



King County

**CONFIRMATION PACKET
FOR
JOHN DIAZ
AS DIRECTOR OF THE
KING COUNTY DEPARTMENT OF ADULT
AND
JUVENILE DETENTION**

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- Letter from Executive Dow Constantine to King County Council Chair Rod Dembowski to Announce Appointment
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August 22, 2019

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

Dear Councilmember Dembowski:

I am pleased to transmit for the King County Council's approval the attached motion confirming John Diaz as the Director of the King County Department of Adult and Juvenile Detention. A full set of confirmation documents will be submitted to the Council under separate cover.

Since April of this year, Mr. Diaz has been working as the Interim Director of the Department of Adult and Juvenile Detention. I commend him for his handling of several emergent issues which underscored his responsiveness and ability to manage during a period of leadership transition.

During his time as Interim Director he has focused on:

1. Reducing the use of restrictive housing for all detention populations and implementing new policy and procedures.
2. Supporting the Road Map to Zero Youth Detention and continued transition of the Juvenile Division programming towards a public health/restorative justice approach.
3. Overseeing the transition from the Youth Services Center to occupancy of the Children and Family Justice Center.
4. Advising the County's leadership team on criminal justice matters.
5. Ensuring the department improves compliance with important social justice initiatives including restrictions on sharing information with Immigration and Customs Enforcement (ICE).

Mr. Diaz has over 30 years of service in law enforcement in Seattle. He began his career as a patrol officer in 1980, eventually rising in the organization to serve as the City of Seattle Chief of Police from 2010-2013. Prior to the appointment as Chief of Police, he was Deputy

The Honorable Rod Dembowski

August 22, 2019

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Chief of Operations. In that role, he oversaw administration of the department including management of 1,900 employee and a \$250 million dollar budget.

Mr. Diaz has extensive experience working successfully with a wide range of stakeholders, including councilmembers, other elected officials, regulatory agencies, media, employee groups and not least, residents. His ability to successfully communicate and collaborate with these diverse interests demonstrates his ability to manage complex and critical initiatives in the interest of King County.

Mr. Diaz's skills have been on display during his time as Interim Director. He is well prepared to lead the department as it implements progressive changes which will advance King County's goals of safety, justice and quality local government.

It is my great pleasure to request the confirmation of John Diaz as the Director of the King County Department of Adult and Juvenile Detention.

If you have any questions, please feel free to contact Casey Sixkiller, Chief Operating Officer, Executive Office, at 206-263-5700.

Sincerely,

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
 ATTN: Carolyn Busch, Chief of Staff
 Melani Pedroza, Clerk of the Council
 Whitney Abrams, Chief People Officer, King County Executive Office
 Casey Sixkiller, Chief Operating Officer, King County Executive Office
 Dwight Dively, Director, Office of Performance, Strategy and Budget
 Jay Osborne, Director, Department of Human Resources
 John Diaz, Director Designee, Department of Adult and Juvenile Detention

Date Created:	8/19/19
Drafted by:	Richard Hayes, HR Policy Advisor II
Sponsors:	
Attachments:	

1 ..Title

2 A MOTION confirming the appointment of John Diaz as
3 the director of the department of adult and juvenile
4 detention.

5 ..Body

6 BE IT MOVED by the Council of King County:

7 The appointment of John Diaz as the director of the department of adult and
8 juvenile detention is hereby confirmed.



Dow Constantine
King County Executive



King County

Message from the Executive - August 21, 2019

John Diaz appointed Director of the Department of Adult and Juvenile Detention

Dear fellow King County employee,

I am pleased to announce the appointment of John Diaz to serve as the new director of the Department of Adult and Juvenile Detention, effective Wednesday, August 21. His appointment is subject to Council confirmation.

John has served as Interim DAJD Director since April of this year, and during that time I have been impressed by his leadership, strategic thinking, and genuine interest in the work of DAJD employees, and the stability he has brought to the department.

Prior to joining King County, John was the Seattle Police Department police chief from 2010 – 2013, beginning his career at the department as a patrol officer in 1980 and holding many leadership positions before being named Chief of Police. He has three decades of senior management, law enforcement, and labor engagement experience.

I look forward to continuing to work with John and his leadership team on the work that DAJD employees do 24/7 in both custody and programming to keep King County a welcoming community where every person can thrive.

Sincerely,

A handwritten signature in black ink that reads "Dow Constantine".

Dow Constantine
King County Executive

September 3rd, 2019

Council Chair Rod Dembowski
King County Council
King County Courthouse RM1200
516 3rd Avenue
Seattle, WA 98104

Subject: Recommendation for John Diaz

I have known John Diaz for some ten years both through my non-profit volunteer work as Board President for Washington Ceasefire and as a private citizen. And I value both associations, as an ally in the ongoing fight to reduce gun violence and as a friend. John is the epitome of the ideal in both instances and that makes him the perfect public servant. I know him to be determined, disciplined and committed to making Seattle and King County a better place for all its citizens.

The two things that epitomize John Diaz are his true humility and his immense intellectual curiosity. John always deflects personal credit and accepts organizational blame which is why his former employees at Seattle Police hold him in such high esteem. I have NEVER heard John to say a negative word about a co-worker or associate, though I suspected he may have had a well earned negative opinion of one now and then.

My friendship with John grew through a mutual love and shared incompetence for the game of golf. I believe you can learn a lot about one's character on the golf course and John was always positive regardless of his score on a given hole. Truth is he is actually better than most but chooses to spend his free time in other pursuits than achieving excellence chasing a little white ball.

The other common denominator with John is his love of reading and lust for knowledge, especially history and politics. John is at his core an intellectual and a very smart cop. He loves challenges and trying to figure out ways to improve the system for the underprivileged in society.

I without reservation, wholeheartedly support John Diaz's leadership at the King County Prison System. All in the greater Seattle area are lucky to have someone of his character and caliber in charge and numerous of future public servants will benefit from his example as well as many county inmates

Ralph Fascitelli
Business Executive and
13 Year Board President Washington Ceasefire
206-369-2612

September 4, 2019

Mr. Rod Dembowski
King County Councilmember
King County Courthouse Rm 1200
Seattle, WA 98104

Dear Councilmember Dembowski:

The purpose of this letter is to support Mr. John Diaz to administer and direct King County Adult and Juvenile Detention. I have known John for nineteen years and worked closely with him during my tenure as Seattle's police chief (2000-2009). I saw firsthand his dedication, hard work, and integrity and I was able to promote him during that period. John's knowledge and experience resulted in many positive accomplishments for the department, most notably a four-decade low in the crime rate.

John was recognized by leaders in professional policing throughout the country and was often sought by them for his advice. During my time in the Obama administration I kept in close contact with John and often relied on him for his candid advice on a variety of criminal justice issues. King County will be well-served with John at the helm.

Sincerely,

R. Gil Kerlikowske
Professor of Practice
School of Criminology and Criminal Justice
Northeastern University

Mike McGinn
September 11, 2009

Dear Councilmember Dembowski:

I am writing to provide a personal reference for John Diaz as director of King County Corrections.

John was the Acting Chief of Police in Seattle when I became Seattle Mayor in 2010, and was then appointed Chief and confirmed by a unanimous vote of the City Council after a national search. During that time I worked closely with him on all aspects of policing in Seattle.

John was dedicated to the departmental mission of serving the community. He supported and encouraged those who worked for him, and trusted them to work directly with the mayor's office and council where it was appropriate to do so. He was open to new ideas, sought them on his own, and promoted good ideas without regard to who got the credit. He worked with other department heads in city government - e.g., human services, arts and culture, neighborhoods - on developing joint programs.

The DOJ investigation and subsequent consent decree were one of the biggest challenges of our joint tenure. John was working the issues of excessive use of force and improving community interactions even before the actions by SPD officers that prompted the DOJ investigation. As Chief one of his earliest priorities was to change the culture of policing from one of control to one of working with the community. He championed the concept of LEED - which was short for "Listen and Explain with Equity and Dignity" - as the cornerstone for police interactions with members of the public. This concept is also championed by Sue Rahr at the State Police Training Academy. He hired mental health professionals to assist police, and expanded Crisis Intervention Training for police officers dealing with those in mental distress. He supported the nationally recognized Law Enforcement Assisted Diversion (LEAD) as a better way to help those struggling with addiction.

John adopted DOJ suggestions to improve policing even before the consent decree was fully negotiated. For example, SPD instituted a new Force Investigation Team, and a new way of evaluating use of force. Crisis Intervention Training was extended to all officers.

He was with me daily as we negotiated the final agreement with the DOJ's Office of Civil Rights, a decree that was praised for its ground-breaking role in setting up a Community Police Commission to provide input on police reform. That decree has set up many of the successes in police reform that we see today (although recent questions concerning the City's ongoing compliance with the decree and associated Community Police Commission recommendations were, obviously, after his watch).

During his tenure John oversaw a continuing decline in crime in Seattle. This was despite a reduction in police officers due to the deep recession, and the effects upon morale caused by the DOJ investigation. SPD did not merely continue what it was doing, but continually innovated its policing techniques. The department adopted directed patrols, putting officers where they were needed most. It expanded outreach to immigrants and refugees and communities of color, recognizing that community partnership is a key to crime-fighting. John was also a stalwart defender of the principle that Seattle residents should not have to fear inquiries into their immigration status when they came into contact with the police.

Finally, John was always cool in an emergency, and we faced several during our working relationship, including the Cafe Racer shooting and May Day street disorder.

I think that you will find John to be an exceptionally principled, collaborative, creative and steady influence in dealing with the complexities of the county jail system.

Sincerely

A handwritten signature in black ink that reads "Michael McGinn". The signature is written in a cursive style with a prominent "M" and "G".

Michael McGinn

1626 Lake Washington
Seattle, WA 98122

Dear Mr. Dembowski,

Please accept this letter as a recommendation and endorsement for John Deig. I have known John for over ten years, first as the Chief as I am on the Seattle Police Foundation and secondarily as friends with John and his wife Linda.

In my humble opinion he has all the qualities to do anything he sets his mind to.

He has all the ingredients I always looked for in my company, i.e. hustle, drive, common sense and street smarts.

Should you have any questions please contact me at 206-218-9626

Sincerely

Peter V. Rose

September 17, 2019

Rod Dembowski, Chair
Martin Luther King Jr. County Council
516 3rd Avenue, 12th Floor
Seattle, WA 98104

Re: nomination of John Diaz as DAJD Director

Dear Council Chair Dembowski:

I write to offer my strong support for the appointment of John Diaz as the Director of the Department of Adult and Juvenile Detention.

I've known John since he was an Assistant Chief with the Seattle Police Department in the late 1990s, when I was a public defender helping to staff our then-new Racial Disparity Project. Chief Diaz was the commander within SPD who expressed the most interest in issues of racial equity. While, back then, he and I were often on opposite sides of policy issues, it was clear that he was a person of great integrity who pushed his colleagues to critically examine whether there were serious unintended and negative consequences of routine policing practices.

After he was named Chief of Police by Mayor McGinn, Chief Diaz took a number of key positions that sent the department in important new directions. He was the Chief when the inaugural Law Enforcement Assisted Diversion program was launched in 2011. He set LEAD up for success, assigning his most influential commanders to help design and shepherd it; notably, however, he insisted that SPD's participation be conditioned on a firm commitment to rigorous evaluation, which we fulfilled. It's no exaggeration to say that Chief Diaz helped to turn the tide of the War on Drugs in the United States, establishing that police officers could be co-authors of a public health-based approach that was more effective in reducing problematic drug use, while making much less use of jail and prosecution.

At the same time, Chief Diaz was an early voice urging that we look to other countries' experience taking different, less punitive, approaches to drug use, unusual at the time for an active duty police leader.

It is also notable that Chief Diaz instituted a presumption of termination for SPD employees found to have been untruthful in the course of their work duties. Preserving this presumption has been a goal of community leaders and the Department of Justice throughout the current Consent Decree period supervision by Judge Robart. When the Seattle Police Officers' Guild originally appealed the termination Chief Diaz imposed, and won because there was no prior precedent for termination for a first instance of untruthfulness, then-Chief Diaz followed up by establishing that, *henceforth*, all employees should be on notice that untruthfulness would be a presumptive bar to continued employment. He was not required by any external force to take this position, but did so presumably because in his view, lack of integrity fundamentally compromising the work of a law enforcement officer.

John Diaz is a principled leader devoted to making public institutions better, more accountable to the public, and more constructive for community health and safety. He's been tested and maintained his integrity and commitment to a genuine reform path even when it would have been easier to capitulate to the whims of public officials and editorial pages, and his approach has proven wise over the long run. King County's jails are an important public charge, where many lives are touched for good or ill. We're very fortunate that John is willing to take the helm of DAJD, and I know you'll have a great partner in him as long as he stays. I urge the Council to confirm him.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lisa Dugaard', written in a cursive style.

Lisa Dugaard
Director

cc: John Diaz

From: Mike Sotelo [<mailto:jalisco2027@icloud.com>]
Sent: Wednesday, September 18, 2019 11:42 AM
To: Hu, Peter <Peter.Hu@kingcounty.gov>
Subject: John a Díaz

Honorable Rod Dembowski
Chair King County Council
King County Courthouse RM 1200

Dear Mr. Dembowski:

It is my honor and pleasure to give a recommendation for John Diaz.

I have known John for over 10 years when I got involved with the Seattle Police Foundation. John has always been successful in engaging communities of color by developing a protocol that allowed input and feedback.

John's efforts in Police Awareness encouraged many people from our community to look at Law Enforcement as a viable career.

John's ability to engage his staff was very apparent, the challenges that presented the officers at the time were extremely difficult.

John's leadership has benefited the City of Seattle and its stakeholders for many years, and we'd be very lucky to get him back.

Mike Sotelo
Bellevue Wa 98004

206-713-7300 cell
Mike@consolidarnetwork.com
consolidarnetwork.com.
Sent from my iPad



City of Seattle

Seattle Police Department

September 20, 2019

SENT VIA EMAIL

Rod Dembowski
King County Council Chair

Dear Council Chair Dembowski,

I am writing to extend my strong support for John Diaz's appointment as Director of the Department of Adult and Juvenile Detention (DAJD).

I have known John throughout the span of his career at the Seattle Police Department. I've had the privilege of working for him in the various leadership ranks he held as he rose from officer to Chief of Police. I bore witness to John managing his career with a dignity that demonstrated his strength as a leader. As Chief of Police, he led the department through tough times. He commanded a department which was at the center of considerable scrutiny, all the while maintaining his strong sense of character.

John's intellect and experience combined with his solid work ethic make him a natural choice to lead the DAJD. It is with every confidence that I believe he is the right person for the job.

Sincerely,

Carmen Best
Chief of Police

SECTION B

- Letter from Casey Sixkiller, Chief Operating Officer, appointing John Diaz to the position of Director of the King County Department of Adult and Juvenile Detention
- Letter from John Diaz to King County Council Chair Rod Dembowski accepting the position of Director of the King County Department of Adult and Juvenile Detention, 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

August 14, 2019

John Diaz

Dear Mr. Diaz:

On behalf of King County Executive Dow Constantine, I am writing today to formally convey the Executive's appointment of you to the position of Director, Department of Adult and Juvenile Detention (DAJD), and to acknowledge receipt of your acceptance. Please be advised that this appointment is subject to a vote of confirmation by the Metropolitan King County Council, as defined in the King County Code, 2.16.110.

The effective date of your appointment is Wednesday, August 21, 2019.

Your annual salary will be \$207,634.96 which is Range 90, Step 10, of the 2019 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:

- Provide leadership in developing and conveying the organization's vision and mission.
- Operate exemplary detention facilities and programs based on sound practices that integrate effectively with other criminal justice agencies and support organizations such as health care agencies, mental health providers, and treatment systems.
- Develop, defend and manage the Department's annual budget.
- Maintain effective, collaborative working relationships with local, state and national criminal justice system officials, King County elected officials, and other stakeholders in the adult and juvenile detention arena.
- Participate in jurisdiction-wide efforts to coordinate criminal justice efforts, technology, and emergency planning.

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, Department of Adult and Juvenile Detention, 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 Executive and I are delighted you have accepted this appointment. We look forward to your continued leadership and partnership in advancing progressive reforms across DAJD's facilities and programs.

Below you will find additional details regarding your employment with King County. If you have any questions, please contact Seth Daniel Watson at (206) 477-5330 or seth.watson@kingcounty.gov or me.

Sincerely,



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

cc: Peter Hu, HR Manager, Department of Adult and Juvenile Detention
Payroll/Personnel

Summary of Employment Details:

Base Job Title: Director, Department of Adult and Juvenile Detention

Start Date: August 21, 2019

Salary/wage: \$207,634.96

Range 90 Step 10

Date of first paycheck: September 5, 2019

Reporting to: Casey Sixkiller, Chief Operating Officer

Primary work location: King County Courthouse, 516 3rd Ave, 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

This appointment is subject to a vote of confirmation by the Metropolitan King County Council, as defined in the King County Code, 2.16.110.



King County

Department of Adult
and Juvenile Detention
Director's Office

August 29, 2019

The Honorable Rod Dembowski
Chair, King County Council
Room 1200
COURTHOUSE

RE: Acknowledgement to Comply with County Code Provisions

Dear Councilmember Dembowski:

I am pleased to accept the King County Executive's appointment to the position of King County Director of the Department of Adult and Juvenile Detention. 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 Diaz
Director Designee

cc: King County Councilmembers

John Diaz

Highly experienced **Police Executive** with demonstrated ability in leading large and diverse police departments. Strong leadership and management background with a successful track record of more than 30 years of hands-on experience in strategic planning, staff development, community policing, and labor relations negotiations. I am adept at implementing rapid change processes to address law enforcement requirements, and I possess an in-depth understanding of how best practices, continuous improvement methodologies, and well-trained staff work together to drive performance enhancements.

CORE AREAS OF STRENGTH

Community Relations | Communications Strategy | Change Management
Organizational Development | Police Management/Supervision | Intervention Strategies | Conflict Resolution
Performance Assessments | International Missions | Project Management | Labor Negotiations

PROFESSIONAL EXPERIENCE

Founder John Diaz Consulting (2013 – current)

SEATTLE POLICE DEPARTMENT | 1980 – 2013

Chief of Police (2010 – 2013) | Acting Chief of Police (2009 – 2010) | Deputy Chief of Operations (2006 – 2009)
Deputy Chief of Administration (2001 – 2006) | Assistant Chief of Police (2000 – 2001) | Captain (1992 – 2000)
Lieutenant (1989 – 1992) | Sergeant (1985 – 1989) | Patrol Officer (1980 – 1985)

US ARMY | 1977-1980 296MP CO Criminal Investigator

LEADERSHIP EXPERIENCE:

- Served in leadership positions within law enforcement at levels as high as Chief of Police for the Seattle, Washington city police department. Oversaw operations with more than 1900 employees and a \$250M annual budget. Overhauled the budget approach and submitted 5 straight years of balanced budgets.
- Commanded city law enforcement professionals in leadership roles that have included Deputy Chief, Assistant Chief, Captain, Lieutenant, Sergeant, and Detective. Command responsibilities have included homicide, gangs, robbery, cold case, arson/bombs, fraud, fugitive warrants, and polygraph units.
- Supported crime prevention and quality public safety by delivering professional police services, led the department through the resolution of some very difficult cases within record time. Achieved national accreditation for 9 consecutive years.
- Exhibited vision and the ability to form strong partnerships with diverse cultures. Fostered relationships with outside law enforcement agencies operating in the area including but not limited to the Sherriff's department, the Washington State police and the Federal Bureau Investigations (FBI).
- Served as a Syndicate Director for the FBI Leadership in Counter Terrorism course which was held in Australia. Collaborated with law enforcement officials on counter-terrorism measures that included being on the executive board of the Fusion center of region 10 for the state of Washington.

ORGANIZATIONAL DEVELOPMENT EXPERIENCE:

- Department Sponsor on the Technology Steering Committee that oversaw the implementation of new reports management systems, and mobile data networks and communication systems. Prepared and reviewed periodic reports on key law enforcement issues such as doctrine, institutional development, changes in drug trafficking patterns, police capacity and policy recommendations.
- Collaborated with internal/external stakeholders to quantify procurement requirements in support of police activity. Ensured validity of the type and extent of support provided, and monitored procurement transactions to ensure compliance with approved policies and regulations.
- Oversaw development and expansion of civilian law enforcement capacity through coordination with senior officers to manage training procedures and curriculum development, execute training center and police station construction, and facilitate vendor/contractor coordination.

STRATEGIC PLANNING & COMMUNITY ENGAGEMENT EXPERIENCE:

- Developed 5 year plans and led strategic planning as Chief of Police and Deputy Chief of Police for the city of Seattle, Washington. Implemented the 20/20 initiative revamping 20 key areas in training, policy and procedures that were critical in our commitment to the community we serve. Expanded training in the Race and Social Justice Initiative and the Procedural Justice program.
- Introduced strategies to reduce violent crime, and enrich quality of life and police-community relations. Enhanced the department's social media presence through overhauling the Public Information Unit and contributing insight and updates for website content. Expanded community outreach through Advisory Councils, Neighborhood Pot-lucks, and implementing the "Living Room Conversations" program.
- Oversaw policing for a myriad of demonstrations and large-scale planned events including response to numerous SWAT callouts. Fostered close relationships with the officers and the community to establish the Drug Market Initiative, foot-beat redeployments, and a Neighborhood Viewpoint project.
- Analyzed Key Performance Indicators to measure results versus budgeted and forecasted projections. Implemented continuous improvement methodologies, Standard Operating Procedures (SOP), and best practices to enhance performance during the execution of strategic planning initiatives.
- Assessed and monitored the performance of law enforcement officers to ensure that law and order are maintained effectively and impartially in accordance with democratic policing principles. Investigated community complaints to ensure that human rights and fundamental freedoms are fully protected.

LABOR RELATIONS & STAFF DEVELOPMENT EXPERIENCE:

- Acted as the lead in the Joint Labor Management Committee with the Seattle Police Officers Guild and represented the Department as part of the labor negotiation team. Negotiated labor relation bargaining unit agreements and grievance resolutions with 8 different labor unions.
- Worked with management team to support training programs for Seattle police personnel based upon a determination of skills needed to meet department objectives. Met with training officers to develop training plans, establish an annual training budget, and the monitor effectiveness of training programs.
- Utilized 360 degree performance assessment tools to evaluate the performance of direct reports. Drove enhancements in performance through coaching and goal setting, and executed intervention strategies and progressive disciplinary actions when necessary.

EDUCATION & PROFESSIONAL DEVELOPMENT

FBI National Executive Institute | Policing Racial Bias Project Conference-Stanford Univ.
Senior Mgmt. Institute for Police | National Symposium on Racial Profiling-Northwestern Univ. FBI National Academy | City of Seattle Advanced Mgmt.-Certificate Program | Bomb Squad Training-Ft. Rucker Advanced Arson Investigation Training-WSFTC | Certified Arson Investigator-State of Washington

Associate of Arts: Criminal Justice - Skyline College

SPECIAL ACTIVITY, MEMBERSHIPS & AWARDS

Syndicate Director-Leadership in Counter-Terrorism |
Unsung Hero Award-Youth Law Center | Major Cities Chiefs Assoc. | Washington Assoc. of Sheriffs & Police Chief Board member for following organization: King County Salvation Army, City University, Lodestar Firearms, Smart Firearms and Center for Children and Youth Justice

JOHN A DIAZ BIO

John Diaz is a highly experienced Police Executive with a demonstrated ability in leading large diverse police department. He has strong leadership and management background with a successful track record of more than 36 years of hands-on experience in strategic planning, staff development, community policing and labor relations negotiations. He is adept in implementing rapid change processes to address law enforcement requirements, and possess an in-depth understanding of how best practices, continuous improvement methodologies, and a well-trained staff work together to drive performance enhancements.

His most recent position was as Chief of Police of the Seattle, Washington Police Department. He oversaw the operations of more than 1900 employees and a 250 million dollar budget. During the course of his career he has commanded the Homicide and Assault Unit, Gang Section, Arson Bomb Section as well as the Patrol and Investigations Bureau. He has introduced strategies that help reduce violent crime significantly in the City of Seattle. He implemented new social media and community outreach programs that helped strengthen the relationship between the police and the community they serve.

John began his career as a criminal investigator in the U.S. Army and is a graduate of the FBI National Academy class 172, the FBI National Executive Institute, and Senior Management Institute for Police School. John was a syndicate director for the FBI Leadership in Counter-Terrorism course and is a member of the Major City Chiefs Association. He is the recipient of the Unsung Hero Award for his work on eliminating racial profiling. He is on the board of the following associations: The King County Salvation Army NW Chapter, City University, Past Advisory Member of The Center for Children and Youth Justice and The US Mexico Chamber of Commerce NW Chapter.

SECTION C

- Law Enforcement Background Investigation Report
- Financial Public Disclosure Form



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: September 12, 2019

TO: The Honorable Dow Constantine, King County Executive

FR: Jay Osborne, Director 
Department of Human Resources

RE: John Diaz – Background Check

I have received the law enforcement background check conducted on John Diaz, Director of the King County Department of Adult and Juvenile Detention, by The Prothman Company.

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 Avenue, Room 320
Seattle, WA 98104
206.263.7821 TTY Relay 711
Program.ethics@kingcounty.gov

Statement of Financial & Other Interests

King County Employees

Filing Year 2019

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

Name:

Department:

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 2018 (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 answer the following additional questions:

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 answer the following additional questions:

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 answer the following additional questions:

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 answer the following additional questions:

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,

John Diaz

, 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/

<i>John Diaz</i>		
<i>8/21/19</i>	<i>Seattle</i>	<i>WA</i>

Date

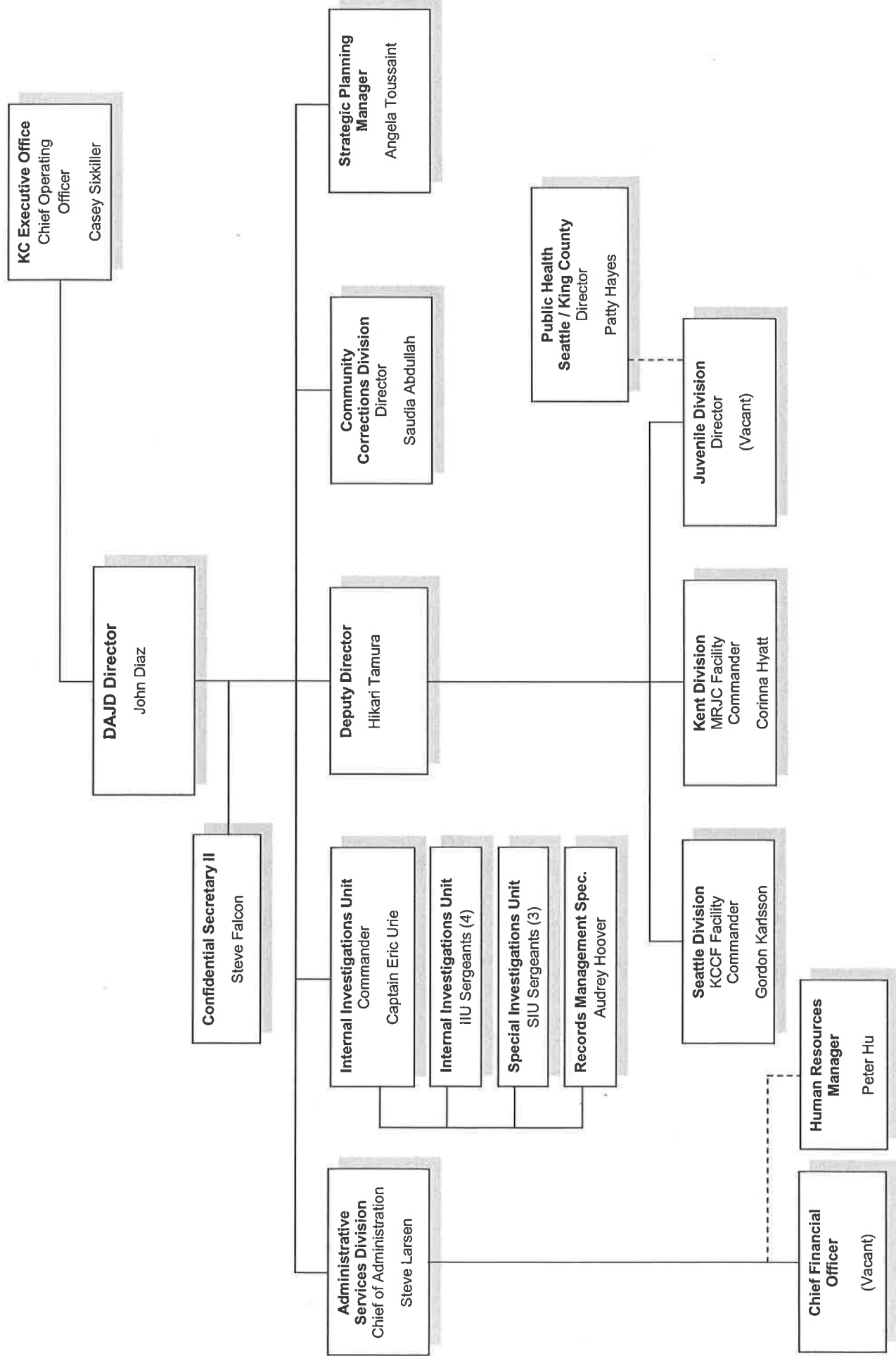
City

State

SECTION D

- Department Organizational Chart
- Job Posting

Department of Adult and Juvenile Detention





King County

Invites Applications for the Position of:

Director, Adult and Juvenile Detention

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: 08/27/18 12:00 AM (GMT -8:00)

CLOSING DATE/TIME: 09/30/18 11:59 PM (GMT -8:00)

SALARY: \$157,497.60 - \$199,638.40 Annually

LOCATION: King County Courthouse - 516 3rd Ave, Seattle

JOB TYPE: Appointed

DIVISION: Department of Adult & Juvenile Detention

JOB NUMBER: 2018SDW08531

SUMMARY:

King County is seeking a new director for the **Department of Adult and Juvenile Detention (DAJD)** to provide innovative and strategic leadership in the delivery of safe, secure and humane 24/7 detention and community corrections programs. Through the work of its approximately 900 employees, most represented by labor unions, DAJD supports safe, vibrant, and healthy communities in partnership with other criminal justice and human service agencies. It is a large, urban, multi-facility and multi-program correctional services system providing pre-trial services and a range of both secure and community-based alternatives to adults and juveniles.

King County

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 this King County one of the nation's best places to live, work and play.

About Adult and Juvenile Detention

The Department operates five separate facilities: The King County Correctional Facility Seattle Division in downtown Seattle; the Maleng Regional Justice Center in the City of Kent; the Juvenile Detention Facility on Alder Street in Seattle; and both the Community Corrections and Administration Divisions in downtown Seattle. It is responsible for the safe and humane detention of King County adult felons and misdemeanants, both pretrial and sentences for one year or less; and it administers jail services contracts with 39 municipal jurisdictions in King County to house pretrial and sentenced misdemeanants. In 2018, the Department has an operating budget of \$137 million and an authorized and budgeted staff of 914. The Adult Corrections Division staff supervises an average daily population of 2,081 adults in the two secure detention facilities. The Juvenile Division staff supervises an average daily population of 51 juveniles in secured detention and alternative to detention programs.

Who May Apply

This position is open to the public.

Work Schedule and Location

This position is exempt from the provisions of the Fair Labor Standards Act, and is therefore not eligible for overtime pay. The position's base work schedule is Monday through Friday, 8:00 a.m. – 5:00 p.m. Work outside of the normal workday may be required. Occasional travelling to detention facilities throughout King County will be required.

Forms and Materials Required

(1) An online employment application, completed at www.kingcounty.gov/jobs, with employment history going back at least 10 years, resume, and a cover letter (no more than 2 pages) summarizing how you meet the experience, qualifications, knowledge and skills for the job.

Questions

For more information regarding this recruitment, please contact Seth Watson, HR Manager, seth.watson@kingcounty.gov

JOB DUTIES:

- Provide leadership in developing and conveying the organization's vision and mission.
- Operate exemplary detention facilities and programs based on sound practices that integrate effectively with other criminal justice agencies and support organizations such as health care agencies, mental health providers, and treatment systems.
- Develop, defend and manage the Department's annual budget.
- Maintain effective, collaborative working relationships with local, state and national criminal justice system officials, King County elected officials, and other stakeholders in the adult and juvenile detention arena.
- Participate in jurisdiction-wide efforts to coordinate criminal justice efforts, technology, and emergency planning.
- Educate the public, King County officials, cities and various interest groups to develop an understanding of the field of corrections and its unique challenges.
- Provide direction and guidance to staff; oversee human resource functions including hiring, termination and disciplinary decisions.

- Manage effective relationships with labor unions through labor/management meetings to foster an environment of collaboration. Direct collective bargaining activities.
- Perform other duties as assigned.

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

The Ideal Candidate

Devoted to criminal justice, the Director of the Department of Adult and Juvenile Detention, will be able to collaborate and creatively forge partnerships across the region to solve some of the most intractable problems facing local governments today, including how to combine forces to have affordable, safe and secure detention facilities in the face of decreasing resources and increasing regulatory requirements. At the same time, the Director will need to focus his or her attention inward, on developing, mentoring, training and engaging employees at all levels to have the best run facilities in the nation. The ideal candidate will demonstrate a strong commitment to the mission, vision, and goals and the employees of the department; exhibiting a deep compassion, caring, and innovation for offenders while being committed to public safety.

The Director will have:

A proven record of accomplishment in **building positive relationship** with a wide range of stakeholders, including elected and appointed officials, governmental agencies, criminal justice leaders, community organizations, and the public.

Ability to **effectively communicate** complex information in an easy to understand manner in a variety of settings, including settings that may be contentious.

Demonstrated knowledge of the criminal justice system, correctional principles and practices, and public administration. Basic knowledge of federal, state, and local laws, regulations and ordinances pertaining to corrections.

Strong negotiations skills, ability to **navigate difficult and sensitive political situations**, and the ability to communicate a clear vision and purpose, as well as to translate that into day-to-day process management to get results.

Strong leadership skills, including demonstrated skill in developing, mentoring and assisting staff in meeting their potential.

In addition to the ideal candidate profile, well-qualified candidates will possess, at a minimum:

- At least ten years of increasing responsible experience in criminal justice and law enforcement, and management of a large detention organization.
- In-depth knowledge of state, federal and local laws, regulations and ordinances related to criminal justice, law enforcement, and detention.
- Knowledge of strategic planning techniques and principles, policy development and analysis
- Knowledge of human resources and management techniques and principles
- Knowledge of budgeting techniques and principles
- Skill in project and resource management
- Skill in communication, presentation and facilitation
- Skill in management and supervision

- Skill in negotiation, problem solving, decision-making and conflict resolution
- Skill in maintaining effective working relationships with labor unions, community groups and the media
- Skill in handling multiple competing priorities and sensitive situations
- Skill in working with and building consensus among a variety of individuals from diverse backgrounds
- Skill in using current office software programs including word processing, spreadsheet, database and email software programs
- Skill in customer service

SUPPLEMENTAL INFORMATION:

This position will work very closely and collaboratively with leaders and teams in the departments of Public Health/Jail Health, Community & Human Services, Public Defense and the Prosecuting Attorney's Office to provide service to and manage the incarcerated juvenile population, as well as ensure services to incarcerated persons struggling with addiction and mental health challenges.

The Director is also the project sponsor on a major enterprise-wide effort to transition the Department to a new approach to our Jail Management System (JMS) to ensure that all our criminal justice partners have access to information to both assist and manage those working through the justice system.

This recruitment is **open continuously, with first consideration given to resumes received by September 14, 2018**. Finalists will have to successfully pass a comprehensive background check to include criminal history check and polygraph. Final appointment is subject to County Council confirmation following an additional background process.

King County Adult & Juvenile Detention is an Equal Opportunity employer, and values diverse perspectives, life experiences, and differences. We encourage people of all backgrounds to apply, including people of color, immigrants, refugees, women, LGBTQ, people with disabilities, people of all ages, and veterans.

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.