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City of Seattle

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CITY OF SEATTLE
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CITY CLERK

Office of Professional Accountability Director

Confirmation Packet
April, 2013

Lewis Pierce Murphy

SECTION

A

City of Seattle

Notice of Appointment

Name: *Lewis Pierce Murphy*	☒ **Executive Appointment** ☐ **Legislative Appointment**
Appointed to: *Director, Office of Professional Accountability*	**Date of Appointment:** *April 26, 2013*
Authority (Ord., Res.) *Ordinance No. 122728*	**Term of Office** **From:** *Confirmation* **To:** *Three years from Confirmation*

Comments:

Pierce Murphy created the Office of the Community Ombudsman in Boise, ID, a new and innovative model of police oversight. He has served as the City of Boise's Community Ombudsman since 1999, successfully implementing a long-term plan to restore public trust in the police and building bridges between community and the police department. He has investigated or supervised the investigation of 18 officer-involved shootings and over 2,400 complaints and inquiries since 1999, advocated successfully for over 50 changes to police policy, practice or training, strengthened the internal affairs process of investigating and resolving complaints from the public, and designed an alternate dispute resolution process to resolve minor demeanor and service quality complaints to the mutual satisfaction of complainants and the police.

Before earning a Master of Pastoral Studies degree in theology from Loyola University New Orleans, Murphy began his career in 1972 as a law enforcement officer with the City of Menlo Park in California. He also holds a Master of Arts degree in Counseling Psychology from Gonzaga University and a Bachelor of Science degree in Commerce from Santa Clara University in Santa Clara, California. Following his graduate studies from 1986 to 1994 Murphy maintained an active Human Resource Management consulting practice, with clients throughout the United States, Europe, Asia and Latin America. Pierce is recognized as a national expert in the field of police oversight, having served as a consultant on the subject for cities around the country and spoken at conferences across the United States and Canada.

Authorizing Signature:	**Name and Title of Officer Making Appointment:** ***Mike McGinn, Mayor***

CITY OF SEATTLE - STATE OF WASHINGTON
OATH OF OFFICE

STATE OF WASHINGTON

COUNTY OF KING

I, *Lewis Pierce Murphy*, confirm that I am the person appointed on *April 26, 2013*, and confirmed by the City Council on *[City Clerk will insert date]*, to the position of *Director, Office of Professional Accountability* , of the City of Seattle, in the State of Washington, and that I possess all the qualifications prescribed for said position by Seattle Municipal Code; and that I will support the Constitution of the United States; and 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, Office of Professional Accountability*.

_____

Subscribed and sworn to before me
this _____ day of _____, 2013

(affix seal)

_____
Monica Martinez Simmons, City Clerk

Pierce Murphy

Career Highlights

- Created the Office of Community Ombudsman – a new and innovative model of police oversight
- Successfully implemented a long-term plan to restore public trust in the police
- Built bridges with community groups and individuals to increase communication between them and their police department
- Mediated highly emotional conflicts between members of the community and the police
- Investigated or supervised the investigation of 18 officer-involved shootings and over 2,400 complaints and inquiries since 1999
- Advocated successfully for over 50 changes to police policy, practice or training since 1999
- Strengthened the internal affairs process of investigating and resolving complaints from the public
- Designed an alternate dispute resolution process to resolve minor demeanor and service quality complaints to the mutual satisfaction of complainants and the police
- Coached executives and client organizations to become more effective leaders and achieve success

Employment History

Community (Police) Ombudsman, City of Boise, Boise, Idaho (1999 – present)

Human Resources Manager, Boise Cascade Corp., Boise, Idaho (1994 – 1999)

Senior Consultant, Miller Consulting Group, Atlanta, Georgia (1991 – 1994)

Vice President and Senior Consultant, Development Dimensions Intl., Bridgeville, PA (1986 – 1991)

Financial Analyst/Trainer, Burroughs Corporation, Detroit, Michigan (1984 – 1986)

Financial Analyst, Fairchild Semiconductor, Mt. View, California (1978 – 1979)

Reserve Police Officer, Town of Atherton, California (1976 – 1979)

Court Liaison Officer/Reserve Police Officer, City of Menlo Park, California (1972 – 1976)

Education

Master of Pastoral Studies, Loyola University of New Orleans (2000)

Master of Arts in Counseling Psychology, Gonzaga University (1984)

Catholic Seminary (Jesuits), Santa Barbara, CA, and Spokane, WA (1979 – 1983)

Bachelor of Science in Commerce, Santa Clara University (1978)

Professional and Community Service

National Association of Civilian Oversight of Law Enforcement (NACOLE): past president and member of the Board of Directors (8 years)

Ada County Human Rights Task Force: past member of the board of directors (7 years)

Idaho Human Rights Education Center: past member of the Board of Directors (2 years)

Boise Music Week: current president and member of the Board of Directors (4 years)

Rotary Club of Boise: current member and past president (17 years)

Roman Catholic Diocese of Boise: ordained deacon, currently serving in volunteer parish ministry

Catholic Charities of Idaho: past chairman and member of the Board of Directors (9 years)

Greater Boise Rotary Foundation: past president and member of the board of directors (6 years)

Junior Achievement of Idaho: past chairman and member of the board of directors (10 years)

Relevant Professional Training

NACOLE Trained Practitioner (2012)

Training Certificate – National Association for Civilian Oversight of Law Enforcement, 8 hours (2012)

Force Science Institute, 16 hours (2011)

Institute for the Prevention of In-Custody Deaths, Inc., 16 hours (2011)

Training Certificate – National Association for Civilian Oversight of Law Enforcement, 8 hours (2011)

Training Certificate – National Association for Civilian Oversight of Law Enforcement, 8 hours (2010)

Training Certificate – National Association for Civilian Oversight of Law Enforcement, 8 hours (2008)

Idaho P.O.S.T. Executive Level Seminar, 20 hours (2008)

Behavioral Assessment Screening System, 8 hours (2005)

Kinesic Interview, Phase I, 24 hours (2005)

Equivocal Death Investigations, 20 hours (2004)

Basic Mediation Skills, 40 hours (2002)

Officer-Involved Shooting Investigations, 16 hours (2001)

AELE Discipline and Internal Investigations, 16 hours (2001)

Street Survival, 16 hours (2000)

Reid Method of Criminal Interviews and Interrogation, 21 hours (2000)

Idaho P.O.S.T. Law Week, 54 hours (2000)

Scientific Content Analysis, 40 hours (2000)

Boise Police Advanced Academy, 300 hours (1999)

Boise Police Department Citizen Police Academy, 20 hours (1999)

Internal Affairs, Professional Standards and Ethics, 35 hours (1999)

Internal Affairs and the Use of Force, 16 hours (1999)

California P.O.S.T. Basic Reserve Police Officer Academy, 200 hours (1973)

City of Seattle
Office of the Mayor

News

For Immediate Release
April 26, 2013

Contact: Aaron Pickus, Mayor's Office
Tel: (206) 233-2650
Additional materials and photos: http://www.seattle.gov/media

Mayor announces national police reform expert as new OPA director

Pierce Murphy to lead the Office of Professional Accountability in building relationships with community

SEATTLE – Today Seattle Mayor Mike McGinn announced that after an extensive search process, he has nominated a new director of the Office of Professional Accountability, the office responsible for investigating complaints about police misconduct. The new director, Pierce Murphy, has served as the city of Boise's Community Ombudsman since 1999, successfully implementing a long-term plan to restore public trust and build stronger connections between community and police.

"As we work with the DOJ and Community Police Commission to implement reforms and earn public confidence in the Seattle Police Department, we knew we needed a strong leader with experience in bringing the community and police together to head the OPA" said Mayor McGinn. "Pierce Murphy has decades of experience in finding common ground on difficult issues, and is recognized as a national expert on police accountability and reform. He brings new ideas and a fresh eye to the challenges we face, and I look forward to working with him closely."

A seven member panel, led by Acting Chief Judge Michael Spearman of the Washington State Court of Appeals, reviewed over 150 applications in a nationwide search process for the OPA Director position. The panel interviewed eight of the most qualified candidates, and identified three finalists for the Mayor's consideration.

"Pierce Murphy brings to the Seattle Office of Professional Accountability well over a decade of experience and leadership in civilian law enforcement oversight" said Judge Spearman. "He has demonstrated the ability to reach out and listen in a meaningful way to all members of the community, but he also understands the very real concerns of the dedicated police officers who protect our streets. At this critical time for the citizens of Seattle and our police department, Pierce is an excellent choice for the Director of the Office of Professional Responsibility."

The Mayor selected Murphy on the basis of his extensive experience and nationally recognized expertise. Since Murphy created the Office of the Community Ombudsman in Boise, ID in 1999, he has: investigated 18 officer-involved shootings and over 2,400 complaints and inquiries;

advocated successfully for over 50 changes to police policy, practice or training; strengthened the internal affairs process of investigating and resolving public complaints; and designed an alternate dispute resolution process to resolve minor demeanor and service quality complaints.

"The Mayor chose from three highly qualified candidates, each of whom I would've enjoyed working with" said court-appointed police monitor Merrick Bobb. "I have known Pierce Murphy for many years and respect him greatly. His deep attachment to community policing and to the welfare and safety of police officers, along with his independence and strong moral center, augers for him to perform exceptionally well in this new position."

The Mayor's nomination is subject to City Council confirmation. Murphy will begin work in June of 2013.

All Mayor's Office press conferences, town halls and general public meetings are archived by Seattle Channel. Many town halls and press conferences are also broadcast live to the web. Sign up for The Reader, our office newsletter, at our website. And learn more about your neighbors and the mayor's activities on our blog.

@MayorMcGinn **Mayor Mike McGinn**

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SECTION

B

Mike McGinn, Mayor
City of Seattle

MEMORANDUM

DATE: April 26, 3013

TO: Jennifer Cramer, Mayor's Office

FROM: Julie Tobin, Mayor's Office

SUBJECT: **CRIMINAL HISTORY CHECK – LEWIS PIERCE MURPHY**

The Washington State Patrol has completed a criminal history and background review of Lewis Pierce Murphy. There were no findings that would impact the employment eligibility of Lewis Pierce Murphy.

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TDD (206) 684-8811
E-mail: mike.mcginn@seattle.gov

Mike McGinn, Mayor
City of Seattle

April 30, 2013

The Honorable Sally Clark
President, Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, Washington 98104

Dear Council President Clark:

I am pleased to transmit to the City Council the following confirmation packet for my appointment of Lewis Pierce Murphy as the Director of the Office of Professional Accountability.

The materials in this packet are divided into two sections:

A. <u>Lewis Pierce Murphy</u>
Appointment and oath of office forms, resume, and the press release

B. <u>Background Checks</u>
Background check report

Pierce Murphy created the Office of the Community Ombudsman in Boise, ID, a new and innovative model of police oversight. He has served as the City of Boise's Community Ombudsman since 1999, successfully implementing a long-term plan to restore public trust in the police and building bridges between community and the police department. He has investigated or supervised the investigation of 18 officer-involved shootings and over 2,400 complaints and inquiries since 1999, advocated successfully for over 50 changes to police policy, practice or training, strengthened the internal affairs process of investigating and resolving complaints from the public, and designed an alternate dispute resolution process to resolve minor demeanor and service quality complaints to the mutual satisfaction of complainants and the police.

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Before earning a Master of Pastoral Studies degree in theology from Loyola University New Orleans, Murphy began his career in 1972 as a law enforcement officer with the City of Menlo Park in California. He also holds a Master of Arts degree in Counseling Psychology from Gonzaga University and a Bachelor of Science degree in Commerce from Santa Clara University in Santa Clara, California. Following his graduate studies from 1986 to 1994 Murphy maintained an active Human Resource Management consulting practice, with clients throughout the United States, Europe, Asia and Latin America. Pierce is recognized as a national expert in the field of police oversight, having served as a consultant on the subject for cities around the country and spoken at conferences across the United States and Canada.

Pierce Murphy will be a terrific asset to the City of Seattle, the City Council and the Mayor and I urge you to confirm him.

If you have any questions about the attached materials or need additional information, please contact Jaline Quinto, Council Liaison to the Mayor at 684-4021.

Sincerely,

Mike McGinn
Mayor of Seattle