

**City of Seattle**



**Director**

**Office of  
Police Accountability**

**Confirmation Packet  
July 28, 2022**

**Gino Betts Jr.**



July 28, 2022

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

Dear Council President Juarez:

It is my pleasure to transmit to the City Council the following confirmation packet for my appointment of Gino Betts as Director of the Office of Police Accountability.

The materials in this packet are divided into two sections:

**A. Gino Betts**

This section contains Mr. Betts' appointment and oath of office forms, his resume, his offer letter, and the press release announcing his selection.

**B. Background Check**

This section contains the report on Mr. Betts' background check.

We cannot have safety without accountability, and our Office of Police Accountability (OPA) is a core component of our efforts to ensure a trusted, effective, and accountable Seattle Police Department (SPD). After a robust national search, I believe we have found the right person to lead OPA, who will bring an independent, determined, and thoughtful approach to police accountability. Gino Betts recognizes the importance of generating public trust by upholding a culture of accountability within the SPD and conducting objective, thorough, and just investigations. He knows the importance of working with our accountability partners to ensure Seattle continues onward in the path toward full and effective compliance with the Consent Decree, and in alignment with our community's values.

Gino brings a wealth of experience as a career public servant. During his time at Chicago's police accountability agency, he participated in a number of high-profile cases, helping secure accountability and expose instances of corruption and misconduct. In one notable case at Chicago's Civilian Office of Police Accountability, the work of his team resulted in action against a corrupt group of officers who extorted residents and falsely arrested those who objected. Due to the work of Gino and his team, several officers were held accountable for misconduct, which ultimately led to conviction overruns for over 200 wrongfully incarcerated community members. Most recently, he served as an Assistant State's Attorney at the Cook County State's Attorney's Office in Chicago with a focus on violent and high-profile felony cases. There, Gino also led the Southside Community Justice Center where he collaborated with community leaders, law enforcement, and elected officials to problem solve local concerns and reduce area violence. Further, he teaches and serves the community through organizational boards and nonprofits, including those focused on safety, diversity in the legal field, and community engagement.

I nominated Gino Betts for the Council's consideration after extensive stakeholder engagement as outlined below. In April of this year, I established an OPA Director Selection Committee, which included two members from the Community Police Commission (CPC), as required by Ordinance 125315.

Selection Committee members included:

- Councilmember Lisa Herbold – Seattle City Councilmember
- Douglas Wagoner - Community Police Commission Co-Chair
- Reverend Patricia Hunter – Community Police Commission Commissioner
- Senator Manka Dhingra – Washington State Senator
- Brian Maxey - Chief Operating Officer for the Seattle Police Department
- Nina Martinez – Board Chair of Latino Civil Alliance
- DeVitta Briscoe - Gun Violence Prevention Liaison for the Mayor’s Office
- Miri Cypers – Regional Director for the Anti-Defamation League’s PNW Office

The Selection Committee met four times over April and May 2022, where they established evaluation criteria, reviewed applicant materials, and interviewed with their preferred candidates. In early June, the final four candidates flew to Seattle to meet in-person with multiple Seattle stakeholders including staff and Executive Director Brandy Grant of the Community Police Commission, staff and Interim Director Gráinne Perkins of the Office of Police Accountability, Ombud Dr. Amarah Khan, staff and Inspector General Lisa Judge of the Office of Inspector General of Public Safety, Chief of Police Adrian Diaz, Senior Deputy Mayor Monisha Harrell, and myself. The candidates also participated in a [livestreamed and recorded public forum](#), moderated by Brian Callanan who fielded questions submitted from over 150 interested community members.

The resounding conclusion from the involved stakeholders was that Gino Betts holds a commitment to fairness and justice, has a belief in continuous learning and improvement, and has proven experience driving real progress. Review of his impressive work history and the strong support shown by the involved stakeholders is the process that informed my decision to advance Mr. Betts for your consideration today.

I trust that after reviewing Gino’s application materials, meeting with him, and following Councilmember Herbold’s robust Public Safety and Human Services Committee review, you will find that he is the right choice to serve as Director of the Office of Police Accountability. This nomination packet is for Gino Betts’ appointment through the end of the current four-year term, which lapses December 31, 2022. Provided the City Council ultimately votes to confirm his appointment, I intend to refer a nomination packet for the subsequent four-year term, which begins January 1, 2023.

Lastly, I would like to express my profound gratitude to the members of the Search Committee who offered both their time and valuable insight. Their work helped lead to the nomination of the credentialed leader I’ve referred for your review today. If you have any questions about the attached materials or need additional information, Senior Deputy Mayor Monisha Harrell would welcome hearing from you. I appreciate your consideration.

Sincerely,



Bruce A. Harrell  
Mayor of Seattle

**SECTION**

**A**



**City of Seattle**

Mayor Bruce Harrell

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July 12, 2022

Gino Betts Jr.  
Chicago, IL  
Transmitted via e-mail

Dear Gino,

It gives me great pleasure to appoint you to the position of Director of the Office of Police Accountability at an annual salary of \$201,408.

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 is until December 31, 2022. If reconfirmed by the City Council, your term will be until 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

<b>Appointee Name:</b> <i>Gino Betts Jr.</i>		
<b>City Department Name:</b> <i>Office of Police Accountability</i>	<b>Position Title:</b> <i>Director</i>	
<input checked="" type="checkbox"/> <b>Appointment</b> <i>OR</i> <input type="checkbox"/> <b>Reappointment</b>	<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Specify appointing authority</i>	<b>Term of Office:</b> <i>City Council Confirmation to December 31, 2022</i>	
<b>Legislated Authority:</b> <i>Ordinance 125315 Section 14 (Uncodified SMC 3.29.115)</i>		
<b>Background:</b> Gino Betts brings a wealth of experience as a career public servant. During his time at Chicago’s police accountability agency, he participated in a number of high-profile cases, helping secure accountability and expose instances of corruption and misconduct. In one notable case at Chicago’s Civilian Office of Police Accountability, the work of his team resulted in action against a corrupt group of officers who extorted residents and falsely arrested those who objected. Due to the work of Gino and his team, several officers were held accountable for misconduct, which ultimately led to conviction overturns for over 200 wrongfully incarcerated community members. Most recently, he served as an Assistant State’s Attorney at the Cook County State’s Attorney’s Office in Chicago with a focus on violent and high-profile felony cases. There, Gino also led the Southside Community Justice Center where he collaborated with community leaders, law enforcement, and elected officials to problem solve local concerns and reduce area violence. Further, he teaches and serves the community through organizational boards and nonprofits, including those focused on safety, diversity in the legal field, and community engagement.		
<b>Date of Appointment:</b> <i>7/28/2022</i>	<b>Authorizing Signature (original signature):</b> 	<b>Appointing Signatory:</b> <i>Bruce A. Harrell</i> <i>Mayor</i>



CITY OF SEATTLE ▪ STATE OF WASHINGTON  
OATH OF OFFICE

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State of Washington

County of King

I, Gino Betts Jr., swear or affirm that I possess all of the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of the Director of the 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 the Director of the Office of Police Accountability.

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Gino Betts Jr.

Subscribed and sworn to before me

this \_\_\_\_ day of \_\_\_\_\_, 2022.

[Seal]

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Elizabeth M. Adkisson, Interim City Clerk

# Gino Betts Jr.

Chicago, Illinois  
Linkedin.com/in/ginobetts



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## Governmental Manager/Legal Professional

*Legal Counsel/Litigation*

Effective and astute attorney, legal consultant and manager with broad legal expertise in research, writing, analysis, critical thinking and interpretation. Successful and experienced trial lawyer and executive level manager adept at executing efficient administrative, operational and personnel functions with powerful leadership, communication and problem-solving abilities.

- Legal Research & Interpretation
- Legal Writing
- Project Management
- Leadership & Staff Management
- Problem Solving
- Communication & Presentation Skills

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## Professional Experience

Cook County State's Attorney's Office, Chicago, Illinois

**Assistant State Attorney, 2019–Present**

### Community Justice Center

Lead assistant state's attorney at Community Justice Center South. Effectively prosecute violent and high-profile felony cases. Strategically partner with local stakeholders to problem solve community concerns and reduce violent crimes.

- Represent the office at several contentious community panels, most recently the 43<sup>rd</sup> Ward's criminal justice forum (over 300 attendees) and the 8<sup>th</sup> Ward's townhall (over 200 attendees). Other panelists included CPD's directors, commanders and local elected officials.

### Felony Review Unit

Critically and thoroughly inspect law enforcement investigations for viable felony charges, interview criminal victims, witnesses and defendants, present cases and subpoenas to grand juries and special grand juries and formidably litigate felony pretrial hearings. Skillfully argue adversarial probable cause hearings against private attorneys and public defenders, resulting in probable cause findings in 100% of cases presented.

- Strategically selected grand jurors for the presentation of indictments and subpoenas, resulting in true bills of indictment and subpoena issuances on 100% of matters presented.

Civilian Office of Police Accountability, Chicago, Illinois

**Attorney, 2017–2019**

Shaped complex police misconduct investigations with thorough legal analysis, counsel and interpretations for management and investigative staff related to Chicago Police Department orders and operations including evidence collection, use of force guidelines and search and seizure parameters. Co-chaired the committee tasked with drafting the office's vision statement.

*Continued...*

- Counseled management on legal issues related to investigations, including issues concerning local, state, and federal laws, statutes and contracts.
- Exercised timely and accurate response to subpoenas and Freedom of Information requests. Executed subpoenas for documents and persons critical to investigations, increasing departmental efficiency by weeding out frivolous requests.
- Coordinated with outside counsels and prosecutorial agencies regarding parallel litigation and investigations.

Cook County Department of Homeland Security, Chicago, Illinois

**Chief Deputy Director (Interim), 2016**

Led and actively coordinated all administrative, operational, communications and response activities, assets, programs and personnel matters to meet departmental objectives, directly reporting to the executive director.

- United community stakeholders and contributed valuable input to committees focused on confidential homeland security, public safety and emergency management matters. Assisted local municipalities with natural and manmade disaster preparedness.
- Established comprehensive policies, procedures and protocols for operation, maintenance and replacement of equipment, limiting county equipment usage liability and reducing maintenance and replacement costs.
- Conducted hiring and oversaw staff and personnel issues to ensure effective and efficient management of department goals.

Cook County Department of Homeland Security and Emergency Management, Chicago, Illinois

**Special Assistant for Legal Affairs, 2015- 2016**

Actively researched and interpreted laws and ordinances and provided legal advice on a range of issues related to the department's functions, duties, powers, and responsibilities governed by local ordinance, state, and federal law.

- Proficiently established procedural rules and policies that align with enforcement of ordinances, bills, memoranda of agreement, intergovernmental agreements, and contracts to ensure strict federal and state legal compliance.
- Ensured rigorous legal compliance by clearly and competently communicating the legal ramifications of proposals, policy directives and other activities undertaken by the department, bureau, or county board.
- Strengthened relationships with political and community leaders by offering valuable input and feedback on legislation presented to the Illinois General Assembly and proposals presented to the county board.

Cook County State's Attorney Office

**Assistant State Attorney, 2009- 2015**

Skillfully conducted approximately 100 felony adult criminal and juvenile delinquency cases Units as lead prosecutor for the largest juvenile court call in the Cook County court system. Also tried cases for the Appellate, Child Protection and Community Justice Units.

- Successfully obtained guilty verdicts for multiple jury trials, including a high-profile first-degree murder case.
- Formulated and presented several appellate briefs, including constitutional issues and cases of first impression, resulting in favorable decisions for the State's Attorney's Office.

DePaul University School of Law

**Adjunct Law Professor**, 2017 to Present

Skillfully lead a Criminal Drafting course for second- and third-year law students focusing on drafting and responding to common criminal court filings with discussion of legal arguments and strategies.

University of Illinois at Chicago School of Law

**Adjunct Law Professor**, 2022 to Present

Instruct second-and third-year law students on critical trial advocacy skills, ranging from case preparation to raising and responding to objections.

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## **Education and Credentials**

**Juris Doctor** (2009)

Southern Illinois University School of Law – Carbondale, Illinois  
Howard University School of Law, Study Abroad Program

**Bachelor of Arts in Communications, Minor in English**

Northern Illinois University – Dekalb, Illinois

**Licensure**

Licensed to Practice Law in Illinois

**Certifications**

Project Management Professional Certification, 2016

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## **Professional Associations**

Black Male Lawyers Association, board member, 2020 to present

Bobby E. Wright Comprehensive Behavioral Health Center, board member, 2020 to present

Hyde Park-Kenwood Community Conference, board member, 2019 to present

Just the Beginning, associate board president, 2009-2016

Rising Leaders Council, 2014-2015

Civic Leadership Council, 2011-2015

National Black Prosecutors Associations, 2009-2015

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## **Recognitions**

Cook County State's Attorney's Office Letter of Special Recognition, 2014

Cook County State's Attorney's Office Letter of Special Recognition, 2013

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## **Personal Interests**

Peoria Whiskeydaddle Full Marathon (26.2 miles), 2021

Chicago Full Marathon (26.2 miles), 2015

# Press Release

## For Immediate Release

### Contact Information

Jamie Housen

206-798-5002

[jamie.housen@seattle.gov](mailto:jamie.housen@seattle.gov)

## Mayor Bruce Harrell to Appoint Accountability Leader Gino Betts as Next Office of Police Accountability Director

***Betts, a champion for transparency and accountability, will bring experienced leadership to deliver objective, thorough and just misconduct investigations***

**Seattle** – Mayor Bruce Harrell will appoint Gino Betts the next director of the Office of Police Accountability following a national search. Betts, an accountability leader, career public servant, and current Cook County Assistant State’s Attorney, will officially join the Office of Police Accountability on August 1st, beginning his tenure with a series of community meetings to introduce himself to the people of the city.

“We cannot have safety without accountability, and our Office of Police Accountability is a core component of our efforts to ensure a trusted, effective, and accountable Seattle Police Department,” **said Mayor Harrell**. “After a robust national search, Gino was a clear standout for his commitment to fairness and justice, belief in continuous learning and improvement, and proven experience driving real progress in this critical area. I’m excited to appoint him to this position and know Seattle will be well served by his independent, determined, and thoughtful approach to police accountability.”



“I’m honored to join the Office of Police Accountability and to advance efforts to build transparency and community trust in the Seattle Police Department,” **said Betts**. “This is a new opportunity to bring a fresh lens and deliberate approach to these challenging issues – moving forward by engaging community through thorough investigations driven by honesty, transparency, and a dedication to the truth. My pledge to Seattle and all its residents is to evaluate each case brought before me by striving to fully understand the details, facts, and nuances, while never losing sight of justice and the need for true, meaningful accountability.”

### **WATCH: Gino Betts Answers Community Questions at OPA Director Finalist Forum in June**

Betts’ professional and lived experience provide an important perspective for ensuring effective oversight efforts. As an attorney with Chicago’s police accountability agency, he participated in a number of high-profile cases, helping secure accountability and expose instances of corruption and misconduct, including against former Chicago Police Department Chief Ron Watts. Betts also teaches and serves the community through organizational boards and nonprofits, including those focused on safety, diversity in the legal field, and community engagement. You can read his full biography below.

The Office of Police Accountability (OPA) investigates complaints and allegations of misconduct regarding SPD employees, using SPD policy and local, state, and federal laws to recommend findings to the Chief of Police. Accountability is a definitive tenet of Mayor Harrell’s vision for a restored and community-trusted Seattle Police Department.

Mayor Harrell is continuing to prioritize police accountability, building on his City Council record where he led the charge for body cameras, passed the City’s first bias-free policing law, and worked with community, stakeholders, and SPD to appoint a Community Police Commission, a new Director of the OPA and the Civilian Auditor of OPA.

### **WHAT PEOPLE ARE SAYING**

**Lisa Herbold, City Councilmember and Chair of Council Public Safety & Human Services Committee**

“I thank Mayor Harrell for his nomination of Director to the Office of Police Accountability. I look forward to the Public Safety and Human Services Committee consideration of Mr. Betts for this position. Mr. Betts has worked in a police accountability system with more authority than the OPA; I believe this experience will make him an effective voice for additional accountability reforms in Seattle.”

**Miri Cypers, Regional Director of Anti-Defamation League Pacific Northwest**

“It has been an honor to serve on the Selection Committee for Seattle’s Director of Office of Police Accountability. As an organization that fights hate and ensures the civil rights of our communities, the inclusion of community voices has been integral to the selection of the new director, and we are grateful to the many voices who have been a part of the process. I can think of no better person for the role than Gino Betts whose service in Chicago’s Civilian Office of Police Accountability and career as a prosecutor give him the insight and tools needed for this critical role. Mr. Betts is passionate about public service and community, and I look forward to working with him to address police misconduct and reforming our policing system to improve public trust and the safety of all our communities.”

**Rev. Dr. Patricia L. Hunter, Co-chair of the Community Police Commission**

“I applaud Mayor Bruce Harrell for his selection of Mr. Gino Betts as the next Executive Director of the Office of Police Accountability. Mr. Betts is highly qualified for the position and brings a wealth of experience and commitment to police accountability. Mr. Betts will work with all the accountability partners and is committed to being seen in and transparent with the Seattle community. The search committee was unanimous in its decision to move Mr. Betts forward in the search process for the next executive director of the Office of Police Accountability.”

**About Gino Betts**

Gino Betts is a highly experienced and committed career public servant. He is a product of Chicago’s South and West Sides, areas most impacted by police misconduct. Gino currently serves as a Cook County Assistant State’s Attorney where he leads the Southside Community Justice Center. His current work includes collaborating with community leaders, law enforcement, and elected officials to problem solve local concerns and reduce area violence. Gino also represents the nation’s second largest prosecutorial office at several community events, panels, and webinars, while managing a full caseload of violent felony offenses.

Previously, following a national wave of police misconduct incidents, Gino was recruited to serve as an attorney at Chicago’s new police accountability agency. There, he worked on several high-profile cases, including allegations against former-Police Sergeant Ronald Watts. Watts ran a team of corrupt officers who extorted residents and falsely arrested those who objected. Gino’s work helped secure administrative findings and discipline against several involved officers and over 200 vacated convictions for wrongfully incarcerated community members.

He also worked as the Cook County's Department of Homeland Security and Emergency Management attorney, where he was quickly promoted to interim chief-of-staff. Gino studied International and Comparative Constitutional Law in Cape Town, South Africa. He also teaches legal writing at DePaul University and trial advocacy at University of Illinois at Chicago. Outside of work, Gino has served on several nonprofit boards, including those focused on community engagement, public safety, and diversifying the legal field.

Gino is a father of a two-year-old boy and husband to his college sweetheart Jessica, who will celebrate a 10-year anniversary later this year.

Overall, he is excited to bring fresh ideas, a commitment to community building, and thorough and transparent misconduct investigations to serve Seattle residents.

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## **SECTION**

**B**



# City of Seattle

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## Seattle Department of Human Resources

Kimberly Loving, Interim Director

**July 6, 2022**

TO: Pam Inch, Senior Executive Recruiter - Seattle Department of Human Resources

FROM: Annie Nguyen - Seattle Department of Human Resources

SUBJECT: Background check for Gino Betts

The Seattle Department of Human Resources has received a copy of **Gino Betts's** background check provided by Washington State Patrol. There were no findings that would impact their employment eligibility.

Cc: Personnel File

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Seattle Department of Human Resources

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

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