

2007-106

**King County****Ron Sims**

King County Executive

701 Fifth Avenue, Suite 3210

Seattle, WA 98104

206-296-4040 Fax 206-296-0194

TTY Relay: 711

www.metrokc.gov

February 5, 2007

The Honorable Larry Gossett  
Chair, King County Council  
Room 1200  
COURTHOUSE

Dear Council Chair Gossett:

I am pleased to present a motion for the County Council's approval confirming David W. Fleming, M.D. as Director of the Seattle-King County Department of Public Health. Dr. Fleming brings to this position an in-depth knowledge of public health along with an established track record of promoting and cultivating innovation and excellence.

King County is fortunate to have an outstanding public health leader and professional to take the helm of our Public Health Department. Since 2003, Dr. Fleming has been the Director of Global Health Strategies at the Bill and Melinda Gates Foundation. In this capacity, he has been responsible for the creation, development and oversight of cross-cutting programs targeting diseases and conditions that disproportionately affect the world's poorest people and countries. This experience will be critically important in our region's health promotion and protection programs, as well as our disaster preparedness efforts, since diseases and threats to the public's health are often international in scope. Fleming is also Clinical Associate Professor in Epidemiology at the University of Washington School of Public Health.

In addition to his work at the Gates Foundation, Dr. Fleming has had a distinguished career in the public health sector. Prior to joining the Foundation in 2003, Dr. Fleming worked at the U.S. Centers for Disease Control and Prevention (CDC), where he served from 2000 to 2003 as deputy director of CDC for Science and Public Health and in 2002 as acting director of the agency. He also served as deputy administrator for the Agency for Toxic Substances and Disease Registry (ATSDR). Dr. Fleming oversaw CDC offices of Minority Health, Global Health, Women's Health and the associate director for Science.

Before joining the CDC, Dr. Fleming served first as deputy and then as State Epidemiologist with the Oregon Health Division. He also served on the faculty of the Department of Public Health at Oregon Health Sciences University for 17 years. He received his M.D. from the State University of New York Upstate Medical Center in Syracuse. Dr. Fleming is board certified in



The Honorable Larry Gossett  
February 5, 2007  
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internal medicine and preventive medicine. He has served on numerous boards and advisory committees and has provided consultations on a broad array of health issues. He has a distinguished record of published research.

These experiences have prepared him for the many challenges he and all of us face in improving, protecting and promoting the health of our people and communities.

Importantly, Dr. Fleming understands the complex health challenges facing our county and region, and he can articulate those challenges in a manner understandable to our residents. He has the skills and tenacity to develop and implement science-based strategies to protect and promote the health of the entire community. He will provide the leadership that will be necessary for assessing and monitoring the health status of our community, maintaining a safe environment, preventing communicable diseases, promoting healthy living conditions and behaviors, and working to eliminate disparities in health outcomes based on race, income and other factors.

Dr. Fleming is passionate about public health and public service. He will be a great asset to the community, King County government and the Public Health Department. I believe that he will make an outstanding contribution to the health of our region.

I respectfully request the King County Council's confirmation of David W. Fleming, M.D. as Director of Seattle-King County Department of Public Health.

Sincerely,



Ron Sims  
King County Executive

Enclosures

cc: King County Councilmembers  
ATTN: Ross Baker, Chief of Staff  
Shelley Sutton, Policy Staff Director  
Anne Noris, Clerk of the Council  
Kurt Triplett, Chief of Staff, Executive Office (EO)  
Sheryl Whitney, Assistant County Executive, EO

..title

**2007-106**

A MOTION confirming the executive's appointment of Dr.  
David W. Fleming as director of the Seattle-King County  
department of public health.

..body

NOW, THEREFORE, BE IT MOVED by the Council of King County:

The county executive's appointment of Dr. David W. Fleming as director of the  
Seattle-King County department of public health is hereby approved.

Attachments: A, Confirmation Packet for Dr. David W. Fleming, Director, Seattle-King  
County Department of Public Health

2007-106

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Attachment A



**CONFIRMATION PACKET  
FOR  
DR. DAVID W. FLEMING, DIRECTOR  
SEATTLE-KING COUNTY  
DEPARTMENT OF PUBLIC HEALTH**

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- Press Release on Appointment
- Letters in Support of Appointment



**King County**

**Ron Sims**  
King County Executive

# News Release

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Date: Nov. 27, 2006

Contact: Carolyn Duncan, 206-296-4063

## **Sims names new public health director**

An international leader in public health with the Bill & Melinda Gates Foundation has been named the new director of Public Health - Seattle & King County. King County Executive Ron Sims today announced the appointment of David W. Fleming, M.D. to head the department.

"As diseases know no borders and public health is increasingly global, Dr. Fleming's leadership will assure that the best research and practices are available right here at home," said Sims in making the announcement.

"King County is already recognized as having one of the best public health departments in the country. Under Dr. Fleming's direction, we are now poised to be the best," Sims added.

The director leads the 10th largest metropolitan health department in the country by population served. He is responsible for assessing and monitoring the health status of our community, maintaining a safe environment, preventing communicable diseases, promoting healthy living conditions and behaviors, and assuring access to health care for all citizens.

Seattle Mayor Greg Nickels joined Executive Sims in making the appointment. "Dr Fleming has the education, experience, skills and values to be an outstanding director and health officer" said Mayor Nickels. "He is uniquely qualified to lead our Public Health Department during a time when there are many challenges to the public's health and an increasing number of people who don't have access to needed health services."

Fleming currently serves as the director of Global Health Strategies for the Bill & Melinda Gates Foundation. It is in this capacity that he has been responsible for the creation, development and oversight of cross-cutting programs targeting diseases and conditions that disproportionately affect the world's poorest people and countries. Fleming is also Clinical Associate Professor in Epidemiology at the U.W. School of Public Health.

"While it's been wonderful working at the Gates Foundation, I'm very honored to now have this opportunity to lead such a great organization," said Fleming. "The Health Department has superb staff and a history of excellence. Combined with the civic leadership and neighborhood spirit of our region, we have a powerful force for improving the health of our families and community."

In addition to his work for the Gates Foundation, Fleming has had a distinguished career in the public health sector. Prior to joining the Foundation in 2003, Dr. Fleming worked at the Centers for Disease Control and Prevention (CDC), where he served from 2000 to 2003 as deputy director of CDC for Science and Public Health and in 2002 as acting director of the agency. He also served as deputy administrator for the Agency for Toxic Substances and Disease Registry (ATSDR). Fleming oversaw CDC offices of Minority Health, Global Health, Women's Health and the associate director for Science.

Before joining the CDC, Fleming served first as deputy and then as State Epidemiologist with the Oregon Health Division. He also served on the faculty of the Department of Public Health at Oregon Health Sciences University for 17 years. He received his M.D. from the State University of New York Upstate Medical Center in Syracuse. Fleming is board certified in internal medicine and preventive medicine.

Dr. Fleming's appointment is subject to confirmation by the King County Council. In addition, Mayor Nickels will submit Dr. Fleming's name to the Seattle City Council for confirmation, under a city-county public health structure.

"Dr. Fleming is a spectacular candidate and I am confident that he will lead our health department into a new era of collaboration, innovation, research and improved health outcomes for all," said Board of Health Chair and King County Councilmember Julia Patterson. "I look forward, with new public health leadership, to strengthening our valued relationships with our suburban cities as Public Health engages the region to improve the health of all residents."

With over 1,400 employees and a budget of approximately \$267 million, Public Health – Seattle & King County provides health and disease prevention services that achieve and sustain safer and healthier communities. Answering the needs of an increasingly diverse population, Public Health touches many aspects of community life in providing health care, outreach and referral services to vulnerable populations, pre-hospital emergency medical care, environmental health services, targeted health prevention activities, and jail health services. Fleming will formally join the department on Feb. 6, 2007.

"Given the challenges facing the medical and public health communities, Dr. Fleming's global health experiences and skills are a perfect match for our regional needs," said Dr. Scott Barnhart, Medical Director, Harborview Hospital.

**This release is also posted on the King County Executive's Web site, at <http://www.metrokc.gov/exec>**

**###**



2007-106



University of Washington  
**School of Public Health**  
and Community Medicine

Office of the Dean  
Box 357230  
Seattle, WA 98195

January 31, 2007

The Honorable Larry Gossett, Chair  
Metropolitan King County Council  
King County Courthouse, Room 1200  
516 Third Avenue  
Seattle, WA 98104

Dear Mr. Gossett and members of the Metropolitan King County Council,

I am very pleased to support the confirmation of David Fleming, MD, to the position of Director and Health Officer of Public Health-Seattle & King County.

Dr. Fleming brings a wealth of experience to this key position in our region. He has served in a number of positions at the Centers for Disease Control and Prevention and at the Oregon Health Division and Oregon Health Sciences University. For over three years, Dr. Fleming has been Director of Global Health Strategies at the Bill & Melinda Gates Foundation, a position that has given him an international perspective on local threats to the public's health. He is uniquely qualified to lead Public Health-Seattle & King County in improving and promoting the health of our region's citizens.

My colleagues and I in the UW's School of Public Health have found David Fleming to be strongly committed to public health and public service. We have an excellent relationship with him as well as a productive partnership with Public Health-Seattle & King County. We look forward to building on those relationships and working together in the years ahead.

I urge you and the other members of the Council to confirm the appointment of David Fleming, MD, as King County's next Director and Health Officer of Public Health-Seattle & King County.

Sincerely,

A handwritten signature in cursive script that reads "Patricia W. Wahl".

Patricia W. Wahl  
Dean



2007-106

STATE OF WASHINGTON  
DEPARTMENT OF HEALTH  
*Olympia, Washington 98504*

February 2, 2007

The Honorable Larry Gossett, Chair  
Metropolitan King County Council  
King County Courthouse, Room 1200  
516 Third Avenue  
Seattle, Washington 98104

Dear Councilman Gossett:

Dr. David Fleming has had an outstanding career in public health spanning nearly three decades. He brings many assets that undoubtedly will serve him well in understanding the complex health challenges of Public Health – Seattle King County. We believe he will provide the vision and leadership necessary to execute all of Seattle/King County's health goals as outlined in the Health Communities Initiative Policy Guide, promoting the health of all residents of King County, including working to eliminate disparities in health.

We look forward to working with Dr. Fleming in a dynamic state-city-county partnership. We urge you and other members of the council to confirm his appointment as Director and Public Health Officer of Public Health Seattle and King County.

Sincerely,

Mary C. Selecky  
Secretary

Maxine Hayes, MD, MPH  
State Health Officer

cc: Metropolitan King County Council Members

2007-106

January 31, 2007

The Honorable Larry Gossett, Chair  
Metropolitan King County Council  
King County Courthouse, Room 1200  
516 Third Avenue  
Seattle, WA 98104

Dear Mr. Gossett:

This letter is in support of the confirmation of David Fleming, MD, to the position of Director and Health Officer of Public Health-Seattle & King County. I am very familiar with Dr. Fleming's capabilities, having worked with him at the Centers for Disease Control and Prevention in Atlanta.

He is an exceptionally strong public health official, whose experiences at the state, national, and international level place him in a unique position to address key issues facing our public health community. We are at a critical time in public health as new challenges in terms of increasing demands for greater protection from health hazards, expanded health promotion efforts, and increasing requirement of health services by King County residents who are uninsured or underinsured at a time when funding support to accomplish these tasks has not kept pace with the demands. We need a leader with the vision to bring innovative ideas to these challenges and the personal skills to persuasively relay them to our community, including to leaders at the state and local level in order to compete for the necessary support to accomplish them.

David has the understanding, vision, and requisite skills to face these challenges. He is passionate about public health and in my opinion relishes the opportunity to contribute to our program. He is a distinguished scientist whose moral and ethical values are above reproach.

I enthusiastically support his confirmation and urge you and the County Council members to confirm his appointment. Please contact me if there is additional information I could provide.

Sincerely,



George W. Counts, MD

2007-106

February 1, 2007

The Honorable Larry Gossett, Chair  
Metropolitan King County Council  
King County Courthouse, Room 1200  
516 Third Avenue  
Seattle, WA 98104

Dear Mr. Gossett, and members of the Metropolitan King County Council,

Please add my name to the list of supporters for the confirmation of David Fleming, MD, to the position of Director and Health Officer of Public Health-Seattle & King County. I have known Dr. Fleming since he was the State Epidemiologist many years ago for the state of Oregon when he was a member of a national group developing recommendations for community prevention, the Task Force on Community Preventive Services and I was assigned as staff from the Centers for Disease Control and Prevention (CDC). He was an excellent collaborative leader on the Task Force and added his considerable epidemiologic expertise to many difficult subjects.

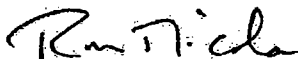
I observed Dr. Fleming as he moved into many different leadership roles at CDC including Deputy Director and Acting Director of this large federal agency. He successfully led the agency in tackling many complex public health issues facing the nation. His passion for public health and his leadership was much appreciated by those of us in the trenches of the agency.

Dr. Fleming brought a strong public health perspective to the rest of the world in his most recent job with the Bill and Melinda Gates Foundation. His efforts to represent the population health perspective in the Foundation were a great asset.

Public Health – Seattle and King County is indeed lucky to attract Dr. Fleming as Department head. His expertise, leadership qualities, and national recognition are a fitting match for an agency that has been described as one of the top local health departments in the country.

I urge you and the other members of the Council to confirm the appointment of David Fleming, MD, as King County's next Director and Health Officer of Public Health—Seattle & King County.

Sincerely,



Bud Nicola, MD, MHSA  
Associate Professor, Department of Health Services  
University of Washington School of Public Health and Community Medicine

**SECTION B**

- Letter from Executive Ron Sims appointing Dr. David W. Fleming to the position of Seattle-King County Department of Public Health Director
- Letter from Mayor Greg Nickels appointing Dr. David W. Fleming to the position of Seattle-King County Department of Public Health Director
- Letter from Dr. David W. Fleming to King County Council Chair Larry Gossett to acknowledge willingness to comply with County Code Provisions
- Resume



**King County**

**Ron Sims**

King County Executive

701 Fifth Avenue, Suite 3210  
Seattle, WA 98104

206-296-4040 Fax 206-296-0194

TTY Relay: 711

[www.metrokc.gov](http://www.metrokc.gov)

2007-106

January 23, 2007

David Fleming, M.D.

11275 Wing Point Drive N.E.

Bainbridge Island, WA 98110

Dear Dr. Fleming:

As King County Executive, I am pleased and excited to offer you the position of Director of Public Health--Seattle & King County. Your credentials, experience and knowledge of domestic and international health systems are impressive and the perfect fit to guide our Public Health Department through the many health challenges facing our community today and into the future. Your appointment is subject to future approval by the King County Council and City of Seattle Council; however, given your past private and public-sector experiences at the Bill & Melinda Gates Foundation, U.S. Centers for Disease Control and the State of Oregon, I am confident of a swift and positive confirmation process by both councils.

As the director of the 10<sup>th</sup> largest metropolitan health department in the United States, you will be responsible for leadership in traditional core public health services such as assessing and monitoring the health status of our community, maintaining a safe environment, preventing communicable diseases, eliminating health disparities, maintaining the department's exemplary research practices, promoting healthy living conditions and behaviors, and assuring access to health care for all residents. You will also be expected to guide us through emerging public health threats such as chronic and infectious diseases and bioterrorism, and to advance King County's health initiatives such as the Puget Sound Health Alliance, which aims to improve the quality of health care delivered throughout the Puget Sound region, and the King County Children's Health Initiative, which strives to improve health outcomes for all children in King County and increase children's access to medical homes and deserving medical care, and to support the Public Health Operational Master Plan.

Outside of the traditional public health realm and King County's health priorities, ensuring that inter-department health services are aligned and strengthening relationships with increasingly diverse neighborhoods, community health clinics, urban and suburban communities and with local, state and federal agencies will be an inherent part of your role as Public Health Director. Our department must work in partnership with a range of other government departments because our collective goals touch upon so many aspects of community life in providing health care, outreach and referral services to vulnerable populations, pre-hospital emergency medical care, targeted health prevention activities and jail health services. Moreover, alignment and



David Fleming, M.D.


January 23, 2007

Page 2

collaboration of the entire community are absolutely necessary for Public Health and supporting organizations to perform its expected roles and responsibilities at a high performing level of public accountability for all King County residents.

The fundamental values of a community are reflected in the health of its *entire* community. Improving the health and the quality of life of all King County residents and solving new emerging public health threats will be challenging tasks – but challenges I know we can conquer with you at the helm as Director of our public health department. I look forward to working with you as we build on our many successes and work to make King County's the best public health department in the country.

Sincerely,

A handwritten signature in black ink, appearing to read "Ron Sims", written over a horizontal line.

Ron Sims

King County Executive



2007-106

Gregory J. Nickels  
Mayor of Seattle

January 29, 2007

Dr. David Fleming  
11275 Wing Point Drive N.E.  
Bainbridge Island, WA 98110

Dear David:

Along with King County Executive Ron Sims, it is a pleasure to appoint you to the position of Director of Public Health—Seattle & King County.

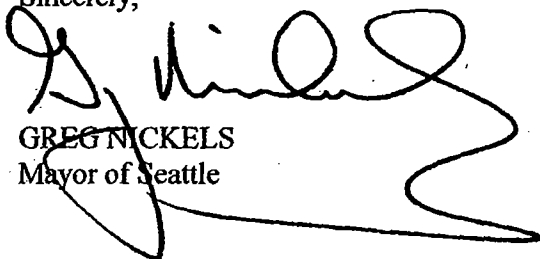
Your appointment is pursuant to the terms of the Public Health Interlocal Agreement between the City of Seattle and Public Health: "The head of the Department shall be the Director of Public Health who shall be jointly appointed by the County Executive and the Mayor, subject to confirmation by the County and City Council."

As cited in the Interlocal Agreement, your confirmation is subject to confirmation by both the Seattle City and the King County Councils. Therefore, you will need to attend confirmation hearings at both Councils.

As you are aware, you will be an employee of King County, subject to the County's conditions of employment.

I am looking forward to working with you in your role as the Director of Public Health. As a member of my cabinet, I am confident that you will develop and implement policies and strategies to improve, protect and promote the health of Seattle's people and neighborhoods. As the Director of Public Health—Seattle & King County, I know that you will make significant contributions to the health of the region.

Sincerely,



GREG NICKELS  
Mayor of Seattle





2007-106

HEALTHY PEOPLE. HEALTHY COMMUNITIES.

David Fleming, MD, Director and Health Officer

February 6, 2007

The Honorable Larry Gossett  
Chair, King County Council  
Room 1200  
COURTHOUSE

RE: Acknowledgment to Comply With County Code Provisions

Dear Councilmember Gossett:

I am pleased to accept the King County Executive's appointment to the position of Director of the Seattle-King County Department of Public Health. Pursuant to King County Code Section 2.16.110(E)(5), please accept this letter as my acknowledgment that the Council's confirmation process may require the submittal of information relating to my background and expertise.

I look forward to receiving the Council's consideration for confirmation.

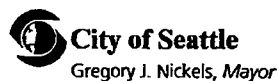
Sincerely,

David W. Fleming  
Director Designee

cc: King County Councilmembers

**Office of the Director**

999 Third Avenue, Suite 1200 - Seattle, WA 98104-4039  
T 206-296-4600 F 206-296-0166 TTY Relay: 711  
[www.metrokc.gov/health](http://www.metrokc.gov/health)



# 2007-106

## David Warren Fleming

### VITAL STATS

E-mail	david.fleming@gatesfoundation.org
Phone	206-709-3100 (Gates Foundation)
Citizenship	United States

### EDUCATION

College	State University of New York at Albany - BS Biology, 1975
Medical School	State University of New York Upstate Medical Center, Syracuse M.D., 1979
Internship	Department of Medicine University of Oregon Health Sciences Center Portland, Oregon, 1980
Internal Medicine Residency	Department of Medicine University of Oregon Health Sciences Center Portland, Oregon, 1981- 1982
Preventive Medicine Residency	Centers for Disease Control Atlanta, Georgia, 1984 - 1986

BOARD CERTIFICATION	American Board of Internal Medicine (1984) American Board of Preventive Medicine (1990)
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MEDICAL LICENSURE	Oregon
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MILITARY SERVICE	U.S. Public Health Service (0-4) Current status: Inactive Reserve
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## EMPLOYMENT HISTORY

- 1983-1984: Attending Staff, Internal Medicine  
University of Oregon Health Sciences Center Portland  
Veteran's Administration Hospital
- 1983-1984: Internal Medicine and ER Physician  
Gold Beach, Oregon
- 1984-1985: EIS Officer  
Respiratory and Special Pathogens  
Centers for Infectious Disease  
Centers for Disease Control  
Atlanta, Georgia
- 1984-1985: Consultant, Pan American Health Organization  
Centers for Disease Control
- 1984-1986: Preventive Medicine Resident  
CDC Atlanta/Office of Epidemiology  
New Mexico Department of Health and Environment
- 1986-1992: Deputy State Epidemiologist  
Oregon Health Division  
Portland, Oregon
- 1986-1998: Clinical Assistant Professor  
Department of Public Health and  
Preventive Medicine  
Oregon Health Sciences University
- 1998-present: Clinical Associate Professor  
Department of Public Health and  
Preventive Medicine  
Oregon Health Sciences University
- 1992-2000: State Epidemiologist  
Oregon Health Division  
Portland, Oregon
- 2000-2003: Deputy Director, CDC  
Science and Public Health  
Deputy Administrator ATSDR  
Centers for Disease Control and Prevention

Atlanta, Georgia

2002:  
(3/02-7/02) Acting Director, CDC  
Acting Administrator, ATSDR  
Centers for Disease Control and Prevention  
Atlanta, Georgia

2003-present: Director, Global Health Strategies  
Bill & Melinda Gates Foundation  
Seattle, Washington

2004-present: Clinical Associate Professor  
School of Public Health  
University of Washington

## OREGON HEALTH DIVISION DUTIES AND RESPONSIBILITIES

### Role of the State Epidemiologist

As Oregon's State Epidemiologist I had responsibility for the epidemiologic and scientific integrity of the Oregon Health Division's public health programs, provided consultation to other parts of the Oregon Department of Human Resources, and served as medical director of Oregon's immunization program and the physician of record for the Oregon Public Health Laboratory. I oversaw the largest organizational unit of the Health Division, consisting of 180 staff and a biennial budget of 67 million dollars. Programs for which I had line authority and accountability included: acute and communicable diseases; environmental, occupational, and injury epidemiology; HIV, STD, and TB prevention; health promotion and chronic disease prevention; program design and evaluation; and health statistics and vital records. Responsibilities included representing these programs and the Division to the Department, the Legislature, professional groups, outside interest groups, the media, and the public.

### Grant Oversight

I was the principal investigator, or supervised the principal investigator, for research and service grants totaling over \$10 million/year from CDC, Health Resources and Services Administration, National Institute of Drug Abuse, and the Robert Wood Johnson Foundation. Specific grant topics included arthritis, asthma, adult and child lead surveillance, behavioral risk surveillance, bioterrorism, breast and cervical cancer detection, cancer registries, community health assessment, diabetes, emerging infectious diseases, hazardous substance emergency event notification, the Hanford health information network, HIV surveillance and prevention, injury surveillance and prevention, maternal/child health epidemiology, occupational asthma, STD surveillance and

prevention, sentinel event network for occupational research, tobacco prevention, and tuberculosis control.

## **CENTERS FOR DISEASE CONTROL DUTIES AND RESPONSIBILITIES**

### **CDC Overview**

The National Centers for Disease Control and Prevention (CDC) is the nation's public health agency, protecting the health and safety of the American people. CDC's mission is broad, spanning the range of public health issues.

Organizationally, the Agency was split into 10 Centers, Institutes, and Offices (CIO's), including:

- National Center for Infectious Diseases
- National Center for Environmental Health
- National Center for Chronic Disease Prevention and Health Promotion
- National Institute of Occupational Safety and Health
- National Center for Birth Defects and Developmental Disabilities
- Public Health Practice Program Office
- National Center for Injury Prevention and Control
- National Center for HIV, STD and TB Prevention
- Epidemiology Program Office
- National Immunization Program

CDC's annual budget is in excess of 6 billion dollars. The Agency employs approximately 8,500 staff at headquarters in Atlanta and several field offices, in all 50 states, and approximately 60 countries around the world.

### **CDC Director and Deputy Director**

The Director of CDC is also the Administrator for CDC's sister agency, the Agency for Toxic Substances and Disease Registry (ATSDR). The Director is charged with overseeing all aspects of the operation of both Agencies, coordinating activities across CIO's; setting enterprise-wide vision, priorities and policies; and representing the organization to the Administration, Congress, outside interest groups, the media, and the public.

The Deputy Director of CDC for Science and Public Health is also the Deputy Administrator for ATSDR. The Deputy Director participates with the Director in all aspects of Agency operation and in the formulation of the policies and philosophy guiding the integration and implementation of Agency responsibilities. The Deputy Director provides overall leadership and direction in developing and using CDC's and ATSDR's capabilities in science and public health practice. The Deputy Director serves as the

principal source of expertise and advice to the Director on science and public health programs. The Deputy Director provides direct oversight of the CDC Office of Global Health, Office of Minority Health, Office of Women's Health, and the Office of the Associate Director for Science. The Deputy Director serves as needed as the Director's representative to the Office of the Secretary, other Department and Administration officials, members of Congress, the media, industry, outside professional groups, and the public.

The scope of the job was broad. As illustration, examples of issues on which I worked include: CDC's global HIV program, smallpox vaccination policy, the West Nile epidemic, the National Exposure Report, institutional review board reform, public health infrastructure capacity building, development of the CDC research agenda, anthrax terrorism, the Tobacco Framework Convention, condom effectiveness, integration of public health surveillance, development of public health information technology standards, funding of international immunizations, health effects of military bombing in Viequez, laws to reduce firearm injuries, and public health genomics.

The job required a broad range of education and advocacy in relatively high profile settings. Again, as illustration, examples would include meeting with the President in his office, briefing the Vice President on-site at CDC, testifying in House and Senate appropriation and substantive committees, briefing individual members of Congress on a wide range of issues, representing the U.S. internationally at the World Health Assembly, the G8 meeting in Okinawa, and the release of the Report on World Violence, and appearing on major media including ABC, NBC, CBS, CNN, the *Lehrer Report*, and *Good Morning America*.

## **BILL AND MELINDA GATES FOUNDATION DUTIES AND RESPONSIBILITIES**

The Bill and Melinda Gates foundation is the world's largest private foundation, with an endowment of approximately \$60 billion dollars. The largest component of the foundation is its global health program, with a mission of reducing global health inequity by developing and introducing new tools, technologies, and strategies directed against the leading causes of death and disability in developing countries.

### **Role as Director of Global Health Strategies**

As the Director of Global Health Strategies, I am responsible for the creation, development, and oversight of cross-cutting programs targeting diseases and conditions disproportionately affecting the world's poorest people and countries. Global Health Strategies has a current grant portfolio over a billion dollars and we are actively developing initiatives in seven areas. These include:

- Vaccine preventable disease, such as the Global Alliance for Vaccines and Immunizations and other activities to introduce new or underused vaccines;

- Nutrition, including the Global Alliance to Improve Nutrition, biofortification research programs, and infant and young child feeding programs;
- Maternal and child survival, including child survival partnerships, and activities to promote safe birth and reduce neonatal mortality;
- Leadership, including programs to develop key current individual and institutional leadership capacity in developing countries;
- Emergency relief, and specifically “first in” dollars for both natural and manmade (conflict) disasters and capacity building of international relief organizations;
- Community health programs to provide money for communities in developing countries to organize and tackle self-identified problems.
- Human resources and health information to build the key health and public health infrastructure to introduce, adopt, and scale new interventions.

As Director, I'm responsible for overseeing all aspects of these activities and for assuring the vision, creativity and innovation for moving forward. I speak for and represent the foundation in these domains with a range of international partners in developing countries, the international research community, donor agencies, and multilateral organizations including the World Health Organization, UNICEF and the World Bank.

#### **OUTSIDE BOARDS, ADVISORY COMMITTEES, CONSULTANCIES (since 1990)**

1991 - 1994:	Lead Consultant HIV/AIDS Council of State and Territorial Epidemiologists
1992 - 1995:	Executive Committee Member Council of State and Territorial Epidemiologists
1992 - 1996:	Federal Advisory Committee Member Hospital Infection Control Practices Advisory Committee Centers for Disease Control, DHHS
1992 - 1996:	Federal Advisory Committee Liaison Member Immunization Practices Advisory Committee (ACIP) Centers for Disease Control, DHHS
1995 - 1996:	President-Elect Council of State and Territorial Epidemiologists
1995 - 2000:	CDC Committee Member Emerging Infections Program Steering Committee Centers for Disease Control

1995 - 2000: Chairman  
Preventive Medicine Residency Advisory Committee  
Oregon Health Sciences University

1996 - 1998 IOM Committee Member  
Health Performance Measurement in the Public Sector  
National Academy of Science/Institute of Medicine

1996 - 1997: President  
Council of State and Territorial Epidemiologists

1997 - 2000: Councilor  
Infectious Disease Society of Oregon

1997 - 2000: Federal Advisory Committee Member  
Immunization Practices Advisory Committee (ACIP)  
Centers for Disease Control, DHHS

1997 - 1998: Vice-President  
Council of State and Territorial Epidemiologists

1997 - 2000: Federal Task Force Member  
The Guide to Community Preventive Services  
Centers for Disease Control, DHHS

1998 - 2000: Lead Consultant  
Childhood Immunizations  
Council of State and Territorial Epidemiologists

1999 - 2000: IOM Committee Member  
The Elimination of Tuberculosis in the United States  
National Academy of Science/Institute of Medicine

2000 - 2002: Board Member  
Atlanta Regional Health Council

2000 - present: Board Member  
Global Alliance for Vaccines and Immunizations

2003 - 2004: Committee Member  
National Commission on Prevention Priorities

2003 - 2004: Committee Member  
Seattle/King County Health Resources Task Force



- 2003 - present: Board Member  
Global Health Metrics Network
- 2003 - present: Board Member  
Partnership for Maternal, Newborn and Child Health
- 2004 - present: Chairman  
Washington State Tobacco Program Evaluation Advisory  
Committee
- 2006- present: Vice Chair  
Global Alliance to Improve Nutrition
- 2006- present: Institute of Medicine Committee Member  
Committee on Training Physicians for Public Health  
Careers

#### HONORS /AWARDS

- Phi Beta Kappa - SUNY Albany
- Summa cum laude - SUNY Alban
- Regents Scholarship - SUNY Upstate Medical Center
- Charles C. Shepard Science Award nominee - 1986
- Charles C. Shepard Science Award nominee - 1987
- Charles C. Shepard Science Award nominee - 1988
- NOVA - The Disease Detectives. Public Broadcasting System, 1990
- Alexander Langmuir Award, co-author - 1996
- Oregon Department of Human Services Quality Achievement Award - 1998
- Charles C. Shepard Science Award nominee - 1998
- Alexander Langmuir Award senior author - 1998
- 2000 CSTE National Epidemiology Award (The "Pump Handle" Award)
- 2002 ASTHO "National Award in Public Health Excellence"

## PUBLICATIONS

1. Fleming DW, Leibenhaut ML, Albanes, DM, et al. "Secondary *Haemophilus influenzae* in Day-care Facilities: Risk Factors and Prevention", *JAMA* 254:509-515, 1985.
2. Fleming DW, Cochi SL, MacDonald KL, et al. "Pasteurized Milk as a Vehicle of Infection in an Outbreak of Listeriosis" *N Engl J Med*, 1985; 312:404-7.
3. Fleming DW, Helgerson SD, Mallery BL, Foster LR, White MC. "Methicillin-Resistant Staph aureus: How Reliable is Laboratory Reporting?" *Infection Control*, 1986;(3): 164-167.
4. Fleming DW, Reingold AL. "Legionella in: Infectious Diseases and Medical Microbiology 2nd Edition" W.B. Saunders Company, 1985.
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6. Fleming DW, Cochi SL, Hightower AW, Broome CV. "Childhood Upper Respiratory Infections: To What Degree is Incidence Affected by Day-Care Attendance?" *Pediatrics*, 1987;79:55-60.
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2007-106

SECTION C

- Background Check Authorization
- Sheriff's Law Enforcement Background Investigation Report and Financial Credit Check Report
- Financial Public Disclosure Form

2007-106

King County

Background Check Authorization Form

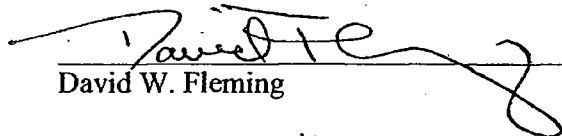
TO WHOM IT MAY CONCERN:

As an applicant for appointment by the King County Executive for the position of Seattle-King County Department of Public Health, I, David W. Fleming, understand that full disclosure of all relevant information regarding my fitness for this position is essential to the efficient and orderly governmental process, and I voluntarily consent to such full disclosure as a condition of my being considered further for this position.

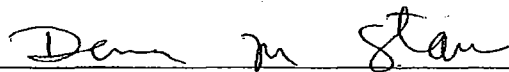
In addition, I authorize the King County Executive Office to perform any law enforcement and financial credit checks that are necessary to complete the confirmation process.

In executing this disclosure authorization, I hereby waive, release and forever relinquish any or all claims arising from the authorized disclosure of whatsoever kind or nature I might hereafter have asserted against King County, its officers, employees, or agents and against any agency, firm, person, or other entity releasing to King County the information disclosure of which is authorized by my execution of this form.

1/26/07  
Date

  
David W. Fleming

Signed this 26<sup>th</sup> day of January, 2007

  
Notary Public in and for the state of  
Washington. My commission expires

7-10-09



**King County**

**Ron Sims**

King County Executive

701 Fifth Avenue, Suite 3210

Seattle, WA 98104

206-296-4040 Fax 206-296-0194

TTY Relay: 711

[www.metrokc.gov](http://www.metrokc.gov)

February 2, 2007

**TO:** The Honorable Ron Sims, King County Executive

**FR:** Sheryl Whitney, Assistant County Executive

**RE:** David W. Fleming - Background Check

I have received the financial credit report and law enforcement background check conducted on Dr. David W. Fleming, Seattle-King County Department of Public Health Director, by the King County Sheriff's Office. The reports contain no adverse information nor reveal any prior criminal record.

Thank you.



# Statement of Financial and other Interests

King County  
**EMPLOYEES**



Department of Executive Services  
**Board of Ethics**  
Columbia Center, BOA-ES-3460  
701 Fifth Avenue, Suite 3460  
Seattle, WA 98104  
206-296-1586 206-205-0725 Fax  
TTY Relay: 711  
board.ethics@metrokc.gov

**Read All Instructions Carefully and Fully Complete Each Section  
Incomplete Forms Will Be Returned**

Date Received \_\_\_\_\_  
Audit Date \_\_\_\_\_  
Date Closed \_\_\_\_\_  
*For Board of Ethics use only*

Name of Person Reporting: David Fleming, MD

Position/Title: Director and Health Officer

Division AND Department: Public Health - CEO

Mailstop AND work phone: WFC-PH-1200 206-296-1480

I am filing within two weeks employment or appointment, reporting on the preceding 12 calendar months ending (*enter month, day & year*) February 6, 2007

I am filing an annual statement, reporting on calendar year 2006. (*See Page 2, #3, Period of Reporting*)

Yes  No  I serve on a King County board, commission, committee or other multi-member body **AND** this service is part of my official job responsibilities.

If yes, list the name of the of the board, commission, committee or other multi-member body and the associated or responsible King County department. The information you disclose in this statement must also reflect any participation related to this service.

*(If you do serve on a King County board or commission, and your service is not a part of your official job responsibilities, you may be required to file a separate statement as a board or commission member. Please consult with the staff liaison assigned to your board, or the office of the King County Board of Ethics for filing requirement information.)*

Name of Board or Commission	Department

**The Statement of Financial and Other Interests  
is available in alternate formats for individuals  
with disabilities upon advance request by  
calling 206-296-1586 or TTY Relay: 711.**

**IMPORTANT FILING INFORMATION**

Please read carefully

**1. Who Must File:** Please see page 5 of this form for a list of those who are required to file.

**2. Where and When to File:** Affected employees shall file completed statements of financial and other interests with the Board of Ethics within 10 days of employment or appointment and by April 15<sup>th</sup> of each year thereafter.

Attention: Under K.C.C. 3.04.050(A), candidates for county elective office, nominees for appointment to any county elective office, except judicial candidates, within two weeks of becoming a candidate or nominee, and all elected officials, paid in whole or in part by county funds shall file with the Board of Ethics a statement of financial and other interests as defined in K.C.C. 3.04.050. These requirements may be satisfied by filing with the Board of Ethics a copy of the report required to be filed by RCW 42.17.240, if this report contains an original signature of the person filing the report. The Board of Ethics shall forward a copy of such statements, reports and forms to the division of records and elections, or its successor agency, within 10 days of their receipt.

**3. Period of Reporting:** In the case where the form is filed within 10 days of employment or appointment, the form shall contain information for the *preceding 12 calendar months*. Each annual statement of financial and other interests shall contain information for the *preceding calendar year*.

**4. Continuing Duty to Notify Supervisor:** Filing a statement of financial and other interests does not relieve an employee of the duty to notify his or her supervisor or appointing authority in writing of a potential conflict of interest as required by K.C.C. 3.04.037. See K.C.C. 3.04.050(H). The supervisor or appointing authority is required to resolve the conflict of interest and keep records of the actions taken.

**5. Whose Financial and Other Interests Must Be Reported:** The information reported shall include information for you and the members of your immediate family.

**6. Public Records and Disclosure:** The statements of elected officials, candidates for county elective office, department directors, division managers, the county administrative officer, chief officers of administrative offices and the county executive's administrative assistants are public record. All other statements shall not be made public without the written approval of the Board of Ethics and consistent with the requirements of state law. See K.C.C. 3.04.110.

XXXXXXXXXX

**Questions?**  
**Contact your department coordinator**  
**or the King County Board of Ethics**

## DEFINITIONS

These terms are defined in the Code of Ethics.  
You will find them used throughout this statement  
and are underlined to make them easy to find.

- **"Compensation"** means anything of economic value, however designated, which is paid, granted or transferred, or is to be paid, granted or transferred for, or in consideration of, personal services to any person.
- **"County action"** means any action on the part of the county, including, but not limited to: (1) Any decision, determination, finding, ruling or order; and (2) Any grant, payment, award, license, contract, transaction, sanction, or approval, or the denial thereof, or the failure to act with respect thereto. "County action" shall not include actions of the county's judicial branch but shall include employees of the department of judicial administration.
- **"County employee" or "employee"** means any individual who is appointed as an employee by the appointing authority of a county agency, office, department, council, board, commission or other separate unit or division of county government, however designated, but does not include employees of the county's judicial branch. The term "county employee" also includes county elected officials and members of county boards, commissions, committees; or other multimember bodies, but does not include officials or employees of the county's judicial branch but does include employees of the department of judicial administration.
- **"Doing business with the county" or "transactions with the county"** means to participate in any proceeding, application, submission, request for ruling or other determination, contract, claim, case, or other such particular matter which the county employee or former county employee in question believes, or has reason to believe: (1) Is, or will be, the subject of county action; or (2) Is one to which the county is or will be a party; or (3) is one in which the county has a direct and substantial proprietary interest.
- **"Gift"** means anything of economic value, but shall not include campaign contributions regulated by the provisions of Chapter 42.17 RCW, the charter and ordinances implementing them, informational materials exclusively for official or office use, memorials, trophies, and plaques of no commercial value, gifts of \$20.00 or less for bona fide, non-recurring, ceremonial occasions or any gifts which are not used and which within thirty days after receipt are returned to the donor, or donated to a charitable organization without seeking a tax deduction.
- **"Immediate family"** means a county employee's spouse, domestic partner, employee's child or the child of an employee's domestic partner, and other dependent relatives if living in his or her household.
- **"Participate"** means, in connection with a transaction involving the county, to be involved in a county action personally and substantially as a county employee either directly, or through others through approval, disapproval, decision, recommendation, the rendering of advice, investigation, or otherwise. However, for the purposes of K.C.C. 3.04.035, "participate" does not include the provision of legal advice or other activities involving the practice of law and does not include, as an elected official, preparation, consideration or enactment of legislation or the performance of legislative duties.
- **"Person"** means any individual, partnership, association, corporation, firm, institution, or other entity, whether or not operated for profit. The term does not include governmental units of the State of Washington or the United States unless so specified.
- **"Thing of value"** means anything of tangible worth which is not compensation or a gift.

**FINANCIAL AND OTHER INTERESTS TO REPORT**

**IMPORTANT NOTE**

Words underlined are defined on page 3 and in the Code of Ethics.  
If you need more space to provide the required information, please attach additional pages.

**A. COMPENSATION, GIFTS AND THINGS OF VALUE**

During the reporting period, did you, or a member of your immediate family, receive compensation, gifts or things of value from any person engaged in any transaction with King County in which you participated or for which you had responsibility as a county employee?

No  Yes  If yes, please provide the following information.

Name of each <u>person</u> engaged in any <u>transaction with King County</u> from whom the <u>compensation, gift, or thing of value</u> was received	Name of individual who received the <u>compensation, gift or thing of value</u> and their relationship to you

**B. FINANCIAL INTERESTS**

During the reporting period, did you, or a member of your immediate family, possess a financial interest in any person engaged in any transaction with King County in which you participated or for which you had responsibility as a county employee?

No  Yes  If yes, please provide the following information.

Name of each <u>person</u> engaged in any <u>transaction with King County</u> in whom a <u>financial interest</u> was possessed	Name of individual who possessed the <u>financial interest</u> and their relationship to you

**C. POSITIONS**

During the reporting period, did you, or a member of your immediate family, hold a position in any person engaged in any transaction with King County in which you participated or for which you had responsibility as a county employee?

No  Yes  If yes, please provide the following information.

Name of each person engaged in any transaction with King County with whom the position was held	Name of each individual who held the position and their relationship to you	Title of the position held

**D. REAL PROPERTY**

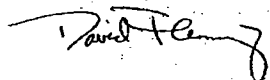
During the reporting period, did you, or a member of your immediate family, possess a financial interest in any real property that was either involved in or the subject of a King County action? Property for which the only King County action was valuation or revaluation for tax purposes does not have to be reported except that employees of the department of assessments and Board of Appeals who are required to file this statement shall report property for which valuation or revaluation actions were taken by King County during the reporting period.

No  Yes  If yes, please provide the following information.

Street address, assessor parcel number or legal description of real property involved in or the subject of a <u>King County action</u>	Name of the individual who possessed the financial interest and their relationship to you	Name of the King County Department involved in the <u>King County action</u>

**E. DECLARATION**

I, David Fleming, MD, declare under penalty of perjury  
(print name)  
 under the laws of the State of Washington that the foregoing is true, complete, and correct.



(Signature)

February 6, 2007  
 Director and Health Officer

(Title)

Signed this 31st day of January, 2007  
(Month) (Year)  
 at Seattle, WA  
(City) (State)



**WHO IS REQUIRED TO FILE  
A STATEMENT OF FINANCIAL AND OTHER INTERESTS**

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**K.C.C. 3.04.050(B) requires employees in the following categories to file statements of financial and other interests:**

- ◆ Employees appointed by the county executive
- ◆ Employees appointed by the county administrative officer or department directors and who are subject to approval by the county executive.
- ◆ Employees of the county council

**In addition, under K.C.C. 3.04.050, employees in the following categories are required to file statements of financial and other interests:**

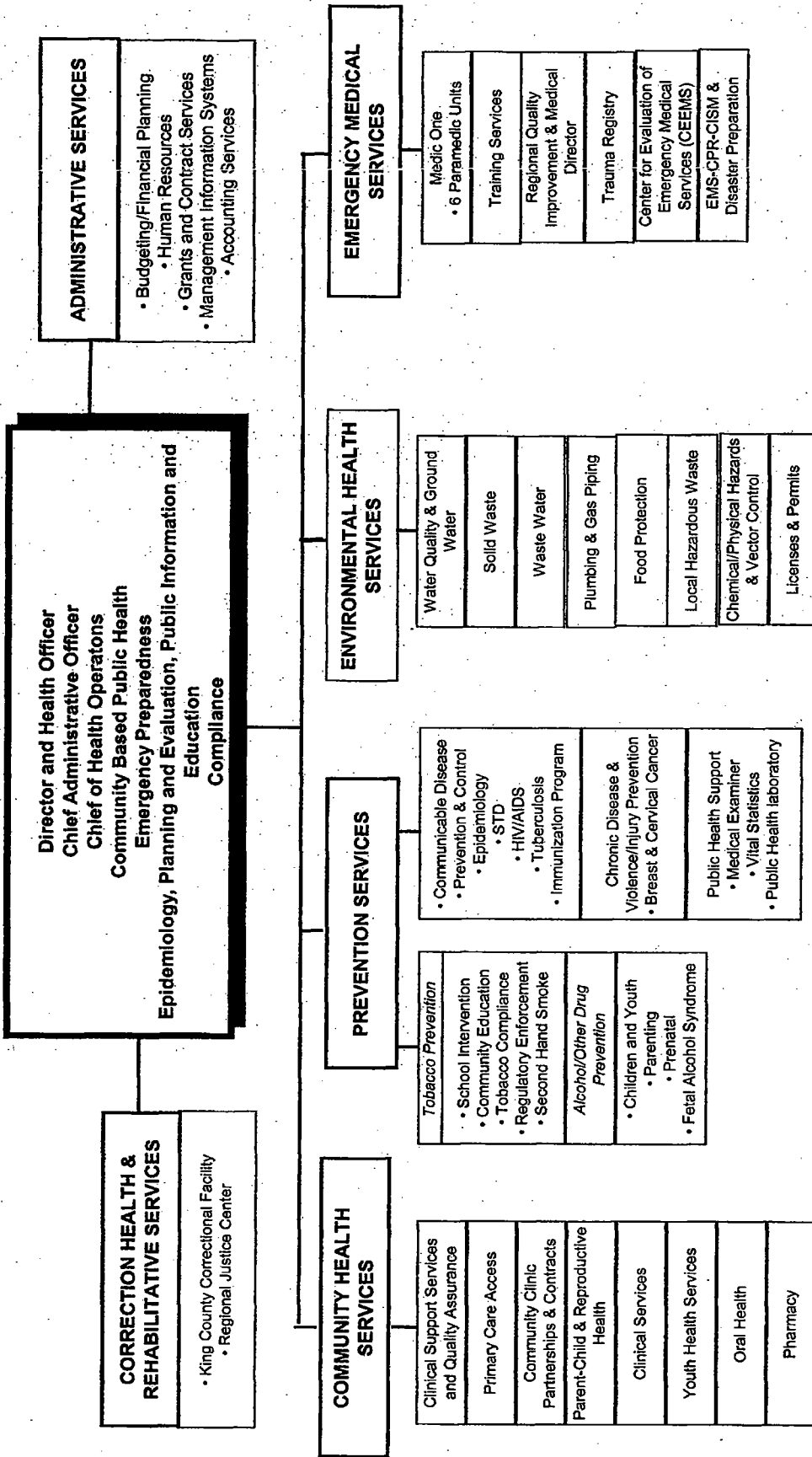
- ◆ Employees who participate in or have decision-making responsibilities for the administration of agreements or contracts for the purchase, lease, rental, disposal or sale of personal tangible property or real property.
  - ◆ Employees who participate in or have decision-making responsibilities for grants and services contracts, whose duties include but are not limited to the following activities: writing or preparing specifications; evaluating bids and proposals; negotiating, administering or monitoring performance on contracts; and exercising contract signature authority.
  - ◆ Employees who participate in or have decision-making responsibilities for the investment, management, or expenditure of county funds.
  - ◆ Employees who participate in or have decision-making responsibilities for policy and its implementation in the Office of the Assessor.
  - ◆ Employees who participate in or have decision-making responsibilities for policy and its implementation in the Sheriff's Office.
  - ◆ Employees whose duties and responsibilities include having access to information that is not available as a matter of public knowledge or public record, including, but not limited to, administrative assistants and confidential secretaries in non-career service positions.
  - ◆ Employees who provide administrative support, greater than clerical support, to county boards, commissions, committees and other multimember bodies that are established by county council action and whose members are appointed by the executive or county council.
  - ◆ Employees who conduct or supervise the conduct of audits, including audits of county programs and third party activities.
  - ◆ Employees who participate in or have decision-making responsibilities for policy and its implementation in the Office of the Prosecuting Attorney, and employees appointed by the Prosecuting Attorney to serve as his or her deputies.
  - ◆ Employees who supervise, directly or through others, employees identified in these categories.
  - ◆ Nominees for appointment and persons appointed by the executive or county council to serve on county boards, commissions, committees and other multimember bodies that are established by county council action.
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2007-106

SECTION D

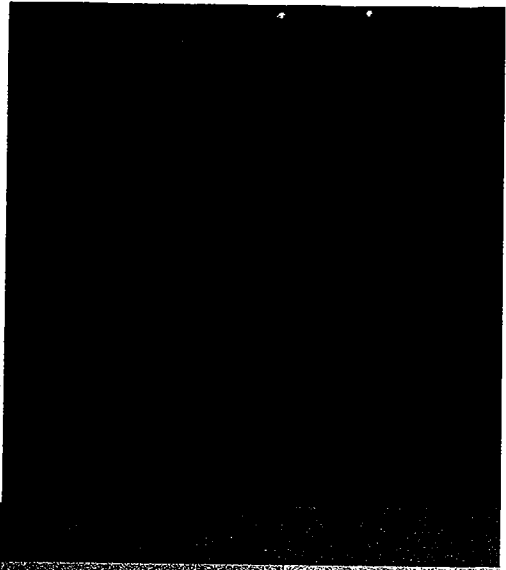
- Department Organizational Chart
- Position Description

**PUBLIC HEALTH - SEATTLE KING COUNTY**



# Public Health - Seattle and King County, Washington

## Director/Health Officer



Bennett Yarger Associates

# Seattle & King County Government

The King County/Greater Seattle area is bordered by Puget Sound on the west and the Cascade Mountains on the east, in the State of Washington, 113 miles from the US – Canadian border. Surrounded by mountains and water, protected farmlands and open spaces, the region features picture-perfect views and abundant recreational opportunities year-round. King County residents enjoy natural beauty, world class museums, a vibrant cultural scene, professional sports teams, restaurants and activities that appeal to a wide range of interests. A few of the major attractions in the area include the Seattle Center and Space Needle; Pike Place Market; the Hiram Chittenden Locks; Woodland Park Zoo; Tillicum Indian Village; Seattle Aquarium; Seattle Symphony; Seattle Opera and Pacific Northwest Ballet; Mariners baseball; Seahawks football; SuperSonics basketball; Seattle Sounders soccer, and the WNBA 2004 World Champion's the Seattle Storm (professional women's basketball). The Seattle-King County area attracts more than 9 million overnight visitors annually to the above attractions among others.

At 2,134 square miles, King County ranks 11<sup>th</sup> in geographical size among Washington State's 39 counties. At 1.8 million, the county ranks number one in population in the State, and is the 14<sup>th</sup> most populous county in the nation as well as the financial, economic and industrial center of the Pacific Northwest region. There are 39 cities and towns in King County, of which Seattle is the largest with a population of approximately 600,000.

King County operates under a Home Rule Charter adopted by a vote of the citizens of King County in 1968 and is organized under the Council-Executive (both elected) form of government. The Metropolitan King County Council is the policy-making legislative body of the county. The County Council's nine members are elected by district and serve on a full-time basis. The County Executive serves as the chief executive officer for the county, leading seven departments and 15,000 employees. Through sound financial planning, the County Executive oversees the delivery of such services as jails, transportation, environmental protection, parks, wastewater treatment, human services, licensing, and public health. Other elected county officials include the Prosecuting Attorney, Sheriff, Assessor, and District and Superior Court Judges. In 1986 the county was renamed for civil rights leader Rev. Dr. Martin Luther King, Jr.

The King County/Greater Seattle area is a vibrant international community with residents that represent countries from around the world. This region that embraces diversity and the many languages and social traditions of many cultures. The King County/Greater Seattle area provides an excellent business and investment environment for its residents and their

families. The area excels in livability with a wide range of housing options, good primary, secondary and advanced educational institutions and health care facilities available to its residents.

Major business/employers in the region include: Costco, Microsoft, Weyerhaeuser, Nordstrom, Safeco, Amazon.com, Starbucks, the Boeing Co., University of Washington, and the City of Seattle and METRO King County among others. The King County FY 2006 budget is approximately \$3.4 billion.

The King County/Greater Seattle area offers a confluence of opportunities and resources that cannot be duplicated, including the University of Washington Schools of Medicine and Public Health and Community Medicine, as well as the University's new Department of Global Health and the Center for AIDS and STD; numerous vibrant biotechnology companies; the Fred Hutchinson Cancer Research Center; several nonprofit health research and prevention agencies such as Battelle Memorial Institute and its Seattle-based Public Health Center for Research and Evaluation, the Seattle Biomedical Research Institute, and the Program for Appropriate Technology in Health (PATH).

## Public Health – Seattle & King County

Public Health – Seattle & King County (PHSKC) exists to achieve and sustain healthy people and healthy communities throughout King County by providing public health services that promote health and prevent disease. The department serves over 1.8 million residents of King County including the City of Seattle, incorporated suburban cities, and unincorporated areas of the county.

The department operates as a King County entity, with a major contractual relationship and Interlocal Agreement with the City of Seattle, calling for mutual accountability and collaboration with City of Seattle officials (Mayor, Council, and Department of Human Services). The City of Seattle pays King County \$8.42 million for public health services and \$3.4 million for school-based health services. King County's collaboration with the City of Seattle occurs routinely and includes monthly meetings with the director for the city's Human Services Department and quarterly meetings with the Mayor of Seattle and the director of the city's Human Services Department. Reporting of service outcomes and updates on Public Health priorities are made to both governments. The Director/Health Officer for Public Health – Seattle & King County is a member of the Executive Cabinet for King County.

Public Health – Seattle & King County provides a wide variety of programs and services that protect and promote the health of all county residents as well as hundreds of thousands of workers



and tourists who enter the county each day on business and pleasure. The department provides a broad range of services that includes: Emergency Medical Services (EMS), Clinical Health Services, Services for Specific Community Needs, and Health Promotion and Prevention. The department provides a number of clinical services that are intrinsic to its population-based prevention efforts. The department operates in a complex environment that also includes 45 different spoken languages, 19 acute care hospitals, and international air and seaports. More specific services include restaurant and drinking water inspections, hazardous waste disposal, communicable disease control, sexually transmitted disease and tuberculosis control, HIV/AIDS prevention, immunizations, chronic disease and injury prevention programs, health education and promotion, emergency preparedness, pandemic flu and disaster planning, family planning, maternal and child health programs, and clinical health services for low-income and uninsured residents.

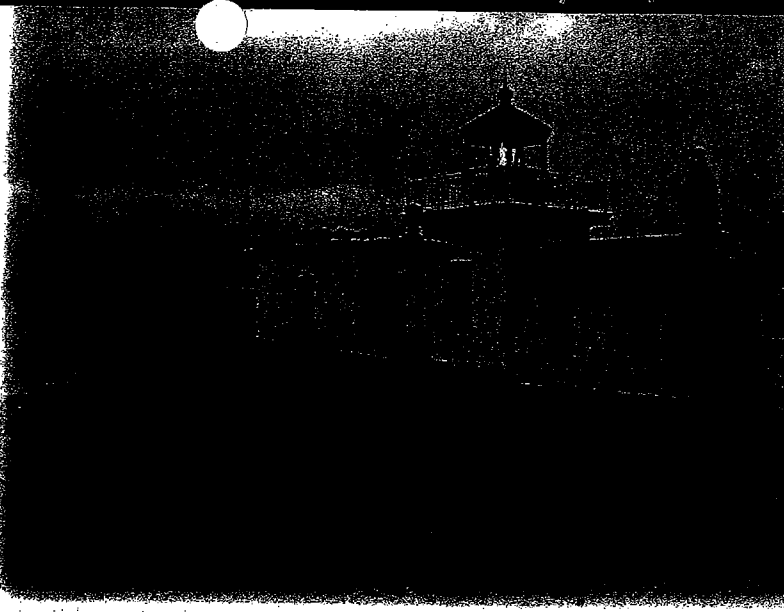
Prior to 1996 when a state law required that the county have a single board of health, the Metropolitan King County Council served as the Board of Health for King County, and the Seattle City Council served as the Board of Health for the City of Seattle. The current Board of Health is constituted as a federated body with 11 of its 13 voting members being elected officials (six from the Metropolitan King County Council, three from the Seattle City Council, and two from suburban cities in King County). The two remaining voting members are health professionals selected by the other members of the board. A third health professional serves as a non-voting member. The functions of the board are to set county-wide public health policy, enact and enforce local public health regulations, and carry out other duties of local boards of health as specified in state law including enforcing state public health statutes, preventing and controlling the spread of infectious disease, abating nuisances and establishing fee schedules for licenses, permits and other services.

With a total agency budget of approximately \$300 million and about 2,000 employees in multiple sites, Public Health – Seattle & King County is the 10<sup>th</sup> largest health department in the nation by metropolitan population served.

PHSKC is nationally recognized as one of the best major metropolitan health departments in the country, with a reputation for innovation and excellence in science-based public health practice. Epidemiology, data and scientific principles are central drivers of the department's public health policies and practice. The department requires a director who can provide leadership that will not only continue this excellence, but strengthen it to address the many local and global public health challenges faced by our region.

## **Director/Health Officer & Public Health – Seattle & King County**

The Director/Health Officer of Public Health – Seattle & King County is responsible for the managerial and scientific oversight of a complex metropolitan public health department. The director is jointly appointed by the King County Executive and the



Mayor of the City of Seattle in collaboration with the King County Board of Health. He/She will be confirmed by the King County Council and the Seattle City Council, and will be responsible to the 13-member Board of Health. The Director/Health Officer is responsible for a department of approximately 2,000 employees located in multiple sites, six major divisions and complex service delivery partnerships with community health centers, fire departments, area hospitals, criminal justice, and a broad range of community-based organizations. The Director/Health Officer is also responsible for 10 direct reports and leads the department's senior management team. These include directors for six major divisions: Community Health Services, Prevention Services, Environmental Health Services, Emergency Medical Services, Correctional Health & Rehabilitative Services, and Administrative Services, as well as a Chief Administrative Officer, Chief of Health Operations, and directors of Community Based Public Health, Emergency Preparedness, Epidemiology, Planning and Evaluation, Public Information and Education, and Compliance. Historically, the director also has held an appointment with the University of Washington School of Public Health and Community Medicine, or the School of Medicine.

The Director/Health Officer assesses the evolving health care needs in the population, develops data based priorities, and makes recommendations through the budget process to state and local government. He/she sets the strategic direction for the department through collaborative business planning process in both the City of Seattle and King County. Through the Board of Health, the Director/Health Officer also influences regional health policy and program development through data presentations and discussions.

The Director/Health Officer leads resource development strategies, including federal and state grant development, Medicaid and other insurance vehicles, and private foundation grants. These account for the vast majority of the department's \$300 million funding base.

Other duties/management responsibilities include:

- Develops, establishes and implements strategic direction for the department.

- Leads the engagement and marketing of the department capabilities to potential funding sources and represents the department in state, federal and national discussions which determine future funding possibilities.
- Communicates important public health information to the general public as well as to health professionals region-wide, and leads multi-sector partnerships to improve health status and protect against health threats in the region.
- Manages the relationship between the City of Seattle and King County as it relates to their joint responsibilities in an inter-local agreement that provides the operational and governance structure for the department.
- Prepares and leads the department's major presentations on budget and policy to the County Council, City Council, and Board of Health.
- Enforces all public health statutes of the state and all federal public health requirements and has the independent authority to take actions as is necessary to maintain health and prevent the spread of disease including broad emergency powers.
- Directs the activities of the department; develops short and long-term strategies to address public health issues throughout the region.
- Represents the public health perspective on local government issues; working with the County Executive's office, Seattle and suburban city mayors offices, councils, department heads and others.
- Directs and oversees the assessment and monitoring of the health of King County's population, including its suburban cities.
- Directs the management of the department and resolves administrative and programmatic conflicts; sponsors inter-

- Assures community involvement in all aspects of program management; maintains communication with health care providers and community leaders; makes presentations.
- Sponsors development of clinical policies and oversees the monitoring of the clinical delivery system.
- Recommends and implements organizational and administrative changes.
- Establishes appropriate service and staffing levels and monitors and evaluates the efficiency and effectiveness of the department's service delivery.
- Formulates and implements actions to establish quality standards and measures to continuously improve services of the department and divisions.
- Performs and assumes other duties and related work responsibilities as assigned.

## Issues and Challenges

A few issues and challenges for the Director/Health Officer of Public Health – Seattle & King County include:

- Continue the Public Health – Seattle & King County reputation as one of the best metropolitan public health departments in the nation through science-based health practice, applied research, a quality customer focused department, continuing enhancement of communications, empowering of employees, promotion of innovation, and adherence to the department's Vision and Mission statement and practices.
- Support the development and manage the implementation of the Public Health Master Plan (PHOMP) and its objective to develop a sustainable operational and financing model for the provision of essential public health services.

- Update strategic planning documents.
- Provide department and communitywide leadership in addressing health disparities. Monitor and continue to improve response to cultural barriers and health disparities for improvement of service delivery to all parts of the community, while providing for timely, consistent and clear two-way communication tailored to individual constituent communities.
- Monitor trends and growing needs including the rising un-insured population, pandemic flu, an increasingly aging population, emergency preparedness, and other public health issues.
- Examine the department's role in providing clinical services, particularly primary care services, and work with community providers to assure access to care for vulnerable populations.
- Review and monitor Federal and State funding related to ongoing revenue, future anticipated revenue losses, ongoing subsidization and maximization, and potential new sources of revenue and income.
- Continue and strengthen the connection with the University of Washington, other universities, research institutions, hospitals, and the broader health care system.
- Continue to build on strategic partnerships, collaborative relationships, and innovation, and facilitate communication between King County, City of Seattle and suburban cities; between public health and the health care and other related service systems and between practitioners and the research and academic communities.

## Qualifications

### *Education and Experience*

Any relevant combination of the following educational background and experience would provide the required knowledge and abilities for the position:

- An advanced degree (doctoral or masters or equivalent) from an accredited college or university in one or more disciplines directly related to public health, such as epidemiology, medicine, preventive medicine, health services, environmental health, health administration, or closely related field.
- Progressive experience in directing a large, complex, metropolitan public health department or comparable organization.
- Demonstrated success managing in a complex governance/political environment.

### *Knowledge, Skills and Abilities*

The successful candidate should have extensive knowledge of public health principles, assessment, surveillance, strategies, techniques, and evaluation tools and techniques as they apply to public health practice. This person should also have knowledge/skills in:

- Principles and practices of public and business administration.

- Legislative process and policy decision-making, including working with elected officials and the general public with divergent opinions and viewpoints.
- Epidemiology and the science of public health.
- Labor relations techniques and principles.
- Evaluating funding sources and determining the appropriate courses of action to keep programs, projects, and services within established guidelines.
- Supervision, including building team cohesion and performance, change management, and conflict resolution.
- Budgetary principles and practices, and understanding of policy and information issues in a complex public service agency.
- Building community and business based collaborations to improve the public's health.
- Tools and techniques of translating research into practice, especially as it relates to population based health improvement strategies and engaging research in helping to solve critical community problems.
- Emerging issues and strategies related to public health preparedness.
- Understanding a broad range of health issues as they relate to diverse populations.
- Written and oral communications, including the ability to organize and present complex material in a clear, concise and accurate manner, and the ability to promote a sense of transparency about the direction and activities of the department.
- Explaining and interpreting decisions, procedures and requirements to individuals with differing educational levels, backgrounds and interests.
- Planning and organizing work effectively, including the ability to identify work to be done and establishing priorities and schedules to accomplish required tasks.
- Personnel management including the ability to coordinate and delegate, supervise, train and develop staff, assess staff capabilities, handle/prevent personnel problems, and optimize staff skills and communication.





In addition, he/she should be able to:

- Exercise good judgment and discretion in establishing, applying and interpreting departmental policies and procedures.
- Express ideas effectively, both orally and in writing.
- Serve the public and fellow employees with honesty and integrity, and establish and maintain effective working relationships with the general public, co-workers, elected and appointed officials and members of diverse cultural and linguistic backgrounds regardless of race, religion, age, sex, disability, political affiliation, or sexual orientation.

The selected individual will also be required to pass a thorough background investigation, comply with state and federal law related to protecting privacy and security of health information, and adhere to OSHA/WISHA guidelines including but not limited to completing required mandatory training. In addition, he/she must be able to serve during emergencies and disasters.

### **Management Style and Personal Traits**

The successful candidate will be someone who is open to staff and the community, is approachable and diplomatic, comfortable engaging in community dialogue, and handling difficult situations without undue stress, and results-oriented. He/she should be a team builder and leader with strong interpersonal skills and the ability to foster and mobilize the leadership of staff and colleagues, have excellent verbal and written communication skills, and be comfortable in a diverse and complex organization and community. He/she should have a demonstrated understanding of how the impact of institutional programs and policies can sometimes create systemic barriers, and have an understanding of how to implement programs and policies that address issues of institutional racism. This person should also demonstrate an understanding of health disparities and social determinants and implementation of effective programs and policies that eliminate health disparities.

The person should be tactful and politically astute without being political. He/she should be an active listener who is sensitive to the needs, feelings, and opinions of others, avoids excessive argumentation, and communicates well with elected and appointed officials, staff and the community in a clear, direct, open, and approachable manner.

The selected individual must be a person of high integrity and credibility. He/she should also be negotiator and facilitator rather than confrontational in nature. In addition, he/she should be able to interact well and comfortably with people at

various levels, and of diverse ethnic, social, economic and political backgrounds.

The person selected should be able to think strategically and analyze complex scientific and managerial problems, issues, challenges, and opportunities, evaluating alternative solutions, and adopting effective courses of action. He/she should appreciate technology, be able to multi-task, be hands-on when needed, and have strong follow-through on projects and programs to ensure appropriateness, efficiency, completion, and quality. Finally, he/she should have a good intuitive sense and strategic vision, and be a champion of public health and public health issues on a local, regional, and national level.

## **Compensation**

The salary for this position will be dependent upon experience and qualifications. King County offers an excellent fringe benefits package. Details are available upon request.

## **How to Apply**

If you are interested in this outstanding opportunity, please submit a detailed resume by July 7, 2006 to:

Robert L. Neher, Jr., Executive Vice President

**Bennett Yarger Associates**

1501 3rd Street  
Sacramento, CA 95814

Telephone: (916) 443-2421

Facsimile: (916) 443-5949

Cellular: (310)-809-0618

E-mail: [rnieher@bennettyarger.com](mailto:rnieher@bennettyarger.com)

Applications are preferred electronically to [www.bennettyarger.com](http://www.bennettyarger.com). Please identify this recruitment on the home page, combine your cover letter, resume and other relevant documents into a single file, and then complete the application form as directed.

Should you have any questions with regard to your own interest or a recommendation by a colleague, please contact us at the number above.

*King County is an Equal Opportunity Employer. Qualified women, minorities, veterans and disabled candidates are encouraged to apply.*

