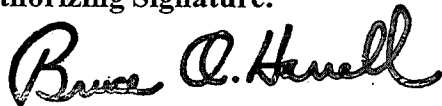


#2

C.F. 313589

**City of Seattle  
Notice of Appointment**

|  |                                  |   |
|--|----------------------------------|---|
| <b>Name:</b><br><i>Sam Pailca</i>  |                                  | <input type="checkbox"/> <b>Executive Appointment</b> <input type="checkbox"/> <b>Reappointment</b><br><input checked="" type="checkbox"/> <b>Legislative Appointment</b><br><input type="checkbox"/> <b>Agency Appointment</b><br><input type="checkbox"/> <b>PDA Council</b> <input type="checkbox"/> <b>PDA Constituency</b> |
| <b>Residential Neighborhood:</b><br><i>Queen Anne</i>  | <b>Zip Code:</b><br><i>98109</i> | <b>Contact Phone No.:</b><br><i>206-233-7118 (Commission Office)</i>  |
| <b>Appointed to:</b><br><i>Member, Public Safety Civil Service Commission</i>  |                                  | <b>Date of Appointment:</b><br><i>January 1, 2014</i>   |
| <b>Authority (Ord., Res.):</b><br><i>SMC 4.08.040 Public Safety Civil Service Commission</i>   |                                  | <b>Term of Office:</b><br><b>From:</b> <i>Confirmation</i><br><b>To:</b> <i>December 31, 2016</i>   |
| <p><b>Background:</b></p> <p><i>Sam Pailca is currently working as the Assistant General Counsel, Director for Compliance Investigations, Microsoft Corporation. Before joining Microsoft, Sam was appointed by former Seattle Mayor Schell to serve as the first civilian Director of the Office of Professional Accountability and served in that capacity for 6 years.</i></p> <p><i>In 2009, Sam was appointed by former King County Executive Sims and later reappointed by Executive Constantine to serve as the King County Civil Service Commissioner and Chair. Sam continues to serve in that capacity. She is also a past board member of the National Association of Civilian Oversight of Law Enforcement (NACOLE) and was a co-chair on the Committees on Adjudication and Interviews, Department of Justice Best Practices in Internal Affairs.</i></p> <p><i>Sam's rich background, experience and commitment to fair and impartial decisions provides a keen understanding of due process rights for Public Safety Civil Service employees.</i></p> |                                  |   |
| <b>Authorizing Signature:</b><br>   |                                  | <b>Name and Title of Officer Making Appointments:</b><br><i>Councilmember Bruce A. Harrell<br/>Public Safety, Civil Rights, and Technology Committee</i>  |

## PROFESSIONAL EXPERIENCE

### Assistant General Counsel, Director, Compliance Investigations

Office of Legal Compliance, Office of the General Counsel, Microsoft Corporation

2007–Present

#### Duties & Responsibilities:

- Manage worldwide compliance investigation program
- Supervise and manage global business conduct investigations
- Develop and implement investigative program policies and procedures
- Design comprehensive remediation initiatives
- Report to Audit Committee of Board of Directors and worldwide compliance teams

#### Accomplishments Include:

- Creation of regional and business group alignments to foster prevention and remediation
- Established investigative framework and investigations manual
- Serve as liaison to HR and to employment law and employee investigations team
- Develop comprehensive response to whistleblowers and retaliation allegations

### Director, Office of Professional Accountability

Seattle Police Department, City of Seattle

2001–2007

Appointed by former Mayor Schell, confirmed by City Council to serve as the first civilian responsible for the oversight and administration of the internal investigation function for citizen complaints and criminal allegations against police officers; reappointed March 2004 by Mayor Nickels to a second three-year term.

#### Duties & Responsibilities:

- Intake, classification and investigation of 1,000 complaints per year
- Recommend policy to the Chief, Mayor, and City Council on issues related to accountability, employment, and risk management
- Manage the overall investigative, training, and administrative function of a 12-member, \$1 million budget office
- Conduct community and internal outreach programs
- Review and advise on officer-involved shootings
- Serve as only civilian member of SPD command staff
- Issue public reports

#### Accomplishments Include:

- Instituted service and communication reforms
- Advised and implemented over 150 policy reforms
- Instituted database and comprehensive response to biased policing complaints
- Established command level risk management program
- Instituted in-house training program for investigators
- Created successful citizen-police mediation program
- Established OPA website and on-line complaint/commendation program
- Implemented an early intervention and management information system to track investigations for timeliness, emerging issues, and trends
- Instituted compliance audits for multiple policies
- Published monthly reports increasing transparency and responsiveness to community
- Implemented formal, documented case handling criteria
- Initiated novel internal outreach program
- Obtained national recognition for new office

*Civil Division, Labor and Employment Section*

1994–2000

**Supervising Attorney Through August 2000:**

Managed 10 attorneys and seven support staff in provision of advice and defense of litigation for three branches of county government; initiated customer-service and accountability reforms; investigated, litigated and negotiated resolution of complex class action labor and employment issues

**Senior Deputy Prosecutor Through July 1997:**

Lead advisor on labor and employment to King County Executive, King County Superior Court, Metro Transit, King County Sheriff's Office; defended Executive and Superior Court through Ninth Circuit

**ASSOCIATE ATTORNEY**

*Reed McClure, Seattle*

1989–1994

Litigated labor, employment, medical malpractice, insurance coverage and defense, and product liability cases; advised employers on employment policies and compliance with law

**P R O F E S S I O N A L   A C T I V I T I E S   &   L E C T U R I N G**

**PROFESSIONAL ACTIVITIES**

**King County Civil Service Commissioner, Chair**

Appointed by King County Executive Sims; reappointed by Executive Constantine (2009 – ongoing)

**Board Member**

National Association of Civilian Oversight of Law Enforcement (NACOLE) (Elected 2006 to 2009)

**Chair**

Committee on Professional Standards; Newsletter Committee (NACOLE) (2006-2009)

**Co-Chair**

Committees on Adjudication and Interviews, Department of Justice Best Practices in Internal Affairs (2005-2007)

**Consultant**

Contract with City of Bainbridge Island to review and advise on internal investigation policies (2011-2012)

Contract with City of Spokane to advise on civilian oversight system and internal investigation policies and procedures (2006-2007)

**Advisor**

Invited by City of Boston, Denver, City of Eugene, King County, and City of Tacoma to advise on creation of civilian oversight systems and assist with selection processes for executive directors

**Participant**

City of Seattle Executive Search Panel (2013); King County Executive Search Panel (2012); Department of Justice's Police Professionalism Initiative (2003); Police Assessment Resource Center Conference for California and Northwest Oversight Professionals (2002)

**PRESENTING**

**Frequent Presenter at National and Statewide Conferences, to Include:**

The Seminar Group Data Privacy and Security Conference (Seattle 2013); Stanford Law Presentation on SEC Enforcement (Palo Alto 2013); Dodd-Frank Whistleblower Workshop (Seattle 2012); SEC Hot Topics 2011 (Seattle 2011); Practicing Law Institute Advanced Corporate Compliance & Ethics Workshop (San Francisco 2009); Washington State Bar Association Civil Rights Conference (2008); National Association Civilian Oversight of Law Enforcement (NACOLE) (2002, 2004, 2006, 2007); American Judicature Society's National Conference (2003); FBI National Instruction Academy (2005); International Association of Chiefs of Police Forum on Civil Rights (2005); Washington State Appellate Judges Conference (2003);

Criminal Justice Institute, Washington State Bar Association (2003, 2006); League of Women Voters (2002); Center for Women and Democracy (2004); American Civil Liberties Union (2002, 2003); National Crime Prevention Council (2004); National Association for the Advancement of Colored People (2002, 2004); Counsel for the Accused (2005)

#### LECTURES

- Seattle University Access to Justice Forum
- Seattle University School of Law "Criminal Procedure"
- "Ethics, Law and Justice" at University of Washington
- "Contemporary Issues in Law Enforcement" class at Seattle University

## EDUCATION

#### LEGAL

University of Washington School of Law, Seattle, Washington  
Juris Doctor Degree Awarded 1989, *cum laude*

#### UNDERGRADUATE

Washington State University, Pullman, Washington  
B.A. in Political Science Awarded 1986, *cum laude*  
Double Major in Public Policy; Minor in Philosophy

Honors College; Phi Beta Kappa

## AFFILIATIONS & ADMISSIONS

- Member, Washington State Bar, 1989 to present
- Admitted to practice, Supreme Court of the State of Washington
- Admitted to practice, Court of Appeals, Ninth Circuit
- Admitted to practice, Supreme Court of the United States of America

## PROFESSIONAL REFERENCES

- References provided upon request

## Public Safety Civil Service Commission

3 members: Per SMC 4.08.040, all subject to City Council confirmation, 3 year terms:

- 1 Appointed by City Council
- 1 Appointed by Mayor
- 1 Appointed by

| D* | G | Positi<br>on<br>No. | Name                     | Appointed | Term<br>Ends | Term<br>#       | Position | Appointed<br>By |
|----|---|---------------------|--------------------------|-----------|--------------|-----------------|----------|-----------------|
| 6  | F | 1                   | <i>Sam Pailca</i>        | 1/1/14    | 12/31/16     | 1 <sup>st</sup> |          | Council         |
| 6  | M | 2                   | Joel A.Nark              | 5/2003    | 12/31/14     | 4 <sup>th</sup> |          | Employees       |
| 2  | M | 3                   | Christian M. Halliburton | 1/1/13    | 12/31/15     | 2 <sup>nd</sup> |          | Mayor           |
|    |   | 4                   |                          |           |              |                 |          |                 |
|    |   | 5                   |                          |           |              |                 |          |                 |
|    |   | 6                   |                          |           |              |                 |          |                 |
|    |   | 7                   |                          |           |              |                 |          |                 |
|    |   | 8                   |                          |           |              |                 |          |                 |
|    |   | 9                   |                          |           |              |                 |          |                 |

### \*Diversity

|                 | Men | Women | Vacant | Minority | (1)<br>Asian-<br>American | (2)<br>African-<br>American | (3)<br>Hispanic<br>Latin@ | (4)<br>Native-<br>American | (5)<br>Other** | (6)<br>Caucasian |
|-----------------|-----|-------|--------|----------|---------------------------|-----------------------------|---------------------------|----------------------------|----------------|------------------|
| Mayor           | 1   |       |        |          |                           | 1                           |                           |                            |                | 2                |
| Council         |     | 1     |        |          |                           |                             |                           |                            |                |                  |
| Other<br>Bodies | 1   |       |        |          |                           |                             |                           |                            |                |                  |
| <b>Total</b>    | 2   | 1     |        |          |                           | 1                           |                           |                            |                | 2                |

\*\*Other includes diversity in any of the following: race, gender and/or ability