



City of Seattle
Council Position No. 8
Applicant Summary

Applicant Name: Richard Baron

Yes/No	Description: The following provides a summary of relevant experience, as provided by applicant in his/her application materials submitted on or before October 1, 2017.
N	Does applicant express an understanding of Seattle city government operations and legislative processes?
N	Does applicant identify experience or knowledge of public sector budget processes?
Y	Does applicant identify any prior work or volunteer experience developing a budget for an organization (e.g. for-profit company, non-profit organization)?
Y	Has applicant demonstrated or articulated a commitment to race and social justice—particularly, in recognition of the diverse populations who work and/or reside within the City of Seattle?
Y	Has applicant demonstrated or articulated an understanding of public policy issues (such as homelessness, affordable housing, public health, law and justice, etc.)?
N	Did applicant indicate whether he/she previously served in a publicly elected office?
N	Did applicant indicate whether he/she has served—past or present—on a Seattle-area board or commission?
Y	Did applicant indicate whether he/she has played a role in social advocacy?
Y	Did applicant identify managerial or supervisor work experience?
N	Is the applicant a current or former City of Seattle employee?
N	Did applicant identify any potential conflicts of interest on the financial interest statement?
Y	If references were included in the application package, did applicant sign and return the Reference Checking Consent and Authorization Form?
	Comment(s):

HR USE ONLY

Date of Review: 9/29/17

Reviewer Initials: KJ

Richard L. Baron
[REDACTED]
[REDACTED]

September 25, 2017

Monica Martinez Simmons
Office of the City Clerk
City of Seattle
3rd Floor
600 Fourth Ave
Seattle, WA 98124-5728

Subject : Application for City Council Appointment to Position # 8

Ms. Martinez Simmons:

Please accept this letter and other information attached to this e-mail: Resume, signed Reference Checking Consent and Authorization Form and signed Financial Interest Statement as the necessary documents to fulfill the application requirements regarding Application for City Council Appointment to Position # 8.

Regards,



Richard L Baron

RÉSUMÉ

RICHARD LEO BARON

e-mail: [REDACTED]

RELEVANT EXPERIENCE AND EMPLOYMENT ACTIVITIES HISTORY

January 1985 to Present **Founder and Owner, Responsive Management Systems®,
Seattle, Washington**

Starting Salary: \$0

Ending Salary: Proprietary

Responsive Management Systems® is an organizational development firm specializing in line-level and mid-level leader development and team performance training and troubleshooting. The founder of Responsive Management Systems®, Richard L. Baron, has 41 years of continuous supervision, management and consultation experience. His research in the areas of management training and organizational change and development has been presented nationally and published in professional journals.

Since starting Responsive Management Systems® in 1985, Mr. Baron has provided integrated leadership consultation and applied learning opportunities to leaders in the profit, non-profit and government sectors nationally and internationally (Projects). These consultation and learning activities have focused on management-employee collaboration strategies, practical performance evaluation and quality measurement, rebuilding work teams, employee and organizational performance assessment, training needs assessment, and organizational quality improvement strategies. He conducts 150 days of skills-based learning, conflict intervention, project facilitation and team refocusing a year. The applied instructional methodology for learning includes didactic instruction (30%), live behavioral modeling of skills (35%), and participant rehearsal with instructional feedback (35%).

Mr. Baron has developed specialized participant Learning and Instructional Products to enhance and encourage the application of consulting, coaching or training information at the participant's work-site. The most thought provoking and interactive is Catalyst®. The most popular is a mini-manual titled Skill Check®. (1994...2013) and the Pocket Prompt® (2006...2013). An "icebreaker" quote kit used to make name tents for activity participants titled In Other Words® (1995, 2003) is also a favorite. In addition, he has developed, administered and coached a number of employee and organizational assessment instruments and processes including Responsive Management: S3®: Leadership Development Survey (1986, and computerized versions 1999 V1.0...2014 V3.0 Build 18.1). In 1993, he formally introduced the 70% effective Life-Line designed to intervene with small non-productive and sometimes destructive work groups.

His semi-annual presentation of open enrollment Responsive Management: Line-Level Leadership® Public Seminars for leaders in engineering, technical, financial and clinical professions have been well attended since they began in 1997 (see Open Enrollment Seminars and Satisfaction).



Richard L. Baron
Responsive Management Systems® 2017

"Where Theory Meets the Road"

RICHARD LEO BARON

THE COMPANY Responsive Management Systems® Seattle, Washington, 1985-present.

Richard L. Baron (dba) Responsive Management Systems® develops Excellence in Line-Level Leaders. The company uses applied research methods to significantly improve one-to-one & team performance management and communication skills to create productive and preferred work environments.

EDUCATION

M.A., Clinical-Experimental Psychology, Wichita State University
B.S., Sociology, Southwest Missouri State University

MILITARY

U.S. Air Force 1963-67 (HD)

PROFESSIONAL

Association of Behavior & Cognitive Therapies (1974 - 2017)
American Psychological Association (1976 - 2017)
Association for Psychological Science (Charter - 1988 - 2017)

AREAS OF EXPERTISE

- Line-Level Leadership® Instruction
- S³® Leadership Development Survey
- Responsive Colleague: Effective Teams
- Life Line: Conflict Prevention/Intervention
- CATALYST®: Think Improvement & Accurate Communication
- GAINS®: Getting Along In Society
- I.D.E.A.S.®: Brainstorming
- Problem Analysis and Team Decision Making
- Guidelines for Corrective Action
- Operating Effectively in a Bureaucracy



RICHARD L. BARON
Founder & Owner

MISSION

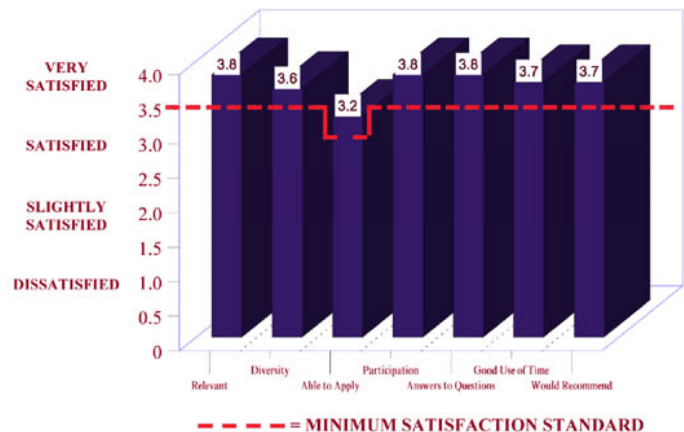
“Create Productive & Preferred Work Environments”

TAGLINE

“Where Theory Meets The Road.”

SERVICE & PRODUCT QUALITY

N=15,832 1985-2016



VOLUNTEER ACTIVITIES

City of Seattle, Adopt-a-Street, 2003-2007.

Neighborhood Block Watch, 1997-2014.

Seattle Youth Soccer, 1996-1998

Seattle Folklife Festival, 1986-1989, 1992, 1994, 1996, 1998-2000, 2002-2005, 2007-2010, 2012-2013.

Washington Library for the Blind and Physically Handicapped, 1987-1988.



Richard L. Baron
Responsive Management Systems® 2017

“Where Theory Meets the Road”

RÉSUMÉ

RICHARD LEO BARON

e-mail: [REDACTED]

RELEVANT EXPERIENCE AND EMPLOYMENT ACTIVITIES HISTORY (Cont.) 1955 - 1984

August, 1979 to 1984 **Director of Residential Services**
Father Flanagan's Boys' Home, Boys Town, Nebraska.

Starting Salary: \$32,000

Ending Salary: \$47,600

- 1) As a teacher/consultant, provide the information, instruction, and guidelines necessary to help the Division Directors achieve a task quality in the operation of residential homes commensurate with humane, efficient, and effective child care. This includes direct observation and interaction with the youth and staff in the home, problem analysis meetings, information and crisis calls (24 hours/day), treatment plans and individual youth data reviews, critical incident involvement with line staff, and monitoring staff practices investigations.
- 2) As a property manager, provide guidance on the planning, monitoring, and funding necessary for adequate upkeep and care of the individual homes' physical structure, furnishings, and grounds with respect to that division's allocation of monies.
- 3) As a money manager, provide guidance on the planning, monitoring, and funding necessary to meet the daily costs associated with the care of the children who reside in the individual homes. This includes such activities as budget preparation, petty cash checking account reviews, and feedback on excessive or inadequate expenditure levels.
- 4) As a data manager, provide for the development of evaluation procedures and methods, including the analysis of data. Sources such as the Executive Director's office, Division Directors' offices, individual homes, other support departments, program and staff evaluation, youth care audit, education, and the internal audit manager, provide information. The responsibility entails predicting potential problems, assisting in the development of intervention strategies, bringing the problems back within acceptable tolerance limits, and preventing future undesirable variance.
- 5) As a personnel manager, provide for the interviewing, selection, and management of staff in accordance with the organization's policies and procedures. Such areas as realistic job definition, salary administration, corrective action, staff development, and operation of a national recruiting program are included.
- 6) As an external communication and documents manager, provide for the monitoring of necessary communications, documents, and confidentiality of information regarding the care of children with respect to parents, courts, and social agencies. Activities include periodic review of progress letters, treatment plans, departure letters, occasional court appearances, conferences with concerned agencies and parents, and monitoring the program's relations with various public groups, professionals, and parents.



RICHARD LEO BARON

- 7) Responsible for the direct care and treatment of 370 youth, an annual operating budget of \$5,000,000, a physical plant and fixed assets of approximately 50 million dollars, and 152 administrative and treatment staff.

October, 1978 to August, 1979

**Director of Campus Development
Father Flanagan's Boys' Home, Boys Town, Nebraska.**

Starting Salary: \$27,205

Ending Salary: \$29,653

- 1) Consulted nationally with residential child care organizations on organizational change and program development in the areas of management, training, and evaluation.
- 2) Developed, conducted and evaluated a comprehensive skills-based management training program for child care administrators. The program involves training in staff selection, motivation, performance monitoring and feedback, training, consultation, problem analysis and solution, organizational management, organizational change, goal setting, evaluation, problem solving, decision making, and communication.
- 3) Developed, conducted, and evaluated a skills-based training program for promoting awareness, sensitivity and inclusion of differences in people, including practical day-to-day knowledge of living with children of different nationalities, races, religions, physical and mental capabilities, sexes, and cultures. The program is titled, "Shades of Difference."

November, 1977 to October, 1978

**Assistant Director of Youth Care
Father Flanagan's Boys' Home, Boys Town, Nebraska.**

Starting Salary: \$25,190

Ending Salary: \$27,205

- 1) Consulted the Deputy Director of Youth Care on various matters concerning residential care and administration.
- 2) Consulted with division-level directors on staff selection, staff training, staff and program evaluation, program implementation and operation, and the care and rights of children.
- 3) Concentrated efforts on the development of a phone interview for assessing a manager's daily activities and an evaluation survey questionnaire used by reporting personnel assessing the effectiveness of their manager.

June, 1975 to October, 1977

**Director of Residential Services, Community #One
Father Flanagan's Boys' Home, Boys Town, Nebraska.**

Starting Salary: \$20,000

Ending Salary: \$25,190

- 1) Regarding residential living and care: responsibilities included staff selection, home renovation, and providing a family-style home living environment for 130 children and youth.



RICHARD LEO BARON

- 2) Regarding residential treatment: responsibilities involved training, consulting, and evaluating staff's skills. Specific staff skills included: teaching, counseling, motivation and contingency management systems, relationship building, and self- government systems.
- 3) Regarding residential administration: responsibilities included objectives and goal setting, budgeting, policy and procedure implementation, admission and departure of youths, staff motivation and satisfaction, overall organization change measures. Responsible for an annual operating budget of \$1,000,000 and supervision of 52 administrative and treatment staff.

August, 1974 to May, 1975

**Acting Director of Achievement Place II
Achievement Place Research Project, Lawrence, Kansas.**

Starting Salary: \$10,000

Ending Salary: \$10,000

- 1) Initiated the start-up for a community-based family-style residential treatment program for 16 and 17-year-old adjudicated juvenile delinquents.
- 2) Consultant on residential community-based group home and non-community-based institutional treatment programming for juvenile delinquents.
- 3) Assisted in the development and administration of staff and program evaluations. Researched and developed individualized treatment programming for social skill development of youths in school, as well as research on the effects of routine counseling on the daily satisfaction of youth in the group home. Investigated child care worker personnel interview selection procedures.

July, 1972 to August, 1974

**Psychologist-Director, Youth Adjustment Program
Kansas Vocational Rehabilitation, Center, Salina, Kansas.**

Starting Salary: \$10,272

Ending Salary: \$13,000

- 1) Initiated a residential treatment program for 16 and 17-year-old male offenders focusing on social, self-help, academic, and work skills. Activities included basic model generation, development of staffing procedures, and adaption of a community-based treatment model for use in an institution.
- 2) Assisted in the development of consumer evaluation procedures, community aftercare and follow-up procedures, follow-up data collection procedures and budgeting. Performed psychological evaluations and individual and group therapy. Supervised and trained 11 staff members.
- 3) Provided psychological assessments of vocational rehabilitation clients, including administration, interpretation and reporting of results.

September, 1973 to August, 1974

**Head Resident, New Men's Dorm.
Kansas Wesleyan College, Salina, Kansas.**

Supervised six resident assistants and living quarters for approximately 150 diverse male students.



RICHARD LEO BARON

August, 1971 to July, 1972

**Social Worker, Wichita Public Schools,
District #259, Wichita, Kansas.**

Starting Salary: \$3000

Ending Salary: \$3000

Assisted in the racial integration of the Wichita Public School System; assessed family economic need, conducted student and family counseling; consulted on student behavior problems; conducted student group counseling and values clarification sessions; monitored student absenteeism.

June, 1971 to August, 1971

**Social Worker
Sedgwick County Social Welfare, Wichita, Kansas.**

Foster child placement and monitoring with individual and family counseling.

February, 1970 to May, 1971

**Graduate Assistant, Wichita State University
Department of Psychology, Wichita, Kansas.**

Starting Salary: \$6684

Ending Salary: \$6684

Assisted with research projects involving the interaction analysis of pre-school children during in-class time, adult-child story time interactions; children's learning concerns. *Ackerman, P. & Baron, R. Story repetition as an educational technique for young mental retardates Child Study Journal, 1976, Vol. 6, No. 3, pp. 155-162.*

January, 1971 to August, 1971

**Clinical Practicum, Wichita State University,
Department of Psychology, Wichita, Kansas.**

Starting Salary: \$900

Ending Salary: \$1100

Four supervised semesters of clinical practice. Research: "The Effects on Daily Cigarette Consumption of Vulnerable and Invulnerable Ss Exposed to Relevant - High and Low Fear-Arousing Communications."

September 1967 to June 1969

**Laborer, Ozark Wholesale Beverage
Springfield, Missouri.**

Starting Salary: \$3.50/hr

Ending Salary: \$6.50/hr

Product Warehouse storage and delivery.



RICHARD LEO BARON

February, 1966 to August, 1967 **Assistant Director of Youth Activities, United States Air Force,
Youth Activities Center, Langley AFB, Virginia.**

Starting Salary: \$3800

Ending Salary: \$6284

Assisted in the development and implementation of recreational programs for Air Force dependent children & youth. Coordinated five to 15 persons (depending upon seasonal activities).

October, 1963 to February, 1966 **Air Police, United States Air Force,
Kunsan AB, Korea & Langley AFB, Virginia**

Starting Salary: \$912

Ending Salary: \$3800

Provided installation and access security to USAF mission operations.

August 1961 to October 1963 **Operator, Royal McBee Typewriter Company
Springfield, Missouri**

Starting Salary: \$7.00/hr

Ending Salary: \$8.50/hr

Bruning Engineering Blueprint and Addressograph Multilith-Multigraph offset printer.

July 1958 to August 1961 **Grocery sacker and carry-out, Raimy Supermarket
Springfield, Missouri**

Starting Salary: \$0.60/hr

Ending Salary: \$0.75/hr

Customer assistance with grocery purchases.

July 1955 to August 1957 **Janitor, St. Joseph School
Springfield, Missouri**

Starting Salary: \$0.50/hr

Ending Salary: \$0.50/hr

Janitorial services for school facility.





City of Seattle


FINANCIAL INTEREST STATEMENT – CANDIDATES FOR COUNCIL POSITION 8

All City of Seattle officials and employees are subject to the provisions of Seattle Municipal Code (SMC), Chapter 4.16, (the "Ethics Code"). The purpose of the Ethics Code is to ensure that no public office is used for personal gain; and that the public have confidence in the integrity of its government. An individual with certain financial interests may be prohibited from participating in City business, as specified in the Ethics Code. Please see SMC 4.16.070, attached as [Exhibit A](#), for a list of prohibited conduct.

The City Council is interested in knowing whether you have any financial interests that could be an issue with your service on the Council. Please answer the following questions to the best of your ability. Answering "Yes" does not necessarily disqualify you from consideration:

- 1. Do you, or any member of your family, **receive compensation** from any person or entity that engaged in any transactions or activities with Seattle City government in the past five years? **No** **Yes, please complete item 1 on page 2.**
- 2. Do you, or any member of your family, have a **direct financial interest** in any person or entity that engaged in any transactions or activities with Seattle City government in the past five years? **No** **Yes, please complete item 2 on page 2.**
- 3. Have you, or any member of your family, served in the past five years as an officer, director, trustee, or employee of an entity that engaged in any transactions or activities with Seattle City government? **No** **Yes, please complete item 3 on page 2.**
- 4. After referencing SMC 4.16.070, do you have any other relationships, employment history or financial interests that you feel could be an issue with your service on the Council under the Ethics Code? **No** **Yes, please complete item 4 on page 3.**

I certify under penalty of perjury under the laws of the State of Washington that the information provided on this page and on page 2 and on all attached sheets is true and correct and that I have made reasonable inquiry to determine the truth, accuracy, and completeness of my responses.

Signature: 

Date: 9-25-2017

Signed at SEATTLE, Washington
(City or other location must be filled in.)

Note: If you are appointed to the City Council, you will be required to complete a "Personal Financial Affairs Statement" on a form provided by the Seattle Ethics and Elections Commission (SEEC). Please see SEEC Form F1, attached as [Exhibit B](#)

EXPLANATIONS FOR RESPONSES ON PAGE 1: (Use additional sheets if necessary. For assistance, please call the Seattle Ethics and Elections Commission at 684-8500.)

<p>1. Please provide the name and address of each person or entity for which you answered Yes on page 1</p> <p>Name: _____</p> <p>Address: _____</p>
<p>2. Please provide the name and address of each entity for which you answered Yes on page 1.</p> <p>Name: _____</p> <p>Address: _____</p>
<p>3. Please indicate (i) the name of the person holding the position (you or an immediate family member); (ii) the title of the office, directorship, trusteeship or employment held; and (iii) the name and address of the entity.</p> <p>Person holding the position: _____</p> <p>Position held with entity: _____</p> <p>Entity name: _____</p> <p>Entity address: _____</p>

4. Please describe the relationships, employment history or financial interests for which you answered YES on page 1.

N/A



LEGISLATIVE DEPARTMENT

Human Resources

Reference Checking Consent and Authorization Form

Disclosure

Please read the information on this form carefully and completely.

I have applied for appointment to the Seattle City Council and have provided information about my previous employment and professional references. I authorize the City of Seattle to obtain my academic records and conduct a reference check with my present and/or past employers, professional references, and additional references provided by my present and/or past employers or professional references. I understand that reference information may include, but not be limited to, verbal inquiries or information about my employment performance, professional demeanor, rehire potential, dates of employment, salary, and employment history.

My signature below authorizes my former or current employers and references to release information regarding my employment record with their organizations and to provide any additional information that may be necessary for my application for appointment to the City Council. I knowingly and voluntarily release the City of Seattle and any and all persons or entities providing a reference from any and all liability arising from release or receipt of information about my employment history, my academic credentials or qualifications, and my suitability for appointment to the City Council.

RICHARD L. BARON

Name

[Handwritten Signature]

Signature

9-25-2017

Date

From: Richard L Baron
To: [LEG CouncilAppointmentApplications](#)
Subject: Application for the Council Appointment
Date: Wednesday, September 27, 2017 10:24:46 AM
Attachments: [City of Seattle Council Application 9 25 2017.pdf](#)
[Resume-Richard L. Baron 1955-2017 9 22 17.pdf](#)

Regards,
Dick
Richard L. Baron

[REDACTED]
[REDACTED]
[REDACTED]
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