



King County

**CONFIRMATION PACKET
FOR
JOHN TAYLOR
AS DIRECTOR OF THE
KING COUNTY DEPARTMENT OF LOCAL SERVICES**

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- Letter from Executive Dow Constantine to King County Council Chair Joe McDermott to Announce Appointment
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November 2, 2018

The Honorable Joe McDermott
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember McDermott:

I am pleased to transmit for the King County Council's approval the attached motion confirming John Taylor as Director of the King County Department of Local Services. The motion will be effective upon the department's creation on January 1, 2019. A full set of confirmation documents will be submitted to the Council under separate cover.

With Council's approval, Mr. Taylor will be the first director of the newly created Department of Local Services. The Department of Local Services (DLS) will better coordinate and deliver direct services to the nearly 250,000 people who live in unincorporated King County. DLS will consist of a permitting division for development permit review, code enforcement, suburban planning, a Road Services Division responsible for 1,500 miles of roads and 182 bridges, and a Director's Office, which will include the Community Service Areas program.

Mr. Taylor most recently served as an assistant division director in the King County Department of Natural Resources and Parks.

I want DLS to start with a strong foundation that empowers our talented employees to achieve the highest level of customer satisfaction, and that is the workplace culture Mr. Taylor will promote, in addition to providing the leadership our new department needs to deliver outstanding services.

Mr. Taylor earned his master's degree in public administration at the University of Vermont. He recently coordinated a landmark agreement that will simultaneously restore salmon habitat, strengthen the region's agricultural economy, and reduce flood risks in the Snoqualmie Valley.

The Honorable Joe McDermott
November 2, 2018
Page 2

Mr. Taylor's leadership style and ability to bring together diverse interests will assist in reaching the goals and objectives of the King County Strategic Plan by providing efficient, accountable regional and local government.

It is my great pleasure to request the confirmation of Mr. John Taylor as the Director of the King County Department of Local Services.

Sincerely,

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
 ATTN: Carolyn Busch, Chief of Staff
 Melani Pedroza, Clerk of the Council
Dwight Dively, Director, Office of Performance, Strategy and Budget
Whitney Abrams, Chief People Officer, King County Executive Office
Jay Osborne, Director, Department of Human Resources
John Taylor, Director Designee, Department of Local Services

Date Created:	10/15/18
Drafted by:	Richard Hayes, Sr. HR Policy Advisor
Sponsors:	
Attachments:	

1 ..Title

2 A MOTION confirming the executive's appointment of
3 John Taylor as the director of the department of local
4 services.

5 ..Body

6 BE IT MOVED by the Council of King County:

7 A. The executive's appointment of John Taylor as the director of the department
8 of local services is hereby confirmed.

9 B. This motion takes effect on January 1, 2019.



Dow Constantine
King County Executive



King County

Message from the Executive - October 2, 2018

John Taylor named first director of the new Department of Local Services

Dear fellow King County employee,

I'm pleased to announce that today I have appointed John Taylor as the first director of the new Department of Local Services (DLS). His appointment is subject to Council approval.

John will provide the leadership our new department needs to deliver outstanding service to the quarter-million people of unincorporated King County. I want the Department of Local Services to start with a strong foundation that empowers our talented employees to achieve the highest level of customer satisfaction, and that is the workplace culture John will promote.

John currently serves as an assistant division director at the King County Department of Natural Resources & Parks. He will lead the newly created Department of Local Services, which will consist of a Permitting Division for development permit review, code enforcement, and subarea planning, a Road Services Division responsible for 1,500 miles of roads and 182 bridges, and a Director's Office, which will include the Community Services Area program.

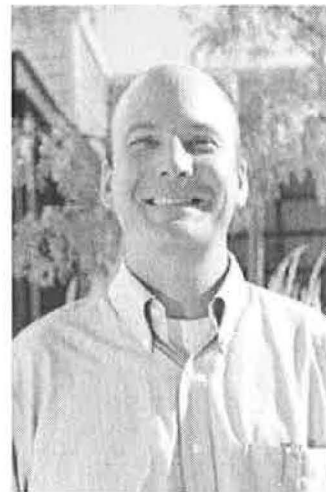
John will immediately join the transition team that is working toward a successful January 1, 2019, launch of the new department.

I want to thank Harold Taniguchi for leading the DLS effort to date and helping to secure Council approval. Last week Harold announced that he will be leaving King County at the end of the year after 35 years of service. I also want to thank Senior Deputy Executive Fred Jarrett for leading the extensive study on ways we can improve direct and contracted services in unincorporated communities, which inspired my decision to create a new department.

Please join me in congratulating John on this new appointment and thanking Harold for his dedicated service to the people of King County.

Sincerely,

Dow Constantine
King County Executive





Fall City Community Association PO Box 272 Fall City, WA 98024

Nov. 7, 2018

The Honorable Joe McDermott, Chair
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Dear Mr. McDermott and the King County Council,

I was delighted to hear that John Taylor was chosen as your pro-forma Director of the Department of Local Services and hereby offer my full support for his final confirmation.

John has been a consistent attendee and presenter at both day and night Fall City Community Association meetings for several years and is well-liked by the community. John has presented land acquisition updates, surface water management news and a variety of other topics relevant to the Snoqualmie Valley and the citizens of Fall City. John knows many of the needs, concerns and topics related to our unincorporated community because he shows up and gathers this information firsthand.

The community appreciated the land acquisition task force led by John and this immersive engagement allowed the community to actively participate in their future. John did a commendable job of providing a readout on the final results of that task force to the broader community and has always done a nice job of owning and explaining many tough decisions "The County" has made with regards to Fall City land acquisition and land-use tradeoffs.

Because John has spent so much time in his former role monitoring, listening, connecting and communicating on land, water and other resource issues relevant to the residents of the Snoqualmie Valley, I believe he will be an excellent leader of the Department of Local Services.

Please confirm John Taylor as the Director of the Local Services Department and thank you for establishing this new, empowered department with John as the leader.

Sincerely,

Ashley Glennon
President, Fall City Community Association
RAGlennon@gmail.com
(425) 442-5893

cc: Whitney Abrams, Chief People Officer

Our Mission:

The Fall City Community Association promotes building of community, proactively communicates on local issues and takes action on selected issues that affect the Fall City community.

KRAINICK DAIRY LLC
40129 236th Avenue Southeast
Enumclaw, Washington 98022
(360) 825-2231

November 14, 2018

The Honorable Joe McDermitt, Chair
King County Council
516 Third Avenue, Room 1200
Seattle, Washington 98104

Re: Letter of Recommendation for John H. Taylor

Dear Councilmember McDermitt,

It is my absolute pleasure to recommend John H. Taylor for appointment as Director of the Department of Local Services. Mr. Taylor will be an asset to developing this new branch of King County government.

Since beginning my term as a member of the King County Agriculture Commission in 2015 including two years as Chair pro-tem, I have observed Mr. Taylor working in his role as assistant director of King County's Water and Land Resources Division. Mr. Taylor attended numerous Agriculture Commission meetings and was asset in helping the commission understand the complex scope of the issues before us. Whether it was discussing the Hafner Project, the sale of Tall Chief or the complex Farm, Fish, Flood agreement, he was able to represent these intricate issues accurately without diverting from the County's stance or his job duties.

And, just a few months ago at a meeting of the Planning, Rural Service and Environment Committee led by Councilmember Kathy Lambert, Mr. Taylor, along with three Ag Commissioners including myself, were at the table to discuss the current state of agriculture in the county and what Council can do to improve our local farm economy. While we, as farmers, are comfortable discussing rural issues, it was Mr. Taylor's job to connect our concerns to what the County is capable of doing. Once again, he masterfully was able to link the concerns of the unincorporated areas to county government. Needless to say, this new position is a natural fit for Mr. Taylor.

As a long time resident of unincorporated King County and a farmer, I cannot think of a better individual with the skills needed in leadership, communication and knowledge of King County government and regulations, than Mr. John Taylor. Please confirm his appointment as Director of the Department of Local Services.

With regards,



Leann Krainick, member
Krainick Dairy LLC



King County

Department of Natural Resources and Parks
Wastewater Treatment Division

King Street Center, KSC-NR-0500
201 South Jackson Street
Seattle, WA 98104-3855

November 15, 2018

The Honorable Joe McDermott
Chair, King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Re: Recommendation for John Taylor, director designee, Department of Local Services

Dear Councilmember McDermott,

I would like to express my strong support and recommendation for John Taylor to be the first director of the King County Department of Local Services. This new department is one of the most exciting developments for our government because it improves on our commitment to serve the people of King County.

John has an excellent ability to understand people, to work with them to resolve problems, and communicate in a way that conveys his passion to improve customer service. He displays a unique ability to communicate complex technical challenges with words that people understand the issue and move towards solutions.

I hired John in July of 2013 to be the assistant director of the King County Water and Land Resources (WLR) Division and realized he has a passion for working with people to deliver services. From the beginning he wanted to represent us in every community meeting where the WLR Division undertakes projects and programs. John's dedication to improving service and working with our residents to solve local problems was something he excelled at as the assistant director.

One example of John's skillful approach to solving problems is when he undertook improving relationships and services with the King Conservation District. He showed exceptional political skill as the central person instrumental in resolving long-standing disagreements among the County, the District, and suburban cities. Another example is when John jumped at the chance to improve relationships and our services along the Cedar River. John led community meetings, engaged residents, and communicated our work in a manner that resonated with those who lived along the river.

John has a very strong customer service ethic that drives his work. While working as the assistant director of the WLR Division, John demonstrated leadership as he led the Farm Fish Flood Initiative that improved both drainage assistance for farmers and certainty for habitat

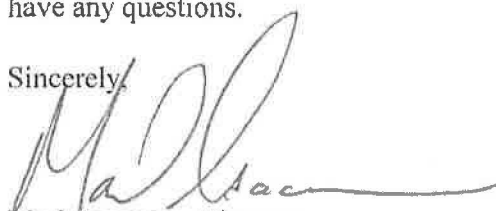
The Honorable Joe McDermott
November 15, 2018
Page 2 of 2

projects in the lower Snoqualmie Valley. At the same time, he improved the delivery of farm pads in the valley and led the division's efforts to convert unused recreational land into agriculture production.

In summary, John has the political, communication and leadership skills to be an excellent director for the Department of Local Services. I believe John's skills, natural abilities and experience make him an outstanding leader for the department and representative for the County.

Please feel free to contact me at mark.isaacson@kingcounty.gov or call 206-477-4601 if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Isaacson', written over a horizontal line.

Mark Isaacson, Director
Wastewater Treatment Division
King County Department of Natural Resources and Parks

cc: Whitney Abrams, Chief People Officer



800 SW 39th Street, Suite 150 • Renton, WA 98057 • Phone (425) 282-1900 • Fax (425) 282-1898 • www.kingcd.org • district@kingcd.org

November 16, 2018

The Honorable Joe McDermott, Chair
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Cc: Whitney Abrams, Chief People Officer

Dear Councilmember McDermott,

I am writing to enthusiastically support John Taylor's nomination to serve as the Director of King County's new Department of Local Services. I have worked with John for over 5 years, on regional efforts focused on the agriculture and natural resource stakeholder initiatives. In each case, John has brought a great balance of both listening to stakeholders and focusing the work on achieving successful, substantive agreements that meet the goals of all parties. This balanced, action-focused, customer service approach will serve John and the County well in this new role in this new Department.

In 2013-2014, John served as the King County Executive's staff representative on the King Conservation District Task Force. In this role, John worked thoughtfully with other members and helped the District move towards a break-through agreement for a new five-year program of work that was built collaboratively with the County, Seattle, Bellevue, and the Sound Cities Association, and took on important new natural resource work. John made sure the concerns of all parties were being heard and addressed so we could build trust and ultimately build an agreement that was good for all.

Since 2015, John has continued to serve an active member of the King Conservation District Advisory Committee and has shown ongoing commitment to ensuring the regional natural resource program of work, and the trust that it was built upon, are successful and sustained into the future.

From 2015 to present, John's team lead the Snoqualmie Watershed Fish, Farm, and Flood Advisory Committee. I have served as the King Conservation District appointee to the FFF Advisory Committee, and to the FFF Implementation Oversight Committee. This was a particularly "wicked" problem that John and the county took on. I watched John skillful navigate sometimes contentious, spirited conflicts, to guide all members to a successful agreement. Along the way, there were several times when the farmers at the table needed

KCD Ref: 18-337_John Taylor Support Letter

more time or more flexibility in the work to stay at the table. John and his team adjusted and adapted to these challenges and as a result helped the full group arrive at a strong agreement that we are continuing to work from today.

I have seen John's action-oriented public service, rooted in listening to and being responsive to stakeholders in many other contexts, including the successful public outreach around the SWM fee increase, and his regular engagement with the King County Agricultural Commission. These qualities make him a strong candidate for this new role, and I am thrilled to submit this letter in his support.

Sincerely,



Joshua Monaghan
Director of Stewardship Programs



Snoqualmie Valley Preservation Alliance is a 501(c)(3) nonprofit organization committed to protecting the rural character and the viability of farms, residents, and businesses of the Snoqualmie River Valley.

SVPA.US

November 26, 2018

The Honorable Joe McDermott, Chair
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Dear Councilmember McDermott:

I am writing to provide a letter of reference for John Taylor to support his appointment to the position as Director of the Department of Local Services.

I have worked with John Taylor in my capacity as executive director for the grass roots nonprofit, Snoqualmie Valley Preservation Alliance, for nearly five years now. We have engaged on many matters relevant to the protection of the agricultural resource in the Snoqualmie Valley, including Fish-Farm-Flood Advisory Committee, regulatory issues facing rural landowners, formation of the Snoqualmie Valley Watershed Improvement District, and a wide variety of initiatives designed to enhance the viability of farms, residents, and rural businesses of the Snoqualmie Valley.

Throughout our professional relationship, John has proven himself to be professional, reliable, dedicated, and open. While we do not always agree on substance, John has always been responsive, respectful, and attentive. He is adept at navigating the county's Water and Land Resources Division, County Council, and the Flood Control District. His insight has been invaluable to our community organization. John has respect for existing processes and established methods, but is not afraid to chart new courses when necessary. He is clearly committed to providing excellent customer service and improving the lives, livelihoods, and lands of the Snoqualmie Valley.

I am certain John will be an asset to the newly formed Local Services Department. Please feel free to contact me with any questions.

Regards,

A handwritten signature in cursive script, appearing to read "C. Krass".

Cynthia Krass
Executive Director

cc: Whitney Abrams, Chief People Officer



King County

Water and Land Resources Division

Department of Natural Resources and Parks
King Street Center
201 South Jackson Street, Suite 600
Seattle, WA 98104-3855

206-477-4800 Fax 206-296-0192
TTY Relay: 711

November 28, 2018

The Honorable Joe McDermott, Chair
King County Council
516 Third Avenue, Room 1200
Seattle, WA 98104

Re: Recommendation for John Taylor to lead King County Department of Local Services

Dear Councilmember McDermott:

I am writing to recommend John Taylor as exceptionally qualified to lead the new King County Department of Local Services. I believe John has the skills, character, passion and vision to successfully stand up the new department in 2019 to improve service delivery in the unincorporated areas of King County.

I have been fortunate to work with John in his position as King County's Water and Land Resources assistant division director over the past four years – initially in my role as Northwest regional director for the Washington Department of Ecology and for the past two years as WLRD's division director. In my role at Ecology, John struck me as an excellent communicator who could summarize the County's policy positions in a clear, diplomatic and succinct manner. I have come to appreciate these and many of John's other qualities since joining the County two years ago.

John was instrumental in helping me understand WLRD's lines of business and how the broader organization works. Importantly, John modeled meaningful and effective engagement with residents in the unincorporated area.

John has strong personal and interpersonal skills, whether that be engaging with external customers or within County government – both audiences are essential to the success of DLS. He seems to thrive in charting a path through ambiguity and has a high tolerance for dealing with conflict. In all these situations, John has a talent for speaking in a clear and direct manner

and, when needed, is able to deliver hard messages with empathy. His communications style is engaging, clear and concise – often delivered with a touch of levity.

John also has very strong strategic and organizational skills built upon a solid business acumen. This comes from his many years of policy experience working at the state, county and local level as well as time employed in the private sector. This unique background gives John a perspective that is not common for a public servant.

John managed a large and complex portfolio at WLRD including: engaging communities on land acquisition and management; collaborating with the Department of Permitting and Environmental Review on compliance matters; managing the County's agriculture and forestry programs; working closely with our Stormwater Section on water quality and drainage concerns, often in collaboration with the Roads Services Division; serving as liaison to King County Flood Control District; leading the Snoqualmie Fish/Farm/Flood collaborative; and, helping oversee the day-to-day operations of WLRD's diverse, 350-person division.

While we are disappointed to see John leave WLRD, we are excited to partner with him in his new leadership role at DLS. John's previous portfolio at WLRD complements several services to be provided through the DLS. His insights and knowledge of the people and programs in both organizations will help improve service delivery to the residents in the unincorporated King County.

Again, I want to express my strong endorsement for John Taylor to lead the new Department of Local Services; he will do a fantastic job. Please contact me at 206.477.9440 should you have any questions.

Sincerely,



Josh Baldi
Water and Land Resources Division Director
King County Department of Natural Resources and Parks

cc: King County Councilmembers
Whitney Abrams, Chief People Officer

SECTION B

- Letter from Casey Sixkiller, Chief Operating Officer, appointing John Taylor to the position of Director of the King County Department of Local Services
- Letter from John Taylor to King County Chair Joe McDermott accepting the position of Director of the King County Department of Local Services, and Acknowledgement to Comply with County Code Provisions
- Resume



King County

King County Executive
401 Fifth Avenue, Suite 800
Seattle, WA 98104
206-263-9600 Fax 206-296-0194
TTY Relay: 711
www.kingcounty.gov

September 27, 2018

John Taylor

Dear John:

Congratulations! We are excited you have chosen to work with us and look forward to your contributions to King County's Department of Local Services. This letter is to confirm our offer and your acceptance of the position of Director, Department of Local Services. The effective date of your appointment is Monday, October 1, 2018. Below is the schedule we have agreed to in regards to the transition into your position:

Your annual salary will be \$161,274.67 which is Range 89, Step 2, of the 2018 King County 10 Step Annual/FLSA Exempt Squared Schedule. This position reports directly to me and is responsible for, but not limited to, the following:

- Lead a community focused collaborative department in the delivery of streamlined and responsive services to unincorporated areas and communities of King County.
- Build and maintain open and responsive relationships with unincorporated King County communities through a comprehensive community and customer-focused effort.
- Coordinate and collaborate service delivery to unincorporated King County communities with partnering agencies, including state, county, and local organizations.
- Lead the branding of local services including the development and implementation of an external communication protocol, including the delivery of model local services.
- Coordinate with councilmembers of the rural area

King County values our diverse and vibrant community and acts to preserve our environment. We strive to provide equity and opportunity for our employees through our Equity and Social Justice efforts and seek to be the best run government in the nation. Your position, Director,

John Taylor
Page 2

Department of Local Services, and the talents and skills you bring to it, will aid us in meeting these goals.

You remain eligible for the County's comprehensive health care benefits, which currently includes full-family medical coverage with no premium share. Additionally, you remain eligible for participation in the Washington State Public Employees Retirement System (PERS).

The County also offers a robust employee development and learning program so employees can maintain and enhance their skills. Every day, we are seeking to improve our skills, our programs, and the way we do business in order to ensure that we can meet our residents' service needs both now and in the future.

Below you will find additional details regarding your employment with King County. If you have any questions before your first day of work, please contact Seth Daniel Watson at (206) 477-5330 or seth.watson@kingcounty.gov. We look forward to you joining our team. Again, thank you for choosing the Human Resources Division!

Sincerely,



Casey Sixkiller
Chief Operating Officer
King County Executive Dow Constantine's Office

cc: Seth Watson, HR Manager, King County Executive Dow Constantine's Office
Payroll/Personnel

Summary of Employment Details:

Base Job Title: Director, Department of Local Services

Start Date: Monday, October 1, 2018

Salary/wage: \$161,274.67

Range 89 Step 2

Date of first paycheck: October 19, 2018

Reporting to: Casey Sixkiller, Chief Operating Officer

Primary work location: King Street Center, 201 S Jackson Street, Seattle, WA 98104

Normal business hours: 8:00 a.m. to 5:00 p.m. *The County values work-life balance, so we encourage you to discuss alternate work hours with your supervisor.*

FLSA status: Exempt

Union status: Not represented by a labor union



King County

Department of Local Services

John Taylor, *Director*
KSC-LS-0815
201 South Jackson Street
Seattle, WA 98104-3856
206.477.3800 TTY Relay: 711
www.kingcounty.gov/kcdls

November 5, 2018

The Honorable Joe McDermott
Chair, King County Council
Room 1200
COURTHOUSE


RE: Acknowledgment to Comply with County Code Revisions

Dear Councilmember McDermott:

I am pleased to accept the King County Executive's appointment to the position of King County Department of Local Services Director. Pursuant to King County Code Section 2.16.110(E) (5), please accept this letter as my acknowledgement 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,



John Taylor, Director
Department of Local Services

cc: The Honorable Dow Constantine, King County Executive
King County Councilmembers

John Taylor

WORK EXPERIENCE

King County Water and Land Resources Division, Seattle, Washington

Assistant Director

2013 to Present

- Support the Director in oversight of the day-to-day operations of the Division, including managing budget and policy development, human resource issues, and community and Council relations.
- Responsible for oversight of 10 senior managers and Director's Office staff, with ultimate responsibility for 360 employees.
- Responsible for human resource and labor relations issues, including grievances, reviewing investigation reports, determining discipline, and developing negotiating positions for the County's Office of Intergovernmental Relations.
- Manage a biennial \$172 million operating and \$187 million capital budget, including administration of the County's Surface Water Management program and fee and King County Flood Control District.
- Led special projects for the Director including:
 - Leading complex and contentious stakeholder negotiations (e.g. Fish, Farm Flood Advisory Committee, King Conservation District Advisory Committee, Fall City Land Acquisition policy committee)
 - Developed an asset management system for the County's stormwater capital program;
 - Leading the Division's continuous improvement "Lean" effort and development of performance metrics and "Tier Boards" to track program implementation across the Division;
- Served as the Acting Director from September 2016 to January 2017 during the recruitment process for a new Director.

John Taylor Consulting, Seattle, Washington

Private Consultant – Seattle Office of Economic Development

2013

- Worked with the Seattle Office of Economic Development and the Mayor's Office to develop an economic development strategy to support technology startup companies in Seattle.

CleanScapes, Seattle, Washington

Government and Community Relations Manager

2009 to 2012

- Coordinated all government and community relations activities at state and local level for Seattle's first startup solid waste company, including attending regular meetings with elected officials, executive staff, and community groups. Coordinated all media relations activities for CleanScapes.
- Served as part of a Senior Management Team overseeing an operation with 300 employees working in Seattle and four suburban communities.
- Supervised one Community and Government Relations Associate, ten ad-hoc community outreach staff, and over \$200,000 in consultant contracts annually.

- Instrumental in securing new municipal contracts in Des Moines, Issaquah, and Carnation WA, by developing community outreach and communications strategies.

Cocker Fennessy, Seattle, Washington

Senior Associate

2007 to 2009

- Provided clients with strategic advice and government relations assistance and supported state legislative lobbying efforts on issues as varied as CleanScapes, the Regional Transportation Investment District (RTID), and Puget Sound Partnership.
- Supported CleanScapes in developing a strategy to obtain the City of Seattle and Shoreline solid waste contracts.
- Drafted policy analyses and communications materials (issue briefs, opinion/editorials, press releases, mailings, presentations, etc.) for clients.

Downtown Seattle Association, Seattle, Washington

Policy Director

2006 to 2007

- Responsible for supporting the DSA President and Board of Directors in developing policy positions at the city, county and state level, including drafting policy briefing memos and talking points for the President and board members.
- Acted as a liaison to the state, county and Seattle elected officials, advocating for the DSA's position on transportation, land use, human services, and fiscal policy.
- Led the DSA's campaign to replace the Alaskan Way Viaduct with a deep-bore tunnel, facilitating redevelopment of the Seattle Waterfront.

Seattle Public Utilities, Seattle, Washington

Strategic Advisor to the Director

2003 to 2006

- Led a cross departmental team to develop the Mayor's "Restore Our Waters Strategy", a \$150 million citywide initiative to protect and restore Seattle's shoreline, creeks, wetlands and rivers.
- Served as project manager for a comprehensive redesign of the City's drainage rate - the revenue-generating device for Seattle's \$30 million stormwater utility.
- Served as Seattle Public Utility's liaison to the Seattle City Council – responsible for development and passage of the Utility's annual legislative agenda.

Seattle City Council, Seattle, Washington

Legislative Research Analyst

2001 to 2003

- Drafted analyses, briefings and legislation related to land use, transportation and community development for Councilmembers.
- Drafted budget analyses and issue papers during the City's annual budget process – Parks Department and Seattle Public Library budgets (approximately \$150 million annually).

Office of Governor Howard Dean, Montpelier, Vermont

Senior Policy Advisor

1996 to 2001

- Governor's chief advisor and representative on issues related to transportation, economic and community development, and liaison to the Commerce and Transportation Agencies.
- Served as Co-Chair of the Governor's Development Cabinet, tasked with resolving internal state conflicts between state agencies, and facilitating economic development that respected Vermont's unique rural character.

- Responsible for annual passage of Vermont's \$300 million transportation bill, and securing federal funds for large transportation projects.
- Instrumental in passage of Vermont's first piece of "Smart-Growth" legislation – the Downtown Community Development Act of 1998.

EDUCATION

Harvard University, Kennedy School of Government, Senior Executives in State and Local Government

University of Vermont, Master of Public Administration

Hobart College, Bachelor of Arts, Political Science

OTHER EXPERIENCE

Board Member, King County Conservation Voters (2012 - 2015)

Board Member/Volunteer, Lifelong Aids Alliance (2008 - 2014)

Board Member, King County Solid Waste Advisory Committee (2010-2012)

SECTION C

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

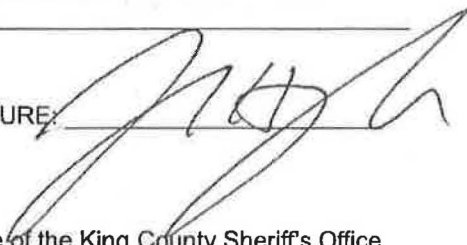


KING COUNTY SHERIFF'S OFFICE
516 Third Avenue, W-116
Seattle, WA 98104

Mitzi G. Johanknecht
Sheriff

APPLICANT'S FULL NAME: John Taylor

CURRENT ADDRESS: _____

PHONE #: _____ DATE: 11/7/2018 SIGNATURE: 

To Whom It May Concern:

I hereby authorize any Police Officer or other authorized representative of the King County Sheriff's Office (hereafter as "KCSO") bearing this release, or a copy of it, within one year of its date, to obtain copies of any information in your files concerning me, or information pertaining to my employment, including, but not limited to documents concerning my arrest and conviction history, credit history, or education, academic achievement, attendance, athletics, medical, psychological, personal history, work performance, background investigations, polygraph examinations, and any and all internal affairs investigations and discipline, regardless of whether the information released may be derogatory in nature, including any files which are deemed to be confidential, and/or sealed.

I hereby direct you to release this information upon request of the bearer, regardless of any agreement I may have made with you previously to the contrary. The law enforcement organization requesting the information pursuant to this release will discontinue processing my application if you refuse to disclose the information requested to the department. This release is executed with full knowledge and understanding that the information is for the official use of the KCSO. I authorize the KCSO to read, review, or photocopy any documents to allow them to assess my suitability as a Department employee.

Consent is granted for the KCSO to furnish the information described above to third parties in the course of fulfilling its official responsibilities. I further understand that I waive any right or opportunity to read or review any information provided in the background investigation report prepared by the KCSO.

I hereby release you, as my employer, former employer, or representative of either of them and any school, college, university, or other educational institution, credit bureau, lending institution, consumer reporting agency, legal firm, medical institution, law enforcement agency, or related personnel, both individually and collectively, from any and all liability for damage of whatever kind, which may at any time result to me, my heirs, or my assigned representatives because of compliance with this authorization and request to release information, or any attempt to comply with it. Should there be any questions as to the validity of this release, you may contact me as indicated below. I understand that I have the right to receive a copy of this authorization and acknowledge that I have received a copy.

I understand that the Privacy Act, 5 USC § 552a, prohibits disclosure of certain federal records without my signed authorization or other statutory exemption. My signature above indicates my express permission to release these records pursuant to 5 USC § 552a (b), to the KCSO for their use in conducting this background check.

A photocopy, e-mail transmission, or telephonic facsimile (fax), or any other legible, non-original of this Authorization shall be valid as an original, even though such photocopy or fax does not contain my original electronic or handwritten signature. This release is valid for one year from the date of my signature.

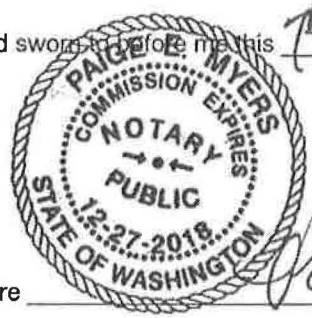
State of WA

County of King

I certify that I know or have satisfactory evidence that John H Taylor is the person who appeared before me, and said person acknowledged that (he/she) signed this instrument and acknowledged it to be (his/her) free and voluntary act for the uses and purposes mentioned in the instrument.

Subscribed and sworn to before me this 7th day of November, 2018.

Notary Seal:



Notary Signature

Paige Myers

Today's Date

11/7/18



King County


**Department of
Human Resources**

King County Administration Building
500 Fourth Avenue, Room 553
Seattle, WA 98104
206-296-7340 TTY Relay: 711
www.kingcounty.gov

MEMORANDUM

DATE: November 30, 2018

TO: The Honorable Dow Constantine, King County Executive

FR: Jay Osborne, Director
Department of Human Resources 

RE: John Taylor – Background Check

I have received the law enforcement background check conducted on John Taylor, Director of the King County Department of Local Services, by the King County Sheriff's Office.

The report contains no adverse information nor reveals any prior criminal record that disqualifies him for this position.

Thank you.



King County

King County Ethics Program
Office of Risk Management Services
500 4th Ave, Rm 320
Seattle, WA 98104
206-263-7821
TTY Relay 711
program.ethics@kingcounty.gov

Statement of Financial and Other Interests

King County Employees

Filing Year 2018

Read all instructions carefully, then fully complete each section. Incomplete forms cannot be filed.

Name:

John Taylor

Department:

Department of Natural Resources and Parks (Water and Land Resources Division)

I am filing within two weeks of employment or appointment, reporting on the past year.

Hire Date:

I am filing an annual statement, reporting on calendar year 2017 (See Item No. 3, "Period of reporting" in Filing Instructions.)

Financial and Other Interests to Report

Note: Underlined terms are defined in the Filing Instructions and in the Code of Ethics

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?

No

Yes

If yes, please provide the following information:

1) Name of each person engaged in any transaction with King County from whom the compensation, gift, or thing of value was received.

2) Name of individual who received the compensation, gift, or thing of value and their relationship to you.

Describe the situation and provide any additional information regarding the compensation, gift or thing of value for the Ethics Program's consideration below.

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?

No

Yes

If **yes**, please provide the following information:

1) Name of each person engaged in any transaction with King County in whom a financial interest was possessed.

2) Name of individual who possessed the financial interest and their relationship to you.

Describe the situation and provide any additional information regarding this financial interest for the Ethics Program's consideration below.

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?

* "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 within the United States unless so specified.

No

Yes

If yes, please provide the following information:

1) Name of each person engaged in any transaction with King County with whom the position was held.

2) Name of individual who held the position and their relationship to you.

3) Title of the position held.

Describe the situation and provide any additional information regarding the position(s) for the Ethics Program's consideration below.

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:

1) Street address, parcel number, or legal description of real property involved in or subject of a King County action.

2) Name of individual who possessed the financial interest and their relationship to you.

3) Name of the King County department involved in the King County action.

E. Declaration

By filling out the information below, I affirm that I, (*Type Name*) John Taylor am

signing this form and declaring under penalty of perjury under the laws of the State of Washington that the foregoing is true, complete, and correct as of the date submitted.

Signature: S/

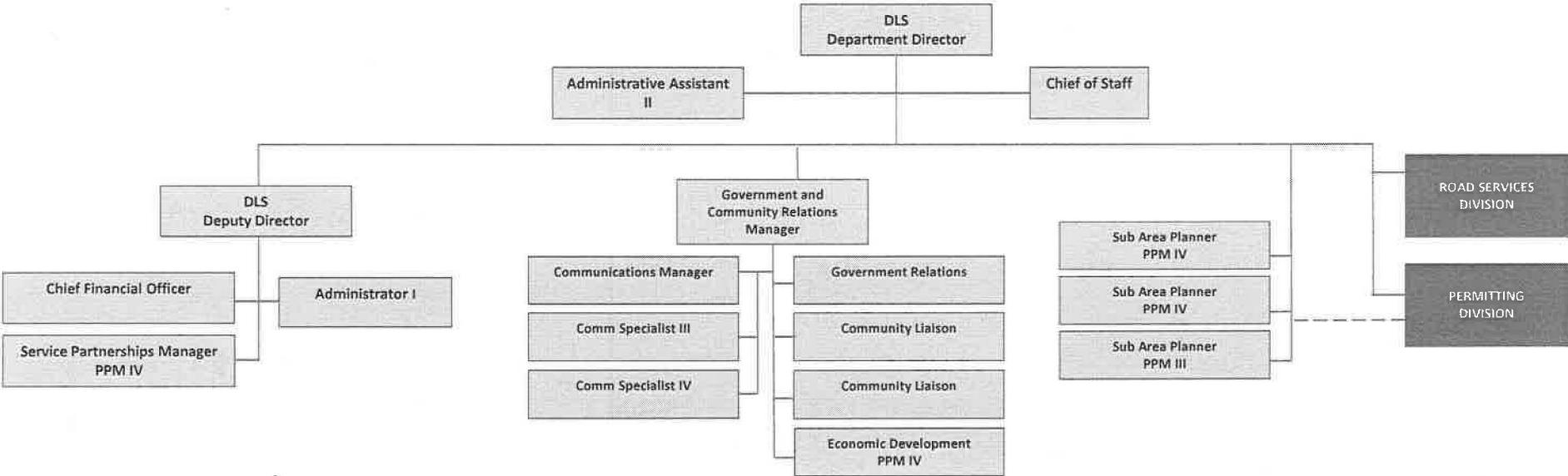
John Taylor
at Seattle WA 3-30-2018
City State Date

SECTION D

- Department Organizational Chart
- Job Announcement

**DEPARTMENT OF LOCAL SERVICES
DIRECTOR'S OFFICE**

November 10, 2018





King County

Invites Applications for the Position of:

Director, Department of Local Services

Apply online at <http://www.kingcounty.gov/jobs>

King County is committed to equity and diversity in the workplace. In addition, the county is committed to recruiting and maintaining a quality workforce that shares our guiding principles: collaborative, service-oriented, results-focused, accountable, innovative, professional and fair and just.

OPENING DATE/TIME: 07/02/18 12:00 AM (GMT -8:00)

CLOSING DATE/TIME: 08/02/18 11:59 PM (GMT -8:00)

SALARY: \$73.95 - \$93.74 Hourly \$153,816.00 - \$194,979.20 Annually

LOCATION: King Street Center - 201 S Jackson St, Seattle

JOB TYPE: Appointed

DIVISION: Executive's Office

JOB NUMBER: 2018SDW08291

SUMMARY:

As the only county in the United States named after Martin Luther King Jr., one of the most influential civil rights leaders in our nation's history, King County is a vibrant community with residents that represent countries from around the world. It is a region with increasing diversity that cherishes the artistic and social traditions of many cultures. Together, we are changing the way government delivers service and winning national recognition as a model of excellence.

We continue to build on an enduring legacy of shared values of equity and social justice, employee engagement, innovative thinking, and continuous improvement. With this commitment, King County has adopted a pro-equity agenda aimed at advancing regional change and is developing the systems and standards necessary to achieve better outcomes for all of our residents, regardless of their race or income. All of these qualities make King County one of the nation's best places to live, work, and play for all residents.

King County is committed to ensuring the 250,000 residents of unincorporated King County receive high quality services in the areas of roads, public safety, access to county services, clean water, and access to opportunity to meet their local needs. The Department of Local Services will bring a level of performance and accountability to the delivery of services to these residents and

communities.

We invite candidates for the position of **Director**. The Director will be a vital member of the Executive's Cabinet and will be responsible for shaping and executing the Executive's vision of performance, accountability, and unified service to unincorporated areas of King County. Our County Executive set a goal to be the Best-Run Government and is using Lean to transform how we operate to improve employee engagement, create more capacity, and deliver greater value to the communities we serve. We are seeking a high-energy change leader who is motivated by difficult challenges, leads with strength and humility, engenders trust and values service to others. This is a rare opportunity to play a key leadership role in transforming the way government operates.

In close coordination with the Office of the Executive and department directors, the successful candidate will help transform services to unincorporated King County through **employee engagement, community collaboration, support for local planning and community initiatives** and **empowerment to solve problems and improve processes**.

The successful candidate will be an experienced customer-focused leader, have a thorough understanding of government service delivery, be able to effectively build collaborative relationships and partnerships with community and County stakeholders, and have a proven track record of running a highly responsive organization.

This is an appointed position subject to confirmation by the King County Council and is not represented by a labor organization.

WHO MAY APPLY: This position is open to all qualified applicants with at least 5 years of managerial experience

WORK SCHEDULE: This position is exempt under the provisions of the Fair Labor Standards Act, and is not overtime eligible. The typical workweek is 40 hours, Monday–Friday, 8 a.m. to 5 p.m. Extended and weekend work hours may be required.

FORMS AND MATERIALS REQUIRED: Applicants should submit a resume and letter of interest demonstrating the alignment of professional experience and skill with the position requirements to: Seth Daniel Watson, HR Manager at seth.watson@kingcounty.gov.

CONTACT: If you have additional questions regarding this recruitment, please contact Seth Watson at seth.watson@kingcounty.gov or (206) 477-5330.

JOB DUTIES:

- Lead a community focused collaborative department in the delivery of streamlined and responsive services to unincorporated areas and communities of King County.
- Build and maintain open and responsive relationships with unincorporated King County communities through a comprehensive community and customer-focused effort.
- Coordinate and collaborate service delivery to unincorporated King County communities with partnering agencies, including state, county, and local organizations.
- Lead the branding of local services including the development and implementation of an external communication protocol, including the delivery of model local services.
- Coordinate with councilmembers of the rural area
- Negotiate with other department directors for contract services
- Facilitate the resolution of issues impacting residents of unincorporated King County, via community participation and responding to meet the needs of the community.

- Proactively identify potential issues and initiate discussions with and among affected stakeholders to develop and implement action plans.
- Improve the delivery of local services through the solicitation of feedback from communities and customers about quality, cost, and timeliness of local service delivery.
- Ensure that unincorporated King County community and resident voices inform programming decisions made in conjunction with community input and interests.
- Lead the coordination of data collection, monitoring, and reporting on service delivery commitments made to residents and communities of unincorporated King County.
- Lead business planning for future service delivery to unincorporated King County.

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

- Management-level experience in a large organization, with experience in change management, organizational and service delivery transformation, and partnership
- Strong vision, strategic outlook and planning abilities
- Superior leadership qualities
- Demonstrated commitment to equity and social justice, effectively incorporating an equity lens in service needs and delivery
- Experience as a Lean leader in applying Lean methodology, systems and principles in achieving operational goals and objectives.
- Exhibits analytical thinking with the ability to drill to the root cause and arrive at effective solutions
- Engenders trust and respect in all working relationships
- Insists on highest standards from self and others and drives accountability for results
- Well-developed interpersonal and political skills
- Ability to build effective teams and lead diverse groups to consensus
- Ability to navigate complex political environments while holding true to core vision and spirit of Lean transformation
- Skilled at process management – able to organize people and activities to accomplish strategic work plans
- Performance measurement/management experience
- Excellent written and oral presentation skills in a variety of formal and informal settings, both inside and outside the organization
- Ability to manage multiple priorities simultaneously

SUPPLEMENTAL INFORMATION:

King County is proud to be an Equal Employment Opportunity /Affirmative Action employer and we encourage people of color, women, veterans and people with disabilities to apply.

Note: Online applications are preferred. However, if you cannot apply online, go to www.kingcounty.gov/jobs for other options.

If you need an accommodation in the recruitment process or an alternate format of this announcement, please inquire directly with the contact listed on the job announcement or the department's Human Resources Service Delivery Manager.