excitement, awe, intelligence and creativity that the participants in these programs bring.</i>		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> 3/28/2023		<b>Appointing Signatory:</b> <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

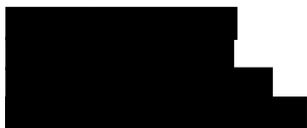
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## RESUME

### CONTACT

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LAURA JEAN CRONIN



### BACKGROUND

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#### Summary

I have over 20 years of combined academic and professional experience in production, analysis, review and instruction of film and video. I have written and produced numerous short narrative films that have screened at film festivals worldwide and garnered accolades along the way. The emphasis of my narrative filmmaking is to explore the complexities and diversities of the human experience. Under the banner Pound Pictures I have produced video content for numerous local organizations as a one person operation from conception through post-production. I made a foray into the indie television world, working my way from Second Assistant Director, to First AD to Line Producer on the set of Biz Kid\$, a public television show for youth focusing on Financial Literacy. I have filled the role of Lead Producer for B47 Studios and Reel Grrls where I brought to fruition projects of various sizes and types, with budgets from \$5,000 to \$500,000, while keeping a keen eye on the client's messaging and brand. Currently I run the program Remove the Gap Productions for Northwest Film Forum as an independent contractor, where we instruct youth in production skills and then provide on the job training.

#### Special Skills

**Software:** Final Cut Pro, Adobe Premiere, Creative Suite, Microsoft Word, Excel, Quicken, Final Draft, Studio Suite and Filemaker Pro.

**Language:** Fluent in Italian, Proficient in Spanish

**Dog Training:** Obedience, Herding, Tracking

### SELECTED STAFF POSITIONS

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#### Remove the Gap Productions (formerly Reel Grrls Pro)

Lead Producer May 2013 – Present

Remove the Gap Productions produces broadcast quality client videos while mentoring youth in a path to a career. RGP offers a quarterly production skills intensive series focusing on client based content. The series is open to all ages and genders. From that series, young women and non-binary gender individuals are invited to become Apprentices for Remove the Gap Production Company. The Apprentices are paired one on one with professionals in the field. In its current incarnation, Remove the Gap Productions is a subsidiary of Northwest Film Forum and I am an Independent Contractor. Our client list includes Microsoft, Premera, Washington State, The Labor Center, City of Seattle, King County, Vyne at Seatac, Rainier Foodbank, among others.

#### Biz Kids, LLC

Line Producer/Production Manager/First AD. December 2006 – April 2017

I started with this production company as a Second AD in Season 1 and worked my way up to Line Producer for Season 6. I was responsible for the execution of the scripts which included, creative input, social bias/sensitivity meetings, hiring of crew and cast, creating shooting schedules, managing budgets, running the set on shoot days, maintaining various databases, all while keeping everyone sane.

#### B47 Studios

Lead Producer/First AD. March 2014 – March 2017

I was the main contact for clients and was responsible for meeting the client's needs while creating a product that told their brand story. I was responsible for client research and discovery, client intake,

creating concept/proposal, creating budget and keeping project within budget constraints, hiring crew/independent contractors, running the shoot days and overseeing the project through post production and delivery.

### **Center for Linguistic & Cultural Democracy**

Instructor. September 2004 - 2011

The CCD provides opportunities for non-traditional students to pursue their AA degrees and BA's in Education. I taught courses in History of Film, Media Literacy, Interpersonal Communication and English Language and Composition.

### **SELECTED FILM CREDITS**

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*Home for Sale*; Film Short, Animation, **Writer/Director**, Seattle University, 2014  
*Getting Around to It*; Film Short, HD, **First Assistant Director**, Norma Straw Films, 2014  
*Acts of Witness*; Film Short, HD, **UPM/ First Assistant Director**, Acts of Witness LLC, 2014  
*The IF Project*; **Videographer/Editor**, Dir. Kathlyn Horan, Tin Fish Films, 2010  
*The Epiphany*; Film Short, 35 mm, **First Assistant Director**, Violet Films, 2010  
*One Night*; Film Short, HD, **Writer/Producer/Director/Editor**, Pound Pictures, 2009  
*Arthur*; Film Short, 16mm, **Director**, SIFF Cinema, 2009  
*Free Parking*; Film Short, 35mm, **Writer/Producer/Director/Editor**, Pound Pictures, 2006  
*The Graffiti Artist*; DV Feature, **Line Producer**, This Kid Productions, 2004  
*Leave it!*; Film Short, 35mm, **Writer/Producer/Director/Editor**, Bi- Product Productions, 2002  
*Domme*; Film Short 16mm, **First Assistant Director**, HDIC Productions, 2002  
*Teaching Umoja*; Documentary, DV, **Videographer/Editor**, Early Childhood Equity Alliance, 2002  
*Block Party*; Film Short 16mm, **Writer/Director/Editor**, Bi- Product Productions, 2001  
*John Gill*; Film Short, 16mm, **Writer/Producer/Director/Editor**, Bi- Product Productions, 1999

### **TELEVISION CREDITS**

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*Biz Kid\$*: 1-Hour Variety Show, **Line Producer/First Assistant Director**, PBS, Season 6, Jan-Apr., 2017.  
*The [206]*: ½ Hour Comedy Show, **Line Producer**, KING 5, S1, E1-6, 2012.  
*Art Zone*: ½ Hour Variety Show, **Field Producer**, Seattle Channel, 2012.  
*Biz Kid\$*: 1-Hour Variety Show, **First Assistant Director**, PBS, Seasons 1 -5, 2006-2011.  
*Biz Kid\$*: 1-Hour Variety Show, **Production Manager**, PBS, Seasons 3-5, 2008-2011.  
*Throw Me a Bone*: ½-Hour Comedy Pilot, **First Assistant Director**, Rick Stevenson, 2011  
*The Big Half Hour*: ½-Hour Variety Show Pilot, **First Assistant Director**, Sandy Wilson, 2010

### **EDUCATION**

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#### **Doctor of Philosophy Candidate in Comparative Literature and Film Studies (ABD)**

University of Washington, 2000  
College of Arts and Sciences

#### **Master of Italian Language and Literature**

University of Washington, 1994  
College of Arts and Sciences

#### **Bachelor of Fine Art in Printmaking**

University of Washington, 1990  
College of Arts and Sciences

#### **Bachelor of Art in Italian Language and Literature**

University of Washington, 1990  
College of Arts and Sciences

## PROFESSIONAL AFFILIATIONS

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### **Women in Film/Seattle**

President Emeritus

### **Climate Change Video Awards**

Judge, 2017

### **48 Hour Film Festival**

Juror, 2016

### **Seattle International Film Festival**

Shorts Juror, 2015

### **Seattle Lesbian and Gay Film Festival**

Shorts Juror, 2004

### **Seattle Lesbian and Gay Film Festival**

Shorts Screening Committee, 2001-2003

## SELECTED AWARDS/HONORS

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**Seattle Lesbian and Gay Film Festival Audience Award:** *One Night*, Best Girl's Short, 2010.

**Cinema K Children's Film Festival:** *Free Parking*, Best Local Film, 2006

**Women In Film Nell Shipman Awards:** *Free Parking*, Rising Star Award, 2006

**Women In Film Nell Shipman Awards:** *Free Parking*, Best Short Nomination, 2006

**Telluride Indie Fest Winner,** *Princess and Buddha*, 2003

**Key West Indie Fest Winner,** *Princess and Buddha*, 2003

**Washington State Screenplay Competition Top Ten:** *Princess and Buddha*, 2003

**Verzaubert International Queer Film Festival Juror's Award:** *Leave It!*, Third Best Short, 2002

**Seattle Lesbian and Gay Film Festival Oppenheimer Award:** *Leave It!*, Best Local Film, 2002

**Seattle Lesbian and Gay Film Festival Audience Award:** *Leave It!*, Best Local Short, 2002.

**Seattle Lesbian and Gay Film Festival Audience Award:** *Block Party*, Best Local Short, 2001

**Gerberding Rome Fellowship:** University of Washington, 1997

**Seattle Urban League 18<sup>th</sup> Annual Juried Minority Art Exhibit:** *It's Only a Flesh Wound*, Second Place, 1993

**King County Arts Commission Gallery Grant**, 1990

References available upon request.

# Seattle Film Commission

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- 5 City Council-appointed
- 5 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): Commission

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5,6	1.	On-screen talent	Lowell Deo	4/24/2023	4/23/24	1	Mayor
6	F	2	2.	Film industry labor unions	Melissa Matthies Purcell	4/24/2023	4/23/25	1	Mayor
1	M	7	3.	Advertising and creative agencies	Michael Huang	4/24/2023	4/23/26	1	Mayor
6	M	N/A	4.	Commercial producers or production companies	Tom Florino	4/24/2023	4/23/24	1	Mayor
2	F	N/A	5.	Film schools, film programs, or film educators	Laura Jean Cronin	4/24/2023	4/23/25	1	Mayor
1	M	4	6.	Post-production companies and personnel i.e., editors, composers, post-supervisors	Champ Ensminger	4/24/2023	4/23/26	1	City Council
6	F	4	7.	Film production crew	Kat Ogden	4/24/2023	4/23/24	1	City Council
6	F	4	8.	Film festivals or film content distribution companies	Beth Barrett	4/24/2023	4/23/25	1	City Council
6	M	N/A	9.	Film location managers	Mark A. Freid	4/24/2023	4/23/26	1	City Council
2	M	N/A	10	Film organizations for underrepresented communities	Anthony Tackett	4/24/2023	4/23/24	1	City Council
			11.	Immersive technology		5/22/23	5/21/25		Commission

## 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	2			1	2				2								
Council	3	2			1	1				3								
Other																		
Total																		

## Key:

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\*\*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.



Legislation Text

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**File #:** Appt 02516, **Version:** 1

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Appointment of Melissa Matthies Purcell as member, Seattle Film Commission, for a term to April 23, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Melissa Matthies Purcell</i>		
<b>Board/Commission Name:</b> <i>Seattle Film Commission</i>		<b>Position Title:</b> <i>Film industry labor unions (Position 2)</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> <i>4/24/2023</i> <b>to</b> <i>4/23/2025</i>  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Columbia City (D2)</i>	<b>Zip Code:</b> <i>98118</i>	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>Melissa Purcell is the Northern Business Agent of the I.A.T.S.E. Local 488, Studio Mechanics of the Pacific Northwest. These are the technicians and artist's that work as freelance crew on film, television, commercial and corporate content. In the mid 1990's she served on the Executive Board of Women In Film Seattle. In 2006, she was asked to help bring Labor on board in the forming of a new state tax incentives program. Working in partnership with the stakeholders involved, the program was passed through state legislation and was signed by then Governor Christine Gregoire, which became Washington Filmworks. She was a member of the Seattle Film Task Force within the Seattle Office of Film and Music, as well as Washington Filmworks' Film Leadership Committee (FLC) and the WA State Labor Council's (WSLC) Transportation and Economic Development Committee. She is a prop master by trade in the commercial advertising, television and feature film industry and occasionally works as a production designer on corporate and commercial content. Her credits as a Prop Master, include such films as Rushmore, Forces of Nature, The Details, Nightjohn, and Smoke Signals to name just a few. She has worked with well-known directors such as Martha Coolidge, Wes Anderson, Charles Burnett, Bronwen Hughs, Chris Eyre, and Curtis Hanson. She is a strong proponent of social justice and worker's rights, and lives in South Seattle with her husband, a director of photography, and their two teenaged children.</i>		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> 3/28/2023		<b>Appointing Signatory:</b> <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.

# Melissa Matthies Purcell

## PRODUCTION DESIGNER

### COMMERCIALS/CORPORATE WEB:

Production Designer/  
Art Director;

ADP	Bob Industries
UPS	Smuggler
University of Washington	Tool of North America
Washington State Lottery	Strange and Wonderful
Phillips Lumify	Digital Kitchen
Humira	Nonfiction Unlimited
Ford	Nonfiction Unlimited
Microsoft	Lustre Communications
PEMCO Insurance	Chelsea Pictures & The Company
GE	Anonymous Content
Hyundai	Park Pictures
BECU	FORM
Lincoln Mercury	Millennium Pictures
NBA,	Biscuit
And Others...	

### FEATURES/TELEVISION:

Production Designer;	"In the Mean Time" (Short)	Brad Cox, director
Set Decorator;	"Face of a Stranger" (Television movie)	Claudia Weill, director Steve Karatzas, prod. designer
	"The Chocolate War" MCEG Sterling	Keith Gordon, director David Ensely, prod. designer
Prop Master;	"The Details" Miramax	Jacob Estes, director Toby Corbett, prod. designer
	"Forces of Nature" DreamWorks	Bronwen Hughes, director Lester Cohen, prod. designer
	"Rushmore" Touchstone	Wes Anderson, director David Wasco, prod. designer
	"Smoke Signals" Miramax	Chris Eyre, director Charlie Armstrong, prod. designer
	"Georgia" Ciby 2000	Ulu Grosbard, director Lester Cohen, prod. designer
	"Mad Love" Buena Vista	Antonia Bird, director David Brisbin, prod. designer

# Seattle Film Commission

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- 5 City Council-appointed
- 5 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): Commission

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5,6	1.	On-screen talent	Lowell Deo	4/24/2023	4/23/24	1	Mayor
6	F	2	2.	Film industry labor unions	Melissa Matthies Purcell	4/24/2023	4/23/25	1	Mayor
1	M	7	3.	Advertising and creative agencies	Michael Huang	4/24/2023	4/23/26	1	Mayor
6	M	N/A	4.	Commercial producers or production companies	Tom Florino	4/24/2023	4/23/24	1	Mayor
2	F	N/A	5.	Film schools, film programs, or film educators	Laura Jean Cronin	4/24/2023	4/23/25	1	Mayor
1	M	4	6.	Post-production companies and personnel i.e., editors, composers, post-supervisors	Champ Ensminger	4/24/2023	4/23/26	1	City Council
6	F	4	7.	Film production crew	Kat Ogden	4/24/2023	4/23/24	1	City Council
6	F	4	8.	Film festivals or film content distribution companies	Beth Barrett	4/24/2023	4/23/25	1	City Council
6	M	N/A	9.	Film location managers	Mark A. Freid	4/24/2023	4/23/26	1	City Council
2	M	N/A	10	Film organizations for underrepresented communities	Anthony Tackett	4/24/2023	4/23/24	1	City Council
			11.	Immersive technology		5/22/23	5/21/25		Commission

## 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	2			1	2				2								
Council	3	2			1	1				3								
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.



Legislation Text

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**File #:** Appt 02517, **Version:** 1

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Appointment of Champ Ensminger as member, Seattle Film Commission, for a term to April 23, 2026.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Champ Ensminger		
<b>Board/Commission Name:</b> Seattle Film Commission		<b>Position Title:</b> Post-production companies and personnel, such as editors, composers, and post-supervisors (Position 6)
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Term of Position: *</b> 4/24/2023 to 4/23/2026  <input type="checkbox"/> Serving remaining term of a vacant position	
<b>Residential Neighborhood:</b> Central District (D4)	<b>Zip Code:</b> 98122	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> For over 10 years, Champ has had a wide perspective on the film industry, ranging from directing short films in his native Thailand to seeing the process of online curation and community management at the Manhattan offices of Vimeo. Champ's active participation in Seattle organizations like the Northwest Film Forum and the Seattle Asian American Film Festival has allowed him to develop a deep understanding of the challenges and opportunities facing media artists from diverse backgrounds. In his most recent role as part of the post-production team at World Famous in Seattle, Champ has worked on creating content for major brands like T-Mobile, Microsoft, and Amazon. Through a transition from a traditional post-production house to a creative agency, Champ has gained a keen insight into the economic opportunities that the film industry can bring to Seattle as well as glimpses in the crossovers that occur between advertising and narrative-driven filmmaking.		
<b>Authorizing Signature (original signature):</b>   <b>Date Signed (appointed):</b> 3/28/23	<b>Appointing Signatory:</b> Sara Nelson Seattle City Council Member	

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

# Champ Ensminger



## SELECT SCREENINGS + PUBLICATIONS

<i>Yai Nin</i>   NOWNESS Asia, Hong Kong	2022
<i>Yai Nin</i>   Alaska Airlines Inflight Entertainment (U.S. / Canada / Mexico)	2022
<i>Yai Nin</i>   Asian American International Film Festival, New York City, NY	2020
<i>Yai Nin</i>   Los Angeles Asian Pacific Film Festival, Los Angeles, CA	2020
<i>Yai Nin</i>   Indie Memphis Film Festival, Memphis, TN	2020
<i>Yai Nin</i>   Tallgrass Film Festival, Wichita, KS	2020
<i>Yai Nin</i>   Austin Asian American Film Festival, Austin, TX	2020
<i>Yai Nin</i>   Florida Film Festival, Enzian Theater, Maitland, FL	2020
<i>Yai Nin</i>   Hawai'i International Film Festival, Honolulu, HI	2020
<i>Worlds Next Door</i>   NW Filmmaker's Festival, Northwest Film Center, Portland, OR	2018
<i>Worlds Next Door</i>   Local Sightings, Northwest Film Forum, Seattle, WA	2018
<i>Braids</i>   Wyeth In Retrospect, Seattle Art Museum, Seattle, WA	2017
<i>Shared Space</i>   Local Sightings Film Festival, Northwest Film Forum, Seattle, WA	2017
<i>Shared Space</i>   Seattle Transmedia Film Festival, Seattle, WA	2017
<i>Shared Space</i>   Next Dance Cinema, Velocity Dance Center, Seattle, WA	2016
<i>Us</i>   Local Sightings Film Festival, Northwest Film Forum, Seattle, WA	2016
<i>Us</i>   Cascadia Arts and Music Festival, Granite Falls, WA	2016
<i>Us</i>   Jacob Burns Media Arts Center, Pleasantville, NY	2016
<i>Pony Blues</i>   Cascadia Arts and Music Festival, Granite Falls, WA	2016
<i>Pony Blues</i>   "Border Blaster," Dublab + KCET Public Broadcasting, Los Angeles, CA	2016

## AWARDS + RESIDENCIES

Best Documentary Short, DC Asian Pacific American Film Festival, Washington, D.C.	2020
Best Documentary Short, Local Sightings Film Festival, Seattle, WA	2020
Programmers' Choice Award, Bushwick Film Festival, Brooklyn, NY	2020
Best Documentary Short, Seattle Asian American Film Festival, Seattle, WA	2020
Emerging Artist Fellow, Jacob Burns Film Center, Pleasantville, NY	2015
Audience Award, Experimental Category, NFFTY, Seattle, WA	2011

## EDUCATION

BA, Comparative Literature, Anthropology, University of Washington, Seattle, WA	2011
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## PANELS / TEACHING

Guest Speaker, Up In The Air Podcast, Seattle, WA	2021
Guest Speaker, Good Morning ASEAN, Bangkok, TH	2020
Instructor, Filmmaking Fundamentals, Northwest Film Forum, Seattle, WA	2019
Panelist, Demystifying Film Festivals, NFFTY, Seattle, WA	2019
Panelist, Visual Storytelling Workshop, Artists of Color Expo and Symposium, Seattle, WA	2017
International Documentary Filmmakers Panel, Northwest Film Forum, Seattle, WA	2017
Meetup for a Cause, Northwest Film Forum, Seattle, WA	2017
Teaching Artist, Chappaqua Summer Program, Jacob Burns Film Center, Pleasantville, NY	2015
Instructor, Social Media for Photographers, Documentary Arts Asia, Chiang Mai, TH	2015
Instructor, Intermediate Video Workshop, Documentary Arts Asia, Chiang Mai, TH	2015

## OTHER WORK

2011 - Now

Editor, short film "Soul Food" directed by Emily Teera, Los Angeles, CA  
Mentee, NAL Media Mentorship, NAL Media, Atlanta, GA  
Cohort, Content Strategy and Digital Storytelling Certificate, University of Washington, Seattle, WA  
Photo documentation of artist storefronts, Shunpike, Seattle, WA  
Contributing videographer, *Women's March Doc Presents: America Rise*, Seattle, WA  
Editor, *World Famous*, Seattle, WA  
Contributing photographer and videographer, Matador Network, New York, NY  
Contributing videographer, Okayplayer, New York, NY  
Contributing Filmmaker, Planetary Collective, New York, NY  
Volunteer and Workshop Instructor, Documentary Arts Asia, Chiang Mai, Thailand  
Production and Office Assistant, M s s ng P eces, Brooklyn, NY  
Content + Community Management Apprentice, Vimeo, New York, NY  
Films Coordinator, ASUW Arts & Entertainment, University of Washington, Seattle, WA

# Seattle Film Commission

**11** Members: Pursuant to Ordinance 126678, all members subject to City Council confirmation, 3-year terms however, initial terms shall be as follows:

1, 4, 7, and 10 shall be for one year; initial terms for positions 2, 5, 8, and 11 shall be for two years; and initial terms for positions 3, 6, and 9 shall be for three years.

- 5 City Council-appointed
- 5 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): Commission

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5,6	1.	On-screen talent	Lowell Deo	4/24/2023	4/23/24	1	Mayor
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	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					
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Council	3	2			1	1				3								
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RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

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**File #:** Appt 02518, **Version:** 1

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Appointment of Mark A. Freid as member, Seattle Film Commission, for a term to April 23, 2026.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Mark A. Freid		
<b>Board/Commission Name:</b> Seattle Film Commission		<b>Position Title:</b> Film location managers (Position 9)
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	<b>Term of Position: *</b> 4/24/2023 to 4/23/2026  <input type="checkbox"/> Serving remaining term of a vacant position	
<b>Residential Neighborhood:</b> Snohomish	<b>Zip Code:</b> 98296	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Mark's 34 year Motion Picture Industry career began at entry level. Working his way through several departments and full time employment at a motion picture studio, Mark began work in the locations department in 2001. As film location manager, Mark has led locations for major feature film, television, and commercial work including Transformers 4, KIMI, Rampart, 50 Shades of Gray, Late Autumn, and many national commercial campaigns.		
<b>Authorizing Signature (original signature):</b>   <b>Date Signed (appointed):</b> 3/28/23	<b>Appointing Signatory:</b> Sara Nelson Seattle City Councilmember	

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

## Mark A. Freid – Seattle

Location Management and Scouting. Field Producing.

### ***QUALIFICATIONS***

Teamster Local 399 Location Manager.  
CSATF Safety Passport.

### ***LOCATION SCOUTING AND MANAGEMENT 2001-2017***

#### ***FEATURE FILM/TELEVISION:***

War for Planet of the Apes. 20<sup>th</sup> Century Fox. VFX Plate Unit Location Manager  
Ryan Stafford, VFX Producer.

50 Shades Freed, 50 Shades Darker. Focus Features. 2<sup>nd</sup> Unit Location Manager  
Scott Ateah, 2<sup>nd</sup> Unit Dir. Barbra Kelly UPM. Marcus Viscidi Producer.

Grey's Anatomy. ABC/Disney. Location Scout  
Thomas Barg, Production Supervisor.

Vacation. Warner Brothers/New Line. 2<sup>nd</sup> Unit Location Manager  
Peter Novak, 2<sup>nd</sup> Unit Production Supervisor.

The Librarians. Electric Entertainment. Location Scout  
Bobby Warberg, Location Manager. David Drummond, Location Scout.

50 Shades of Grey. Focus Features. 2<sup>nd</sup> Unit Location Manager  
David Wasco Production Designer, Barbra Kelly, UPM, Marcus Viscidi Producer.

Transformers 4. Paramount Pictures. Location Manager  
JJ Hook, Location Manager. Daren Hicks, Production Supervisor.

They Die By Dawn. Location Manager  
Jaymes Seymor, Director. Peter Novak, Producer.

America's Most Wanted. STF Productions. Location Manager  
Miles Perman, Producer.

Paranormal Activity The Marked One. Paramount Pictures Location Scout  
Christopher Landon, Director. Stephenson Crossley, Location Manager.

Hayden Lake. Location Manager  
Ryan Page, Christopher Pomerence Directors. Linette Shorr, Production Designer.  
Lacey Leavitt, Producer.

Rampart. Lightstream Pictures. Location Manager  
Oren Moverman, Director. David Wasco Production Designer.  
Karen Getchell, Production Supervisor. Ben Foster, Lawrence Inglee, Clark Peterson,  
Ken Kao, Producers. Michael DiFranco and Lila Yacoub Executive Producers.

<u>Late Autumn.</u> Kim Tae-Yong, Director. Dave Drummond, Co-Location Manager Mischa Jakupcak, Producer.	Location Manager
<u>The Details.</u> Doug duMas, Location Manager.	Key Assistant Location Manager
<u>Greenberg.</u> Focus Features. Stephenson Crossley, Location Manager.	Key Assistant Location Manager
<u>Leverage.</u> Electric Entertainment. Gary Kesell, Location Manager.	Key Assistant Location Manager
<u>The Janky Promoters.</u> Cube Vision. Ralph Meyer, Location Manager.	Key Assistant Location Manager
<u>My Sisters Keeper.</u> Feature. Kristen Wagner, Location Manager.	Key Assistant Location Manager
<u>The Shield.</u> Season 5 and 7. Series. Gary Kesell, Location Manager.	Key Assistant Location Manager
<u>Evan Almighty.</u> Universal Studios. Colleen Gibbons, Location Manager.	Key Assistant Location Manager
<u>Sleeper Cell.</u> Series. Gary Kesell, Location Manager.	Key Assistant Location Manager
<u>Herbie: Fully Loaded.</u> Disney.. Curtis Collins, Location Manager.	Key Assistant Location Manager
<u>The Ring II.</u> Dreamworks/SKG. Craig Van Gundy, Location Manager.	Location Scout
<u>Cold Case.</u> Season 1. Warner Brothers TV. Veronique Vowell, Location Manager.	Key Assistant Location Manager
<u>Surviving Christmas.</u> Dreamworks/SKG. Veronique Vowell, Location Manager.	Key Assistant Location Manager
<u>Judging Amy.</u> Antionette Levine, Location Manager.	Location Scout
<u>Hollywood Homicide.</u> Revolution Studios. Stuart Neumann, Peter Novak, Location Managers.	Key Assistant Location Manager
<u>Bruce Almighty.</u> Universal Studios.. David Thornsberry, Location Manager.	Location Scout
<u>Confessions of a Dangerous Mind.</u> Miramax. Ellen Gessert, Location Manager.	Assistant Location Manager

First Monday. Bellisarius Productions.  
Gary Kesell, Location Manager. Assistant Location Manager

The Agency. Series.  
Gary Kesell, Location Manager. Assistant Location Manager

***COMMERCIAL, STILLS, CORPORATE AND MUSIC VIDEO:***

Valero. Kiss and Kill.  
Pedro De Oliveira, Producer. Location Manager

Boeing. Tool.  
Pedro De Oliveira, Producer. Location Manager

Jeep. Supply & Demand.  
Henry Dragonas, Producer. Location Manager

CenturyLink. Anonymous Content.  
John Benet, Producer. Location Manager

Alaska Airlines. Sister.  
Robert Morales, Producer. Location Manager

REI. Tool  
Jason Manz, Producer. Location Manager

Fruity Pebbles. Society.  
Jill McBride, Producer. Location Manager

Microsoft Holo. Strange and Wonderful.  
Jill McBride, Producer. Location Manager

Fidelity. Matador Productions  
Tracy Gosein, Producer. Location Manager

Turkish Airlines. RBA Productions.  
Rock Andrews, Producer. Beverly Andrews, Producer. Location Manager

Alaska Airlines: Face on the Tail. Curator Pictures.  
Jill McBride, Producer. Location Manager

Kawasaki. Fuse Interactive.  
Jonathan Munsayac, Producer. Location Manager

Mercedes. A White Label.  
Amanda Clark, Producer. Location Manager

<u>Pepsi. Epoch.</u> Rogers Marquess, Production Supervisor.	Location Manager
<u>Ford. Aero Film.</u> Nicole Ebeo, Production Supervisor	Location Manager
<u>Poweraid. Anonymous Content.</u> Steohanie Evans, Production Supervisor.	Location Manager
<u>GMC. Stanley Photography Inc.</u> Michael Jacksom, Producer.	Location Manager
<u>Nissan Maxima and Altima. Imperial Woodpecker.</u> Anita Wetterstedt, Producer.	Location Manager
<u>Nissan Titan. Anderson Hopkins.</u> Brian Gibson, Producer.	Location Manager
<u>UPS Store. Smuggler.</u> <u>Doug duMas Location Manager.</u>	Location Manager
<u>Nike. Reset</u> Andrew Travelstead, Producer. Robby Mooring, Production Manager. Craig Stevens UPM.	Location Manager
<u>Kia. Bandito Brothers.</u> Jeanne Mattiussi, Producer. Gerg Baldi, Director.	Location Manager
<u>Toyota. Square Planet Media.</u> Kendra Wester, Producer. Tim Damon, Director.	Location Manager
<u>United Way: Russel Wilson. NFL Films</u> Liz Leafy, Producer. Jeff Stupak, UPM.	Location Manager
<u>Alaska Air Russel Wilson. Station Film.</u> Algela Jones, Producer.	Location Manager
<u>Apple: Sugar Plum. Imperial Woodpecker.</u> Anita Wetterstedt, Producer.	Location Manager
<u>Kia. Recommended Media.</u> Doug duMas, Location Manager	Location Manager
<u>Harley Davidson. Clutch Studios</u> Karen Knudsen, Producer.	Location Manager
<u>Bulleit Bourbon. !brainwash.</u> Eugene Mazzola Producer. Kathee Saelee UPM.	Location Manager
<u>Hi Tec. RBA Productions.</u> Rock and Beverly Andrews Producers.	Location Manager

<u>Chevy Silverado "Strong"</u> Tool of North America. Lindsay Skutch, Producer. Mark Campbell Production Supervisor	Location Manager
<u>Apple:High Roller.</u> Epoch. Media Arts Lab. Katina Hubbard, Producer	Location Manager
<u>Microsoft SkyDrive.</u> PBJs Andrew Weisnet Producer.	Location Manager
<u>BECU.</u> The Famous Group. DNA Seattle Mark Campbell, Line Producer.	Location Manager
<u>Burlington Coat Factory.</u> Rabbit Content. Zac Zimmerman, Producer.	Location Manager
<u>Ford.</u> Nonfiction Unlimited. Stacey Peralta, Director. Jim Shippee, Producer.	Location Manager
<u>Taylor Made.</u> NYCA. Lynne Roswell, Producer.	Location Scout
<u>Bon Iver: "Towers"</u> Music Video Nabil Elderkin, Director. Kathleen Heffernan, Producer.	Location Manager
<u>Volkswagon.</u> Prettybird Productions Max Maklin, Director. Robin Buxton, Producer.	Location Manager
<u>Cathay Pacific.</u> Hello & Company Doug duMas, Location Manager. Alexandra Chamberlin, Producer.	Location Scout
<u>Ford.</u> Tool of North America. Doug duMas, Location Manager. John Schwartzman, Director	Location Scout
<u>Nintendo Weekly.</u> Pop Arts Media Adam Matalon, Director.	Location Manager
<u>HTC.</u> Oh Hello, Elisabeth Compton, Line Producer.	Location Manager
<u>Humira.</u> Aero Film Doug duMas, Location Manager.	Location Scout
<u>If Insurance: "Don't you worry about a thing".</u> Tomas Jonsgarden, Director. Flodellfilm. A Catch 22 Productions. Todd HarterProducer.	Location Manager
<u>US Cellular : "Mike Whelan" Seattle Unit</u> Doug Walker, Director. Mirror Films: Paul Papanek, Producer.	Location Manager

Apple : Ipad "The Band" – Seattle Scout  
Jessica Sanders, Director.  
Epoch. Kathryn Lynne Rhodes Producer.

Location Scout

Microsoft "Office Union"  
Oh Hello. Lacey Leavitt, Producer.

Location Scout

ATT "A Billion Flowers" – Los Angeles Unit  
TWIN, Directors.  
Rabbit Content. Zac Zimmerman, Producer.

Location Manager

Mary Bridge Children's Hospital  
Theresa Wingert, Director  
Sticks and Stones Studio. Marlon Staggs, Producer.

Location Scout

Microsoft  
Touch Worldwide. Barry Caillier, Producer.

Location Manager

**DIGITAL VIDEO/FIELD PRODUCTION & WEB PRODUCTION:**

Excite@Home Redwood City, CA Sean Silas, Product Manager	Content Producer ClickVdeo	1999-2001
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Daily programming, scheduling and content production for Broadband delivery.  
Multimedia Production of “Bailey’s Picks” feature.  
Managed client accounts and assumed marketing and acquisition responsibilities.

Excite@Home (<http://www.excite.com>) announced a new broadband entertainment site called Excite ClickVideo. It takes programming from a wide range of providers and showcases it to its broadband customers.

Content includes news, short films, cartoons and music videos. The site features a virtual VJ named "Bailey" that acts as a host of the site.

"Short form video is clearly a killer application for broadband because video is a natural part of the broadband service and experience. Excite ClickVideo gives users personalized control over video unlike they've ever had before with traditional television. They can search for and immediately get a specific news story or short film rather than waiting for it," said Richard Gingras, senior vice president and general manager, Excite Studios, Excite@Home.

This content portal strategy is a duplication of what Lycos did with its recently launched Lycos TV initiative. Excite@Home, uses content from providers like AtomFilms, Honkworm, House of Blues, IFILM, LikeTelevision, Quokka, WhirlGirl, sputnik7.com, wildbrain.com and WireBreak.com, to name a few.

Each provider has agreed to supply new content on a weekly basis to keep content fresh. Subscribers can also personalize their experience by organizing it on their "My ClickVideo" page. They can add and remove content, and it is later automatically updated with new clips.

M&R Sales and Services Oceanside, CA Thad Hutton, Marketing and Ad Mgr.	Video Producer CD Rom and Web content 1999 Baja 1000 Entry Trade Show Factory Presentations	1998-1999
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Red Bull North America Santa Monica, CA Sean Hackney, Marketing Mgr.	Video Producer Fat Tire Festival – Squaw Valley Trade Show Presentations **FreeFly Clowns	1997
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\*\*\*“At the end of the Free Fly Festival, Charles Bryan et Mike Vail allowed themselves the indulgence of throwing a jeep from the Skydive Arizona Skyvan in order to shoot some pictures and film for Red Bull, their sponsor. At 4000 m, the jeep was dropped over a desert area. The car had no parachute and crashed without a bounce in big cloud of dust. The shock compressed it, tearing numerous metallic parts apart. It was then towed and sent to the scrapyards.”

## ***WORK HISTORY 1990 – 1998***

1997-1998 Mystic Knights of Tir Na Nog. Series

### **Post Production Coordinator.**

Saban.

Lauren Levine, Producer.

1996-1997 Sony Pictures Imageworks Camera Department. Culver City, CA.

### **Visual Effects Stage Manager, Visual Effects Camera and Motion Control Equipment Coordinator, Production Coordinator.**

Intel, Speed, Wolf, Ghost and the Darkness, Independence Day, The Cable Guy, The Craft, Anaconda, The Double, Michael, Jerry Maguire, Volcano, Starship Troopers, Contact, City of Angels.

1995 Block Party. MGM Feature. VFX & Additional Photography.

### **Production Coordinator.**

Terry Donnelley, Producer. Alex Funke, VFX Supervisor.

1995 Deidre Hall's Story. Movie of the Week.

### **Assistant Production Coordinator.**

Tri Star Television.

Judy Rosner, Prod Coord. Terry Donnelley, Producer.

Stan Margulies, Deidre Hall, Executive Producers.

1995 Eco - Challenge. Adventure Race Series.

### **Production Coordinator.**

Eco-Challenge Lifestyles INC.

Mike Sears, Producer/Director.

Mark Burnett, Brian Terkelsen, Executive Producers.

1995 Prowler. Pilot (1 Hr.).

### **Assistant Production Coordinator.**

Warner Brothers TV/Bakula Productions.

Scott Bakula, Executive Producer. Peter Bogdanovich, Director.

1994-1995 Friends. Pilot/Series.

### **Production Assistant.**

Warner Brothers TV/ Bright, Kauffman, Crane Productions.

Todd Stevens, Producer. Andy Zall, Editor. James Burrows, Director.

1994 Stargate. Feature Film. Second Unit Visual Effects.

### **Set Production Assistant.**

Kleiser - Walczak Construction Co.

David Stump, DP. Jeff Oaken, Director.

1994 Sony Imageworks. Visual Effects Studio.

### **Visual Effects Stage Assistant.**

Sony Pictures.

Ferd Metz, Dept. Mgr. Marcus Kraus Supervisor.

1994 Signs And Wonders. Mini-Series, BBC 2.

**Additional 2nd Assistant Director.**

Pinnacle Communications/BBC Productions.

Oak O'Connor, 1st A.D. Robb Dalton, UPM.

Maurice Phillips, Director.

1993-1994 Under The Skins. Documentary.

**Director, Producer, Editor.**

Single Wing Productions/Red Eye Productions.

1993 Naked Gun 33 1/3. Feature Film.

**Set Production Assistant.**

David Zucker/Bob Weiss. Paramount Pictures.

John Hockrige, 1st AD, Joe Kontra, 2nd AD.

Peter Segal, Director.

1993 Tom. Pilot.

**Production Assistant.**

Warner Brothers TV/ Wapello County Prods.

Philip Mckenzie, Director.

1993 Rolling Stone 1993 Year in Review. Special.

**Post Production Assistant.**

Rock and Roll Hall of Fame 1993. Special.

**Post Production Assistant**

Tenth Planet Productions.

Daved Cunningham, UPM. Joel Gallen, Executive Producer.

1993 Wapello County Productions.

**Assistant to VP of Special Projects.**

Roseanne and Tom Arnold.

Kami Lerner, Vice President of Special Projects.

1993 Family Album. Pilot/Series.

**Set & Production Assistant.**

Bright, Kauffman, Crane Productions.

Peter Segal/Ellen Rauch, Producer. Andy Zall, Editor.

1993 Jackie Thomas Show. Series.

**Production Assistant.**

Warner Brothers TV / Wapello County Prod.

Peter Segal, Producer. Ellen Rauch, UPM. Michael Lessac, Director.

1992-1993 Tom Arnold, The Naked Truth II, III. Specials.

**Post and Production Assistant.**

Peter Segal, Producer/Director. Tom Colamaria UPM.

1992 The Bodyguard. Feature Film.

**Set Production Assistant.**

Warner Brothers.

Albert Shapiro, 1st AD. Albert Cho, 2nd AD.

Mick Jackson, Director.

1992 All Tied Up. Feature Film.

**Additional 2nd Assistant Director.**

Moonstone Entertainment.

Jeff Shiffman, 1st AD. Stacey Fish, 2nd AD.

John Mark Robinson, Director.

1992 Sins of Desire. Feature Film.

**Key Set Production Assistant.**

Cinetel Films.

Larry Litton, 1st AD. Jeff Shiffman, 2nd AD.

Jim Wynorski, Director.

1991 Harmony Pictures. Commercial Productions.

**Production Assistant.**

1991 Luna Pier Pictures. Commercial Productions.

**Production Assistant .**

1991-1992 The Sunday Comics. Series.

**Set & Production Assistant .**

Fox/Ceisler, Rovello Productions.

Oak O'Connor, Producer. Tom Colamaria, UPM.

1991 Comedy On The Road. Pilot/Series.

**Post & Production Assistant .**

TeleAmerica Entertainment/A&E.

Doug Wellman, Producer. Larry O'Daly, Executive Producer.

1990-1991 An Evening at the Improv. Series.

**Post, Set & Production Assistant .**

TeleAmerica Entertainment/A&E .

Doug Wellman, Producer. Larry O'Daly, Executive Producer.

# Seattle Film Commission

**11** Members: Pursuant to Ordinance 126678, all members subject to City Council confirmation, 3-year terms however, initial terms shall be as follows:

1, 4, 7, and 10 shall be for one year; initial terms for positions 2, 5, 8, and 11 shall be for two years; and initial terms for positions 3, 6, and 9 shall be for three years.

- 5 City Council-appointed
- 5 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): Commission

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5,6	1.	On-screen talent	Lowell Deo	4/24/2023	4/23/24	1	Mayor
6	F	2	2.	Film industry labor unions	Melissa Matthies Purcell	4/24/2023	4/23/25	1	Mayor
1	M	7	3.	Advertising and creative agencies	Michael Huang	4/24/2023	4/23/26	1	Mayor
6	M	N/A	4.	Commercial producers or production companies	Tom Florino	4/24/2023	4/23/24	1	Mayor
2	F	N/A	5.	Film schools, film programs, or film educators	Laura Jean Cronin	4/24/2023	4/23/25	1	Mayor
1	M	4	6.	Post-production companies and personnel i.e., editors, composers, post-supervisors	Champ Ensminger	4/24/2023	4/23/26	1	City Council
6	F	4	7.	Film production crew	Kat Ogden	4/24/2023	4/23/24	1	City Council
6	F	4	8.	Film festivals or film content distribution companies	Beth Barrett	4/24/2023	4/23/25	1	City Council
6	M	N/A	9.	Film location managers	Mark A. Freid	4/24/2023	4/23/26	1	City Council
2	M	N/A	10	Film organizations for underrepresented communities	Anthony Tackett	4/24/2023	4/23/24	1	City Council
			11.	Immersive technology		5/22/23	5/21/25		Commission

## 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	2			1	2				2								
Council	3	2			1	1				3								
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.



Legislation Text

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**File #:** Appt 02519, **Version:** 1

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Appointment of Michael Huang as member, Seattle Film Commission, for a term to April 23, 2026.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Michael Huang		
<b>Board/Commission Name:</b> Seattle Film Commission		<b>Position Title:</b> Advertising and creative agencies (Position 3)
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		<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: Fill in appointing authority		<b>Term of Position: *</b> 4/24/2023 to 4/23/2026  <input type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Belltown/Denny (D7)	<b>Zip Code:</b> 98121	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Michael is a third culture kid with an obsessive curiosity for all things storytelling, culture, and community. He brings 15+ years of experience in the creative, arts, and advertising industries as well as 8+ years of owning and operating the Milli creative agency in Seattle. As a Seattle native having grown up in the local Hip Hop scene, he's traveled the world competing in international breakdancing competitions, managed musicians, and shot photos and documentaries. He translated these experiences into his work early on with Red Bull as a brand manager, and later at award winning global agencies such as Razorfish and McGarry Bowen. After a stint on Madison Avenue in New York, he went on to found his own creative shop, Milli, in 2014 focused on creative, cultural, and social change. Since then Milli has gone on to win numerous awards working with clients like Microsoft, Netflix, The Movement For Black Lives, The City of Seattle, and Amazon including producing their own, unbranded award winning films. Outside of Milli, Michael has spent more than a decade working in the non-profit and creative industry to support BIPOC led efforts for social and racial justice, representation, and in support of youth.		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> 3/28/2023		<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.

# Michael Huang

Creative Strategist & Executive Producer

## Summary

Michael Huang is a creative strategist, executive producer, business owner, and advocate with over 15 years of experience across advertising, production, arts and culture, and social justice sectors.

## Experience

### Milli Agency // Founder & Managing Director // 2014 - Present

- Founder and chief creative strategist of Seattle-based creative agency working across operations, business development, strategic development, creative direction, client engagement, content production, and project management
- Developed, strategized, and produced a full range of digital, social, and video content for wide variety of clients from small businesses, to civic organizations, to Fortune 500's
- Produced award-winning brand spots, documentaries, and storytelling content across private, public, and civic sectors
- Select clients include: Microsoft, Netflix, Amazon, Meta, City of Seattle, University of Washington, Community Passageways, and Movement For Black Lives

### McGarryBowen // Senior Strategist // 2013 - 2014

- Head social media content strategist for United Airlines account. Lead social strategy and content strategy for the 2013 United Airlines rebrand.
- Worked across multi-disciplinary team of art directors, designers, producers, cinematographers, photographers, business executives and client executives to execute international campaign work

### Razorfish // Content Strategist // 2011 - 2013

- Social and content strategy for wide range of clients including Nike, Microsoft Office, Holland America, Experian, Tempurpedic, Intel, MillerCoors, and more

## Education & Volunteering

### University of Washington, Class of 2010

Michael G. Foster School of Business, BA in Business Administration - Marketing  
Certificate of International Studies in Business - Focus on China

### Google Rare Leadership Academy, Class of 2022

Rare with Google Leadership Academy is a global leadership accelerator for underrepresented talent in the creative industries co-created by academics, DEI leaders and Google

### Extraordinary Futures // Co-Founder // 2011 - 2020

Extraordinary Futures is a non-profit partnered with the Massive Monkees dance crew focused on providing critical life skills and mentorship through street dance and arts to at-risk and underprivileged youth

# Seattle Film Commission

**11** Members: Pursuant to Ordinance 126678, all members subject to City Council confirmation, 3-year terms however, initial terms shall be as follows:

1, 4, 7, and 10 shall be for one year; initial terms for positions 2, 5, 8, and 11 shall be for two years; and initial terms for positions 3, 6, and 9 shall be for three years.

- 5 City Council-appointed
- 5 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): Commission

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5,6	1.	On-screen talent	Lowell Deo	4/24/2023	4/23/24	1	Mayor
6	F	2	2.	Film industry labor unions	Melissa Matthies Purcell	4/24/2023	4/23/25	1	Mayor
1	M	7	3.	Advertising and creative agencies	Michael Huang	4/24/2023	4/23/26	1	Mayor
6	M	N/A	4.	Commercial producers or production companies	Tom Florino	4/24/2023	4/23/24	1	Mayor
2	F	N/A	5.	Film schools, film programs, or film educators	Laura Jean Cronin	4/24/2023	4/23/25	1	Mayor
1	M	4	6.	Post-production companies and personnel i.e., editors, composers, post-supervisors	Champ Ensminger	4/24/2023	4/23/26	1	City Council
6	F	4	7.	Film production crew	Kat Ogden	4/24/2023	4/23/24	1	City Council
6	F	4	8.	Film festivals or film content distribution companies	Beth Barrett	4/24/2023	4/23/25	1	City Council
6	M	N/A	9.	Film location managers	Mark A. Freid	4/24/2023	4/23/26	1	City Council
2	M	N/A	10	Film organizations for underrepresented communities	Anthony Tackett	4/24/2023	4/23/24	1	City Council
			11.	Immersive technology		5/22/23	5/21/25		Commission

## 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	2			1	2				2								
Council	3	2			1	1				3								
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.



Legislation Text

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**File #:** Appt 02505, **Version:** 1

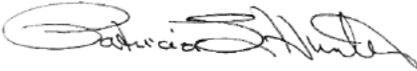
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Appointment of Lynne Wilson as member, Community Police Commission, for a term to December 31, 2023.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Lynne Wilson</i>		
<b>Board/Commission Name:</b> <i>Community Police Commission</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>Community Police Commission</i>	<b>Date Appointed:</b> <i>3/22/2023</i>	<b>Term of Position: *</b> <i>1/1/2021</i> <b>to</b> <i>12/31/2023</i> <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Capitol Hill</i>	<b>Zip Code:</b> <i>98102-5023</i>	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>Lynne Wilson is a civil rights attorney who has practiced in Seattle for more than thirty years. She focuses on police misconduct, prisoner civil rights, and personal injury law in state and federal courts. She graduated cum laude from Seattle University Law School after previously working as a journalist. Ms. Wilson served on the board of Mothers for Police Accountability for 27 years and on the ACLU Legal Committee for ten years in the 1990s. In 1999, she was a founding member of the National Lawyers Guild's Police Accountability Project. In 2013, she helped launch the Northwest Police Misconduct Attorneys group and currently serves as a co-facilitator.</i>		
<b>Authorizing Signature (original signature):</b> 	<b>Appointing Signatory:</b> <i>Joel C. Merkel</i> <i>Community Police Commission Co-Chair</i>	
<b>Authorizing Signature (original signature):</b> 	<b>Appointing Signatory:</b> <i>Reverend Patricia Hunter</i> <i>Community Police Commission Co-Chair</i>	

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

# LYNNE WILSON

*Attorney at Law*

## PROFESSIONAL EXPERIENCE & SKILLS

Substantial civil litigation experience in personal injury and federal civil rights cases. Experience covers all aspects of discovery, taking and defending depositions, summary judgments, motions, trial briefs, research memos, jury instructions, settlement demands, meditations, appeals. Substantial experience acting as a Superior Court arbitrator in tort cases. Federal experience includes Ninth Circuit appeals. Civil rights experience includes police excessive force, search and seizure violations, racial profiling, solitary confinement policies, coercive investigation techniques in child abuse cases.

## EMPLOYMENT HISTORY

**2001- Present Solo Practice.** Focus on personal injury and civil rights cases. Contract work areas include employment, tribal law, real estate, family law, elder law, criminal, commercial, insurance defense. Worked full-time in 2011 for *Reeve Shima*, a workers compensation law firm. Civil Rights cases: *Releford v. City of Tukwila* [multiple tasing]; *Penwell v. King County* [changing Jail policy to allow group worship for those in solitary confinement]

**1999-2000 Litigation Associate: *Reaugh, Fischnaller, Oettinger, Merker & Luppert.*** Responsible for all aspects of plaintiff tort, employment & real estate litigation, including intake, discovery, depositions, motions, arbitrations, settlement & appeals.

**1996-1999 Solo Practice.** Focus on personal injury & civil rights cases. Contract work included: (1) *Sinsheimer & Meltzer*: Successfully represented plaintiff in civil rights lawsuit arising out of Wenatchee child sexual abuse prosecutions [*Doggett v. Perez*]; (2) *Northcraft & Tierney*: Complex civil rights litigation on behalf of municipalities & school districts including successful appeal of student religious freedom case [*Truth v. Kent School District* (upholding district disapproval of discriminatory after-school bible club)]

**1991-1995 Litigation Associate: *Sinsheimer & Meltzer.*** Plaintiff litigation with emphasis on complex civil rights & personal injury claims. All aspects of litigation including depositions, discovery, motions, mediations, arbitrations, trials & appeals. Personal Injury: *Sorenson v. Udderberg* [changing premises liability for owner of icy parking lot]

**1988-1990 Contract Attorney:** Entry-level work included: (1) *Thomas J. Chambers*: Settlement demands and appeals in complex personal injury cases; (2) *Deborah Senn*: Wrote briefs in Illinois utility rate cases representing Illinois Citizens Utility Board

## EDUCATION

SEATTLE UNIVERSITY LAW SCHOOL, J.D., *cum laude*, 1987, Law Review Articles Editor  
UNIVERSITY OF WASHINGTON, B.A., Comparative Literature, 1971

**PROFESSIONAL & COMMUNITY ACTIVITIES**

**PUBLISHED ARTICLES**

1. *Crisis Intervention & The Limits of De-Escalation*, Police Misconduct and Civil Rights Law Report [PMCRLR], Vol. 12 No. 7 (2018)
2. *Police Body Camera Policies, Privacy & Community Trust*, PMCRLR, Vol. 11 No. 14 (2016)
3. “Prisoner’s Religious Freedom Case Succeeds in Changing Solitary Confinement Policy,” Federal Bar Association (W.D.Wash.) News, Vol. 35 No. 2 (2013)
4. “Roberto Zamora and the Right to Peace,” International Association of Democratic Lawyers UN Activities Bulletin (2013), pp. 8-9
5. *Canadian Aboriginal Woodcarver’s Death Triggers Federal Oversight of Seattle Police*, PMCRLR, Vol. 10 No. 14 (2013)
6. *The Implications of Taser Failure to Warn Liability for Police Misconduct Suits*, PMCRLR, Vol. 10 No. 6 (2011)
7. *The Anatomy of a Post-Tasering Death*, PMCRLR, Vol. 9 No. 18 (2010)
8. *Canadian Commission Recommends Restraint on Police Use of Tasers*, PMCRLR, Vol. 9 No. 13 (2010)
9. *Beyond Graham: Defining Deadly Force in Non-Firearm Cases*, PMCRLR, Vol. 8 No. 5 (2005)
10. *Police Prone Restraint Methods & Taser-Related Deaths*, PMCRLR, Vol. 8 No. 1 (2005)
11. *Equal Protection and the Future of Racial Profiling*, PMCRLR, Vol. 7 No. 14 (2004)
12. *Mass Protest Litigation in the Post-9/11 Era*, PMCRLR, Vol. 7 No. 11 (2003)
13. *Counterterrorism & the Demise of Posse Comitatus*, PMCRLR, Vol. 7 No. 4 (2002)
14. *Less Lethal Weapons & the Fourth Amendment*, PMCRLR, Vol. 7 No. 1 (2002)
15. *Fighting the Collateral Estoppel Defense in §1983 Litigation*, PMCRLR, Vol. 6 No. 13 (2001)
16. *Law Enforcement Liability for Coercive Child Sex Abuse Investigations*, PMCRLR, Vol. 6 No. 5, September/October 1999
17. *Posse Comitatus, Drugs, & the Militarization of Local Police*, PMCRLR, Vol. 6 No. 1 (1999)
18. *Private Police Violence & the Scope of Section 1983*, PMCRLR, Vol. 5 No. 15 (1998)

### **Lynne Wilson Resume 2023 – Page 3**

19. *The Downsizing of Qualified Immunity in Private Prison Litigation Under 42 U.S.C. §1983*, PMCLRLR, Vol. 5 No 11 (1997)
20. *The Use and Abuse of Pepper Spray*, PMCLRLR, Vol. 5 No. 8 (1997)
21. *Democracy vs. Collective Bargaining: Countering the Police Union Attack on Citizen Review*, PMCLRLR, Vol. 5 No. 5 (1996)
22. *The Limits of Local Police Involvement in the Enforcement of Immigration Laws*, PMCLRLR, Vol. 4 No. 16 (1995)
23. *Malicious Prosecution Counterclaims and the Right of Petition in Police Misconduct Suits*, PMCLRLR, Vol. 4 No 11 (1994)
24. *The Public's Right of Access to Police Misconduct Files*, PMCLRLR, Vol. 4 No. 7 (1994)

### **PROFESSIONAL ACTIVITIES**

1. Panel Speaker, Washington State Bar Association World Peace Through Law Section, “Using International Law in Domestic Practice,” April 2019
2. Speaker, Washington Association of Justice CLE, “Police Misconduct: From Ferguson to Pasco,” Presentation on Current Status of Qualified Immunity, March 2015
3. Co-Facilitator, Northwest Police Misconduct Attorneys, 2013-Present
4. King County Superior Court Ex Parte Pro Tem Commissioner, 2013-2014
5. Volunteer of the Month Award, King County Bar Association, March 2013
6. Modest Means Program Panel Attorney, Washington State Bar Association, 2011 to 2017
7. Pro Bono Civil Rights Litigation Panel, Federal Bar Association of Western District of Washington, 2009 to Present
8. Speaker, “Venturing Out on Your Own,” Job Strategies Workshop, Seattle University Law School, August 26, 2011
9. Speaker, “Police Accountability in Seattle,” Social Justice Tuesday, University of Washington School of Law, February 1, 2011
10. Appointed Member, Seattle City Council Police Accountability Review Panel, 2007-2008.
11. Speaker, “Tasers, Torture and Technology” Workshop, National Coalition on Police Accountability Conference [Portland, OR], October 16, 2004

## Lynne Wilson Resume 2023 – Page 4

12. Speaker, Police Litigation Workshop, National Lawyers Guild Regional Meeting 2004
13. Seminar Keynote Speaker, “Police Associations and Community Conflict,” National Coalition of Public Safety Officers, San Diego, CA, September 3, 2003
14. 2002 Lawyer of the Year Award, Mothers for Police Accountability, Seattle, WA.
15. Speaker, How Do We Get Police Accountability, First African Methodist Episcopal Church, Public Discussion with Seattle Community Leaders, October 26, 2001.
16. Expert Testimony Regarding Police Unions, Amnesty International USA Public Hearing Regarding Anti-WTO Protests, Town Hall Center, Seattle, WA, March 30, 2000.
17. Keynote Speaker, 1998 World Conference of the International Association for Civilian Oversight of Law Enforcement, Seattle, WA, October 19, 1998.
18. Advisory Board, National Lawyers Guild National Police Accountability Project, 1997-2004.
19. Executive Board, Mothers for Police Accountability, 1994 to 2021
20. Legal Observer for International Association of Democratic Lawyers, Truth and Reconciliation Commission Hearings, East London, South Africa, April 1996.
21. Member, ACLU of Washington Police Practices and Legal Committees, 1995-2004.
22. Appointed Member, Seattle City Council Community-Police Relations Task Force, 1993-1995.

### PRE-LAWYER RELEVANT EXPERIENCE

- 1974-1978 Intake Specialist, Seattle-King County Office of Citizen Complaints (Ombudsman)  
1978-1979 Writer on Criminal Justice Issues, *Seattle Weekly*  
1979-1987 Complex Litigation Paralegal & Law Clerk, *Houghton Cluck Coughlin & Riley*

# Community Police Commission

21 Members: Pursuant to 125315, all members subject to City Council confirmation, 3

- 7 City Council-appointed
- 7 Mayor-appointed
- 7 Other Appointing Authority-appointed (specify):

**Roster:**

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
	F		1.	Member	Lars Erickson	1/1/23	12/31/25	1	Mayor
			2.	Member	Patricia L. Hunter	1/1/21	12/31/23	1	City Council
			3.	Public Defense	Adrien Leavitt	1/1/21	12/31/23	1	CPC
2	F		4.	Member	Suzette Dickerson	1/1/21	12/31/23	2	Mayor
			5.	Member	Vacant	1/1/21	12/31/23		City Council
			6.	Civil Liberties	Lynne Wilson	1/1/21	12/31/23	1	CPC
	F		7.	Member	Raven Nicole Tyler	1/1/22	12/31/24	1	Mayor
			8.	Member	Mary Ruffin	1/1/22	12/31/24	1	City Council
4	M		9.	Member	Vacant	1/1/20	12/31/22		CPC
2	F		10.	Member	Harriett Walden	1/1/19	12/31/21	3	Mayor
			11.	Member	Joel Merkel	1/1/22	12/31/24	1	City Council
7	M		12.	Member	Amante (Monty) B. Vizcaya	1/1/22	12/31/24	1	CPC
9	F		13.	Member	Vacant	1/1/22	12/31/24		Mayor
			14.	Member	Le'Jayah Washington	1/1/22	12/31/24	2	City Council
2	M		15.	SPOG	Mark Mullens	1/1/23	12/31/25	3	CPC
			16.	Member	Vacant	1/1/20	12/31/22		Mayor
3	NB	3	17.	Member	Alina Santillan	1/1/23	12/31/25	2	City Council
			18.	SPMA	Anthony Gaedcke	1/1/23	12/31/25	1	CPC
			19.	Member	Jeremy Wood	1/1/22	12/31/23	1	Mayor
			20.	Member	Tascha R. Johnson	1/1/23	12/31/25	2	City Council
2	F		21.	Member	Erica Newman	1/1/23	12/31/25	2	CPC

**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
<b>Mayor</b>		5				2		2					2
<b>Council</b>	1	1	1			2	1						1
<b>Other</b>	4	2			1	2			1	1	1		
<b>Total</b>	5	9	1		1	6	1	2	1	1	1		3

**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.*



Legislation Text

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**File #:** Appt 02506, **Version:** 1

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Appointment of Raven Nicole Tyler as member, Community Police Commission, for a term to December 31, 2024.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Raven Nicole Tyler</i>		
<b>Board/Commission Name:</b> <i>Community Police 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> 1/1/2022 <b>to</b> 12/31/2024  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b>	<b>Zip Code:</b>	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>I am a U.S. Army veteran currently working as a political consultant at NWP Consulting. As a Veteran with extensive security experience that ranges from local unit protection to foreign case loads that involved coordination across organizations and functions, I am intimately familiar with the importance of safety and trust.</i> <i>I currently serve on the board of Seattle's LGBTQ Center and the YMCA Social Impact Center, both cementing my commitment to equity and inclusion in Seattle and providing additional insight to the impact of current policing on marginalized communities.</i> <i>As a Baltimore native, I have a personal connection to addressing the very real and warranted discord between police and the community. With a troubled history of over policing and violence toward marginalized communities, specifically black and brown communities, there is a need for change and progression. Both of which can only occur by engaging communities, police, and other relevant stakeholders to mend relationships and create more equitable policing and safer communities.</i> <i>I believe that my lived experience as a queer black woman and professional experience as a security professional will bring a unique prospective and solution-based leadership to the Community Policing Commission. I thrive in environments of varying perspectives and can build a consensus that aligns directly with your goal of building forward.</i>		
<b>Authorizing Signature (original signature):</b>  <i>Bruce A. Harrell</i> <b>Date Signed (appointed):</b> 3/22/2023		<b>Appointing Signatory:</b> <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.

**PROFESSIONAL EXPERIENCE**

**Northwest Passage Consulting**

Political Consultant; January 2022- Present

- Develops and executes communication strategies by conducting market research, polling analysis, and data analytics to provide winning campaign strategies for candidates and ballot initiatives
- Builds coalitions through community engagement and advocacy to create power maps that supports campaign goals; solves problems through collaboration and negotiation
- Coordinates, designs, and implements marketing and communication via social media management, direct mail and online advertising; directly responsible for social media management of over 10 candidates

**U.S. Army, 110<sup>th</sup> CBRN BN, 48<sup>th</sup> CM Brigade, S2**

Unit Security Manager and Intelligence Officer; July 2020- Present

- Increased readiness among the unit of 300 people through meaningful engagement and reinforcement of Equal Opportunity (EO) and Sexual Harassment/Assault Response and Prevention (SHARP) Programs
- Provided senior leadership with timely and accurate updates on external security threats within the Pacific Region through written and oral briefs; ranked #2 of 10 officers
- Maintained personnel security of over 300 Soldiers: managed physical security for over 2 million dollars of equipment and 5 buildings with zero loss or incident

**U.S. Army, 1-61 Infantry Regiment, 165 Infantry Brigade**

Company Executive Officer; June 2019 – July 2020

- Maintained accountability for over \$500,000 of property, resulting in zero dollars of lost or stolen property over a period of one year
- Advised and mentored cadre on risk mitigation efforts by analyzing potential environmental and task related risks, resulting in zero property and personnel damage
- Provided leadership and mitigation efforts during COVID-19 pandemic while maintaining training levels, resulting in the successful graduation of over 400 soldiers

**The Buffalo Group**

**Defense Intelligence Agency, Middle East and Africa Regional Center (MARC), Syria Branch**

All Source Intelligence Analyst; June 2017- January 2019

- Provided daily time sensitive strategic analytic overviews of current political and military operations in Syria; influenced strategic decision making
- Maintained a database of over 1 million entities that produced an operational graphic depicting conflict in Areas of Influence in Syria; currently used throughout the intelligence community for strategic level analysis
- Researched using all source analytics to provide formal written assessments used in executive level decision making; published multiple white papers within IC

**U.S. Army, 25<sup>th</sup> Infantry Division, Schofield Barracks, HI**

Intelligence Analyst; June 1, 2015- January 4, 2017

- Prepared and presented written and oral intelligence presentations focused on military, political, economic, technological, energy and social sectors to support the analytic findings of hybrid threats
- Compiled intelligence reports, documents, forms, and correspondence provided by over 20 intelligence professionals; provided leadership with actionable analysis

**U.S. Army Military Training; Various Locations, U.S.**

November 2014- June 2015

**Nordstrom Inc., Assistant Department Manager**

June 2013- November 2014q

**EDUCATION**

**Bowie State University; Bowie, MD**

**Graduation Date: December 2018**

Master of Public Administration; Concentration: Public Policy and Management

**Marietta College; Marietta, OH**

**Graduation Date: May 2013**

Bachelor of Arts in Advertising and Public Relations; Minor: Marketing

**BOARD EXPERIENCE**

**Seattle LGBTQ Center; Seattle, WA**

Board of Directors; June 2022- Present

**YMCA- Social Impact Center; Seattle, WA**

Board of Directors; July 2022- Present

# Community Police Commission

21 Members: Pursuant to 125315, all members subject to City Council confirmation, 3

- 7 City Council-appointed
- 7 Mayor-appointed
- 7 Other Appointing Authority-appointed (specify):

**Roster:**

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
	F		1.	Member	Lars Erickson	1/1/23	12/31/25	1	Mayor
			2.	Member	Patricia L. Hunter	1/1/21	12/31/23	1	City Council
			3.	Public Defense	Adrien Leavitt	1/1/21	12/31/23	1	CPC
2	F		4.	Member	Suzette Dickerson	1/1/21	12/31/23	2	Mayor
			5.	Member	Vacant	1/1/21	12/31/23		City Council
			6.	Civil Liberties	Lynne Wilson	1/1/21	12/31/23	1	CPC
	F		7.	Member	Raven Nicole Tyler	1/1/22	12/31/24	1	Mayor
			8.	Member	Mary Ruffin	1/1/22	12/31/24	1	City Council
4	M		9.	Member	Vacant	1/1/20	12/31/22		CPC
2	F		10.	Member	Harriett Walden	1/1/19	12/31/21	3	Mayor
			11.	Member	Joel Merkel	1/1/22	12/31/24	1	City Council
7	M		12.	Member	Amante (Monty) B. Vizcaya	1/1/22	12/31/24	1	CPC
9	F		13.	Member	Vacant	1/1/22	12/31/24		Mayor
			14.	Member	Le'Jayah Washington	1/1/22	12/31/24	2	City Council
2	M		15.	SPOG	Mark Mullens	1/1/23	12/31/25	3	CPC
			16.	Member	Vacant	1/1/20	12/31/22		Mayor
3	NB	3	17.	Member	Alina Santillan	1/1/23	12/31/25	2	City Council
			18.	SPMA	Anthony Gaedcke	1/1/23	12/31/25	1	CPC
			19.	Member	Jeremy Wood	1/1/22	12/31/23	1	Mayor
			20.	Member	Tascha R. Johnson	1/1/23	12/31/25	2	City Council
2	F		21.	Member	Erica Newman	1/1/23	12/31/25	2	CPC

**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
<b>Mayor</b>		5				2		2					2
<b>Council</b>	1	1	1			2	1						1
<b>Other</b>	4	2			1	2			1	1	1		
<b>Total</b>	5	9	1		1	6	1	2	1	1	1		3

**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.*



Legislation Text

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**File #:** Appt 02508, **Version:** 1

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Appointment of Lars W. Erickson as member, Community Police Commission, for a term to December 31, 2025.

The Appointment Packet is provided as an attachment.



# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Lars W. Erickson</i>		
<b>Board/Commission Name:</b> <i>Community Police 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> 1/1/2023 <b>to</b> 12/31/2025  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> <i>Capitol Hill</i>	<b>Zip Code:</b> <i>98102</i>	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>I have been a resident of the Capitol Hill neighborhood in Seattle for more than 15 years. I am proud member of the LGBTQ community. In 2020, I was appointed by Governor Inslee to the Washington State LGBTQ Commission. My partner of 12 years is a law enforcement officer in British Columbia, Canada. You will see on my resume below; I have extensive experience in leadership roles that frequently collaborated with law enforcement agencies. I know it is a great responsibility to be charged with ensuring public safety. That work cannot be done alone. Community participation is critical to create safe and inclusive places.</i>		
<b>Authorizing Signature (original signature):</b>  <i>Bruce A. Harrell</i>  <b>Date Signed (appointed):</b> 3/22/2023		<b>Appointing Signatory:</b> <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.

# Lars W. Erickson

## Employment History:

### **Seattle Metropolitan Chamber of Commerce, Seattle WA**

Senior Vice President of Public Affairs and Communications, 2022-present

- Manage the development and implementation of government relations strategy, public affairs coalition building, and advocacy campaigns.
- Oversee the development and implementation of communications strategies that advance the Chamber's reputation as a business advocacy organization that helps its members thrive in an equitable and inclusive regional economy.

### **Washington State Department of Transportation (WSDOT), Olympia, WA**

Senior Director of External Relations, 2018-2022

Director of Communications, 2013-2018

- Trusted member of the WSDOT Executive Leadership Team responsible for a statewide agency of nearly 7,000 employees with a biennial budget of \$8 billion.
- Manage division of 25 WSDOT staff responsible for internal and external communications, including; headquarter based media relations, customer service, web development and content, graphics, agency brand, community outreach, and social media.
- Manage division of five WSDOT staff responsible for agency's government relations, including; local, state, federal, and tribal government coordination.
- Oversee employee development and training for 30 staff to ensure their continued professional growth and develop new leaders.
- Coordinate and facilitate WSDOT Senior Managers meetings (director level and above, 100+ participants) with focus on agency priorities of inclusion, workforce development, and process improvement.
- Draft executive messages and develop multi-platform employee engagement strategies.
- Responsible for guiding agency social media and web messaging, brand management, and graphics strategies.
- Identify emerging issues that attract critical attention from the public and policymakers.
- Liaise with Governor Inslee's office and policy advisors to ensure alignment and coordination on key strategic initiatives to ensure successful project delivery.
- Oversee ongoing WSDOT legislative and public outreach efforts for the "Connecting Washington" program- a 16-year, \$16 billion capital and maintenance initiative.
- Guided crisis communications teams related to natural/humanmade disasters and incidents (I-5 Skagit Bridge collapse, SR 99 Tunnel project, COVID-19 global pandemic).

### **Pierce Transit, Lakewood, WA**

Public Relations Officer, 2007-2011, 2011-2013

- Member of the Pierce Transit Executive Team. Managed a team of three responsible for agency state government relations and community outreach.
- Responsible for developing and implementing strategic internal and external communications plans.
- Oversaw ongoing agency community outreach and public engagement efforts. Coordinated communications ranging from real-time service updates to detailed designs of annual community and financial reports.
- Coordinated efforts to reprioritize performance measures to align with agency goals.

### **Office of Governor Christine Gregoire, Olympia, WA**

Press Secretary, 2005-2007

- Coordinated day-to-day media operations for the Office of Governor Christine Gregoire.
- Served as spokesperson, managed media interview requests, and drafted executive briefing materials, press releases and advisories.

**Independent Consultant, Washington, DC**

- Bridgestone/Firestone settlement safety campaign (2005).
- Gap Inc. Hurricane Katrina relief efforts (2005).

**Kerry/Edwards 2004, Washington, DC**

National Press Coordinator/Director of Election Night Media Operations, 2003-2004

- Member of 2004 Democratic Presidential Nominee Senator John Kerry's traveling staff, coordinated communications efforts between campaign headquarters and candidate.
- Directed media operations for Election Night 2004 with John Kerry and John Edwards. Established a communications center, a senior staff war room, media filing centers, and press briefing room.

**New York/New Jersey Safe Roads Alliance, Alexandria, VA**

Government Relations Director, 2002-2003

- Partnered with grassroot and industry advocates to improve highway safety standards.

**Ashoka: Innovators for the Public, Arlington, VA**

Director of Special Events, 2001-2002

- Organized "Social Entrepreneurs: An Antidote to Terrorism"- a series of town hall discussions involving Ashoka fellows, community leaders and Ashoka supporters.

**Gore/Lieberman 2000, Nashville, TN**

Media Coordinator, 2000

- Managed U.S. Presidential campaign communications staff providing logistics support to the media.
- Responsible for election night media operations.

**Democratic National Committee, Washington, DC**

Event Manager, October 1999-2000

- Prepared Democratic National Committee media briefing material for President Clinton and Vice President Gore.
- Planned political fundraising and issue advocacy events.

**Education:****Gustavus Adolphus College, St. Peter, MN**

Bachelor of Arts, Psychology, May 1996

**Volunteer:****Washington State LGBTQ Commission**

Commissioner, appointed by Governor Inslee, January 2020

- Member, economic development subcommittee.

**The White House, Washington, DC**

Volunteer Advance Lead, 1998-2001, 2009-2016, 2021-present

- Led planning efforts for visits by the President and First Lady of the United States. Directed local media relations, provided political guidance, and drafted briefing material.
- Represented the White House in 35 states and 18 countries on more than 60 presidential trips.

**References:** Available upon request.

# Community Police Commission

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

*Diversity information is self-identified and is voluntary.*



Legislation Text

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**File #:** Appt 02496, **Version:** 1

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Appointment of Tanya Kim as Director of Human Services Department, for a term to March 1, 2027.

The Appointment Packet is provided as an attachment.

# City of Seattle



## **Director Human Services Department**

**Confirmation Packet  
February 14, 2023**

**Tanya Kim**



February 14, 2023

The Honorable Debora Juarez  
President, Seattle City Council  
Seattle City Hall, 2<sup>nd</sup> Floor  
Seattle, WA 98104

Dear Council President Juarez:

It is my pleasure to transmit to the City Council the following confirmation packet for my appointment of Tanya Kim as Director of the Human Services Department (HSD).

The materials in this packet are divided into two sections:

**A. Tanya Kim**

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

**B. Background Check**

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

Tanya Kim is a results-oriented leader who is committed to accomplishing difficult work to deliver for people in need. Over her years of service, she has consistently demonstrated how she is driven to surmount challenges, and she has done so in partnership with community. She's built-up HSD's leadership team with compassionate and capable public servants who have a commitment to advancing racial equity, supporting providers, and helping the people of Seattle. She leads without ego, and recognizes and cultivates the potential in others, uplifting their voices.

Tanya Kim brings a wealth of experience to her position as Human Services Department Director. She's served as HSD's Human Services Program Supervisor, Senior Grants & Contracts Specialist, Planning & Program Development Specialist, Planning and Development Supervisor, Division Director for the Youth & Family Empowerment Division, Deputy Director and has been Acting Director since September 2021. Prior, she managed and led the *Powerful Voices* community-based organization to foster the development of adolescent girls. Her experience as a provider gives Tanya a deep appreciation for the positive impact non-profits have on our community while also understanding the challenges they face.

Recognizing how community needs are higher than ever, my office took great care in reviewing this nominee's abilities and her relationships to community. In recent weeks, my office consulted with stakeholders regarding Tanya Kim's performance, including representatives from the King County Regional Homelessness Authority, the Seattle Human Services Coalition, Community Passageways, Let Everyone Advance With Dignity (LEAD), the Ballard Food Bank, the Chief Seattle Club, Southwest Youth & Family Services, the Chinese Information and Service Center, the Coalition Ending Gender-Based Violence, the Workforce Development Council, former Councilmember and HSD Director John Okamoto (under whom Tanya served), and several current and past staff members at the Human Services Department. The resounding conclusion from stakeholders was that Tanya Kim is a highly capable, analytical, caring and humble human services leader worthy of your vote of confirmation. Further, my office conferred with the Seattle Department of Human Resources and the Office of the Employee Ombud to find she's had no complaints in her over decade of service to the City, including during her 16

months as Acting Director. Review of Tanya Kim's performance and the consultation with stakeholders is the process that informed my decision to advance her for your consideration today.

Tanya brings empathy, kindness, and fiscal stewardship to a department that has faced significant transition and disruption in recent years. As the City has increased financial investments in HSD, she recognized the need to commensurately increase staff capacity to meet the demand. She's worked to strengthen the department's financial operations by building in checks-and-balances for contract review and adopting sound governing policies and procedures.

I trust that after reviewing Tanya Kim's application materials, meeting with her, and following the thoughtful review of her credentials and vision through Councilmember Herbold's Public Safety & Human Services Committee, you will find that she is the right choice to serve as permanent Director of the Human Services Department. Our provider community has made it abundantly clear how essential stability is at HSD after the office has endured significant transitions in recent years. When our City recruiters tell me that Tanya Kim would be a top contender for any human services director position in the nation, it reenforces my belief that we are privileged to have this immense talent who rose to leadership from within the department. I appreciate your consideration.

If you have any questions about the attached materials or need additional information, Deputy Mayor Tiffany Washington would welcome hearing from you.

Sincerely,

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

Bruce A. Harrell  
Mayor of Seattle

## **SECTION**

### **A**



# City of Seattle

Mayor Bruce Harrell

---

February 1, 2023

Tanya Kim  
Seattle, WA  
Transmitted via e-mail

Dear Tanya,

It gives me great pleasure to appoint you to the position of Director of the Human Services Department at an annual salary of \$219,390.

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 and you serve at the discretion of the Mayor.

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 Department 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

<b>Appointee Name:</b> Tanya Kim	
<b>City Department Name:</b> Human Services Department	<b>Position Title:</b> Director
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	<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> Council Confirmation <b>to</b> 3/1/2027 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Background:</b> Tanya Kim brings a wealth of experience to her position as Human Services Department Director. She's served as HSD's Human Services Program Supervisor, Senior Grants & Contracts Specialist, Planning & Program Development Specialist, Planning and Development Supervisor, Division Director for the Youth & Family Empowerment Division, Deputy Director and has been Acting Director since September 2021. Prior, she managed and led the <i>Powerful Voices</i> community-based organization to foster the development of adolescent girls. Her experience as a provider gives Tanya a deep appreciation for the positive impact non-profits have on our community while also understanding the challenges they face.	
<b>Authorizing Signature:</b>  <b>Date Signed:</b> February 14, 2023	<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.



CITY OF SEATTLE ▪ STATE OF WASHINGTON  
OATH OF OFFICE

---

State of Washington

County of King

I, Tanya Kim, 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 the Director of the Human Services Department; 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 the Director of the Human Services Department.

---

Tanya Kim

Subscribed and sworn to before me

this \_\_\_\_ day of \_\_\_\_\_, 2023.

[Seal]

---

Elizabeth M. Adkisson, Interim City Clerk

## Employment

**Sept. 2021 – Present**

**Acting Director, Human Services Department (HSD)**

City of Seattle

- Establish priorities as funder, direct service provider and convener to fulfill HSD's mission 'to connect people with resources and solutions during times of need so we can all live, learn, work and take part in strong, healthy communities'
- Foster Mayor Harrell's vision of 'One Seattle;' routinely engage in/oversee policy efforts in collaboration with Councilmember Lisa Herbold (Chair, Public Safety & Human Services Committee) and Councilmember Andrew Lewis (Chair, Public Assets & Homelessness)
- Provide leadership for 427+ dedicated employees, overseeing \$319 million of complex funding streams and 170+ human services contracts
- Build relationships with community and other constituents to advance racial equity, improve policy and procedures, and deliver effective human services

**Feb. – Sept. 2021**

**Deputy Director, Human Services Department (HSD)**

City of Seattle

- Led HSD's Senior Leadership Team of 11 executive-level leaders
- Responsible for investments and policy efforts spanning youth, family, affordability, emergency feeding, and community safety
- Advanced the HSD's racial equity goals as a co-lead for the Racial Equity Plan and as a member of the Change Team

**Oct. 2017 – Feb. 2021**

**Division Director, Human Services Department (HSD)**

City of Seattle

- Provided leadership for the Youth & Family Empowerment Division of 60+ employees and budget of \$33+ million
- Oversaw divisional operations including workplans, procurement processes, contracts (e.g., affordability, emergency feeding and nutrition, youth development, community safety, family support, etc.), and direct services (i.e. Seattle Youth Employment Program, Upward Bound, Utility Discount Program and Vehicle Licensing Fee Rebate program)

**Nov. 2015 – Oct. 2017**

**Planning and Development Supervisor, Human Services Department (HSD)**

City of Seattle

- Led a Youth & Family Empowerment Division Planning Unit of 6+ Planners and Administrative employees focusing on affordability, emergency feeding and nutrition, youth development, community safety, and family support
- Responsible for all aspects of the division's competitive funding processes
- Oversaw unit products including budget material, grant applications and reports, stakeholder meeting material, policy briefing material, and legislative actions
- Recipient of annual employee recognition awards as an individual and part of a unit, nominated by peers and the department director

**June – Nov. 2015**

**Legislative Assistant, Seattle City Councilmember John Okamoto**

City of Seattle

- Tracked, researched, analyzed, and briefed the Councilmember on assigned issues; staffed constituent and executive meetings; engaged community stakeholders; and made policy recommendations
- Clerked the Committee on Housing Affordability, Human Services, and Economic Resiliency. Managed the schedule, developed meeting agendas/minutes, wrote the Chair's speaking points, and liaised with executive offices

- July 2013 – June 2015** **Planning & Program Development Specialist, Human Services Department (HSD)**  
City of Seattle
- Led competitive funding processes for the Youth & Family Empowerment Division
  - Provided program planning support for Seattle Youth Employment Program and Upward Bound direct service programs focusing on BIPOC young people
  - Change Team member; led internal RSJI funding process; co-led the RSJI Core Team Outcomes Framework Committee
- Oct. 2010 – July 2013** **Senior Grants & Contracts Specialist, Human Services Department (HSD)**  
City of Seattle
- Administered contracts in two divisions for homecare, disability, adult day care and health, youth development, South Park youth services, and crime prevention
  - Conducted annual assessments in accordance with state, federal and other local regulatory guidelines; monitored corrective actions
  - Convened provider meetings and organized community safety trainings
- Apr. – Sept. 2012** **Human Services Program Supervisor, Human Services Department (HSD)**  
City of Seattle
- In this temporary assignment, led and managed all aspects of the Seattle Youth Employment Program direct services, including hire of temporary employees, recruitment and support of employers hosting interns, recruitment and support of 200 interns, mitigating challenges, and reporting
- Sept. 2006 – Oct. 2010** **Executive Director**  
Powerful Voices, Seattle
- Led Powerful Voices, a non-profit community-based organization whose mission was 'to foster adolescence girls' development by providing programs and promoting social justice so girls can realize their dreams, engage their communities and shape a better world' through its direct services and advocacy
  - Managed and supervised five senior staff; supported 12-person board of directors
  - Responsible for financial health; managed annual operating budget of < \$1 million including fundraising: foundation, government, corporate, and individual donors
  - Focused on community building and advocacy at city, county and state levels
- Sept. 2003 – Sept. 2006** **Program Manager**  
Powerful Voices, Seattle
- Managed and supervised ten staff, interns, and volunteers; managed partnerships
  - Responsible for juvenile detention programming, high school academic and employment direct services (co-founder), and case management (founder).
  - Completed all reporting for contract reimbursement and grants
- Sept. 2003 – June 2004** **Pathways Program Coordinator**  
Community Schools Collaboration, Tukwila
- 0.2 FTE contractor, concurrent with Powerful Voices
  - Developed Foster High School's after-school health and wellness program
  - Provided direct services for BIPOC students in group and individual settings; supported juniors and seniors with post-high school transition plans
- Apr. 2001 – Sept. 2003** **Youth Program Manager**  
International District Housing Alliance, Seattle
- Managed Wilderness Inner-city Leadership Development Program, a youth development program; led community organizing with low-income immigrant and refugee high school students and Chinatown-International District elders

- Supervised ten staff, interns and volunteers

**Mar. 1999 – Mar. 2001    Public Programs Coordinator**

Wing Luke Asian Museum, Seattle

- Responsible for programs/special events: lectures, film, classes, and performing arts to further its mission to ‘connect everyone to the dynamic history, cultures, and art of Asian Americans, Native Hawaiians, and Pacific Islanders through vivid storytelling and inspiring experiences to advance racial and social equity’
- Co-founded and managed YouthCAN youth development program, a 2010 National Arts and Humanities Youth Program award recipient; co-founded and provided direct service of summer college internship program

**Professional Development & Education**

2010 – ongoing	City of Seattle: FEMA Intro. to the National Incident Management System, FEMA Intro. to Incident Command System, Homeless Youth and Young Adult Street Outreach, Race and Social Justice Initiative Toolkit, Community Engagement, Mediation and Conflict Resolution, Workplace Violence Prevention, Ethics, Results Based Facilitation 101-301, Results Based Accountability (certified), Implicit Bias, Anti-Harassment and Anti-Discrimination, Coaching for Results, Art of Feedback, Lean/Continuous Improvement, etc.
2009	Strategic Financial Management Course University of Washington Evans School, Seattle
2009	Executive Director Peer Table Talks Non-Profit Works, Seattle
2008	Executive Program for Nonprofit Leaders Stanford Graduate School of Business, Stanford
2002	Undoing Institutionalized Racism People’s Institute, Seattle
1993 – 1997	American Cultural Studies, Bachelor of Arts Degree Western Washington University, Bellingham

**Community Leadership & Volunteerism**

2019 – 2021	Children and Youth Advisory Board (City of Seattle representative) Best Starts for Kids, King County
2015 – 2021	Board of Trustee Cedarmere Foundation, Seattle
2010 – 2011	Board of Directors & Economic Development Grant Committee Women’s Funding Alliance, Seattle
2010	Prostituted Youth Advisory Committee Seattle Human Services Department, Seattle
2009 – 2010	Impact Assessment Committee Washington Women’s Foundation, Seattle
2006 – 2010	Minority Executive Directors Coalition, Seattle
2006 – 2010	Asian Pacific Directors Coalition, Seattle
2003 – 2008	Multicultural Advisory Board to the President Western Washington University, Bellingham
2007	Gang Prevention & Intervention Workgroup State of Washington, Olympia

## **SECTION**

### **B**



# City of Seattle

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## Seattle Department of Human Resources

Kimberly Loving, Director

**January 24, 2023**

**TO:** Lindsey King – Talent Acquisition Lead SDHR

**FROM:** Annie Nguyen - Seattle Department of Human Resources

**SUBJECT:** Background check for Tanya Kim

The Seattle Department of Human Resources has received a copy of **Tanya Kim's** background check provided by Global Screening Solutions. There were no findings that would impact their employment eligibility.

Cc: Personnel File

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Seattle Department of Human Resources

Seattle Municipal Tower, 700 5<sup>th</sup> Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028  
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## Human Services Department Director – Council Appointment Questions

### Approach and Vision

#### **1. Why do you want to be the HSD Director? How has your prior work and life experience prepared you for this challenge, and what unique perspective do you bring to it?**

My life experiences and extensive work in both community and city government have prepared me to become HSD's Director.

It starts with family – in my case it's both my birth and chosen families that have shaped me profoundly. I am a daughter of Korean immigrant parents and grew-up in south King County. Unfortunately, some of my earliest memories are rooted in fear and pain associated with racism, xenophobia, sexism, violence, mental health, and poverty. My resiliency grew over the years in part due to community connections and governmental resources in times of need. As an adult, my greatest privilege is being mom to my daughter and son. I was intentional about creating an inviting home environment that promoted love, safety, creativity, identity, curiosity, and an overall tenor of belonging. My home became a place where other kids and family members stayed. My personal experiences and education informed my life's work to serve and seek justice. I continue to live my values at home, in community, and at work.

My professional relationship with the City of Seattle started when I worked for a community-based organization (CBO) located in the Chinatown-International District. The CBO had contracts with the Human Services Department (HSD) for its youth development program, through which I participated in trainings such as Youth Undoing Institutionalized Racism co-facilitated by HSD employees. I experienced first-hand the incredible and collaborative racial equity work led by HSD, which compelled me to eventually pursue an opportunity with the City.

I joined HSD in 2010 as a Senior Grants and Contracts Specialist. I was thrilled to work alongside the very leaders who inspired me. At HSD, including a temporary assignment with Council, I've held nine positions and was promoted six times in my nearly 13-year tenure. Throughout my tenure, I've endeavored to make improvements to reduce barriers or decrease institutional harms when possible. I've made dear friends, grieved with colleagues, celebrated life and work accomplishments, dedicated years to the Change Team to advance racial equity, and led groups of various sizes through significant change. I've partnered with community to tackle challenges and I've learned many important lessons.

HSD has endured a series of substantial institutional challenges in recent years due to several reorganizations and significant leadership turnover, with the last permanent director confirmed in 2018 and a total of four different directors helming the Department the last five years. Fortunately, HSD's incredibly diverse employees are dedicated, smart and hardworking—however, even with this advantage, any organization experiencing these kinds of changes will be challenged. I am fully committed to enhancing HSD's stability to ensure a thriving Department. A thriving HSD will yield improvements in our direct services, contracts, convening, and policy efforts. I understand the importance of staff morale in fostering synergy for every corner of the Department. Since 2021 as Acting Director, I've focused on staff well-being, rebuilding executive leadership, re-engaging the Change Team with leadership, and strengthening operations. Lasting transformational change takes an open-minded leadership team, relational culture, and appropriate amount of time.

I'm committed to HSD's mission and have loved each role, including my current Acting Director position. Post pandemic, we are less reactive and are coalescing around our future. It would be a tremendous honor to provide steady and accessible leadership as the next HSD Director.

**2. What are your major goals for HSD over the next three years? What do you see as the primary challenges facing HSD in the coming years?**

HSD strives to create a world where the needs of our residents are met so they can thrive. We prioritize community-driven solutions and work tirelessly to ensure community voices are heard. In the next three years major goals for HSD include:

1. Improving employee morale and building a strong workforce.
2. Strengthening operations of our financial, funding and contracting, and direct services.
3. Being accountable to racial equity goals through an updated strategic plan.
4. Building and nurturing relationships with diverse communities and regional partners.

Primary challenges facing HSD include (1) growing substance abuse, (2) sheltered and unsheltered homelessness, and (3) constraints due to a recovering economy.

Substance abuse, especially as it relates to growing fentanyl use, can be deadly, and is a significant contributor to homelessness and economic struggles. While King County and the state are leaders in this effort, the City must ensure our residents are getting their needs met through existing resources and exploring potential pilots. HSD will leverage our contract with Public Health Seattle-King County, and partnership with King County Department of Community and Human Services, to access treatment programs that are evidence-based and tailored to meet the needs of individuals with substance use disorders.

The homelessness challenge continues to be a top priority for HSD. HSD will continue to support the King County Regional Homelessness Authority (KCRHA) as they develop specialized housing support programs that provide shelter, case management, and other essential services to individuals experiencing homelessness. As part of the city-wide Unified Care Team, HSD will continue to ensure that people living unsheltered are connected to shelter and services that meet their needs.

A struggling economy exacerbates poverty, which can trigger substance use and homelessness. HSD will continue to work with local employers and community-based organizations to develop employment and job training programs that provide essential skills and job opportunities in our Seattle Youth Employment Program and re-entry services for adults.

Addressing the challenges of substance abuse, homelessness, and a recovery economy requires a multi-faceted approach that involves various stakeholders. A motivated and supported staffing team with strong operational policies and procedures will improve the quality of our customer service. An updated strategic plan, developed in partnership with community and grounded in evidence-based practices, will illuminate for HSD a clear roadmap to advancing racial equity in human services. Working collaboratively with other regional partners and community members will increase the likelihood of broader and sustainable outcomes.

**3. How will you ensure that Councilmembers and legislative staff receive timely information needed from your department for Council to make sound policy and budgetary decisions, including responses to Council requests even regarding priorities that differ from those of the executive branch?**

The community looks to the City of Seattle, regardless of branch or department, to foster a thriving city for all. As Acting Director, I have prioritized timely and transparent responsiveness with accurate information to Councilmembers and legislative staff. HSD has solicited and welcomed feedback from the Council for process improvement. Internally, HSD adheres to defined communication protocols to ensure we provide factual information on a wide spectrum of complex human services issues including homelessness, community safety, behavioral health, gender-based violence, food access, and more. Clarity and expectations of timeliness have helped streamline communication across the Department of 400+ employees, four divisions, three office buildings, and hybrid work environments. As “One Seattle,” it is my expectation that we maintain respectful relationships across the City and communicate between the Executive and Legislative branches of City government effectively. When requested information is not immediately available, HSD will continue to offer explicit timeframes and follow through accordingly.

**4. How will you work with other departments to achieve the goals of the City, particularly surrounding homelessness, which touches many departments? How about outside stakeholders, including KCRHA, and how does the department ensure accountability and results from our partners?**

As a member of the Mayor’s multi-departmental Unified Care Team (UCT), HSD coordinates efforts with KCRHA and service provider partners to ensure offers and connections to shelter and essential services for those living unsheltered citywide. I am fully supportive of collaboration across partners for the implementation of the UCT’s geographically based teams this year; this effort will bring together community stakeholders to address challenging issues related to unsheltered homelessness in the city. We have dedicated and engaged leaders and staff to support this effort.

I believe in the importance of working in collaboration with the Mayor, Council, other City departments, and KCRHA to effectively reduce homelessness in our community, and look to KCRHA as the leading regional entity. I believe that a comprehensive approach, including supportive services, affordable housing, and community engagement, is essential in addressing homelessness.

HSD maintains a service agreement with KCRHA. As part of that development, HSD and KCRHA collaborated to ensure alignment on all documented expectations. This includes how and what is reported to HSD. As reports are submitted, HSD reviews the reports and discusses performance with the KCRHA. In addition to reviewing reports, the following monitoring activities are also taking place:

- Monitoring performance standards and program requirements
- Reviewing and processing monthly invoices
- Tracking expenditures to ensure that funds are used appropriately per contract terms
- Performing fiscal reviews of sub-recipients to ensure proper usage of funds and contract/grant compliance
- Identifying deficiencies in performance of fiscal compliance and corrective action as needed (in such cases HSD is also responsible for following up)

**5. What is your organizational management approach? How will you review internal operations at HSD to determine if they warrant improvement? What is your leadership approach and how do you support staff morale at times of change?**

My organizational management approach includes a culture of inclusion, curiosity, continuous improvement, and orientation towards solutions and outcomes (what we're trying to achieve together). It's important to me that people understand the 'why' and are clear about our greater role/mission. It's also important to me that HSD approach the work in partnership with community and are mindful of our positional authority as funder and direct service provider. How we approach our work is therefore a reflection of our values. I am moving HSD to embrace department-wide clear and measurable goals, racial equity and anti-racism principles, and collaboration.

As public stewards, it is essential that we regularly review and assess our processes and procedures to identify areas for improvement, which we will do through feedback from staff and clients, as well as data analysis and benchmarking against other organizations. One of my goals is to strengthen our operations in financial, funding and contracting, and direct services. We will develop a framework, including schedule and training, on how HSD updates its policy and procedures. Having a proactive process improvement structure will ensure we're methodical and current. Having visibility to the process will also increase trust.

I am an adaptive leader and have made meaningful contributions throughout my career in community and in government. A foundational facet of my leadership approach and support of morale is through relationships. Consistent engagement, collaboration, and communication are important. I celebrate accomplishments and recognize people and teams for their efforts. I will continue to collaborate with HSD's Senior Leadership Team, Change Team, Caucuses, Labor, and other employee groups to improve things that matter, such as our commitment to the Race and Social Justice Initiative and other significant opportunities to come. I have utilized other City resources such as the Office of the Ombuds, who is currently engaging staff to assess morale so we can make improvements. I care deeply about employee wellbeing and fully appreciate this is an ongoing endeavor and not a one-time activity.

**Leading with a Racial Equity Lens**

**6. What is your role in moving HSD to becoming an anti-racist multicultural organization and support the implementation of the City's Race and Social Justice Initiative?**

I believe that every individual has the right to live and thrive in a world free from racism, discrimination, and prejudice. Our society has deeply-rooted inequalities and systemic racism is prevalent in government institutions, organizations, and policies. HSD is not immune to this and we have a responsibility to act. I have been a Change Team member since I joined HSD over a decade ago and led special projects such as administering a special RSJI funding process. I am also a member of the Asian Pacific Islander Caucus and have participated on a city-wide affinity group. As a former Planner, I have utilized the city's Racial Equity Toolkit in developing requests for proposals.

As HSD Director, I will expand my commitment to moving the Department towards becoming an anti-racist multicultural organization. We know that our workforce, stakeholders, and the broader community are diverse and that our policies and practices must be equitable.

I am committed to:

- **Acknowledging Racism:** Recognizing that racism exists within their organizations and taking responsibility for addressing it is important. This requires creating space for honest and open conversation about the prevalence of racism and the ways in which it affects people.
- **Examining Policies and Practices:** A thorough assessment of existing policies and practices will be conducted to identify any hidden or overt biases. This includes examining how hiring and promotion decisions are made, how budgets are allocated, and how feedback is given to employees.
- **Diversifying Leadership:** HSD will thrive with diverse leaders across the department that reflect the communities they serve. This means actively recruiting, promoting, and retaining people of color.
- **Training and Educating Team Members:** Base-line training that addresses racism, diversity, and inclusion should be provided to all employees, including senior leadership. This training should be ongoing and address topics such as unconscious bias, microaggressions, and cultural competency. The City's Racial Equity Toolkit, racial equity power analysis, and Undoing Institutionalized Racism (UIR) by the People's Institute for Survival and Beyond (PISB) are important City-sponsored tools and community-led frameworks for more transformative change. Notably, PISB's [Anti-Racist Organization Principles](#) include (1) Analyzing Power, (2) Developing Leadership, (3) Gatekeeping, (4) Identifying and Analyzing Manifestations of Racism, (5) Learning from History, (6) Maintaining Accountability, (7) Networking, (8) Sharing Culture, (9) Undoing Internalized Racial Oppression, and (10) Undoing Racism. We need access to a variety of resources and HSD has a long history with UIR.
- **Listening and Engaging:** HSD must actively listen to and engage with people who have experienced racism. This means creating welcoming spaces for people to share their experiences and concerns, and taking action to address those concerns when possible.
- **Setting Goals and Tracking Progress:** HSD needs clear racial equity goals that are baked into its updated strategic plan.

HSD shares in the above work and I will support my teams to implement and lead by example, as well as ask employees to be active practitioners and learners.

**7. How are HSD managers held accountable for doing the same thing in their individual work units, so that all levels of management are in alignment?**

We will update HSD's strategic plan in the coming year. The strategic plan will inform annual division and unit work plans and ensure alignment, collaboration and clarity.

Employees, including managers, thrive when they are provided clear expectations, manageable workloads, have autonomy to perform their roles and responsibilities, and the support and tools they need to do their best work. HSD managers are held to a high standard and have regular coaching and training, annual workplans, and performance reviews. These proactive measures hold managers accountable. When additional support is needed, more intentional coaching is available with clearly articulated pathways for improvement. We've built an infrastructure that reinforces effective communication and culture through a cadence of meetings and other forms of communication.

The success of managers starts with a strong and consistent executive Senior Leadership Team. I have dedicated great time and care, in partnership with internal and external stakeholders, to hire and onboard the majority of HSD's senior leadership in the past two years. Our HSD executives are

extraordinarily talented, and they represent the diversity of our community.

**8. How do you center community and prioritize voices of people of color in the work of HSD? Please provide some example outcomes of this centering.**

Depending on HSD's top leadership and other related factors, there have been periods of great successes and there have been periods of misalignment. I am fully committed to centering community and prioritizing the voices of people of color in our work. This year, for example, HSD will partner with community to ensure their feedback improves our competitive funding processes (i.e. request for proposals). Some measures include:

- Conducting an equity analysis to assess the current funding process and identify any existing inequities. The analysis will focus on understanding the experiences, needs, and perspectives of underserved communities and identify any biases in the funding process.
- Creating an objective set of criteria for equity to guide the funding process. The criteria should and will include measurable indicators such as the diversity of funding recipients, the impact of the funds on communities of color, and the inclusion of community members in the decision-making process.
- Evaluating the effectiveness of our funding process on a regular cadence to review if we're advancing racial equity. Such evaluation will incorporate feedback from contractors and their communities, as well as measurable outcomes of the contracts. This ongoing evaluation is essential to proactively improve the HSD's funding process and ensure that it aligns with its equity goals.

By taking these steps and ensuring that community-centered, anti-racist practices are at the forefront of our work, we can better serve our communities and prioritize the voices of those who have been historically oppressed and marginalized.

Examples of how I've centered community and prioritized voices of people of color include having diverse representation on hiring panels including Change Team/Caucus and community members. Having diverse voices at each stage of hiring processes has resulted in excellent hires and increased trust. When leading or overseeing funding processes, workgroup and rating panels had diverse representation to ensure the selection yielded culturally responsive services with agencies more often led by people of color.

**Human Services Department**

**9. What do you see as the biggest challenges facing HSD and the department's most promising unmet opportunities? What's in the way of realizing those opportunities?**

In question #2 I offered some challenges and opportunities.

Additional examples include:

- Resource constraints - The field of human services is often challenged with maintaining quality services in the face of resource constraints which includes contracting requirements, competitive funding processes that may be disruptive to a network of providers, restricted use of funds, and available funding amounts. HSD will always operate within a budget and will have mixed fund sources, so the opportunity before us is to ensure we are reducing barriers to

funding, increasing collaboration with partners to fund community-driven solutions, and assessing our investments and their impacts.

- Staffing - HSD is heavily reliant on its staff to provide critical services. Organizations like ours are vulnerable to staffing shortages or turnover which can disrupt service delivery and put stress on existing staff. It's imperative we prioritize the wellbeing of our workforce and mitigate secondary trauma that is often associated with human services.
- Meeting the needs of our diverse populations - HSD employees are from diverse backgrounds and cultures, and many speak multiple languages. Still, we must continue to hire and retain diverse staff across all units to increase language access and increase our cultural responsiveness.
- Managing data and evaluating our impact -- Effective data management is essential in the human services field to track the delivery of services, outcomes achieved, and to measure program effectiveness. We are assessing our current database systems and will hire research-oriented and/or data scientist this year.

**10. At a high level, could you please describe HSD's role in the oversight of funded organizations, communicating the outcomes of those investments, and ensuring that organizations are accountable for those outcomes? Are there any places where you see opportunities for improvement? When organizations are not meeting expectations, how does HSD work with them to help them improve?**

As stewards of public funds, contract monitoring is an essential role to responsibly achieve the desired results. Monitoring provides HSD with the information necessary to assess the fiscal and programmatic accountability of service providers and ensures we're compliant with city, state and federal requirements. At a high-level those monitoring activities include:

- Monitoring performance standards and program requirements
- Reviewing and processing monthly invoices
- Tracking expenditures to ensure that funds are used appropriately per contract terms
- Performing fiscal reviews of sub-recipients to ensure proper usage of funds and contract/grant compliance
- Identifying deficiencies in performance of fiscal compliance and corrective action (in such cases HSD is also responsible for following up on the implementation of the corrective plan)

HSD is committed to prioritizing partnerships with community-led organizations and recognizes the need for strong relationships and clear communication to effectively address deficiencies. Some examples for mitigating deficiencies include technical assistance and/or a corrective action plan. Persistent deficiencies are escalated within the HSD and addressed depending on the severity of the issue.

HSD would like to be more strategic with our community-led partners who often represent the voices and needs of underserved communities and are better equipped to implement culturally responsive programs. We envision increased and proactive technical assistance (e.g., one-on-one or group trainings) and utilization of technology (i.e. video tutorials).

In the years to come, HSD is planning to develop an external dashboard to better communicate the outcomes of our various investments. In the interim, HSD is tracking outcomes and working with each of

our funded organizations to ensure that they are performing as outlined in their contract. Our [annual report](#) summarizes our efforts from the prior year and can be found on our website.

**11. What specific and measurable outcomes should HSD look to when measuring success both within HSD and externally with human service providers?**

When HSD has an updated strategic plan we will create a companion dashboard to transparently report our progress and lessons learned. This dashboard will be the basis for our annual report as well. HSD uses the Results Based Accountability framework for our strategic planning and theory of change efforts. In this framework you will see quantity, quality and impact performance measures. Our current framework focuses on the six investment areas:

1. Promoting healthy aging
2. Addressing homelessness
3. Supporting safe communities
4. Supporting affordability and livability
5. Promoting public health
6. Preparing youth for success

Our [annual report](#) offers both quantitative and qualitative data, and some measures include:

- # of unduplicated families served through family supports
- # of youth who participated in paid opportunities through Seattle Youth Employment Program
- # enrolled into the Utility Discount Program
- # of emergency meals served to low-income and vulnerable populations
- # of survivors who received advocacy services
- # of referrals to shelter
- # of those who received medical care through mobile medical van
- # of people who received long-term care assessments

Measurable indicators to assess HSD's operational successes include metrics such as on-time contracting and invoice reimbursements, feedback from competitive funding processes, and number of hiring applications and retention (do people want to work at HSD). This time these metrics are reviewed internally for process improvement purposes.

**Public Health**

**12. How would you describe HSD's role with respect to the King County Board of Health? How does HSD ensure that the Board is aware of its concerns, priorities, and positions? How can we ensure that the City is partnering with Public Health to get the best results possible, particularly around issues of public health and behavioral health?**

HSD has a critical role for the City's relationship with the King County Board of Health. HSD utilizes the Interlocal Agreement between the City and Public Health Seattle-King County (PHSKC) to ensure city residents receive maximal public health results and benefits. HSD's Health Integration Strategic Advisor directly engages the Board of Health and PHSKC to effectively support the three City Councilmember representatives. HSD ensures the representatives are apprised of the City's priorities and serves as a subject matter expert.

HSD administers a contract with PHSKC on an annual basis; the 2023 budgeted amount is approximately \$17.5 million. The contract is a critical avenue in leveraging PHSKC's technical and policy expertise such as epidemiology, communicable diseases, injury prevention, violence interruption, and health care for vulnerable populations. PHSKC's Director has a reporting relationship to the Mayor.

Dr. Faisal Khan and I have connected and I look forward to strategically partnering with him on matters of alignment and opportunity.

**13. Over the past few years, several areas where the City provides funding to Seattle – King County Public Health have gained visibility over the past few years. These include COVID, behavioral health including substance-use disorders, abortion, and gun violence. How has HSD's partnership with Public Health changed over this time, and how should it continue to change?**

HSD and PHSKC's partnership strengthened over the years with the overlapping and large-scale demands. We worked closely throughout the pandemic, for example, in keeping our older adult population safe while providing door-to-door food, supplies and vaccinations – a complete pivot from our ordinary congregate meal programming. We worked with health specialists to provide testing and vaccinations in de-intensified shelters. HSD and other city partners quickly stood-up the de-identified shelters and often relied on PHSKC to provide and interpret the most up-to-date health guidance. HSD continues to partner with PHSKC's to support the relatively new Regional Peacekeepers Collective strategy, as well passing through funding for increased access to critical health care such as abortion. Staff and leadership teams across both departments worked around the clock to meet the unprecedented challenges.

The partnership stems from our long history including previous disease outbreaks going back to SARS, Ebola and HIV/AIDS, to name a few. This also includes addressing the health care needs of people living unsheltered, pregnant and parenting teens, and people at risk for a myriad of communicable diseases, including individuals with mental health disorders and substances use disorders.

Moving forward, it's important to partner with Dr. Kahn to affirm what's working and identify opportunities to mitigate both the current and future needs for the City of Seattle.

**14. The Interlocal Agreement between the City and Public Health has not been updated since 2011. Especially given all of these issues of mutual interest, would you support updating it to reflect the partnership's evolution? If not, what do you see as some triggers of an update?**

Yes. Given the new leadership at both HSD and PHSKC, it'll be prudent to review both the Interlocal Agreement and contract. Updates may be necessary and I'm committed to partnering with Dr. Kahn and other key stakeholders such as the Mayor's Office and Council to engage in a thoughtful process.

**15. The Public Health – Seattle & King County Fatal Overdose Dashboard indicates that the explosion of fatal overdoses is concentrated in the Seattle subregion, with 60% (589) of King County's 1,003 fatal overdoses in 2022. That represents a 72% increase over 2021, far exceeding the 9.8% increase in South King County in 2022 (280 fatalities or 28.7% of total in KC). Although HSD does not currently contract for behavioral health services (that being the purview of PHSKC and DCHS), given this trend, do you think it would be warranted for the department to take on an expanded role in regional policymaking and contracting in the areas of SUD prevention and treatment? If so, what would that look like? If not, what more can or should the City of Seattle do to address SUD and expand access to comprehensive**

## **treatment services?**

PHSKC and the King County Department of Community and Human Services (DCHS) are best positioned to address the region's behavioral health crisis, and Substance Use Disorders (SUDs) specifically.

That said, the City has filled gaps and/or piloted programs in the past. When this occurs, HSD's role has a clear focus area and coordinates with partners. For example, HSD developed and/or funded harm reduction and drug user health services such as access to needles and condoms, and promoted efforts focusing on those greatest risk of becoming infected and dying during the HIV/AIDS epidemic in the 1980's and 1990's.

Presently, as mentioned in question #12, HSD provides policy support to three Board of Health City Council representatives. Additionally, HSD represents the City of Seattle on a regional Opioid Abatement Council (OAC) as part of the Washington State Opioid Settlement funds. OAC's responsibilities include oversight of fund distribution, an annual review of expenditure reports, and development and maintenance of a centralized public dashboard or other repository of information. An update will be provided to Council as requested in the Statement of Legislative Intent [HSD-605-A-001-2023](#) by May 1, 2023.

### **King County Regional Homelessness Authority**

**16. How do you envision HSD working most effectively with the King County Regional Homelessness Authority, and how close is that vision to being realized? What steps will you take to ensure accountability and results from KCRHA for funds that Seattle has provided? How is HSD building and investing in its relationships with KCHRA partners?**

HSD's role is both funder and partner to KCRHA as the contract administrator and member of the Unified Care Team. We work most effectively when organizational roles are clear, and communication with the right people is timely and transparent. HSD and KCRHA have both experienced transition throughout the year and we've worked thoughtful to strengthen our relationship.

Active contract monitoring is essential to achieving desired results. Some standard practices include:

- Monitoring performance standards and program requirements
- Reviewing and processing monthly invoices
- Tracking expenditures to ensure that funds are used appropriately per contract terms
- Performing fiscal reviews of sub-recipients to ensure proper usage of funds and contract/grant compliance
- Identifying deficiencies in performance of fiscal compliance and corrective action (in such cases HSD is also responsible for following-up on the implementation of the corrective plan)

Additionally, KCRHA and HSD have weekly meetings to ensure teams have access to timely information, support, and technical assistance as needed/requested.

HSD partners with KCRHA to support contracted outreach providers and have made ourselves available to assist in identifying partners and resources for new projects. Following the anticipated agreement with KCRHA as it relates to geographically based outreach and services outlined in Council Budget Action [HSD-035-C-001-2023](#), HSD will be well-positioned to communicate our role in supporting KCRHA in the months and years to come.

**17. How is HSD working with KCRHA to ensure that Council Budget Action HSD-035-001-2023 is being implemented? The Executive proposed that HSD take on responsibility for geographically based outreach to those experiencing homelessness and Council shifted the body of work to KCRHA and provided funding to support this work administratively. How will HSD system navigators support KCRHA staff and contractors in their performance of this work? What is HSD's role more generally on the Unified Care Team, and how are its efforts tracked and managed?**

HSD is committed to aligning with Council, the Mayor's Office, the community, and our regional partners on how to best leverage our resources to support individuals experiencing homelessness. While the CBA has yet to be finalized, we're encouraged by the progress made by our two organizations and look forward to reporting out to Council on our agreement once finalized.

HSD's role on the Unified Care Team as part of the newly designed geographic based teams is intended to help coordinate service delivery efforts and community relations within an assigned region. While HSD is not responsible for scheduling removals or conducting removal operations, our main objective is to support individuals at encampment sites by coordinating connections to shelter and services that meet their needs, in partnership with KCRHA and providers. HSD works with the UCT and KCRHA to plan this engagement efforts at encampment sites weeks, if not months in advance of a scheduled removal date.

Metrics related to this work are reported quarterly to Council as part of the Statement of Legislative Intent [HSD-301-A-001](#) report. At a high-level this includes offers of shelters, enrollments, and ethnicity data. HSD tracks client interactions, analyzes trends, leverages data from HMIS, and compiles results from custom HSD surveys (i.e., the decline data). HSD shares this data with UCT to support their SLI report. UCT is responsible for reporting on these and other efforts as part of its SLI. HSD will continue to track data that is useful in analyzing our ability to house unsheltered individuals (e.g., reasons why a person experiencing homelessness may decline an offer of shelter).

**18. How is HSD working with KCRHA to ensure that Council Budget Action HSD-034-B-001 is implemented? This CBA expanded funding for a KCRHA contract to support vehicle residents as a stopgap while safe parking lots are being stood up. Please provide some specific examples of the work that KCRHA is doing to support vehicle residents and the outcomes of that work.**

KCRHA is lead for program design and awarding a contractor once HSD transfers the funds. This program is in the planning phase.

Last year, KCRHA administered a request for proposal for an RV Safe Lot program which was awarded to the Low Income Housing Institute. To date, a property suitable to host the RV Safe Lot has not yet been identified so the funds have not been implemented. Additional funding for RV Safe Lots was included as part of the City's 2023 Adopted Budget which has been transferred from HSD to KCRHA for implementation.

Over the past year, the City of Seattle has been exploring City-owned properties that could support future safe parking efforts. HSD is lead on a landscape analysis which is currently in development. While the City owns various parcels and properties, there is not an abundance of unused properties that are suitable for RV Safe Lots. HSD has extended its landscape analysis to include parcels that are owned by

state and federal partners and those conversations are still ongoing.

### **Topical Questions**

**19. In the past, HSD has sometimes been very late in getting dollars to funded organizations. These delays can cause serious operational and fiscal issues for funded organizations. What steps has HSD taken to ensure that money is getting out the door faster? Does HSD have internal efficiency benchmarks to measure its own performance? What factors cause these delays, and to what extent can they be mitigated?**

Ensuring our providers have timely contracts is a top priority. The majority of HSD's contracts are executed on time, however, there are some contracts that are delayed for a variety of reasons. In some cases, providers require extensive technical assistance. In some cases, HSD has experienced staffing shortages. There are times when contract negotiations are prolonged due to complexities related to budget and/or policy decisions. Regardless, we are committed to process improvement and have made great strides this year.

In 2023, HSD is implementing the City's contract management system so that providers have a more standard experience with City contracting processes, along with improved contracting procedures to ensure that contracts are implemented by their start date. HSD tracks annual Department-wide contract implementation statuses that are reported to Division Directors and their teams. The goal moving forward is 100% of contracts signed by the beginning of the contract period, most contracts spanning January-December.

**20. Historically, HSD has been primarily a contracting organization, connecting organizations to funding. But I know that HSD staff were on the front lines helping to pivot shelter resources in the early days of COVID and, more recently, they provided on-site assistance to families in South Park who were affected by flooding. Is HSD's mission evolving? If yes, is the department appropriately staffed for increasing direct service provision? If not, what are the trade-offs when staff who are not professional responders become involved in response to emergent situations?**

Generally, HSD functions as a funder, convener, and direct service provider to fulfill our mission. Contracting with community-based organizations, which represents 79% of our budget, is a critical way the City connects people with resources they need. As a direct service provider, for example, HSD provides case management across King County, enrolls qualified residents into the Utility Discount Program, and provides youth with employment opportunities.

Many City departments have a unique role during times of emergency. HSD serves as the City's lead for Mass Care and Housing function, otherwise known as ESF 6. Our role is to convene a group of agencies and lead a coordinated response during an emergency. HSD recently filled this role during the December South Park Flooding event by executing contracting with three community-based organizations. Many of the providers acquired for this emergency were not trained in emergency response. HSD worked alongside providers and was able to onboard new partners, house families, support individual needs, and provide food.

During HSD's response to COVID, it was all hands on deck to support our most vulnerable in homelessness shelters that needed to be de-intensified. HSD staff also supported front line providers such as food banks, by taking on shifts in kitchens and preparing and delivering meals to those self-isolating at home. While these efforts were outside of "normal operations" for the Department, they

directly aligned with our mission and Continuity of Operations Plan to serve and support the most vulnerable in our community.

I'd like to thank the many HSD employees who worked around the clock, during holidays and weekends, to achieve the above. HSD employees are servant leaders and ready to help. I've personally taken many shifts with my colleagues and even bonded with CEO Dones during our shift at a severe weather shelter at City Hall. While HSD is prepared for occasional emergencies and associated planning, we are tracking emergency response trends and assessing capacity needs.

**21. In October of last year, HSD staff briefed this committee on the ongoing HSD Financial Improvement Plan. At that time, there were a few objectives still outstanding, and I'd like to get updates on them from you, along with some information about why each of them matter and how they will mean better service for HSD's customers.**

**a. Is HSD's federal and state billing current?**

HSD has made considerable progress in reducing aged receivables through implementing process improvements and better coordination with funders. This work continues to be a high priority for the Department through 2023.

**b. Has account review been completed, with all disparities reconciled?**

HSD is in the process of implementing its financial transactional quality assurance function (G/L project cost accounting team) and all 2022 reconciliations are complete. In 2023, HSD will contract with an external certified public accountant firm to perform a comprehensive review of historical Human Services Department (grant) fund balances.

**c. Has HSD finalized its new cash forecasting approach?**

A new cash forecasting model has been implemented and is being refined as current year data is received.

**d. Has HSD finalized its new methodology for overhead cost allocation?**

In 2022, HSD worked with City finance and business systems teams to streamline the overhead allocation processes. In 2023, HSD will review the trade-offs, risks, and internal capacity needs associated with a methodology change with City finance to determine the appropriate implementation timing.

**22. From HSD's perspective and based on what providers are sharing, to what extent do wage equity concerns put at risk funded organizations' ability to deliver services? Council added \$7.1 million to HSD's budget in 2023 merely to provide contract inflation consistent with the CPI-W increase, and the recent UW study found that nonprofit human service workers were underpaid by 37%. How does HSD both maximize the reach of funded services and advocate for those services to be fairly compensated? (This question acknowledges Statement of Legislative Intent HSD-300-A-001 and doesn't request analysis or recommendations – it's looking to understand HSD's approach to balancing two priorities.)**

HSD administered the request for proposal that led to the contract with UW for the wage study. HSD

leadership, myself included, attends a monthly Seattle Human Services Coalition sponsored “Wage Equity Funding Roundtable.” This roundtable includes regional funders including several foundations, Department of Education and Early Learning, King County’s Department of Community and Human Services, and HSD. I have heard providers share their concerns and reviewed the study, and I remain committed to the roundtables and other venues to discuss potential opportunities. The contract with UW and Seattle Human Services Coalition, respectively, also includes briefings to policy makers. HSD promotes information sharing and designed the contracts to support this intentional effort.

HSD agrees that competitive wages will support recruitment and retention efforts, which will have an impact on the quality of services. Now that we have access to baseline information, analysis and recommendations, it’s clear all funders have work to do to address this challenge.

HSD contracts are typically awarded from Request for Proposals. As noted in question #2, one of my goals is to strengthen our funding and contracting policy and practices. One critical question we will ask is ‘how can HSD promote equitable wages.’ For example, we’ll need to consider how we review budgets and how we score applications. HSD is committed to engaging community as we review our funding process and contracting policy and procedures in 2023.

Aside from how we award providers, we typically negotiate contracts in partnership with each provider. We review costs within the awarded amount and agree upon performance metrics accordingly, including quality, quantity and impact. In the absence of additional resources, we will need to determine how to scale services. Again, HSD is committed to engaging community to find a path forward and will pay close attention to the broader funding community.

**23. What is HSD’s vision for the community safety work housed in the new Safe and Thriving Communities division, and how does it align with/complement Mayor Harrell’s expanded vision for the new CARE Department, which will be geared towards a nonpolice response to emergencies? HSD established the Safe and Thriving Communities Division in part to shift safety investments into community-based organizations, focusing on BIPOC communities. Could some of the work of the Safe and Thriving Communities Division help inform programming in the CARE Department? How and when will HSD evaluate the impact of the division’s work on the communities it was created to serve?**

HSD’s Safe and Thriving Communities (STC) Division embodies a vision for community safety that centers those most impacted by violence and trauma in the prioritization, design, and implementation of strategies that get to the root of violence in our communities. STC’s investments are about building community-level capacity and a collective response within BIPOC communities to respond to critical incidents, support victims and their families, and build the foundation for viable economic and educational pathways for communities that have been historically disproportionately negatively impacted by community violence and the criminal legal system.

STC’s work complements the Mayor’s expanded vision for the new CARE Department as it implements a nonpolice response to emergencies. While STC is focusing on community-led solutions, CARE will offer an alternative response. STC can connect the perspectives and experiences of community-driven responses. CARE’s data can inform where there may be gaps in services that STC can solve for. Additionally, there are other collaborative opportunities such as cross-departmental trainings (e.g. trauma informed care). Recently, I connected with Director Reba Gonzales to inquire about their research and community engagement data to help inform an upcoming STC community safety request for proposal – collaboration also means avoiding duplicate efforts and planning together.

HSD is continuously monitoring the impact of STC's work at the program level through performance-based indicators tied to funded organizations' contracts and theories of change. Embedded in STC's 2023 and 2024 activities is a deeper dive into the impact of STC's investments on the community and the individuals participating in the programming. STC is also incorporating feedback it received from the Office of the City Auditor on past community safety efforts and some key contractors such as PHSKC Regional Peacekeepers Collective have already identified an evaluator.

**24. The recent gender-based violence RFP process unfortunately resulted in gaps in services for several marginalized communities in Seattle. We were (are) happy to support your efforts to mitigate the impacts for 2023. However, what will HSD do differently to ensure a comprehensive range of services is funded for the City's diverse communities, and that prior investments in human services infrastructure are preserved, in future funding allocations?**

All of HSD's planning and request for proposal (RFP) processes include a racial equity analysis, data and research review, community engagement, and alignment with city priorities. These components of RFP development aim to ensure that the community's needs and priorities are met and addressed through the Department's investments. HSD will continue to invest time and resources into well-designed, community informed, and equitable funding processes to ensure that the City invests in a comprehensive range of services for the City's diverse communities.

The recent gender-based violence RFP was an open, competitive process with essentially the same budget amount (AWI was added). As a result of the community rater recommendations, and some existing providers not applying, there were changes to the previously funded system. For example, there was an increased investment in previously under resourced services for indigenous communities, refugee and immigrant communities, and commercially sexually exploited individuals.

An RFP with the same level of funds will typically not result in awards that maintain prior investments. There are ways to ensure funding is distributed in a more prescriptive manner if that's the desired result. As an example, an RFP can distribute funds where 1/3 is allocated towards case management, a 1/3 towards flexible spending, and a 1/3 towards legal services. Another important improvement is to ensure key partners who are not applying for funds are co-designing the RFP and serving on the rating panel. Stakeholder engagement is critical at each stage of the process. Finally, if there is a provider who offers a unique service for a unique priority population, HSD may consider if that provider should receive a direct contract.



Legislation Text

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**File #:** CB 120525, **Version:** 2

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**CITY OF SEATTLE**

**ORDINANCE \_\_\_\_\_**

**COUNCIL BILL \_\_\_\_\_**

AN ORDINANCE establishing the Race and Social Justice Initiative as City policy; establishing governance of the Race and Social Justice Initiative within the Office for Civil Rights; authorizing the Office for Civil Rights to lead the Race and Social Justice Initiative; and adding new Sections 3.14.941 through 3.14.945 to the Seattle Municipal Code.

WHEREAS, in 2004, The City of Seattle (City) launched a Race and Social Justice Initiative (RSJI), adapted from anti-racist organizing, to be led by the Seattle Office for Civil Rights (SOCR), to implement its longstanding commitments to social justice and ending racism; and

WHEREAS, the goal of RSJI is to end institutional racism within City government, working toward a vision where racial disparities will be eliminated and racial equity achieved; and

WHEREAS, City staff leadership championed and incorporated the anti-racist organizing efforts of The People's Institute for Survival and Beyond (PISAB). Further, City staffers from that period to the present have honored the efforts, insights, and leadership of grassroots organizers in racial equity work at the City. The inspiration of this work was a catalyst for the eventual formation of RSJI and anchors this body of work in the lives of communities that are most affected by historical acts of racial exclusion; and

WHEREAS, SOCR and RSJI leaders have developed and implemented strategies and infrastructure that are set up to inform the City's lines of business and internal culture; and

WHEREAS, RSJI's goal is to build a coordinated and unified Citywide strategy, in support of "One Seattle," that builds foundational awareness and move toward a shared framework to promote belonging; to

create capacity and will to shift internal culture; utilize healing and anti-racist tools to change how programs, services, policies, and budget decisions are made; and

WHEREAS, SOCR offers technical assistance to departments and various trainings for City employees to build awareness and develop shared language and analysis; and

WHEREAS, many departments have Change Teams, which are groups within departments that work collaboratively with the Citywide RSJI network to sustain the implementation of internal departmental changes to undo institutional racism and to incorporate racial equity and social justice principles into everyday work; and

WHEREAS, departments can currently use racial equity toolkits (RET) to determine how potential policies or actions taken by the City can more effectively advance racially equitable outcomes; and

WHEREAS, SOCR remains uniquely positioned to lead RSJI, given SOCR's authority in Seattle Municipal Code Sections 3.14.900 and 3.14.910 to “provide citywide leadership and guidance in the areas of civil rights and equal opportunity... [and] recommend policies to all departments and divisions of City government in matters affecting civil rights and equal opportunity to all people;” and the duties of the Director to “[r]eceive, consider, and make recommendations concerning statements, reports and complaints relative to problems of civil rights including such problems of civil rights as may arise in connection with the treatment, facilities or services of any office or department of the City;” and

WHEREAS, Executive Order 2018-04 pointed out that in the 2018 Citywide RSJI survey completed by 4,000 employees, 34 percent of participants reported experiencing or observing an incident of workplace harassment in the last 12 months; 80 percent of respondents who reported experiencing gender-based incidents of harassment in the workplace did not seek help; 29 percent of women of color and 18 percent of men of color reported experiencing different workplace treatment due to their race compared to seven percent of white women and seven percent of white men; and 30 percent of women of color and 37 percent of white women reported experiencing different treatment due to their gender, compared

to 12 percent of men of color and 11 percent of white men; and

WHEREAS, since the issuance of the 2018 Executive Order, the City has made progress in creating a more robust complaint and investigation process, and this ordinance is intended to continue to improve the experiences reported by employees and is consistent with the goals and objectives of the 2018 Executive Order; and

WHEREAS, one of the issues impeding sustained progress is the differing levels of commitment to RSJI beyond mere legal compliance as electoral administrations change and budgets fluctuate, leaving employees with the impression that RSJI work can be optional or deprioritized; and

WHEREAS, though multiple Mayors have issued executive orders and the City Council has adopted resolutions committing to advancing RSJI, executive orders are subject to modification or repeal by subsequent administrations and resolutions are non-binding; and

WHEREAS, because of the temporary and non-binding nature of the commitment to RSJI, use of the existing RSJI infrastructure and mechanisms to make change beyond mere legal compliance is dependent on the level of commitment of individual leaders rather than an institutional expectation; and

WHEREAS, while RSJI should be integrated into the work of all City employees, integration is a goal yet to be achieved, as RSJI is often still seen as its own discrete body of work, both optional and separate from the work of City employees rather than essential and wholly integrated; and

WHEREAS, the Council discussed concerns about the structural barriers keeping SOCR from fulfilling its mission while located in the Executive Department, which resulted in Ordinance 125470 in 2017, providing just cause protections for the SOCR Director, and directing SOCR to conduct an RET analysis on the permanent structure, leadership, duties, responsibilities, and functions of SOCR; and

WHEREAS, the team conducting the RET issued a report in October 2019, recommending a variety of actions to, among other things, minimize political influence on SOCR and strengthen its ability to successfully fulfill its mission, including RSJI; and

WHEREAS, since the RET analysis began, the Council and Executive have taken steps toward implementing the recommendations, including adding staff and resources for increased community and employee-centered outreach, commission support, and RSJI efforts; and

WHEREAS, the Council passed Statement of Legislative Intent (SLI) OCR-002-A-003 in the 2021 Adopted Budget, requesting that representatives from SOCR, the Mayor’s Office, and members of the RSJI network participate in a Council-convened work group to review and determine how to implement the remaining recommendations in the RET report; and

WHEREAS, the workgroup to respond to the SLI began meeting in early 2021 (“Workgroup”) and examined the RET Report recommendations in the context of the civil rights reckoning and related events of 2020, which underscore the need for meaningful change and progress in racial equity; and

WHEREAS, the Workgroup sent the SLI response to the City Council on July 1, 2021, and recommended passage of an RSJI ordinance; and

WHEREAS, the Workgroup recommended that a long overdue step necessary to advance race and social justice is to embed RSJI into the City’s government as policy, by codifying the “initiative” by ordinance; and

WHEREAS, the recommendation to codify RSJI’s purpose and leadership by SOCR, and other practical considerations led to the ordinance as one step the City can take to end institutionalized racism in City government and achieve racial equity throughout Seattle; and

WHEREAS, while making this institutional change on its own will not by itself create progress, embedding RSJI into the City’s code can create better conditions for progress toward achieving racial equity; and

WHEREAS, codifying RSJI in the Seattle Municipal Code will advance the City’s policy and goal to end institutional racism within City government, working toward a vision where racial disparities will be eliminated and racial equity achieved; and

WHEREAS, this legislation is intended to set clear expectations about prioritizing racial and social justice work; and

WHEREAS, ordaining race and social justice work will clarify that racial justice and social justice issues beyond mere compliance with legal requirements should be considered when doing City business; and

WHEREAS, this ordinance is intended to set the baseline for the work the City does to achieve racial equity and social justice; and

WHEREAS, the intent of this ordinance is not to strictly define how each department structures its racial equity and social justice work for the lines of business and the communities it serves, but rather to lay the groundwork of shared analysis, values, principles, and infrastructure that underpin the Citywide commitment to racial equity and social justice work Citywide; and

WHEREAS, given the dynamic nature of this work, this ordinance intends to allow for flexibility and evolution of racial equity and social justice work, in part, informed by anti-racist grassroots organizing in pursuit of achieving racial equity; and

WHEREAS, SOCR and the City Budget Office are partnering to develop equitable funding practices including resources that support RSJI work; NOW, THEREFORE,

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. New Sections 3.14.941 through 3.14.945 of the Seattle Municipal Code are added to Subchapter VII of Chapter 3.14 as follows:

**3.14.941 Race and Social Justice Initiative established**

The Seattle Office for Civil Rights shall lead a Citywide effort to end institutionalized racism and race-based disparities in City government called the Race and Social Justice Initiative. The Seattle Office for Civil Rights shall identify foundational racial equity and social justice principles and the framework within which each City department shall conduct its own Race and Social Justice Initiative work. The work of the Seattle Office for Civil Rights shall inform each City department's independent decisions and proposals regarding strategic planning and analyzing budgets; staffing; setting metrics and measurable racial equity outcomes; setting equity indicators; collecting and accessing demographic information; and implementing change toward ending

institutional racism.

### **3.14.942 Short title and purpose**

Sections 3.14.941 through 3.14.945 shall constitute the “Race and Social Justice Initiative Ordinance” and may be cited as such. The purpose of the Race and Social Justice Initiative Ordinance is to authorize the Seattle Office for Civil Rights to lead the Race and Social Justice Initiative and identify the City’s racial equity and social justice foundational practices and framework for all City departments. In doing so, the City furthers its commitment to integrating racial equity and social justice principles into the work of every department and employee.

### **3.14.943 Governance of the Race and Social Justice Initiative**

The Seattle Office for Civil Rights is authorized to lead the Race and Social Justice Initiative by:

- A. Developing analytical tools to support the identification of equity impacts of policies, practices, and decision making, as well as ways to amplify positive impacts and mitigate negative impacts;
- B. Developing guidelines, which can be implemented Citywide, for outreach, communication, and community engagement to improve the scope and effectiveness of external City efforts to ensure that all communities receive information and have the opportunity to shape City policies and services;
- C. Identifying focus areas and making recommendations to relevant City departments for development of policies and actions that improve fairness and opportunity in City government organizational practices, including all employment practices such as hiring, training, retention, and promotion, and business practices such as contracting, procurement, and grant writing;
- D. Providing a forum for exchange of information and identification of opportunities for collaboration Citywide on racial equity and social justice foundational practices and framework;
- E. Supporting departments in identifying equity-related service gaps, setting measurable racial equity and social justice goals, creating departmental action plans to achieve them, and developing systems of accountability;

F. Guiding equitable funding analysis and practices in departmental annual budgets in partnership with the City Budget Office; and

G. Supporting City departments in developing an integrated external focus, working with community to assess community strengths, identify service gaps, and co-create plans that help the department reach its racial and social justice goals.

#### **3.14.944 Internal staff racial equity and social justice groups**

A. Each City department, working individually or with other departments, should prioritize the creation of or continue support for existing internal staff racial equity and social justice groups. An internal staff racial equity and social justice group is a group of employees who work collaboratively with the Race and Social Justice Initiative's Citywide network to sustain the implementation of internal departmental changes to undo institutional racism and to incorporate racial equity and social justice principles into everyday work.

B. The Seattle Office for Civil Rights is authorized to develop guidance for all departmental internal staff racial equity and social justice groups to provide foundational practices, direction, and frameworks to allocate each department's budget for such groups.

#### **3.14.945 Ongoing learning and trainings**

A. The Seattle Office for Civil Rights, in partnership with other departments, as appropriate, shall define, advise upon, and make available the City's fundamental racial equity and social justice trainings for City employees.

B. Each department should prioritize employees completing the fundamental racial equity and social justice trainings defined in subsection 3.14.945.A, and each department should prioritize funding outside trainings as identified by the Seattle Office for Civil Rights.

C. The Seattle Office for Civil Rights, in partnership with the City Council and Mayor, shall annually celebrate and recognize City staff and departments who demonstrate exemplary practices aligned with this ordinance.

Section 2. The Seattle Department of Human Resources shall provide to the City Council by December 31, 2023 a plan and a proposed timeline for determining how it would consider issues of position classification and exemption from the civil service related to race and social justice work.

Section 3. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the \_\_\_\_\_ day of \_\_\_\_\_, 2023, and signed by me in open session in authentication of its passage this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved / returned unsigned / vetoed this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Bruce A. Harrell, Mayor

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Elizabeth M. Adkisson, Interim City Clerk

(Seal)

**SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
LEG	Venkataraman/4-5382	Rouse/3-9719

*\* Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

**1. BILL SUMMARY**

**Legislation Title:** AN ORDINANCE establishing the Race and Social Justice Initiative as City policy; establishing governance of the Race and Social Justice Initiative within the Office for Civil Rights; authorizing the Office for Civil Rights to lead the Race and Social Justice Initiative; and adding new Sections 3.14.941 through 3.14.945 to the Seattle Municipal Code.

**Summary and Background of the Legislation:** This ordinance would establish in code the Race and Social Justice Initiative (RSJI) within the Seattle Office for Civil Rights (SOCR) and would give SOCR the authority to lead the initiative. Currently, RSJI is authorized via executive orders from multiple Mayoral administrations and through City Council resolution. This ordinance would codify the initiative.

**2. CAPITAL IMPROVEMENT PROGRAM**

**Does this legislation create, fund, or amend a CIP Project?**       Yes  No

**3. SUMMARY OF FINANCIAL IMPLICATIONS**

**Does this legislation amend the Adopted Budget?**       Yes  No

**Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?**  
No

**Are there financial costs or other impacts of *not* implementing the legislation?**  
No

**4. OTHER IMPLICATIONS**

- a. Does this legislation affect any departments besides the originating department?**  
Yes – it places responsibility for RSJI with SOCR and asks the Seattle Department of Human Resources for a report back to the Council about how it would approach addressing civil service protections as related to race and social justice work.

**b. Is a public hearing required for this legislation?**

No

**c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**

No

**d. Does this legislation affect a piece of property?**

No

**e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?**

This legislation would memorialize and make permanent the work of RSJI and is intended to ease the transition between electoral administrations and ensure authority over RSJI work in SOCR. This would streamline internal City work to improve the experiences of historically disadvantaged communities.

**f. Climate Change Implications**

**1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**

NA

**2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**

NA

**g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)?**

NA

**Summary Attachments (if any):**



Legislation Text

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**File #:** CB 120541, **Version:** 2

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**CITY OF SEATTLE**

**ORDINANCE \_\_\_\_\_**

**COUNCIL BILL \_\_\_\_\_**

AN ORDINANCE relating to residential tenancy; limiting the amount of fees charged for late payment of rent and for notices issued to tenants; and adding a new Section 7.24.034 to the Seattle Municipal Code.

WHEREAS, over the past several years, rents in Seattle and King County have increased, and vacancies for

affordable housing are at low levels, making it difficult for tenants, especially those with low incomes, to locate affordable rental housing; and

WHEREAS, the King County Regional Affordable Housing Task Force issued its Final Report and

Recommendations for King County, December 2018 (rev. March 2019) (“Affordable Housing Task Force Final Report”), which identifies that renting rather than owning a home increases the chances of being severely cost burdened, and recognizes an existing affordable housing crisis in King County; and

WHEREAS, the Affordable Housing Task Force Final Report includes a regional plan with goals, strategies, and a five-year action plan to address the affordable housing crisis, and Goal 4 of the action plan is to “[p]reserve access to affordable homes for renters by supporting tenant protections to increase housing stability and reduce risk of homelessness”; and

WHEREAS, a report by the Seattle Women’s Commission and the Housing Justice Project of the King County Bar Association, entitled Losing Home: The Human Cost of Eviction in Seattle (Sept. 2018) (“Losing Home Report”) identifies that: (1) national research shows eviction is one of the leading cause of homelessness; (2) research data show that 51.7 percent of tenants evicted were people of color; (3) tenants face steep financial costs resulting from eviction; and (4) 86.5 percent of eviction filings were

for nonpayment of rent and, of these, 52 percent were for one month or less; and

WHEREAS, the Losing Home Report states that “[b]ecause evictions disproportionately impact marginalized communities and have long-lasting harm on individuals as well as the broader community, it is imperative for local and state governments to take immediate action to address evictions”; and

WHEREAS, in GAO-20-433, a report to the Chairwoman, Committee on Financial Services, House of Representatives entitled “Better HUD Oversight of Data Collection Could Improve Estimates of Homeless Population,” the Government Accountability Office estimated that “a \$100 rent increase was associated with a 9% increase in the estimated homelessness rate;” and

WHEREAS, a January 12, 2023 Economic News Release from the U.S. Bureau of Labor Statistics shows that the average hourly earnings for all employees decreased three percent from July 2021 to July 2022; and

WHEREAS, 2017 data from the Urban Institute report entitled “Homeowner and Renter Experiences of Material Hardship: Implications for the Safety Net,” the May 12-24 2022 Census Pulse survey, and the “The State of the Nation’s Housing 2020” Joint Center for Housing Studies suggest that renters are foregoing utility payments, food, and medical costs and tapping into their savings and retirement accounts to prioritize rent payments; and

WHEREAS, many Seattle residents are experiencing large increases in rent that may result in substantial charges for nonpayment of rent; and

WHEREAS, in the face of the affordable housing crisis, several other jurisdictions such as Redmond (Ord. 3091AM) and unincorporated King County (Ord. 2021-0131) have adopted ordinances limiting late fees to 1.5 percent of the monthly rent, and Auburn (ACC 5.23.040) limits late fees to \$10 per month; and

WHEREAS, the Consumer Financial Protection Bureau proposed a rule in February 2023 to cut credit card late fees to \$8; and

WHEREAS, some landlords charge “notice preparation” or “notice service” fees to tenants; and

WHEREAS, these fees can be charged to tenants every time a notice is issued, regardless of whether the notice

is required or at the discretion of the landlord; and

WHEREAS, these notice fees can accrue as additional costs to the tenants and further unpaid debt to the landlord, especially for low-income tenants or tenants on a fixed income; and

WHEREAS, in some circumstances, both excessive late and notice fees can be “junk fees,” a category of fees that the federal government has expressed concerns over; and

WHEREAS, the Council finds that adoption of a \$10 limitation on late fees and prohibiting fees associated with the issuance of notice to tenants is in the best interests of the residents of Seattle and will promote the public health, safety, and welfare of the City; NOW, THEREFORE,

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. A new Section 7.24.034 is added to the Seattle Municipal Code as follows:

**7.24.034 Fees for notices and late rent**

A. Any fee for late payment of rent shall not exceed the lesser of 1.5 percent of the monthly rent or \$50.

No other fee may be charged for late payment of rent, including but not limited to a fee for the service of any notice required under state law.

B. A landlord may not charge a fee associated with the issuance of a notice to a tenant, including but not limited to a fee for preparing and delivering a notice regarding late payment of rent, a notice to pay or vacate, or a notice of noncompliance with a rental agreement.

C. The Director shall prepare a notice describing how persons may obtain information about the rights and obligations of landlords and owners under this Section 7.24.034. The Director shall place the notice on the Department's website and provide links to translated versions of the notice in the five languages most commonly spoken in Seattle other than English, as determined on an annual basis. The Director may provide links to translated versions in other languages at the Director's discretion. If requested, the Director shall provide copies of the notice to an owner at no cost.

Section 2. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if

not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the \_\_\_\_\_ day of \_\_\_\_\_, 2023, and signed by me in open session in authentication of its passage this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved / returned unsigned / vetoed this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Bruce A. Harrell, Mayor

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Elizabeth M. Adkisson, Interim City Clerk

(Seal)

Attachments (if any):

## SUMMARY and FISCAL NOTE\*

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
LEG	Venkataraman/4-5382	

*\* Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

### **1. BILL SUMMARY**

**Legislation Title:** AN ORDINANCE relating to residential tenancy; limiting the amount of fees charged for late payment of rent and for notices issued to tenants; and adding a new Section 7.24.034 to the Seattle Municipal Code.

**Summary and Background of the Legislation:** This legislation would limit the amount of fees a landlord could charge to a tenant when the tenant is late paying rent to \$10 per month. It would also prohibit any other fee associated with late payment of rent and fees for the issuance of notices to the tenant.

### **2. CAPITAL IMPROVEMENT PROGRAM**

**Does this legislation create, fund, or amend a CIP Project?**      \_\_\_ Yes  X  No

### **3. SUMMARY OF FINANCIAL IMPLICATIONS**

**Does this legislation amend the Adopted Budget?**      \_\_\_ Yes  X  No

**Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?**

Costs to the Seattle Department of Construction and Inspections are described below.

**Are there financial costs or other impacts of *not* implementing the legislation?**  
To the extent that excessive late or notice fees increase the likelihood of increased debt and a potential eviction record, not implementing limits on late or notice fees could increase the potential for tenants to be unstably housed, lose housing, or remain unhoused/unable to obtain housing.

### **4. OTHER IMPLICATIONS**

**a. Does this legislation affect any departments besides the originating department?**

SDCI will enforce this legislation. Given the amount and complexity of landlord-tenant policy that has gone into effect at the state and City levels over the past several years, the recommencement of evictions since the lifting of the eviction moratorium, and increases in tenant relocation assistance claims, SDCI's Property Owner and Tenant Assistance (POTA) group has indicated it is dealing with a substantial increase in call volume, an increase in

response time to inquiries for assistance, and staff at or over capacity. This piece of legislation is an incremental addition to an already large body of work. For example, SDCI indicates that intakes (questions, coaching, advice, cases) have increased over the past several years (please note this table does not fully reflect the volume of all calls and calls related to the Economic Displacement Relocation Assistance legislation are not reflected here, but demonstrates the increase year to year):

Year	Intake
2019	2399
2020	2799
2021	3271
2022	4847

In addition, SDCI indicated that cases have become more complicated and time-consuming over the last few years. SDCI also indicates that response times reflect a triage system that puts the most critical cases such as emergencies, eviction notices, and lock-outs first, situations with timelines such as rent increases second, and issues that do not have a timelines last. The overall average wait times to respond to a complaint are:

**POTA Complaints**

Year	Average of Wait Time (days)
2019	13.6
2020	15.7
2021	21.0
2022	25.5

SDCI notes that while urgent situations are addressed more quickly, non-urgent complaints can take longer than these averages and general questions and coaching not associated with a complaint can take even longer.

Given the uncertainty of the level of “new normal” workload, and indications that there will be a significantly higher workload and customer demand, SDCI indicated that an additional code compliance analyst for the POTA group would help improve performance time. However, it is not clear how much one or more analysts would improve performance time. The fully loaded cost of one FTE code compliance analyst is about \$138,000.

**b. Is a public hearing required for this legislation?**

No

**c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**

No

**d. Does this legislation affect a piece of property?**

No

**e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?**

To the extent that excessive late and notice fees increase the likelihood of unpaid debt or an eviction record, capping them could mitigate impacts of eviction and housing instability that are often experienced disproportionately by Black, Indigenous, and other communities of color.

**f. Climate Change Implications**

**1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**

NA

**2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**

NA

**g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)?**

NA

**Summary Attachments (if any):**

**Amendment A Version 1 to CB 120541- Late and Notice Fees**

**Sponsor:** Councilmembers Morales, Mosqueda, and Sawant

Changing the amount of the late fee

**Effect:** This amendment would change the limitation on the amount of the late fee from the lesser of 1.5 percent of the monthly rent or \$50 back to \$10.

Amend Section 1 of CB 120541 as follows:

**7.24.034 Fees for notices and late rent**

A. Any fee for late payment of rent shall not exceed ten dollars per month (~~the lesser of 1.5 percent of the monthly rent or \$50~~). No other fee may be charged for late payment of rent, including but not limited to a fee for the service of any notice required under state law.