

City of Seattle



**Director
Office for Civil Rights**

**Confirmation Packet
January 30, 2014**

Patricia Lally



City of Seattle
Mayor Edward B. Murray

January 30, 2014

The Honorable Tim Burgess
President, Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Council President Burgess:

I am pleased to transmit to the City Council the following confirmation packet for my appointment of Patricia Lally as the Director of the Office for Civil Rights.

The materials in this packet are divided into two sections:

A. Director name

This section contains Patricia Lally's appointment and oath of office forms, her resume, and the press release announcing her appointment.

B. Background Checks

This section contains the Mayor's Office report on Patricia Lally's background check.

Patricia (Carrasco) Lally worked as an Assistant United States Attorney in Seattle for eleven years. Before joining the U.S. Attorney's Office, Patricia was an associate at the national law firm of Perkins Coie, where she participated in a number of complex civil litigation cases. Prior to her legal career, Patricia practiced as a Certified Public Accountant in California and Washington.

In 2012, Patricia became an adjunct professor at Seattle University School of Law where she taught pre-trial advocacy. Patricia is a Past President of the Latina/o Bar Association of Washington where she has served as a director from 2007 to 2011. For years, Patricia has served as a mentor to both Seattle University and the University of Washington law school students. In 2009, Patricia was appointed to the Washington State Minority and Justice Commission where she served for one year. She works with community-based organizations such as El Centro De La Raza, Casa Latina, as well as multi-organization coalitions to serve community members in the civil rights arena.

The Honorable Tim Burgess

January 30, 2014

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Patricia was born and raised in Los Angeles, California, and is the fourth child of Mexican-American parents who themselves never had the advantage of higher education. As the first generation to attend college, Patricia understands that education is the "great equalizer."

Patricia's rich background, experience and commitment to equal opportunity for all provides a keen understanding of the civil rights issues confronting Seattle. I believe Patricia will be an asset to the City and I urge you to confirm her as Director of the Office for Civil Rights.

If you have any questions about the attached materials or need additional information, please contact Uriel Ybarra of my office, at 206-684-8162, or via e-mail, at uriel.ybarra@seattle.gov.

Sincerely,



Edward B. Murray
Mayor, City of Seattle

cc: Honorable Members of Seattle City Council

SECTION

A



Edward B. Murray
Mayor of Seattle

January 2, 2014

Patricia Lally
Seattle, WA 98116

Dear Patricia,

It gives me great pleasure to appoint you to the position of Director of the Office for Civil Rights (Executive 2) at an annual salary of \$151,000 effective January 3, 2014.

Your term of office is at the discretion of the Mayor. Also, your appointment as Director is subject to City Council confirmation. Therefore, you will need to attend the confirmation hearings of the full City Council.

Your contingent offer letter provided employment information related to the terms of your employment, benefits, vacation, holiday and sick leave. If you have questions about your employment with the City of Seattle please contact Latrice Ybarra at (206) 684-4539.

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

Sincerely,

Edward B. Murray
Mayor of Seattle

cc: Human Resources

City of Seattle

Notice of Appointment

Name: Patricia Lally	<input checked="" type="checkbox"/> Executive Appointment <input type="checkbox"/> Legislative Appointment
Appointed to: Director, Office for Civil Rights	Date of Appointment: 1/3/2014
Authority (Ord., Res.): SMC: 3.14.910	Term of Office From: City Council Confirmation To: Serves at the discretion of the Mayor
<p>Comments: Patricia (Carrasco) Lally worked as an Assistant United States Attorney in Seattle for eleven years. Before joining the U.S. Attorney's Office, Patricia was an associate at the national law firm of Perkins Coie, where she participated in a number of complex civil litigation cases. Prior to her legal career, Patricia practiced as a Certified Public Accountant in California and Washington.</p> <p>In 2012, Patricia became an adjunct professor at Seattle University School of Law where she taught pre-trial advocacy. Patricia is a Past President of the Latina/o Bar Association of Washington where she has served as a director from 2007 to 2011. For years, Patricia has served as a mentor to both Seattle University and the University of Washington law school students. In 2009, Patricia was appointed to the Washington State Minority and Justice Commission where she served for one year. She works with community-based organizations such as El Centro De La Raza, Casa Latina, as well as multi-organization coalitions to serve community members in the civil rights arena.</p> <p>Patricia was born and raised in Los Angeles, California, and is the fourth child of Mexican-American parents who themselves never had the advantage of higher education. As the first generation to attend college, Patricia understands that education is the "great equalizer."</p>	
Authorizing Signature: 	Name and Title of Officer Making Appointment: Edward B. Murray, Mayor



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

STATE OF WASHINGTON

COUNTY OF KING

I, Patricia Lally, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Director of the Office for Civil Rights; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of the City of Seattle; and that I will faithfully conduct myself as *Director of the Office for Civil Rights*.

Patricia Lally

**Subscribed and sworn to before me
this _____ day of _____, 2014**

(affix seal)

Monica Martinez Simmons, City Clerk

PATRICIA C. LALLY

EXPERIENCE Legal

UNITED STATES ATTORNEY'S OFFICE – Assistant U.S. Attorney

2002 - Present, Seattle, Washington

Assistant United States Attorney in the Criminal Division for the Western District of Washington. Responsible for prosecution of federal crimes with an emphasis on criminal enterprises. Collaborate with and lead multi-law enforcement agencies in complex multi-year investigations. Duties include all aspects of criminal prosecution, including but not limited to: pre-indictment investigations and legal analyses; seeking indictments; conducting plea negotiations to resolve cases pretrial; and preparing for and representing the United States in criminal trials. Admitted to practice in Washington State, United States District Court in the Western District and United States Ninth Circuit Court of Appeals.

SEATTLE UNIVERSITY, SCHOOL OF LAW – Adjunct Instructor

Fall Quarter, 2012 - 2013, Seattle, Washington

Taught and coached lawyering skills for effective legal advocacy to second and third year law school students.

PERKINS COIE – Litigation Associate

1998 - 2002, Seattle, Washington

Represented corporate and individual clients in all types of commercial litigation. Responsibilities included legal research; document review and discovery including, motions to compel; prepared pre-trial motions including, motions for summary judgment; conducted and participated in settlement negotiations; communication with clients related to all aspects of litigation; legal and financial analysis related to complex litigation; and oversight of administration of class action settlements.

Certified Public Accountant

PATRICIA LALLY COMPANY, CPA

1988 - 1995, Thurston County, Washington

Responsible for assisting companies with business valuations, cost-benefit analyses, profitability studies, cost control procedures and internal control audits. Prepared corporate, partnership and individual income tax returns.

COMMUNITY AND CIVIC ACTIVITIES

- Board Member, Casa Latina, Seattle, Washington, 2013-present
- Capital Campaign Steering Committee Member, El Centro De La Raza, Seattle, Washington, 2013-present
- Moderator, Immigrant, Refugee and Communities of Color, Candidates' Forum, October 26, 2013
- Master of Ceremonies, El Centro De La Raza Annual Gala, 2012, 2013 (850 attendees)
- Yakima Pre-Law High School Conference Committee Member, 2008-present
- Selection Committee, UW Law School Gates Public Service Scholarship, 2012
- Member, Washington State Minority and Justice Commission, 2009-2010
- Volunteer mentor, Legacy Leadership Initiative Mentoring Programs, Bellevue School District, 2010-2011
- Volunteer speaker to high school students and parents regarding truancy laws and the importance of high school graduation, King County, multiple sessions, 2011
- Presenter, Latina Leadership Summit, Seattle, Washington, September 25, 2004

LEADERSHIP ROLES

Latina/o Bar Association of Washington

- Past President, 2011, President, 2010 and President-Elect, 2009
- Co-Chair of Judicial Evaluation Committee, 2008–2009
- Coordinated and invited MALDEF President Thomas Saenz to a Seattle Town Hall meeting (reached capacity) regarding Arizona's Anti-Immigration law, June 6, 2010
- Coordinated Minority Bar Associations' response to SPD's excessive use of force incidents, multiple dates, 2010

Latina/o Bar Association of Washington Scholarship Foundation

- Chair of Foundation dedicated to raising funds for scholarships to Latina/o law school students, 2010-present
- Key Fundraiser

United States Attorney's Office – Seattle, Washington

- Coordinated Hispanic Recognition month office-wide events, multiple years
- Member of Diversity Committee; Responsible for coordinating office-wide cultural competency training, 2012-present

NATIONAL HISPANA LEADERSHIP INSTITUTE

In 2011, I was one of 22 emerging leaders from across the nation selected as a National Hispana Leadership Institute Fellow to participate in a four-week comprehensive program created to develop Latinas as ethical leaders through training, professional development, relationship building, and community activism. Attended executive and leadership training at Center for Creative Leadership in Colorado Springs and at Harvard Kennedy School.

CONTINUING LEGAL EDUCATION PRESENTER

- Speaker, The Value of Lawyering, Seattle University, September 28, 2013
- Presenter, Civility in the Legal Profession, Seattle, Washington, March 1, 2013
- Speaker, Lawyering in a Diverse World, Seattle, Washington, September 25, 2012
- Speaker, Public Interest Legal Careers, University of Washington, February 15, 2012
- Co-presenter, Civility in the Legal Profession, Hispanic National Bar Association Annual Convention, August 23, 2012
- Co-chaired CLE, Education Equality, WA State Bar Association/Access to Justice Conference, June 5, 2010

EDUCATION: LEGAL AND UNDERGRADUATE

University of Washington, School of Law, 1995-1998

Juris Doctor Degree

- Moot Court Honor Board
- Regional Jessup Int'l Law Moot Court Competitor and Champion, 1998, 1997
- UW Best Oralist, Jessup International Law Competition, 1997
- Recipient of Perkins Coie Minority Fellowship, 1996

California State University, Long Beach, 1981-1985

Bachelor of Science, Business with option in Accounting

In spare time, I enjoy community events, hiking, tennis and cooking for family and friends. In 2013, I hiked over 250 miles along Spain's historic Camino de Santiago. A "weekend" runner, I completed the 2010 New York City 26.2 Mile Marathon crossing five bridges and five boroughs.

Patricia Lally

2217 44th Avenue SW, Seattle, Washington, 98116, Mobile: 206.850.9993, Office: 206.553.2619

FOR IMMEDIATE RELEASE:

December 11, 2013

Contact: Jeff Reading, Office of the Mayor-elect
(206) 684-3952, Jeff.Reading@Seattle.gov

Murray announces key 'staffing innovations' and staff hires

SEATTLE – Seattle Mayor-elect Ed Murray today announced key staff roles and hires within the Office of the Mayor, outlined three major 'staffing innovations' and named several new City department head appointments.

"My administration, as with any administration, will be judged on how we serve Seattle residents, and my standard will be one of excellence," said Murray. "To me, excellence means an administration that functions with a high level of inclusiveness, transparency, responsiveness and collaboration – and that brings innovation to solving problems for the people of Seattle."

At a press conference today, Murray was flanked by his selections for his executive leadership team, his newly-created Office of Policy & Innovation, and his proposed appointments for interim and permanent department head positions.

"For my administration to serve with excellence, my surrounding team must be excellent," said Murray. "This is an excellent team, an innovative team, a *winning* team. These are highly capable individuals who are ready to bring their energy, experience and expertise with them on Day One of my administration."

Murray also emphasized his commitment to a Mayor's Office and an Administration that reflects the diversity of the Seattle community, both in today's announcement and in future announcements.

Mayor's executive leadership team

Murray detailed the make-up of his executive leadership team, which begins with an innovative concept for two Deputy Mayors: "one with a focus on what's going on in our communities, and one with a focus on what's going on within city government."

The external-facing Deputy Mayor will function as Murray's 'chief liaison' and will maintain a "systematic engagement with the many diverse communities and groups throughout Seattle and beyond." To the position, Murray named Hyeok Kim, Executive Director of Interim Community Development Association, calling her "an incredibly well-respected voice in our community, and someone known near and far for her integrity."

The internal-facing Deputy Mayor will function as Murray's 'operations lead,' and will assist in managing "how the city delivers on our commitment to serve the residents of Seattle." Murray said the role will focus on breaking down silos and promoting cross-department collaboration. To fulfill the position on an interim basis, Murray coaxed out of retirement Andrea Riniker, who previously served as Bellevue City Manager and director for the Port of Tacoma, the Sea-Tac airport and the state Department of Ecology. Riniker "will help assess the status of departments while helping to provide a clearer picture of how this position can best function," Murray said. "She will also help define the profile of the person who will take this role on permanent basis – and I'm happy to have a former administrator of her stature, with her talent and regional focus to help me craft this critical role."

As a second staffing innovation, Murray announced that he is bringing the Budget Director back into the Mayor's Office "to reflect the nature of the budget and the importance of the Budget Director role." He named Ben Noble, current Director of Seattle City Council Central Services, to the role, describing Noble as someone "widely respected for his competence and professionalism." Murray also said he will bring the Communications Director into his executive leadership team "to help ensure that our communications and policy strategies are aligned," and named Jeff Reading, formerly his Deputy Chief of Staff with the Democratic Caucus in the state Senate, to the role. And, in what he described as 'a real coup,' Murray announced that Robert Feldstein, current Chief of Staff in New York City Mayor Michael Bloomberg's Office of Policy and Strategic Planning, will be the Director for the newly-created Office of Policy & Innovation.

Office of Policy & Innovation

As a third major staffing innovation, Murray laid out his plans to create the Office of Policy & Innovation within the Mayor's Office, calling it a 'new model' that will function as an "in-house consultancy to the Mayor." Murray said that his approach to policy aims to break down the silos that tend to form around issue areas, and will instead "place a premium" on analytic and strategic skills, on the ability to identify and scope out a problem, on talent in facilitating and assessing and communicating solutions, on excellence in project management, and an ability to deliver clear and measureable results.

Staff under this model will be interchangeable among policy areas, Murray said, and announced several early hires for the Office. Mike Fong, currently an analyst with the Seattle City Council Central Staff, will be Deputy Director of the Office. Former City Council member and current Community Police Commission member Tina Podlodowski will be the project lead on police reform issues. Jared Smith, head of Northwest Operations for the planning, engineering and construction management firm Parsons Brickerhoff, will be the director for the Waterfront and Seawall project. Steve Lee, former project management consultant to the White House, will be project lead for organizational effectiveness. And Andrew Glass Hastings, current Government Relations Officer for the King County Department of Transportation, will be project lead on transportation and transit issues.

"I'm very excited about this approach to policy," said Murray. "It puts the emphasis on an ability to drive progress – which is a dynamic thing – rather than domain knowledge, which is a static thing. Our emphasis needs to be – and will be – on the clear, compelling and measurable progress we are able to deliver."

Permanent department heads

Murray announced three new City department head appointments, subject to confirmation by the City Council. For the Office of Civil Rights, Murray has selected Patricia Lally, a civil-rights leader in the community who has served an Assistant U.S. Attorney and as a member of the Washington State Minority and Justice Commission. For the Office of Housing, Murray has selected Steve Walker, former division director for the Washington State Housing Finance Commission and advisor for the City of Seattle's Department of Housing and Human Services, the Family Emergency Shelter Coalition in the San Francisco Bay Area, and New York City's Department of Housing, Preservation and Development. And for the Office of Personnel, Murray has selected Susan Coskey, a former US House of Representatives Judiciary Subcommittee and private practice labor and employment lawyer, human resources executive, and organizational and human resources consultant in the private, public and not-for-profit sectors.

Interim department heads

Murray also appointed two interim heads to City departments for which he has said he will conduct a national search to identify his permanent hires. To the Seattle Department of Transportation, Murray has named Goran Sparman, current deputy director at SDOT and the former director of transportation at the City of Bellevue and at Portland's Bureau of Traffic Management, as Interim Director. To the Office of Immigrant and Refugee Affairs, Murray has named Aaliyah Gupta, founding Executive Director of Chaya, a community based nonprofit working on domestic violence issues in the South Asian community, as Interim Director.

"My vision is of a city that gets results in addressing our common challenges in public safety, in transportation, in making sure that ours is a growing city at the same time that it's a fair and affordable city," said Murray. "I have confidence in the ability of the individuals announced today to help me carry out this vision successfully."

Murray also directed people to his transition website, where application from people interested in joining the administration are still being accepted. The website can be found at www.seattle.gov/mayoraltransition.

A complete list of positions announced today and attendant salaries can be found below. Biographies are listed in attachment.

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SECTION

B



City of Seattle
Department of Finance & Administrative Services

January 2, 2014

To: Uriel Ybarra, Mayor's Office
From: Galen Mauden, Human Resources, FAS
Subject: **BACKGROUND CHECK – PATRICIA LALLY**

The Department of Finance & Administrative Services has completed the criminal history and background review for Patricia Lally. There were no findings that would impact the employment eligibility of Ms. Lally.

cc: FAS Mayor's Transition File