



King County

**CONFIRMATION PACKET FOR
WILLIAM HAYES
KING COUNTY DEPARTMENT OF
ADULT AND JUVENILE DETENTION DIRECTOR**

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SECTION A

- News Release of Appointment
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July 9, 2014 NEWS RELEASE

Executive nominates 30-year veteran to lead Adult and Juvenile Detention

William Hayes selected to build on recent progress to create a national model for effective detention



King County Executive Dow Constantine nominated William Hayes, a 30-year veteran, to serve as the new director of the Department of Adult and Juvenile Detention. Hayes has served as the interim director since February.

"Willie has earned the trust and respect of our staff during his 30-year career with the department," said Executive Constantine. "During my first term, we made significant progress in improving our operations to be more efficient and more effective. We have the opportunity to build on that success and make this department a national model for effective – and productive – adult and juvenile detention."

Hayes started as a corrections officer in 1984 and steadily worked his way up the ranks, promoting to sergeant, captain, major, and facility commander. He was named interim director when the Executive appointed Claudia Balducci as the Justice System Improvement Manager.

"I'm grateful for the opportunity and look forward to continuing the important reforms we've made in recent years," said Hayes. "I'm proud of the work our staff does to make our communities safer and help people turn their lives around."

If confirmed by the Metropolitan King County Council, Hayes would oversee jails, community corrections, and juvenile detention.

The **King County Correctional Facility** in Seattle and **Regional Justice Center** in Kent house nearly 2,000 adults, while the **Community Corrections Division** provides several programs, including work release, day reporting, and electronic home detention. King County's **Juvenile Division** provides programs and educational opportunities to about 55 juveniles.

During the Executive's first term, a Lean collaboration between Public Health - Seattle & King County and the Department of Adult and Juvenile Detention improved psychiatric services in jails by ensuring they are focused on the right people to ensure the best results.

"We have a proud tradition in King County of working together across multiple departments to achieve a shared goal," said Hayes. "We will continue to focus on results to make our communities safer and help those who are in our system succeed."

Superior Court for the State of Washington
in and for the County of King

SUSAN J. CRAIGHEAD
Judge

King County Courthouse
Seattle, Washington 98104-2312
E-mail: Susan.Craighead@kingcounty.gov

July 16, 2014

Executive Dow Constantine
King County Executive
401 Fifth Avenue, Room 800
Seattle, WA 98104

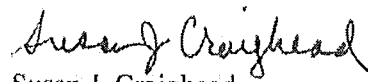
Dear Executive Constantine,

I understand that you share my admiration for Director-Designee Willie Hayes and have selected him to serve as Director of the Department of Adult and Juvenile Detention, subject to the approval of the County Council. Since Willie moved downtown to take the job as an interim, he has primarily worked with our Chief Criminal Judge, Jim Rogers. Judge Rogers has been very impressed by his willingness and ability to work with people and groups who have very different points of view regarding contentious issues. In particular, he has been willing to accommodate concerns raised by defense regarding the policy of using restraints on some inmates inside the jail, as well as concerns raised by judges regarding the policy of routinely bringing inmates to court in waist restraints. These were very sensitive issues that he had to handle the moment he arrived in his new position, and he handled them skillfully and calmly. Judge Rogers tells me that when he tries to reach the Director-Designee, he hears back from him in a matter of minutes. These are wonderful qualities to find in a criminal justice system partner.

Personally, I have had the opportunity to work Willie on the Children and Family Justice Center project. I have been struck that he appears to feel completely comfortable allowing his direct report, detention supervisor Pam Jones, to do most of the talking on behalf of DAJD at our weekly Oversight Committee meetings. When he does speak, it is clear he knows all about the subject and is willing to take stands on issues. But he has the self-confidence to let someone else occupy the spotlight. That is a sign of a good leader.

The Court has enjoyed working with Willie both when he served at the MRJC as well as in his new role. I am confident that we will continue this productive partnership in the future.

Sincerely,


Susan J. Craighead
Presiding Judge



**King County
District Court
Office of the Presiding Judge**

W1034 King County Courthouse
516 Third Avenue
Seattle, Washington 98104
Telephone: (206) 477-1720
Fax: (206) 296-0596

**The Honorable Judge Harn
Chief Presiding Judge**

**Othniel Palomino
Chief Administrative Officer**

July 15, 2014

Councilmember Phillips
516 3rd Avenue, 10th floor
Seattle, Washington

Dear Councilmember Phillips:

I am pleased to be among the many individuals who regard William Hayes as an excellent choice to be the next Director of King County's Department of Adult and Juvenile Detention (DAJD) and I urge you and your fellow councilmembers to confirm his appointment.

Mr. Hayes is a strong leader and well versed in challenges that face DAJD and King County. He has the experience and willingness to serve the people of King County and to partner with various stakeholders.

I believe that he will be a strong and effective leader.

Thank you for considering my input during the decision making process.

Sincerely,

Corinna Harn
Chief Presiding Judge
King County District Court



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

John Urquhart
Sheriff

July 18, 2014

The Honorable Larry Phillips, Chair
Metropolitan King County Council
516 Third Avenue, Suite 1200
Seattle, WA 98104

RE: Department of Adult and Juvenile Detention Director Appointment

Dear Councilmember Phillips:

The purpose of this letter is to recommend William Hayes for the position of Director of the Department of Adult and Juvenile Detention (DAJD). I have had the pleasure of working alongside him on several task forces and find that he is competent, trustworthy, and reliable.

I believe the citizens of King County would be well served with him heading up the department.

Very truly yours,

A handwritten signature in black ink, appearing to be "John Urquhart", written over the typed name and title. The signature is fluid and cursive, with a large loop at the beginning and a long horizontal stroke extending to the right.

John Urquhart
Sheriff



King County

Department of Public Defense

David K. Chapman
Interim County Public Defender

401 Fifth Avenue, Suite 213
Seattle, WA 98104

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

July 15, 2014

The Honorable Larry Phillips
Chair, King County Council
Room 1200
COURTHOUSE

RE: Confirmation of William Hayes as Director of the Department of Adult and Juvenile Detention

Dear Councilmember Phillips:

I am writing this letter in support of the confirmation of Interim Director William Hayes as the new Director for the Department of Adult and Juvenile Detention (DAJD). I am writing this letter for myself and not the Department of Public Defense, since this has not been placed before the entire department. My comments are based on my own experiences and perspective.

I have had the opportunity to work with Mr. Hayes for many years. His demeanor and professionalism have always served as a model for all of us who work with him. Mr. Hayes always treats everyone he comes into contact with in a calm, understanding and respectful style. His ability to communicate and listen to concerns and formulate policy will serve our criminal justice stakeholders and DAJD well. He is respected by inmates, correctional officers, judges, prosecutors and defense attorneys.

Mr. Hayes' experience and knowledge throughout King County has allowed him a perspective and vision. He understands his department and the need to collaborate with many competing stakeholders. He has been a valued member on the many committees and groups he participates with. He understands the interplay between many competing interests and looks for common ground while balancing the needs of DAJD and its employees and inmates. He has demonstrated legitimate concerns for the safety of the employees of DAJD and the inmates within the department.

I have no doubt that Mr. Hayes will continue to be an example of good leadership and continued improvement for King County and DAJD. I urge your confirmation of Mr. Hayes as the new Director of DAJD. Please feel free to contact me at 206-263-2174 or by email at david.chapman@kingcounty.gov should you wish to discuss this further.

Sincerely,

David K. Chapman
Interim County Public Defender

cc: King County Councilmembers





King County

Office of Performance, Strategy and Budget

401 Fifth Avenue, Suite 810

Seattle, WA 98104

www.kingcounty.gov

July 16, 2014

The Honorable Larry Phillips, Chair
Metropolitan King County Council
King County Courthouse, Room 1200
516 Third Avenue
Seattle, Washington 98104

Dear Councilmember Phillips:

I write to you in support of confirmation of William Hayes for the position of Director of the Department of Adult and Juvenile Detention (DAJD). I have worked with Acting Director Hayes in a number of capacities over more than ten years, starting when he served as a Sergeant in the Department's Internal Investigations Unit and, later, in a series of positions of increasing responsibility including in his current role as Acting Director. During my term as Director of the Department of Adult and Juvenile Detention from 2011 to 2014, Commander Hayes served simultaneously as the Facility Commander in charge of the Maleng Regional Justice Center Detention Facility and as the DAJD Public Information Officer.

In all these roles, Acting Director Hayes has proven himself to be a thoughtful and deeply ethical leader. He has a comprehensive knowledge of best correctional practices, and also understands the impact our corrections operations have on residents and their families in King County. Acting Director Hayes has been acknowledged for his leadership in accommodating religious practices while maintaining safety and security at the MRJC. He spearheaded numerous operational improvements, including maintaining booking services for South King County law enforcement agencies while reducing staffing and resources required to do so almost in half. He has developed and maintained strong and positive working relationships with law enforcement and corrections leaders throughout the region and the state. His intelligence, professionalism and humanity have earned him the respect of staff and management inside and outside of DAJD.

The Honorable Larry Phillips, Chair

July 16, 2014

Page 2 of 2

In my opinion, King County could not have a better choice than Acting Director Hayes. I thank you for the opportunity to provide input into your decision and urge you to confirm him as the Director of DAJD. .

Respectfully,

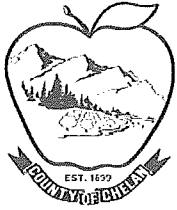


Claudia M. Balducci

Manager, Criminal Justice Strategy Section

Past Director, DAJD

Cc: The Honorable Rod Dembowski
The Honorable Reagan Dunn
The Honorable Larry Gossett
The Honorable Jane Hague
The Honorable Kathy Lambert
The Honorable Joe McDermott
The Honorable Pete von Reichbauer
The Honorable Dave Upthegrove



CHELAN COUNTY
REGIONAL JUSTICE CENTER

Curt Lutz, Director • Ron Wineinger, Deputy Director

401 Washington St. Level 2 • Wenatchee, WA 98801 • Phone: (509) 667-6462 • www.co.chelan.wa.us

July 14, 2014

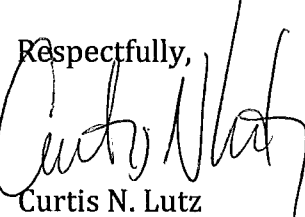
The Honorable Larry Phillips, Chair
Metropolitan King County Council
King County Courthouse, Room 1200
516 Third Avenue
Seattle, Washington 98104

Dear Councilmember Phillips:

I write to you in support of confirmation of William Hayes for the position of Director of the Department of Adult and Juvenile Detention (DAJD). I have worked with William for over twenty years. My previous job was Jail Commander for the City of Kent; being a neighbor with the Maleng Regional Justice Center we met often to find solutions to issues as they arose. And we have continued to have regular contact since my move to Chelan County. He continually exhibits excellent communication skills, a high level of understanding of the impacts of decisions, a desire to continually improve the profession of Corrections, and cooperation and leadership to continually create and build a support network with other jails across the state with his staff and their willingness to participate.

The Director must be trusted by employees who expect a fair and thoughtful leader, by policy makers that expect the Director to seek innovative ways to reduce costs and provide services, and by the public who expect a leader that will take responsibility for the actions of the agency. From what I have observed over the years, William will be that Director for King County.

I sincerely hope you confirm William as the Director of the King County Department of Adult and Juvenile Detention.

Respectfully,


Curtis N. Lutz
Director
Chelan County Regional Justice Center

Cc: Carolyn Busch, Interim Chief of Staff, King County Council



OFFICE OF
Steve Boyer

KITSAP COUNTY SHERIFF

614 DIVISION ST. MS-37 • PORT ORCHARD, WASHINGTON 98366 • (360) 337-7101 • FAX 698-2597

Mr. Larry Phillips
Chair
Metropolitan King County Council
516 Third Ave., Rm. 1200
Seattle, WA 98104

Re: Letter of Support for Mr. William Hayes

Dear Chairman Phillips:

It is my distinct honor to support the appointment of Mr. William Hayes as the next Director of the Department of Adult and Juvenile Detention. I was pleased to learn of the appointment made by King County Executive Dow Constantine and wholeheartedly endorse the appointment.

I have known Interim Director William (Willy) Hayes professional now for over ten (10) years. I watched him grow as a corrections leader over that time and have enjoyed the collaboration on several projects of mutual benefit between our organizations.

During this time, we have worked on the Green River Flooding Project and emergency planning process for the Regional Justice Center in Kent. He has taken that work a step further by brokering an Interlocal Agreement with other jails within the Puget Sound Region for the Provision of Emergency Jail Services. Our organizations have been on the forefront of implementation of the Prison Rape Elimination Act standards in the state and we have shared valuable insights in our work on this project.

I am honored to call him a respected and trusted colleague. King County is blessed to have a person of his caliber and vision leading the Department forward.

If there are any questions concerning this letter of support, please feel free to contact me at (360) 337-7003 or via email at nnewlin@co.kitsap.wa.us. I look forward to continuing to collaborate with Willy and his staff in the future.

Sincerely,

Ned Newlin
Chief of Corrections

cc: File

SECTION B

- Letter from Executive Dow Constantine appointing William Hayes to the position of King County Department of Adult and Juvenile Detention Director
- Letter from William Hayes to King County Chair Larry Phillips accepting the position of King County Department of Adult and Juvenile Detention Director and Acknowledgement to Comply with County Code Provisions
- Resume



King County

Dow Constantine

King County Executive
401 Fifth Avenue, Suite 800
Seattle, WA 98104-1818

206-263-9600 Fax 206-296-0194
TTY Relay: 711
www.kingcounty.gov

July 15, 2014

William Hayes
2313 Alder Street
Milton, WA 98354

Dear Mr. *Willie* Hayes:

Congratulations! This letter is to confirm my offer and your acceptance of the position of Director of the Department of Adult and Juvenile Detention (DAJD) for King County, effective August 1, 2014. Your appointment is subject to future confirmation by the Metropolitan King County Council.

Your work location will be in the offices of DAJD, located in the King County Courthouse at 516 3rd Avenue, Suite E245. You will report to Rhonda Berry, Chief of Operations. Your annual salary will be \$164,894.08, which is salary range 87, Step 9 on the 2014 King County Ten Step Annual/FLSA Exempt Squared Salary Schedule. You are eligible for continuation of all insured and leave benefits.

Your position is career service exempt, which means you are an at-will employee and serve at the pleasure of the Executive. Your position is exempt from overtime under the Fair Labor Standards Act; FLSA-exempt employees are paid on a salary basis and are not eligible for overtime pay or compensatory time accrual. However, pursuant to Executive Policy, PER 8-1-2, you are eligible for Executive Leave.

If you have any questions about this appointment, or the position, please feel free to contact Ms. Berry. Also, please understand that the provisions of this letter do not constitute an express or implied employment contract, but are simply statements of information that are important for you to know.

Once again, congratulations on your appointment. In your role as interim, and in all of your years of work in DAJD, I have been impressed by your ability to forge relationships,

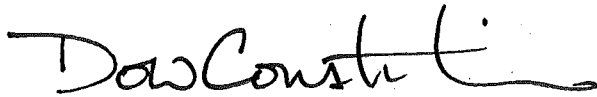
Mr. William Hayes

July 15, 2014

Page 2

to understand the workings of every facet of our corrections operations, and your strategic leadership skills. I am very pleased that you have agreed to accept this position. I know that in the role of Director, you will be a great asset to the county and the challenges that we face.

Sincerely,

A handwritten signature in black ink, appearing to read "Dow Constantine". The signature is fluid and cursive, with a long horizontal stroke at the end.

Dow Constantine

King County Executive

cc: Fred Jarrett, Deputy County Executive
Rhonda Berry, Chief of Operations
Nancy Buonanno Grennan, Human Resources Division Director
Personnel File



King County

**Department of Adult
and Juvenile Detention**

William Hayes, Interim Director

King County Courthouse
516 3rd Ave, Rm# E-245
Seattle, WA 98104

206-477-2300 Fax 206-296-0570
TTY Relay: 711

July 15, 2014

The Honorable Larry Phillips
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 Phillips:

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

William Hayes
Director Designee

cc: King County Councilmembers

William G. Hayes

Executive Profile

Currently the Interim Director of King County's Department of Adult and Juvenile Detention with a diverse background in corrections spanning the past 29 years. Additional positions assumed within the department have included: Public Information Officer, Customer Service Officer and Adult Division Facility Commander. Proficient with operations, emergency management preparedness, and budget; systematic promotions and the pursuit of career development have provided me with an overall understanding of the criminal justice system at multiple levels. Recognized by professional peers as an expert in managing a direct supervision facility that emphasizes communication and positive interaction between staff and inmate population.

Career Achievements

- Successfully collaborated with bargaining unions, upper management and Office of Performance, Strategy and Budget to implement creative process improvements in order to retain booking operations at the MRJC, which was targeted for elimination in 2011. This strategy included re-purposing positions from other sections, adjusting the hours of operations and gathering support of the impacted bargaining unions.
- Represented the department in developing an effective action plan in the event of a Howard Hanson Dam flooding event. Worked directly with the Office of Emergency Management, Facility Management Division and other King County Departments. Supervised the development of *Memorandums of Understanding (MOU's)* with Pierce County, Kitsap County and the Washington State Department of Corrections for transportation, housing and laundry services in the event of a facility evacuation.
- Offered critical guidance and assistance with the establishment of an MOU regarding laundry services at the MRJC. Although this agreement was created in conjunction with the Howard Hanson plan, it was instrumental in maintaining consistent operations following a facility fire in the laundry, reinforcing the necessity of developing partnerships with other criminal justice agencies.
- Led efforts aimed at implementing a video visitation system and new inmate telephone contract that supports King County's equity and social justice initiatives, ensuring access for all families and friends associated with the inmate population.

Qualification Highlights

Comprehensive understanding of the operations of a large metropolitan corrections system with multiple divisions. Supportive leader both within the department and at the highest level of King County government.

Strong customer service ethic and familiarity working across the criminal justice system; including multiple law enforcement organizations, external partners and the community. Worked closely with the Washington State Department of Corrections (DOC) recently to extend booking operations at the Kent Division to support DOC staffing hours and needs. Collaboration brought improved service to a partner agency, supported our established inter-agency relationship, and increased revenues for King County.

Strong decision-maker while working with both internal and external partners ensuring that goals are achieved, but remaining open-minded to suggestions; recognizing that although perspectives and opinions may be different, they must be recognized and given consideration.

Understanding that integrity and honesty are critical in gaining both respect and cooperation in dealing with internal concerns such as budget and disciplinary issues, as well as integral to reputation throughout the criminal justice system. Gaining respect from others, whether in agreement or not, builds strong and lasting work relationships.

Professional Background

Interim Director

2/2014 to Present

King County Department of Adult and Juvenile Detention (DAJD)

King County, Washington

Appointed as Interim Director and quickly building upon history as a strong and effective leader for a department of approximately 930 employees, with a projected annual budget of \$137 million.

Emphasizing open communication with internal and external partners and encouraging effective and timely resolution of departmental business. Offer strategic assistance to managers and staff to better adapt to policy and operational demands and expectations.

- Working with Office of Performance, Strategy and Budget personnel to develop strategy specific to the \$5.6 million budget reduction target for 2015-16 biennial budget.
- Collaboratively addressing concerns relating to the restraint of inmates in secure detention and court transports. This effort is being coordinated directly with the courts and the public defender association.
- Ensuring that all timelines relating to collective bargaining units grievance processes are administered timely and proficiently.

Facility Commander - Kent Division

8/2010 to 2/2014

King County DAJD

King County, Washington

Developed effective internal controls to oversee a facility of approximately 750 inmates with nearly 220 employees, consistently operating under appropriated budget. Implemented creative ideas for alternative staffing in booking section to appropriately maintain operations. Assisted in the prioritization of work schedules and delegated assignments. Compiled reports, records, and recommendations. Evaluated potential and active areas of concern involving staff, customers, and outside agencies.

- Submitted capital improvement projects that were funded to ensure the safety of all staff and inmates in managing the Administrative Segregation Unit at the Kent Division.
- Consistently engaged and recognized staff for their day to day contributions toward the operations of the division.
- Managed the division in a fiscally responsible manner ensuring budget targets were met.

Major - Kent Division

1/2005 to 8/2010

King County DAJD

King County, Washington

Responsible for all operations of the Kent Division, involving a staff of approximately 220 uniform and non-uniformed employees. Established facility goals and objectives along with developing policies and procedures. Helped prioritize work schedules and delegated individual assignments. Worked effectively with organizations, unions and individuals while solving problems and exploring creative solutions. Earned a reputation built on fairness, honesty, and a willingness to help others in need.

- Developed emergency management policy and protocol in the event of a major flood relating to the Howard Hanson Dam plan. Ensured staff were properly trained and prepared for a possible event.
- Openly engaged and communicated with all employees. Established a quality work environment where all employees felt connected to the daily operation of an 896 bed detention facility.
- Supported the overall mission of the department as the Public Information Officer while developing relationships with media and Executive Communication staff.

Captain

7/2001 to 12/2004

King County DAJD

King County, Washington

Managed the day-to-day operations of first shift at the Kent Division, including the supervision of five Sergeants. Developed effective written and verbal skills and encouraged communication and partnering.

- Assigned to the Administrative Division for one year which included developing a RFP for the inmate telephone system. Submitted a UASI federal grant that provided funding to evaluate the department's emergency preparedness. Provided strategic operations guidance for an administration that was in transition.
- Willingly accepted guidance and criticism as a positive means in which to enhance managerial skills.
- Offered continuous support to staff in the day-to-day operations of a large metropolitan correctional facility.

Sergeant

3/1995 to 7/2001

King County DAJD

King County, Washington

Supervised uniform staff at the shift level in response to daily issues and facility emergencies, generating documentation and forwarding recommendations and follow up information to shift captain. Assigned to the position of Internal Investigations Sergeant for three years, which included investigating misconduct of staff within the department. Also served as Administrative Sergeant, responsible for facilitating management of leave, training, and other assigned duties specific to facility operations.

- Assisted in developing the staffing plan and opening of a new adult facility at Kent in 1997.
- Gained respect from staff and was regarded as fair and unbiased throughout the investigative process during tenure in internal investigations.
- Lead trainer for nearly 220 personnel in the management of a direct supervision housing unit, a concept never before used in King County prior to opening the Kent Division.

Corrections Officer

10/1984 to 3/1995

King County DAJD

King County, Washington

Uniform officer assigned to various roles including booking, central control, and court detail. Worked closely with other staff to ensure the inmate population was treated in a fair, safe, and humane manner.

- Department certified instructor in report writing and co-instructor in training all staff in sexual harassment.
- Recognized by peers for strong work ethic and professionalism. Developed fair and consistent methods of interaction with inmates, an essential skill for effectively providing supervision in a corrections environment.

Education

Central Washington University

1979

General Studies

Ellensburg, Washington

Columbia Basin College

1980

General Studies

Pasco, Washington

Bellevue Community College

1987

Urban Community

Bellevue, WA

Edmonds Community College

1988

General Studies

Lynnwood, Washington

Affiliations

- Professional Organization, American Jail Association, 2009-2014
- Professional Organization, Washington State Jail Association 1997-2004

Licenses

- Corrections Officer II State of Washington, King County, 10/1984 to 10/1986. State certificate that completed 4000 hours specific to Corrections Officer II classification.

Training

- AJA Training Conferences: American Jail Association, Louisville KY; Portland OR; Cincinnati OH, 4/2009 to 4/2011. Attended Training Conference for Continuing Education Units. 36 CEU
- FEMA Courses: Emergency Management Institute, 2002 to 2007. IS-00200, ICS for single resources; IS-00100, Introduction to ICS; IS-00800A, National Response; IS-00700, National Incident Management System; IS-195, Basic Incident Command
- Addressing Staff Sexual Misconduct with Offenders: National Institute of Corrections, Washington DC, 3/2006 to 3/2006. Course taught how to deal with staff misconduct. Provided guidance specific to the enactment of the Prison Rape Elimination Act.
- Train the Trainer: How to Run a Direct Supervision Housing Unit: National Institute of Corrections, Longmont, Colorado, 8/1996 to 8/1996. Course taught participants how to train staff to run a direct supervision housing unit.
- Train the Trainer for Interpersonal Communications Skills: American Jail Association, Charleston, South Carolina, 8/1996 to 8/1996. pre-requisite to direct supervision training
- Basic Law Enforcement Reserve Academy - Washington State Criminal Justice Training Commission, Des Moines, Washington, 1/1988 to 4/1988. Training for reserve police officer position with the Des Moines Police Department

Honors

- Meritorious Achievement Award - Department of Adult and Juvenile Detention, King County Washington, 2009. For efforts in handling series of events following the tragic death of Corrections Officer Barbara Hawkins.
- Meritorious Achievement Medal - Department of Adult and Juvenile Detention, King County Washington, 11/2009. Intervened when a man was attacking a woman on the street with a metal object, acting immediately to prevent further assault. Assisted in restraining the person until police could arrive.
- Appreciation Award Washington State Jail Association, 9/2004. For hard work and dedication with the Corrections Officers Retirement System
- Certificate of Appointment Seattle Community College District, 9/1998 to 9/2001. Recognition for professional expertise and commitment to students and high quality education programs.
- President's Citation Washington State Jail Association, 9/2001. WSJA Past President--recognition for outstanding performance and service.
- President's Citation Washington State Jail Association, 9/2000. WSJA President--recognition for Outstanding performance and service
- President's Citation Washington State Jail Association, 9/1999. WSJA President--Recognition for outstanding performance and service
- President's Citation Washington state Jail Association, 9/1999. WSJA Vice President--Recognized for outstanding performance and service
- President's Award Washington State Jail Association, 9/1998. Appreciation for outstanding service, dedication and enthusiasm 1997-98.

SECTION C

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



William Hayes Log Out

Dashboard (/Dashboard)

Agreements

7 of 8

Direct All Questions To:

Name: Alexandra Ehler
 Office Address: 516 Third Avenue
 Room E167
 Seattle, Washington 98104
 United States
 Work Phone: (206) 263-2664
 Fax: (206) 205-7608
 Email: Alexandra.Ehler@kingco...
 (mailto:Alexandra.Ehler@kingcounty.g

AUTHORIZATION TO RELEASE INFORMATION

APPLICANT'S FULL NAME: WILLIAM GLENN HAYES

CURRENT ADDRESS: 2313 ALDER STREET, MILWAUKEE, WI. 53234

PHONE #: 253-255-2440 DATE: 7/12/2014 SIGNATURE: [Signature]

To Whom It May Concern:

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

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

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

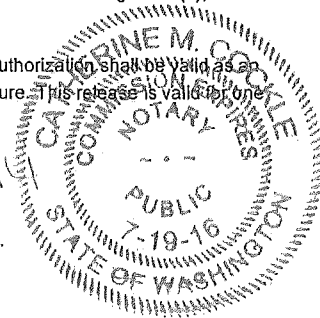
I hereby release you, as my employer, former employer, or representative of either of them and any school, college, university, or other educational institution, credit bureau, lending institution, consumer reporting agency, legal firm, medical institution, law enforcement agency, ore related personnel,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

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

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

Notary Signature Catherine Cockle Date 7-12-2014

Subscribed and sworn to before me this 12th day of July, 2014.





King County

Dow Constantine

King County Executive

401 Fifth Avenue, Suite 800

Seattle, WA 98104-1818

206-263-9600 Fax 206-296-0194

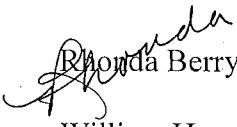
TTY Relay: 711

www.kingcounty.gov

MEMORANDUM

DATE: July 29, 2014

TO: The Honorable Dow Constantine, King County Executive

FR:  Rhonda Berry, Assistant Deputy County Executive

RE: William Hayes – Background Check

I have received the financial credit report and law enforcement background check conducted on William Hayes, King County Department of Adult and Juvenile Detention Director, by the King County Sheriff's Office.

The reports contain no adverse information nor reveal any prior criminal record.

Thank you.

Statement of Financial and Other Interests

King County Employees

Filing Year 2013

Read all instructions carefully, then fully complete each section.

Incomplete forms cannot be filed.



Ethics Program
Office of Civil Rights & Open
Government
Department of Executive Services
CNK-ES-0215
401 Fifth Ave., Suite 215
Seattle, WA 98104
206-263-7821 Fax 206-296-4329
TTY Relay 711
board.ethics@kingcounty.gov

Name: William Hayes

Department: Adult and Juvenile Detention

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 2013 (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 as a county employee?

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 as a county employee?

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 as a county employee?
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 positions(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 the individual who possessed the financial interest and their relationship to you

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

F. Declaration

I declare under penalty of perjury under the laws of the State of Washington that the foregoing is true, complete, and correct.

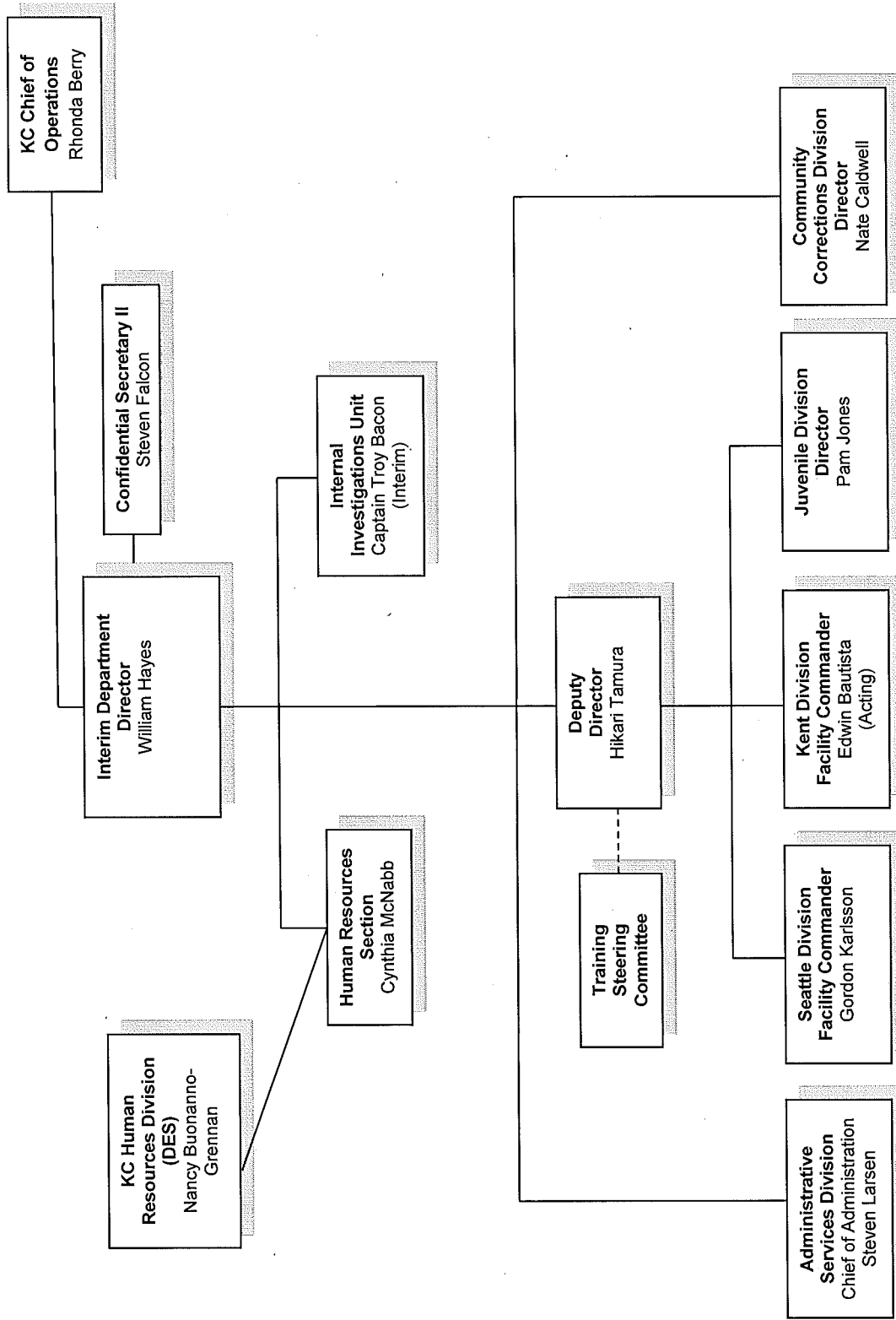
DocuSigned by:
William Hayes
Signature _____
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Signed on 3/1/2014 at Milton, WA
Date City State

SECTION D

- Department Organizational Chart
- Position Description

Department of Adult and Juvenile Detention





Class Summary

The responsibilities of this classification include directing the overall planning and operations of a large, urban multi-facility and multi-program correctional services system providing pre-trial services and a range of both secure and community-based alternatives to adult and juvenile detainees.

Distinguishing Characteristics

This is a single level classification. The incumbent provides oversight of all day-to-day operations through subordinate managers. Work includes ensuring the safe, secure and humane detention of King County adult felons and misdemeanants, both pretrial and sentenced for one year or less; and administering jail services contracts with municipal jurisdictions in King County to house pretrial and sentenced misdemeanants.

Examples of Duties (May vary by position)

1. Operate detention facilities and programs based on sound practices and integrate effectively with criminal justice, health and treatment systems.
2. Provide leadership in developing and conveying an organizational vision and mission.
3. Devise creative, efficient solutions to resolve operational challenges and address the systemic pressures associated with rapid, continuing growth in the inmate and juvenile detainee populations.
4. Oversee and authorize the direction of litigation including employment, operational, and tort lawsuits in consultation with the Prosecuting Attorney's Office.
5. Develop, defend and manage the Department's annual budget.
6. Hire, train, coach, evaluate, discipline and terminate staff.
7. Direct collective bargaining activities.
8. Represent the King County Executive on correctional issues in the community and with media representatives.
9. Build regional partnerships with cities, counties, and State elected officials to provide cost-effective, safe, and humane care to inmates held in custody in King County detention facilities.
10. Maintain effective, collaborative working relationships with labor representatives, local and national criminal justice system officials, King County elected officials, members of the Executive Cabinet, and other stakeholders in the adult and juvenile detention area.
11. Perform other duties as assigned.

Knowledge/Skills

Advanced knowledge of a wide range of criminal justice operations including adult detention, juvenile detention, court, prosecution and probation

Knowledge of public laws, rules, policies and legislative processes related to publicly funded social services

Knowledge of public sector budgeting, fund management, and budgetary analysis

- Knowledge of management techniques and principles
- Knowledge of budgeting techniques and principles
- Knowledge of human resources management and labor relations in the public sector
- Skill in analytical thinking, negotiation, problem solving and conflict resolution
- Skill in working in a political environment and handling politically sensitive issues with diplomacy and confidentiality
- Skill in project and resource management
- Skill in developing and managing large budgets
- Skill in identifying appropriate strategies for data collection and evaluation, analyzing data presenting findings
- Communication skills, including public speaking, presentation and facilitation skills
- Skill in supervision and team building
- Skill in handling multiple competing priorities and sensitive situations
- Skill in working with a variety of individuals from diverse backgrounds
- Skill in using current office software programs including word processing, spreadsheet, database and email software programs

Licensing, Certification and Other Requirements

Some licenses, certifications and other requirements determined to be necessary to meet the business needs of the employing unit may be required.

Offers of employment are contingent on passing a thorough background investigation, which includes polygraph and psychological examinations.

FLSA Designation	Exempt (Administrative, Professional or Executive)
Service Status	Exempt from Career Service
Levels within same series	None
Class History	Created 10/2010