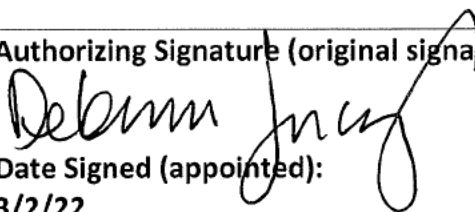




# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Evan D. Chinn</i>		
<b>Board/Commission Name:</b> <i>Civil Service Commission</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> 1/1/2022 <b>to</b> 12/31/2024  <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Maple Leaf</i>	<b>Zip Code:</b> 98115	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> <i>Mr. Chinn is an attorney, Human Resources Director for the City of Lynwood, and former Administration Division Director for the City of Seattle's Department of Construction &amp; Inspections. He graduated from the University of Washington School of law in 2003, worked as a judicial clerk for the Washington State Court of Appeals, Div. I, and then as a field attorney for the NLRB. Following several years on private law practice, Mr. Chinn joined the City of Seattle, Department of Transportation as a Labor Relations Coordinator, and was promoted to HR Director. Mr. Chinn served on Seattle's taskforce for systemic improvements to the employee experience for 11,000+ staff, especially for persons of color. As Human Resources Director for the City of Lynwood, Mr. Chinn developed Lynwood's first Equity Action Plan and was instrumental in getting the City's first Race and Social Justice Coordinator position. As a long-time public servant, trained mediator, labor and employment attorney, former Seattle employee and current executive of a large, local municipality, Mr. Chinn is uniquely equipped to serve the employees and residents of the City of Seattle as an appointed member of the Seattle Civil Service Commission.</i>		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> 3/2/22		<b>Appointing Signatory:</b> <i>Debora Juarez</i> <i>Seattle City Council President</i>

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

**EVAN D. CHINN**



- ❖ Skilled in navigating complex labor and employee issues to ensure the organization meets its financial, operational, and legal goals.
- ❖ Experience in traditional labor law, union matters, and complex employee issues with proven ability to work collaboratively management and labor.
- ❖ Attorney, trained mediator & EEO Investigator.
- ❖ Leader in championing Diversity, Equity, and Inclusion across organizations.

**EXPERIENCE**

***January 2019 – Present***

***HUMAN RESOURCES DIRECTOR, CITY OF LYNNWOOD***

Trusted advisor to the Mayor (Chief Executive), managers, supervisors, and staff on Labor & Employment matters, investigations, organizational development, performance management, and leadership.

- Conduct and oversee investigations of internal and administrative claims.
- Work with retained counsel on tort, employment, and tax matters.
- Work directly with 5 different union-represented groups on negotiations, grievances, Unfair Labor Practice charges, contract interpretation.
- Ensure compliance with wage & hour law, disability accommodation.
- Oversee or directly work on hiring and terminations, employee leaves, contract negotiations, grievance handling and contract interpretation.
- Develop and coach a team of 5 HR and Safety professionals.
- Developed City's first Equity Action Plan and was instrumental in getting the City's first Race and Social Justice Coordinator position.
- Served as a Leader in responding to the COVID-19 Crisis and instrumental in setting policy and communication during the pandemic.

***November 2016 – January 2019***

***ADMINISTRATION DIVISION DIRECTOR, CITY OF SEATTLE, CONSTRUCTION & INSPECTIONS***

Executive with responsibility over Human Resources, Finance, Budget & Accounting, Safety and Facilities for 300+ professional engineering staff, inspections, code enforcement and support staff.

- Advise Department Director and Executive Team on Human Resources best practice in labor & employee relations, performance management, compensation, administration of labor agreements and personnel rules, ADA and EEO compliance, complaint resolution and investigation.
- Developed Job Shadow program to assist employees of color with advancement opportunities.
- Served on City's Workforce Equity Task force for systemic improvements to the employee experience for 11,000+ staff, especially for persons of color.

***April 2009 – November 2016***

***HR DIRECTOR/LABOR RELATIONS COORDINATOR, CITY OF SEATTLE, DEPARTMENT OF TRANSPORTATION***

Human Resources Executive for Department of 800 employees in a diverse and complex organization that includes employees working in labor, maintenance, engineering, government relations, policy, planning, accounting & finance in multiple locations throughout the city.

*HR Director:*

- Navigated Department through significant layoffs and related labor & employee issues.
- Partner with Safety Office to improve worker safety and conduct disciplinary investigations.
- Led and developed team of 7 human resource professionals with roles in recruiting, hiring, labor relations, ADA, FMLA, HRIS, organizational development and training.

*Labor Relations Coordinator:*

- Provided guidance daily on labor relations issues for multiple contracts/bargaining units.
- Investigated and responded to EEO charges, drafted position statements.
- Reviewed and revised employee discipline memos and recommendations.
- Advised managers on best practices to avoid discrimination and harassment allegations.

***April 2007 – February 2009***

***ASSOCIATE ATTORNEY, SEBRIS BUSTO JAMES***

- Advised employers on state and federal anti-harassment and discrimination, labor, leave, and wage & hour laws.
- Analyzed employee description and duties to avoid union bargaining unit and non-exempt status for local hospital seeking to add new position to workforce.
- Prepared CLE and presentation materials on current issues in labor & employment law, including union avoidance and political developments affecting labor law.

***September 2005 – April 2007***

***FIELD ATTORNEY, NATIONAL LABOR RELATIONS BOARD***

- Investigated and prosecuted violations of the National Labor Relations Act. Used negotiation skills to coordinate and supervise union representation elections. Conducted hearing on questions concerning representation (supervisory and bargaining unit status). -Zealously investigated over 50 unfair labor practice charges, including drafting thorough witness affidavits, presenting findings to management, performing, and applying legal research and negotiating settlements.
- Used negotiating skills to resolve contentious disputes between unions and employers regarding bargaining unit composition and representation elections.

***August 2003 – August 2005***

***JUDICIAL CLERK, WASHINGTON STATE COURT OF APPEALS, DIVISION ONE***

- Analyzed trial court record, researched case law and drafted opinions on civil and criminal appeals for Judge Cox.
- Prepared bench memoranda that recommended outcome on appeals of a wide range of civil and criminal matters for three-judge panels.

**EDUCATION**

University of Washington School of Law, Juris Doctor, 2003

-Moot Court Honor Board; Certificate - Mediation

University of Washington, Spanish Language & Literature, Bachelor of Arts

# Civil Service Commission

3 Members: Pursuant to SMC 4.04.250, 1 member subject to City Council confirmation, 3-year terms:

- 1 City Council- appointed
- 1 Mayor- appointed
- 1 Other Appointing Authority: Employee Elected

**Roster:**

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	M		1.	Commissioner	Evan D. Chinn	1-01-2022	12-31-24	1	Council
2	F	2	2.	Commissioner	Mary Wideman-Williams	01-01-20	12-31-23	1	Mayor
6			3.	Commissioner	Vacant		12-31-24	1	Employee Elected

**SELF-IDENTIFIED DIVERSITY CHART**

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

**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.*