



King County

**CONFIRMATION PACKET
FOR
ANITA KHANDELWAL
KING COUNTY PUBLIC DEFENDER**

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SECTION A

- Letter from Executive Dow Constantine to King County Council Chair Joe McDermott to Announce Appointment
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October 15, 2018

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

Dear Councilmember McDermott:

I am pleased to notify you that under the process set forth in King County Code Section 2.60.026(B), I have appointed Anita Khandelwal to be King County Public Defender and the Director of the King County Department of Public Defense. Ms. Khandelwal's appointment is for the term beginning January 1, 2019, and ending December 31, 2022. Additionally, I am transmitting the enclosed motion for Council's consideration to approve Ms. Khandelwal's appointment. A confirmation packet will be transmitted shortly.

In July of 2018, I appointed Ms. Khandelwal to serve as Interim Public Defender. Pursuant to King County Code Section 2.60.26 (B)(2), I selected Ms. Khandelwal from the list of three names referred to me by the King County Public Defense Advisory Board for permanent appointment to the position.

Ms. Khandelwal is the best candidate to lead the Department of Public Defense and the challenging and important work it does every day. In making my decision, I canvassed many stakeholders, including our Department of Public Defense employees and members of the larger public defense community. I am convinced that Ms. Khandelwal can best fulfill the department's mission to serve some of the most vulnerable people in our region – people who are personally affected by institutional racism, poverty, mental illness, and marginalization. She was an important contributor to creating our Road Map to Zero Youth Detention, and with the Council's confirmation of her appointment, I look forward to further collaborations that will expand opportunity and ensure a more equitable community.

Over the years, and in making my decision regarding this appointment, I have had many occasions to speak with employees of the Department of Public Defense. I am always impressed with their hard work, their commitment to their clients, and their pursuit of equitable justice. During Ms. Khandelwal's time with the Department of Public Defense, she

The Honorable Joe McDermott
October 15, 2018
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has worked collaboratively with the Department of Human Resources on issues related to my employee-centered Investing in YOU initiative. She has shown a commitment to working with the Department of Human Resources to further the goals of that initiative which ensure the County has a workforce that continues to be highly engaged, diverse, and culturally responsive to our changing communities.

Prior to serving as Interim Public Defender, Ms. Khandelwal served as the department's Deputy Director of Law and Policy. She joined the Department of Public Defense in November 2015 and has been practicing law for more than a decade. She earned her law degree from Yale University.

Ms. Khandelwal's unswerving commitment to the values expressed in the King County Strategic Plan and to broader concerns of equity and social justice make her an excellent choice for the position of King County Public Defender. It is my pleasure to request your confirmation of Ms. Khandelwal as King County Public Defender.

Sincerely,

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
 ATTN: Grant Lahmann, Chief of Staff to Chair McDermott
 Jeff Muhm, Director of Council Initiatives
 Melani Pedroza, Clerk of the Council
Whitney Abrams, Chief People Officer, King County Executive Office
Dwight Dively, Director, Office of Performance, Strategy and Budget
Jay Osborne, Director, Department of Human Resources
Paul Holland, Chair, King County Public Defense Advisory Board

Date Created:	8/8/18
Drafted by:	Richard Hayes, Sr. HR Policy Advisor
Sponsors:	
Attachments:	

1 ..Title

2 A MOTION confirming the executive's appointment of
3 Anita Khandelwal as county public defender.

4 ..Body

5 BE IT MOVED by the Council of King County:

6 A. The executive's appointment of Anita Khandelwal as the King County public
7 defender for a term ending December 31, 2022, is hereby confirmed.

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



Dow Constantine
King County Executive



King County

Message from the Executive - October 3, 2018

Anita Khandelwal appointed Director of Department of Public Defense

Dear fellow King County employee,

Today I have appointed Anita Khandelwal to serve as Director of the King County Department of Public Defense. Her appointment is subject to Council approval.

Anita is the best candidate to lead the Department of Public Defense and the challenging and important work it does every day. I listened to employees and stakeholders who wanted a change at Public Defense, and I am convinced Anita can best fulfill its mission to serve some of the most vulnerable people in our region – people who are personally affected by institutional racism, poverty, mental illness, and marginalization. Anita was an important contributor to creating our Road Map to Zero Youth Detention, and I look forward to further collaborations that will expand opportunity and ensure a more equitable community.



Anita was one of three candidates recommended by the Public Defense Advisory Council. She also received a strong recommendation from a panel of employees who interviewed finalists, and I thank these employees for taking the time to meet the candidates and provide their feedback.

Anita has served as the DPD Interim Director since July. Prior to that she served as the department's Deputy Director of Law and Policy. She joined DPD in November 2015 and has been practicing law for more than a decade. She earned her law degree from Yale University.

Please join me in congratulating Anita on her appointment.

Sincerely,

Dow Constantine
King County Executive



SEATTLE CITY COUNCIL | DISTRICT 1
COUNCILMEMBER LISA HERBOLD

October 17, 2018

Metropolitan King County Council
King County Courthouse
516 Third Ave, Room 1200
Seattle, WA 98104

Re: Anita Khandelwal Appointment

Dear Councilmembers,

As chair of the Seattle City Council committee with oversight on issues related to civil rights, it is my privilege to submit this letter of recommendation in support of Anita Khandelwal's confirmation as King County Public Defender.

Ms. Khandelwal and I have worked together in several capacities and over many years. I have been continually impressed with her thoughtfulness, ingenuity, and effectiveness. Ms. Khandelwal's unwavering commitment to client-centered leadership is unparalleled. She is a tireless advocate for the people served by the public defender office. Ms. Khandelwal is always looking for opportunities for partnership and is an active participant in numerous community coalitions.

My work with Ms. Khandelwal and the Department of Public Defense Office to pilot a collateral consequence project providing civil legal representation to Seattle Municipal Court public defense clients has been impactful to community members. This program is an example of Ms. Khandelwal's commitment to holistic legal service, working to limit harm in the forms of housing loss, public benefits loss, and/or employment loss that can occur over the course of one's defense. From helping to design, steward, and advocate for the pilot, Ms. Khandelwal's leadership has been indispensable to the success of this program.

I am grateful for her strong leadership and honored to support her confirmation.

Best,

Lisa Herbold
Seattle City Council, District 1

KING COUNTY PUBLIC DEFENSE ADVISORY BOARD

October 16, 2018

King County Council
King County Chinook Building
401 5th Ave. Suite 800
Seattle, WA 98104

Members of the King County Council

On behalf of my fellow members of the Public Defense Advisory Board, I write this letter in support of the Executive's appointment of Anita Khandelwal to serve as the Director of the Department of Public Defense ("DPD"). The Board has previously provided the Council with a copy of the letter we presented to Executive Constantine at the conclusion of our interview process. In that letter, we described the background, talents, and experience that we believed made Ms. Khandelwal worthy of consideration for the position. In the letter to Executive Constantine, the Board adhered to its statutory obligation to provide an unranked list of candidates. However, the Board did discuss among ourselves our preference among the candidates, and Ms. Khandelwal was the Board's top choice for the position.

As described in the letter, Ms. Khandelwal has transformed the work environment within DPD in very short order. In doing so, she has earned the trust and confidence of the staff. This positions her to be the leader the Department needs as it enters the next stage of its development. That next stage will involve a number of organizational challenges. Ms. Khandelwal is up to those challenges. She understands the need to revise and strengthen DPD's internal operations while working hard to advance and develop the department's relations with other organizations and actors, within county leadership and the community.

The Board is eager to work with Ms. Khandelwal to ensure that King County offers a national model for public defense. We strongly recommend that she be confirmed.

Sincerely,



Paul Holland, Chair

October 17, 2018

Dear Honorable King County Councilmembers:

We, the Department of Public Defense (DPD) Supervisors of Teamsters 117, are writing to express our support of Anita Khandelwal and are asking that the Council confirm her appointment by Executive Dow Constantine.

Ms. Khandelwal is a dedicated public defender with the utmost integrity who always pushes our agenda with a focus on our clients. She has a track record of advocacy both for individual clients but also on a broader policy level. She is qualified to fill the position of Director of DPD and has the vision that we believe will address the concerns we had with the prior leadership.

We requested to have input during the Public Defense Advisory Board's (PDAB) selection process and this request was honored. We selected four members of our bargaining unit who were able to meet the final candidates, ask questions, and provide feedback to the PDAB. We felt this allowed our members to play a significant role in the selection process and we are satisfied with the outcome.

Ms. Khandelwal has served in DPD leadership for almost three years and she is intimately familiar with our Department and our work. We are pleased to have a Director who we know and who we can trust knows our local justice systems and communities. We believe that because she is already familiar with our systems and the stakeholders that she can effectively advocate for us and our clients without any delay. In the last several years, Ms. Khandelwal has demonstrated a great ability to quickly learn about different practice areas and the pressing issues within our diverse bodies of work. Her ability and willingness to understand the details of our work means that she is able to assist us in addressing problems and improving outcomes. She has demonstrated a vision for DPD that includes high quality legal representation and broad goals of systemic change for our clients.

Our Department employees expressed frustration with our prior leadership, but we have already seen signs of change among our ranks while Ms. Khandelwal has served as our Interim Director. The Director's office has already started working on important issues like standardization across the Divisions and identifying and measuring outcomes. We have observed a sense of hope and pride in the Department. Many have spoken of their appreciation for the changes that have already been instituted by Ms. Khandelwal. The tone from the Director's office has been one of respect for us and the work we do while setting high expectations for the quality of the services we provide. There has been increased transparency in decision-making and openness to input from the staff.

We, the Department of Public Defense (DPD) Supervisors of Teamsters 117, ask the Council to confirm Ms. Khandelwal and we intend to partner with her during her term to continually improve the Department and provide the highest quality services to the residents of King County.

Thank you,

Department of Public Defense (DPD) Supervisors of Teamsters 117





SERVICE EMPLOYEES
INTERNATIONAL UNION
www.seiu925.org

MEMBER RESOURCE CENTER:
Toll Free: 877.734.8673

Seattle Office
1914 N 34th St, Suite 100
Seattle, WA 98103
206.322.3010
Fax: 206.547.5581

Bellingham Office
1700 N. State Street
Bellingham, WA 98225
360.733.7890
Fax: 360.733.8840

Bremerton Office
2718 15th Street
Bremerton, WA 98312

Everett Office
2812 Lombard Ave.,
Suite 309
Everett, WA 98201

Longview Office
536 Oregon Way
Longview, WA 98632

Vancouver Office
505 E 22nd Street
Vancouver, WA 98663

Yakima Office
8 East Washington
Yakima, WA 98903

Dear Councilmembers,

We are writing to encourage you to confirm Anita Khandelwal's appointment as the new Director of the Department of Public Defense.

Anita was chosen by the Public Defense Advisory Board with input from DPD staff and supervisors within SEIU 925 and Teamsters 117. Anita was strongly favored by the employees. She has shown an unparalleled dedication to public defense and the King County community in her time in the Director's Office. In addition, her work at DPD has significantly boosted morale and her leadership has been quite promising as we endeavor to continue to make DPD a national model for public defense.

We hope to meet with you individually to talk about the future of DPD Leadership and how you can support our members at DPD. Please let us know when you are able to schedule a meeting to talk further ahead of the October 29 general meeting.

Sincerely,

DPD SEIU 925 Chapter Leadership



WASHINGTON
DEFENDER
ASSOCIATION

110 Prefontaine Pl. S.,
Suite 610
Seattle, WA 98104

Paul Thompson, President
Christie Hedman, Executive Director

October 15, 2018

King County Councilmembers
516 Third Avenue, Room 1200
Seattle, WA 98104

RE: Please Support Nomination of Anita Khandelwal as Director of the King County Department of Public Defense

Dear King County Councilmembers,

I am writing on behalf of the Washington Defender Association (WDA) to strongly support the nomination of Anita Khandelwal as Director of the King County Department of Public Defense (KCDPD). WDA is a statewide resource association for public defenders with which KCDPD works closely.

Ms. Khandelwal is exceptionally well qualified to take over leadership of KCDPD and will bring stability to the office which has experienced severe morale problems and growing pains. She is well respected by staff, KCDPD leadership, and the public defense community. Her experience within the office as a staff attorney, policy director and deputy director provide her with an understanding of King County culture and the needs of the office. She cares deeply about the quality of the services provided by her staff as well as public defense clients and their communities. Her advocacy efforts are with one aim in mind: to enhance the quality of justice, especially for low income people, and underserved and historically marginalized communities.

Since her designation as interim director, Ms. Khandelwal has instructed KCDPD staff to work closely with WDA to ensure that the training and resource support provided by both our organizations supplement and don't compete with each other. By pooling our resources, we are enhancing public defender practice in King County in an efficient and thoughtful manner. We appreciate her collegiality and commitment to collaboration.

I strongly urge you to confirm the nomination of Ms. Khandelwal and would be happy to answer any questions you may have. Thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads 'Christie Hedman'.

Christie Hedman
Executive Director



Martin Luther King Jr. County Council
King County Courthouse
516 3rd Avenue, Room 1200
Seattle, WA 98104

October 10, 2018

Re: appointment of Anita Khandelwal as Department of Public Defense Director

Dear Councilmembers:

I write to urge you to confirm Anita Khandelwal as Director of the Department of Public Defense.

Anita is a long time former colleague at the Defender Association (TDA) when it was a non-profit public defense law firm. Anita joined TDA when I was misdemeanor supervisor and also supervising our small Racial Disparity Project, which worked to reduce systemic racial inequality in the justice system. I had the pleasure of supervising her in both units. Later, after a stint at the Federal Defender, she returned to TDA as Senior Attorney supervising the Racial Disparity Project, a position she held until she became Policy Director at DPD in 2016. I was Deputy Director of TDA at that time so again was in a position to closely observe her work.

When we recruited Anita, she was probably already the best-qualified lawyer who applied to work at TDA during my 11 year tenure in management there. She had wide-ranging experience with civil rights, labor and immigration issues. She also had a clear vision of combining excellent individual defense of indigent clients with system reform work to reduce the catastrophe mass incarceration already was for our nation, though it was well before that was widely recognized.

Anita excelled as a staff attorney, with the highest level of practice and ethical standards. She was exceedingly dedicated to her clients, her research and writing were impeccable, and she developed successful legal approaches that others had not previously explored.

Soon, she found a way to combine individual representation with system reform work, securing a fellowship to allow her to address the then-widespread practice of police banning of individuals from places open to the public, without adequate process or appeal. These bans had the effect, as Anita pointed out, of making illegal future otherwise lawful conduct by the recipient. Over time, through effective litigation revealing due process issues in the existing practice, and through policy advocacy, Anita was able to persuade both the City of Seattle and later Metro to voluntarily greatly decrease the use of these bans, while developing alternate, fair approaches to protect the interests of property owners to deal with actually objectionable

conduct. Memorably, she found and shared with key audiences a dash cam video of a young person she represented being arrested for trespassing while using the Metro-owned overpass over Rainier Avenue near Franklin High School, where students *not* using the overpass but crossing at street level were subject to a jaywalking enforcement emphasis, in a poignant Catch 22. The young man in the video murmured “but how am I supposed to get across the street?” Anyone who watched could see that the policy was unfair and needed to be rectified.

Anita’s fellowship work on police bans reduced trespass filings in our Municipal and District Courts substantially, and went some way toward alleviating the feeling of a whole generation of young people that they were presumptive offenders and subject to police detention even when they were doing nothing wrong.

When Anita returned to our office after two years at the Federal Defender, she became Senior Attorney with our Racial Disparity Project. At the time I was TDA’s Policy Director. During this period, among other projects, she was instrumental in helping design and launch the Law Enforcement Assisted Diversion (LEAD) program, continued to work with Metro on reform of their trespass practices, and took a lead role in the successful *Trueblood* class action litigation to address the backlog of mentally ill people who languished in the King County Jail (as well as other local jails statewide) due to delays in Western State admission for competency evaluation and restoration. Anita successfully briefed and argued for the plaintiff class in the 9th Circuit Court of Appeals against the State of Washington’s appeal of the District Court’s decision in *Trueblood*. *Trueblood* contempt fines have funded innovative work diverting people with mental illness from both criminal and civil confinement, and catalyzed a fundamental legislative overall of how mental health services are provided to this population. This was truly impactful litigation.

Since Anita joined DPD, she has demonstrated strong administrative and leadership skills and a nuanced understanding of what it takes to lead that department. I was briefly DPD Deputy Director from 2014-2015, and previously, was Deputy Director at TDA from 2007-2013. I’m familiar with the administrative responsibilities of running DPD, and am familiar with Anita’s approach. She sees the importance of, and attends to, seemingly mundane administrative obligations that others who are mainly interested in policy and trial practice might ignore. The Executive and Council can have full confidence that she knows what is happening in the Department, sees around the next curve, is planning carefully and anticipating important issues that matter both to elected officials, to community leaders and to the individuals for whom DPD provides representation.

Anita is one of the most talented, innovative and insightful people I’ve known in the field of public defense. Executive Constantine has made an exceptional choice to lead DPD. There is no one better able to ensure that the Department is a strong voice for change and reform, while at the same time, delivering on its core obligation to provide excellent lawyers, investigators and social workers to those with limited means who have a right to counsel. I urge you to confirm her as Director.

Thank you for your consideration.

Sincerely,

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

Lisa Dugaard
Director



October 16, 2018

Letter of Support for Anita Khandelwal

To The King County Executive's Office,

Community Passageways is in the support of Anita Khandelwal as the Director of King County Department of Public Defense. She has been a huge support system for the work that we do in the community. We have collaborated on a large number of court cases and have been able to work together to divert young people out of the system. Not only does her staff support the diversion work that Community Passageways is doing but they also speak highly of our work to other organizations and systems in the county. Through the partnership that we've developed, Community Passageways has been able to get funding because we have been able to show the collaboration between county organizations and community organizations.

A lot of the opportunities and second chances that we have been able to get our young adults that are facing charges would not have been able to happen if we did not have the collaboration with Anita and her support. We always have an open line of communication with her and her staff.

I am beyond excited to have Anita in a more prominent leadership role to engage with us on a new level to build a more powerful community program to impact the system in a positive way!

Sincerely,

Dominique Davis
CEO & Co-Founder
dom@communitypassageways.org
206-751-2225



King County

**Department of
Community and Human Services**

401 Fifth Avenue, Suite 500
Seattle, WA 98104

(206) 263-9100 Fax (206) 205-6565
TTY Relay 711

October 15, 2018

The Honorable Joe McDermott and Members of the Metropolitan King County Council
Metropolitan King County Council
Room 1200
C O U R T H O U S E

Re: Letter of Support for Anita Khandelwal

Dear President McDermott and Members of the King County Council:

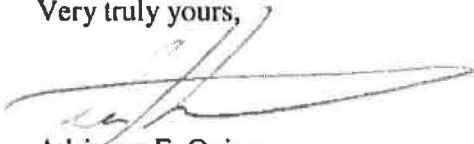
It is my honor to submit a letter in support of Anita Khandelwal's confirmation as Director of the Department of Public Defense. The Department of Public Defense and the Department of Community and Human Services serve many of the same clients, specifically, individuals who are justice involved and seeking housing, behavioral health services, employment services or individuals who are engaged in the Involuntary Treatment Court.

In our shared work, I have found Anita to be highly collaborative and client-centered. She works to ensure that clients served by the Department of Public Defense have their civil rights protected and receive the services they need to work toward achieving their full potential. Anita is a strong leader and continuously seeks common ground in order to improve the lives of the people we serve.

Anita is also committed to working upstream to try to prevent engagement in the criminal justice or crisis system. As a result, she supports creative solutions and supports strengthening other programs or departments if it means better outcomes for clients. For example, in our shared work on the Familiar Faces Initiative (individuals who have been incarcerated at least 4 times within one year), Anita advocated for more resources for the Prosecuting Attorney's Office so that the prosecuting attorneys could negotiate with prosecutors in other jurisdictions to quash warrants for people who are engaged in the Familiar Faces Vital Pilot. Now, participants in the Vital pilot can leave their new home in the community and attend treatment programs without fear that they will be arrested for an outstanding warrant. Similarly, Anita has advocated to provide more behavioral health services upstream so that people do not wind up in crisis and, potentially, involuntarily committed to treatment, which can be a traumatic experience for clients. In Anita's advocacy, it was the clients that benefited, not the department.

A Public Defender, such as Anita, who is client-centered and works across systems will benefit the people of King County. Thank you for your consideration.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Adrienne E. Quinn', with a long horizontal flourish extending to the right.

Adrienne E. Quinn
Director



**Department of
PUBLIC DEFENSE**

*Upholding the Constitution,
one client at a time.*

**Anita Khandelwal
Director of Public Defense**

710 Second Avenue, Suite 200
Seattle, WA 98104

(206) 296-7662 Fax (206) 296-0587
TTY Relay 711

October 17, 2018

King County Council
Room 1200
COURTHOUSE

RE: Letter of Support for Anita Khandelwal

Dear Councilmembers:

As the current Practice and Policy Directors at the King County Department of Public Defense (DPD), we write to enthusiastically support Anita Khandelwal's confirmation as the next director of our department. Among the three of us, we have decades of experience in public defense, in both different and overlapping aspects of this work.

Over the past several years and through this recent period of transition, we have worked closely with Anita and have seen the leadership, integrity, and vision she brings to public defense. She is an exceptional person – skilled in public policy, legal analysis, and effective advocacy. She thinks strategically, understands complex systems, and is committed to reforms that can bring about systemic change. At the same time, she is recognized for her attention to detail, her management skills, her remarkable capacity to learn new areas of law, and her passionate commitment to public defense.

As you know, DPD is a complex department that carries with it a history of significant and varied difficulties. Anita brings to the department an understanding of both this history and complexity and, in her few months as interim director, has demonstrated a keen ability to provide the kind of leadership and stability the department needs. From the perspective of those who work at DPD, Anita's leadership through this transition has been an absolute success.

When Anita became the interim director, she immediately started addressing long-standing issues in caseload distribution, performance measures, and other workforce concerns. She upgraded the department's training program, making it more responsive to staff needs. She strengthened the department's relationship with the communities most affected by the legal system, grounding DPD in our service to others. Anita has responded to employees' desire for greater transparency and communication by speaking frequently and honestly to the entire department on a regular basis. She has earned the trust of DPD employees – so much so that she received a standing ovation at the department's annual conference last month.



Anita possesses a deep commitment to the clients DPD represents, the principles of public defense, and the employees who work here. A well-run public defense agency needs to do more than effectively manage caseloads or promulgate consistent policies. Public defense is emotionally draining work, and our attorneys must sometimes take unpopular positions. Anita consistently communicates support for our work, clients, and shared values. She provides a clarity of purpose that is an inspiration to others. DPD employees know that Anita understands both the importance and challenges of public defense and is willing to take principled positions on behalf of our clients and colleagues. She is a person of conviction, a trait of paramount importance in public defense.

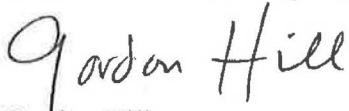
Finally, Anita's work ethic is unmatched; she is consistently the most prepared person in the room and, as a result, commands respect. Anita's leadership has given our department confidence that decisions will be made based on the best information, the needs of our clients, and a commitment to the well-being of all employees.

We would be happy to discuss Anita's qualifications further, but there is no question that she is the best person to lead this department. We hope that you confirm Anita as the next director of King County's Department of Public Defense.

Sincerely,



Tara Urs
Civil Practice and Policy Director



Gordon Hill
Criminal Practice and Policy Director



Katie Hurley
Juvenile and Young Adult Practice and Policy Director



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

October 13, 2018

Honorable Joe McDermott, Chair
King County Metropolitan Council
516 Third Ave., Room 120
Seattle, WA 98104

Dear Chair McDermott:

I am pleased to write this letter of support for Anita Khandelwal as the director for the Department of Public Defense. As the Human Resources Director for King County, it is my job to ensure that we have the right employees for the right jobs and that they have the support they need to be successful.

When Anita assumed the interim director role there were a number of serious human resources (HR) issues that required her immediate attention. We worked together to bring resolution to the issues as well as support the work place during this time. I have appreciated working with Anita in these last four months on some serious HR issues as well as initiatives she is leading to build an accountable, thoughtful, well run agency.

It is important to me to have a thoughtful, collaborative relationship with department directors as we continue to build our culture on the tenets of Best Run Government, Investing in YOU, and Equity and Social Justice. Anita is committed to all three of these initiatives and has taken a number of steps to bring the Department of Public Defense (DPD) in line with the culture we are building.

I look forward to working with Anita during the next four years as she builds a strong, versatile, respectful workplace for the nearly 500 employees who work in public defense. Anita's leadership, compassion and directness is exactly what DPD needs now.

Thank you for your consideration, and please don't hesitate to contact me with questions.

Sincerely,

Jay Osborne
Director

SECTION B

- Letter from Casey Sixkiller, Chief Operating Officer, appointing Anita Khandelwal to the position of King County Public Defender
- Letter from Anita Khandelwal to King County Chair Joe McDermott accepting the position of King County Public Defender, and Acknowledgment 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 11, 2018

Anita Khandelwal

Dear Anita:

Congratulations! We are excited you have chosen to work with us and look forward to your continued contributions to King County's Department of Public Defense. This letter is to confirm our offer and your acceptance of the position of Director, Department of Public Defense. The effective date of your appointment is January 1, 2019 for the term ending December 31, 2022, subject to confirmation by the Metropolitan King County Council.

Your annual salary is set pursuant to King County Code 2.60.026.H and will match that paid to the Prosecuting Attorney for the year beginning January 1, 2019, upon its determination. This position reports directly to me and is responsible for, but not limited to, the following:

- Recruit, support, and lead a staff of attorneys, investigators, social workers, paralegals, and other administrative staff that provides every client with high-quality representation
- Oversee Department's financial, information, and human resource operations and guide relations with employee unions.
- Ensure that the Department complies with Washington State Standards for Indigent Defense Services and the ABA's Ten Principles for a Public Defense Delivery System.
- Advocate within county government, supported by appropriate data, for funding sufficient to provide high-quality representation
- Ensure the effective operation of an assigned counsel panel able to represent individuals whom the Department's staff are not able to represent

- Work to promote system improvements, especially those that enhance access to justice and equity
- Serve as a voice for the concerns of defenders, their clients, and their clients' communities

King County values our diverse and vibrant community and acts to preserve our environment. We strive to provide equity and opportunity for our employees through our Equity and Social Justice efforts and seek to be the best run government in the nation. Your position, Director, Department of Public Defense, and the talents and skills you bring to it, will aid us in meeting these goals.

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

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

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

Sincerely,



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

cc: Ginny Dale, Interim HR Manager, Public Defense
Payroll/Personnel

Summary of Employment Details:

Base Job Title: Director, Department of Public Defense

Start Date: January 1, 2019 for the term ending December 22, 2019

Salary/wage: Pursuant to King County Code 2.60.026.H, the salary matches that paid to the Prosecuting Attorney for the year beginning January 1, 2019, upon its determination.

Reporting to: Casey Sixkiller, Chief Operating Officer

Primary work location: Chinook Building, 401 Fifth Avenue, Seattle, WA 98104

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

FLSA status: Exempt

Union status: Not represented by a labor union

This appointment is contingent on confirmation by the King County Council



**Department of
PUBLIC DEFENSE**

*Upholding the Constitution,
one client at a time.*

**Anita Khandelwal
Director of Public Defense**

710 Second Avenue, Suite 200
Seattle, WA 98104

(206) 296-7662 Fax (206) 296-0587
TTY Relay 711

October 10, 2018

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

RE: Acknowledgement to Comply with County Code Provisions

Dear Councilmember McDermott:

I am pleased to accept the King County Executive's appointment to the position of King County Public Defender. 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,

Anita Khandelwal
Director Designee

cc: King County Councilmembers



ANITA KHANDELWAL

EDUCATION

YALE LAW SCHOOL, New Haven, CT

J.D., May 2005

Activities: *Yale Law Journal*, Senior Editor

Yale Law Women Activism Committee, Founder and Chair

Collective of Women of Color, Co-chair

YALE UNIVERSITY, New Haven, CT

B.A. in Anthropology and History, 1998

Honors: Edward J. Bouchet Undergraduate Research Fellowship

Paul Mellon Undergraduate Research Grant

Graduated *cum laude* with distinction in both majors

EXPERIENCE

KING COUNTY DEPARTMENT OF PUBLIC DEFENSE

Seattle, WA, January 2016 to present

Deputy Director/Policy Director. Second in command of 450-person government agency; audit caseloads to ensure compliance with contracts and Supreme Court standards; negotiate contracts with unions; review adequacy of internal investigations of attorney misconduct; review discipline imposed on staff; collaborate with law enforcement, prosecutors, and local government to reform criminal justice system (e.g. developing simplified *Miranda* warnings).

THE PUBLIC DEFENDER ASSOCIATION

Seattle, WA, July 2008 to December 2011, July 2013 to January 2016

Senior Attorney (July 2013 to November 2015). Identify criminal justice policies needing reform and advocate for alternative policies. Litigate systemic issues facing criminal defendants, including delays in provision of competency services in *Trueblood v. DSHS* in both federal trial and appellate courts. Provide ancillary legal services to participants in pre-booking diversion program. Monitor implementation of pre-booking diversion program.

Staff Attorney (July 2008 to December 2011). Represented individuals accused of crimes, including jury trials.

FEDERAL DEFENDER FOR THE WESTERN DISTRICT OF WASHINGTON

Seattle, WA, December 2011 to July 2013

Staff Attorney. Drafted pre-trial motions, trial briefs, and appellate briefs on behalf of indigent defendants charged with federal crimes. Drafted habeas petitions on behalf of indigent defendants challenging state and federal convictions. Argued pre-trial motions in trial court and appeals before the Ninth Circuit.

HONORABLE WILLIAM WAYNE JUSTICE, WESTERN DISTRICT OF TEXAS

Austin, TX, August 2007 to July 2008

Law Clerk. Researched and drafted legal opinions with emphasis on criminal and habeas cases.

RELMAN & DANE, PLLC

Washington, D.C., September 2006 to August 2007

Civil Rights Fellow. Researched and wrote legal memoranda and briefs for civil rights firm. Involved in all aspects of litigation, including drafting complaints, motion for preliminary injunction, opposition to summary judgment, motions in limine, and other pleadings; took and second-chaired depositions.

HONORABLE DOLORES K. SLOVITER, THIRD CIRCUIT COURT OF APPEALS

Philadelphia, PA, August 2005 to August 2006

Law Clerk. Researched and drafted legal opinions.

ALTSHULER, BERZON, NUSSBAUM, RUBIN & DEMAIN

San Francisco, CA, May 2004 to July 2004

Summer Law Clerk. Researched and wrote legal memoranda and briefs for union-side labor law firm. Developed responses to emerging legal attacks by conservative groups on neutrality agreements and labor peace ordinances.

ACLU DRUG LAW REFORM PROJECT

Santa Cruz, CA, May 2003 to August 2004

Legal Intern. Interviewed clients and potential witnesses and drafted complaint in nationally publicized civil rights case alleging discriminatory law enforcement in South Carolina. Traveled to Texas for witness preparation in case challenging mass arrest of African-Americans in Hearne, Texas on uncorroborated drug charges. Researched and wrote legal memoranda and pleadings on many issues, including contempt proceedings in Bridgeport, Connecticut, civil conspiracy, civil procedure, and privilege.

LANGUAGES: Hindi and Urdu, Conversational Spanish

BAR ADMISSIONS: Washington, Western District of Washington, Ninth Circuit Court of Appeals

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: October 9, 2018

TO: The Honorable Dow Constantine, King County Executive

FR:  Jay Osborne, Director
Department of Human Resources

RE: Anita Khandelwal – Background Check

I have confirmed that Anita Khandelwal is a member of the Washington State Bar Association in good standing. I have also received and reviewed an updated conviction criminal history provided by the Washington State Patrol on Anita Khandelwal –King County Public Defender.

The report contains no adverse information nor reveals any prior criminal record.

Thank you.



King County

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

Statement of Financial and Other Interests

King County Employees

Filing Year 2018

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

Name:

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 2017 (See Item No. 3, "Period of reporting" in Filing Instructions.)

Financial and Other Interests to Report

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

A. Compensation, Gifts and Things of Value

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

No Yes If yes, please provide the following information:

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

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

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

B. Financial Interests

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

No Yes If **yes**, please provide the following information:

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

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

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

C. Positions

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

* "Person" means any individual, partnership, association, corporation, firm, institution, or other entity, whether or not operated for profit. The term does not include governmental units within the United States unless so specified.

No

Yes

If yes, please provide the following information:

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

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

3) Title of the position held.

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

D. Real Property

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

No

Yes

If yes, please provide the following information:

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

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

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

E. Declaration

By filling out the information below, I affirm that I, (*Type Name*) Anita Khandelwal, 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/

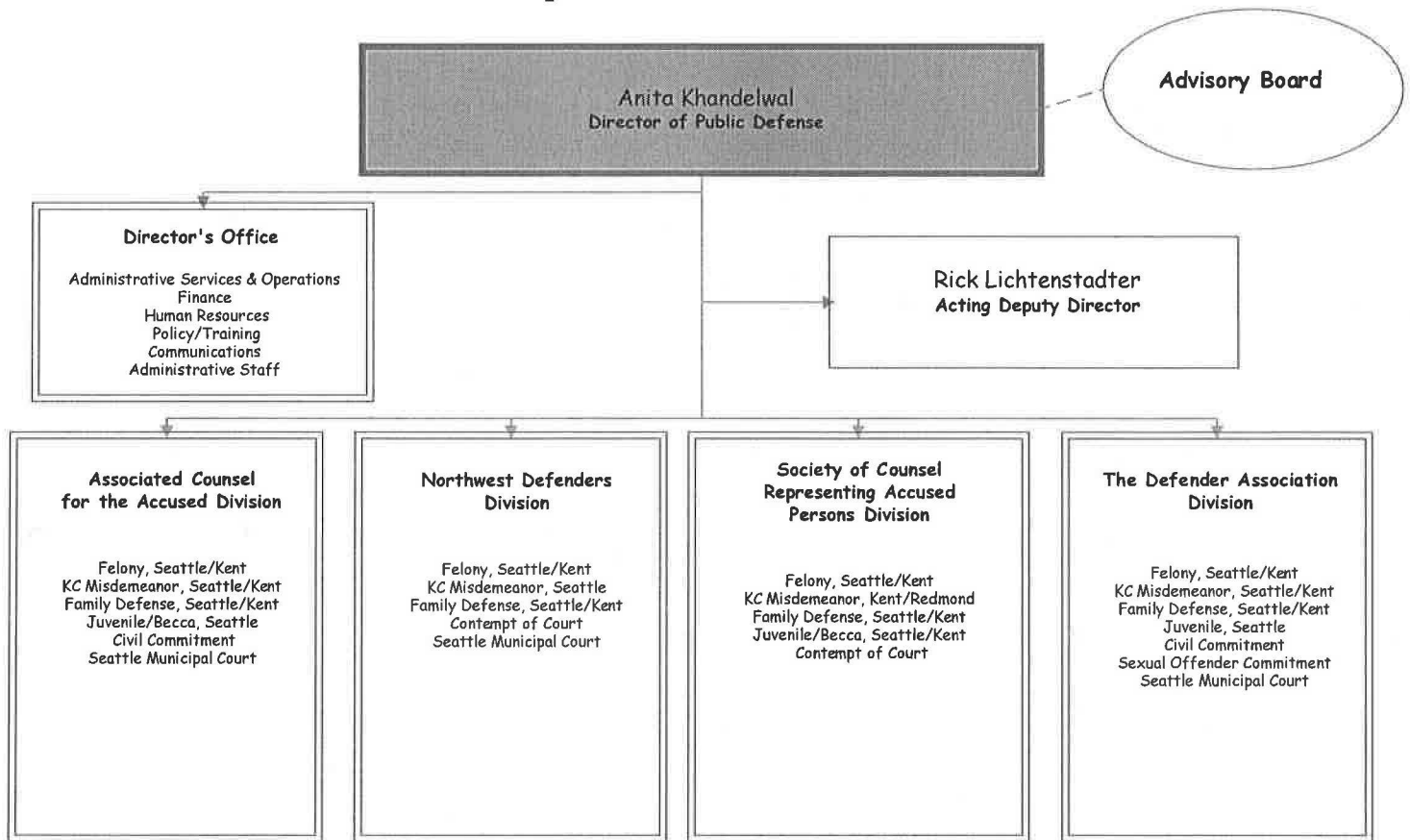
Anita Khandelwal

at Seattle WA 4/20/2018
City State Date

SECTION D

- Department Organizational Chart
- Job Posting

Department of Public Defense





King County

Invites Applications for the Position of:

King County Public Defender

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

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

OPENING DATE/TIME: 07/20/18 12:00 AM (GMT -8:00)

CLOSING DATE/TIME: 08/31/18 11:59 PM (GMT -8:00)

SALARY: \$199,685.62 Annually

LOCATION: Dexter Horton Building - 710 Second Avenue #1000, Seattle

JOB TYPE: Appointed

DIVISION: Department of Public Defense

JOB NUMBER: 2018SDW08350

SUMMARY:

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

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

King County is seeking a **Public Defender** to lead the **Department of Public Defense**. The Public Defender must be a **visionary and strategic leader** with a demonstrated commitment to the delivery of **high-quality legal representation to indigent clients**. Candidates should have

strong administrative skills suitable to a complex organization that values employees' professional judgment and their active engagement in the development and implementation of policy. The Public Defender must be able to advocate effectively on behalf of the department within a complex political system while protecting the independence essential to quality public defense. Candidates should have an in-depth understanding of the public policy areas that connect with public defense, a track record of proposing and implementing reforms that have resulted in systemic change, and competency working with communities of color and other impacted communities.

About the position

The Public Defender is appointed by the County Executive, subject to confirmation by the County Council. The term of appointment is four years, with removal permitted only for cause.

The Executive may reappoint the Public Defender to additional four-year terms, subject to confirmation by the Council.

About the department

The King County Department of Public Defense was established in 2013, by voter approval of a charter amendment. Prior to the Department's creation, four nonprofit law firms contracted with the county to provide public defense services. The Department now has four divisions, each created from the staff of one of the former firms and led by its own Managing Attorney, who is appointed by and reports to the Public Defender.

The Department represents individuals accused of crimes (in both conventional and therapeutic courts), involved in the child welfare system, or subject to involuntary commitment. Cases are assigned to a division after a screening process to ensure there are no conflicts. The four divisions handle about 90 percent of the county's public defense cases; the remainder go to private attorneys on an assigned counsel panel overseen by the Department.

The department employs more than 400 people, about half of whom are attorneys. Its annual budget is \$73.5 million.

Departmental Vision statement

King County Department of Public Defense provides high-quality, innovative, and zealous advocacy on behalf of individual clients, challenges inequities in the justice system, and promotes alternatives that support individual and community well-being.

Advisory Board

The 2013 charter also established an 11-member Public Defense Advisory Board, which advises the department, reviews its proposed budget, advocates for high-quality public defense, and issues an annual report on the state of the county's public defense system.

The Advisory Board also plays a key role in the selection of the Public Defender: After a county-led recruitment process, the board selects and interviews the top candidates and then forwards to the County Executive the names of three candidates the board believes are best able to serve the county as Public Defender.

WHO MAY APPLY: This appointed position is open to all qualified applicants.

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

FORMS AND MATERIALS REQUIRED: Applicants should submit a resume and letter of interest demonstrating the alignment of professional experience and skill with the position requirements via our online applicant tracking system.

Please note the Board will be conducting its review electronically so online submissions are required.

First consideration will be given to candidates submitting complete application packages by August 8, 2018.

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

JOB DUTIES:

- Recruit, support, and lead a staff of attorneys, investigators, social workers, paralegals, and other administrative staff that provides every client with high-quality representation
- Oversee Department's financial, information, and human resource operations and guide relations with employee unions.
- Ensure that the Department complies with Washington State Standards for Indigent Defense Services and the ABA's Ten Principles for a Public Defense Delivery System.
- Advocate within county government, supported by appropriate data, for funding sufficient to provide high-quality representation
- Ensure the effective operation of an assigned counsel panel able to represent individuals whom the Department's staff are not able to represent
- Work to promote system improvements, especially those that enhance access to justice and equity
- Serve as a voice for the concerns of defenders, their clients, and their clients' communities

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

The Public Defender must be an attorney admitted to practice law within the United States, in active status and in good standing. Applicants must have at least seven years of experience as an attorney primarily practicing criminal defense, as well as supervisor and managerial experience. If not already admitted to practice in the state of Washington, the Public Defender must be so admitted within two years after appointment and be an active member of the Washington State Bar Association.

SUPPLEMENTAL INFORMATION:

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

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

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