#### RESOLUTION NO. 2021-03

A RESOLUTION OF THE IMPLEMENTATION BOARD OF THE KING COUNTY REGIONAL HOMELESSNESS AUTHORITY RECOMMENDING A CHIEF EXECUTIVE OFFICER FOR THE AUTHORITY AND APPROVING OTHER MATTERS RELATED THERETO.

WHEREAS, pursuant to the Interlocal Agreement for the Establishment of the King County Regional Homelessness Authority dated December 18, 2019 (the "Interlocal Agreement") between King County (the "County") and the City of Seattle ("Seattle"), the County and Seattle formed a governmental administrative agency pursuant to RCW 39.34.030(3) known as the King County Regional Homelessness Authority (the "Authority" or "KCRHA"); and

WHEREAS, under Article VIII, Section 2(j)(ix) of the Interlocal Agreement, the Implementation Board of the Authority is responsible for recommending, by resolution, a Chief Executive Officer of the Authority to be confirmed by the Governing Committee, the recruitment of whom will have been conducted jointly by the Implementation Board and the Governing Committee; and

WHEREAS, with the assistance of The Hawkins Company, an executive recruiting firm, and the development of certain core competencies and candidate profile by the CEO Search Committee, the Authority submitted a national request for proposals ("RFP") from qualified applicants to serve in such position; and

WHEREAS, the Authority received 40 responses to the RFP and subsequently engaged in the screening, interview, meet and greet, and stakeholder engagement process outlined in Exhibit A attached hereto; and

WHEREAS, on January 15, 2021, the Implementation Board conducted a first round of interviews and recommended finalists for the position; and

WHEREAS, the finalists participated in meet and greet events with representatives of the Lived Experience Coalition and the Sound Cities Association; and

WHEREAS, during a joint meeting held on February 3, 2021, the Implementation Board and the Governing Committee jointly interviewed the final candidates for the position; and

WHEREAS, the Implementation Board now finds it in the best interest of the Authority to recommend the selection of the Chief Executive Officer and to authorize certain matters related to such position as set forth herein;

# NOW, THEREFORE, BE IT RESOLVED BY THE IMPLEMENTATION BOARD OF THE KING COUNTY REGIONAL HOMELESSNESS AUTHORITY:

Section 1. Recommendation of Chief Executive Officer. Pursuant to Article VIII, Section 2(j)(ix) of the Interlocal Agreement, the Implementation Board hereby recommends Marc Dones for the position of Chief Executive Officer of the Authority.

Section 2. Authorization of Employment Agreement. Subject to the Governing Committee's confirmation of this Implementation Board's recommendation set forth in Section 1 of this resolution, the Implementation Board hereby further authorizes the Co-Chairs of the Implementation Board, with assistance from The Hawkins Company, to negotiate an employment agreement (the "Agreement") with the selected Chief Executive Officer. The terms of the Chief Executive Officer's employment (including salary, effective date, benefits, and other terms and conditions) shall be as set forth in the Agreement; provided, the beginning annual salary for the Chief Executive Officer must be between \$200,000 and \$250,000, not including benefits, and the terms shall otherwise be consistent with the RFP.

<u>Section 3</u>. <u>Ratification</u>. All actions taken pursuant to the authorization provided for in this resolution are hereby ratified and confirmed.

<u>Section 4.</u> <u>Effective Date.</u> This resolution shall take effect and be in force from and after passage and approval.

Passed by a vote of the Implementation Board pursuant to the terms of the Interlocal Agreement at a special meeting held this 10th day of March, 2021.

By: Harold Odom (Mar 16, 2021 08:27 PDT)

Harold Odom, Co-Chair, Implementation Board, King County Regional Homelessness Authority

By: Nate Caninos (Mar 16, 2021 09:38 PDT)

Nate Caminos, Co-Chair, Implementation Board, King County Regional Homelessness Authority

#### Exhibit A

CEO Process (Attached)

#### CEO Recruitment Firm RFP

#### May-August 2020

 City of Seattle sponsored an RFP to select an executive recruitment firm to conduct the search for a CEO for the KCRHA

# CEO Recruitment Firm Selection

August 2020

 The Hawkins Company was selected by representatives of the Lived Experience Coalition (LEC), Sound Cities Association (SCA), King County, and the City of Seattle.

## **CEO Search Committee** Established

8/24/20

 Participants include Governing Committee staff, Implementation Board members, LEC, KC DCHS/CoS HSD impacted staff.

#### CEO Search Committee Begins Initial Work 8/24/20-9/3/20

 Core competencies and candidate profile established by CEO Search Committee (next slide for names).

# Interview External Stakeholders 8/24/20-9/25/20

 Interview key external stakeholders including key community members/organizations.

#### Initial Evaluations 12/24/20-12/23/20

•The Hawkins company conducts initial evaluations and develops a short list of candidates.

#### Screening 12/7/20-12/11/20

- The Hawkins Company screens candidates, using criteria and questions developed by the CEO Search Committee and stakeholder engagement.
- CEO Search Committee selects top candidates

#### Recruitment 10/26/20-12/4/20

•The Hawkins Company markets the CEO position profile, conducts targeted outreach, and advertises the position widely.

#### Finalize Recruitment Materials 10/6/20-10/19/20

- Finalize edits to recruitment profile/brochure and ad copy.
- Develop resume review criteria.

#### Present Stakeholder Engagement Summary Report

10/1/20-10/5/20

 Present stakeholder engagement summary report and draft recruitment profile to CEO Search Committee.

#### First Round Interviews 1/15/21

• The KCRHA Implementation Board conducts first round interviews and recommends finalists.

## LEC Meet and Greet 1/27/21

•The Lived Experience Coalition met finalists.

#### SCA Meet and Greet 1/26/21

•Sound Cities Association met finalists.

#### Second Round Interviews 2/3/21

•The Governing Committee and Implementation Board conduct joint second round interviews.

#### Final Recommendation 2/4/21

 The Implementation Board votes to recommend the top candidate for confirmation by the Governing Committee.

#### Final Recommendation 3/10/21

•The Implementation Board unanimously votes to recommend Marc Dones for confirmation by the Governing Committee.

#### Implementation Board Assesses Other Options 3/1/21

 Options considered include returning to candidate pool, hiring an interim CEO, and extending the offer to the other top candidate Marc Dones.

## Candidate Declines Offer Late February

### CEO Offer & Negotiations 2/4/21-Late February

 The Hawkins Company extends offer and begins negotiations with approved candidate Regina Cannon.

## GC Vote to Confirm CEO 2/4/21

- The Implementation Board Co-Chairs present the recommended candidate to the Governing Committee.
- •The Governing Committee votes to confirm the CEO.

## GC Vote to Confirm CEO 3/18/21

- The Implementation Board Co-Chairs present the recommended candidate to the Governing Committee.
- The Governing Committee votes to confirm the CEO.

# KCRHA CEO Hiring Process

Updated 3/12/21

# **CEO Search Committee**

- Erin Arya King County Council
- Lisa Gustaveson City of Seattle, Human Services Department (HSD) impacted staff
- Candis Martinson Sound Cities Association (SCA), City of Auburn
- **Joyce Nichols** SCA, City of Bellevue
- Harold Odom Lived Experience Coalition (LEC) and Implementation Board member
- **Sola Plumacher** City of Seattle staff
- Julie Stephens King County, Dept of Human Resource

- Shannon Braddock King County Executive Office
- Tess Colby Seattle Mayor's Office
- Cody Eccles King County Council
- Alex Ebrahimi King County, Department of Community and Human Services (DCHS) impacted staff
- Johnathan Hemphill LEC
- Brian Parry SCA
- Karen Taylor LEC
- Jacob Thorpe Seattle City Council

# CEO Resolution - Implementation Board - KCRHA 2021-03\_For Harold and Nate

Final Audit Report 2021-03-16

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