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City of Seattle

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CITY CLERK

Chief of Police
Seattle Police Department

Confirmation Packet
May 19, 2014

Kathleen O'Toole

City of Seattle
Mayor Edward B. Murray

May 19, 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 Kathleen O'Toole as the Chief of Police.

The materials in this packet are divided into two sections:

A. <u>Kathleen O'Toole</u>
This section contains Kathleen's appointment and oath of office forms, her resume, and the press release announcing her appointment.

B. <u>Background Check</u>
This section contains the Mayor's Office report on Kathleen O'Toole's background check.

Kathleen O'Toole is a career police officer and lawyer who has earned an international reputation for her principled leadership and reform strategies. In 2012, Ms. O'Toole completed a six-year term as Chief Inspector of the Garda Síochána Inspectorate, an oversight body responsible for bringing reform, best practice and accountability to the 17,000 member Irish national police service.

Prior to serving in Ireland, Ms. O'Toole rose through the ranks of local and state policing in the United States. During her police career, she was assigned to numerous patrol, investigative, undercover, supervisory and management positions. She served as Superintendent (Chief) of the Metropolitan District Commission Police and Lieutenant Colonel overseeing Special Operations in the Massachusetts State Police. She was later appointed Massachusetts Secretary of Public Safety (1994) and Boston Police Commissioner (2004). She was the first woman appointed to all of these senior positions.

Seattle City Hall, 7th Floor
600 Fourth Avenue
PO Box 94749
Seattle, WA 98124-4749

Tel (206) 684-4000
Fax (206) 684-5360
www.seattlegov/mayor
ed.murray@seattle.gov

I believe Kathleen will provide the leadership to move the Seattle Police Department toward becoming a model for 21st Century urban policing. I urge you to support her appointment as Chief of Police.

If you have any questions about the attached materials or need additional information, please contact Chris Gregorich of my office, at 206-386-1251, or via e-mail, at Chris.Gregorich@seattle.gov.

Sincerely,

Edward B. Murray
Mayor, City of Seattle

cc: Honorable Seattle City Councilmembers

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SECTION

A

City of Seattle
Mayor Edward B. Murray

May 19, 2014

Kathleen O'Toole
via e-mail

Dear Kathleen,

It gives me great pleasure to appoint you to the position of Chief of Police, (Executive 4) at an annual salary of $211,076, effective on a mutually agreeable date in June 2014 to be determined. I will seek legislative approval to increase the annual salary to $250,000 per year.

Your term of office is at the discretion of the Mayor. Also, your appointment as Chief is subject to City Council confirmation and relevant background checks and certifications. You will need to attend the Council's hearings regarding your confirmation.

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 Susan Coskey at 206-615-1622.

I look forward to working with you in your role as Chief of Police and wish you success. We have much work ahead of us, and I am confident that the Seattle Police Department will thrive under your leadership.

Sincerely,

Edward B. Murray
Mayor of Seattle

cc: Human Resources

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City of Seattle

Notice of Appointment

Name: **Kathleen O'Toole**	☒ **Executive Appointment** ☐ **Legislative Appointment**
Appointed to: **Chief of Police, Seattle Police Department**	**Date of Appointment:** **5/19/2014**
Authority (Ord., Res.): Seattle City Charter Article VI. Sec. 2	**Term of Office** **From:** City Council Confirmation **To:** Serves at discretion of Mayor

Comments: Kathleen O'Toole is a career police officer and lawyer who has earned an international reputation for her principled leadership and reform strategies. In 2012, Ms. O'Toole completed a six-year term as Chief Inspector of the Garda Síochána Inspectorate, an oversight body responsible for bringing reform, best practice and accountability to the 17,000 member Irish national police service.

Prior to serving in Ireland, Ms. O'Toole rose through the ranks of local and state policing in the United States. During her police career, she was assigned to numerous patrol, investigative, undercover, supervisory and management positions. She served as Superintendent (Chief) of the Metropolitan District Commission Police and Lieutenant Colonel overseeing Special Operations in the Massachusetts State Police. She was later appointed Massachusetts Secretary of Public Safety (1994) and Boston Police Commissioner (2004). She was the first woman appointed to all of these senior positions.

I believe Kathleen will provide the leadership to move the Seattle Police Department toward becoming a model for 21st Century urban policing. I urge you to support her appointment as Chief of Police.

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, Kathleen O'Toole, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Chief of Police; 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 *Chief of Police*.

_____
Kathleen O'Toole

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

(affix seal)

_____
Monica Martinez Simmons, City Clerk

Kathleen M. O'Toole

Kathleen O'Toole is a career police officer and lawyer who has earned an international reputation for her principled leadership and reform strategies.

In 2012, Kathleen completed a six-year term as Chief Inspector of the Garda Síochána Inspectorate, an oversight body responsible for bringing reform, best practice and accountability to the 17,000 member Irish national police service.

Prior to serving in Ireland, Kathleen rose through the ranks of local and state policing in the United States. During her police career, Kathleen was assigned to numerous patrol, investigative, undercover, supervisory and management positions. She served as Superintendent (Chief) of the Metropolitan District Commission Police and Lieutenant Colonel overseeing Special Operations in the Massachusetts State Police. She was later appointed Massachuestts Secretary of Public Safety (1994) and Boston Police Commissioner (2004). She was the first woman appointed to all of these senior positions.

As Secretary of Public Safety, Kathleen oversaw twenty agencies, boards and commisisons with more than ten thousand personnel, including the Massachusetts State Police, the Department of Correction, the Massachusetts Emergency Management Agency, Fire Services, the Criminal Justice Training Council, and the Registry of Motor Vehicles. She promoted unprecented collaboration between govenrment agencies, the private sector, the non-profit community and academia. She reorganized the Secretariat to promote greater efficiency and was a champion for new technologies. During her tenure, crime dropped dramatically throughout the state and the quality of life improved significantly, particularly in urban neighborhoods.

As Boston Police Commissioner, Kathleen continued to demonstrate principled and effective leadership during very challenging times. She oversaw the successful safety and security operation at the 2004 Democratic National Convention, the first presidential nominating convention post-9/11. Working in close collaboration with public and private sector partners, she developed and enhanced prevention and intervention programs to address the root causes of violence in Boston neighborhoods. She spearheaded several reform initiatives and launched the Boston Regional Intelligence Center, one of the nation's first major city fusion centers.

Kathleen has worked on many high-profile projects. In 1999, she was retained as a consultant to the United States Department of Justice Civil Rights Division to examine New Jersey State Police practices and procedures following serious allegations of police profiling. In 1998-1999, she was a member of the Independent Commission on Policing in Northern Ireland (The Patten Commission). The Commission transformed policing there as part of the Peace Process. In 1999, she chaired the Boston Fire Department Review Commission that called for sweeping reforms. In 2009, Kathleen served on a four-person panel that published recommendations for reforming the Northern Ireland Prison Service. Recently, she was a member of the Independent Commission on Policing in England and Wales. The group published its findings in late 2013. She currently

serves as Joint Compliance Expert overseeing an agreement between the US Department of Justice and the Town of East Haven, CT to ensure constitutional policing.

Kathleen earned a BA from Boston College, a JD from New England School of Law and was admitted to the bar as a practicing attorney in 1982. She is in the process of completing her PhD thesis at the Business School of Trinity College, Dublin. The thesis focuses on change management in large police organizatons. Kathleen attended many executive development programs, including the FBI National Executive Institute, the Program for State Managers at the JFK School of Government at Harvard Universtiy and a senior executive program at the Sloan School of Management at MIT. She is a life member of the International Association of Chiefs of Police and has served as a member of the Committee on Terrorism since 1999.

Kathleen currently lives in Masschusetts with her husband, Dan, a retired Boston Police detective. They have one adult daughter, Meghan.

Kathleen M. O'Toole

Education and Degrees

Boston College	1976	BA Political Science
New England School of Law	1982	Juris Doctor
Trinity College, Dublin	Present	PhD Candidate Business

Admitted to Bar - 1982
Honorary Doctor of Laws - 1998 New England School of Law
Honorary Doctor of Laws - 2005 Suffolk University

Professional Experience

2006 – 2012 Garda Síochána Inspectorate, Ireland
Served as Chief Inspector of 16,000 member Irish National Police Service. Appointed to reform and modernize the organization and to advise the Irish Minister of Justice on policing and security.

2004 – 2006 Boston Police Department, Boston, MA
Served as Commissioner/Chief of major city police organization. Staunch proponent of community policing. Oversaw planning and operations for major events, including Democratic National Convention, Patriot's World Championship celebration and Red Sox World Championship celebration. Established Boston Regional Intelligence Center, once of the nation's first major city fusion centers. Instituted significant organizational and cultural reforms. Addressed numerous crises in a principled and effective manner.

2000 – Present O'Toole Associates, LLC, Boston, MA
President and founder of international consulting firm with offices in Boston, MA. Firm provides services to government and industry clients. Areas of focus include policing, public safety, security services, special events planning, change management, economic and business development.

1998 – 1999 Patten Commission, Northern Ireland
Appointed by British Government to serve on eight-member international panel established to create a new strategy for policing in Northern Ireland as part of the Peace Process there. The commission created a model for policing in a democratic society, with particular focus on accountability and professional standards.

1994 – 1998 Commonwealth of Massachusetts

Served in Governor's Cabinet as Secretary of Public Safety. Oversaw twenty agencies, more than 10,000 employees and an annual operating budget exceeding $1 billion. Agencies included Massachusetts State Police, Department of Correction, Parole, Registry of Motor Vehicles, Fire Services and Emergency Management.

1992 – 1999 Massachusetts State Police
Served as Lieutenant Colonel, Special Operations Division Commander. Responsible for all tactical and traffic operations and units. Directed all special events planning and operations including World Cup Soccer. Oversaw consolidation of four state police entities. (Maintained sworn State Police status while serving as Secretary of Public Safety)

1990 – 1992 Digital Equipment, Maynard, MA
Corporate Security Manager responsible for white collar crime investigations, executive protection and crisis management. Held international responsibility in these categories.

1986 – 1990 Metropolitan District Police, Boston MA
Served as Deputy Superintendent, Administrative Services and Deputy Superintendent of Patrol Services before appointed Superintendent/Chief of this state-funded regional police service responsible for highways and other state-owned properties in ninety communities in and around Boston.

1979 – 1987 Boston Police Department, Boston MA
Served as a line officer, supervisor and manager across patrol, investigative and administrative bureaus.

Relevant Professional Affiliations

International Assn. of Chiefs of Police (Terrorism Committee)
Police Executive Research Forum
Major City Chiefs Association
FBI National Executive Institute Associates
Massachusetts Bar, U.S. District Court Bar
Life Trustee – University of Limerick
Fulbright Commission - Ireland

City of Seattle
Edward B. Murray, Mayor

NEWS RELEASE

FROM THE OFFICE OF THE MAYOR

FOR IMMEDIATE RELEASE:

Contact: Megan Coppersmith, Mayor's Office Press Secretary, 206.684.8379
Jeff Reading, Mayor's Office Communications Director, 206.684.3952

Mayor Murray nominates Kathleen O'Toole for chief of police

SEATTLE (May 19, 2014) – Seattle Mayor Ed Murray today announced Kathleen O'Toole as his nominee for chief of the Seattle Police Department.

"I made a commitment to find the best possible chief of police for Seattle, and that's exactly what I have found in Kathleen O'Toole," said Murray. "The Seattle police department deserves the best leadership possible to drive ongoing reform efforts – not for the sake of reform, and not even for the sake of compliance with the federal court, but because all individuals in this city deserve to feel safe and protected in their communities. We can be a national model for urban policing, and Kathleen O'Toole is the right choice to lead us there."

"I am humbled and excited to have this extraordinary opportunity," said O'Toole, who, if confirmed, would be Seattle's first female chief of police. "I look forward to working with Mayor Murray, members of the Seattle Police Department and the community to restore trust and develop a police service second to none."

O'Toole is a career police officer who has risen through the ranks of local and state policing. During her police career, she was assigned to numerous patrol, investigative, undercover, and supervisory and management positions, including service as Massachusetts Secretary of Public Safety (1994) and Boston Police Commissioner (2004). She was the first woman appointed to both positions.

O'Toole is also a lawyer who has earned an international reputation for her principled leadership and reform strategies. In 2012, O'Toole completed a six-year term as Chief Inspector of the Garda Siochana Inspectorate, an oversight body responsible for bringing reform and accountability to the 17,000 member Irish national police service.

"I want to thank interim Chief Harry Bailey, who came out of a well-earned retirement to serve as my interim chief because of his dedication to the profession, to public safety, and to the people of Seattle," said Murray. "For this, he has my profound gratitude, the gratitude of this police department and of this city.

Bailey will continue in his role while O'Toole undergoes the Council confirmation process over the coming weeks. O'Toole's targeted start date is June 23.

For more information on O'Toole, visit: http://www.seattle.gov/mayor

-MoS-

SECTION

B

City of Seattle

Edward B. Murray, Mayor

Personnel/ Human Resources Department
Susan L. Coskey, Director

Date: May 19, 2014

To: Adam Schaefer, City Budget Office

From: Susan Coskey, Director, Personnel/Human Resources Department

Subject: **BACKGROUND CHECK – KATHLEEN O'TOOLE**

The Personnel Department has received a copy of Kathleen O'Toole's preliminary background check, run by Bob Murray and Associates during the Police Chief Search Process. There were no findings that would impact the employment eligibility of Ms. O'Toole. A more extensive background search will be conducted by the Washington State Patrol consistent with her position.

cc: Personnel File, Police Chief Search