



King County

**CONFIRMATION PACKET
FOR
ALLEN NANCE
AS
DIRECTOR OF THE JUVENILE DIVISION
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
- Motion to Appoint
- Letters in Support of Appointment

November 15, 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 Proposed Motion confirming Allen Nance as the Director of the Juvenile Division 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.

Mr. Nance will be starting in his new role on November 29, 2019. His appointment is the result of a nationwide search which involved court representatives, staff from Public Health – Seattle and King County, and labor representatives.

Mr. Nance most recently served as Chief Juvenile Probation Officer for the City and County of San Francisco. That position is responsible for a 150 bed-juvenile facility and employs 250 people who provide community supervision, detention operations, coordination of placement services, review and processing of all juvenile court referrals, and facilitation of court process. Before holding that position, he served in a number of roles including case manager for adults with chronic behavioral health issues, field probation officer, trainer for programs in the Cook County probation and court services, and advisor to then San Francisco Mayor Gavin Newsom on criminal justice policy.

Mr. Nance will lead the Juvenile Division at a critical time. He will continue our work on the Road Map to Zero Youth Detention and our transition of Juvenile Division programing towards a public health/restorative justice approach. He will also implement the transition of the Youth Service Center to occupancy of the Children and Family Justice Center.

Mr. Nance's broad experience make him an excellent candidate to lead the Juvenile Division during these important transitions. I am confident the work he will do in this role will further the King County Strategic Plan Guiding Principle of Equity and Fairness.

The Honorable Rod Dembowski
November 15, 2019
Page 2

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

If your staff 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, Department of Adult and Juvenile Detention (DAJD)
Allen Nance, Director Designee, DAJD, Juvenile Division

Date Created:	11/12/19
Drafted by:	Richard Hayes, HR Policy Advisor II
Sponsors:	
Attachments:	

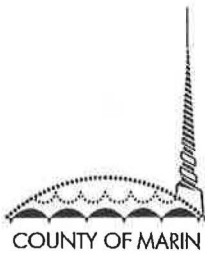
1 ..Title

2 A MOTION confirming the appointment of Allen Nance as
3 the director of the juvenile division of the department of
4 adult and juvenile detention.

5 ..Body

6 BE IT MOVED by the Council of King County:

7 The appointment of Allen Nance as the director of juvenile division of the
8 department of adult and juvenile detention is hereby confirmed.



PROBATION DEPARTMENT

Forward in excellence

November, 2020



To whom it may concern

Michael D. Daly
CHIEF PROBATION OFFICER

Mariano Zamudio
CHIEF DEPUTY
PROBATION OFFICER

Alisha Krupinsky
DIVISION DIRECTOR
Adult Services Division
415 473 6599 T
415 473 2358 F

Eric Olson
DIVISION DIRECTOR
Juvenile Services Division
415 473 6659 T
415 473 6978 F

Victoria Lemos
DIRECTOR
Juvenile Hall
415 473 6705 T
415 473 6703 F

Administration
3501 Civic Center Drive
Suite 265
San Rafael, CA 94903-4189
415 473 7841 T
415 473 2358 F
CRS Dial 711

marincounty.org/probation

I am writing this open letter about Allen Nance as a job reference not knowing what he has in store. But as I think about what I am about to write, the things that Allen possesses are universally desired by anyone seeking to hire a professional like Allen Nance.

Professionalism. I have known Allen for the better half of my 30 year career and have always found Allen to be extremely professional in his appearance, the words he chooses to use, his listening ability and his natural disposition in any setting that makes him such an asset. Believe me, after one interview with Allen, these traits will jump out at you.

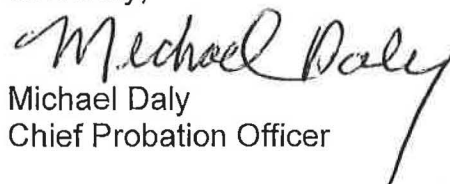
Just as important is Allen's strategic thinking and ability to lead. As a fellow Chief Probation Officer, I have observed Allen in meetings dozens of times over the last several years. Much of what we do involves crafting legislation or offering input to proposed legislation. Allen is seen as a leader in our group due to his critical thinking skills, an ability to be thoughtful about the impacts on others yet being strategic in how to achieve consensus. Allen has this ability because he is an active listener, knows his community and stakeholders and is willing to compromise. He is thoughtful in this manner yet keeps his eyes on the prize, a mutually agreeable outcome.

Other universal traits are trust and integrity. Trust and integrity are earned over time. Allen has been working in the field of juvenile justice for nearly thirty years and his standing in the community, the state and even nationally on some issues is respected because of his stature that he has earned. He has earned that through all of the attributes listed above.

Lastly, there is no substitute for good old-fashioned hard work. Allen is as dedicated and knowledgeable as they come. I know him to be a very hard worker who is admired and respected by his staff and fellow chiefs across the state.

If you have any questions regarding this letter, please reach out to me. It would be a privilege to work side by side with Allen in any capacity. I deeply respect this man.

Sincerely,


Michael Daly
Chief Probation Officer



**OFFICE OF THE SHERIFF
CITY AND COUNTY OF SAN FRANCISCO**

1 DR. CARLTON B. GOODLETT PLACE
ROOM 456, CITY HALL
SAN FRANCISCO, CALIFORNIA 94102



**VICKI L. HENNESSY
SHERIFF**

November 20, 2019

RE: Letter of Reference – Allen A. Nance

Ref: 2019 - 139

To Whom it May Concern:

I have known Allen A. Nance for the past decade. During that time, he has served honorably within the Juvenile Probation Department for the City and County of San Francisco. For the past six years, he has served as the Chief Juvenile Probation Officer. I have sat at the table with him in meetings and discussions where he has advanced data-driven decision-making, and information sharing between my office and the Juvenile Probation Department. He is well-known as a person of integrity and works well with all justice stakeholders. He has managed the safe and secure operations of the juvenile justice center and was responsible for launching a therapeutic residential program in the City's juvenile camp, for post-adjudicated boys between the ages of 14-18 years old. Chief Nance has always engaged community and agency stakeholders in a respectful and collaborative manner. He is supportive of the youths and families with whom he works and has been a strong pillar within the City's public safety framework. Allen Nance embraces change and actively participates in community meetings, serves on councils, and on multi-discipline teams focused on juvenile justice practice and reform.

My deputies and I have been very complementary of Chief Nance and his leadership. We appreciate his commitment to hard work and the rule of law. He is proactive and thoughtful in his management approach and is always willing to listen to the feedback of other justice stakeholders. I especially appreciate his responsiveness to any inquiry or concern. I strongly endorse Chief Nance for any juvenile justice leadership position for which he may be considered.

Please feel free to contact me if you have any questions regarding this reference.

Sincerely,

Vicki Hennessy
SHERIFF



November 20, 2019

RE: Letter of Reference – Allen A. Nance

To Whom it May Concern:

I write this letter of reference as Pastor of the historic Third Baptist Church of San Francisco and President of the San Francisco Chapter of the National Association for the Advancement of Colored People (NAACP). Chief Nance came to San Francisco in 2005 at a time when our juvenile hall facility was failing in multiple ways. The facility was in disrepair, and the population was bursting at the seams, and conditions of confinement were poor. As assistant chief, Mr. Nance worked with then-Chief William Siffermann in transitioning to a new facility. He helped implement detention alternatives to reduce the juvenile hall population, consisting primarily of black and brown youth. The juvenile justice system has made great progress in reducing the average daily population from 123 in 2008 to just 40 youths in the facility today.

Chief Nance has welcomed the faith community and created opportunities for detained youth. Those on probation had opportunities to engage with deacons and others who minister to those youth. He has transformed the conditions of confinement by strengthening therapeutic, educational, and recreational programs. He holds his staff accountable and has led with courage, honor, and distinction. He is bright, articulate, and up for the challenge when faced with the need for reform and the implementation of new ideas and innovative juvenile justice approaches.

Chief Nance has addressed the Third Baptist congregation and attended meetings of the NAACP. He has never shied away from opportunities to engage the community both in the neighborhoods as well as within the juvenile hall facility itself. Chief Nance will be missed for his steady leadership, compassionate spirit, and dedication to our youth. As Pastor and President, I support his application for employment and praise his leadership and professionalism as a juvenile justice expert.

Sincerely,

Rev. Dr. Amos C. Brown, Pastor
Third Baptist Church of San Francisco

Sean R. Elsbernd
7 Gaviota Way
San Francisco, CA 94127

November 21, 2019

To Whom It May Concern,

My name is Sean Elsbernd. I currently serve as Chief of Staff to San Francisco Mayor London Breed. I have been in this role since her election in June 2019. Prior to my service with Mayor Breed, I served as U.S. Senator Dianne Feinstein's State Director from January 2013- June 2019. And, immediately preceding my employment for Senator Feinstein, I was an elected Member of the San Francisco Board of Supervisors, representing District 7, from 2004 through 2012.

During my public service career, I have worked with a number of public officials at the state, local, and federal level. While many of these individuals have been memorable, only a handful have been memorable because of their inherent integrity, intelligence, and grounded commitment to the common good. Chief Allen Nance absolutely fits into the later category.

I have worked with Allen off and on over the course of the last 14 years. In every interaction, Allen always provided well-reasoned and thoroughly prepared counsel. Moreover, again, in every interaction, Allen always did so in a manner that assured me that the counsel he was providing was in the best interests of San Francisco, not in his best interests. While that may seem like an easy standard to meet, I can assure you that my experience shows it is not. I knew Allen could always be counted on to put the interests of the City before his own, and that his character never needed to be questioned.

Chief Nance will be a great addition to any organization fortunate enough to employ him. Save for the continued calls I may make to him asking for his counsel, I know Allen will dedicate himself to his future employer in the same way he did for the City and County of San Francisco. I wish him nothing but the best, and I look forward to following his continued career path.

Please do not hesitate to contact me should you have any questions at
"sean_elsbernd@yahoo.com."

Sincerely,

A handwritten signature in cursive script, appearing to read "Sean R. Elsbernd". The signature is written in dark ink and is positioned below the word "Sincerely,".

Sean R. Elsbernd

COUNTY OF IMPERIAL

DAN PRINCE
Chief Probation Officer

ELIZABETH V. SAIS
Assistant Chief Probation Officer



PROBATION DEPARTMENT
JUVENILE HALL

324 Applestill Rd.
El Centro, CA 92243

(442) 265-2400
(442) 265-2376 fax

PROBATION DEPARTMENT

November 21, 2019

To Whom It May Concern,

I have been both personally and professionally acquainted with Allen Nance since 2012, when I was hired and served under him as the Director of Juvenile Corrections for the City and County of San Francisco. I was fortunate in that the Youth Correctional Facility and its aftercare component had just been revamped utilizing the evidence-based approach inherent in the Missouri Model that then Assistant Chief Probation Officer Nance had worked tirelessly to implement. By virtue of that and other forward thinking pro-social approaches Allen pioneered in San Francisco, he was subsequently appointed Chief Juvenile Probation Officer where he led numerous efforts to engage partners in both the public and private sector in pursuit of additional juvenile justice reforms including trauma informed care and a family focused framework for intervening with at-risk youth. A leader of impeccable ethics and professionalism, I enjoyed a front row seat to engage with Chief Nance's progressive agenda, which has continued to this day and has resulted in countless young lives being changed for the better.

Allen's accomplishments in San Francisco soon led to a leadership role with the Chief Probation Officers of California, our professional association, where he has served with distinction as Chair of the Juvenile Services Committee. This is a critically important committee, charged with assisting in the statewide implementation of Continuum of Care Reform to address needed change within the foster care system. Chief Nance has decades of experience promoting positive interactions between child welfare and juvenile justice, going back to earlier work as an Administrator for Juvenile Services in Cook County, Illinois. More recently, Allen has been a major voice for alternatives to incarceration with respect to young offenders, always keeping the need to balance community protection with rehabilitative efforts.

In terms of leadership style, Allen is direct, inclusive and careful to consider feedback and suggestions from both peers and subordinates. He is a strong promoter of diversity and cultural competence in the workplace, engages constructively with individuals of both like and different views, and has fostered a strong sense of purpose and "esprit de corps" among the officers and staff at the San Francisco Department of Juvenile Probation. In an environment where public officials are continuously challenged, Chief Nance maintains a high level of decorum and commands respects through his fair and balanced approach to problem solving.

"Committed to enhancing public safety by reducing recidivism, motivating behavioral change, enforcing court orders and advocating for victims."

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

It is my honor to, without hesitation, recommend Allen Nance for any leadership position he may pursue in either the public or private sector.

Respectfully,

A handwritten signature in cursive script, appearing to read "Dan Prince".

Dan Prince
Chief Probation Officer,
Imperial County, California

"Committed to enhancing public safety by reducing recidivism, motivating behavioral change, enforcing court orders and advocating for victims."

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

Superior Court of California
County of San Francisco



MONICA F. WILEY
JUDGE

November 22, 2019

To Whom It Concerns:

This letter serves to supplement my oral recommendation in connection with the evaluation of the qualifications of Allen Nance for the position of Director of Juvenile Division.

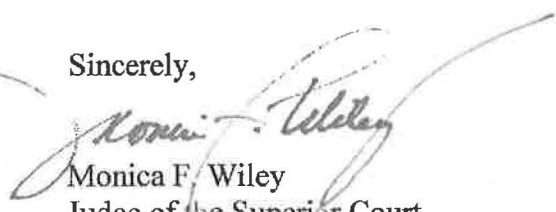
As the Supervising Judge for the San Francisco Superior Court Family Law Division, I have known Allen Nance professionally for over five years. As the current Presiding Juvenile Court Judge, I consider him to have an exceptional intellect, to be a proficient manager, and to possess enviable leadership qualities. Allen is an outstanding candidate because he possesses all of the necessary professional and personal characteristics to be a considerable asset to your organization. Simply put, our loss is will be your gain.

During his tenure at the San Francisco Juvenile Probation Department, I worked very closely with Allen on all issues related to the safe temporary detention of juveniles in San Francisco's Juvenile Justice Center. Allen consistently demonstrated a thorough understanding of the rules, statutes – both state and federal, and the case law impacting the youth in his care and fostered a collaborative environment not only with the San Francisco court but also with our justice partners and community based organizations. Over the years, I watched as Allen enhanced his analytical abilities and honed and developed a measured and diplomatic voice in tackling a myriad of conflicts, issues and problems related to the San Francisco juvenile justice system.

Allen also consistently exhibited the character and demeanor necessary to promote public confidence and integrity in the juvenile justice system by implementing policies and creating innovations consistent with evidence based practices and research. Allen has been extremely hardworking and intellectually rigorous, and has charted an exceptional career thus far. I am confident he will similarly distinguish himself with your organization.

I welcome the opportunity to answer any further questions you may have. I can be reached at (415) 551-3695 or by email at mwiley@sftc.org.

Sincerely,


Monica F. Wiley
Judge of the Superior Court

William P. Siffermann
3901 Harvey Ave.
Western Springs, Illinois 60558
708-420-7345
retiredchiefpo@hotmail.com

November 22, 2019

To Whom It May Concern:

Having served as Chief Juvenile Probation Officer for the City and County of San Francisco from May of 2005 through September of 2013, I welcome an opportunity to provide this letter of recommendation in support of Allen Nance's appointment as Director of the King County Juvenile Detention Center.

Upon receiving the telephone call from Mayor Gavin Newsome in March of 2005 offering me the position of Chief Juvenile Probation Officer, my acceptance was conditioned on the hope that Allen Nance would be willing to join me in a partnership that would import the successful detention reform practices and programs implemented in Cook County (Illinois) into the San Francisco Juvenile Justice System.

Allen's intelligence, leadership capacity and commitment to public service had already been established with me as I witnessed his professional development from line probation officer through department administrator in Cook County as colleagues. I watched as his administrative experience expanded in his role as Director of Adult Probation Services in neighboring DuPage County. It was very clear to me, that if I were to have any chance of succeeding in my role as Chief PO in San Francisco, I would need to engage Allen Nance in a working partnership. Fortunately, he said yes.

The best decision I ever made in my 43yr. career as a juvenile probation officer was appointing Allen Nance as Assistant Chief Probation Officer of the San Francisco Juvenile Probation Department in 2005. Allen served as Chief of the Department's Operations that included the day-to-day oversight of Probation Services, a 120 bed juvenile detention center and a 50 bed ranch camp for repeat juvenile offenders. On many occasions Allen would serve as acting director over each of these divisions in conjunction with his Assistant Chief PO duties. Allen's clear vision, thoughtful oversight and positive energy left indelible marks of evidence-based improvements, in all areas he supervised.

Most remarkable, however, is Allen's ability to relate to the young persons who find their way into the system. During our time together in San Francisco, on numerous occasions, and under various circumstances, I watched as he engaged youth using active listening techniques that are so consistent with his naturally compassionate nature. His impact upon youth was electric, motivating their instantaneous positive compliance with the carefully crafted prescriptions he developed for their behavioral change. His commitment to their welfare and their pathways toward productive lifestyles is unparalleled.

There is no question in my mind that Allen Nance's association with King County in the capacity as Director of the Juvenile Detention Center will pay multiple social service dividends to the taxpayers of King County and the families who travel through the juvenile justice system. First, through his understanding of fiscal responsibility. And second, through his ability to orchestrate organizational change and motivate long term behavioral change in young people according to successfully implemented evidence-based practices.

The King County Juvenile Justice System will be enriched by the contributions Allen Nance will make.

Sincerely,



William P. Siffermann
Chief Probation Officer (Ret.)
San Francisco Juvenile Probation Department



November 22, 2019

To Whom It May Concern:

It is with great pleasure to write this letter of reference for Chief Allen Nance. I have had the honor of working directly for and as a partner during his tenure with the SF Juvenile probation Department. I have found Chief Nance to be a man of very high integrity, professionalism with upmost compassion for the youth in his care and the community at large.

As Director of Community Programs Division with the SF Juvenile Probation Department under Chief Nance's leadership, we created a network of community based alternatives to detention that spanned the gamut from early intervention to detention based and re-entry services. These programs were steeped on youth development principles, trauma informed care and strength based values. As the Chief Executive Officer of Success Centers, I always found Chief Nance to be very supportive and welcoming of community partners valuing our perceptive and contributions to our collective youth and families. Over the course of his tenure, the City and County of San Francisco has enjoyed reduced arrest rates for juveniles, lower recidivism and increased positive outcomes for youth (i.e., education and workforce development).

As stated above, Chief Nance is a true champion for innovative approached to public safety that provide youth with the care and guidance they need to thrive. Please feel free contacting me (ljackson-simpson@successcenters or 4159481917) if I can be of any additional information.

With very best regards,

Liz Jackson-Simpson
Chief Executive Officer



OFFICE OF THE CITY ADMINISTRATOR



London N. Breed, Mayor
Naomi M. Kelly, City Administrator

November 25, 2019

To Whom It May Concern:

It is my pleasure to recommend Allen Nance for a position with your organization. Allen has 30 years of experience serving in juvenile probation in a number of capacities for multiples agencies across the country. Additionally, he served as the Vice Chair of the Juvenile Services Committee for the Chief Probation Officers of California. I have worked closely with Allen since his first appointment to the Juvenile Probation Department 15 years ago.

During his time as Chief Probation Officer, Allen has displayed exceptional leadership and dedication while overseeing an evolution of juvenile justice reform in San Francisco. He consistently demonstrated a strong work ethic while focusing on stakeholder collaboration and youth compassion to ensure a positive change in juvenile justice which has reverberated throughout California. Over his career Allen has:

- Developed policies and protocols to foster collaboration and partnerships between stakeholders and the criminal justice system.
- Implemented a state-of-the-art drug-testing laboratory to assist probation officers.
- Shifted efforts toward evidence-based programs with an emphasis on prevention and rehabilitation.
- Focused on serving juveniles' needs in the community.

Overall, it has been a pleasure to work with Allen. He is a team player, ambitious, and always looks for ways to positively impact the juvenile probation system. He has provided valuable assistance to the City and County of San Francisco, and we remain appreciative.

If you have any questions, please feel free to contact my office at 415-554-4148.

Sincerely,

A handwritten signature in cursive script that reads "Naomi M. Kelly".

Naomi M. Kelly
City Administrator

SECTION B

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

October 31, 2019

Allen Nance

Dear Mr. Allen:

We are excited you have chosen to work with us and look forward to your contributions to King County's Department of Adult and Juvenile Detention (DAJD). This letter is to confirm our offer and your acceptance of the position of Director, Juvenile Division, contingent upon passing a background check. The effective date of your appointment is November 29, 2019. Below is the schedule we have agreed to in regards to the transition into your position:

Your annual salary will start at \$175,873.36 Grade 83, Step 10 plus Special Duty pay at 5% for a total of \$184,667.03. The position requires confirmation by the King County Council, and as part of that confirmation, we will be proposing an increase in the base salary for this position as described in the attachment. This position reports to John Diaz, DAJD Director, 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 including courts, and with support organizations such as health care agencies, mental health providers, and treatment systems.
- Develop, defend and manage the Division's budget.
- Maintain effective, collaborative working relationships with local, state and national criminal justice system officials, King County elected officials, and other stakeholders in the juvenile detention arena.

- Participate in jurisdiction-wide efforts to coordinate criminal justice efforts.

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.

You will be eligible for the County's comprehensive health care benefits, which currently includes full-family medical coverage with no premium share. More information is available at <http://www.kingcounty.gov/employees/benefits.aspx>. Additionally, you are eligible for participation in the Washington State Public Employees Retirement System (PERS). Employees are eligible to participate in a voluntary 457 deferred compensation plan.

You will receive 10 holidays annually, and vacation days based upon years of service, starting with 12 days. The position is eligible for an annual grant of 10 days of executive leave. You will receive 1 day in 2019, prorated for your start date of November 29, 2019. Executive leave must be used in the calendar year in which it was awarded. The county also provides sick leave and other leave benefits.

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

Sincerely,



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

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

Summary of Employment Details:

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

Start Date:

Date	Classification	Grade/Step	Annual Salary	% Difference
2019	Division Director-Juvenile Detention	83/10	\$175,873.36	
	Special Duty at 5%		\$184,667.03	
1/1/2020	Division Director-Juvenile Detention*	85/10	\$187,186.69	1.50%
7/1/2020	Division Director-Juvenile Detention	85/10	\$189,954.34	1.48%

*Contingent on council approval of grade change

Date of first paycheck: December 12, 2019

Reporting to: John Diaz, Director, Department of Adult and Juvenile Detention

Primary work location: 1211 East Alder Street, Seattle, WA 98122-5593

Normal business hours: This position manages a 24 hour a day/7 day a week facility, and will have some duties and responsibilities after normal business hours.

FLSA status: Exempt

Union status: Not represented by a labor union

This position is subject to confirmation by the Metropolitan King County Council.



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

November 27, 2019

The Honorable Pete von Reichbauer
Chair, Government Accountability and Oversight Committee
Room 1200
COURTHOUSE

Dear Councilmember von Reichbauer:

King County's Department of Human Resources (DHR) conducted a compensation benchmarking analysis of career service exempt Division Director-Juvenile job classifications within the Department of Adult and Juvenile Detention.

The compensation benchmarking analysis has determined that the current pay grade for the job classifications is below market. Recruiting highly talented and qualified candidates is integral to the County's approach to Zero Youth Detention. To facilitate the recruitment and retention of qualified candidates, DHR recommends increasing the pay grade as follows:

Job Classification	Current Pay Grade	Proposed Pay Grade
Division Director-Juvenile	83	85

Per King County code section 3.15.040, any pay grade adjustment for job classification exceeding grade 54 or pay grade adjustments affecting two or more classifications in a classification series, shall be filed with the clerk of the council for distribution to the chair of the Labor, Operations and Technology Committee, or its successor committee, and confirmed by the committee before implementation. To that end, the County's Director of Human Resources is seeking confirmation of these pay changes by the Government Accountability & Oversight Committee.

The Honorable Pete von Reichbauer

11/27/2019

Page 2

If you have any questions, please contact Jay Osborne, Director, Department of Human Resources, at 206-477-3628 or Meredith Merriman, Compensation and Classification Services Manager, at 206-477-3292.

Sincerely,

Jay Osborne
Director, Department of Human Resources

Enclosure

cc: King County Government Accountability and Oversight Committee Council Members
ATTN: Carolyn Busch, Chief of Staff
Melani Pedroza, Clerk of the Council
Dow Constantine, King County Executive
Caroline Whalen, Chief Administrative Officer
Dwight Dively, Director for Performance, Strategy, and Budget
John Diaz, Director of Adult and Juvenile Detention
Meredith Merriman, Compensation and Classification Services Manager



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

November 27, 2019

COMPENSATION RECOMMENDATION

EXECUTIVE SUMMARY

The County's Department of Human Resources (DHR) is requesting an increase in the salary range for the Division Director-Juvenile job classification within the Department of Adult and Juvenile Detention (DAJD). This position is responsible for leading the division's transition to providing trauma-informed, developmentally tailored, and culturally responsive services for juveniles involved in the juvenile legal system. The body of work being performed will make the position a leader in the field and require a rare balance of training, education and experience. The request is based on a pay analysis conducted by DHR in response to challenges DAJD has experienced with recruiting qualified candidates to fill the vacant position. This request is intended to help recruit and retain qualified staff.

PROPOSED CHANGES

The following table compares the current pay grade and range to DHR's proposed pay grade and range:

Job Classification	Current		Proposed		Percent Change
	Pay Grade	2019 Pay Range	Pay Grade	2019 Pay Range	
Division Director-Juvenile	83	\$138,749.94 - \$175,873.36	85	\$145,489.97 - \$184,416.54	4.86%

ABOUT THE JOB CLASSIFICATION

The Division Director-Juvenile is responsible for partnering with other County agencies and community stakeholders to advance the County's Roadmap to Zero Youth Detention, which seeks to reduce the number of juveniles involved in the juvenile legal system. The incumbent will lead, inspire, and manage a staff of approximately 150 professionals dedicated to compassionate, trauma-informed security, and learning opportunities for youth in their care.

ANALYSIS

Compensation Benchmarking Methodology

DHR conducted a market study of this job classification using pay data from the following counties:

County	Largest City
Pierce County	Tacoma, WA
Orange County	Anaheim, CA
Multnomah County	Portland, OR
San Bernardino County	San Bernardino, CA
City and County of San Francisco	San Francisco, CA
Riverside County	Riverside, CA
Tarrant County	Fort Worth, TX

These counties are representative of the relevant labor market for which DAJD competes for talent. The counties include local and comparable-sized organizations.

DHR's compensation analysis can be found in Attachment 2: Division Director-Juvenile Compensation Analysis.

Increasing the pay will improve DAJD's ability to recruit and retain top talent as well as reinforce King County's commitment to Zero Youth Detention and will contribute to the goal of being the best run government in the United States.

FISCAL IMPACT

The fiscal impact of the proposed change in pay grade is detailed in the Fiscal Note (Attachment 1), which is summarized in the table below.

	2019-2020	2021-2022	2023-2024
Cost Increase ¹	\$10,527	\$21,575	\$22,398

¹ Outyear projections use PSB planning assumptions as of November 2019

ATTACHMENTS

1. 2019-2020 Biennial Fiscal Note
2. Division Director-Juvenile Compensation Analysis
3. Committee Approval Forms

DIVISION DIRECTOR-JUVENILE WAGE ANALYSIS

DIVISION DIRECTOR-JUVENILE					
Source	Largest City	Benchmark Title	Actual Maximum	Geographic Differential (RPP)	Adjusted Maximum
Pierce County	Tacoma	Juvenile Court Administrator	\$176,361.01	0%	\$176,361.01
Orange County	Anaheim	Chief Deputy Probation Officer	\$237,348.80	-6%	\$222,829.59
Multnomah County	Portland	Division Director 2	\$145,007.33	9%	\$157,554.67
San Bernardino County	San Bernardino	Deputy Chief Probation Officer	\$149,156.80	3%	\$153,462.07
City and County of San Francisco	San Francisco	Chief Probation Officer	\$224,328.00	-11%	\$198,783.03
Riverside County	Riverside	Chief Deputy Probation Officer	\$169,303.00	3%	\$174,189.77
Tarrant County	Fort Worth	Director, Juvenile Services	\$168,047.00	10%	\$185,321.29
Average			\$181,364.56		\$181,214.49

Compared to Maximum					
KC Job Title	Agency	Current Grade	Current Maximum	Proposed Grade	Proposed Maximum
Director of Juvenile Division	DAJD	83	\$175,873.36	85	\$184,416.54
				Market Disparity	1.8%

2019-2020 FISCAL NOTE

Ordinance/Motion:

Title: DAJD Division Director - Juvenile Pay Range Increase
Affected Agency and/or Agencies King County Department of Adult & Juvenile Detention, Juvenile Division
Note Prepared By: Jason Cossette
Date Prepared: 22-Sep-19
Note Reviewed By:
Date Reviewed:

Description of Request:

Authorize a proposed range increase cost for the Division Director - Juvenile in order to maintain alignment with the external market and support the recruitment and retention of employees appointed to this role.

Revenue to:

Agency	Fund Code	Revenue Source	2019-2020	2021-2022	2023-2024
N/A					
TOTAL			0	0	0

Expenditures from:

Agency	Fund Code	Department	2019-2020	2021-2022	2023-2024
DAJD	10		10,527	21,575	22,398
TOTAL			10,527	21,575	22,398

Expenditures by Categories

	2019-2020	2021-2022	2023-2024
Regular Salary	8,735	18,185	19,135
FICA/RETIREMENT PLAN (PERS 2)	1,792	3,390	3,263
TOTAL	10,527	21,575	22,398

This legislation does not require a budget supplemental.

Notes and Assumptions:

1. Wage Adjustments and Effective Dates: Percentage based on General Wage Increase (GWI) for 2020 and the September 2019 King County Budget & Financial Planning Assumptions (BFPA) Blended Labor Indicator for 2021-2024. 2.25% for 2020, 3.0% for 2021, 2.11% for 2022, 2.7% for 2023, and 2.8% for 2024.
2. Other Wage-Related Factors:
 PERS/FICA: Calculated at 20.51% for 2020, 19.27% for 2021, 18.03% for 2022, 17.38% for 2023, and 16.73% for 2024. PERS benefit rate assumption from September 2019 BFPA and FICA/Medi at 7.65%.



King County

**METROPOLITAN KING COUNTY COUNCIL
Government Accountability and Oversight Committee**

**JOB CLASSIFICATION
CONFIRMATION REQUEST FORM**

King County code section 3.15.040 states that the King County Labor, Operations and Technology Committee, or its successor, shall confirm select actions relating to creation and/or adjustment of pay rates to certain King County job classifications prior to implementation.

Date: November 27, 2019

Job Classification Title: Staff Physician

HRD Tracking Number: C-2017-025

Request:

- The creation of new career service exempt job classification
- Pay grade adjustment for a job classification:
 - exceeding pay grade 54
 - movement of four or more pay grades for an existing job classification
 - affecting two or more job classifications in a job classification series

Explanation:

To facilitate the recruitment and retention of qualified candidates, DHR recommends increasing the pay grade from eighty-three (83) to eighty-five (85) for the Division Director-Juvenile (DAJD) job classification.

Committee Action:

- Confirm
 - Do Not Approve
 - Other, please explain:
-

Signature:

Pete von Reichbauer, Chair

Melani Pedroza, Clerk of the Council



King County

Department of Adult
and Juvenile Detention
Director's Office

November 20, 2019

The Honorable Rod Dembowski
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 Dembowski:

I am pleased to accept the King County Executive's appointment to the position of Director of the Juvenile Division of the King County 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,

Allen Nance
Director Designee

cc: King County Councilmembers

Allen Nance

Objective

Advance reform-oriented, sustainable, and cost-effective Evidence-Based practices in juvenile and criminal justice designed to reduce risk to reoffend, address core criminogenic factors that contribute to delinquent and criminal conduct, restore victims, promote healing, and enhance public safety.

Work Experience

Chief Juvenile Probation Officer

8/2013 – Present City and County of San Francisco, Juvenile Probation Department, San Francisco, CA

Appointed Chief Probation Officer by the Late Mayor Edwin Lee, with unanimous support from the Juvenile Probation Commission. The Department operates a 150-bed juvenile hall facility. 250 employees are responsible for community supervision, detention operations, coordination of placement services, review and processing of all juvenile court referrals, and facilitation of court process through reports, managing the court calendars, and coordination with prosecutors, defense attorneys, and service providers.

Agency Contributions:

- Manage and maintain operations of the Juvenile Probation Department with an annual general fund budget of \$43MIL. Delivered balanced budgets with targeted cuts and reductions in each of the past 6 fiscal years.
- Developed a Policy and Planning team to enhance the Department's capacity to analyze data, research best practices, increase public transparency, and promote data-driven decision-making.
- Procured and Implemented a state-of-the-art case management and recordkeeping database for juvenile field services and institutions.
- In June 2018 eliminated an underutilized juvenile camp facility saving the county approximately \$5MIL in annual expenditures.
- Reduced overutilization of juvenile detention by reducing the juvenile hall average daily population from 76 to 45 between 2013 and 2019. Overall number of youths involved in juvenile justice system has been reduced by two-thirds over the past decade. Proactive and effective community supervision works!
- Active participation in the Association of Chief Probation Officers of California, serving as the statewide chair of the Association's Juvenile Services Committee. Also serving on the Legislative Committee.
- Developed and managed capital projects leading to major repairs and renovation of County facilities.
- Developed and delivered statewide training on Evidence-based practices,
- Contributed to various legislation including successful bills that resulted in restrictions on room confinement in juvenile institutions, adoption of humane strategies to address the needs of incompetent minors while reducing overreliance on juvenile detention; and informed the Continuum of Care Reform Act (AB403) resulting in reductions in congregate care for foster youth and enhanced clinical services in short-term residential therapeutic placements.
- Developed and implemented language access policies to enhance cultural and linguistic engagement of a diverse community.

- Developed and maintained partnerships in the community by engaging the faith community, neighborhood associations, detailing probation personnel to community events, job and resource fairs, and community meetings. Created a sailing program for detained youth; developed and sustained an annual summer camp, taking dozens of inner-city youth camping over the past 9 years in partnership with local police, service providers, community agency representatives, and probation officers.
- Active participation on public safety task forces, sentencing commission, family violence council, reentry council, juvenile probation commission, juvenile justice commission, and serving as chair of the Juvenile Justice Coordinating Council, responsible for coordinating the development of the County's multiagency local action plan for juvenile justice prevention and intervention.

Assistant Chief Probation Officer

7/2005 – 8/2013 City and County of San Francisco, Juvenile Probation Department, San Francisco, CA

Served as the Assistant to the Chief Probation Officer. In this capacity I served as an adviser to the Chief Probation Officer, wrote policies, procedures, and protocols that guided the operations of the Department and provided management support for all departmental operations. Actively participated in decisions regarding labor management concerns and practices. Reviewed and provided feedback and input into the department's budget and served as a liaison between the department, other city agencies, and the public.

Agency Contributions:

- Advanced and supported the selection and implementation of the Youth Assessment and Screening Instrument (YASI) to assist probation officers in the standardized identification of criminal risk and needs for juveniles referred to the juvenile justice system.
- Coordinated the efforts of the Juvenile Hall, Probation Services, and Log Cabin Ranch managers in the operations of their prospective divisions.
- Conducted investigations, *Skelly* hearings, and prepared reports in accordance with the Peace Officer Bill of Rights and other departmental Memorandums of Understanding.
- Prepared state reports, surveys, and other correspondence on behalf of the City and County of San Francisco and the Juvenile Probation Department.
- In partnership with the Chief Probation Officer, City Attorney, and Mayor's Office, developed and helped implement the City's policy on the handling of undocumented Immigrant youth within the Juvenile Justice System.
- Reviewed and analyzed data collected on department operations and used this information to drive policy decisions, and operational practices.
- Directly managed the operations of the Juvenile Probation Services Division pending national search for a new director (April 2007 – April 2009)

Acting Director, Log Cabin Ranch

4/2009 - 9/2012 La Honda, CA

While serving as the Assistant Chief Probation Officer, assumed the role of Acting Director of the Log Cabin Ranch Juvenile Camp facility at a time when the Juvenile Probation Department was in the midst of advancing a new evidence-based program of residential care, corrections, and rehabilitation based on the Missouri Youth Services Institute Model.

Program Contributions:

- Managed the implementation and adaptation of the Missouri Youth Services Institute model of correctional intervention in a residential setting.
- Implemented an aggressive training agenda and trained all front line counselors and managers in clinical interventions designed to enhance assessment, treatment knowledge, and case planning skills.
- Designed and implemented sophisticated court reports that have enhanced the quality of information provided to probation officers, attorneys and judges regarding the progress and intervention strategies for each youth in residence.
- Developed partnerships with community and governmental agencies that resulted in the effective implementation of vocational, educational, clinical, recreational, and social development programs and services that significantly enhanced the quality of life for each resident and contributed to improvements in resident skill development and job readiness.
- Implemented and facilitated a Case Review Team (CRT) process that included clinical staff, probation officers, school district representatives, and community agencies to drive the quality and content of the residential care and aftercare plan development.
- Developed standards and protocols for counselor case management, case documentation, and supervision of each resident.
- Advanced the implementation of an Aftercare Plan review team consisting of a multidisciplinary team of practitioners tasked with the responsibility to review the progress of each youth returned to the community and revise aftercare plans in coordination with the youth, family, and other practitioners.
- Reinstated home passes for residents with a specific focus on "step down" from residential care in recognition of the significant challenges that teens and families face as they adjust to a youth's return to the family home and the community. These home passes allow the family to review aftercare plans and allows the youth to practice the skills learned during their commitment to the juvenile camp.
- Implemented onsite drug testing for residents returning from home passes or other extended visits with family within the community. Due to the preparation and readiness process for these visits, only one youth has absconded or tested positive following a home pass since 2009.
- Developed mastery and functional knowledge of the Water treatment and delivery systems of Log Cabin Ranch and advanced standards for water treatment, testing, and report generation in partnership with the California Department of Public Health.
- Developed Juvenile Justice Information System database functionality and reports designed to enhance consistency, timeliness and accuracy of information maintained on all LCR residents.
- Implemented video surveillance functionality in the LCR dormitory to improve safety, security, and accountability capabilities of this highly sensitive location within the facility.

Acting Director, Mayor's Office of Criminal Justice

12/2005 – 1/2007 City and County of San Francisco, Mayor's Office, San Francisco, CA

While temporarily assigned from the Juvenile Probation Department, served as the City's primary Criminal Justice policy lead under then, Mayor Gavin Newsom. Assignment involved the procurement and management of grants totaling \$30 million dollars, oversight of the JUSTIS integrated justice information system development, creation of crime reduction strategies, and regular reports to the

Mayor and the Board of Supervisors. Served as a member of the Mayor's senior staff and crafted statements for the mayor, staffed mayor's public appearances related to crime and public safety and served as the public information officer for the Mayor's Office of Criminal Justice.

Service Contributions:

- Facilitated weekly Criminal Justice and City Agency information and planning meeting to address crime and other incidents or events that impacted public safety.
- Facilitated the application and approval of Byrne and COPS grants that funded police officers and crime reduction strategies for the City and County of San Francisco.
- Advanced a major paradigm shift to require community based organizations to implement evidence-based practices in their service delivery strategies.
- Developed and implemented policies for use of public safety cameras and managed deployment of public safety cameras throughout high crime areas of San Francisco.
- Commissioned and facilitated a review and report of the San Francisco Police Department's efforts to implement community policing.
- Appeared before the Board of Supervisors, Police Commission, and public forums regarding the public safety goals, objectives, policies, and achievements.
- Initiated review of the *Shotspotters* gunshot detection technology which eventually led to its implementation in locations across San Francisco.
- Traveled to the White House to meet with the then Director of the Office of Management and Budget to advocate for police officer funding across the U.S..
- Met with then Governor Arnold Schwarzenegger to advance Evidence Based Practices, policies, and funding priorities for criminal justice across the state of California and within the state's correctional facilities.

Deputy Director, Adult Services Division

5/2000 – 7/2005 18th Judicial Circuit Court, Probation and Court Services, Adult Services Division DuPage County, Wheaton, IL.

Served at the pleasure of the Chief Judge. Managed the budget, operations, and program development and implementation of the Adult Services Division of the Probation and Court Services Department. Developed policies, practices and initiatives that advanced evidence-based practices, and organizational improvements that restructured and realigned the service delivery of the Adult Services Division.

Agency Contributions:

- Identified and implemented a Risk/Needs assessment to guide the case plans and supervision strategies of probation officers
- Advanced the implementation of cognitive behavioral programs at the agency's Community Day Reporting Center for adult offenders
- Advanced an intensive training program focused on risk assessment, case plan development, Motivational Interviewing, and the Stages of Change.
- Advanced the implementation of Restorative Justice Practices with DUI Offenders.
- Developed and Implemented an Adult DUI offender assessment center

- Facilitated and co-led the department's transition to a new facility.
- Implemented a new state of the art Drug Testing Laboratory using Gas Chromatography Mass Spectrum (GCMS) technology. Also implemented the use of *EyeCheck* drug detection software for quick and more cost effective drug screens.
- Recruited, hired, trained, and coached, probation officers and managers
- Provided agency personnel with advice and consultation regarding the implementation of all aspects of union contracts.
- Developed performance standards for personnel and contributed to the development of a revised performance appraisal system.
- Conducted training sessions on Evidence-based practices for department and Court Services personnel

Deputy Chief Probation Officer and Director of Management Information Systems

9/1994 to 5/2000 Circuit Court of Cook County, Juvenile Probation and Court Services Department Chicago, Illinois

Promoted to Deputy Chief Probation Officer in 1994, this position provided me with an opportunity to take a leadership role in the development and implementation of new officer training, in-service training, and participate in a statewide implementation of the Strategies in Juvenile Supervision assessment and case planning system based on the "What Works" research in community corrections. In addition, this assignment included the management of department data collection, oversight of the data collection systems and the information technology designed to support it.

- Completely revised the training materials, and structure of the training program for new probation officers
- Advanced and implemented the use of the Strategies for Juvenile Supervision risk and needs assessment.
- Designed and implemented case plan development tools and reports.
- In partnership with the Office of the Chief Judge, served as the agency project lead in the development and implementation of an enterprise-wide information management system that resulted in automation of case filings, petition generation, and court case processing.
- Facilitated the collection and reports of monthly departmental statistics that were submitted to the Administrative Office of the Illinois Courts.
- Directed the operations of the Department's Research division.

Training Coordinator

- Coordinated the design, development and delivery of training materials, supporting the continuing education and professional development requirements for over 500 personnel, annually.
- Led the Department's efforts relative to training of pre-service Probation Officers and provided direct supervision to training supervisors and probation officer trainees.
- Co-facilitated training programs with a multidisciplinary team designed to enhance partnerships among the Chicago Public Schools, Department of Children and Family Services and the Juvenile Justice and Child Protection Department of Cook County.
- Developed and administered the department's annual \$40,000 training budget.
- Maintained primary responsibility for the training and successful

implementation of the department's revised performance appraisal system. Also provided primary administrative review of all supervisor and probation officer appraisal rebuttals

Administrative Assistant to the Director of Probation and Court Services

- Developed policy and procedures around key departmental initiatives
- Led the implementation effort of the department's Risk and Needs assessment tools
- Completed Special Projects and other tasks at the request of the Chief Judge and the Director of Probation and Court Services, involving collaboration and networking with other Court Agencies and community organizations

Field Probation Officer

- Provided probation supervision to delinquent juveniles within the city of Chicago, Illinois
- Conducted risk assessments, developed Social Investigations and case plans, providing decision-making information to attorneys and judges during Juvenile Court proceedings
- Conducted field visits to minors, parents and community members identifying and implementing individualized interventions designed to address delinquency among probationers.
- Participated in community meetings and conducted presentations at schools and in other venues regarding the work of the Juvenile Court and efforts of the juvenile probation department.
- Co-facilitated treatment groups with Juvenile Sex Offenders

Case Manager/Job Coach

4/1984 – 9/1989 Trilogy, Inc, Chicago, Illinois

Assessed and developed case management plans for adults with chronic and serious mental health conditions. Coordinated the services and operations of a day treatment vocational workshop facility. Developed community reintegration plans that facilitated the reentry of clients into the workforce by providing onsite job coaching and community support services.

- Provided case management services to psychiatrically disabled adults in a structured workshop setting
- Provided onsite supported employment to clients placed in job opportunities within the community.
- Facilitated job readiness, social skills development and stress management groups for target client population

Education

9/1981 – 7/1984 University of Illinois, Chicago, Illinois Bachelor of the Arts in Psychology (BA)

Affiliations

American Probation and Parole Association, Member

Chief Probation Officers of California, Member .

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: November 19, 2019

TO: The Honorable Dow Constantine, King County Executive

FR: Jay Osborne, Director *AGL for*
Department of Human Resources

RE: Allen Nance – Background Check

I have received the law enforcement background check conducted on Allen Nance, Director of the Juvenile Division of the King County Department of Adult and Juvenile Detention, by the Internal Investigations Unit of the King County Department of Adult and Juvenile Detention.

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

Thank you.



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,

Allen A. Nance

, 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/

		
November 20, 2019	San Francisco	CA

Date

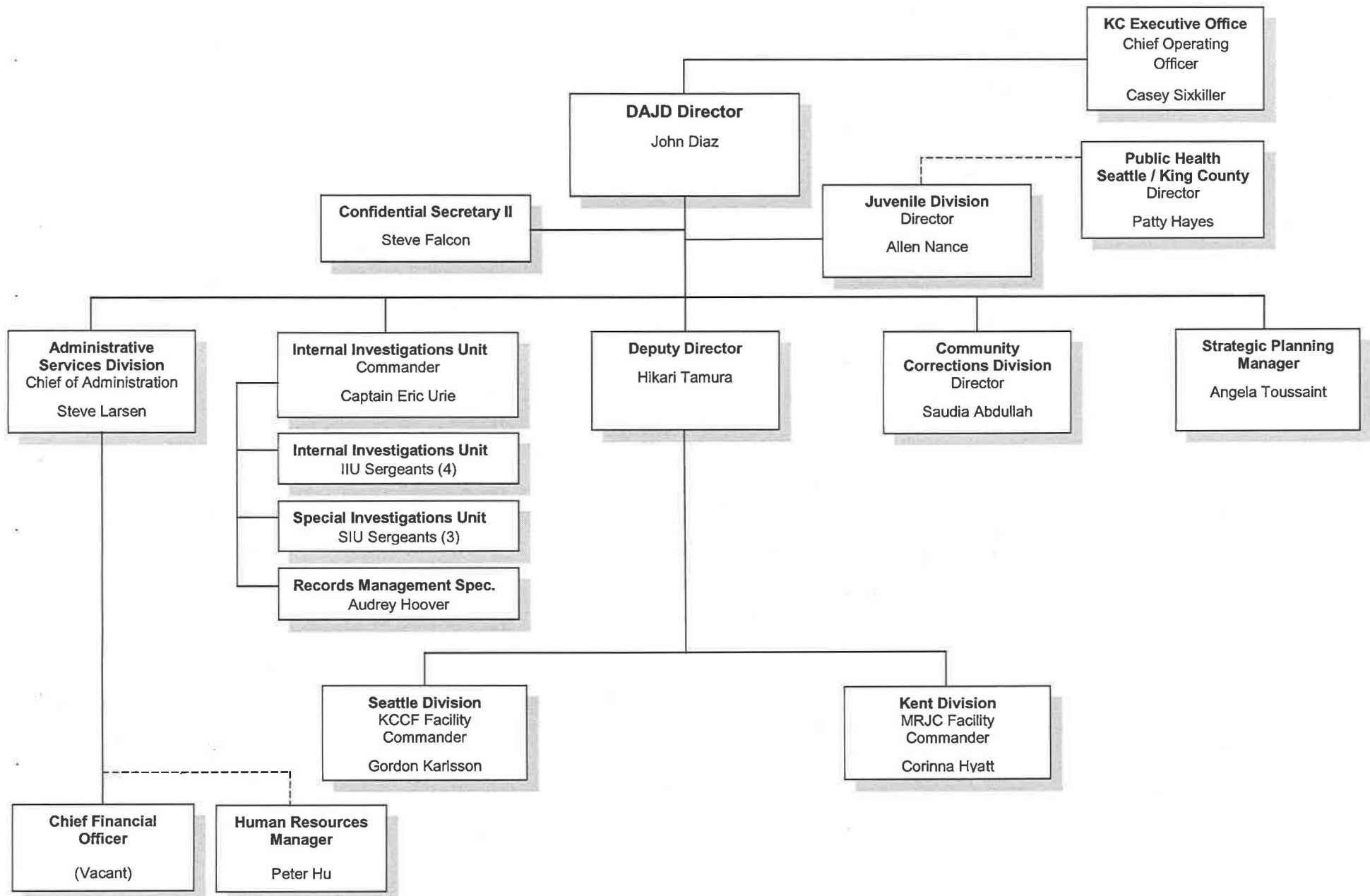
City

State

SECTION D

- Department Organizational Chart
- Job Posting

Department of Adult and Juvenile Detention





King County

Invites Applications for the Position of:

Director, Juvenile Division

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: 08/01/19 12:00 AM (GMT -8:00)

CLOSING DATE/TIME: 11/12/19 10:52 AM (GMT -8:00)

SALARY: \$138,749.94 - \$175,873.36 Annually

LOCATION: Youth Services Detention Facility - 1211 E Alder, Seattle

JOB TYPE: Appointed

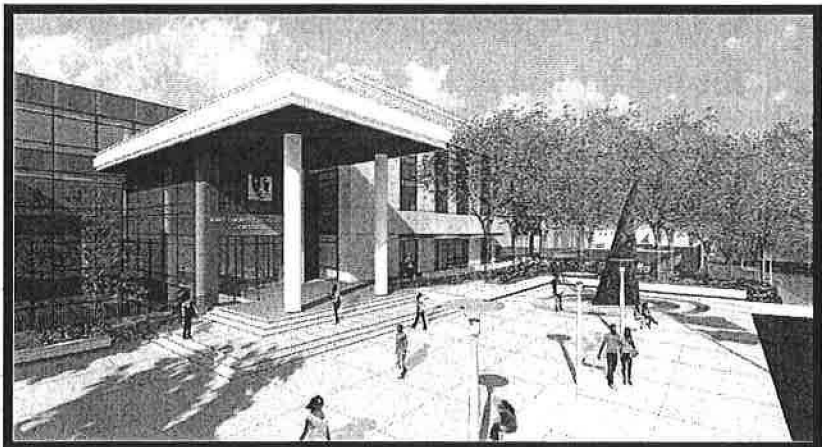
DEPARTMENT: DAJD - Adult & Juvenile Detention

JOB NUMBER: 2019JS10021

SUMMARY:

King County's Department of Adult and Juvenile Detention (DAJD) is recruiting candidates for the position of Juvenile Division Director. Qualified candidates will bring a passion for public service leadership, specifically as it relates to working with youth and juvenile justice.

This recruitment is open until filled with a date of first review scheduled for September 1, 2019. Interested applicants are encouraged to apply as soon as possible.



We are seeking an inspired and talented leader with the vision, knowledge, skill, and drive to continue the division's transition to providing trauma-informed, developmentally tailored and culturally responsive services. The successful candidate will partner with other County agencies and community stakeholders to advance our [Roadmap to Zero Youth Detention](#), which seeks to reduce the number of juveniles involved in the juvenile legal system.

The individual selected will be relied on to champion the principles of equity and social justice in a newly constructed detention center that houses primarily youth ages 12-17 detained pretrial for felony offenses. Youth under age 18 being prosecuted as adults for serious offenses are also housed in this facility. The person in this role will have exceptional interpersonal skills, seasoned political savvy, and appreciate the depths of concern stakeholders share regarding the critically important mission of the Juvenile Division. This Director will lead, inspire, and manage a staff of approximately 150 professionals dedicated to compassionate, trauma-informed security and learning opportunities for youth in their care, and will oversee the launch of operations in the new Children and Family Justice Center opening November 2019.

This Juvenile Division will advance the delivery of both secure and alternative detention programs. The role will require someone who is ready to:

- Lead the 24/7 operations and administration of the Juvenile Division, which includes secure detention, alternatives to secure detention, health-clinic services, juvenile programming, food services, volunteer services, and family visitation.
- Utilize prior experience guiding a large organization through a transformational process of change management.
- Develop new and creative solutions to operational challenges within a secure facility.
- Facilitate and manage high impact improvements, which include trauma-informed care, integration of adolescent brain development science, alternatives to secure detention, and restorative justice programs.
- Work closely with Superior Court judges and manage staff who work daily with court staff to admit and release youth, escort youth to and from court hearings and supervise youth while in court, coordinate visits with probation and defense counsel, and monitor and enforce conditions of alternatives to secure detention (electronic home monitoring and group homes) ordered by the court.
- Maintain effective working relationships with labor unions to foster a collaborative working environment.
- Build and maintain collaborative relationships with governmental and community partners, including local, state, and national juvenile justice system officials; elected officials; Seattle and King County Public Health officials; courts; prosecution and defense counsel; media, and community stakeholders. Engage with these partners in understanding and eliminating the drivers of racial disproportionality in the juvenile legal system.

About the Department of 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. The Department had a 2018 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 supervise an average daily population of 44 youth in secure detention and 40 youth on alternative to detention programs. For additional information on the services provided in the Juvenile Division please see: [Juvenile Court Community Report](#) .

To Apply

If you are interested in pursuing this position, please attach a resume and cover letter to convey your ability to step into this role and make meaningful progress toward the achievement of our critical mission.

If you need this announcement in an alternate format, an accommodation in the recruitment

process, or additional information, please contact Julie Stephens at (206) 263-3501 or via e-mail at Julie.Stephens@KingCounty.gov.

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.

Director, Juvenile Division Supplemental Questionnaire

* 1. We appreciate your interest in this very important role. Please confirm that you are aware of the requirement to attach a resume and cover letter with details that explain your qualifications as related to this position.

- Yes, I am aware of the requirement to attach a resume and cover letter.
 N/A

* Required Question