



CITY OF SEATTLE

City Council

Agenda

Wednesday, November 12, 2025

2:00 PM

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

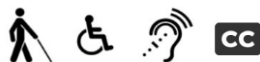
**Sara Nelson, Council President
Joy Hollingsworth, Member
Debora Juarez, Member
Robert Kettle, Member
Alexis Mercedes Rinck, Member
Maritza Rivera, Member
Rob Saka, Member
Mark Solomon, Member
Dan Strauss, Member**

Chair Info: 206-684-8809; Sara.Nelson@seattle.gov

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CITY OF SEATTLE

City Council Agenda

November 12, 2025 - 2:00 PM

Meeting Location:

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

Committee Website:

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

Members of the public may register for remote or in-person Public Comment to address the Council. Speakers must be registered in order to be recognized by the Chair. Details on how to register for Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at <https://www.seattle.gov/council/committees/public-comment>. Online registration to speak will begin one hour before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting.

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.

Written comments must be submitted prior to 10 a.m. to ensure that they are distributed to Councilmembers prior to the start of the meeting. Comments may be submitted at Council@seattle.gov or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104. Comments received after 10 a.m. will be distributed after the meeting to Councilmembers and included as part of the public record.

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 500](#)

November 12, 2025

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 543](#) October 28, 2025

Attachments: [Minutes](#)

2. [Min 544](#) November 3, 2025

Attachments: [Minutes](#)

Bills:

3. [CB 121111](#) AN ORDINANCE appropriating money to pay certain claims for the week of October 20, 2025, through October 24, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts.

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

4. [CB 121112](#) AN ORDINANCE appropriating money to pay certain claims for the week of October 27, 2025, through October 31, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts.

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

Appointments:

LAND USE COMMITTEE:

5. [Appt 03323](#) Appointment of Stephanie Lachman as member, Equitable Development Initiative Advisory Board, for a term to February 28, 2026.

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

In Favor: 3 - Solomon, Juarez, Rinck

Opposed: None

Attachments: [Appointment Packet](#)

6. [Appt 03324](#) Appointment of Eric Alipio as member, Equitable Development Initiative Advisory Board, for a term to February 28, 2027.

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

In Favor: 3 - Solomon, Juarez, Rinck

Opposed: None

Attachments: [Appointment Packet](#)

7. [Appt 03325](#) Appointment of Amira Beasley as member, Equitable Development Initiative Advisory Board, for a term to February 29, 2028.

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

In Favor: 3 - Solomon, Juarez, Rinck

Opposed: None

Attachments: [Appointment Packet](#)

8. [Appt 03326](#) Appointment of Ernesto Oliva as member, Equitable Development Initiative Advisory Board, for a term to February 29, 2028.

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

In Favor: 3 - Solomon, Juarez, Rinck

Opposed: None

Attachments: [Appointment Packet](#)

9. [Appt 03327](#) Appointment of E.N. West as member, Equitable Development Initiative Advisory Board, for a term to February 29, 2028.

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

In Favor: 3 - Solomon, Juarez, Rinck

Opposed: None

Attachments: [Appointment Packet](#)

H. COMMITTEE REPORTS

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

CITY COUNCIL:

1. [CB 121097](#) AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Understanding between The City of Seattle and the International Brotherhood of Electrical Workers Local No. 77, Construction Maintenance Equipment Operator (CMEO) Unit for the period effective from January 1, 2025, through December 31, 2025; and ratifying and confirming certain prior acts.

Attachments: [Att 1 – Local 77 CMEO CBA Extension MOU](#)

Supporting

Documents: [Summary and Fiscal Note](#)

2. [CB 121098](#) AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Understanding between The City of Seattle and the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals' Unit for the period effective from January 1, 2026, through December 31, 2026; and ratifying and confirming certain prior acts.

Attachments: [Att 1 – Local 77 ITP CBA Extension MOU](#)

Supporting

Documents: [Summary and Fiscal Note](#)

3. [Appt 03328](#) Appointment of Bonnie J. Glenn as Director of the Office of Police Accountability, for a term to December 31, 2026.

Attachments: [Appointment Packet](#)
 [Director Questions and Answers](#)

I. ITEMS REMOVED FROM CONSENT CALENDAR

J. ADOPTION OF OTHER RESOLUTIONS

K. OTHER BUSINESS

L. ADJOURNMENT



Legislation Text

File #: IRC 500, **Version:** 1

November 12, 2025



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

Record No.	Title	Committee Referral
<u>By: Strauss</u>		
1. CB 121111	AN ORDINANCE appropriating money to pay certain claims for the week of October 20, 2025, through October 24, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts.	City Council
<u>By: Strauss</u>		
2. CB 121112	AN ORDINANCE appropriating money to pay certain claims for the week of October 27, 2025, through October 31, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts.	City Council
<u>By: Strauss</u>		
3. CB 121113	AN ORDINANCE amending Ordinance 127156, which adopted the 2025 Budget, including the 2025-2030 Capital Improvement Program (CIP); changing appropriations to various departments and budget control levels, and from various funds in the Budget; revising project allocations for certain projects in the 2025-2030 CIP; adding CIP Projects; creating positions; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.	Select Budget Committee
<u>By: Strauss</u>		
4. CB 121114	AN ORDINANCE relating to taxation; increasing the threshold above which an out-of-city business must obtain a business license tax certificate, pursuant to changes in the state model ordinance on general business license requirements; and amending Section 5.55.030 of the Seattle Municipal Code.	Select Budget Committee
<u>By: Strauss</u>		
5. CB 121115	AN ORDINANCE relating to funding from non-City sources; authorizing the Mayor or designee to accept grants, enter into revenue-backed service contracts, and carry forward related appropriations.	Select Budget Committee
<u>By: Strauss</u>		
6. CB 121116	AN ORDINANCE adopting a budget, including a capital improvement program and position modifications, for The	Select Budget Committee

City of Seattle for 2026; and creating positions exempt from civil service; all by a 2/3 vote of the City Council.

By: Strauss

- | | | |
|------------------------------|--|-------------------------|
| 7. CB 121118 | AN ORDINANCE relating to the business and occupation tax; amending Section 5.30.050 of the Seattle Municipal Code to amend definitions due to amendments to the model business license tax ordinance and other state law amendments. | Select Budget Committee |
|------------------------------|--|-------------------------|

By: Strauss

- | | | |
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| 8. CB 121119 | AN ORDINANCE relating to the levy of property taxes; levying taxes on all real and personal property in The City of Seattle, for the year beginning on the first day of January 2026, as allowed by and for the purposes of the laws authorizing those taxes, which include providing for general obligation bond interest and redemption requirements; and ratifying and confirming certain prior acts. | Select Budget Committee |
|------------------------------|--|-------------------------|

By: Strauss

- | | | |
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| 9. CB 121120 | AN ORDINANCE authorizing the levy of regular property taxes by The City of Seattle for collection in 2026, representing an increase above the regular property taxes levied for collection in 2025; and ratifying and confirming certain prior acts. | Select Budget Committee |
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By: Hollingsworth

- | | | |
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| 10. CB 121122 | AN ORDINANCE relating to City finances; creating a fund for depositing General Fund proceeds related to preservation and revitalization of Seattle's Central District and Southeast Seattle community. | Select Budget Committee |
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By: Strauss

- | | | |
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| 11. CB 121123 | AN ORDINANCE relating to the Seattle Transportation Benefit District; authorizing material scope changes to City of Seattle Proposition 1 to expand uses of revenues for passenger transportation services. | Select Budget Committee |
|-------------------------------|---|-------------------------|

By: Strauss

- | | | |
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| 12. CB 121124 | AN ORDINANCE relating to the Seattle Transportation Benefit District; authorizing material scope changes to City of Seattle Proposition 1 to expand uses of revenues for transit security. | Select Budget Committee |
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By: Strauss

- | | | |
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| 13. CF 314546 | City Council Changes to the 2026 Proposed Budget and the 2026 - 2031 Proposed Capital Improvement Program. | Select Budget Committee |
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By: Saka

14. [CB 121117](#) AN ORDINANCE vacating the alley in Block 24, Heirs of Sarah A. Bell's Second Addition, in the Denny Triangle neighborhood; and accepting a Property Use and Development Agreement, on the petition of GID Development Group and the Seattle Parks and Recreation Department (Clerk File 313843). Transportation Committee

By: Saka

15. [Appt 03329](#) Appointment of Tyler Blackwell as member, Seattle Freight Advisory Board, for a term to May 31, 2027. Transportation Committee

By: Saka

16. [Appt 03330](#) Appointment of Giovanni Mottolese as member, Seattle Freight Advisory Board, for a term to May 31, 2027. Transportation Committee

By: Saka

17. [Appt 03331](#) Reappointment of Herb Krohn as member, Seattle Freight Advisory Board, for a term to May 31, 2027. Transportation Committee

By: Saka

18. [Appt 03332](#) Reappointment of Waylon Robert as member, Seattle Freight Advisory Board, for a term to May 31, 2027. Transportation Committee

By: Saka

19. [Appt 03333](#) Reappointment of Priyadharshini Balan as member, Seattle Transit Advisory Board, for a term to August 2, 2027. Transportation Committee

By: Saka

20. [Appt 03334](#) Reappointment of Zach Burton as member, Seattle Transit Advisory Board, for a term to August 2, 2027. Transportation Committee

By: Saka

21. [Appt 03335](#) Reappointment of Dana Coppernoll-Houston as member, Seattle Transit Advisory Board, for a term to August 2, 2027. Transportation Committee

By: Saka

22. [Appt 03336](#) Reappointment of Carolyn Tillinger as member, Seattle Transit Advisory Board, for a term to August 2, 2027. Transportation Committee

By: Saka

23. [Appt 03337](#) Appointment of Joan Chen as member, Seattle Bicycle Advisory Board, for a term to August 31, 2026. Transportation Committee

By: Saka

- | | | |
|--------------------------------|--|--------------------------|
| 24. Appt 03338 | Reappointment of Madin Akpo-Esambe as member, Seattle Bicycle Advisory Board, for a term to August 31, 2027. | Transportation Committee |
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By: Saka

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| 25. Appt 03339 | Reappointment of Ksenia I. Ershova as member, Seattle Bicycle Advisory Board, for a term to August 31, 2027. | Transportation Committee |
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By: Saka

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| 26. Appt 03340 | Reappointment of Taylor Hom as member, Seattle Bicycle Advisory Board, for a term to August 31, 2027. | Transportation Committee |
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By: Saka

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| 27. Appt 03341 | Reappointment of Nia Ransom as member, Seattle Bicycle Advisory Board, for a term to August 31, 2027. | Transportation Committee |
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By: Saka

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| 28. Appt 03342 | Appointment of Lily Anduaem as member, Seattle Pedestrian Advisory Board, for a term to March 31, 2027. | Transportation Committee |
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By: Saka

- | | | |
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| 29. Appt 03343 | Reappointment of Delaney Lind as member, Seattle Pedestrian Advisory Board, for a term to March 31, 2027. | Transportation Committee |
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By: Saka

- | | | |
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| 30. Appt 03344 | Appointment of Timothy Harrison Chang as member, Transportation Levy Oversight Committee, for a term to December 31, 2028. | Transportation Committee |
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By: Saka

- | | | |
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| 31. Appt 03345 | Appointment of Daniel Wolpert as member, Seattle Transit Advisory Board, for a term to August 2, 2027. | Transportation Committee |
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By: Saka

- | | | |
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| 32. Appt 03346 | Appointment of Stuart G. Thompson as member, Seattle Freight Advisory Board, for a term to May 31, 2027. | Transportation Committee |
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By: Saka

- | | | |
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| 33. Appt 03347 | Appointment of Chris Mackay as member, Seattle Pedestrian Advisory Board, for a term to March 31, 2027. | Transportation Committee |
|--------------------------------|---|--------------------------|



Legislation Text

File #: Min 543, **Version:** 1

October 28, 2025

SEATTLE CITY COUNCIL

600 Fourth Ave. 2nd Floor
Seattle, WA 98104



Journal of the Proceedings of the Seattle City Council

Tuesday, October 28, 2025

2:00 PM

Council Chamber, City Hall

600 4th Avenue

Seattle, WA 98104

City Council

Sara Nelson, Council President

Joy Hollingsworth, Member

Debora Juarez, Member

Robert Kettle, Member

Alexis Mercedes Rinck, Member

Maritza Rivera, Member

Rob Saka, Member

Mark Solomon, Member

Dan Strauss, Member

Chair Info: 206-684-8809; Sara.Nelson@seattle.gov

A. CALL TO ORDER

The City Council of The City of Seattle met in the Council Chamber in City Hall in Seattle, Washington, on October 28, 2025, pursuant to the provisions of the City Charter. The meeting was called to order at 2:03 p.m., with Council President Nelson presiding.

B. ROLL CALL

Present: 9 - Nelson, Hollingsworth, Juarez, Kettle, Rinck, Rivera, Saka, Solomon, Strauss

C. PRESENTATIONS

There were none.

D. PUBLIC COMMENT

The following individuals addressed the Council:

Paul Glumaz
Joan Fochs
Crow Delavan
Nathan Wall
Yvette Dinish
Harper Nalley
Alex Tsimerman
Victoria Palmer
David Haines
Kateesha Atterberry

E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR:

[IRC 499](#) **October 28, 2025**

By unanimous consent, the Introduction & Referral Calendar (IRC) was adopted.

In Favor: 9 - Nelson, Hollingsworth, Juarez, Kettle, Rinck, Rivera, Saka, Solomon, Strauss

Opposed: None

F. APPROVAL OF THE AGENDA

By unanimous consent, the Agenda was adopted.

G. APPROVAL OF CONSENT CALENDAR

Motion was made by Council President Nelson, duly seconded and carried, to adopt the Consent Calendar.

Journal:**1. [Min 542](#) October 14, 2025**

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

In Favor: 9 - Nelson, Hollingsworth, Juarez, Kettle, Rinck, Rivera, Saka, Solomon, Strauss

Opposed: None

Bills:**2. [CB 121095](#) AN ORDINANCE appropriating money to pay certain claims for the week of October 6, 2025, through October 10, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts.**

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

In Favor: 9 - Nelson, Hollingsworth, Juarez, Kettle, Rinck, Rivera, Saka, Solomon, Strauss

Opposed: None

3. [CB 121096](#) AN ORDINANCE appropriating money to pay certain claims for the week of October 13, 2025, through October 17, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts.

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

In Favor: 9 - Nelson, Hollingsworth, Juarez, Kettle, Rinck, Rivera, Saka, Solomon, Strauss

Opposed: None

H. COMMITTEE REPORTS

CITY COUNCIL:

1. [CB 121094](#) **AN ORDINANCE relating to land use and zoning; prohibiting negative use restrictions that limit a property's use as a grocery store or pharmacy; adding a new Section 23.42.140 to the Seattle Municipal Code; amending Sections 23.90.004 and 23.90.018 of the Seattle Municipal Code; declaring an emergency; and establishing an immediate effective date; all by a 3/4 vote of the City Council.**

Motion was made by Council President Nelson and duly seconded to pass Council Bill 121094.

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

In Favor: 9 - Nelson, Hollingsworth, Juarez, Kettle, Rinck, Rivera, Saka, Solomon, Strauss

Opposed: None

2. [CB 121088](#) **AN ORDINANCE relating to City employment; authorizing the execution of a collective bargaining agreement between The City of Seattle and the International Brotherhood of Electrical Workers Local No. 77 (Seattle Department of Transportation), effective from January 23, 2023, through January 22, 2028; and ratifying and confirming certain prior acts.**

Motion was made by Council President Nelson and duly seconded to pass Council Bill 121088.

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

In Favor: 9 - Nelson, Hollingsworth, Juarez, Kettle, Rinck, Rivera, Saka, Solomon, Strauss

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 2:50 p.m.

Jodee Schwinn, Deputy City Clerk

Signed by me in Open Session, upon approval of the Council, on November 12, 2025.

Sara Nelson, Council President of the City Council



Legislation Text

File #: Min 544, **Version:** 1

November 3, 2025

SEATTLE CITY COUNCIL

600 Fourth Ave. 2nd Floor
Seattle, WA 98104



Journal of the Proceedings of the Seattle City Council

Monday, November 3, 2025

2:00 PM

Special Meeting

Council Chamber, City Hall

600 4th Avenue

Seattle, WA 98104

City Council

Sara Nelson, Council President

Joy Hollingsworth, Member

Debora Juarez, Member

Robert Kettle, Member

Alexis Mercedes Rinck, Member

Maritza Rivera, Member

Rob Saka, Member

Mark Solomon, Member

Dan Strauss, Member

Chair Info: 206-684-8809; Sara.Nelson@seattle.gov

A. CALL TO ORDER

The City Council of The City of Seattle met in special session in the Council Chamber in City Hall in Seattle, Washington, on November 3, 2025, pursuant to the provisions of the City Charter. The meeting was called to order at 2:02 p.m., with Council President Nelson presiding.

B. ROLL CALL

Present: 8 - Nelson, Hollingsworth, Juarez, Kettle, Rinck, Saka, Solomon, Strauss

Late Arrival: 1 - Rivera

C. APPROVAL OF THE AGENDA

By unanimous consent, the Agenda was adopted.

D. CITY COUNCIL REPORT

By unanimous consent, the Council Rules were suspended to consider the adoption of Resolution 32186.

1. [Res 32186](#) **A RESOLUTION modifying the October 30, 2025 Mayoral Civil Emergency Proclamation regarding the federal government shutdown and the disruption to SNAP benefits for Seattleites.**

Motion was made by Councilmember Hollingsworth and duly seconded to adopt Resolution 32186.

By unanimous consent, the Council Rules were suspended to allow Ben Noble and Lauren Henry, Council Central Staff, to address the Council.

Councilmember Rivera joined the meeting at 2:05 p.m.

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

In Favor: 9 - Nelson, Hollingsworth, Juarez, Kettle, Rinck, Rivera, Saka, Solomon, Strauss

Opposed: None

E. OTHER BUSINESS

Councilmember Rivera presented a letter drafted by the Puget Sound Regional Council (PSRC) related to the US Department of Housing and Urban Development's Continuum of Care Program, and requesting the Seattle City Councilmembers sign on to the letter.

The following Councilmembers agreed to affix their signature to the letter:
8 - Hollingsworth, Juarez, Nelson, Rinck, Rivera, Saka, Solomon, Strauss

F. ADJOURNMENT

There being no further business to come before the Council, the meeting was adjourned at 2:51 p.m.

Jodee Schwinn, Deputy City Clerk

Signed by me in Open Session, upon approval of the Council, on November 12, 2025.

Sara Nelson, Council President of the City Council



Legislation Text

File #: CB 121111, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE appropriating money to pay certain claims for the week of October 20, 2025, through October 24, 2025, 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 \$23,003,605.89 on PeopleSoft 9.2 mechanical warrants numbered 4100978187- 4100980329 plus manual or cancellation issues for claims, e-payables of \$108,582.80 on PeopleSoft 9.2 9100015742- 9100015759, and electronic financial transactions (EFT) in the amount of \$28,559,275.77 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. Payment of the sum of \$69,258,236.14 on City General Salary Fund mechanical warrants numbered 10440670 - 10440929 plus manual warrants, agencies warrants, and direct deposits numbered 0000001 - 1014396 representing Gross Payrolls for payroll ending date October 21, 2025, as detailed in the Payroll Summary Report for claims against the City that were reported to the City Council October 30, 2025, is approved consistent with remaining appropriations in the current budget as amended.

Section 3. 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 4. Any act consistent with the authority of this ordinance taken prior to its effective date is ratified and confirmed.

Section 5. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council the 12th of November, 2025, and signed by me in open session in authentication of its passage this 12th of November, 2025.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2025.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2025.

Scheereen Dedman, City Clerk

(Seal)

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
Office of City Finance	Kaitlin Klaustermeier	Lorine Cheung

1. BILL SUMMARY

Legislation Title:

AN ORDINANCE appropriating money to pay certain claims for the week of October 20, 2025, through October 24, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts. Claims include all financial payment obligations for bills and payroll paid out of PeopleSoft for the covered.

Summary and Background of the Legislation:

RCW 42.24.180 requires that payment of certain claims be authorized by the City Council. This bill, prepared each week by the City Treasury, authorizes the payments of funds that were previously appropriated by the City Council, so the passage of this bill does not have a direct result on the City's budget.

2. CAPITAL IMPROVEMENT PROGRAM

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

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation have financial impacts to the City? ☐ Yes ☒ No

This bill authorizes the payments of funds that were previously appropriated by the City Council, so the passage of this bill does not have a direct result on the City's budget.

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

Please describe any financial costs or other impacts of *not* implementing the legislation.
The legislation authorizes the payment of valid claims. If the City does not pay its legal obligations it could face greater legal and financial liability.

4. OTHER IMPLICATIONS

- a. **Please describe how this legislation may affect any departments besides the originating department.**

This type of legislation authorizes payment of bill and payroll expenses for all City departments.

- b. **Does this legislation affect a piece of property? If yes, please attach a map and explain any impacts on the property. Please attach any Environmental Impact Statements, Determinations of Non-Significance, or other reports generated for this property.**

No.

- c. **Please describe any perceived implication for the principles of the Race and Social Justice Initiative.**

- i. **How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.**

N/A

- ii. **Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.**

N/A

- iii. **What is the Language Access Plan for any communications to the public?**

N/A

- d. **Climate Change Implications**

- i. **Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.**

N/A

- ii. **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.**

N/A

- e. **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)? What mechanisms will be used to measure progress towards meeting those goals?**

N/A

5. CHECKLIST

- ☐ Is a public hearing required?
- ☐ Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required?
- ☐ If this legislation changes spending and/or revenues for a fund, have you reviewed the relevant fund policies and determined that this legislation complies?
- ☐ Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?

6. ATTACHMENTS

Summary Attachments:

None.



Legislation Text

File #: CB 121112, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE appropriating money to pay certain claims for the week of October 27, 2025, through October 31, 2025, 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 \$18,662,395.74 on PeopleSoft 9.2 mechanical warrants numbered 4100980330 - 4100982338 plus manual or cancellation issues for claims, e-payables of \$154,493.03 on PeopleSoft 9.2 9100015760- 9100015777, and electronic financial transactions (EFT) in the amount of \$81,565,064.01 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 as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council the 12th of November, 2025, and signed by me in open session in authentication of its passage this 12th of November, 2025.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2025.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2025.

Scheereen Dedman, City Clerk

(Seal)

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
Office of City Finance	Kaitlin Klaustermeier	Lorine Cheung

1. BILL SUMMARY

Legislation Title:

AN ORDINANCE appropriating money to pay certain claims for the week of October 27, 2025, through October 31, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts. Claims include all financial payment obligations for bills and payroll paid out of PeopleSoft for the covered.

Summary and Background of the Legislation:

RCW 42.24.180 requires that payment of certain claims be authorized by the City Council. This bill, prepared each week by the City Treasury, authorizes the payments of funds that were previously appropriated by the City Council, so the passage of this bill does not have a direct result on the City's budget.

2. CAPITAL IMPROVEMENT PROGRAM

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

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation have financial impacts to the City? ☐ Yes ☒ No

This bill authorizes the payments of funds that were previously appropriated by the City Council, so the passage of this bill does not have a direct result on the City's budget.

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

Please describe any financial costs or other impacts of *not* implementing the legislation.
The legislation authorizes the payment of valid claims. If the City does not pay its legal obligations it could face greater legal and financial liability.

4. OTHER IMPLICATIONS

- a. **Please describe how this legislation may affect any departments besides the originating department.**

This type of legislation authorizes payment of bill and payroll expenses for all City departments.

- b. **Does this legislation affect a piece of property? If yes, please attach a map and explain any impacts on the property. Please attach any Environmental Impact Statements, Determinations of Non-Significance, or other reports generated for this property.**

No.

- c. **Please describe any perceived implication for the principles of the Race and Social Justice Initiative.**

- i. **How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.**

N/A

- ii. **Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.**

N/A

- iii. **What is the Language Access Plan for any communications to the public?**

N/A

- d. **Climate Change Implications**

- i. **Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.**

N/A

- ii. **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.**

N/A

- e. **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)? What mechanisms will be used to measure progress towards meeting those goals?**

N/A

5. CHECKLIST

- ☐ Is a public hearing required?
- ☐ Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required?
- ☐ If this legislation changes spending and/or revenues for a fund, have you reviewed the relevant fund policies and determined that this legislation complies?
- ☐ Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?

6. ATTACHMENTS

Summary Attachments:

None.



Legislation Text

File #: Appt 03323, **Version:** 1

Appointment of Stephanie Lachman as member, Equitable Development Initiative Advisory Board, for a term to February 28, 2026.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Stephanie Lachman</i>		
Board/Commission Name: <i>Equitable Development Initiative Advisory Board</i>		Position Title: <i>At-large</i>
x Appointment OR ☐ Reappointment		Council Confirmation required? x Yes ☐ No
Appointing Authority: ☐ Council x Mayor ☐ Other: <i>Fill in appointing authority</i>	Date Appointed: <i>mm/dd/yy.</i>	Term of Position: * <i>3/1/2023</i> to <i>2/28/2026</i> ☒ <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>Columbia City</i>	Zip Code: <i>98118</i>	Contact Phone No.:
Stephanie Lachman is currently a Loan Officer at People's Solar Energy Fund (PSEF), a member-directed nonprofit organization that supports community groups with affordable financing, capacity-building, and technical assistance, to advance community-accountable clean energy projects. Prior to PSEF, Stephanie worked for five years as a business lender to underserved small businesses and nonprofits at mission-based community lenders in Denver and the Pacific Northwest. As a business lender Stephanie supported BIPOC owned businesses with startup and expansion loans, and brought a social impact and climate lens to her lending work. Stephanie has also worked in Senegal with both Catholic Relief Services and the Peace Corps, where she trained youths in entrepreneurship, taught women's groups income generating activities, and mentored business owners one-on-one. Stephanie has an MBA from Colorado State University from the Impact MBA program where she focused on food waste diversion. She has a bachelor's degree in Finance, with a minor in French, from Washington State University. Stephanie is a born and raised Seattleite, and when she isn't supporting small businesses in Columbia City, she enjoys volunteering at food banks, practicing yoga, hiking in the forest, and cooking delicious meals.		
Authorizing Signature (original signature):  August 29th, 2025		Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

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

Stephanie Lachman

SUMMARY

Experienced business lender working with underserved small businesses and nonprofits at mission-based community lender. Brings a climate lens to lending work, underwriting renewable energy projects and solar installers. MBA graduate of the Impact MBA program at Colorado State University, focusing on sustainable enterprise and entrepreneurship. Three years experience internationally as a Peace Corps Volunteer and at Catholic Relief, teaching entrepreneurship courses and improving access to financing for underserved populations.

SKILLS

- Excellent communicator and collaborator, living and working alongside individuals from diverse cultures and perspectives
- Proven self-motivated leader championing social justice and equity in lending
- Skilled financial lending professional, with a keen eye for detail and experience analyzing business and nonprofit financials, tax returns, and business plans
- Adept partnership builder, engaging stakeholders and working with community leaders, local governments, and nonprofits
- Advanced proficiency in written and spoken French, working proficiency in spoken Wolof

EDUCATION

Master of Business Administration, Impact Program Colorado State University, December 2019

Bachelor of Arts in Business Administration, Finance Washington State University, May 2010

PROFESSIONAL EXPERIENCE

Business Lender, VP

Jan 2022 - Present

Craft3—Seattle, WA

- Underwrite nonprofit, business loans, and Islamic compliant lending, in the range of \$50,000 to \$500,000 which includes assessing the fit of a borrower in Craft3's loan portfolio, analyzing financial statements, and presenting information in a clear concise manner for analysis and approval
- Program lead for the "Solar + Storage for Nonprofits" bridge loan program; including outreach to build loan pipeline, underwriting loans, and championing program to lending team and organizational leaders
- Connect with bankers and economic development organizations in the Seattle and Tacoma area to increase knowledge of Craft3's lending and collaborate on how to assist small businesses in these areas
- Manage a portfolio of over 70 borrowers and address issues that may arise if an account becomes delinquent, such as one-on-one coaching or providing referrals to other organizations assistance

Investment Officer

Aug 2020 - Dec 2021

Community Enterprise Development Services—Denver, CO

- Underwrite small business loans and Islamic compliant loans from \$1,000 to \$100,000, as well as providing technical assistance to small businesses, performing loan closing, and administering loan funds
- Manage a portfolio of 50 clients, including managing past due payments, modifying a loans and providing technical assistance to clients
- Connect and collaborate with other nonprofits, university, government programs, to ensure a healthy cross collaboration of organizations supporting small businesses in the Denver metro area
- Lead on internal projects as needed; such as developing a new website, assisting with grant proposals, and providing small business training to partner organizations

Loan Officer

May 2020 – Aug 2020

US Small Business Administration—Fort Collins, CO

- Inspected, analyzed, and approved business loans for the COVID-19 Economic Injury Disaster Loan program

- Maintained acute attention to detail while processing upwards of 60 applications per day, following through with businesses, and providing a high level of customer service
- Ensure loan applications contain all pertinent documentation to fund the loan and reaching out to applicants if information is missing and make loan eligibility determination from information such as instances of fraud, US resident status, and business ownership

Operations and Financial Education Associate

May 2017 – Nov 2017

Catholic Relief Services—Dakar, Senegal

- Assisted development manager with \$40 million USAID Feed the Future funding proposal, including logistics and translation, planned a meeting of government officials, and helped edit and organize documents and budgets
- Brought financial institutions and producer groups together to support a project strengthening the value chain of millet, a healthy staple crop in West Africa
- Wrote, edited, and translated English and French project narratives for donor dissemination as well as development of country program reports

Community Economic Development Specialist

March 2015 – April 2017

Peace Corps—Senegal

- Served the community in Diourbel, Senegal by providing income generation assistance to women's groups and one on one mentoring with local business owners
- Partnered with a local government organization to teach entrepreneurship classes to 60 youth in both French and Wolof
- Interacted effectively and creatively in situations where frequent delays, changes, and unexpected events arose that caused major shifts in priorities, timetables, and work assignments; maintained cultural sensitivity

Accounting Clerk

Feb 2014 – Jan 2015

Cascade Bicycle Club—Seattle, WA

- Administered and coded all accounts payable and receivables at the largest national bike club in the United States, with a yearly budget of \$4 million
- Carried out employee reimbursements and managed daily transactions for all Cascade Bicycle rides
- Overhauled all accounting forms, to develop a more streamlined and clear accounting system

VOLUNTEER EXPERIENCE

Member: Application Review Committee

Nov 2023 - Present

NextCycle Washington

- Read and judge applications for circular economy accelerator program in Washington
- Ensure application grading is unbiased and fits parameters of NextCycle Program, including environmental, community and economic impacts in the state
- Work collectively with review committee to decide which projects will move forward to the accelerator

Gleaning Volunteer

June 2023 - Present

White Center Food Bank

- Weekly collecting of excess food from West Seattle Farmers Market to be then distributed to the local community

P-Patch Garden Lead

Aug 2022 – Present

City of Seattle P-Patch Gardening Program

- Maintain community garden in Mt Baker neighborhood of Seattle, which includes such tasks as; organizing work parties, managing water system, and delivering excess produce to food bank

Equitable Development Initiative Advisory Board

13 Members: Pursuant to *Ordinance 119887*, *all* members subject to City Council confirmation.

- a) Initial members in positions 3, 6, 9, 12, and 13 shall be members of the Equitable Development Initiative's Interim Advisory Board as of the effective date of this ordinance
 - b) The initial terms for positions 1, 3, 4, 6, 8, 10, and 13 shall be one year
 - c) The initial terms for positions 2, 5, 7, 9, 11, and 12 shall be two years
 - d) All subsequent terms shall be for three years. With the exception of initial positions 3, 6, 9, 12, and 13 no member shall serve more than two consecutive three-year terms
- **3** City Council-appointed
 - **3** Mayor-appointed
 - **7** Other Appointing Authority-appointed (specify): Initial appointments by Interim Advisory Board, subsequent appointments by Advisory Board

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Amira Beasley	3/1/2025	2/29/2028	1	Mayor
			2.	Member	Stephanie Lachman	3/1/2023	2/28/2026	1	Mayor
			3.	Member	Juan C. Rodriguez	3/1/2022	2/28/2025	1	Mayor
			4.	Member	Ernesto Oliva	3/1/2025	2/29/2028	1	City Council
			5.	Member	Fynniecko "Niecko" Glover Jr.	3/1/2023	2/28/2026	1	City Council
			6.	Member	Eric Alipio	3/1/2024	2/28/2027	1	City Council
			7.	Member	E.N. West	3/1/2025	2/29/2028	1	Board
			8.	Member	Jamie Madden	3/1/2022	2/28/2024	1	Board
			9.	Member	Tiffany Kelly-Gray	3/1/2023	2/28/2026	1	Board
			10.	Member	Diana Paredes	3/1/2022	2/28/2025	1	Board
			11.	Member	Eliana Horn	3/1/2023	2/28/2026	1	Board
			12.	Member	Jennell Hicks	3/1/2023	2/28/2026	1	Board
			13.	Member	Sophia Benalfew	3/1/2022	2/29/2025	1	Board

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

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. 3



Legislation Text

File #: Appt 03324, **Version:** 1

Appointment of Eric Alipio as member, Equitable Development Initiative Advisory Board, for a term to February 28, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Eric Alipio		
Board/Commission Name: Equitable Development Initiative Advisory Board		Position Title: At-large
x Appointment OR ☐ Reappointment		Council Confirmation required? ☒ Yes ☐ No
Appointing Authority: ☒ Council Mayor ☐ Other: Fill in appointing authority	Date Appointed:	Term of Position: * 3/1/2024 to 2/28/2027 ☒ Serving remaining term of a vacant position
Residential Neighborhood: Ballard	Zip Code: 98107	Contact Phone No.: [REDACTED]
Eric Alipio (he/him) is a Navajo and Filipino graduate student pursuing a Master of Landscape Architecture at the University of Washington (UW). Since moving to Seattle in 2016, Eric has been deeply influenced by the region's long-standing traditions of civic activism and his own cultural heritage, shaping his commitment to centering historically marginalized voices in the built environment. His community-centered work includes contributing to local journalism on American Indian issues, co-leading the redesign of a municipal park through a community partnership, advocating for inclusive planning practices within the King County Comprehensive Plan as part of the Equity Work Group, and co-developing anti-displacement policies for the City's Equitable Transit-Oriented Development (ETOD) Strategy and Implementation Plan as a Community Advisory Group member. In addition to his academic and civic commitments, Eric works on ecological restoration and urban farming projects at the UW that uplift Traditional Ecological Knowledge (TEK). He believes that reconnection to land is essential not only to addressing environmental injustices, but to healing broader social and economic inequities. As Seattle continues to grow, Eric is committed to leveraging his studies and public service to strengthen community cohesion, prevent cultural displacement, and foster deeper connections between residents and the land they call home.		
Authorizing Signature (original signature): 		Appointing Signatory: Mark Solomon, Councilmember District 2

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

ERIC ALIPIO

Highlights

A first-year Master of Urban Planning and Master of Landscape Architecture student with a passion for community building, Indigenous placemaking, and collaborative social change. With seven years of experience managing diverse teams, advocating for various minoritized communities, organizing impactful events, and improving organizational systems along the way, I am dedicated to fostering community elevation. Social and racial justice prove to be activators and guides of both professional and artistic pursuits. Whether publishing op-eds through city government and local newspaper, developing sustainable business practices for a Native-owned company, or reviewing county policies through an equity lens, I seek opportunities to strengthen and connect communities.

Education

University of Washington || Master of Urban Planning || Master of Landscape Architecture || Seattle, WA ||
Expected June 2028

Community Leadership Institute Fellow || Puget Sound Sage || Seattle, WA || Jul 2023 - May 2024

University of Washington || Bachelor of Arts - English || Minor - Art History || Seattle, WA || Sep 2016 - May 2020

Native People's Academy for Community Engagement (PACE) || Seattle, WA || Apr 2021 - May 2021

Experience

Native Garden Lead || Burke Museum of Natural History and Culture || Seattle, WA || Aug 2024 - Present

- ❖ Research and employ traditional and contemporary methods of Indigenous agriculture
- ❖ Develop and plan engagement activities for students across UW Seattle's campus, specifically programs and events that center Indigenous knowledge and culture
- ❖ Collaboratively craft Native Garden crop plan and organize community plot stewardship

Community Advisory Group Member || OPCD, City of Seattle || Seattle, WA || Nov 2023 – Present

- ❖ Collaboratively create an Equitable Transit-Oriented Development (ETOD) Strategy and Implementation Plan
- ❖ Help identify issues that are important to affected minoritized communities, make proposals, and direct supporting staff on research tasks and evaluating potential tools and strategies

Community Design Partner || Parks & Recreation, City of Seattle || Seattle, WA || Nov 2022 - Janx2 2025

- ❖ Selected from competitive community applicant pool based on a curated architectural design proposal to act as the creative lead of the schematic design for Dr. José Rizal Park
- ❖ Oversee the Dr. José Rizal Park redesign project from design through to construction including culturally responsive community engagement approaches

Board Member || Hollow Earth Radio || Seattle, WA || Mar 2023 - Nov 2024

- ❖ Directed radio operations and logistics as a voting member on the board
- ❖ Developed the direction and tone of board committee work influencing scope of community impact
- ❖ Fostered opportunities for connection within arts & culture communities across the Seattle area

Warehouse Operations and Procurement Manager || Eighth Generation || Seattle, WA || Mar 2023 - May 2024

- ❖ Coordinated both domestic and international procurement of over 300 different products and supplies
- ❖ Handled all aspects of logistics and procurement from sourcing to delivery to order fulfillment
- ❖ Managed \$2 million yearly purchasing budget
- ❖ Managed and guided a team of 5 employees towards department success

ERIC ALIPIO

Equity Workgroup Member || *King County Comprehensive Plan* || King County, WA || Sep 2022 - Feb 2024

- ❖ Participated in dialogue that supports the inclusion of historically disadvantaged voices in the King County Comprehensive Plan
- ❖ Co-created public participation plan with King County to engage & empower minoritized communities
- ❖ Reviewed regional plan policies, procedures & practices as part of an equity impact analysis process
- ❖ Selected to represent Urban Native populations & serve the region by uplifting Indigenous priorities & challenging status quo within urban planning process rooted in colonial ideals

Warehouse Manager || *Eighth Generation* || Seattle, WA || Jul 2022 - Mar 2023

- ❖ Generated over \$250,000 in wholesale sales
- ❖ Initiated over 50 new wholesale partnerships (domestic and international)
- ❖ Maintained and managed over \$1,000,000 of inventory for all departments within the company facilitating interdepartmental collaboration and communication at any given time
- ❖ Guided the warehouse team to fulfilling 20,000 orders for our online retail business

Director || *ASUW American Indian Student Commission* || Seattle, WA || Aug 2018 - Jun 2020

- ❖ Created and coordinated over 20 successful programs and maintained a budget of \$10,500, which included a powwow that was attended by 1,000 people
- ❖ Designed all marketing materials used for advertising events and programs the commission hosted
- ❖ Served as a representative for Indigenous advocacy & acted liaison between the student body, UW faculty & staff, native leaders/tribal members across WA state
- ❖ Spoke directly with regional Tribal councils in developing plans to better support Native students, their retention, and improve graduation rates through conferences such as the Tribal Leadership Summit and ATNI

Publications

“Makings of a ‘Real Indian’: Reflections In Anticipation of Native American History Month,” Author, *Department of Neighborhoods, Front Porch Blog*, City of Seattle, Oct 2022

- ❖ A short opinion piece on Native American identity and modernity

“We Must Free Leonard Peltier,” Author, *South Seattle Emerald*, Mar 2022

- ❖ An op-ed explaining who Leonard Peltier is and the importance of his release from political imprisonment

“Moving Forward / Backward: my oracular outlook of some future,” Author/Designer, *Self Published*, Feb 2022

- ❖ Mini essays accompanied by film photographs analyzing personal and cultural connections to nature, which was fully self-designed in writing, photography, layout, and print

“The First 36,” Author/Designer, *Self Published*, Apr 2021

- ❖ An early film photography portfolio fully self-designed from photographing to layout to print

“In Plain Sight: Fiona Connor Response,” Contributor, *Henry Art Gallery, Interpretive Guide*, Apr 2019

- ❖ A mini essay reflecting on the work of Fiona Connor’s exhibition at the Henry Art Gallery, which was published by the Henry Art Gallery for the exhibition opening

Equitable Development Initiative Advisory Board

13 Members: Pursuant to *Ordinance 119887*, *all* members subject to City Council confirmation.

- a) Initial members in positions 3, 6, 9, 12, and 13 shall be members of the Equitable Development Initiative's Interim Advisory Board as of the effective date of this ordinance
 - b) The initial terms for positions 1, 3, 4, 6, 8, 10, and 13 shall be one year
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 - d) All subsequent terms shall be for three years. With the exception of initial positions 3, 6, 9, 12, and 13 no member shall serve more than two consecutive three-year terms
- **3** City Council-appointed
 - **3** Mayor-appointed
 - **7** Other Appointing Authority-appointed (specify): Initial appointments by Interim Advisory Board, subsequent appointments by Advisory Board

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Amira Beasley	3/1/2025	2/29/2028	1	Mayor
			2.	Member	Stephanie Lachman	3/1/2023	2/28/2026	1	Mayor
			3.	Member	Juan C. Rodriguez	3/1/2022	2/28/2025	1	Mayor
			4.	Member	Ernesto Oliva	3/1/2025	2/29/2028	1	City Council
			5.	Member	Fynniecko "Niecko" Glover Jr.	3/1/2023	2/28/2026	1	City Council
			6.	Member	Eric Alipio	3/1/2024	2/28/2027	1	City Council
			7.	Member	E.N. West	3/1/2025	2/29/2028	1	Board
			8.	Member	Jamie Madden	3/1/2022	2/28/2024	1	Board
			9.	Member	Tiffany Kelly-Gray	3/1/2023	2/28/2026	1	Board
			10.	Member	Diana Paredes	3/1/2022	2/28/2025	1	Board
			11.	Member	Eliana Horn	3/1/2023	2/28/2026	1	Board
			12.	Member	Jennell Hicks	3/1/2023	2/28/2026	1	Board
			13.	Member	Sophia Benalfew	3/1/2022	2/29/2025	1	Board

SELF-IDENTIFIED DIVERSITY CHART

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

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. 3



Legislation Text

File #: Appt 03325, **Version:** 1

Appointment of Amira Beasley as member, Equitable Development Initiative Advisory Board, for a term to February 29, 2028.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Amira Beasley</i>		
Board/Commission Name: <i>Equitable Development Initiative Advisory Board</i>		Position Title: <i>At-large</i>
x Appointment OR ☐ Reappointment		Council Confirmation required? x Yes ☐ No
Appointing Authority: ☐ Council x Mayor ☐ Other: <i>Fill in appointing authority</i>	Date Appointed: <i>mm/dd/yy.</i>	Term of Position: * <i>3/1/2025</i> to <i>2/29/2028</i> ☐ <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: Beacon Hill	Zip Code: 98108	Contact Phone No.:
Amira Beasley is a Capital Project Manager with King County's Wastewater Treatment Division, where she leads large-scale infrastructure projects centered on equity, sustainability, and community impact. Prior to her current role, Amira managed contracts at the Port of Seattle for equity-focused initiatives, working to expand access to funding for community-led projects in historically underserved communities. While at the Port of Seattle, Amira also spearheaded internal workforce equity efforts, including the creation of virtual job fairs to support BIPOC employee advancement and access to careers with clear progression ladders. Amira's commitment to equity and community empowerment extend beyond her day job. She is a recent graduate of United Way's Project LEAD, an active member of the Seattle chapter of the National Forum for Black Public Administrators (NFBPA), and an incoming fellow of Sage Leader's Community Leadership Institute (CLI). As a South Seattle resident who's deeply invested in the future of the area, Amira is committed to advocating for community-led development driven by those most affected by systemic inequities.		
Authorizing Signature (original signature):  August 29th, 2025		Appointing Signatory: Bruce A. Harrell <i>Mayor of Seattle</i>

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

Amira Beasley

Capital Project Manager skilled in project management, cross-functional collaboration, and public procurement

SUMMARY + SKILLS

- 6 years' experience leading diverse teams and managing projects in dynamic, high visibility environments
- 6 years' experience managing Request for Proposals (RFPs), active contracts, and consultant relationships
- 6 years' experience using strong written and verbal communication skills to inform and advise stakeholders

Microsoft Office | Microsoft Teams | Microsoft SharePoint | MS Project | PRISM

PROFESSIONAL EXPERIENCE

King County Department of Natural Resources - Wastewater Treatment Division (WTD)	Seattle, WA
Wastewater Capital Project Manager II	March 2024 – Present

- Manage capital projects by leading diverse teams through the execution of projects requiring considerable, often limited, resources
- Actively embed ESJ and racial equity principles into project planning to ensure project execution avoids adding to ESJ burdens within vulnerable or underserved communities
- Foster strong relationships with internal and external stakeholders by effectively communicating project goals and proactively mitigating interpersonal conflicts
- Effectively facilitate the exchange of information within diverse teams that include internal project members, consultants, local jurisdictions, and other external stakeholders
- Lead weekly project team meetings to track project progress and ensure timely completion of project deliverables
- Continuously monitor and control project scope, schedule, and budget, proactively addressing challenges to minimize their impact to the scope, schedule, and budget
- Provide timely and appropriately detailed project status updates to management

Port of Seattle	Seattle, WA
Capital Project Manager	November 2022 – March 2024

- Oversaw the design and construction of dining and retail tenant spaces at Seattle-Tacoma International Airport
- Built and led diverse teams to collaboratively complete project activities with minimal impact to airport operations
- Facilitated weekly project team meetings to track project progress and ensure timely completion of project deliverables
- Led project kickoff meetings to establish a project schedule and educate tenants and designers about Port processes
- Performed an initial review of design drawings prior to sending drawings to internal stakeholders for review
- Managed projects in compliance with city, state, and federal regulations with a high degree of customer service
- Produced quarterly project updates for senior management and other internal stakeholders
- Organized and maintained all stakeholder approvals, design drawings, and other project files using MS SharePoint
- Represented the Port in negotiations with tenants and contractors

Contract Administrator II	September 2020 – November 2022
----------------------------------	---------------------------------------

- Managed the contractual needs of 70+ contracts in a dynamic, high visibility environment with an 89% on time delivery
- Collaborated with internal stakeholders and community groups to make changes to the Environment Grants Program, making the contracting process more equitable for community-based non-profits
- Advocated for greater WMBE participation on contracts by educating stakeholders on Port WMBE goals and tracking adherence to WMBE commitments
- Led diverse teams to develop the scope of work, milestone schedule, and procurement timeline for new contracts
- Trained and advised internal and external stakeholders on Port procurement policies and procedures
- Facilitated weekly check ins with stakeholders, information sessions, debriefs, and consultant interviews
- Issued new purchase orders, and modified existing purchase orders, for over 100+ contracts

- Assisted internal customers with resolving conflicts with consultants and contract violations
- Mentored and trained new Contract Administrators and college interns

Holland America Group

Seattle, WA

Procurement Specialist

October 2019 – September 2020

- Analyzed complex data and market industry information from multiple sources to develop sourcing recommendations for 10 departments
- Led diverse teams to define project scope of work, procurement timeline, and sourcing strategy for RFPs
- Led team of 100+ people as the department's contract database management system expert by training new users and identifying opportunities to improve data input and organization

Fifth Third Bank

Cincinnati, OH

Sourcing Analyst, Senior Sourcing Analyst

March 2018 – August 2019

- Led diverse teams through the review and execution of 40+ contracts with a focus on risk mitigation
- Spearheaded the creation of 3 job aides for the newly created Senior Sourcing Analyst role
- Organized and maintained project trackers and project files for 3 Sourcing Managers

Marketing Intern

June 2017 – March 2018

- Collaborated with internal and external stakeholders to successfully review and update 60 collateral pieces
- Assisted Program Managers by coordinating meetings, organizing project files, following up with consultants, and other administrative tasks
- Managed external creative agencies to ensure creative assets were delivered on-time and within budget

VOLUNTEER EXPERIENCE

National Forum for Black Public Administrators | Member

June 2024 – Present | Seattle, WA

- Advocate for the advancement of minority public leadership in local and state governments by implementing programming and volunteer opportunities committed to building a more diverse and inclusive workforce.

Blacks in Government – Port of Seattle | Member, Secretary

January 2021 – March 2024 | Seattle, WA

- Worked with Port leadership on initiatives to create equitable opportunities for BIPOC employees.
- Coordinated employee holiday programming, development opportunities, member engagement events, and supply drives.

Port of Seattle Diversity and Development Council | Member

April 2022 – January 2024 | Seattle, WA

- Spearheaded the creation of virtual job fairs aimed to assist BIPOC employees with getting jobs with defined career progression ladders.
- Executed a series of professional development opportunities during "Development Month".

Habitat for Humanity | Volunteer

May 2016 – May 2017 | Seattle, WA

- Supported the organization's mission by volunteering on building sites and in ReStores.

Fifth Third Bank – Employee Engagement Team | Member

September 2018 – August 2019 | Cincinnati, OH

- Served as a planning committee member for the company's first Supplier Diversity Summit.
- Contributed to the department's newsletters by writing articles about local cultural events, observed, holidays, and local small business.

Black Beyond Borders – Miami University | Founding Member

February 2016 – May 2017 | Oxford, OH

- Fostered intercultural relationships through inspiring, equipping, and connecting young leaders throughout the African diaspora through intentional programming and removing barriers to international travel.

EDUCATION

Miami University | Bachelors | International Studies, Latin American Studies

May 2017 | Oxford, OH

Equitable Development Initiative Advisory Board

13 Members: Pursuant to *Ordinance 119887*, *all* members subject to City Council confirmation.

- a) Initial members in positions 3, 6, 9, 12, and 13 shall be members of the Equitable Development Initiative’s Interim Advisory Board as of the effective date of this ordinance
 - b) The initial terms for positions 1, 3, 4, 6, 8, 10, and 13 shall be one year
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 - d) All subsequent terms shall be for three years. With the exception of initial positions 3, 6, 9, 12, and 13 no member shall serve more than two consecutive three-year terms
- **3** City Council-appointed
 - **3** Mayor-appointed
 - **7** Other Appointing Authority-appointed (specify): Initial appointments by Interim Advisory Board, subsequent appointments by Advisory Board

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Amira Beasley	3/1/2025	2/29/2028	1	Mayor
			2.	Member	Stephanie Lachman	3/1/2023	2/28/2026	1	Mayor
			3.	Member	Juan C. Rodriguez	3/1/2022	2/28/2025	1	Mayor
			4.	Member	Ernesto Oliva	3/1/2025	2/29/2028	1	City Council
			5.	Member	Fynniecko “Niecko” Glover Jr.	3/1/2023	2/28/2026	1	City Council
			6.	Member	Eric Alipio	3/1/2024	2/28/2027	1	City Council
			7.	Member	E.N. West	3/1/2025	2/29/2028	1	Board
			8.	Member	Jamie Madden	3/1/2022	2/28/2024	1	Board
			9.	Member	Tiffany Kelly-Gray	3/1/2023	2/28/2026	1	Board
			10.	Member	Diana Paredes	3/1/2022	2/28/2025	1	Board
			11.	Member	Eliana Horn	3/1/2023	2/28/2026	1	Board
			12.	Member	Jennell Hicks	3/1/2023	2/28/2026	1	Board
			13.	Member	Sophia Benalfew	3/1/2022	2/29/2025	1	Board

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

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. 3



Legislation Text

File #: Appt 03326, **Version:** 1

Appointment of Ernesto Oliva as member, Equitable Development Initiative Advisory Board, for a term to February 29, 2028.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Ernesto Oliva</i>		
Board/Commission Name: <i>Equitable Development Initiative Advisory Board</i>		Position Title: <i>At-large</i>
x Appointment OR ☐ Reappointment		Council Confirmation required? ☒ Yes ☐ No
Appointing Authority: ☒ Council Mayor ☐ Other: <i>Fill in appointing authority</i>	Date Appointed:	Term of Position: * <i>3/1/2025</i> to <i>2/29/2028</i> ☐ <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>West Seattle</i>	Zip Code: <i>98136</i>	Contact Phone No.:
<i>Ernesto Oliva (he/him/el) is a coalition manager with over a decade of experience advancing equity through the nonprofit sector in both Arizona and Oregon. A first-generation Latine professional from a small border town near Yuma, Arizona, Ernesto brings a deep understanding of community-driven solutions rooted in lived experience.</i> <i>His work spans housing justice, economic development, community engagement, policy advocacy, and cross-sector partnerships. Whether building programs, shaping strategy, or bridging government and grassroots, Ernesto centers BIPOC, LGBTQIA+, immigrant, and refugee communities in everything he does.</i> <i>Known for his collaborative approach, Ernesto partners with local leaders to secure resources, expand opportunity, and uplift voices that have long been excluded. Now based in Seattle, he continues to drive inclusive, equity-centered initiatives that deliver lasting impact.</i>		
Authorizing Signature (original signature): 		Appointing Signatory: <i>Mark Solomon, Councilmember District 2</i>

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

ERNESTO OLIVA

SUMMARY

As a proud first-generation Latine professional from a vibrant border town near Yuma, Arizona, I bring over a decade of experience in the nonprofit sector, specializing in strategic communications at the intersection of community engagement to advance equity for disenfranchised and underserved communities. I have collaborated with state and local governments in Oregon and Arizona to design and implement frameworks rooted in inclusivity and justice, creating intentional systems and processes that amplify community voices and make complex messages resonate effectively. My ability to adapt to fast-paced projects, combined with a purpose-driven approach, allows me to foster meaningful collaboration, drive impactful initiatives, and empower communities to thrive.

WORK EXPERIENCE

Coalition Manager, Unite Oregon

June 2024 - Present

- Oversee the Southwest Corridor Equity Coalition (SWEC) place-based initiative, coordinating activities among more than 40 coalition partners, including community organizations, businesses, and government agencies, to promote equitable development strategies that center immigrants and refugees.
- Organize collaborative meetings with coalition members, effectively tackling issues related to racial disparities, economic inequities, and displacement challenges in the Southwest Corridor.
- Build and maintain strategic partnerships with essential local government agencies (Metro, TriMet, City of Portland, City of Tigard), strengthening SWEC's mission for inclusive, community-focused development.
- Advocate for a policy agenda centered on racial equity and economic justice by facilitating discussions between coalition leadership and elected officials, promoting actionable, community-driven solutions.

Digital Communications & Campaigns Manager, Unite Oregon

Mar 2023 - June 2024

- Oversaw Unite Oregon's c3 and c4 social media platforms, websites, and media relations.
- Developed and maintained an editorial calendar for digital campaigns aimed at enhancing online visibility and engaging with members, stakeholders, and donors.
- Partnered with program and policy teams to formulate strategies addressing housing justice, climate justice, community safety, educational equity, economic justice, and health equity.
- Crafted presentations, letters to the editor, op-eds, and materials on complex technical issues for executive leadership, the board, and development staff to help the organization achieve its financial and fundraising objectives.

Washington County Chapter Director, Unite Oregon

Oct 2021 - Mar 2023

- Supervised a multicultural, multilingual team of 7 organizers, two interns, and over 100+ volunteers and manage a chapter budget of \$600,000 in grants/contracts
- Project manage 12+ contacts in Washington County and ensure deliverables are met and accurate reporting
- Establish and maintain partnerships relationships with 40+ CBOs throughout the region, including BIPOC-specific organizations and 20+ local government agencies

Senior Organizer, Unite Oregon

Mar 2021 - Sep 2021

- Trained 80+ emerging immigrants and refugees through leadership development programs focused on civic engagement, advocacy, and organizing
- Organized and facilitated over 30+ community workshops on issues around affordable housing, tenant rights, transportation, and public health

Youth Essentials Coordinator, REAP Inc.

Aug 2019 - Feb 2021

- Spearheaded an alternative disciplinary behavioral program throughout PPS schools by providing trauma-informed care and culturally-responsive support for at-risk BIPOC youth

Equitable Development Initiative Advisory Board

13 Members: Pursuant to *Ordinance 119887*, *all* members subject to City Council confirmation.

- a) Initial members in positions 3, 6, 9, 12, and 13 shall be members of the Equitable Development Initiative's Interim Advisory Board as of the effective date of this ordinance
 - b) The initial terms for positions 1, 3, 4, 6, 8, 10, and 13 shall be one year
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 - d) All subsequent terms shall be for three years. With the exception of initial positions 3, 6, 9, 12, and 13 no member shall serve more than two consecutive three-year terms
- **3** City Council-appointed
 - **3** Mayor-appointed
 - **7** Other Appointing Authority-appointed (specify): Initial appointments by Interim Advisory Board, subsequent appointments by Advisory Board

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Amira Beasley	3/1/2025	2/29/2028	1	Mayor
			2.	Member	Stephanie Lachman	3/1/2023	2/28/2026	1	Mayor
			3.	Member	Juan C. Rodriguez	3/1/2022	2/28/2025	1	Mayor
			4.	Member	Ernesto Oliva	3/1/2025	2/29/2028	1	City Council
			5.	Member	Fynniecko "Niecko" Glover Jr.	3/1/2023	2/28/2026	1	City Council
			6.	Member	Eric Alipio	3/1/2024	2/28/2027	1	City Council
			7.	Member	E.N. West	3/1/2025	2/29/2028	1	Board
			8.	Member	Jamie Madden	3/1/2022	2/28/2024	1	Board
			9.	Member	Tiffany Kelly-Gray	3/1/2023	2/28/2026	1	Board
			10.	Member	Diana Paredes	3/1/2022	2/28/2025	1	Board
			11.	Member	Eliana Horn	3/1/2023	2/28/2026	1	Board
			12.	Member	Jennell Hicks	3/1/2023	2/28/2026	1	Board
			13.	Member	Sophia Benalfew	3/1/2022	2/29/2025	1	Board

SELF-IDENTIFIED DIVERSITY CHART

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

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. 3



Legislation Text

File #: Appt 03327, **Version:** 1

Appointment of E.N. West as member, Equitable Development Initiative Advisory Board, for a term to February 29, 2028.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>E.N. West</i>		
Board/Commission Name: <i>Equitable Development Initiative Advisory Board</i>		Position Title: <i>At-large</i>
x Appointment OR ☐ Reappointment		Council Confirmation required? x Yes ☐ No
Appointing Authority: Council Mayor ☐ X Other: <i>Equitable Development Initiative Advisory Board</i>	Term of Position: * 3/1/2025 to 2/29/2028 ☐ <i>Serving remaining term of a vacant position</i>	
Residential Neighborhood: Columbia City	Zip Code: 98118	Contact Phone No.:

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

E.N. West, affectionately known as "E" (they/them), proudly hails from the DC metropolitan area, by way of Alexandria, Virginia. E.N. deeply believes "we are uninhibited when we know our power" and is committed to co-creating a world where everyone intimately knows how powerful they are and directs that power toward collective liberation. E.N. is many things, but at the heart of all of them, they are a community organizer based in Seattle, Washington.

E.N. has twelve years of experience across the nonprofit and government sector(s), focusing on emergent, grassroots, community based organizations. They've found a home in the equitable community development and land justice ecosystem(s), organizing at the intersection of purpose, place, people and power. Notable community involvement in this area includes:

- Board member at Got Green (2019-2021)
- Review committee member for EDI applicants (2022)
- Political Leadership Council (endorsement board) for Sage Leaders (2021-2022)
- Co-Founder and Lead Organizer of the Faith Land Initiative at The Church Council of Greater Seattle (2019-2025)
- Beyond B.A.S.E. Analyst/Navigator at The Cultural Space Agency (2025)

E.N. is also an alum of the following fellowships and institutions:

- William & Mary, Bachelor of Arts in American Studies & Government
- Young People For (YP4) Fellowship
- Justice Leadership Program (United Church of Christ)
- Krista Foundation for Global Citizenship
- Community Impact Fellowship (RVC)
- Community Leadership Institute Fellowship (Puget Sound Sage)

E.N. is a proud South End resident, and loves living in Columbia City with their partner. They are currently enrolled in barber school, with dreams of using hair work as care work in mutual aid efforts around the city. They are also working with friends and trusted colleagues on projects that support equitable community development, land stewardship, environmental justice, housing justice, racial justice and more.

Authorizing Signature (original signature):



Diana Paredes (Aug 4, 2025 13:57:58 PDT)

Appointing Signatory:

Diana Paredes

Interim Board Chair

PROFESSIONAL EXPERIENCE

Analyst/Navigator | February 2025–June 2025

Cultural Space Agency

- **Case Management:** Supported three concurrent development projects, and collaborated with organizational leadership to conduct needs assessment (e.g. fundraising, communications, organizational development, and real estate development) within each organization. Developed strategic and sequenced plan for addressing identified needs through Advisor network.
- **Advisor Management:** Supported 10+ Advisors in their engagements with program projects through professional development, facilitation of networking opportunities, and coordination of contractual agreements.
- **Budget Management:** Collaborated with the Program Director to establish the \$1.3 million periodic budget for the program (\$5 million budget overall), and provide ongoing grant reporting to funder.

Lead Organizer & Co-Founder, Faith Land Initiative | November 2019–December 2024

Church Council of Greater Seattle

- **Curriculum Development, Training & Facilitation:** Co-designed curriculum for discernment cohort participants; convened and co-facilitated cohort meetings.
- **Outreach:** Informed faith communities, like-mission end organizational allies and policy makers about the Faith Land Initiative and program interests through 1-1 meetings, research meetings, 1-page materials and public speaking engagements.
- **Advocacy:** Organized faith communities toward policies that support community stewardship of faith-owned land and related issues through email blasts, phone banks, and public testimony.
- **Brain Trust:** Created, maintained, and updated internal Resource Library with relevant materials for capacity-building in faith communities toward transformational action on faith-owned land.

EDUCATION

William & Mary | 2013–2017

Bachelor of Arts in American Studies and Government

- GPA: 3.0
- Excellence in Activism Award (William & Mary NAACP)
- Ewell Award (William & Mary Student Assembly)
- Walk the Talk Award (Office of Community Engagement)

Hayfield Secondary School | 2007–2013

Virginia Advanced Diploma

- GPA: 3.65
- Co-Captain, Debate Team
- Member: National Honor Society, Spanish Honor Society, Tri-M Music Honor Society, English Honor Society, History Honor Society

FELLOWSHIPS

Community Impact | 2019–2021

RVC

Community Leadership Institute | 2019–2020

Sage Leaders

Justice Leadership Program | 2017–2019

United Church of Christ

Krista Colleague | 2018–2019

Krista Foundation for Global Citizenship

Equitable Development Initiative Advisory Board

13 Members: Pursuant to *Ordinance 119887*, *all* members subject to City Council confirmation.

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Roster:

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			6.	Member	Eric Alipio	3/1/2024	2/28/2027	1	City Council
			7.	Member	E.N. West	3/1/2025	2/29/2028	1	Board
			8.	Member	Jamie Madden	3/1/2022	2/28/2024	1	Board
			9.	Member	Tiffany Kelly-Gray	3/1/2023	2/28/2026	1	Board
			10.	Member	Diana Paredes	3/1/2022	2/28/2025	1	Board
			11.	Member	Eliana Horn	3/1/2023	2/28/2026	1	Board
			12.	Member	Jennell Hicks	3/1/2023	2/28/2026	1	Board
			13.	Member	Sophia Benalfew	3/1/2022	2/29/2025	1	Board

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

Key:

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

Diversity information is self-identified and is voluntary. 3



Legislation Text

File #: CB 121097, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Understanding between The City of Seattle and the International Brotherhood of Electrical Workers Local No. 77, Construction Maintenance Equipment Operator (CMEO) Unit for the period effective from January 1, 2025, through December 31, 2025; and ratifying and confirming certain prior acts.

WHEREAS, a collective bargaining agreement between The City of Seattle (“City”) and the International Brotherhood of Electrical Workers Local No. 77, Construction Maintenance Equipment Operator (“CMEO”) Unit expired on December 31, 2024; and

WHEREAS, employees represented by the International Brotherhood of Electrical Workers Local No. 77 CMEO Unit continued to work after expiration of their agreement during collective bargaining, on condition that the subject of their wages continue to be negotiated; and

WHEREAS, collective bargaining has led to a tentative agreement concerning wages, benefits, and other conditions of employment between the City and the International Brotherhood of Electrical Workers Local No. 77 CMEO Unit; and

WHEREAS, separate, future legislation, as required, will be forwarded by the City Budget Office to provide department budget appropriation authority to cover compensation items authorized in the attached Memorandum of Understanding; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City of Seattle to execute a Memorandum of Understanding with the

International Brotherhood of Electrical Workers Local No. 77, Construction Maintenance Operator (CMEO) Unit effective January 1, 2025, through December 31, 2025, substantially in the form attached to this ordinance as Attachment 1 and identified as “Memorandum of Understanding By and Between The City of Seattle and International Brotherhood of Electrical Workers, Local No. 77 - Construction Maintenance Operator (CMEO) Unit RE: Collective Bargaining Agreement Extension Effective January 1, 2025 through December 31, 2025.”

Section 2. Any act consistent with the authority of this ordinance taken prior to its effective date is ratified and confirmed. Section 3. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council the _____ day of _____, 2025, and signed by me in open session in authentication of its passage this _____ day of _____, 2025.

President _____ of the City Council

Approved / returned unsigned / vetoed this ____ day of _____, 2025.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2025.

Scheereen Dedman, City Clerk

(Seal)

Attachments:

Attachment 1 - Memorandum of Understanding By and Between The City of Seattle and International Brotherhood of Electrical Workers, Local No. 77 - Construction Maintenance Operator (CMEO) Unit RE: Collective Bargaining Agreement Extension Effective January 1, 2025 through December 31, 2025

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

THE CITY OF SEATTLE

AND

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,
LOCAL NO. 77 - CONSTRUCTION MAINTENANCE OPERATOR (CME0) UNIT**

**RE: Collective Bargaining Agreement Extension
Effective January 1, 2025 through December 31, 2025**

This MOU is entered into by and between the City of Seattle (“City”) and the International Brotherhood of Electrical Workers, Local No. 77, Construction Maintenance Operator (CME0) Unit, (“Union”), (collectively, the “Parties”) and sets forth the terms of a one (1) year extension of the Parties’ previous collective bargaining agreement that expired on December 31, 2024 (“1/1/23-12/31/24 L77 CME0 CBA”). The Parties agree to the terms and conditions outlined below:

Annual Wage Increase:

- A four percent (4%) Annual Wage Increase (AWI) for calendar year 2025, effective January 1, 2025, shall be applied to the 2024 base wage rates for all classifications covered under the 1/1/23-12/31/24 L77 CME0 CBA.

Other Terms and Conditions:

- The Union agrees to recommend this MOU to its membership.
- The Parties agree that the term of this MOU is January 1, 2025 through December 31, 2025.
- The Parties further agree that all other terms and conditions of the 1/1/23-12/31/24 L77 CME0 CBA shall remain in full force and effect during the one (1) year term of this MOU.

This constitutes the entire agreement between the Parties regarding the subject matter herein and all Parties acknowledge that there are no side agreements, written, oral, or otherwise. No modification to this agreement is valid unless in writing and signed by the Parties.

Signed this _____ day of _____, 2025.

IBEW LOCAL 77

CITY OF SEATTLE

By _____
Rex Habner
Business Manager/ Financial Secretary

By _____
Bruce Harrell, Mayor

By _____
Steve Kovac
Business Representative

By _____
Chase Munroe
Interim Labor Relations Director

By _____
Jana Weaver
Labor Negotiator

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
Seattle Department of Human Resources	Jana Weaver	Candice Foote

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Understanding between The City of Seattle and the International Brotherhood of Electrical Workers Local No. 77, Construction Maintenance Equipment Operator (CMEO) Unit for the period effective from January 1, 2025, through December 31, 2025; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation: This legislation authorizes the Mayor to implement a Memorandum of Understanding (“MOU”) between The City of Seattle (“City”) and the International Brotherhood of Electrical Workers Local No. 77, Construction Maintenance Equipment Operator (CMEO) Unit (“Local 77 CMEO”). The MOU extends the collective bargaining agreement that expired on December 31, 2024. This legislation affects 44 regularly appointed City employees.

The MOU is an agreement on wages, benefits, hours, and other working conditions from January 1, 2025, through December 31, 2025. It provides for a 4 percent annual wage increase effective January 1, 2025. The City will continue to pay up to 7 percent of annual health care cost increases and additional costs will be covered by the Rate Stabilization Fund (Fund). Once the Fund is exhausted, the City will pay 85 percent and employees will pay 15 percent of any additional costs.

All other terms and conditions of the collective bargaining agreement that expired on December 31, 2024, will remain in effect during the one-year term of the MOU.

2. CAPITAL IMPROVEMENT PROGRAM

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

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation have financial impacts to the City? ☒ Yes ☐ No

Labor Relations developed the below estimate for year 2025 to approximate the costs of ratifying the agreement and City Budget Office confirmed these estimates are within the reserves for this unit:

	2022 (Baseline)	2023 (Year 1)	2024 (Year 2)	2025 (Year 3)	3 Year Total
Wages ^{1,2}					
2022 - Baseline	\$2,540,453				
2023 - 5.0% (one-time) equity adj.		\$127,023			
2023 - 4.0%		\$2,774,175			
2024 - 4.0%			\$2,885,142		
2025 - 4.0%				\$3,000,548	
3 year total					\$8,659,865
FICA/Medicare/WA FML - 7.87%	\$199,934	\$228,324	\$227,061	\$236,143	\$691,528
Total	\$2,740,387	\$3,129,522	\$3,112,203	\$3,236,691	\$9,351,393
Cost over baseline		\$389,135	\$371,816	\$496,304	\$1,257,254
Cost over baseline as percentage		14.20%	13.57%	18.11%	45.88%

¹ Wages are based on actual demographics as of 12/15/2022 (46 regular and temporary employees) and regular pay only. OT and Compensatory pay calculated separately.

² 2023-2025 AWI figures are based on June over June CPI-W forecasts from CBO dated 11/3/2022. Union proposes 20.5% + 100% CPI-W for 2023, and 100% CPI-W for 2024 and 2025 (with 2% minimum floor).

Separate, future legislation, as required, will be forwarded by the City Budget Office to authorize additional appropriations for City departments.

3.d. Other Impacts

Does the legislation have other financial impacts to The City of Seattle, including direct or indirect, one-time or ongoing costs, that are not included in Sections 3.a through 3.c? If so, please describe these financial impacts.

No.

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

N/A

Please describe any financial costs or other impacts of *not* implementing the legislation.

Legislation is required to implement bargained-for wage increases in 2025. If the collective bargaining agreement is not legislated, employees would continue to receive the same wages that were effective as of January 1, 2024. There may be other implications and legal risks for not authorizing this legislation.

Please describe how this legislation may affect any City departments other than the originating department.

This agreement impacts three City departments with employees in the CME0 and CME0 Sr. classifications. These three departments are Seattle Department of Transportation, Seattle Public Utilities and Seattle Parks and Recreation.

4. OTHER IMPLICATIONS

a. Is a public hearing required for this legislation?

No.

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

No.

c. Does this legislation affect a piece of property?

No.

d. Please describe any perceived implication for the principles of the Race and Social Justice Initiative.

- i. How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.**

This MOU includes enhancements to pay and working conditions for union members, which include BIPOC and women employees.

- ii. Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.**

N/A

- iii. What is the Language Access Plan for any communications to the public?**

N/A

e. Climate Change Implications

- i. Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.**

N/A

- ii. 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.**

N/A

- f. 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)? What mechanisms will be used to measure progress towards meeting those goals?**

N/A

- g. Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?**

No.

5. ATTACHMENTS

Summary Attachments: None



Legislation Text

File #: CB 121098, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Understanding between The City of Seattle and the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals' Unit for the period effective from January 1, 2026, through December 31, 2026; and ratifying and confirming certain prior acts.

WHEREAS, a collective bargaining agreement between The City of Seattle ("City") and the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals' ("ITP") Unit expired on December 31, 2025; and

WHEREAS, employees represented by the International Brotherhood of Electrical Workers, Local No. 77, ITP Unit continued to work after expiration of their agreement during collective bargaining, on condition that the subject of their wages continue to be negotiated; and

WHEREAS, collective bargaining has led to a tentative agreement concerning wages, benefits, and other conditions of employment between the City and the International Brotherhood of Electrical Workers, Local No. 77, ITP Unit; and

WHEREAS, separate, future legislation, as required, will be forwarded by the City Budget Office to provide department budget appropriation authority to cover compensation items authorized in the attached Memorandum of Understanding; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City of Seattle to execute a Memorandum of Understanding with the

International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals' (ITP) Unit, effective January 1, 2026, through December 31, 2026, substantially in the form attached to this ordinance as Attachment 1 and identified as "Memorandum of Understanding By and Between The City of Seattle and International Brotherhood of Electrical Workers, Local No. 77 - Information Technology Professionals' Unit RE: Collective Bargaining Agreement Effective January 1, 2026 through December 31, 2026."

Section 2. Any act consistent with the authority of this ordinance taken prior to its effective date is ratified and confirmed. Section 3. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council the _____ day of _____, 2025, and signed by me in open session in authentication of its passage this _____ day of _____, 2025.

President _____ of the City Council

Approved / returned unsigned / vetoed this ____ day of _____, 2025.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2025.

Scheereen Dedman, City Clerk

(Seal)

Attachments:

Attachment 1 - Memorandum of Understanding By and Between The City of Seattle and International Brotherhood of Electrical Workers, Local No. 77 - Information Technology Professionals' Unit RE: Collective Bargaining Agreement Extension Effective January 1, 2026 through December 31, 2026

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

THE CITY OF SEATTLE

AND

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 77 -
INFORMATION TECHNOLOGY PROFESSIONALS' UNIT**

**RE: Collective Bargaining Agreement Extension
Effective January 1, 2026 through December 31, 2026**

This MOU is entered into by and between the City of Seattle (“City”) and the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals’ Unit, (“Union”), (collectively, the “Parties”) and sets forth the terms of a one (1) year extension of the Parties’ previous collective bargaining agreement that expired on December 31, 2025 (“1/1/23-12/31/25 L77 ITP Unit”).

Background:

- The parties have a collective bargaining agreement that expires on December 31, 2025. As part of this collective bargaining agreement the parties have agreed to engage in bargaining over the Talent Modernization Project. This project is regarding bringing the ITP classifications into alignment and create new clear IT classifications that align with the work being performed. It was anticipated this modernization project would have been completed prior to the expiration of the current collective bargaining agreement. Although the Union and the Department have been working in good faith to bring this project to conclusion, the city is in need of more time.

As such the Parties agree to the terms and conditions outlined below:

Annual Wage Increase:

Effective January 10, 2026, employees’ base wages will be increased one hundred percent (100%) of the annual average growth rate of the bi-monthly Seattle-Tacoma Bellevue area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the period June 2023 over June 2024 to the period June 2024 over June 2025. However, this percentage increase shall not be less than two percent (2%) nor shall it exceed four percent (4.0%). After calculating new base wage for 2026 using the formula above, the base wage will have an additional one-point-zero-percent (1.0%) added, the total not to exceed five percent (5%).

Other Terms and Conditions:

- The Union agrees to recommend this MOU to its membership.
- The Parties agree that the term of this MOU is January 1, 2026 through December 31, 2026.
- The Parties further agree that all other terms and conditions of the L77 ITP CBA set to expire on December 31, 2025 shall remain in full force and effect during the one (1) year term of this MOU.
- The City of Seattle agrees to prepare and submit to the legislative process for the new classification structure in the first quarter of 2026 as a part of the IT Talent Modernization Project. This legislation is subject to the City Council legislative process and Council authorization.

This constitutes the entire agreement between the Parties regarding the subject matter herein and all Parties acknowledge that there are no side agreements, written, oral, or otherwise. No modification to this agreement is valid unless in writing and signed by the Parties.

Signed this _____ day of _____, 2025.

IBEW LOCAL 77

CITY OF SEATTLE

By _____
Rex Habner
Business Manager/ Financial Secretary

By _____
Bruce Harrell, Mayor

By _____
Steve Kovac
Business Representative

By _____
Chase Munroe
Interim Labor Relations Director

By _____
Jeff Clark
Labor Negotiator

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
Seattle Department of Human Resources	Jeff Clark	Candice Foote

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Understanding between The City of Seattle and the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals’ Unit for the period effective from January 1, 2026, through December 31, 2026; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation: This legislation authorizes the Mayor to implement a Memorandum of Understanding (“MOU”) between the City of Seattle (“City”) and International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals’ (“ITP”) Unit (collectively, the “Parties”). The MOU extends the collective bargaining agreement that expired on December 31, 2025, with some new provisions. This legislation affects about 445 regularly appointed City employees.

The MOU is an agreement on wages, benefits, hours, and other working conditions for the period from January 1, 2026 through December 31, 2026. Effective January 10, 2026, employees’ base wages will be increased by 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma Bellevue area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the period June 2023 over June 2024 to the period June 2024 over June 2025, with a minimum percentage increase of 2 percent and maximum of 4 percent. After calculating new base wages using this formula, base wages will have an additional 1 percent added, the total not to exceed 5 percent.

The Parties have also agreed to engage in bargaining over the Talent Modernization Project, which would bring ITP classifications into alignment and create new IT classifications better aligned with the work being performed. Legislation for the new classification structure will be prepared and transmitted to Council in the first quarter of 2026, and subject to Council approval.

The Parties will continue with health care cost sharing as follows: the City will pay up to 107 percent of the average City costs of medical, dental, and vision premiums over the prior calendar year. Costs above 107 percent will be covered by the Rate Stabilization Fund (Fund). Once the Fund is exhausted, the City will pay 85 percent and employees will pay 15 percent of the excess costs in health care. All other terms and conditions in the current collective bargaining agreement, set to expire on December 31, 2025, will remain in effect during the one-year term of the MOU.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project?

☐ Yes ☒ No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation have financial impacts to the City?

☒ Yes ☐ No

Labor Relations developed the below estimates to approximate the costs of ratifying the agreement:

L77 IT-P - 1 year			
	2025 (Baseline)	2026 1 year	1 Year Total
Wages ¹			
2025 - Baseline	\$67,793,087		
2026 - 5.0% AWI		\$71,182,742	
1 year subtotal			\$71,182,742
Total	\$67,793,087	\$71,182,742	\$71,182,742
Cost over baseline		\$3,389,655	\$3,389,655
Cost over baseline as percentage		5.00%	5.00%

NOTES:

Assumptions do not include vacancies/unfilled positions.

¹ Wages are based on demographics as of 12/31/2024 (445 employees) and compounded by 2025 AWI of 4%. Baseline 2024 figure from CBO.

Separate, future legislation, as required, will be forwarded by the City Budget Office to authorize additional appropriations for City departments.

3.d. Other Impacts

Does the legislation have other financial impacts to The City of Seattle, including direct or indirect, one-time or ongoing costs, that are not included in Sections 3.a through 3.c? If so, please describe these financial impacts.

No.

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

N/A

Please describe any financial costs or other impacts of *not* implementing the legislation.

Legislation is required to implement bargained changes to union members' wages and other working conditions. If the MOU is not legislated, employees will continue to receive the same wages that became effective in January 2025. There may be other implications and legal risks for not authorizing this legislation.

Please describe how this legislation may affect any City departments other than the originating department.

There are financial and operational impacts to the City Attorney's Office, Finance and Administrative Services, Seattle City Light, Seattle Department of Transportation, Seattle Information Technology, Seattle Municipal Court, Seattle Parks & Recreation, and Seattle Public Utilities.

4. OTHER IMPLICATIONS

a. Is a public hearing required for this legislation?

No.

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

No.

c. Does this legislation affect a piece of property?

No.

d. Please describe any perceived implication for the principles of the Race and Social Justice Initiative.

- i. How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.**

This MOU includes enhancements to pay and working conditions for union members, which include BIPOC and women employees.

- ii. Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.**

N/A

- iii. What is the Language Access Plan for any communications to the public?**

N/A

e. Climate Change Implications

- i. Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.**
N/A
- ii. 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.**
No.
- f. 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)? What mechanisms will be used to measure progress towards meeting those goals?**
N/A
- g. Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?**
No.

5. ATTACHMENTS

Summary Attachments: None



Legislation Text

File #: Appt 03328, **Version:** 1

Appointment of Bonnie J. Glenn as Director of the Office of Police Accountability, for a term to December 31, 2026.

The Appointment Packet is provided as an attachment.

City of Seattle



Director

**Office of
Police Accountability**

**Confirmation Packet
October 21, 2025**

Bonnie J. Glenn



October 21, 2025

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

Dear Council President Nelson:

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

The materials in this packet are divided into two sections:

A. Bonnie Glenn

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

B. Background Check

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

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

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

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

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

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

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

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

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

Sincerely,

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

Bruce A. Harrell
Mayor of Seattle

SECTION

A



City of Seattle

Mayor Bruce Harrell

September 22, 2025

Bonnie Glenn
Seattle, WA
Transmitted via e-mail

Dear Bonnie,

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

Your appointment as Director is subject to City Council confirmation; therefore, you will need to attend the Council's confirmation hearings. Once confirmed by the City Council, your initial term will be through December 31, 2026.

Your contingent offer letter provided employment information related to the terms of your employment, benefits, vacation, holiday and sick leave.

I look forward to working with you in your role as Director and wish you success. We have much work ahead of us, and I am confident that the Office will thrive under your leadership.

Sincerely,

A handwritten signature in black ink that reads "Bruce A. Harrell". The signature is written in a cursive, flowing style.

Bruce A. Harrell
Mayor of Seattle

cc: Seattle Department of Human Resources file



City of Seattle Department Head Notice of Appointment

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

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



CITY OF SEATTLE ▪ STATE OF WASHINGTON
OATH OF OFFICE

State of Washington

County of King

I, Bonnie J. Glenn, swear or affirm that I possess all of the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Director of the Office of Police Accountability; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of The City of Seattle; and that I will faithfully conduct myself as Director of the Office of Police Accountability.

Bonnie J. Glenn

Subscribed and sworn to before me

this ____ day of _____, 2025.

[Seal]

Scheereen Dedman, City Clerk

BONNIE J. GLENN, J.D.

EDUCATION

COLUMBUS SCHOOL OF LAW, THE CATHOLIC UNIVERSITY OF AMERICA
Washington, D.C., Juris Doctor May-1992
Bar Admission – Washington State, 1996 and Federal Bar, 1996.

UNIVERSITY OF WASHINGTON, Seattle, WA
Bachelor of Arts in Business Administration, June-1987
Concentrations: Management and Marketing

EXPERIENCE

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

Interim Director, January 2025 – Present

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

Deputy Director, September 2023 – December 2024

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

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

Administrative Law Judge, - 2016 – September 2023

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

BONNIE J. GLENN, J.D.

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

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

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

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

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

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

SEATTLE UNIVERSITY – Seattle, WA, April 2009 – Present

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

- Taught Juvenile Justice and the Law

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

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

Senior Advisor, Civic and Community Engagement, 2009

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

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

Deputy Chief of Staff - December of 2004 – March 2009

BONNIE J. GLENN, J.D.

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

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

Truancy Prevention & Community Response

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

Deputy Prosecuting Attorney - December of 2000 - December 2002

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

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

Community Prosecutor - West Precinct, May 2000 - December 2000

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

Lead Assistant City Attorney - April 1999 - April 2000

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

Assistant City Attorney - September 1997 - April 1999

BONNIE J. GLENN, J.D.

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

KING COUNTY PROSECUTING ATTORNEYS OFFICE - Seattle, WA

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

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

ORGANIZATIONS

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

AWARDS

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



City of Seattle Office of the Mayor

Press Release

For Immediate Release

Contact Information

Callie Craighead

callie.craighead@seattle.gov

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

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

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

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

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

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

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

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

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

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SECTION

B



City of Seattle

Seattle Human Resources

Kimberly Loving, Director

September 8, 2025

TO: Pam Inch – Senior Executive Recruiter - SHR

FROM: Annie Nguyen – Citywide Employment Compliance Advisor - SHR

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

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

Cc: Personnel File

Seattle Department of Human Resources

Seattle Municipal Tower, 700 5th Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028
(206) 684-7999 • TTY: 7-1-1 Fax: (206) 684-4157 • Employment Website: www.seattle.gov/jobs

An equal employment opportunity employer. Accommodations for people with disabilities provided upon request.



1. Since the Consent Decree has been terminated, the accountability partners have moved into a larger role of oversight and monitoring of SPD. How is your collaboration, coordination, and communication with the CPC and the OIG changing?

OPA has a great relationship with both the Office of Inspector General (OIG) and the Community Police Commission (CPC). We meet quarterly with each other and SPD and provide updates on the work we are conducting. Also, we all provide input on SPD policies, and OPA shares our Management Action Recommendations (MARS) that identify gaps we may see in SPD policy that might be helpful to them.

Additionally, we meet individually on various matters when needed and collaborate on proposed changes like the Chief of Police Ordinance and policy reviews. We have agreed to collaborate on at least two events each year to educate the public about our accountability process and our distinct roles in that process.

Each of the accountability partners are mindful of our obligation of independence, and value collaboration and communication.

Now that the Consent Decree has been terminated, we will continue to collaborate, coordinate, and communicate.

2. What are the barriers and bottlenecks that OPA faces in accomplishing your mission? What do you need to be successful in doing your job to the best of your ability?

Some of the barriers and bottlenecks OPA faces include:

- a. The time to complete cases within the 180 timelines. For many cases this works fine; however, when you have more complex cases and people are on leave, or there is a parallel criminal matter, the timeline may become shortened. One of the new proposed changes in the Tentative Agreement with the Seattle Police Officer's Guild (SPOG), designates the start time for OPA investigations to begin at the time OPA receives the complaint or referral. This new change will make the calculation of the 180 timeline easier.
- b. Metrics, Dashboards and Funding

I'm in the process of creating dashboards for investigative cases and metrics at OPA so it's easier to track cases and their status in real time. A case has

many moving parts, so calculating the 180 deadline and tracking where a case is at any given point can be challenging at times. The development of these dashboards and metrics will be helpful to ensure we carry out investigations in an objective, thorough, and timely manner, as prescribed by our ordinance.

Funding for parity of pay for our civilian investigative staff with our sworn staff would be helpful. The talent of our civilian investigators and our sworn officers are equal. Parity of pay between our civilian and sworn staff would allow us to retain valuable employees and carry out the mission of OPA. OIG has noted this issue in their reports in the past.

Funding for the creation of dashboards and metrics to ensure our work is timely, objective and thorough. Currently we have spreadsheets in place and have updated them to monitor our work. It would be nice to automate our current process.

Also, due to budget cuts two years ago, we lost a communication position and an administrative position which are needed.

3. With the new SPOG Tentative Agreement allowing for frontline investigations to be kept between Sergeants and Officers for non-serious misconduct, how will OPA determine the delineation between non-serious and serious misconduct cases and make sure that the serious misconduct cases are referred to OPA? Is there a plan to work with SPD Sergeants to delineate this work, educate them on their new responsibilities, and collaborate on any process improvements/changes?

OPA and SPD are currently in initial discussion to determine this important work. I have had initial discussions with Chief Barnes, and this work is still a work in progress. There are various models and ways to do this to include putting together a memorandum of agreement on agreed upon types of cases and processes. Other ways to do this include the development of a matrix which outlines this body of work and policy.

OPA and SPD are currently in discussion regarding Sgt's delineation of work and education and training. OPA will also need to update our OPA Manual and procedures as well.