

City of Seattle



**Executive Director
Seattle Community Police
Commission**

**Confirmation Packet
August 24, 2023**

Cali Ellis

August 18, 2023

The Honorable Lisa Herbold
Chair, Public Safety & Human Services Committee
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Councilmember Herbold:

It is our pleasure to transmit to the City Council the following confirmation packet for the Community Police Commission's appointment of Cali Ellis as Executive Director of the Seattle Community Police Commission. The materials in this packet are divided into two sections:

A. Cali Ellis

This section contains Dr. Ellis' appointment and oath of office forms, and her resume.

B. Background Check

This section contains the report on Dr. Ellis' background check from his initial appointment in July.

Dr. Cali Ellis has served as the Interim Executive Director of the CPC since January 2023 after serving as the commission's Policy Director. She holds a PhD in Public Policy and Political Science from the University of Michigan and has served as both an educator and a researcher in public policy at the Evergreen State College and the University of Southern California. She previously worked on policy analysis in the offices of the Governor and the Attorney General of Michigan, and in that state's Department of Military and Veterans Affairs.

A proud Latina, Dr. Ellis moved to Seattle in 2017. Since then, she has become active in her community and she volunteers her free time to support survivors of domestic violence. Her lived experience has focused her commitment to the principle that the people of Seattle deserve public safety delivered by a police department that respects and upholds their fundamental civil liberties.

Over the past seven months Dr. Ellis has guided CPC staff through the challenges of a sudden and unexpected leadership change. During this time she supported the CPC Co-Chairs and Commissioners by working to build bridges with community and affected stakeholders, and by providing leadership and analysis that focused direction of resources and staff toward fulfilling the commission's statutory mission. She also worked to enhance public trust in the CPC by implementing evidence-based approaches that incorporate best practices from other civilian oversight organizations across the country while respecting the distinct voices of Seattle's diverse communities.

Using merit-based criteria, the CPC voted to appoint Dr. Ellis during the CPC regular meeting on August 16, 2023. The appointment was made after a national search process. As part of the interview process candidates were asked to submit written responses to questions that were made available to the public through the CPC website. In addition to interviewing with the CPC finalists met with stakeholders including CPC staff, Inspector General Lisa Judge of the Office of Inspector General of Public Safety, Gino Betts Director Office of Police Accountability, Andrew Myerberg Chief Innovation Officer with the Mayor’s Office, and Newell Aldrich Legislative Assistant to Councilmember Lisa Herbold. A community survey was conducted to gather feedback from the public and a [recorded candidate forum](#) was hosted by the Seattle Channel and moderated by Brian Callanan.


If you have any questions about the attached materials or need additional information, please contact Pam Inch Senior Executive Recruiter with the Seattle Human Resources Department who will work with us to expediate your request.

We appreciate your consideration.

Sincerely,


Patricia L. Hunter (Aug 18, 2023 10:09 PDT)


Joel Merkel (Aug 18, 2023 09:52 PDT)


Rev. Harriett Walden (Aug 18, 2023 13:08 PDT)

Rev. Patricia Hunter
Co-Chair
Community Police Commission

Joel Merkel
Co-Chair
Community Police Commission

Rev. Harriett Walden
Co-Chair
Community Police Commission

SECTION

A

Seattle
Community
Police Commission

Our city. Our safety.
Our police. Better together.

August 17, 2023

Dear Cali,

On behalf of the Community Police Commission, congratulations on your nomination to serve as the Executive Director of the Seattle Community Police Commission (CPC). Your nomination is contingent upon confirmation by the Seattle City Council. Once confirmed you will serve an initial six-year term.

The following conditions apply to your appointment:

TERMS OF APPOINTMENT: The CPC Executive Director is classified as an Executive 3 in the City's Accountability Pay for Executives (APEX) Program and is exempt from the City's Civil Service System. As an exempt employee, you are at will and serve at the discretion of the Community Police Commission. Your work will be supervised by the CPC Co-Chairs.

SALARY: Prior to your confirmation, you will continue to be compensated as the Acting Director. Upon confirmation your salary will remain unchanged at \$201,408.48 (\$96.46/hr. based on 2088 hours). You will continue to be paid on a bi-weekly basis with pay days occurring every other Friday. Your position is exempt from the provisions of the Fair Labor Standards Act, which means that you do not receive overtime compensation. However, as a salaried employee you are not required to use accrued vacation leave or sick leave for occasional absences of four hours or less during any workday.

EMPLOYMENT BENEFITS: As a reminder, the City of Seattle offers a comprehensive benefits package for you and your eligible dependents. Your City benefits will remain largely unchanged. However upon your confirmation, as a department head, you will receive 30 days of vacation each calendar year during which you serve. These days do not carry over into succeeding years. Your sick leave accrual will remain the same.

Cali congratulations again on your appointment as CPC Executive Director. If you have questions about your employment with the City, please contact Trina DeBiase, Sr. HR Business Partner, at 206-775-5154.

Sincerely,


Patricia L. Hunter (Aug 18, 2023 10:09 PDT)

Rev. Patricia Hunter
Co-Chair
Community Police Commission


Joel Merkel (Aug 18, 2023 09:52 PDT)

Joel Merkel
Co-Chair
Community Police Commission



Rev. Harriett Walden (Aug 18, 2023 13:08 PDT)

Rev. Harriett Walden
Co-Chair
Community Police Commission

cc: Personnel File
Pam Inch, Sr. Executive Recruiter

Acceptance of Offer:

Please indicate your acceptance of this job offer by signing and dating below and returning the document to Pam Inch via Adobe Sign. Please keep a copy for your files.


Cali Ellis (Aug 18, 2023 16:59 PDT)

Signature:

Cali Ellis



8/18/2023

Date:



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Cali Mortenson Ellis		
Board/Commission Name: Seattle Community Police Commission		Position Title: Executive Director
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: Seattle Community Police Commission	Date Appointed: 8/16/2023	Term of Position: City Council Confirmation to Six (6) years from confirmation date <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Legislated Authority: Ordinance 125315 Section 35 (Uncodified SMC 3.29.320)		
Background: <p>Dr. Cali Ellis has served as the Interim Executive Director of the CPC since January 2023 after serving as the commission's Policy Director. She holds a PhD in Public Policy and Political Science from the University of Michigan and has served as both an educator and a researcher in public policy at the Evergreen State College and the University of Southern California. She previously worked on policy analysis in the offices of the Governor and the Attorney General of Michigan, and in that state's Department of Military and Veterans Affairs.</p> <p>A proud Latina, Dr. Ellis moved to Seattle in 2017. Since then, she has become active in her community and she volunteers her free time to support survivors of domestic violence. Her lived experience has focused her commitment to the principle that the people of Seattle deserve public safety delivered by a police department that respects and upholds their fundamental civil liberties.</p> <p>Over the past seven months Dr. Ellis has guided CPC staff through the challenges of a sudden and unexpected leadership change. During this time she supported the CPC Co-Chairs and Commissioners by working to build bridges with community and affected stakeholders, and by providing leadership and analysis that focused direction of resources and staff toward fulfilling the commission's statutory mission. She also worked to enhance public trust in the CPC by implementing evidence-based approaches that incorporate best practices from other civilian oversight organizations across the country while respecting the distinct voices of Seattle's diverse communities.</p>		
Authorizing Signature (original signature): <u>Patricia L. Hunter</u> <small>Patricia L. Hunter (Aug 18, 2023 10:09 PDT)</small>	Appointing Signatory: Rev. Patricia Hunter, Co-Chair Seattle Community Police Commission	

Authorizing Signature (original signature):  <hr/> <small>Joel Merkel (Aug 18, 2023 09:52 PDT)</small>	Appointing Signatory: Joel Merkel, Co-Chair Seattle Community Police Commission
Authorizing Signature (original signature):  <hr/> <small>Rev. Harriett Walden (Aug 18, 2023 13:08 PDT)</small>	Appointing Signatory: Rev. Harriett Walden, Co-Chair Seattle Community Police Commission



**CITY OF SEATTLE - STATE OF WASHINGTON
OATH OF OFFICE**

STATE OF WASHINGTON

COUNTY OF KING

I, Cali Mortenson Ellis, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Executive Director Seattle Community Police Commission; 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 *Executive Director Community Police Commission*.

Cali Mortenson Ellis

**Subscribed and sworn to before
me**

(Affix seal)

this _____ day of _____, 2023

Scheereen Dedman, City Clerk

Cali Mortenson Ellis, PhD

A committed leader with an evidence-based approach to organizational management and good governance of a critical municipal agency.

Organizational Leadership and Management – Seattle Community Police Commission (CPC)

- Guided CPC staff through challenges of sudden and unexpected leadership change
- Supported CPC Co-Chairs by providing regular, timely information and strategic planning
- Re-established relationships with key accountability partners in the Mayor’s office, City Council, Office of Inspector General, Office of Police Accountability and Seattle Police Department through regular meetings, information sharing, and collaboration
- Hired three key staff, working with HR on position development, recruiting, and selection
- Developed a PDQ for and hired a temporary legislative aide
- Analyzed CPC budget and implemented cost reductions by eliminating redundant and unused equipment, subscriptions, and other materials; Paid unpaid invoices
- Guided CPC 2023 state legislative agenda through presentations at public CPC meetings, votes on key action items, and weekly video updates on social media
- Hosted an international delegation with current and former CPC Commissioners
- Held an in-person orientation for five new CPC Commissioners, introducing them to the CPC, the accountability system, and each other

Project Management, Policy Analysis, Writing, and Presentation – Evergreen State College and University of Michigan

- Five years of experience as a professor utilizing best practices in adult learning pedagogy to develop and present complex information to MPA students, both in person and online
- Advanced skills and experience in qualitative and quantitative research methodologies, both as a practitioner (program evaluation consulting) and professor
- Developed teaching materials (lectures, readings, activities) for MPA students in program evaluation, problem formulation, research design, research and survey methodology
- Primary advisor for more than 30 MPA original student research projects utilizing mixed methods approaches (survey methodology and interviews/focus groups); reviewed research and progress at all stages of development
- Co-author of one peer reviewed book (*Why Leaders Fight*. 2015. Cambridge University Press), six peer-reviewed academic publications, as well as policy reports and numerous policy memos for the Michigan Attorney General, Michigan Governor, and Michigan Governor’s Homeland Security Advisor
- PhD Dissertation (independent mixed method data collection and comprehensive literature review of concepts from a variety of fields related to homeland security)
- Presented research findings to diverse audiences, including academics, students, policymakers, and the public on various topics including NGO-supported microeconomic interventions, historical studies of leadership, and interpersonal trust in the homeland security community, both in person and online

Policy Collaboration and Analysis – State of Michigan, Evergreen State College

- Collaborated with an international NGO (Save the Children UK) to conduct a systematic literature review, international webinar, policy report, and peer-reviewed publication
- Worked with a diverse team in the Michigan National Guard Homeland Security Directorate to provide advice to the Governor on a new policy area
- Chair of the Director Search Committee, leading a nationwide search for a new Evergreen MPA director, including regular collaboration with faculty and staff
- Evergreen MPA classes developed and taught as faculty (Foundations of Public Policy – learning about the Washington legislature in real time, Negotiation Through a Feminist Lens, Negotiation in the Nonprofit and Public Sectors, Policy Challenges in Homeland Security and Emergency Management)

Qualitative Data Collection and Analysis – University of Michigan, Evergreen State College

- PhD Dissertation (independently conducted semi-structured interviews with a diverse set of stakeholders at the US-Canada border; coded themes for comparative analysis)
- Developed and taught Qualitative Research Methods class as Evergreen faculty instructing and mentoring graduate students on qualitative methods including semi-structured interview techniques and qualitative coding
- *Why Leaders Fight* book and other academic publications (primary source archival data collection at archives in the United States and Paraguay)
- Specialized training in qualitative data analysis from Institute for Qualitative and Multi-method Research, Syracuse University

Quantitative Policy and Data Analysis – University of Michigan, Evergreen State College

- PhD Dissertation (quantitative social network data collection and analysis with R)
- Advanced proficiency in all Microsoft products including Outlook, Word, and Excel, Teams, OneDrive, PowerPoint, and SharePoint
- *Why Leaders Fight* book and other academic publications (primary source data collection and statistical analysis with STATA)
- Taught Evergreen MPA student basic uses of Tableau; Intermediate knowledge of use of Tableau as a data presentation and analysis tool
- Evergreen MPA classes developed and taught as faculty (Analytical Techniques for Public Service, Feminist Approaches to Methods and Evaluation, Policy, Finance and Budgeting for Public Administration, Advanced Research Methods)

Employment

Seattle Community Police Commission, Seattle, WA
Policy Director, Interim Executive Director (October 2022 – Present)

The Evergreen State College, Olympia, WA
Member of the Faculty, Master of Public Administration Program (September 2017 – September 2022)

University of Southern California, Los Angeles, CA
Hayward R. Alker Postdoctoral Scholar Research Associate, Center for International Studies (July 2016 – July 2017)

RAND Corporation, Santa Monica, CA
Doctoral Fellow (2007 – 2008)

Michigan National Guard – Homeland Security Directorate, Lansing, Michigan
Departmental Analyst to the Governor's Homeland Security Advisor (2004-2007)

Michigan Office of the Governor – Public Policy Division, Lansing, Michigan
Assistant Policy Advisor (2003 -2004)

Michigan Office of the Attorney General – Executive Division, Lansing, Michigan
Executive Assistant to the Attorney General (2001 - 2002)

Education

University of Michigan – Ann Arbor
PhD in Public Policy and Political Science (December 2015)
Dissertation Title: Trust and Communication in Cross-Border Counterterrorism Networks
MA in Political Science (December 2009); MPP (April 2001)

Bates College, Lewiston, ME
Bachelor of Arts (BA) in Economics (May 1998)

SECTION

B



City of Seattle

Seattle Department of Human Resources

Kimberly Loving, Director

August 24, 2023

TO: Pam Inch – Senior Executive Recruiter SDHR

FROM: Annie Nguyen - Seattle Department of Human Resources

SUBJECT: Background check for Cali Mortenson Ellis

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

Cc: Personnel File

Seattle Department of Human Resources

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

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