



King County
Metropolitan King County Council
Committee of the Whole

STAFF REPORT

Agenda Item No.:	4	Date:	4 Oct 2010
Proposed Motion No.:	2010-0414	Prepared by:	Nick Wagner

SUMMARY

Proposed Motion 2010-0414 (pp. 5-6 of these materials) would confirm the appointment of Christie True as Director of the King County Department of Natural Resources and Parks.

BACKGROUND

Department of Natural Resources and Parks

The responsibilities of the Department of Natural Resources and Parks (“DNRP”) are defined by the county code,¹ which currently divides the department into four divisions, as follows:

- **Wastewater Treatment:** “[P]rotects public health and water quality by serving more than 1.4 million residents in King, Snohomish and Pierce counties”;²
- **Water and Land Resources:** “[P]rotects public safety and ecosystem functions in watersheds throughout King County, in partnership with cities, special purpose districts, tribes, businesses and citizens”;
- **Solid Waste:** “[P]romotes waste reduction and recycling programs, and provides transfer and disposal services to King County residents via its eight transfer stations, two rural drop boxes and the only operational landfill within King County”;
- **Parks and Recreation:** “[L]ooks after ‘Your Big Backyard’ – more than 25,000 acres of parks and natural lands, including such regional treasures as Marymoor Park and Cougar Mountain Regional Wildland Park, 175 miles of regional trails, plus pools and a world-class aquatic center.”

¹ K.C.C. § 2.16.045, included at pp. 7-10 of these materials

² The division descriptions are taken from the DNRP website.

Another duty of the department is to “manage, design, develop, operate, maintain and enhance the geographic information systems for the county and other contracting agencies.” KCC § 2.16.045 (p. 7 of these materials).

DNRP’s many other duties are described in the county code (KCC § 2.16.045, pp. 7-10 of these materials). The specific duties of the DNRP Director are listed in the job description that is included in the confirmation packet (*see* p. 31 of these materials).

MS. TRUE’S QUALIFICATIONS

Experience

Ms. True is a 25-year veteran of King County and Metro, where she started work in 1984 as a water quality technician.

The Executive made the following observations about Ms. True’s qualifications in his transmittal letter (included at pp. 13-14 of these materials):

Ms. True has been nominated for appointment due to her extensive and successful executive management experience. Ms. True recently held the position of Director of DNRP’s Wastewater Treatment Division overseeing a regional system that serves 1.5 million local residents, supervising over 600 employees, and leading the successful effort to improve our sewer bond rating. Ms. True is a 25-year veteran of King County and Metro and is well known for her work ethic, her leadership skills, and her record of getting large projects done. I am confident that under Ms. True’s leadership, DNRP will be positioned to ensure a well-managed department through sound decision making, stakeholder involvement, and policy development.

Before her appointment as acting director of DNRP, Ms. True had served as director of the department’s Wastewater Treatment Division (WTD), as section manager of the department’s Major Capital Improvement Program, and as program manager in the department’s Capital Facilities Planning Section, among several other positions, as described more fully in her resume, which is included at pp. 23-25 of these materials.

In her role as WTD director, Ms. True “took on the challenge of leading the team that sited, permitted, and designed the Brightwater project – the largest expansion of King County’s regional wastewater system since the 1960’s” (Executive’s press release, p. 17 of these materials).

The Executive offers the following description of Ms. True’s management skills (p. 18 of these materials):

A respected supervisor and manager known for holding employees accountable and working collaboratively with them, True has also demonstrated a knack for positive community engagement, managing change and being dedicated to continuous system improvement. Among candidates considered for the position, she stood out for her experience in establishing processes to better manage and deliver complex projects and budgets, and for her technical expertise and analytical approach to challenges. In 2006, she was named Local Official of the Year by the National Association of Home Builders for her work on the Brightwater project.

Recommendations

Ms. True’s appointment is supported by letters of recommendation from four individuals:

1. Kathy Fletcher, Executive Director, People for Puget Sound (letter at p. 19 of these materials);
2. J. Tayloe Washburn, Attorney at Law, Foster Pepper PLLC (letter at p. 20);
3. Bob Drewel, Executive Director, Puget Sound Regional Council (letter at p. 21);
4. Joan K. Thomas, President, Puget Sound Water Quality Defense Fund (letter at p. 22).

Education

Ms. True has a bachelor of science degree in environmental studies from Western Washington University and has received certification in water and wastewater leadership training from the University of North Carolina. *See* p. 25 of these materials.

Background Check

Assistant Deputy County Executive Rhonda Berry has reviewed the financial credit report and law enforcement background check conducted on Ms. True and has reported that they contain no adverse information and reveal no prior criminal record. *See* p. 27 of these materials.

INVITEES

1. Christie True, Director Designee,
King County Department of Natural Resources and Parks

ATTACHMENTS

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| 1. Proposed Motion 2010-0414 | 5 |
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| 4. Confirmation packet (excerpts) and transmittal letter | 13 |

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KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

September 30, 2010

Motion

Proposed No. 2010-0414.1

Sponsors Phillips

1 A MOTION confirming the executive's appointment of
2 Christie True as director of the King County department of
3 natural resources and parks.

4 BE IT MOVED by the Council of King County:

5 The county executive's appointment of Christie True as director of the King

6 County department of natural resources and parks is hereby confirmed.

7

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Robert W. Ferguson, Chair

ATTEST:

Anne Noris, Clerk of the Council

APPROVED this _____ day of _____, _____.

Dow Constantine, County Executive

Attachments: None

King County Code § 2.16.045

2.16.045 Department of natural resources and parks – duties – divisions.

A. The department of natural resources and parks is responsible to manage and be fiscally accountable for the wastewater treatment division, water and land resources division, solid waste division and parks and recreation division. The department shall manage, design, develop, operate, maintain and enhance the geographic information systems for the county and other contracting agencies. The department shall administer and implement the requirements of the federal Clean Water Act, federal Endangered Species Act and other federal and state laws and regulations related to those requirements. The department shall perform the metropolitan water pollution abatement function referred to in this section as “the water quality program,” as set forth in chapter 35.58 RCW, K.C.C. Title 28 and other federal and state laws and regulations applicable to that function, although financial planning for and administration of the water quality program shall be conducted consistent with financial policies approved by the council. The department shall coordinate the county's National Pollutant Discharge Elimination System ("NPDES") municipal stormwater permit program. The department shall provide the support to the county's participation in the regional water supply planning process including the development of reclaimed water and the review of local utility district plans for conformance with county plans and policies and shall participate in the process of preparing coordinated water system plans to ensure conformance with county plans and policies. The department shall provide for the active and passive recreational needs of the region, consistent with the mission of the parks and recreation division described in subsection E.1 of this section. The department shall designate as natural resource lands those county-owned lands that serve important natural resource functions, including, but not limited to, benefiting and protecting natural drainage systems, drainage basins, flood control systems, ecosystems, water quality, ground water, fisheries and wildlife habitat and other natural resource purposes. The department shall act to ensure integration of environmental programs across utility and resource functions and to balance stewardship with economic development issues. To ensure integration and balanced stewardship through the director's office the department shall oversee strategic planning using staff resources budgeted in the department's divisions. Strategic planning may include, but not be limited to: integration of land and water resource protection; coordination of groundwater, water reuse and water supply plan approval; development of new funding approaches for resource protection; establishment of new partnerships with businesses, community organizations and citizens; and better coordination of sewerage and flood control facilities to prevent water quality degradation.

B.1. The duties of the waste water treatment division shall include the following:

- a. administering the functions and programs related to the operation, maintenance, construction, repair, replacement and improvement of the metropolitan sewerage system and its financing;
- b. administering the county's sewage disposal agreements with cities and special districts;
- c. providing planning for the water quality capital program;

d. providing design, engineering and construction management services related to the water quality capital programs including new facilities development and maintenance of the existing infrastructure;

e. providing support services such as project management, environmental review, permit and right-of-way acquisitions, scheduling and project control; and

f. regulating industrial discharges into the metropolitan sewerage system.

2. The council may assign responsibility for services ancillary to and in support of the operation and maintenance of the metropolitan water pollution abatement system under chapter 35.58 RCW, including, but not limited to, human resources, accounting, budgeting, finance, engineering, fleet administration, maintenance, laboratory, monitoring, inspection and planning, as it determines appropriate.

C. The duties of the water and land resources division shall include the following:

1. Proposing or updating, or both, and implementing adopted policies, plans and programs relating to water and land resources, open space and other natural resources that protect fisheries, natural resources, water quality and ground water and that solve and prevent drainage problems;

2. Responding to major river floods and addressing drainage problems in unincorporated portions of the county as provided in K.C.C. Title 9, the Surface Water Management Program, in K.C.C. chapter 20.12, the King County Flood Hazard Reduction Plan Policies and other policies established by the council;

3. Within available resources, maintaining major river channels, and surface and storm drainage systems and lands to minimize flood hazards and protect fisheries resources, drainage systems and lands, and water quality;

4. Providing coordination and technical assistance within the county and other governments to assist in setting and implementing priorities for water and land resources, including sample collection, laboratory services, monitoring, analysis and other activities to protect, enhance and evaluate the quality of land, habitat and water resources in the county;

5. Planning the surface water management capital program, providing design, engineering and construction management services related to the surface water management capital program including new facilities development and maintenance of the existing infrastructure and providing support services such as project management, environmental review, permit and right-of-way acquisitions, scheduling and project control;

6. Preparing standards for storm water management facilities that are constructed as part of land development;

7. Providing technical assistance and education to businesses and the general public to encourage environmental stewardship;

8. Implementing the county park, open space, trails, agriculture, forestry, and other natural resources acquisition programs, including planning, site selection, financing, acquisition, project budget management and purchasing fee and less than fee interests;

9. Monitoring and protecting the county's development rights interests related to agricultural lands;

10. Consulting in the preparation of management plans for protection and use of the natural resource values of county owned lands, including natural resource lands, dedicated and deeded open space lands and lands acquired by the county as a condition of land development approval, and consulting with the parks and recreation division the appropriate means to execute such management plans;

11. The office of rural and resource lands shall be a distinct functional unit of the division reporting directly to the water and land resources division manager. The office shall plan, manage and be responsible for administering the county's rural and resource lands programs including, but not limited to, agriculture, farmlands preservation, current use taxation programs, forestry, noxious weeds, terrestrial wildlife and habitat, rural economic development, and encouraging environmental stewardship; and

12. Planning, prioritizing, seeking funding for, designing and implementing restoration projects on natural resource lands, dedicated and deeded open space lands and lands acquired by the county as a condition of land development approval in coordination with the parks and recreation division.

D. The duties of the solid waste division shall include the following:

1. Managing and operating the county's comprehensive solid waste program on a self-supporting basis;

2. Administering the county's solid waste interlocal agreements with cities and towns;

3. Diverting as much material as possible from disposal in a manner that reduces the overall costs of solid waste management to county residents and businesses, conserves resources, protects the environment and strengthens the county's economy;

4. Managing and being accountable for all transfer station operations and landfills, as well as the transportation of waste between county facilities;

5. Procuring and maintaining all capital and operating equipment specific to the solid waste function;

6. Providing planning, design, engineering and construction management services related to the solid waste capital program including new facilities development and maintenance of existing infrastructure;

7. Providing support services such as project management, environmental review, permit acquisitions, scheduling and project control; and

8. Actively pursuing all revenue sources in an effort to maintain the lowest possible rate structure for the benefit of county residents.

E. The duties of the parks and recreation division shall include the following:

1. Carrying out the county's parks and recreation division mission, which is to provide regional trails, regional passive parks, regional resource and ecological lands and regional active recreation facilities, rural parks and local unincorporated area parks within the urban growth boundary until annexed, by employing entrepreneurial strategies that raise revenues to support park operations and facilitating agreements with other jurisdictions and entities to provide for recreational services and other activities;

2. Proposing and implementing adopted policies, plans and programs related to the provision of regional and rural parks and recreation facilities and programs and

natural resource lands in King County and local parks in the unincorporated portion of King County within the urban growth boundary until those areas are annexed;

3. Within available resources, managing, operating and maintaining or facilitating the management, operation and maintenance of the county parks and recreation facilities;

4. Within available resources, maintaining, restoring or facilitating the maintenance of regional resource and ecological lands in consultation with the water and land resources division;

5. Monitoring and protecting the county's real property and development rights interests acquired through the conservation futures and other open space and natural resource programs, with the exception of development rights on agricultural lands, ensuring to the greatest extent practicable that subsequent county land use policies remain compatible with the acquired interests;

6. Preparing and implementing in consultation with the water and land resources division the management plans for protection and use of the natural resource values of county owned lands, including natural resource lands, dedicated and deeded open space lands and lands acquired by the county as a condition of land development approval, and determining appropriate means to execute those management plans;

7. Administering, operating and maintaining those lands designated as natural resource lands, using any work forces as appropriate;

8. Developing and maintaining an operational master plan and develop and monitoring a capital improvement plan as defined in K.C.C. chapter 4.04;

9. Within available resources, developing and facilitating agreements for the development of specific active park and recreation facilities;

10. Coordinating with other departments and divisions as appropriate in the preparation of grant applications for park and open space acquisition, development and operations;

11. Developing, managing, or facilitating agreements for the provision of recreational programs; and

12. Facilitating programs that promote the safe enjoyment of county-owned swimming pools and guarded swim beaches. (Ord. 16369 § 3, 2009: Ord. 15967 § 1, 2008: Ord. 14776 § 3, 2003: Ord. 14509 § 2, 2002: Ord. 14199 § 14, 2001: Ord. 12441 § 3, 1996: Ord. 11955 § 9, 1995).

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

July 16, 2010

Dear Councilmember Ferguson:

I am pleased to present a motion for the County Council's approval confirming Christie True as Director of the Department of Natural Resources and Parks (DNRP). The confirmation package will be transmitted to the council upon the completion of the required background checks.

Ms. True recently held the position of Director of DNRP's Wastewater Treatment Division overseeing a regional system that serves 1.5 million local residents, supervising over 600 employees, and leading the successful effort to improve our sewer bond rating. Ms. True is a 25-year veteran of King County and Metro where she started work in 1984 as a water quality technician. Ms. True is well known for her work ethic, her leadership skills, and her record of getting large projects done.

It is my great pleasure to request the confirmation of Ms. Christie True as Director of the Department of Natural Resources and Parks by the King County Council.

Sincerely,

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
 ATTN: Tom Bristow, Chief of Staff
 Anne Noris, Clerk of the Council
 Fred Jarrett, Deputy County Executive, King County Executive Office (KCEO)
 Rhonda Berry, Assistant Deputy County Executive. KCEO
 Anita Whitfield, Director, Human Resources Division, Department of Executive Services
 Christie True, Director Designee, Department of Natural Resources and Parks

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September 15, 2010

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

Dear Councilmember Ferguson:

I am pleased to transmit for the County Council's review and approval the background and hiring documents for the appointment of Christie True to the position of Director of the King County Department of Natural Resources and Parks (DNRP). The enclosed materials comprise the full set of confirmation documents as established by code and practice.

Ms. True has been nominated for appointment due to her extensive and successful executive management experience. Ms. True recently held the position of Director of DNRP's Wastewater Treatment Division overseeing a regional system that serves 1.5 million local residents, supervising over 600 employees, and leading the successful effort to improve our sewer bond rating. Ms. True is a 25-year veteran of King County and Metro and is well known for her work ethic, her leadership skills, and her record of getting large projects done. I am confident that under Ms. True's leadership, DNRP will be positioned to ensure a well-managed department through sound decision making, stakeholder involvement, and policy development.

The Honorable Bob Ferguson

September 15, 2010

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It is my pleasure to request the confirmation of Ms. True to the position of Director of the King County Department of Natural Resources and Parks.

Sincerely,

Dow Constantine

King County Executive

Enclosure

cc: King County Councilmembers

ATTN: Tom Bristow, Chief of Staff

Anne Noris, Clerk of the Council

Fred Jarrett, Deputy County Executive, King County Executive Office (KCEO)

Rhonda Berry, Assistant Deputy County Executive. KCEO

Anita Whitfield, Director, Human Resources Division, Department of Executive Services



King County

**CONFIRMATION PACKET FOR CHRISTIE TRUE
DIRECTOR OF THE
DEPARTMENT OF NATURAL RESOURCES AND PARKS**

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King County

Dow Constantine
King County Executive

News Release

Date: July 9, 2010

Contact: Natasha Jones, 206-263-9609

New director appointed to lead county Department of Natural Resources and Parks

Experienced manager with successful track record of community engagement, project and change management

King County Executive Dow Constantine has appointed Christie True to lead King County's Department of Natural Resources and Parks (DNRP). True currently serves as the director of DNRP's Wastewater Treatment Division (WTD) and is a 25-year veteran of King County and Metro, where she started work in 1984 as a water quality technician.

"Christie is well known for her work ethic, her leadership skills, and her record of getting big jobs done," said County Executive Dow Constantine. "As director of DNRP's Wastewater Treatment Division, she oversaw a regional system that serves 1.5 million local residents, supervised more than 600 employees, and led the successful effort to improve our sewer bond rating, which saves money for ratepayers.

"We are fortunate to have someone of Christie's caliber in our ranks and I am pleased that she has accepted this opportunity to continue her track record of accomplishments with King County."

The Department of Natural Resources and Parks and its four major divisions – Parks and Recreation, Solid Waste, Wastewater Treatment and Water and Land Resources – perform tasks ranging from improving water quality, to enhancing parks and trails, to protecting citizens from flooding, to restoring crucial fish and wildlife habitat, to recycling and reusing wastewater and solid waste byproducts.

Its overall mission is to safeguard the environment, ensure public safety and preserve the region's quality of life.

As WTD director, True took on the challenge of leading the team that sited, permitted, and designed the Brightwater project – the largest expansion of King County's regional wastewater system since the 1960's.

A respected supervisor and manager known for holding employees accountable and working collaboratively with them, True has also demonstrated a knack for positive community engagement, managing change and being dedicated to continuous system improvement. Among candidates considered for the position, she stood out for her experience in establishing processes to better manage and deliver complex projects and budgets, and for her technical expertise and analytical approach to challenges. In 2006, she was named Local Official of the Year by the National Association of Home Builders for her work on the Brightwater project.

During her tenure at WTD, True worked to improve her division's sewer revenue bond rating, continuing the task she began in her seven-year stint as major capital improvement program section manager.

"Christie was not only instrumental in advancing critical sewage treatment infrastructure that will serve growth and protect regional water quality for decades to come, but she played a key role in innovative efforts to involve WTD employees in an efficiency program that is improving our bond ratings and saving ratepayers money," said Deputy County Executive Fred Jarrett.

"As Christie has put it, she 'comes to work to protect the environment every day'," said Constantine. "I'm confident that her commitment will continue and develop in new ways as she takes over as head of DNRP."

Born here in Washington state, True received her bachelor's degree in environmental studies from Western Washington University's Huxley College. Upon graduation, she was one of the few women in the wastewater treatment field who was also certified as a treatment plant operator. She began her career with the city of Bellingham's Public Works Department before coming to Metro, prior to its merger with King County.

She begins work on July 12. Her appointment must be confirmed by the King County Council.

**This release is also posted on the King County Executive's Web site,
at
<http://www.kingcounty.gov/exec/news/release/2010/July/09NewDNRPDirector.aspx>**

#

King County provides regional services to 1.9 million residents including more than 340,000 people living in unincorporated areas. Services include Metro transit, public health, wastewater treatment, courts, jails, prosecutors, public defenders, community and social services, the King County International Airport, and local services such as police protection, roads service, and solid waste transfer station and landfill services. King County is the 14th largest county in the nation, covering 2,134 square miles, 39 cities, 760 lakes and reservoirs, and six major river systems with 3,000 miles of streams.



August 31, 2010

The Honorable Bob Ferguson, Chair
Metropolitan King County Council
King County Courthouse, Room 1200
516 Third Avenue
Seattle, WA 98104

Dear Councilmember Ferguson:

I am writing to you to support the confirmation of Christie True as the new Director of the Department of Natural Resources and Parks (DNRP).

I have known Christie for many years, and have had the opportunity to collaborate and work with her on many occasions. I particularly appreciate her willingness to work with stakeholders and to understand and address community concerns. She is a mature and tested leader with a proven track record. In particular, I have had the opportunity to work side by side with her during the siting and permitting of the Brightwater project, and more recently regarding combined sewer overflow issues.

Christie is clearly dedicated to preserving and protecting the environment in our region. King County will be well serviced to have such a courageous and strong leader to head up DNRP.

Sincerely,

Kathy Fletcher
Executive Director

cc: The Honorable Dow Constantine, King County Executive
Christie True, Director, Department of Natural Resources and Parks

MAIN OFFICE

911 Western Avenue, Suite 580
Seattle, WA 98104
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people@pugetsound.org

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(360) 336-1931
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Olympia, WA 98501
(360) 754-9177
fax (360) 534-9371
southsound@pugetsound.org



FOSTER PEPPER PLLC

Direct Phone (206) 447-8948
Direct Facsimile (206) 749-2026
E-Mail WashJ@foster.com

August 3, 2010

The Honorable Bob Ferguson, Chair
Metropolitan King County Council
King County Courthouse, Room 1200
516 Third Avenue
Seattle, WA 98104

Dear Councilmember Ferguson:

I am writing to you to support the confirmation of Christie True as the new Director of the Department of Natural Resources and Parks (DNRP).

I have known Christie for more than 10 years and have had the opportunity to collaborate with her and work with her on many issues over the years. She is a mature and tested leader with a proven track record. I also had the opportunity to work side by side with her during the siting and permitting of the Brightwater project. Christie has great leadership skills. She managed a very diverse team that was under fire nearly every day. Her ability to keep the team focused and performing was a key factor to our success. She embraced and tackled every new problem that came up and made sure we succeeded. While working on the Brightwater project I observed first hand the respect that Christie had from her employees, her peers, the consultant community and local community leaders.

Christie is well known for her dedication to preserving and protecting the environment in our region. King County will be well served to have such a courageous and strong leader to head up DNRP.

Sincerely yours,

FOSTER PEPPER PLLC

J. Tayloe Washburn

cc: The Honorable Dow Constantine, King County Executive
✓Christie True, Director, King County Department of Natural Resources and Parks

August 2, 2010

The Honorable Bob Ferguson, Chair
Metropolitan King County Council
King County Courthouse, Room 1200
516 Third Avenue
Seattle, WA 98104

Dear Councilmember Ferguson:

I am writing to you to support the confirmation of Christie True as the new Director of the Department of Natural Resources and Parks.

I first met Christie in 2000 when I was the Snohomish County Executive. Christie and her staff were just beginning the siting process for Brightwater and they engaged me and my staff very early in the process. They listened and used our ideas to develop a siting process that included substantive involvement of our government representatives and members of our community.

Christie and her staff worked side by side with our staff and even when things got more controversial and more difficult, Christie always stayed calm and focused under fire. But more importantly she set a standard for herself and her team to always remain respectful of stakeholders and citizens and she continued to involve them in the decision process to the very end.

The siting and permitting of Brightwater under Christie's leadership was a true test of her ability and King County will be well served to have her as the Director of the Department of Natural Resources and Parks.

Sincerely,



Bob Drewel

CC: The Honorable Dow Constantine, King County Executive
Christie True, Director, King County Department of Natural Resources and Parks

JOAN K. THOMAS
5040 16TH AVENUE NE
SEATTLE, WASHINGTON 98105

July 15, 2010

JUL 20 2010
RECEIVED _____
KING COUNTY EXECUTIVE OF
TO: DNRP
DUE DATE: _____
AUTHOR: _____
SUBJECT: Christie True
ACTION APP

RESPONSE FOR EXEC. S

RESPOND FOR EXECUTI
REVIEWED BY _____
X F.Y.I

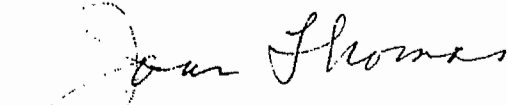
The Honorable Dow Constantine
King County Executive
King County Chinook Building
401 Fifth Avenue Ste. 800
Seattle, WA 98104

Dear Dow:

I am very pleased to hear of Christie True's appointment as Director of Natural Resources and Parks. I have know Christie since the time that the decision to expand wastewater treatment capacity and the selection of the Brightwater site.

As President of the Puget Sound Water Quality Defense Fund, I was actively involved in the 1991 Settlement Agreement that ended appeals of the decision to site secondary treatment facilities at West Point. When expansion of treatment capacity became necessary, Executive Ron Sims agreed that the 1991 agreement precluded further expansion at West Point, and he a supported finding a new site. Christie was then a fairly new METRO employee, and she was very helpful and responsive throughout the process that led to the selection of the Brightwater site. I have happy to watch her professional advancement, and I believe that she will serve you and the citizens of King County well in her new post.

Sincerely,


Joan K Thomas
206/524-4135

Resume for Christie J. True



Objective

To work in a natural resource agency where my leadership abilities can be utilized to develop and manage high performance teams to protect and enhance our community and the environment.

Experience Highlights

Strong background in wastewater utility planning, environmental regulations, environmental monitoring, municipal and industrial wastewater and storm water operations, strategic planning, and water resource management. Effective leader and manager. Skilled at motivating and directing associates, peers and interdisciplinary teams.

Employment History

King County Department of Natural Resources, Wastewater Treatment Division, Seattle, Washington

2007 - present

Director, Wastewater Treatment Division

Direct the operation, maintenance, planning, design, construction, permitting, financing and human resources for a regional wastewater treatment system that serves 1.5 million residents. The regional system run by 600 employees includes two large regional plants, two small community plants, 4 wet weather facilities, 42 pump stations, and 19 regulator stations. Division also has an extensive repair and replacement program (approximately \$50 million per year) and designs and constructs new treatment plants, pipelines, and pump stations. 2010 operating budget: \$109 million, capital budget: \$375 million. Direct external communications with customers, stakeholders, federal, state and local agencies, tribal governments and the general public. Realign agency priorities and structure to fulfill new vision and strategic plan, implement new business practices, and add new facilities without increasing employees.

2000-2007

Section Manager, Major Capital Improvement Program

Directed the design and construction of over \$3.5 billion in new assets for the regional wastewater system including treatment plants, large diameter pipelines and tunnels, pump stations, and combined sewer overflow facilities. Project costs ranged from several million dollars to \$1.8 billion. Coordinated development of new facilities with asset management and operations and maintenance to ensure safe, reliable and cost effective facilities. Initiated development of new capital project management and control systems, including scheduling, cost estimating, project budget development and tracking, and reporting. Responsible for

division wide management of land and right of way acquisition and permitting functions. Worked effectively with consultants and contractors to build infrastructure and meet agency's mission.

1995-2000

Program Manager, Capital Facilities Planning Section

Managed comprehensive wastewater planning for treatment, conveyance, combined sewer overflows, inflow and infiltration, biosolids, water reuse and financing. Coordinated planning and engineering for future facilities with ongoing system improvements and rehabilitation. Ensured external communication and public outreach activities were developed and implemented. Coordinated water quality programs with other county divisions and departments. Prepared legislation for executive and council approval and supported legislation process. Gained support for wastewater programs and projects from elected officials, federal, state, and local regulatory agencies, tribal governments, community leaders, environmental organizations, and the community.

1995

Acting Program Manager, Industrial Waste Section

Managed the implementation of the Industrial Waste Pretreatment Program for King County including permitting, monitoring, enforcement, high strength surcharge, industrial cost recovery and source control programs. Coordinated program elements with other sections, divisions and departments within the county and with other local, state and federal agencies.

1988-1995

Senior Industrial Waste Investigator/Industrial Waste Investigator, Industrial Waste Section

Supervised professional and technical staff involved in permitting, enforcement, inspection and monitoring of industrial and commercial businesses. Drafted permits, inspected businesses, and drafted discharge and storm water regulations. Worked with federal, state, and local agencies on environmental issues and industry specific problems. Worked with business associations. Led a team of federal and state regulators, business associations, and boat and ship yard owners to establish sustainable pollution prevention practices that were cost effective and could meet regulatory requirements.

1984-1988

Water Quality Technician

Responsible for method development for a new toxicity test (Microtox), assessing the application of the test in water quality and industrial waste monitoring programs. Assisted in the planning and implementation of a bacterial tracing study in Piper's Creek. Coordinated a safety program for a staff of 55 people. Conducted lab and field work that included extensive use of automatic samplers and flow recorders for storm water monitoring at biosolids application sites.

1981 to 1984 City of Bellingham, Public Works Department
Bellingham, Washington

Laboratory Assistant/Utility Worker/ Water Treatment Plant Operator

Education

2005 University of North Carolina at Chapel Hill, Kenan-Flagler
Business School Certificate of Completion, Water and
Wastewater Leadership Training

1984 to present Variety of professional development courses and specialty
conferences including leadership and management, strategic
planning, public utility financing, project management,
environmental law, land use law, supervision, communication,
writing, conflict resolution, negotiation, and mediation.

1979 to 1981 Western Washington University, Huxley College, B.S.
Environmental Studies. Interdisciplinary program emphasizing
scientific assessment of the environment, resource management,
and pollution mitigation. Special study of conventional and
alternative methods of wastewater treatment. Received
Conservation Award (scholarship) from the National Gardening
Association.

1977 to 1979 University of Washington. Biology, chemistry,
mathematics, and French.

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King County

Dow Constantine

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

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MEMORANDUM

DATE: August 19, 2010

TO: The Honorable Dow Constantine, King County Executive

FR: Rhonda Berry, Assistant Deputy County Executive

RE: **Christie True—Background Check**

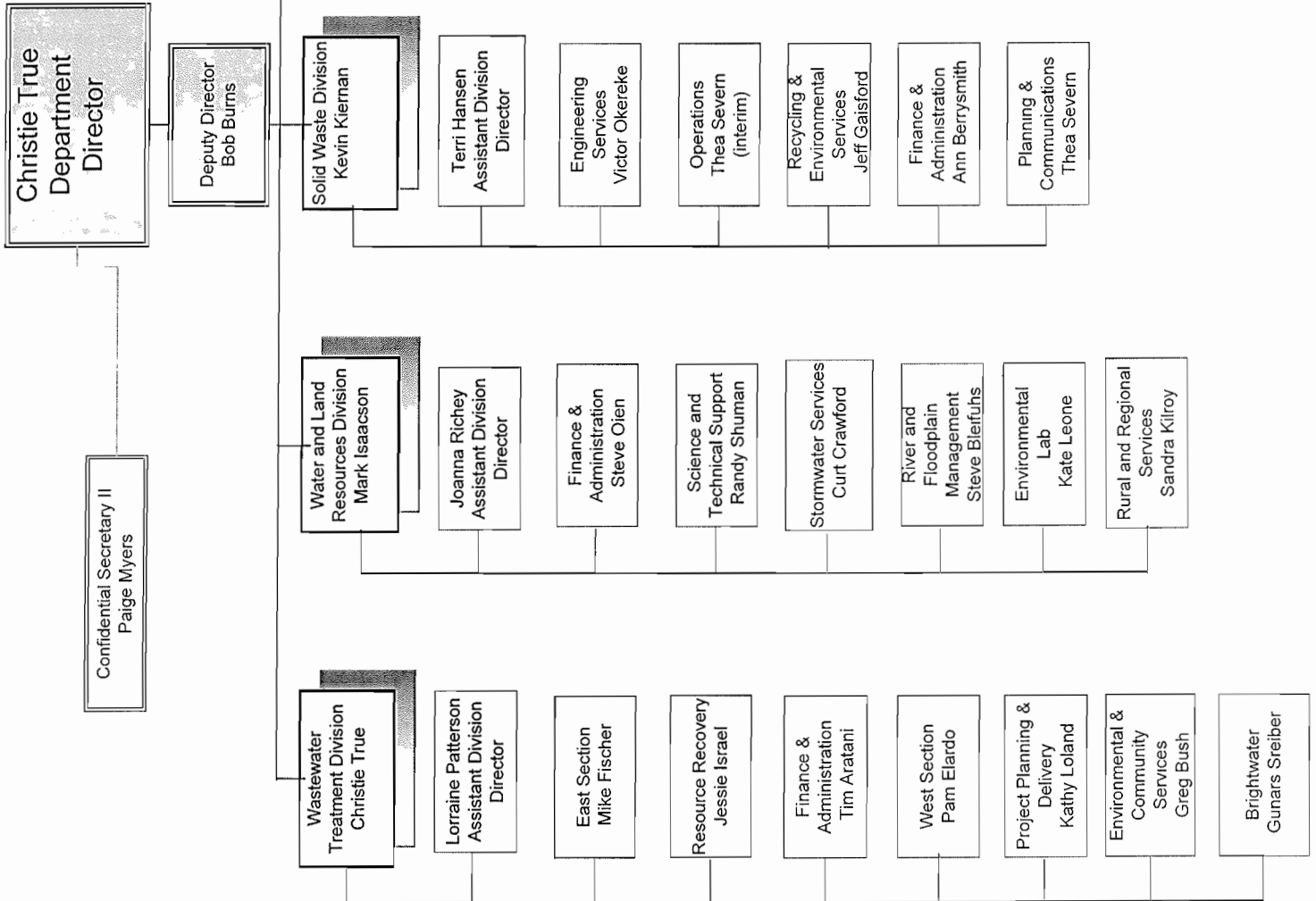
I have received the financial credit report and law enforcement background check conducted on Christie True, Director of Natural Resources and Parks, by the King County Sheriff's Office.

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

Thank you.

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DEPARTMENT OF NATURAL RESOURCES
AND PARKS
July 2010



*Dual reporting relationship as follows
Gary Hocking reports to John Bodoia and David Martinez (OIRM Director/CIO)
Gail Ohashi reports to DNRP Interim Director, Bob Burns and Anita Whitfield, HRD Director

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King County

Job Description

Department Director King County Department of Natural Resources and Parks

The Director of the Department of Natural Resource and Parks is charged with overseeing a staff of over 1500 regular employees, an annual operating budget of approximately \$300 million and capital budget of approximately \$445 million, and program areas that affect every citizen in the county. The Director ensures that the mission of the department to provide disposal of solid waste, preserve natural resources, collect and treat wastewater, manage surface water and prevent flood damage, develop and implement land management programs, including the preservation of sustainable agricultural and forestry economies in the county, develop and operate the countywide geographic information system, reclaim waste resources, and provide parks and recreation programs, is carried out. The Director sets direction and approves the department's operating and capital budgets, monitors revenues and expenditures, approves and monitors annual work programs, hears and decides on personnel grievances and other requirements of labor contracts, and authorizes contracts. The Director advises the County Executive, Assistant Deputy County Executive, and County Councilmembers on policy and program issues related to the Department of Natural Resources and Parks; represents the department with media; and ensures appropriate resources and training for department for departmental staff to accomplish the department's mission. The Director oversees the preparation of rate analyses for wastewater, solid waste, surface water management utility fees, and various other fees such as Conservation district and Noxious Weed fees, and negotiates and approves contracts with cities and Districts for services rendered by the department. The Director represents King County at the State and Federal level on natural resources issues and is accountable for the department's performance on multiple regional, state and federal permits for environmental protection under the Clean Water Act, Clear Air Act, Endangered Species Act and other federal and state laws and regulations related to such requirements. The Director is in the line of succession for the County Executive for emergency operations of the county.

The titles of the positions that report directly to the incumbent include:

Deputy Department Director
Division Director, Wastewater Treatment Division
Division Director, Solid Waste Division
Division Director, Water and Land Resources Division
Division Director, Parks and Recreation Division
Confidential Secretary II
Chief Financial Officer
Senior Human Resources Manager