



SEATTLE CITY COUNCIL

Public Safety and Human Services Committee

Agenda

Tuesday, January 24, 2023

9:30 AM

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

Lisa Herbold, Chair
Andrew J. Lewis, Vice-Chair
Teresa Mosqueda, Member
Sara Nelson, Member
Alex Pedersen, Member

Chair Info: 206-684-8801; Lisa.Herbold@seattle.gov

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<http://seattle.gov/cityclerk/accommodations>.



SEATTLE CITY COUNCIL
Public Safety and Human Services Committee
Agenda
January 24, 2023 - 9:30 AM

Meeting Location:

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

Committee Website:

<http://www.seattle.gov/council/committees/public-safety-and-human-services>

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

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

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

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

Submit written comments to Councilmember Herbold at Lisa.Herbold@seattle.gov

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

(20 minutes)

D. Items of Business

1. [Appt 02437](#) **Appointment of Martine Pierre-Louis as member, Pacific Hospital Preservation and Development Authority Governing Council, for a term to December 31, 2025.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote (10 minutes for items 1-3)

Presenters for items 1-3: John Kim, Executive Director, Pacific Hospital Preservation & Development Authority; Gael Tarelton, Director, Office of Intergovernmental Relations

2. [Appt 02438](#) **Reappointment of AyeNay A. Abye as member, Pacific Hospital Preservation and Development Authority Governing Council, for a term to December 31, 2025.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

3. [Appt 02439](#) **Reappointment of Susan Taoka as member, Pacific Hospital Preservation and Development Authority Governing Council, for a term to December 31, 2025.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

4. [Appt 02436](#) **Reappointment of Andrea Scheele as Executive Director of the Civil Service Commission and of the Public Safety Civil Service Commission, for a term to January 21, 2026.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote (15 minutes)

Presenters: Chair Stacy Connole, Chair, Public Safety Civil Service Commission; Mary Wideman-Williams, Chair, Civil Service Commission

5. **Public Safety Civil Service Commission Overview and Update**

Supporting Documents: [Presentation](#)

Briefing and Discussion (15 minutes)

Presenter: Andrea Scheele, Executive Director, Public Safety Civil Service Commission

E. Adjournment



Legislation Text

File #: Appt 02437, **Version:** 1

Appointment of Martine Pierre-Louis as member, Pacific Hospital Preservation and Development Authority Governing Council, for a term to December 31, 2025.

The Appointment Packet is provided as an attachment.



City of Seattle Boards and Commissions Notice of Appointment

| | | |
|--|---------------------------|---|
| Appointee Name: Martine Pierre-Louis | | |
| Board/Commission Name: Pacific Hospital Preservation and Development Authority | | Position Title: Member |
| <input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment | | City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Appointing Authority: <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: PHPDA Governing Council | | Term of Position: * 1/1/2023 to 12/31/2025 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i> |
| Residential Neighborhood: Mount Baker | Zip Code: 98144 | Contact Phone No.: [REDACTED] |
| Background: <p>Martine Pierre-Louis is Director of Equity, Diversity and Inclusion at Harborview Medical Center. She brings to this work decades of leadership in language access, working with interpreters, community-based organizations, public health partners and others to improve health care access and quality outcomes for refugee and immigrant families and BIPOC communities. Her current focus is centered on systems change and institutional accountability. Her work within institutions has centered on partnering with Quality Improvement departments to track and measure disparities by demographic metrics such as race, ethnicity and language; and working with operational partners and community members to develop innovative programs to decrease the impact identified disparities on marginalized populations. Her personal style is collaborative and genial, but ultimately tactical and dogged. She aims to deliver. Martine holds a Master in Public Health with a focus on international health. She is fluent in Haitian Creole and French, as well as English. She identifies as Haitian, African American, immigrant, lesbian, and elder. Her pronouns are she/ her/ elle/ li.</p> <p><i>This appointment represents Martine Pierre-Louis' first (1st) term.</i></p> | | |
| Authorizing Signature (original signature):  Date Signed (appointed): 11/22/2022 | | Appointing Signatory: Doris Koo PHPDA Governing Council Chair |

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

EXPERIENCE

Director, Equity, Diversity and Inclusion 2019 to present
Harborview Medical Center, Seattle

Working closely with the Medical Center's leadership to align its vision of an antiracist/antibias organization and operational strategies that promote equitable care for patients and communities while fostering a working and learning environment where employees thrive. Creating and supporting innovations fostering long-term structural change.

Director, Interpreter Services 2002 to 2019
Harborview Medical Center

Developing and managing operations necessary to achieve successful interactions between patients with limited English proficiency and health care teams through interpretation, translation, cultural brokering, accommodation services, navigation and community engagement. Responsibilities included program planning, human resource management and role development, contract administration, financial planning and management, quality improvement activities, representing the Medical Center to the community served and providing leadership to achieve delivery of professional and culturally-competent communication assistance to the Medical Center.

Manager, Interpreter Services Department 1998 to 2002
University of Washington Medical Center, Seattle

Program Manager 1994-1998
Infant/Toddler Program, Neighborhood House, Seattle

Implemented quality federally funded program with the goal of enhancing healthy family functioning. Developed program from the planning stage (convened the planning team, designed and facilitated the planning process, facilitated focus groups, interviewed key stakeholders, and prepared a successful application for funding) to implementation to evaluation. Instituted innovative program approaches to respond to the families' diverse cultures, languages, literacy levels, needs and strengths. Led and supervised multi-cultural and multi-lingual program team. Ensured program's compliance with federal and state policies and requirements. Conducted evaluations and developed and implemented quality improvement measures. Planned and managed program budget.

Area Coordinator 1992-1994
Community-Based Public Health Initiative, Seattle

Developed and implemented Kellogg Foundation project in southeast Seattle. Convened committee of area residents, health care professionals, and University of Washington faculty. Facilitated committee's articulation of site-specific goals and objectives and implemented committee's plans. Coordinated scholarship programs for undergraduate and graduate students in health-related careers and organized health career fairs for local high schools. Collaborated with the Initiative's evaluator to measure program outcomes and record processes. Managed program budget.

Medical Interpreter (French and Haitian Creole) 1991-1995
Freelance, Seattle

Facilitated communication between Creole-speaking Haitian and French-speaking West African refugee and immigrant patients and health care teams.

Outreach Project Evaluator (Masters Thesis) 1991-1992
People of Color Against AIDS Network (POCAAN), Seattle

Planned and implemented all facets of the evaluation of a health education outreach project. Activities included creating the interview tool, facilitating focus groups, training interviewers, compiling and analyzing data, reporting results and offering recommendations for further health education outreach strategies.

Research Associate (NIH Fellow) 1991-1992

Working Mothers Study, University of Washington School of Nursing, Seattle

Recruited pregnant working women into a countywide study. Collected data through interviews, analyzed data using qualitative methods, contributed to the reporting of research findings.

Research Assistant 1990-1991
School of Public Health, University of Washington, Seattle

EXPERIENCE

Women's Program Supervisor 1989-1990
Compass Center Women's Program, Seattle
Supervised team of nineteen counselors. Hired staff and coordinated scheduling for resources around the clock. Established and upheld program performance standards. Managed program's on-going activities. Left this position to pursue graduate degree in public health.

Counselor, Compass Center Women's Program, Seattle 1987-1989
Assisted women in crisis to stabilize their lives by providing them with sensitivity and support to meet their daily challenges, including opioid use disorder, mental illness and domestic violence. Facilitated bi-weekly support group aimed at helping clientele from all walks of life to find common ground and benefit from one another's strengths. Promoted to supervisor of the program.

Chore Services Supervisor 1984-1986
Catholic Community Services, Seattle
Screened, hired, trained and supervised thirty-five aides who assisted frail elderly and disabled clients to manage independent living.

EDUCATION

1993 School of Public Health and Community Medicine, University of Washington
MPH degree, international health concentration

1986-1987 Department of Sociology, University of Washington
Graduate studies in sociology

1984 Fordham University
B.A., sociology

SELECTED HONORS AND AWARDS

2022 America's Essential Hospital Gage Award for Innovation in COVID-19 Response

2020 Museum of History and Industry History Makers Award for COVID-19 Response

2017 Qualis Award of Excellence in Healthcare Quality: LEP Diabetes Navigator Program

2016 America's Essential Hospitals Leadership Fellow

2015 Disparities Leadership Program

2009 RWJF Language QI Collaborative Participant: Harborview Interpreter Services

2007 AHA Foster McGaw Award for Excellence in Community Service

2005 Manager of the Year, Harborview Medical Center

1992 National Institutes of Health (NIH) Fellowship

1991 University of Washington Office of Minority Affairs Fellowship

SELECTED VOLUNTEER EXPERIENCE

2022 Board Member, Tubman Center for Health and Freedom

2017– Present Board Member, African American Health Board

2017 – Present Member, Community Health Board Coalition

2018 – 2019 Board Member, Southeast Seattle Housing Foundation

2014 – 2017 Board Member, Accelerator YMCA

2004 – 2013 Board Member, Northwest Immigrant Rights Project

1999 – 2007 Board Member, National Council on Interpreting in Health Care

1996 – 2001 Board Member, Seattle Partners for Healthy Communities

1995 – 1997 Board Member, Health Alliance International

1995 – 1999 Board Member, Society of Medical Interpreters (SOMI)

1995 Member, National Working Group on Interpretation, Cross-Cultural Health Care Project

1994 Member, Training Committee, Cross-Cultural Health Care Project

ADDITIONAL SKILLS

Fluent in oral and written French and Haitian Creole.

Pacific Hospital Preservation and Development Authority (PHPDA)

NOVEMBER 2022

9 Members: Pursuant to RCW 35.21.730 and Seattle Municipal Code 3.110, All subject to City Council confirmation, **3**-year terms:

- **4** Mayor-appointed
- **4** Other Appointing Authority-appointed (specify): PHPDA Governing Council
- **1** *King County Executive-appointed*

Roster:

| *D | **G | RD | Position No. | Position Title | Name | Term Begin Date | Term End Date | Term # | Appointed By |
|----|-----|-----|--------------|----------------|---|-----------------|---------------|--------|-------------------|
| 3 | F | 1 | 1. | Member | Gloria Burton | 1/1/21 | 12/31/23 | 2 | Mayor |
| 4 | M | N/A | 2. | Chair | Virgil Wade | 1/1/21 | 12/31/23 | 1 | Governing Council |
| 1 | F | 5 | 3. | Vice Chair | Doris Koo | 1/1/22 | 12/31/24 | 2 | KC Executive |
| 6 | M | 7 | 4. | Treasurer | Robert "Bob" Cook | 1/1/22 | 12/31/24 | 2 | Governing Council |
| 5 | M | 3 | 5. | Secretary | Paul Feldman (filling out remainder of Susan Crane's 3-year term) | 1/1/22 | 12/31/23 | 1 | Mayor |
| 2 | O | N/A | 6. | Member | AyeNay A. Abye | 1/1/23 | 12/31/25 | 1 | Governing Council |
| 1 | F | 2 | 7. | Member | Susan Taoka | 1/1/23 | 12/31/25 | 3 | Mayor |
| 2 | M | N/A | 8. | Member | Douglass Jackson | 1/1/22 | 12/31/24 | 1 | Mayor |
| 2 | F | 2 | 9. | Member | Martine Pierre-Louis | 1/1/23 | 12/31/25 | 1 | Governing Council |

SELF-IDENTIFIED DIVERSITY CHART

| SELF-IDENTIFIED DIVERSITY CHART | | | | | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
|---------------------------------|-----|-------|-------------|-------------------|-------|-------------------------------|---------------------|---|--------------------------------------|--------------------------------|---------------------|-------------------|-------------|
| | Men | Women | Transgender | Other/ Unknown | Asian | Black/ African American | Hispanic/ Latino | American Indian/ Alaska Native | Other (Specification Optional) | Caucasian/ Non- Hispanic | Pacific Islander | Middle Eastern | Multiracial |
| Mayor | 2 | 2 | | | 1 | 1 | 1 | | 1 | | | | |
| Gov. Council | 2 | 1 | | 1 | | 2 | | 1 | | 1 | | | |
| Other | | 1 | | | 1 | | | | | | | | |
| Total | 4 | 4 | | 1 | | | | | | | | | |

Key:

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

****G** List *gender*, M = Male, F= Female, T= Transgender, U= Unknown, O= Other

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

Diversity information is self-identified and is voluntary.



Legislation Text

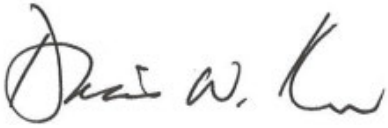
File #: Appt 02438, **Version:** 1

Reappointment of AyeNay A. Abye as member, Pacific Hospital Preservation and Development Authority Governing Council, for a term to December 31, 2025.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

| | | |
|--|---------------------------|---|
| Appointee Name: AyeNay A. Abye | | |
| Board/Commission Name: Pacific Hospital Preservation and Development Authority | | Position Title: Member |
| <input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment | | City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Appointing Authority: <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: PHPDA Governing Council | | Term of Position: * 1/1/2023 to 12/31/2025 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i> |
| Residential Neighborhood: Lakeridge | Zip Code: 98178 | Contact Phone No.: [REDACTED] |
| Background: <p>AyeNay Abye is currently the Chief Executive Officer of the Tubman Center for Health and Freedom. AyeNay has led community organizing efforts for the past seventeen years. In their previous role as Deputy Director, for Seattle University's Center for Community Engagement, AyeNay led external partnerships and strategy. This includes, the Seattle University Youth Initiative (SUYI), a place-based community engagement model in partnership with the surrounding neighborhoods. Prior to that, AyeNay was the National Field Director for The Praxis Project, a movement building intermediary that supports organizing and change work by people of color at local, regional and national levels. In this role they worked to advance Communities Creating Healthy Environments (CCHE), a national capacity building initiative to support diverse, community-based organizations and indigenous groups in developing effective, cutting-edge and culturally competent policy initiatives in over 22 cities in the United States.</p> | | |
| Authorizing Signature (original signature):  Date Signed (appointed): 11/30/2022 | | Appointing Signatory: Doris Koo PHPDA Governing Council Chair |

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

AyeNay A. Abye

EXPERIENCE

Chief Executive Officer

June 2021- Present

Tubman Center for Health and Freedom, Puget Sound

- Implement anti-racist fundraising/reporting practices
- Accountable for comprehensive budgets, financial reports and overseeing financial accounts
- Responsible for the fundraising & capital campaign
- Innovates ways to engage community in ongoing fundraising efforts
- Recruit, hire and provide leadership to staff, while inspiring a work environment that yields extraordinary performance, high morale, wellbeing, and community
- Develop and implement anti-racist employment practices
- Collaborate with the Founding Director, Board of Directors and Community in the formation of a new nonprofit, community health clinic in accordance with legal guidelines
- Assure legal and regulatory reporting and compliance
- Direct and manage organizational strategy. Implementing Phases 1, 2 and 3 of organizational development, starting with Phase 1: Infrastructure and Design
- Develop business plans for Tubman Health and any subsidiaries
- Act as a public spokesperson for the organization
- Build trusting relationships with key community stakeholders and partners
- Responsible for the development and implementation community programs and campaigns in line with organization mission and values
- Systemize our guiding principles into policies that guide our strategy, procedures, clinical care, facilities, interactions and community partnerships

Deputy Director

August 2017- May 2021

Seattle University, Center for Community Engagement

- Directed Seattle University Youth Initiative (SUYI), uniting the campus and its wider community to enhance Seattle U students' learning and improve the academic achievement of 1,000+ neighborhood youth from low-income backgrounds.
- Pursued SUYI's goals through a holistic approach focusing on strong schools, stable housing, access to health care, safe neighborhoods and living-wage jobs.
- Led SU's partnerships on community development, including Yesler Terrace, as a catalyst for equitable development of education, affordable housing, healthcare and economic opportunities at Yesler and in the wider SUYI neighborhood.
- Primary liaison with executive leadership of the Crescent Collaborative (formerly Yesler Community Collaborative, Black Community Impact Alliance (BCIA), Seattle Housing Authority (SHA) and the City of Seattle.
- Initiated, facilitated and led strategy for Seattle University Supplier Diversity initiative
- Provided partnership support to Seattle Housing Authority (SHA), co-hosted quarterly system alignment meetings for continuous alignment with shared goals and vision between SHA and Seattle Public Schools.
- Supported larger SU campus in external partnerships and community engagement
- Established CCE anti-racism in organizational development framework and procedures
- Co-led fund development partnerships raising over \$4m for operations, programming and COVID-19 response
- Led and established a national cohort of people of color higher educational practitioners in the field of community engagement, Place Based Justice Network.

AyeNay A. Abye

Student Engagement Manager

January 2015 – Aug 2017

Center for Community Engagement, Seattle University

- Led campus-wide student campaign, Serve Local, including: marketing, outreach, presentations, recruitment and events to engage students in long term commitment to community engagement.
- Supervise and support student leaders in developing project-based community engagement
- Recruit, on board and train students to fill over 1,600 community positions annually
- Collaborated with staff to execute programmatic student engagement goals
- Developed campus partner relationships and collaborative efforts to support student community-based work.
- Developed student intake system and communications database

National Field Director

January 2012- December 2014

The Praxis Project, National

- Directed and developed Outreach and Recruitment strategy to key constituents across the country; grantees, community-based organizations, universities, student groups, local elected officials, local administrations and public health professionals.
- Managed fourteen technical assistance (TA) providers and dozens of Community Partner staff through a five-year national initiative, “Communities Creating Healthy Environments (CCHHE)” funded through the Robert Wood Johnson Foundation
- Executed strategy support tailored for each grantee through trainings, tools and one-on-one coaching to reach our capacity building goals
- Managed two national campaigns including media messaging development, landscape analysis, research, decision maker and player profiles, event logistic plans, targeted recruitment drives and leadership development to hundreds of members
- Developed Materials and Trainings (Online and Offline versions) to share best practices in the field and elevate local work to national scale
- Maintained and identified funding sources for revenue generation, prepared funding proposals, reports and other related donor/fundraising correspondence especially as an intermediary managing pass-through funds.
- Organizational liaison included; presentation preparation, public speaking at public hearings and press events, plus White House guest (Food Policy Forum 2012)

Policy Director

March 2010- December 2011

The Praxis Project, Washington D.C.

- Managed policy related activities at the Federal, State and local level, including the building and maintaining of relationships, routine tracking of policy development and led specialized requests for information
- Managed digital organizing, content development and user experience design for online platforms
- Developed policy analysis and directed policy content for briefs and educational tools tailoring subject matter to targeted audiences ie. Local Elected Officials, press, community-based organizations, foundations/donors and Local Government administrative offices
- Identified key opportunities for local jurisdictions to access federal and state policy options to improve local conditions
- Managed data on grantees in over 27 cities, answered inquiries, located information, and interpreted requests for material preparation
- Worked within the Program team to assist in the coordination and implementation of trainings and training logistics for national convening’s of grantees and stakeholders

AyeNay A. Abye



Lead Organizer

January 2007- January 2010

Californians for Justice Education Fund, Oakland CA & Long Beach CA

- Supervised organizing staff, College interns/volunteers and developed individual and regional work plans for students to lead
- Advanced student based local, statewide and national educational justice campaigns for College and High School students
- Oversaw leadership development of all students and families at each school including skills building, education trainings, outreach trainings, phone banking, tracking and community engagement skills
- Developed curriculum, workshop trainings, leadership conferences and coalition gatherings
- Led grassroots fundraising in the region and cultivated relationships with funders, set objectives to grant proposals, coordinated site visits and overall donor cultivation for region
- Member of management team: led statewide staff meetings, trainings and overall organizational development including board support, drafting/editing personnel policies and executing and evaluating the strategic plan

Researcher, National Science Foundation

June 2005- August 2005

Los Angeles at Play Summer Research & Training Program

Sociology Department, University of California at Los Angeles

- Conducted ethnographic research on local usage of the Los Angeles River under the supervision of professors Jack Katz and Robert Emerson.
- Composed report on findings from above research showing impacts on local community development.

EDUCATION

Master of Public Administration, Seattle University

2021

BA American Studies, University of California, Santa Cruz

2006

Visiting Scholar, University of KwaZulu-Natal, Durban, South Africa

2006

AFFILIATIONS

Vice President, Board of Directors, American Society for Public Administration, WA State

2016 - 2018

Donor Cultivation Volunteer, Ethiopia Catholic University of St. Thomas Aquinas (ECUSTA)

2013 - 2018

REFERENCES

Upon Request

Pacific Hospital Preservation and Development Authority (PHPDA)

NOVEMBER 2022

9 Members: Pursuant to RCW 35.21.730 and Seattle Municipal Code 3.110, All subject to City Council confirmation, 3-year terms:

- 4 Mayor-appointed
- 4 Other Appointing Authority-appointed (specify): PHPDA Governing Council
- 1 King County Executive-appointed

Roster:

| *D | **G | RD | Position No. | Position Title | Name | Term Begin Date | Term End Date | Term # | Appointed By |
|----|-----|-----|--------------|----------------|---|-----------------|---------------|--------|-------------------|
| 3 | F | 1 | 1. | Member | Gloria Burton | 1/1/21 | 12/31/23 | 2 | Mayor |
| 4 | M | N/A | 2. | Chair | Virgil Wade | 1/1/21 | 12/31/23 | 1 | Governing Council |
| 1 | F | 5 | 3. | Vice Chair | Doris Koo | 1/1/22 | 12/31/24 | 2 | KC Executive |
| 6 | M | 7 | 4. | Treasurer | Robert “Bob” Cook | 1/1/22 | 12/31/24 | 2 | Governing Council |
| 5 | M | 3 | 5. | Secretary | Paul Feldman (filling out remainder of Susan Crane’s 3-year term) | 1/1/22 | 12/31/23 | 1 | Mayor |
| 2 | O | N/A | 6. | Member | AyeNay A. Abye | 1/1/23 | 12/31/25 | 1 | Governing Council |
| 1 | F | 2 | 7. | Member | Susan Taoka | 1/1/23 | 12/31/25 | 3 | Mayor |
| 2 | M | N/A | 8. | Member | Douglass Jackson | 1/1/22 | 12/31/24 | 1 | Mayor |
| 2 | F | 2 | 9. | Member | Martine Pierre-Louis | 1/1/23 | 12/31/25 | 1 | Governing Council |

SELF-IDENTIFIED DIVERSITY CHART

| SELF-IDENTIFIED DIVERSITY CHART | | | | | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
|---------------------------------|-----|-------|-------------|-------------------|-------|-------------------------------|---------------------|---|--------------------------------------|--------------------------------|---------------------|-------------------|-------------|
| | Men | Women | Transgender | Other/ Unknown | Asian | Black/ African American | Hispanic/ Latino | American Indian/ Alaska Native | Other (Specification Optional) | Caucasian/ Non- Hispanic | Pacific Islander | Middle Eastern | Multiracial |
| Mayor | 2 | 2 | | | 1 | 1 | 1 | | 1 | | | | |
| Gov. Council | 2 | 1 | | 1 | | 2 | | 1 | | 1 | | | |
| Other | | 1 | | | 1 | | | | | | | | |
| Total | 4 | 4 | | 1 | | | | | | | | | |

Key:

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

G List *gender*, **M = Male, **F** = Female, **T** = Transgender, **U** = Unknown, **O** = Other

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

Diversity information is self-identified and is voluntary.



Legislation Text


File #: Appt 02439, **Version:** 1

Reappointment of Susan Taoka as member, Pacific Hospital Preservation and Development Authority Governing Council, for a term to December 31, 2025.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

| | | |
|--|---------------------------|--|
| Appointee Name: Sue Taoka | | |
| Board/Commission Name: Pacific Hospital Preservation & Development Authority | | Position Title: Member |
| <input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment | | City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other | | Term of Position: * 1/1/2023 to 12/31/2025 <input type="checkbox"/> Serving remaining term of a vacant position |
| Residential Neighborhood: Beacon Hill | Zip Code: 98108 | Contact Phone No.: [REDACTED] |
| Background: <p>Ms. Sue Taoka was an Executive Vice President at Craft3. She developed the urban market focusing on distressed and immigrant communities. Ms. Taoka focused on developing and implementing an energy efficiency loan product for residential and small business retrofits.</p> <p>Prior to her position at Craft3, Ms. Taoka served as Executive Director of the Seattle Chinatown International District Preservation and Development Authority (SCIDpda), the major property management and community development organization in the Chinatown International District. Before that she served as the Deputy Chief of Staff to Mayor Norm Rice for housing, economic and community development, neighborhoods, parks, and libraries.</p> <p>Ms. Taoka is the past co-president of the National Coalition of Asian Pacific American Community and a member of the Washington State Bar Association.</p> <p>Ms. Taoka earned her B.S. from the University of Colorado at Boulder, and a J.D from Seattle University School of Law.</p> <p><i>This appointment represents Sue Taoka's third term.</i></p> | | |
| Authorizing Signature (original signature):  Date Signed (appointed): 10/21/2022 | | Appointing Signatory: Bruce A. Harrell Mayor of Seattle |

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

Resume
of
Susan Taoka



PROFESSIONAL EXPERIENCE

Executive Vice President – *Craft3*, Seattle, WA – August 2008 – 4/2019

Responsibilities: along with the President and Executive Team provides senior leadership for Craft3, a major regional not for profit CDFI in the Pacific Northwest. Primary lead on organizational development efforts; support of the talent management function; provide market management in the Seattle/Puget Sound area; manage a portion of government and community relations in Washington and Puget Sound region; participating member of the Management Committee.

Executive Director – *Seattle Chinatown International District Preservation and Development Authority* - Seattle, WA - June 1994 – August 2008

Responsibilities: Chief executive officer of the primary community development corporation in the International District of Seattle, Washington. Managed all aspects of budget development, personnel management, board activity, public and community relations and all other administrative duties of the \$2.2 million operations of the organization. Primarily responsible for the financing of development projects for the organization. Worked extensively with local, state and federal elected officials and public administrators on behalf of the Chinatown International District. Maintain and develop relationships with other community organizations, community development corporations and funding bodies.

Project Manager - *Seattle Chinatown International District Preservation and Development Authority* – Seattle, WA – March 1992 – 1994

Responsibilities: Manage the development of a major anchor community project meeting housing and community development needs in a holistic physical development,

Deputy Chief of Staff – *Office of the Mayor, City of Seattle* – Seattle, WA – January 1990 – March 1992.

Responsibilities: Policy, administrative and fiscal oversight responsibility in the following areas: housing policy; housing development; economic and community development; homelessness; job development; neighborhood planning, programs and development; land use code and policy development and enforcement; construction, development and permitting; parks and recreation including acquisition and development; zoning building, electrical, mechanical and housing

codes; transportation including I-90 completion, rapid transit corridors, and local street improvements for community development; and library management and development.

Executive Director – *Inter*Im Community Development Association* – Seattle, WA – April 1985 to December 1989.

Responsibilities: Solely responsible for all aspects of budget development, personnel management, board activities, public and community relations and all other administrative duties. Worked extensively with elected officials and public administrators from all levels of government. Provided technical assistance and management oversight on multi-million dollar housing and community development projects. Served as the primary organizer on a diverse list of issues and ventures, including: health, education, senior citizen and housing advocacy campaigns. Specifically responsible for land use analysis of projects, policies, code plans, economic development policy, and social justice issues as they impact the International District. Researched and developed legal positions on various legal issues.

Land Use and Community Development Specialist – *Inter*Im Community Development Association*, Seattle, WA – January 1982 to April 1985

Responsibilities: Provided land use and environmental impact analysis on projects, policies, codes, and plans. Developed and maintained positive relations with the Downtown Plan Citizens Advisory Committee; ID Special Review Board; City of Seattle's Office of Long Range Planning; Department of Community Development; Office of Neighborhoods; WA Environmental Council; and the public development authorities of the International District, Central Area, Capitol Hill and Indian Services. Authored *Amicus Curiae* briefs on land use and housing issues.

Education

J.D. **Seattle University, Seattle Washington**
 School of Law

B.S. **University of Colorado, Boulder, Colorado**

 University of Colorado at Denver, Colorado
 Graduate level course work toward Masters in Urban Planning

Affiliations

- Member – Governing Council Pacific Hospital Preservation and Development Authority – 2017-present
- Board Chair Yesler Community Collaborative 2016-present

- Founding member of National Coalition of Asian Pacific American Community Development
- Board member Seattle Investment Fund – Investment Committee – 2015-2019
- Member of the Federal Reserve Community Advisory Council - 2016 – 2018
- Board member Friends of Little Saigon 2015-2018
- Past board chair of National Coalition of Asian Pacific American Community Development
- Past member of the Puget Sound Partnership Leadership Council 2016-2018
- Past member of the Washington State Bar Association 1984-2017
- Past boardmember of Washington Association of Community Economic Development
- Past boardmember of Impact Capital

Awards

- 2019 – Community Voice Award – International Examiner
- 2006 - James A. Johnson Fellowship – Fannie Mae
- 2008- Friend of Housing – Washington State Housing Finance Commission
- 2014 – Bob Santos Award – Interim Community Development

Pacific Hospital Preservation and Development Authority

July 2022

9 Members: Pursuant to RCW 35.21.730 and Seattle Municipal Code 3.110, *All members subject to City Council confirmation, 3-year terms:*

- 4 Mayor-appointed
- 4 Other Appointing Authority-appointed (specify): PHPDA Governing Council
- 1 King County Executive-appointed

Roster:

| *D | **G | RD | Position No. | Position Title | Name | Term Begin Date | Term End Date | Term # | Appointed By |
|----|-----|----|--------------|----------------|---------------------|-----------------|---------------|--------|-------------------|
| 3 | F | 1 | 1 | Member | Gloria Burton | 01/01/21 | 12/31/23 | 2 | Mayor |
| | M | | 2 | Member | Virgil Wade | 01/01/21 | 12/31/23 | 1 | Governing Council |
| 2 | F | | 3 | Member | Doris Koo | 01/01/22 | 12/31/24 | 2 | KC Executive |
| 6 | M | 7 | 4 | Member | Robert "Bob" Cook | 01/01/22 | 12/31/24 | 2 | Governing Council |
| | M | 7 | 5 | Member | Paul Feldman | 01/01/22 | 12/31/24 | 1 | Mayor |
| | NB | | 6 | Member | AyeNay Abye | 01/01/20 | 12/31/22 | 1 | Governing Council |
| 1 | F | | 7 | Chair | Sue Taoka | 01/01/23 | 12/31/25 | 2 | Mayor |
| | M | | 8 | Member | Douglass Jackson | 01/01/21 | 12/31/23 | 1 | Mayor |
| 6 | F | | 9 | Member | Nancy Kathleen Sugg | 01/01/20 | 12/31/23 | 3 | Governing Council |

SELF-IDENTIFIED DIVERSITY CHART

| 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 | 2 | 2 | | | 1 | | | | 1 | | | | |
| Gov. Council | 2 | 1 | | 1 | | | | | | | | | |
| Other | | 1 | | | | | | | | | | | |
| Total | 4 | 4 | | 1 | 1 | | | | 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.



Legislation Text

File #: Appt 02436, **Version:** 1

Reappointment of Andrea Scheele as Executive Director of the Civil Service Commission and of the Public Safety Civil Service Commission, for a term to January 21, 2026.

The Appointment Packet is provided as an attachment.

CITY OF SEATTLE



EXECUTIVE DIRECTOR
Civil Service Commissions

Confirmation Packet
January 24, 2023

Andrea Scheele (Morgan)



City of Seattle Boards & Commissions Notice of Appointment

| | | |
|---|--|---|
| Appointee Name: <i>Andrea Scheele (Morgan)</i> | | |
| Board/Commission Name: <i>Civil Service Commission, Public Safety Civil Service Commission</i> | | Position Title: <i>Executive Director</i> |
| <input type="checkbox"/> Appointment OR <input checked="" 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: <i>Civil Service Commission (CSC), Public Safety Civil Service Commission (PSCSC) Org: (CIV)</i> | Date Appointed: <i>1/03/2023</i> | Term of Position: * <i>1/22/2023 to 1/21/2026</i> <input type="checkbox"/> Serving remaining term of a vacant position |
| Residential Neighborhood: <i>N/A</i> | Zip Code: <i>N/A</i> | Contact Phone No.: [REDACTED] |
| Background: <p><i>This is the reappointment of Andrea Scheele (Morgan) to the position of Executive Director of the Civil Service Commissions. Andrea is an experienced attorney, human resources professional and people manager who leads with her core values of compassion, integrity, and equity. She has served since October 2019 as the Executive Director of the Civil Service Commissions.</i></p> <p><i>Ms. Scheele Morgan's combination of knowledge and experience continues to drive the important work of the Civil Service and Public Safety Civil Service Commissions. Through her service as the Director of the Commissions, Andrea continues to demonstrate a commitment to embed equity into her work at every level, serve as a collaborative partner, and provide thoughtful and authoritative counsel.</i></p> <p><i>On behalf of the commissions and staff, we commend Ms. Scheele Morgan on providing outstanding service and dedication to the work of the Civil Service Commission and Public Safety Civil Service Commission and recommend her reappointment by the Seattle City Council.</i></p> | | |
| Authorizing Signature (original signature): <i>Mary Wideman-Williams</i> | Appointing Signatory: <i>Mary Wideman-Williams</i> <i>Commission Chair, CSC</i> | |
| Authorizing Signature (original signature): <i>Stacy Connole</i> | Appointing Signatory: <i>Stacy Connole</i> <i>Commission Chair, PSCSC</i> | |

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

CAREER EXPERIENCE AND HIGHLIGHTS

City of Seattle (2014-Present)

Executive Director, Civil Service Commission and Public Safety Civil Service Commission, 2019-Present

As sole executive officer and appointing authority for CIV department, ensure compliant and effective operation of Seattle's civil service employment systems. Engage with employees, departments, unions, and elected officials to ensure that rights and processes are known and consistently applied. Conduct outreach and education. Oversee and direct all public safety civil service exams, including entry-level and promotional exams for Fire and Police departments. Support the commissions in hearing appeals of disciplinary actions and alleged violations of civil service laws/rules.

Human Resources Manager, 2018-2019

Advised and developed policy related to employment and labor practices for a diverse and unionized workforce. Fostered collaboration between leadership, employees, and labor partners to improve culture and ensure consistent HR practices. Supervised five-person employee and labor relations team. Conducted sensitive and high-level investigations. Engaged frequently with union representatives to address collective bargaining issues. Public disclosure officer for HR division.

Assistant City Attorney, 2014 –2018

Represented municipal client in jury trials, labor arbitrations, and administrative proceedings. Advised on investigations, employee discipline, discrimination, CBA interpretation and application, accommodation, federal, state and local leave laws, and wage and hour. Partnered with labor unions and City clients to achieve mutual goals. Invited to Mayor's Anti-Harassment and Discrimination Interdepartmental Team, leading to establishment of Seattle's Office of the Employee Ombud, and centralized HR investigations unit.

Teller & Associates, PLLC, Seattle, Washington

Attorney, 2006 –2014

Law Office of Gregory Murphy, P.S., Tacoma, Washington

Attorney, 2005 –2006

As a plaintiff's employment litigator, represented individuals in state and federal employment-related matters, including sex/age/race/religious/disability discrimination, administrative matters, professional services contract negotiations, non-competes, severance and separation agreements. Advised on wage and hour issues, disability accommodation, separation and severance negotiations and whistleblower matters.

EDUCATION

Seattle University School of Law Juris Doctor

University of Washington Bachelor of Arts, Anthropology

BAR ADMISSIONS Washington State; U.S. District Court Western District of Washington

PROFESSIONAL AND COMMUNITY ACTIVITIES

Washington State Association of Municipal Attorneys Member 2014-2018

Mother Attorneys Mentoring Association of Seattle Member 2011-present

Washington Employment Lawyers Association Member 2005-2014

Unemployment Law Project Board Member 2006 – 2016

King County Neighborhood Legal Clinic Volunteer 2005 – 2011

PUBLICATIONS

- Litigating the Sexual Harassment Case, 3rd Ed., ABA Publication, 2009. Chapter Coauthor: "Mitigation of Damages in Sexual Harassment Cases."
- "Technology-Use Rights of the Non-Union Employee." Coauthor, ABA Section of Labor and Employment Law, March 2006 National Conference on Equal Employment Opportunity Law.



City of Seattle

CIVIL SERVICE COMMISSIONS

The Civil Service Commission

Commission Chair Mary Wideman-Williams

Commissioner Evan Chinn

Commissioner Joshua Werner

Public Safety Civil Service Commission

Commission Chair Stacy Connole

Commissioner Dorothy Leggett

Commissioner Joel A. Nark

Staff

Andrea Scheele, Executive Director

Teresa Jacobs, Executive Assistant

December 14, 2022

Honorable Debora Juarez, Council President

Honorable Lisa Herbold, Chair Public Safety & Human Services

Seattle City Council

Dear Council President Juarez and Councilmember Herbold:

On behalf of the Seattle Civil Service Commission (CSC) and the Seattle Public Safety Civil Service Commission (PSCSC) we ask that the City Council confirm the Commissions' reappointment of Andrea Scheele Morgan as Executive Director, as provided under section [4.04.250](#) of the Seattle Municipal Code. At a joint meeting of the Seattle Civil Service and the Public Safety Civil Service Commissions on November 7, 2022, the CSC and PSCSC voted to reappoint Ms. Scheele Morgan as Executive Director, subject to Council confirmation, for a term of three years, beginning January 23, 2023.

Ms. Scheele Morgan's combination of knowledge and experience continues to drive the important work of the Civil Service and Public Safety Civil Service Commissions. Through her service as the Director of the Commissions, Andrea continues to demonstrate a commitment to embed equity into her work at every level, serve as a collaborative partner and provide thoughtful and authoritative counsel.

On behalf of the commissions and staff, we commend Ms. Scheele Morgan on providing outstanding service and dedication to the work of the Civil Service Commission and Public Safety Civil Service Commission.

Sincerely,

Mary Wideman-Williams

Commissioner Mary Wideman-Williams, Chair
Civil Service Commission

Stacy Connole

Commissioner Stacy Connole, Chair
Public Safety Civil Service Commission

Cc: Andrea Scheele Morgan, Executive Director
Thao Madsen, Boards and Commissions Registry Manager, City Clerk

City of Seattle Civil Service Commissions

Seattle Municipal Tower, 700 Fifth Avenue, Suite 1670 PO Box 94729 Seattle, WA 98124-4729

Tel (206) 233-7118, Fax: (206) 684-0755, <http://www.seattle.gov/CivilServiceCommissions/>

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



Legislation Text

File #: Inf 2224, **Version:** 1

Public Safety Civil Service Commission Overview and Update

Public Safety Civil Service Commission – Overview and Update

Public Safety and Human Services Committee

Executive Director Andrea Scheele

Tuesday, January 24, 2023



City of Seattle

Public Safety Civil Service Commission Overview

- History and Context
- Exam Development and Administration
- Police Hiring Crisis



History and Context



City of Seattle

Seattle History: Civil Service

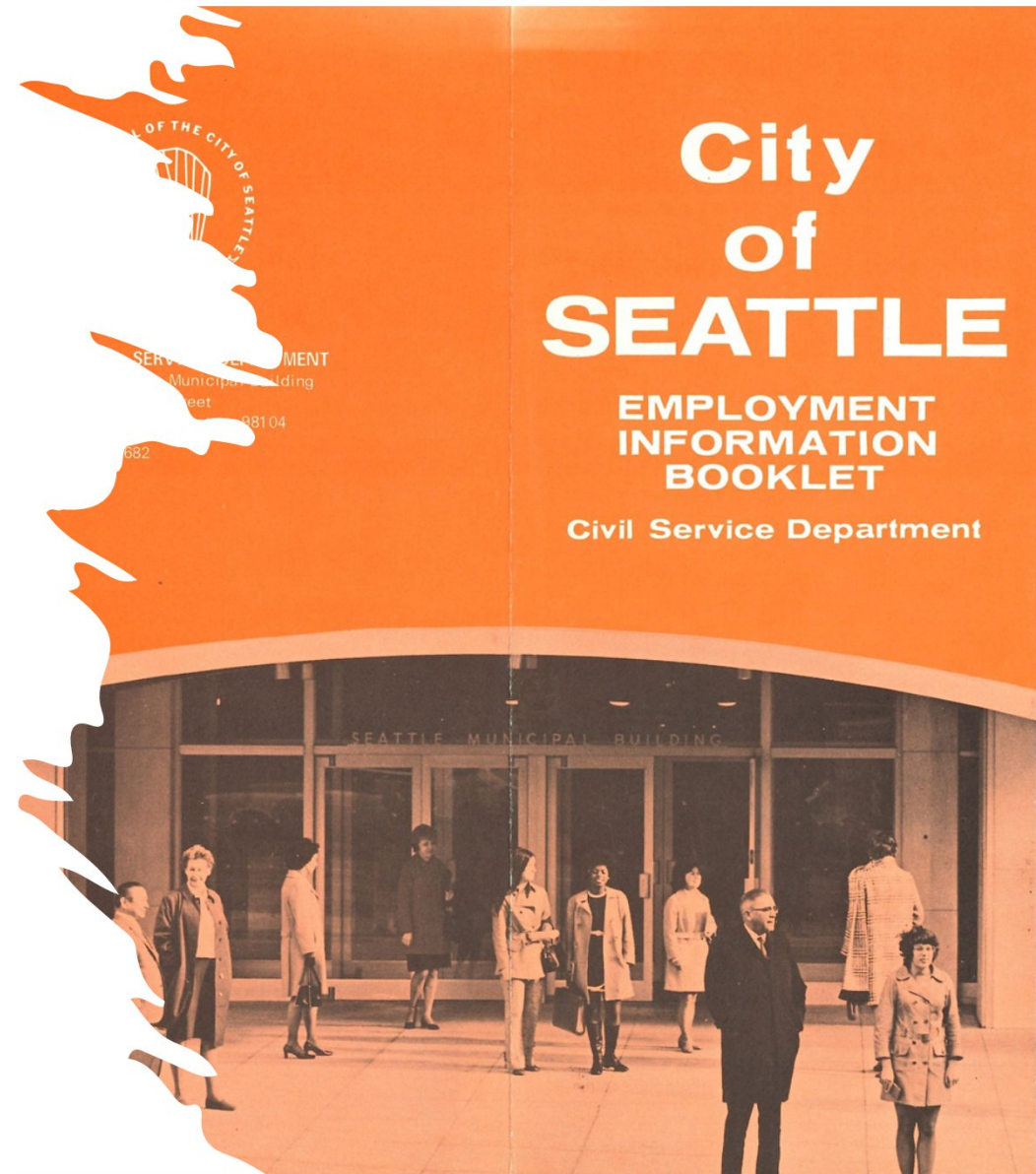
1896 – Beginning of Civil Service in Seattle

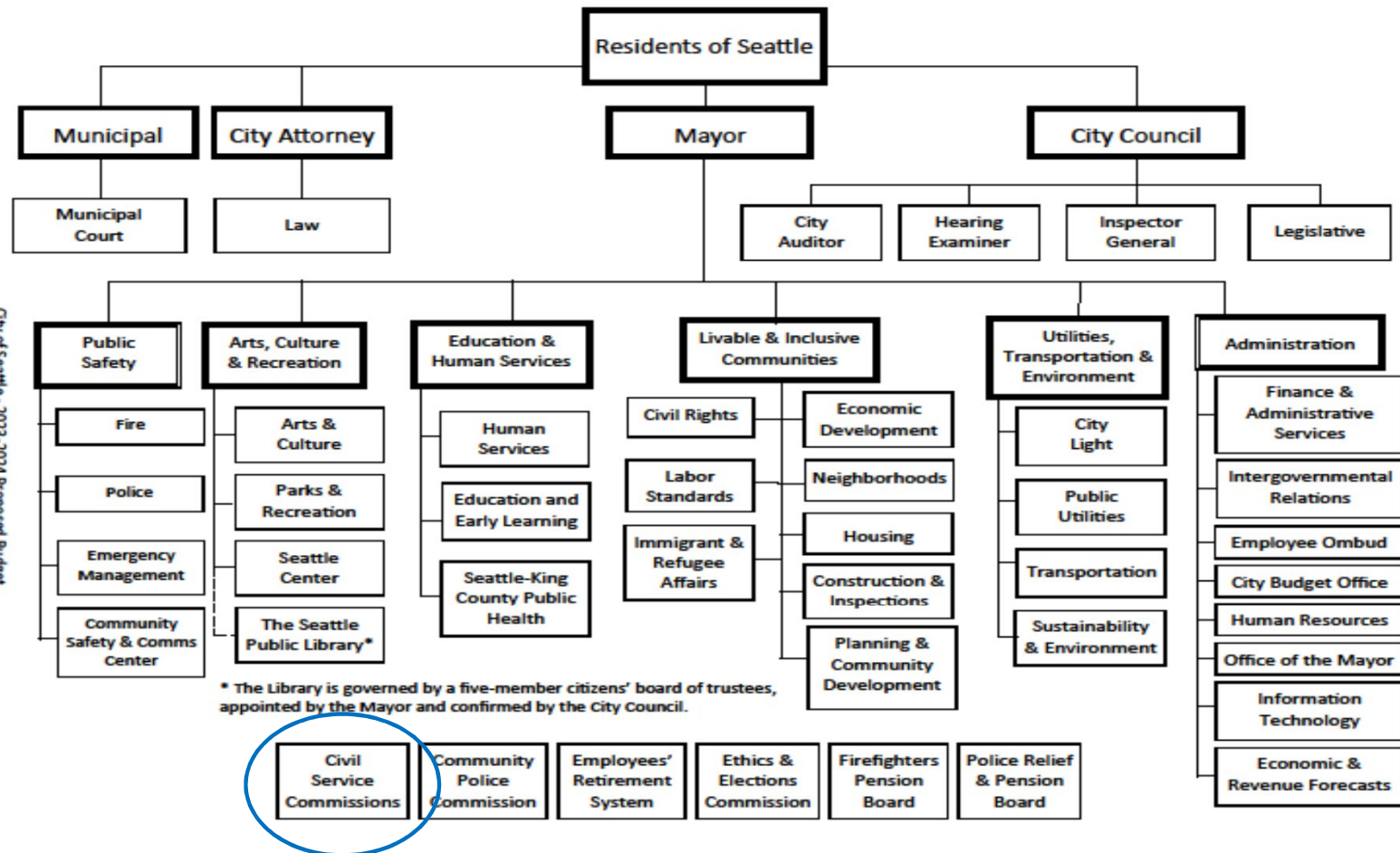
CSC and Civil Service Department established by City Charter to oversee and administer City's personnel system

1979- Reorganization and PSCSC established

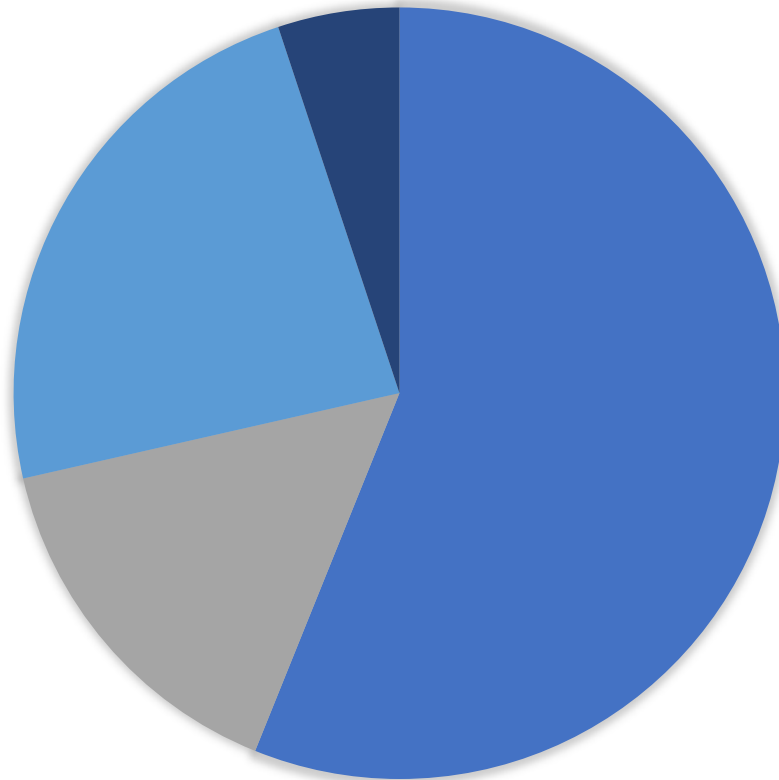
- Most personnel functions assigned to new Personnel Department; CSC as separate agency
- CSC as separate agency with oversight of civil service system/disciplinary appeals
- PSCSC established separately to oversee civil service system for ranks in Police and Fire Departments. Required by RCWs 4.12 and 4.08.

2012- CSC and PSCSC Departments Combined under Civil Service Commissions Department (CIV)





COS Employees' Civil Service Status



Total # Employees: 13,392

- Civil Service (7,512)
- Public Safety Civil Service (2,056)
- Exempt, incl. temporary (3,143)
- SPL, not in civil service system (681)

Source: City of Seattle 1/19/2023



City of Seattle

Civil Service Commissions Department (CIV)

Disciplinary
Appeals

Investigates
Political
Influence in
Hiring

Makes Reccom-
mendations re City's
Personnel System

CSC

PSCSC

Civil Service
Exams
Entry and
Promotional
SPD and SFD
(with SHR
support)

Disciplinary
Appeals

Oversight of
Public Safety
Civil Service
System

Classification
with SHR
support



PSCSC Commissioners

- Commission Chair Stacy Connoles, 2022-2024 (Mayor appointee)
- Commissioner Joel Nark, 2021-2023 (Employee elected)
- Dorothy Leggett, 2020-2022 (City Council appointee)
- City Council will appoint a new commissioner in 2023



CSC Commissioners

- Commission Chair Mary Wideman-Williams, 2023-2025 (Mayor appointee)
- Commissioner Joshua Werner, 2022-2023 (Employee elected)
- Vacant (City Council appointee)



City of Seattle

Exam Development and Administration



City of Seattle

Civil Service Exam Administration Goals

- In accordance with [State Law](#) and [City Ordinance](#) - and in keeping with best practices - the SDHR Fire & Police Unit develops and administers merit-based, entry-level, and promotional exams under the direction of the Public Safety Civil Service Commission (PSCSC) and on behalf of the Seattle Police and Fire Departments.
- We strive to administer exams that are equitable, compliant, and transparent.



Civil Service Principles

- Hiring/promotion rankings based on exam scores
- Exams, classifications and job advertisements based on knowledge, skills, and abilities necessary to perform the work of the public safety position
- Independence insulates civil service processes from political influence
- Appointing authority has discretion in final hiring/promotional appointment decision



Compliance + Risk Mitigation

Adverse Impact

- [Feds: NJ police sergeant exams discriminatory](#)
- [Justice Dept Settles Employment Discrimination Allegations Against City of Austin](#)
- [Minority New York firefighters settle racial bias suit for \\$98 million](#)
- [Washington sues Florida city over firefighter tests](#)

Testing Integrity, Cheating, and Nepotism

- [Chicago Police Sergeant Challenges Testing System as Rigged](#)
- [Richmond Police, Firefighters Question Promotion Process](#)

- [Port Authority police captain accused of e-mailing promotion exam to himself](#)
- [LAFD Hiring Controversy](#)

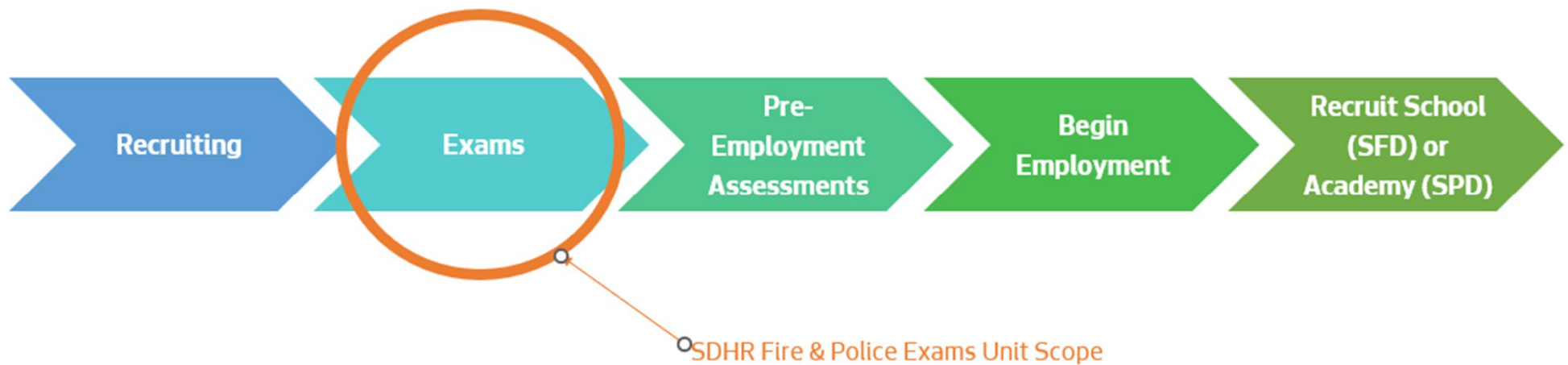
Other Legal Challenges, Issues, and Errors

- [Washington State Patrol settles veterans preference lawsuit, awards \\$13 million to applicants](#)
- [Glitch Prompts Alliance to offer firefighter test again](#)
- [Boston union wins its case on exam issue](#)
- [Dallas police investigating potential irregularities on promotion exams](#)



What we do

Entry Level Fire & Police Hiring Process



*Promotional exams are truncated versions of the above process, as all applicants are internal [except police command staff]



City of Seattle

What we do: 11 Exam Types

Police Exams

| |
|----------------|
| Police Officer |
| Lateral Entry |
| Sergeant |
| Lieutenant |
| Captain |

Fire Exams

| |
|-------------------|
| Firefighter |
| Lieutenant |
| Fireboat Engineer |
| Fireboat Pilot |
| Fire Captain |
| Battalion Chief |

* Promotional exams are administered every-other year. **Entry and lateral exams** have varying schedules based on need.



City of Seattle

What we do not do

Recruiting

Physical
Fitness Testing

Drug Testing

Polygraph

Job Offers

Outreach

Background
Investigations

Job Specific
Training



City of Seattle

Police Hiring Crisis



City of Seattle

Issue: Police Officer Hiring Crisis

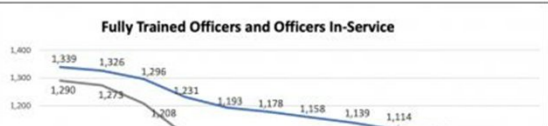
SEATTLE POLICE STAFFING: 'Unprecedented separation numbers' continue, though Southwest Precinct rebounds

AUGUST 8, 2022 5:19 PM | 48 COMMENTS | WEST SEATTLE NEWS | WEST SEATTLE POLICE | WEST SEATTLE POLITICS

Tomorrow at 9:30 am, the City Council's **Public Safety and Human Services Committee**, chaired by West Seattle/South Park Councilmember **Lisa Herbold**, gets its quarterly report on **Seattle Police** staffing. "Unprecedented separation numbers have continued into 2022," the [presentation prepared for the meeting](#) notes. Through the first half of the year, SPD had lost 109 more officers, and hired 30. The number of departures is close to the 125 originally projected for the entire year.

Sworn Staffing

Including SPD hiring and Council separation projections through the end of 2022



2022 Q2 SPD Actuals
January - June Actuals:

- Actual Hires: 30
- Actual Separations: 109

Harrell proposes new hiring incentives for Seattle police, aims to add 500 officers in next 5 years

July 13, 2022 at 5:56 pm | Updated July 13, 2022 at 6:41 pm



PSCSC's Efforts to Increase PO hiring

- Application and testing for SPD officer accessible 365 (almost)
- Remote, proctored exam reduces participation barriers (i.e., travel, family caretaking)
- Sharing lists of successful candidates to SPD frequently, reducing wait times, increasing engagement, and hiring faster
- Implementing Community Service Preference Points for Entry Police Officer exam. Will increase score for candidates who been in direct service to community for 2+ years (June 2023)
- Partnering with SHR and SPD to ensure communications with candidates are clear, frequent, and consistent.
- Maintaining Seattle's high standards for integrity, safety, equity.



