



**King County**

**CONFIRMATION PACKET  
FOR AARON PARKER  
AS DIRECTOR OF THE  
COMMUNITY CORRECTIONS DIVISION  
WITHIN THE DEPARTMENT OF  
ADULT AND JUVENILE DETENTION**

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## **Section A**

- Letter from King County Executive Dow Constantine to King County Council Chair Dave Upthegrove to Announce Appointment
- Confirmation Motion
- Internal Announcement Regarding Appointment
- Letters in Support of Appointment

January 10, 2025

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

Dear Councilmember Upthegrove:

This letter transmits a proposed motion that, if enacted, would confirm my appointment of Aaron Parker as Director of the Community Corrections Division with the Department of Adult and Juvenile Detention (DAJD) consistent with King County Code 2.16.122. The enclosed materials comprise the full set of confirmation documents as established by code and practice.

After conducting a nationwide recruitment, I appointed Mr. Parker as DAJD's Community Corrections Division Director, effective January 4, 2025. Mr. Parker began his career at King County in April 2019, most recently serving as Juvenile Court Services Manager for King County Superior Court. In that capacity, he was responsible for screening, intake, and supervision services and overseeing the Behavioral Health Response program (formally Juvenile Drug Court). Prior to serving as the Juvenile Court Services Manager, Mr. Parker served as supervisor of the Juvenile Justice Assessment Team at Superior Court's Juvenile Court.

Prior to working at King County, Mr. Parker worked for Therapeutic Health Services, a local addiction and mental health treatment organization, where he managed organizational objectives, built community relationships, and provided direct treatment services. His experience working with courts and demonstrated success in strategic planning and community engagement makes Mr. Parker uniquely qualified to lead the Community Corrections Division and advance the County's efforts to provide alternatives to jail and promote more productive behaviors and lifestyles.

Thank you for your consideration of this motion. If your staff have questions, please contact Dwight Dively, Chief Operating Officer, Office of the Executive, at 206-263-9687.

Sincerely,

The Honorable Dave Upthegrove

January 10, 2025

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Dow Constantine

King County Executive

Enclosure

cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff, King County Council

Melani Hay, Clerk of the Council

Karan Gill, Chief of Staff, Office of the Executive

Penny Lipsou, Council Relations Director, Office of the Executive

Whitney Abrams, Chief People Officer, Office of the Executive

Dwight Dively, Chief Operating Officer, Office of the Executive

Jay Osborne, Director, Department of Human Resources

Allen Nance, Director, Department of Adult and Juvenile Detention (DAJD)

Aaron Parker, Director Designee, Community Corrections Division, DAJD

Date Created:	<b>December 4, 2024</b>
Drafted by:	<b>Nate Valderas, HR Policy Advisor</b>
Sponsors:	
Attachments:	<b>None</b>

1 ..Title

2                   A MOTION confirming the appointment of Aaron Parker  
3                   as director of the community corrections division within the  
4                   department of adult and juvenile detention.

5 ..Body

6                   BE IT MOVED by the Council of King County:

7                   The appointment of Aaron Parker as director of the community corrections  
8                   division within the department of adult and juvenile detention is hereby confirmed.



# King County

Department of Adult  
and Juvenile Detention  
**Director's Office**

December 5, 2024

**TO:** All DAJD staff

**FM:** Allen Nance, Director, DAJD

**RE:** Announcing our New CCD Director

Dear Colleagues:

After a monthslong search and multiple interview panels, I am proud to announce the selection of Aaron Parker as the next Director of our Community Corrections Division.



Aaron comes to us from King County Superior Court, where he has been serving as Juvenile Court Services Manager. In that capacity, he has been responsible for the screening, intake, and supervision services for the department. Aaron also oversees the Behavioral Health Response (BHR) program (formally juvenile drug court).

The Byers Group assisted DAJD with this nationwide recruitment.

During the interview process, Aaron distinguished himself by demonstrating a commitment to using data to drive for results, supporting the success of his team, while also taking a people-centered approach to leadership.

Aaron is enthusiastic about leading the experienced and dedicated staff in the division. He plans to prioritize equitable practices, community safety, and transformative outcomes for individuals involved in the justice system. He also wants to ensure that we implement strategies that reduce recidivism, support rehabilitation, and strengthen community partnerships.

Born and raised in Seattle, Aaron graduated from Garfield High School and went on to Howard University in Washington, D.C., where he earned a Bachelor of Science in Psychology and a Master of Social Work. While in the nation's capital, he worked in the District of Columbia Public School system for several years, was a treatment foster care Social Worker, and worked on the Foster Care Standards of Excellence with the Child Welfare League of America. After finishing his schooling, he moved back to Seattle and was hired at Therapeutic Health Services (THS), where he spent eight years in several

*Page 2*

roles. After THS, Aaron began working for King County Superior Court – Juvenile Court, initially as supervisor of the Juvenile Justice Assessment Team (JJAT).

When Aaron is not working, he enjoys coaching Little League baseball and serving on boards in the community.

His start date is Jan. 4, 2025, and his position will be subject to confirmation by the King County Council.

When Aaron steps into his new role, Ed Carter will return to his position as Deputy Division director. I'd like to thank Ed for his steady leadership as CCD Acting Director since March of this year.

Let's all welcome Aaron aboard and help prepare him and our entire Community Corrections Division team for success!



# VERONICA GALVÁN

JUDGE OF THE SUPERIOR COURT  
401 4<sup>th</sup> Avenue North, Room 2D  
KENT, WASHINGTON 98032

Hon. Dave Upthegrove  
Chair, King County Council  
516 Third Ave, Room 1200  
Seattle, WA 98104

December 16, 2024

Dear Councilmember Upthegrove,

I write in support of your consideration of Aaron Parker as Director of the Community Corrections Division with the Department of Adult and Juvenile Detention. I have had the privilege of working with Mr. Parker throughout the last year as he has been an integral part of my juvenile court team. Having seen his knowledge, dedication and expertise in action, I can confidently speak to his exceptional skills, professionalism, and commitment to improving outcomes for individuals involved in the justice system.

Mr. Parker has consistently demonstrated an outstanding ability to collaborate effectively with diverse community partners, including social service agencies, mental health professionals, law enforcement, and other stakeholders. He approaches each partnership with a spirit of cooperation and a deep understanding of the importance of building trusting relationships within the community. This collaborative mindset has enabled him to navigate complex situations and bring people together to work toward common goals of ensuring that detention is a last option for addressing rehabilitative goals.

This expertise will serve the county well in the role of Director. Mr. Parker currently leads a team of individuals who understand the critical role alternatives to detention play in reducing incarceration and providing defendants with the support they need to succeed. He has worked tirelessly to ensure that the individualized plans provided, incorporate evidence-based strategies to address substance abuse, mental health issues, trauma, and other contributing factors are addressed appropriately. His work is not only informed by data and research but also by a compassionate understanding of the complexities of the human experience.

Mr. Parker has shown a rare combination of analytical skills, empathy, and a strong commitment to social justice. His ability to navigate the balance between accountability and support has made him an invaluable asset to our team, and I have no doubt he will bring these same qualities to the role of Director of Community Corrections. If you have any questions do not hesitate to contact me.

Sincerely,



Judge Veronica Galván  
Chief Judge Clark Children and Family Justice Center

LEA ENNIS,  
Court Administrator/Clerk

*The Court of Appeals  
of the  
State of Washington*

DIVISION I  
One Union Square  
600 University Street  
Seattle, WA  
98101-4170  
(206) 464-7750



December 13, 2024

I am delighted to provide a letter of recommendation in support of Aaron Parker for the Director of Community Corrections position at the Department of Adult & Juvenile Detention (DAJD).

Aaron and I worked together from 2018 - 2021 when I was Director of Juvenile Court Services at King County Superior Court. Aaron joined the team as a supervisor and was quickly promoted to Juvenile Court Services Manager. In both of these roles, he was an influential member of the leadership team and played an active role in driving critical and impactful change.

Aaron was instrumental in developing and implementing innovative programs and working collaboratively with a wide range of stakeholders, including judges, court staff, system partners and the community. Leading change from within the court environment can be incredibly challenging and Aaron was resilient and showed true leadership in the face of several obstacles. His diligence, energy and passion are all attributes that will serve him well as Director of Community Corrections.

Aaron has vast experience with therapeutic approaches to programming and interventions for those who are court-involved. He has strong ties to the community and prioritizes relationship-building and collaborative partnerships. His strong sense of equity and social justice, combined with his solution-focused and results-oriented thinking, were key elements in leading system changes focused on addressing racial disparities.

Aaron is a kind and empathic leader who strikes the right balance between support and accountability. It was truly a pleasure working with him. His intelligence, integrity, and calm demeanor contributed to Juvenile Court's ability to navigate several tough issues and I have no doubt that he will be an excellent addition to DAJD's leadership team.

Sincerely,

A handwritten signature in black ink that reads "Lea Ennis".

Lea Ennis  
Court Administrator/Clerk  
Division I, Washington State Court of Appeals

December 17, 2024

RE: LETTER OF RECOMMENDATION

For Mr. Aaron Parker

To Whom It May Concern:

I am writing to wholeheartedly recommend Mr. Aaron Parker for the position of Director of Community Corrections Division with King County Adult and Juvenile Detention. I have had the privilege of working with Aaron for eight years both at Therapeutic Health Services, King County Superior Court and on community projects. Aaron has served as both a colleague as well as a supervisor. I can confidently attest to his professionalism, leadership, and commitment to restorative justice and community-based rehabilitation.

In Aaron's role as Juvenile Court Services Manager, Aaron has demonstrated exceptional leadership and strategic vision, overseeing BHR, probation and implementing the Juvenile Therapeutic Response & Accountability Court (JTRAC) a therapeutic trauma-informed approach to court. Aaron brings a unique blend of empathy, operational expertise, and sound decision-making skills that have consistently resulted in positive outcomes for the individuals and communities served.

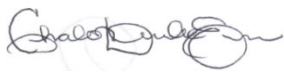
Aaron excels in fostering collaboration among diverse stakeholders, building trust among community members, and navigating complex systems to ensure program success. Aaron's ability to balance administrative responsibilities with direct community engagement has been integral to his success.

Beyond professional accomplishments, Aaron brings integrity, adaptability, and a passion for community service to every endeavor. He is highly skilled in program development, crisis management, conflict resolution, policy analysis, staff training, and supervision. His approachable and motivational leadership style inspires teams to embrace innovation while maintaining accountability and a shared vision for success.

I have no doubt that Aaron will bring the same dedication, strategic acumen, and compassion to DAJD as Director of Community Corrections. He has the experience, character, and skills necessary to lead and support innovative programming, strengthen community partnerships, and uphold the highest standards of justice and rehabilitation.

Please feel free to contact me at [chaervin@kingcounty.gov](mailto:chaervin@kingcounty.gov) or 206.263.5870 if you require any additional information or would like to discuss Mr. Aaron Parker's qualifications further. I wholeheartedly endorse his candidacy and believe that he will make an exceptional addition to your team.

Sincerely,



Chalon L Ervin, Psy.D.  
Juvenile Justice Assessment Team, Clinical Psychologist  
King County Superior Court



SUPERIOR COURT OF THE STATE OF WASHINGTON

JUVENILE DIVISION

1211 East Alder Street Seattle, WA 98122

December 16<sup>th</sup>, 2024

To Whom It May Concern,

I am extremely honored to offer my recommendation for **Aaron Parker** as the new Director of Community Corrections with King County Department of Adult and Juvenile Detention (DAJD). Having worked closely with Aaron, for the past 6 years as his Juvenile Court Services Manager counterpart, I have observed his exceptional leadership qualities and deep commitment to advancing the principles of justice rehabilitation in the criminal justice system. Over many years, in a variety of capacities, he has made a remarkable and profound impact within our community.

Aaron possesses a unique blend of professional skills, experience, and personal integrity that make him a standout candidate for this opportunity. He embodies servant leadership and the drive to empower young people and young adults, by helping them navigate the challenges associated with the criminal legal system. His ability to engage with diverse groups, including government stakeholder and community partners, is unparalleled. I have co-labored alongside of Aaron while he has lead teams through complex situations with, unwavering focus, and an emphasis on collaboration and mutual respect.

One of the most defining strengths is his ability to balance empathy with accountability. He understands the critical importance of rehabilitation and reentry programs while ensuring that justice is served fairly and equitably. His approach to leadership is grounded in evidence-based practices, and he remains dedicated to continuous learning and improvement. Aaron is thoughtful and strategic when developing policies that not only address immediate challenges but also promote long-term, sustainable change.

Moreover, Aaron is a strong advocate for transparency, fairness, and ethical conduct within the criminal justice system. He is not only committed to improving institutional practices, but also advocating for reforms that address systemic issues such as racial disparities and recidivism. Through his work with King County Superior Court, Aaron has shown that he is deeply invested in fostering a justice system that is both effective and humane. His personal experience and real understanding of the traumas that impact us all, has allowed him to serve as an innovative and courageous leader, guiding underserved communities towards positive choices and helping them avoid further involvement in the system.

I have no doubt that Aaron will make a tremendous contribution to your organization, and enthusiastically recommend him for this leadership position. Please feel free to contact me if I can be of further help.

Sincerely,

*Robert E. Gant MA, LMHC*

**Robert E. Gant MA, LMHC**

Juvenile Court Services Manager

[King County Superior Court – Juvenile Court Services](#)

Judge Patricia H. Clark Children and Family Justice Center | MS: CFJ-SC-0100

[rgant@kingcounty.gov](mailto:rgant@kingcounty.gov)

Office: (206) 477-0041



Paul Daniels  
Juvenile Court Administrator

Patricia H. Clark CCFJC  
Seattle, Washington 98122

December 12<sup>th</sup>, 2024

King County Council  
Attn: Council Chair Upthegrove  
516 Third Ave, Room 1200  
Seattle, Washington  
98104

Subject: Letter of Recommendation and Support for Aaron J. Parker

Council Chair Upthegrove,

I am writing to express my unconditional recommendation and support for Aaron J. Parker as he pursues confirmation into the role of Director of the Community Corrections Division for the King County Department of Adult and Juvenile Detention.

I have known Aaron in a professional capacity for over 14 years. In that timeframe, I have worked alongside and supervised Aaron in various roles. For the last 5 years, Aaron has served as King County Superior Court's Juvenile Court Services Manager. In this leadership role, Aaron was responsible for over fifty staff comprising several critical teams within Juvenile Court Services. Despite the numerous challenges faced in recent years, Aaron never wavered in his commitment to the youth and families of King County nor his obligations to his staff and the Court. In fact, Aaron persevered and served as a pillar of strength, both professionally and in his community.

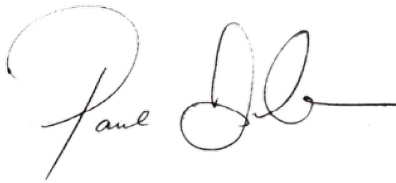
Aaron's skills, talents, and experience have led to key innovations for King County's youth justice environment including the pioneering of the "Juvenile Therapeutic Approach" which incorporated clinical, therapeutic, and healing elements while not compromising community safety.

Aaron is a dynamic leader who prioritizes the well-being and safety of King County citizens as well as his staff. He is courageous, thoughtful, and leads with the utmost integrity. Aaron is also

deeply committed to equity and better outcomes for those who have been historically marginalized.

It has been an honor to work alongside Aaron. He is an exemplary leader who will, no doubt, bring his courage, honesty, and innovative spirit to the new role. Without reservation, I offer my recommendation for Aaron J. Parker and his candidacy for the role of Director of the Community Corrections Division of the King County Department of Adult and Juvenile Detention.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Daniels". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Paul Daniels  
Director, Juvenile Court Services  
King County Superior Court  
[paul.daniels@kingcounty.gov](mailto:paul.daniels@kingcounty.gov)

[206-477-3068](tel:206-477-3068)

Jovi Catena, MPA  
King County Juvenile Court  
1211 East Alder Street  
Seattle, WA 98122

December 11, 2024

Hiring Committee  
Department of Adult and Juvenile Detention  
500 5<sup>th</sup> Avenue  
Seattle, WA 98104

I am proud to provide this letter of recommendation for my colleague Aaron Parker for your consideration of his candidacy for the Director of Community Corrections division with the Department of Adult and Juvenile Detention.

I have had the privilege of knowing Aaron in a professional capacity for more than a decade. Most recently, for the past five years, we have been colleagues at King County Juvenile Court where I am a Program/Project Manager/Data Analyst and he is the Juvenile Court Manager.

Aaron's skills, knowledge, and leadership experience are a clear match for this role. He possesses a deep understanding of the complex challenges of managing community supervision. He adeptly navigates these challenges while focusing on rehabilitation, research and evidence-informed practices, therapeutic and restorative approaches, public safety, and employee excellence.

As a leader, Aaron partners successfully across agencies, disciplines, and with staff members of varying levels of experience and seniority levels. He demonstrates value in building and maintaining effective cross-disciplinary relationships with law enforcement, community partners, and King County justice agencies to support excellence in service delivery. He is forward-thinking, having led numerous, innovative strategic initiatives to enhance effectiveness and equity. Aaron is consistently committed to improving outcomes for the people he serves- both internal employees and external clients and stakeholders.

Throughout his work, Aaron demonstrates exceptional judgment and decision-making skills. He manages complex situations and high-risk cases with balance and fairness. He brings an unwavering commitment to the continued improvement of our justice system for all people, especially for those who are marginalized and disproportionately represented. Aaron's communication is clear and effective. He maintains a reliable sense of humor, which is greatly appreciated and will be an asset as he transitions in this new and complex role.

DAJD has chosen an exceptional candidate to undertake the next phase of growth in its Community Corrections division. I am excited to see how Aaron's leadership supports ongoing legal system transformation.

Thank you for the opportunity and your consideration of my wholehearted recommendation.



Jovi Catena, MPA



## **Section B**

- Appointment Letter from DAJD Director Allen Nance appointing Aaron Parker to the position of Division Director
- Letter from Aaron Parker to King County Council Chair, Dave Upthegrove, accepting the position of Division Director, and Acknowledgement to Comply with County Code Provisions
- Job Announcement
- Resumé



## King County

### Department of Adult and Juvenile Detention

#### **Human Resources**

King County Corrections Facility  
500 – 5<sup>th</sup> Avenue (MS: KCF-AD-0600)  
Seattle, WA 98104

December 4, 2024

Aaron Parker  
308 19<sup>th</sup> Avenue  
Seattle, WA 98122-5736

**Transmitted Electronically**

#### **RE: DAJD Director Community Corrections**

Dear Aaron:

I am pleased to confirm your appointment to the position of Director- Community Corrections Division with the King County Department of Adult and Juvenile Detention (DAJD), effective Saturday January 4, 2025, with your first day in the office on Monday, January 6, 2025.

Your annual rate of pay will be \$191,958.62 (Range 83, Step 5, King County 2025 FLSA Exempt Squared Salary Schedule). This position is not represented by a union and this offer is subject to final confirmation by the Metropolitan King County Council.

The position reports to Allen Nance, DAJD Director, and is responsible for, but not limited to, the following:

- Support reducing recidivism by enhancing existing programming and developing additional programming and community services that support capacity demands and reentry beyond 120 days leading to reductions in the jail population.
- Meet with the DAJD leadership, Division staff, the judiciary, County Council, and County Executives' office to get clarity on vision, operational relationships, priorities, expectations for success, and deliverables. Moreover, develop and enhance relationships with the judiciary to support the growth and development of evidence-based jail alternatives programming that leads to successful re-entry and positive outcomes.
- Conduct a comprehensive programmatic and operational assessment of CCD's functions, structure, systems, policies, and practices to learn the organizational culture, staff, programs, community connections relationships, and historic achievements.
- Create and initiate an operations plan that explores the future direction and strategic vision of CCD to expand, enhance, and measure the effectiveness of the portfolio of programmatic offerings to build service capacity and respond to the needs of the participants, the judiciary, and the mission and vision of the DAJD.
- Evaluate, assess, and build relationships with union represented staff members of varying experience and seniority levels to create a culture of success and build upon their passion for the work.
- Build and maintain effective working relationships with labor unions to foster a collaborative working environment; implement and adhere to labor agreements.
- Develop, implement, and revise policies and procedures in support of best practice and in consideration of county risk management.
- Advance data-driven decision making; continuous quality improvement.
- Develop programmatic performance measures, as well as systems to evaluate performance and reporting.
- Create and maintain functional continuity of operations and emergency preparedness plans.
- Evaluate current service level agreements with vendors and other service providers, including contracted services, with an eye toward future programmatic strategies.

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

**CONDITIONS OF EMPLOYMENT:**

This position has a standard 40-hour workweek and is exempt from the overtime provisions of the Fair Labor Standards Act (FLSA). The King County Executive expects all FLSA overtime exempt employees to work the hours necessary to satisfactorily perform their jobs. FLSA overtime exempt employees are paid on a salary basis and are not eligible for overtime pay or compensatory time accrual. However, pursuant to the Executive Policy, PER 8-1-1, you may be eligible for up to 10 days of executive leave.

This position is a career service exempt position, which means it is not covered by the County’s career service system. As a career service exempt employee, you are an at-will employee and serve at the pleasure of the appointing authority. You may be terminated from employment at any time without cause.

**BENEFITS:**

As a current King County employee, your benefits package will remain unchanged.

If you have any questions about this official letter or this position, please feel free to contact HR Manager MJ Wheble (mwheble@kingcounty.gov) at (206) 477-8475 or Sr. HR Analyst Jaclyn Smith (jacsmith@kingcounty.gov) at (206) 263-3379. Please understand that the provisions of this letter do not constitute an express or implied employment contract but are simply statements of information that are important for you to know.

Congratulations and we look forward to you joining our team. Again, thank you for choosing DAJD!

Sincerely,

DocuSigned by:  
  
BB0BA2A6DC464ED...  
Allen Nance  
DAJD Director

I acknowledge receipt of this offer letter:

Signature:  Date: 12/5/2024  
3BCDF2A60A5D426...

Please sign, date and return a signed copy of this letter to Jaclyn Smith via email to [jacsmith@kingcounty.gov](mailto:jacsmith@kingcounty.gov) . Please retain original copy for your personal records.



# King County

Department of Adult  
and Juvenile Detention

December 19, 2024

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


RE: Acknowledgement to Comply with County Code Provisions

Dear Councilmember Upthegrove:

I am pleased to accept the King County Executive's appointment to the position of Director of the Community Corrections Division within the King County Department of Adult and Juvenile Detention. Pursuant to King County Code Section 2.16.110 (E), and all applicable provisions of the Seattle Municipal Code, 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,

DocuSigned by:  
  
3BCDF2A60A5D426...  
Aaron Parker

Director Designee  
Community Corrections Division  
Department of Adult and Juvenile Detention



King County  
**Director of Community Corrections Division**

<b>SALARY</b>	\$77.69 - \$98.48 Hourly \$161,595.20 - \$204,838.40 Annually	<b>LOCATION</b>	Seattle, WA
<b>JOB TYPE</b>	Appointed	<b>JOB NUMBER</b>	2024JS22541
<b>DEPARTMENT</b>	DAJD-Adult/Juvenile Detention	<b>DIVISION</b>	Community Corrections
<b>OPENING DATE</b>	08/12/2024	<b>CLOSING DATE</b>	Continuous
<b>FLSA</b>	Exempt	<b>BARGAINING UNIT</b>	Z3 : KC Personnel Guidelines
<b>FULL- OR PART-TIME</b>	Full Time		

## Summary

The Department of Adult and Juvenile Detention has partnered with The Byers Group to conduct an executive recruitment to fill the position role of Director of Community Corrections Division. [Click here](#) to read the full job announcement.

The Director of Community Corrections search is being conducted on a nationwide basis by The Byers Group. **The first review date of consideration will be September 20, 2024.** To apply for this exciting outstanding opportunity, please electronically submit your resume, and letter of interest to [The Byers Group](mailto:DAJD.CCD@byersgroupca.com) at: [DAJD.CCD@byersgroupca.com](mailto:DAJD.CCD@byersgroupca.com).

The letter of interest should outline why you are interested in the role and your relevant accomplishments. Please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position. The position will remain open until filled.

The interview process may consist of more than one interview panel and a presentation to the DAJD Stakeholders. Once selected, the person in this role is subject to King County Council confirmation.

The ideal candidate will be a strong programmatic and administrative leader who is immersed in best practices and centered on effective implementation science, identifying, inspiring, and measuring outcomes and continuous improvement. The new Director must have a demonstrated ability to be data-driven and results-focused to lead and develop programs that underscore the department's commitment to reducing violations, making a meaningful impact, aligning with the organization's mission that contributes to positive successful outcomes, and transforming lives.

The candidate will have a people-centered leadership style marked by their ability to navigate their team through change while holding people accountable and consistently modeling behavior. The new Director will lead the Community Corrections division with innovation, and pragmatism, and encourage a forward-thinking culture where team members

collaboratively and proactively contribute ideas and efforts toward achieving goals. The successful candidate will possess a robust background in managing within resource constraints, demonstrating an adept ability to optimize outcomes despite limitations and the ability to make the business case to pursue alternative sources of funding. The ideal candidate will bring a wealth of experience to the role, demonstrating a proven track record of effectively collaborating with service providers. The new Director should be a leader adept at navigating the complex challenges associated with addiction issues, homelessness, and work training initiatives, showcasing a comprehensive understanding of the unique dynamics at play.

The Department of Adult and Juvenile Detention (DAJD) is an Executive branch department with five divisions and approximately 900 budgeted employees supporting two adult detention facilities, a juvenile detention facility, various community supervision programs, and administrative services. The two adult secure detention divisions are the Seattle Division, which operates the King County Correctional Facility (KCCF), and the Kent Division, which operates secure detention at the Maleng Regional Justice Center (MRJC). The Juvenile Division operates secure detention at the Clark Children and Family Justice Center (CCFJC) in Seattle. As of July 1, 2024, the adult jails combined housed more than 1400 adult residents, and the CCFJC housed more than 60 juvenile residents. Also as of that date, the Community Corrections Division had approximately 620 individuals supervised under electronic home monitoring and day reporting programs.

**DAJD MISSION:** We provide in-custody and community-based services that are data informed, advance safety, lead system change, and promote equitable outcomes for the people we serve.

## Job Duties

### MAJOR STRATEGIC GOALS & OBJECTIVES:

Over the next 12 months, the new Director will be expected to achieve the following:

- Support reducing recidivism by enhancing existing programming and developing additional programming and community services that support capacity demands and reentry beyond 120 days leading to reductions in the jail population.
- Meet with the DAJD leadership, Division staff, the judiciary, County Council, and County Executives' office to get clarity on vision, operational relationships, priorities, expectations for success, and deliverables. Moreover, develop and enhance relationships with the judiciary to support the growth and development of evidence-based jail alternatives programming that leads to successful re-entry and positive outcomes. Engage the support of the judiciary to grow and expand the community services network of providers for further treatment matching.
- Conduct a comprehensive programmatic and operational assessment of CCD's functions, structure, systems, policies, and practices to learn the organizational culture, staff, programs, community connections relationships, and historic achievements.
- Create and initiate an operations plan that explores the future direction and strategic vision of CCD to expand, enhance, and measure the effectiveness of the portfolio of programmatic offerings to build service capacity and respond to the needs of the participants, the judiciary, and the mission and vision of the DAJD.
- Evaluate, assess, and build relationships with union represented staff members of varying experience and seniority levels to create a culture of success and build upon their passion for the work

## Experience, Qualifications, Knowledge, Skills

### PROFESSIONAL QUALIFICATIONS:

- 10+ years of progressive experience in Community Corrections or a related field.

- Direct experience with and a strong knowledge of community corrections programs and services including evidence-based offender interventions.
- A proven track record in establishing and maintaining strong, collaborative partnerships with the staff, judiciary, law enforcement, and social service agencies.
- A working and solid understanding of the criminal justice system, legal issues, and the complexity of operational issues in community programs including social services, treatment, the complex community corrections process, and how community corrections interface with justice partners.
- Exceptional leadership ability with demonstrated success in developing and motivating staff, building employee morale, and leading by example.
- Experience with fostering an atmosphere of mutual respect and dignity for both staff and customers; proven ability to interact effectively with people of different cultures and socioeconomic backgrounds.
- An understanding of and sensitivity to how organizations work and the demonstrated ability to build relationships to get things done through both formal and informal channels. Experience working in a labor union environment.
- A Bachelor's degree in Criminal Justice, Sociology, Psychology, or a related field, a Master's is preferred.

#### **PROFESSIONAL AND PERSONAL ATTRIBUTES:**

- Ability to develop and articulate a shared vision for the Community Corrections Division; Demonstrated commitment to fairness and a strong sense of personal integrity.
- A proven champion of the spirit of equity and social justice driven by the passion to make a positive impact on the lives of those they lead and serve.
- The ability to be innovative, turn a strong vision into reality, and have strong strategic planning, project management, critical thinking, and creative problem-solving skills.
- Excellent judgment and decision-making skills with the confidence and ability to make and execute decisions effectively while meeting time-sensitive deadlines.
- Communicates effectively, orally and in writing, with exceptional community and presentation skills across a wide spectrum of audiences, adjusting terminology to the specific audience.

### **Supplemental Information**

#### **COMMITMENT TO EQUITY AND SOCIAL JUSTICE**

As the only jurisdiction in the world named after Dr. Martin Luther King, Jr., one of the most influential civil rights leaders in our nation's history, King County is a vibrant international community with residents that represent countries from around the world. It is a region with increasing diversity that cherishes the traditions of many cultures. King County has a deep commitment to equity and social justice and advancing practices, strategies, and policies that promote fairness, justice, and opportunity for all – in our workplaces and our communities. With this commitment, King County has adopted a pro-equity agenda to advance regional change and ensure that residents from vulnerable communities are incorporated into our emergency planning and public outreach efforts. Thus, the next Director of Community Corrections must have a proven track record of advancing equity and social justice. To learn more, please visit:

<https://kingcounty.gov/en/legacy/elected/executive/equity-social-justice>

#### **APPLICATION AND SELECTION PROCESS CONFIDENTIAL INQUIRIES ARE ENCOURAGED AND CAN BE DIRECTED TO:**

Ms. Brett Byers [brett@byersgroupca.com](mailto:brett@byersgroupca.com), 323-403-8279 or Ms. Christine Boulware [christine@byersgroup.com](mailto:christine@byersgroup.com), 312-391-6098

### **Benefits**

King County offers a highly-competitive compensation and benefits package designed to meet the diverse needs of our employees and support our employees' health and well-being. Eligible positions receive the following benefits and have access to the following programs:

- Medical, dental, and vision coverage: King County pays 100% of the premiums for eligible employees and family members

- Life and disability insurance: employees are provided basic coverage and given the opportunity to purchase additional insurance for both the employee and eligible dependents
- Retirement: King County employees are eligible to participate in a pension plan through the Washington State Department of Retirement Systems and a 457(b) deferred-compensation plan
- Transportation program and ORCA transit pass
- 12 paid holidays each year plus two personal holidays
- Generous vacation and paid sick leave
- Paid parental, family and medical, and volunteer leaves
- Flexible Spending Account
- Wellness programs
- Onsite activity centers
- Employee Giving Program
- Employee assistance programs
- Flexible schedules and telecommuting options, depending on position
- Training and career development programs

For additional information about employee benefits, visit our [Benefits, Payroll, and Retirement Page](#).

This is a general description of the benefits offered to eligible King County employees, and every effort has been made to ensure its accuracy. If any information on this document conflicts with the provisions of a collective bargaining agreement (CBA), the CBA prevails.

**NOTE:** Benefits for Term Limited Temporary (TLT) or Short Term Temporary (STT) positions, including leave eligibility and/or participation in the pension plan through the Washington State Department of Retirement Systems, will vary based upon the terms and details of the position. Short Term Temporary positions are not eligible for an ORCA transit pass.

For inquiries about the specifics of this position, please contact the recruiter identified on this job posting.

**Agency**

King County

**Address**

King Street Center  
201 South Jackson Street  
Seattle, Washington, 98104

**Phone**

206-477-3404

**Website**

<http://www.kingcounty.gov/>



**Aaron J. Parker**

**OBJECTIVES**

To obtain a career in an agency that will allow me to serve a variety of underrepresented communities and fight for social justice and change for all. To work within an ethnic and culturally diverse organization. To empower the community in which I serve. To work in an organization in which professional growth is supported.

**EDUCATION**

- Howard University, Washington, D.C. -- Masters of Social Work (MSW),
- Howard University, Washington, D.C. — Bachelors of Science (BS), Psychology

**WORK EXPERIENCE**

**King County Superior Court**                                  **April 2019 – Present**                                  **Seattle, WA**  
**Juvenile Court Services Manager**

**Duties:** Recruit, hire, train and supervise staff. Evaluate staff performance and provide coaching, feedback and corrective action for performance issues. Interpret policies and procedures, resolve conflicts. Routinely review staff work procedures and work products; Plan, direct, coordinate, and monitor the division work plan, goals, and assignments in line with statewide mandates and requirements of funding sources, consistent with other local and statewide Juvenile Justice Initiatives. Develop divisional policies and procedures; oversee case reviews; oversee caseload distribution and adjust geographical parameters to maintain even distribution; Manage assigned projects, recommend and address operational improvements and information technology developments; Serve on county-, state-, and nationwide committees and task forces; Participate in labor negotiations, responsible for employee and labor relations, and ensure the proper administration of labor contracts; Provide backup for the Director, Juvenile Court Services as necessary.

**King County Superior Court**                                  **March 2018 – April 2019**                                  **Seattle, WA**  
**Juvenile Justice Assessment Team (JJAT) Supervisor**

**Duties:** Oversee JJAT court staff and contracted staff; develop policies and procedures to ensure good customer service to the court and community; provide oversight for the services provided to youth and their families; assist in helping the court system become more therapeutic; participate in contract monitoring activities as needed; establish working relationships with community-based youth and family service providers, contract managers, agency directors, and community and governmental agencies; coordinate services between JJAT, Superior Court, and other King County youth-serving departments.

**Therapeutic Health Services**                                  **December 2013 – March 2018**                                  **Seattle, WA**  
**Branch Manager – Rainier**

**Duties:** Develop an annual plan for Branch objectives, activities and projects such as facilities projects, training (including IS and data skills), quality improvement, clinical innovations, and program development; ensure branch compliance with federal, state and local laws, regulations, contracts and standards by regularly reviewing clinical and administrative records and ensuring regular review of clinical records by qualified clinical staff; develop policies, procedures, and programs affecting multiple departments at THS and ensures manuals are kept up-to-date; oversee the provision of direct services

for the adult mental health program at THS; Oversee the recruitment, selection, assignment, promotion, transfer, termination, evaluation and salary administration for all branch staff;

**Therapeutic Health Services                      March 2013 – December 2013                      Seattle, WA**  
**Seattle Youth Violence Prevention Initiative – Assistant Network Coordinator**

**Duties:** Engaged community members in the SYVPI effort by providing opportunities to engagement community in SYVPI Program Guide; assisted the Network Coordinator to reach out to community members to inform them of the SYVPI, provide opportunities for them to engage with youth, and provide activities that will allow youth to show positive leadership in pro-social activities; organized and staff advisory board meetings; Assisted with the building of relationships with community-based organizations, residents, business owners, schools, police and other community stakeholders to ensure the community understands the nature of outreach work and procedures, expectations and outcomes of the SYVPI; promoted community involvement in network program activities; assisted with volunteer coordination by receiving public inquiries about volunteer opportunities; tracked youth engagement in Central Area Network hosted events, activities and programs; and assisted with development and implementation of Central Area engagement programming

**Therapeutic Health Services                      November 2010 – March 2013                      Seattle, WA**  
**King County Juvenile Justice Assessment Team- Mental Health liaison**

**Duties:** Provide mental health assessments by utilizing and synthesizing diagnoses identified in the Global Appraisal of Individual Needs – Initial (GAIN-I) tool and integrating multi-disciplinary recommendations for follow-up treatment and care; assist Juvenile Court and JJAT in the selection of and implementation of a valid and reliable mental health screening battery for the juvenile justice population; Develop working relationships with Juvenile Probation Counselors and other Juvenile Court Services staff, as well as with Juvenile Justice programs and initiatives in order to coordinate referrals and reduce duplication of effort; and assist in the development and implementation of trauma screening, assessment, and intervention services to identify youth in high-risk populations.

**SKILLS**

- Program development, implementation, coordination, and evaluation
- Recruiting, hiring and training staff (Full-Time, Part-Time, Contracted and Interns)
- Case management
- Grant writing, implementation, monitoring, and evaluation
- Microsoft Office: Word, some Excel, and PowerPoint
- Systems management
- Actively seeks professional and personal development opportunities

**Affiliations**

Leadership Tomorrow (Seattle) '17 – Selection Committee Chair  
Nonprofit Leadership Alliance - Certified Nonprofit Leader (CNP)  
Seattle Central Little League – Team Manager and Board Member (President)  
Seattle YMCA Camping and Outdoor Leadership Branch – Board Member (Chair)  
Howard University Alumni Club of Greater Seattle – President

**References – Furnished upon request**

## **Section C**

- Memo from DHR Director Jay Osborne to King County Executive Dow Constantine regarding Background Check Results
- 2024 Financial Disclosure Form
- DAJD Organization Chart



## King County


### Department of Human Resources

King Street Center  
201 South Jackson Street  
Suite 801  
Seattle, WA 98104  
206-477-3404 TTY Relay: 711  
[www.kingcounty.gov](http://www.kingcounty.gov)

### MEMORANDUM

**DATE:** December 19, 2024

**TO:** The Honorable Dow Constantine, King County Executive

**FROM:** Jay Osborne, Director  
Department of Human Resources 

**RE:** Aaron Parker – Background Check

I have received the law enforcement background check conducted by the Special Investigations Unit at the Department of Adult and Juvenile Detention on Aaron Parker, Director Designee of the Community Corrections Division.

The report contains no adverse information nor revealed any prior criminal record that disqualifies Mr. Parker for this position.

Thank you.



King County Ethics Program Office of  
Risk Management Services  
201 S. Jackson Street, #320  
Seattle, WA 98104  
206-263-7821 TTY Relay 711  
[FinancialDisclosure@kingcounty.gov](mailto:FinancialDisclosure@kingcounty.gov)

King County Employees

## Filing Year 2024

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

Name: Aaron Parker

Department: KCSC - Superior Court

Hire Date: 01/04/2025

I am filing an annual statement, reporting on calendar year 2023 (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      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      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      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.**

Yes    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.

308 19th Ave. Seattle, WA 98122

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

Cheryl Parker (Mom)

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

King County Assessor

**E. Declaration**

By filling out the information below, I affirm that I, Aaron Parker

, 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:**

*Aaron Parker*

12/20/2024

Seattle

WA

**Date**

**City**

**State**

# Department of Adult and Juvenile Detention

## Director's Office and Senior Management Team (SMT)

