

## René LeBeau

### ACCOMPLISHMENTS

*Managed the transition of all ballot processing operations in King County Elections from traditional elections to Vote by Mail (VBM) in 2009, making it the largest VBM jurisdiction in the nation.*

*Oversaw the successful reconciliation of 8 million ballots since 2009, delivering over 22 elections with zero discrepancies and earning an unprecedented 94% customer satisfaction rate.*

*Conducted 8 successful recounts that concluded with no changes to the outcome of the election.*

*Utilizing lean and continuous improvement practices, reduced ballot processing time and temporary staff needs by 30% and reduced the cost of processing a ballot by 20%.*

### PROFESSIONAL HISTORY

**King County Elections, Renton, WA (July 2005 – February 2016)**

**Government Relations Manager (January 2014 – February 2016)**

- Served as department representative on all legislative activity including bill tracking, bill analysis, policy development, legislative testifying, and writing position papers.
- Increased department relations with Washington State Association of County Auditors, the Office of the Secretary of State, and the King County Executive.
- Succeeded in passing House Bill 1919 that provides changes to election deadlines.

**Elections Program Manager of Ballot Processing (October 2007 – December 2014)**

- Managed all aspects of ballot processing and supervised 13 permanent staff and up to 600 temporary positions.
- Reconciled and accounted for all mail, email, and fax ballots for elections and recounts.
- Presented ballots for review and certified election results to the King County Canvassing Board.
- Implemented new ballot sort and tabulation technology, enabling ballot tracking and reconciliation.
- Continued operational excellence despite relocating the entire operation to four facilities in a five year time frame.
- Primary contact for political party election observers. Conducted training and responded to observer inquiries.
- Briefed local, national, and international visitors and dignitaries on best practices for transitioning and maintaining VBM.
- Selected to the Secretary of State committees for Voter Intent, Records Retention, and Washington Administrative Code review.
- Served on the strategic planning leadership committee to develop a five-year plan outlining 29 projects that align with both the department mission and the county's strategic plan.

**Mail Ballot Processing Supervisor – Administrator 1 (August 2006 – October 2007)**

- Operations supervisor for mail ballot processing team of 7 permanent staff and over 250 temporary workers. Responsible for all ballot mailing and processing.
- Ensured procedures met statutory requirements.
- Lead ballot processing informational tours for media, candidates and campaign members, and elections officials.
- Served as technical expert for VBM transition technology requirement specifications and implementations.

**Administrative Staff Assistant (July 2005 – August 2006)**

- Developed procedures and process documentation for mail ballot operations. Reviewed procedures for statutory compliance. Instituted quality control at each stage of ballot processing.
- Supervised ballot counting and a temporary staff of 50.
- Working with King County agencies, coordinated all aspects of vacating a warehouse facility, which included moving ballot counting during an active election cycle as well as arranging for the disposition of a 6-year accumulation of election records.

**Greythorn, Bellevue, WA (2004 – 2005)**

**Public Sector Account Manager**

- Prepared responses to government Request for Proposals (RFP) for staffing services and negotiated contracts and rates for clients including the University of Washington, Sound Transit, WA State DOT, King County Metro, and Sacramento County.
- Managed contracts and met customer needs through filling contract IT positions and performing executive search services.

**BSQUARE Corporation, Bellevue, WA (2000 – 2004)**

**Project Administrator**

- Responsible for creating and maintaining an audit trail and providing analysis of (RFP) activities for software engineering services group.
- Coordinated revenue forecasting and reporting, and worked with finance to reconcile discrepancies in revenue recognition.

**The Office of the Secretary of State, Olympia, WA (1998 –2000)**

**Elections Examiner - Certification and Training Program**

- Responsible for training, certifying, and maintaining records for over 200 Washington State Elections Administrators and elected officials.
- Reviewed county elections procedures for compliance with State and Federal law.
- Conducted Logic and Accuracy tests of county vote tabulating systems.

## **EDUCATION**

Bachelor of Arts in Sociology, American Cultural Studies  
Western Washington University, Bellingham, WA

# Marc Mayo

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## Summary

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Experienced trial attorney, advocate, manager, mentor and teacher. Highly effective negotiator seeking just solutions to cases and issues. Successful leader who has created innovative programs.

## Experience

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### **Assistant City Attorney Supervisor, Seattle City Attorney's Office 2000 to 2015**

- Manage a team of attorneys, negotiate cases, take cases to trial, including high profile cases; schedule attorneys for court calendars and trials, train and mentor new attorneys and interns.
- Coordinate intern hiring and training; create and maintain training manual and related materials.
- Coordinate a newly created DUI team.
- Primary responder for Seattle's Emergency Operations Center and Seattle Police Department's (SPD) Special Operations Center during citywide emergencies and natural disasters. Examples include the WTO riots, Nisqually earthquake, May Day demonstrations and the Super Bowl victory parade.
- Prepare memoranda on legal issues, policy issues and management practices.
- Liaison to the SPD Office of Professional Accountability on discovery and disclosure issues.
- Helped implement High Impact Offenders' Programs, John Schools (for offenders who patronize victims of the sex trade industry), Seattle Community Court.

### **Trial Attorney, Seattle City Attorney's Office 1992 to 2000**

- Responsible for a high volume caseload including filing, negotiating and taking all types of cases to trial.
- Prosecuted high profile cases and high impact offender cases.

### **Special Assistant, Seattle City Attorney's Office 1990 to 1992**

- Recruited by incoming City Attorney Mark Sidran to oversee the transition from then City Attorney Doug Jewett.
- Coordinated the implementation of major policy changes in the office, Municipal Court and Police Department.
- Coordinated implementation of the office's first integrated computer system and served on many intergovernmental committees.

### **Legal Counsel to the Mayor's Office, Seattle, WA 1989 to 1990**

- Recruited to serve as staff counsel under Mayor Charles Royer.
- Liaison to courts, police department, fire department and the Ethics and Elections Commission.
- Drafted legal, policy and legislative memoranda.
- Served on intergovernmental committees and drafted Memoranda of Understanding between jurisdictions.
- Represented the Mayor in legal proceedings.

### **Staff Attorney, The Defender Association, Seattle, WA**

- Trial attorney in the misdemeanor and juvenile divisions.
- Took over 100 cases to trial, including felonies.

## Presentations

- *Enhancing Your Skills for Criminal Practice - Opening Statement and Themes* WSBA 2012
- *Basics of Cross-Examination Trial Advocacy Seminar* Seattle University School of Law 2012
- *WSBA Toolkit Series - Working in Municipal Courts* 2009-2011
- *Brady Evidence* Seattle City Attorney's Office
- *Mayoral Proclamations and Emergency Orders* Seattle City Attorney's Office
- *Sentencing Alternatives* Seattle City Attorney's Office
- *Vacating and Expunging Criminal Convictions* Seattle City Attorney's Office
- *Evidence Tidbits and Evidence Updates* Seattle City Attorney's Office
- *Report Writing for Animal Control Officers* Seattle Animal Control
- *Combating Animal Fighting* Washington State Animal Control Officer's Conference
- *Filing Process, Criminal Complaint v Summons* Washington State Association of Municipal Attorneys

## **Teaching and Performing Experience**

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**Program Coordinator, Teacher, Temple Beth Am Religious School 2000 to 2014**

- Taught 1st, 5th and 9th grades.
- Created and coordinated successful agency-based community service education program for 9th grade students.

**Substitute Teacher, Bertschi and Evergreen Schools, Seattle Public Schools**

**Assistant Teacher, University of Washington School for Gifted Children**

### **Actor and Performer**

- Performed in theatres throughout the Seattle area including Seattle Children's Theatre, The Group Theatre, University of Washington, Intiman Theatre and the Idaho Shakespeare Festival.
- Have special skills in juggling, mime and physical comedy.
- Performed in the national touring production of the Tony Award-winning play *Crucifer of Blood*.
- Performed small roles and stunt work in movies.
- Performed with the Seattle Jewish Theatre.
- Voiceover work.

## **Community Activities**

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**Entertainment coordinator, performer and counselor, Camp Erin, King County WA 2008 to present.** Camp Erin is a grief camp for children who have experienced the recent loss of a loved one.

**Member, Board of Trustees, Currently 2nd Vice President- Temple Beth Am, Seattle, WA**

- Sit on committee tasked with comprehensive review and revision of Temple By-Laws.

**Volunteer, TeenFeed, Scargo House, Blue Nile Children's Organization, Providence Safe Crossings.**

**Counselor, Camp Keshet 1996 to 2000**

- Coordinated and expanded the early teen program at an annual Jewish community family camp.

**Member and President, Board of Directors, Progressive Animal Welfare Society (PAWS)**

**Member, Board of Directors, Friends of the Guardians ad Litem**

**Commissioner, Seattle Lawyers Softball League**

References available upon request