



City of Seattle
Council District No. 4
Applicant Summary

Applicant Name: Darby DuComb

| Yes/No | Description: The following provides a summary of relevant experience, as provided by applicant in his/her application materials submitted on or before April 5, 2019. |
|--------|---|
| Y | Does applicant express an understanding of Seattle city government operations and legislative processes? |
| Y | Does applicant identify experience or knowledge of public sector budget processes? Does applicant identify any prior work or volunteer experience developing a budget for an organization (e.g. for-profit company, non-profit organization)? |
| Y | Does applicant identify any previous planning, land use and zoning experience? |
| 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? |
| Y | Is the applicant a current or former City of Seattle employee? |
| Y | 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? |
| Y | Is the applicant a resident of District 4 for at least one-hundred twenty (120) days prior to the appointment, scheduled for April 22, 2019? |
| | Comment(s): |

HR USE ONLY

1st Review Completed: 4/8/19

2nd Review Completed: 4/7/2019

Reviewer Initials: JP

Reviewer Initials: PW



City of Seattle

FINANCIAL INTEREST STATEMENT AND ADDRESS VERIFICATION CANDIDATES FOR COUNCIL POSITION 4

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.

In order to be eligible for appointment to Council Position 4, you must be a resident of District 4 for at least 120 days (City Charter Article IV, Sec. 2; Article XIX). Please confirm your eligibility by clearly printing your current residential address and affirming the length of your residency at that address:

Street Address: _____
 Zip Code: _____
 Resident at this address since: July 1999

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: April 5, 2019

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

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

1. Please provide the name and address of each person or entity for which you answered Yes on page 1

Name: Schlemlein, Fick & Scruggs, PLLC

Address: 66 S. Hanford Street, #300

Seattle, WA 98134

2. Please provide the name and address of each entity for which you answered Yes on page 1.

Name: City of Seattle

Address: 600 Fourth Avenue

Seattle, WA 98124

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.

Person holding the position: Darby DuComb

Position held with entity: Clean & Safe Committee, Board of Directors

Entity name: SODO BIA

Entity address: 270 S. Hanford Street, #112

Seattle, WA 98134

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

Answer to Number 1 above:

I work at the law firm of Schlemlein, Fick and Scruggs, PLLC. My clients include First A.M.E Housing Association, who is a recipient of an Office of Housing award for its upcoming affordable housing project at Bryant Manor, 1801 E. Yesler Way. First A.M.E. Housing Association also received an upzone during the passage of the Mandatory Affordable Housing ordinance. First A.M.E is an affordable housing provider.

I also represent KDF, LLC who owns the Seattle Girls School property, and it received an upzone during the passage of the Mandatory Affordable Housing ordinance. Ken Cederstrand, one of the principals at KDF, is also in the process of resolving an SDCI code enforcement violation for a different and vacant property on S. Edmunds Street in Columbia City. Ken Cederstrand owns Cederstrand Rentals and provides both affordable and market rate housing.

I represent SBH, LLC who just completed construction of Seattle Nissan at 3412 Airport Way South. SBH was also pursuing a street vacation as part of the overall development, but the street vacation effort has been tabled indefinitely. The principals of SBH own and operate a number of auto dealerships.

I represent 255 South King Street LP who is pursuing Certificates of Approval for two signs and a variety of other small items with the Pioneer Square Preservation Board and contesting its LID assessment. 255 South King Street is the two-tower development in the CenturyLink Field North Parking Lot.

I represent the Alexandria Condominiums on Western Avenue. It is pursuing a tree replacement plan with SDOT.

I represent Ben Franks who is pursuing an expansion of Terry Pettus Park in Eastlake.

I represent Evergreen Housing Development Group who is perfecting Transferable Development Rights at the Windham Apartments.

Answer to Number 2 above:

I worked for the City of Seattle from May 1999 to January 2017.

Answer to number 3 above:

I have served on the SODO BIA Clean and Safe Committee since 2017, and I was recently elected to the SODO Business Improvement Area Board of Directors.

Darby Nicole DuComb



April 5, 2019

Via Email:
CouncilAppointmentApplications@seattle.gov

Office of the City Clerk
PO Box 94728
Seattle, WA 98124-4728

RE: Temporary Caretaker District 4 Position

Dear Seattle City Council:

I write to express my interest in the Temporary Caretaker District 4 Position with the Seattle City Council. I have lived in District 4 almost 20 years, I am qualified to represent District 4, and I will not be seeking election to the four-year term. I am a former lawyer, manager, and executive for the City of Seattle, and I understand the complex issues facing our city. Even more importantly, I have the land use background, interpersonal skills, and work ethic necessary to represent District 4 and support the Seattle City Council during the next six months.

Early in my career, I worked for seven years for the City of Seattle as a land use lawyer, where I wrote legislation, completed complex real estate transactions, counseled city officials, and litigated land use and other regulatory issues. I then was promoted to manage the Department of Construction and Inspections (DCI) Code Compliance Program where I managed a large team and budget, and I worked closely with city leaders, staff, and the public on controversial regulatory issues such as mother-in-law apartments, rental housing violations, churches, and nightlife. I worked with the City Council and interested stakeholders to pass Clean Up Your Act, legislation that streamlined administrative processes for low level violations and significantly increased penalties against problem landlords. I attended the City of Seattle Leadership Institute, and after just 18 months at DCI, I was hand-picked by Mayor Greg Nickels to lead the City's new Customer Service Initiative.

In addition to leading the City's Customer Service Initiative for three years, I resolved large-scale multi-department customer-service delivery issues, bringing relief to local businesses and neighborhoods. My work earned me a Seattle Management Association Excellence in Management Award and the Rainier Valley Chamber of Commerce's Community Service Award. In 2009, when Pete Holmes was elected City Attorney, he immediately asked me to organize his transition into office and become his Chief of Staff. As Chief of Staff I oversaw department operations and strategic initiatives, and I continuously developed and improved the budget. I also successfully worked with the City Council on a variety of efforts like the SR 99 contracts with the State of Washington, medical marijuana regulations, the U.S. Department of Justice lawsuit against the Seattle Police Department, and a pre-filing diversion program for the Criminal Division. And as a result of my work bringing the Race and Social Justice Initiative to the City Attorney's Office, teaching Race and the Law at the University of Washington School of Law, decriminalizing poverty under state law, and developing and deploying an anti-racism ethics training for lawyers, I was awarded the Seattle Management Association's Excellence in Race and Social Justice Award.

As a long term volunteer for Page Ahead, I also helped secure citywide funding for Book Up Summer, a data-driven children's literacy program that ensures third-grade reading levels by third grade. Because when students do not read at grade level by third grade they rarely recover and will flatline academically. And when students fall behind early in their education, they eventually succumb to boredom, drug abuse, and/or drop out.

Today, I am back in private practice with a focus on real estate development, assisting clients with complex acquisitions and permitting processes. My clients include for-profit and nonprofit multi-family housing developers, as well as commercial real estate developers. This work put me on the frontlines of the City's Mandatory Housing Affordability effort, securing upzones for affordable housing providers.

At home in District 4, I have raised two boys with my husband in Wedgwood. The boys attended Wedgwood Elementary, Eckstein Middle, and Roosevelt High Schools. I have volunteered for the Parent Teacher Association, coached the soccer team, volunteered for the basketball teams, and I have been an active member of the community. I will be able to bring people together and hit the ground running as District 4's temporary representative.

At work, my career has provided me significant experience with routine and controversial land use issues, as well as years of management collaborating with colleagues and managing public budgets behind the scenes. I can organize a wide-range of people and activities successfully in a dynamic and fluid municipal environment. I can support the Council's strategic initiatives and work plans, review and help plan for the next budget, and professionally and successfully engage community members, city staff, elected officials and others on the full range of municipal matters. I will also make an excellent representative for the City of Seattle on the various regional boards that will require the temporary representative's time and attention.

It would be an honor to work with you and represent District 4 during this transition.

Best Regards,



Darby N. DuComb

Enclosures: Resume
 Reference Letters
 References
 Financial Interest Form
 Reference Waiver

DARBY NICOLE DUCOMB

EXPERIENCE

SCHLEMLEIN FICK & SCRUGGS, PLLC

January 2017-present

Land Use Practice Lead. Real property, land use and general counsel attorney for nonprofit and for-profit developers, site assembly, public and private acquisitions, rezones, development agreements, permitting/entitlements, transfer of development rights, and legislative decision-making.

SEATTLE CITY ATTORNEY'S OFFICE

January 2010-January 2017

Chief of Staff & Deputy City Attorney. Lead more than 160 legal staff for \$5 billion full-service municipal corporation, including land use, contracts, utilities, employment, torts, and government affairs. Direct department budget, IT projects, and personnel issues, including represented staff; and advance strategic initiatives. Highlights include:

- Obtained City Council and Mayoral budget approval for new Misdemeanor Diversion Program.
- Established new Regulatory Enforcement and Economic Justice Section to advance enhanced marijuana, labor standards, and rental housing enforcement.
- Settled United States civil rights lawsuit against the Seattle Police Department.
- Lead 12-attorney team responsible for drafting and negotiating Alaskan Way Viaduct Replacement Project contracts for Seattle Department of Transportation, Seattle City Light, and Seattle Public Utilities, and executed the agreements through City Council.
- In 2012 won the Seattle Management Association award for Race and Social Justice Manager of the Year for my work at the UW School of Law teaching Race and The Law, as a Continuing Legal Education instructor, reforming office policies and changing state law to decriminalize poverty.

CUSTOMER SERVICE BUREAU

May 2007-December 2009

Director. Staffed the Mayor's Accountability Agreement and Performance Measures Team; led the Mayor's Customer Service Initiative and Seattle 3-1-1; assisted departments with issues that affect service delivery; resolved chronic neighborhood problems throughout Seattle; provided reports for elected officials and the community; directed professional and administrative staff responsible for the City of Seattle main information line, complaint investigations, and customer satisfaction throughout the City of Seattle. Highlights include:

- Established the Customer Bill of Rights for the City of Seattle.
- Led Mayor's Customer Service Initiative and efforts to reform abandoned vehicle, temporary no parking signs, and encampment regulations and services for the City of Seattle, bringing increased efficiency and effectiveness to those programs.
- In 2008 won a Seattle Management Association Excellence Award and the Rainier Chamber's Community Service Award.

DEPT. OF PLANNING AND DEVELOPMENT

November 2005-May 2007

Manager. Managed approximately 45 professional, administrative, and technical staff responsible for housing and zoning enforcement and Complaint Hotline; provided leadership for the City's code

enforcement policies and procedures including nightlife, churches, and mother-in-law apartments; developed Clean Up Your Act legislation increasing penalties for rental housing violations and creating administrative efficiencies; and prepared and implemented public outreach materials and forums. Completed City Leadership Institute; worked for Mayor's Office Accountability Agreement and Performance Measures Team.

SEATTLE CITY ATTORNEY'S OFFICE

May 1999 - November 2005

Land Use Assistant City Attorney. Program management, real estate transactions, land use litigation, code enforcement, document drafting, client consultations, constituent relations, and supervision of subordinate staff. Litigated cases involving land use, SEPA, Growth Management Act, LID Assessments, environmentally critical areas, public nuisance, code enforcement, condemnation and other agency actions, including Seattle v. Crispin, 149 Wn.2d 896 (2003).

- Completed all the real property acquisitions necessary for the Fremont Bridge Approaches Project.
- Reformed the Law Department's code enforcement program by streamlining case management to expedite resolutions and increasing penalties, now enabling the City to obtain multi-million dollar judgments against landlords who violate the law.

LAWYER

November 1994 - April 1999

John A. Walsh, PS. Managed law office, supervised attorneys and staff, developed and consulted clients, and performed all other aspects of civil and criminal litigation.

Contract Lawyer. Lawyer emphasizing employment discrimination, land use and environmental litigation, including Clean Water Act and cell tower cases.

Washington Appellate Project. Represented over 70 individuals on direct appeal, including nine arguments before the Washington Court of Appeals and three arguments before the Washington State Supreme Court. State v. Harris, 130 Wn.2d 35 (1996); State v. Crediford, 130 Wn.2d 747 (1996); State v. Cooper, 130 Wn.2d 770 (1996).

EDUCATION

PEPPERDINE SCHOOL OF LAW - STRAUSS INSTITUTE FOR DISPUTE RESOLUTION
MEDIATING THE LITIGATED CASE

July 2018

UNIVERSITY OF WASHINGTON SCHOOL OF LAW
PROFESSIONAL MEDIATION SKILLS TRAINING PROGRAM

October 2009

UNIVERSITY OF OREGON SCHOOL OF LAW
JOURNAL OF ENVIRONMENTAL LAW AND LITIGATION, ASSOC. EDITOR
JURIS DOCTORATE

May 1994

INDIANA UNIVERSITY, BLOOMINGTON
BACHELOR OF ARTS IN PHILOSOPHY

December 1990

NEW YORK UNIVERSITY

September 1987-June 1988

COMMUNITY INVOLVEMENT

NAIOP WASHINGTON STATE
GOVERNMENT AFFAIRS COMMITTEE

October 2017-present

SODO BUSINESS IMPROVEMENT AREA
CLEAN AND SAFE COMMITTEE

March 2017-present

BOARD OF DIRECTORS, VOLUNTEER
PAGE AHEAD

August 2005-present

PART-TIME ADJUNCT LAW PROFESSOR
UNIVERSITY OF WASHINGTON SCHOOL OF LAW

Spring Quarters 2012 & 2013

TASK FORCE ON RACE
AND THE CRIMINAL JUSTICE SYSTEM

November 2010-May 2012

BOARD OF DIRECTORS
SEATTLE MANAGEMENT ASSOCIATION

July 2006-June 2008

AMERICAN RIVERS FOUNDATION

September 1994-December 1997

MEMBER

WASHINGTON STATE BAR ASSOCIATION
ENVIRONMENTAL AND LAND USE LAW SECTION
REAL PROPERTY, PROBATE, AND TRUST SECTION
CORPORATE COUNSEL SECTION

November 1994

US COURT OF APPEALS FOR THE NINTH CIRCUIT
US DISTRICT COURT FOR THE WESTERN DISTRICT OF WASHINGTON
US DISTRICT COURT FOR THE EASTERN DISTRICT OF WASHINGTON
URBAN LAND INSTITUTE
NAIOP WASHINGTON STATE
PACIFIC REAL ESTATE INSTITUTE

Darby DuComb References:

Randy Bannecker, Owner
Bannecker Public Affairs

[REDACTED]

Susan Dibble, Executive Director
Page Ahead

[REDACTED]

Fred Podesta, Former Director
City of Seattle Finance and Administrative Services

[REDACTED]



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.

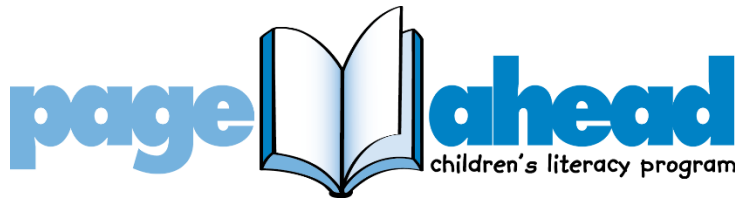
Darby N. DuComb

Name

April 5, 2019

Date

Signature



1130 NW 85th Street • Seattle, WA 98117
206.461.0123 fax 206.461.7370 www.pageahead.org

April 4, 2019

The Honorable Council President Bruce Harrell
Members of the City Council - City of Seattle

Re: District 4 Council Vacancy

Dear President Harrell and Members of the City Council,

I am pleased to recommend Darby DuComb for the District 4 Council Vacancy. I think she is the right choice to represent that community and would be a great thought partner and asset to the council as a whole.

I first met Darby in 2006 when I was joining Page Ahead as its new Executive Director and Darby had just joined our Board of Directors. Over the next six years, I got a chance to view her interactions with everyone from our leadership and staff, to the children and families we serve. It became clear that her passion for children and education was in strong alignment with our mission. Moreover, she exhibited excellent communication skills and, of particular importance to a nonprofit, follow through with commitments.

Darby quickly immersed herself in the needs and issues facing the children we exist to serve. Over the next six years, she held a number of leadership positions, ultimately becoming board president. Her fellow board members nominated her for these positions because of Darby's tact, her active listening skills, and her empathy. I also think it showed their level of trust in Darby – she is one of the most collaborative and action-oriented people I know.

One of the things I have come to most appreciate about Darby is she's a big-picture thinker. Most of us are pretty comfortable with details, but sometimes find it hard to rise above them. Darby is always thinking in a more holistic fashion. She thinks about downstream impacts of decisions. She is also a relentless optimist, and incredibly persuasive. The thing I think is incredibly unusual about Darby is that she both understands the big picture, WHILE being great at getting stuff done. She is always thinking about how to move an issue ahead.

My favorite example of this was her persistence to get summer reading help for the most vulnerable students in Seattle. And she did it by raising awareness, educating people about the research and best practices, and never losing sight of who this project would be helping—mainly low-income students of color. Today, the program is in 18 of the highest need Seattle elementary schools and assessment data shows those students are making up ground on their upper-income peers. Darby understood the city's goal of eliminating achievement and opportunity gaps and improving educational and life outcomes for Seattle's underserved children of color, and she worked across departments and with the city council to make sure those children got the help they needed.

Giving kids in need the chance to read

Darby's collaborative style is matched only by her diligence. It was always a pleasure to meet with Darby to work on a project because you knew she would show up prepared. She earned the respect of everyone who worked with her.

Based on my interactions with Darby, and the skills and abilities that will help the people of District 4, I think she would be a wonderful asset to the Seattle City Council. I urge you to support Darby DuComb's candidacy to fill the District 4 Council vacancy.

If there are any questions you have about the information I have provided, please contact me. Thank you.

Respectfully,



Susan Dibble
Executive Director



April 3, 2018

The Honorable Council President Bruce Harrell
Members of the City Council
City of Seattle

Via electronic mail

Re: District 4 Council Vacancy

Dear President Harrell and Members of the City Council,

I am a District 4 resident, writing to encourage your support of Darby DuComb to fill the District 4 Council vacancy.

Darby offers the Council an interim appointee who can easily integrate into the work of the Council and bring issues to resolution. She has a firm understanding of the City's land use plans and regulations as well as a working knowledge of the budget. Darby served the City of Seattle for nearly 18 years, where she held leadership positions in the City Attorney's Office, Department of Construction and Inspections, and the Customer Service Bureau. During this time, she worked successfully with the community and the Council on several initiatives.

Perhaps the chief strength Darby brings to an interim council position is the drive to solve problems and identify enduring solutions in a collaborative and comprehensive manner.

I had my first opportunity to work with Darby more than ten years ago as a stakeholder representing the real estate and rental housing communities. Darby developed legislation, called *Clean Up Your Act*, to close gaps in nuisance regulation that enabled chronic nuisances at residential properties to persist and irresponsible landlords and property owners to evade accountability.

Darby was particularly effective because she included stakeholders in pursuit of a clearly defined goal and with a spirit of collaboration. She kept the process moving without sacrificing thoughtful deliberation. The resulting legislation was passed unanimously by the Council. It proved to be an essential tool in abating the longstanding nuisance buildings in D4, immediately adjacent to Roosevelt High School. These properties were not merely eyesores but posed tremendous risks to tenants, students, and the wider Roosevelt neighborhood.

Twelve years after Council adoption, the ordinance continues to protect tenants and neighbors from irresponsible property owners throughout the city.

With an open Council seat and, at last count, 10 primary candidates, there is uncertainty in the District. Darby offers D4 a trustworthy custodian who has lived in the district for almost 20 years. She offers the stability voters need while they prepare to select the elected candidate who will represent D4.

I care a great deal about D4. I grew up in the district and returned to it when my wife and I started a family. It's a great part of a great city and deserves an interim appointee who can represent it well.

Darby is an excellent choice for the D4 interim appointment.

Sincerely,



Randy Bannecker



From: [Darby DuComb](#)
To: [LEG_CouncilAppointmentApplications](#)
Subject: District 4 Application
Date: Friday, April 05, 2019 3:54:16 PM
Attachments: [DarbyDuComb_District 4 Letter_2019.pdf](#)
[DarbyDuComb_Resume_2019.pdf](#)
[Darby recommendation letter.pdf](#)
[Recommendation for Darby DuComb - D4 Council Appointment.pdf](#)
[DuComb References.pdf](#)
[DuComb Financial Disclosure Form and Address Verification-Pos4.pdf](#)
[DuComb Seattle City Council Reference Checking Consent and Authorization Form.pdf](#)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

To Whom It May Concern,

Please find my application for the Temporary Caretaker District 4 Position. Thank you.

Darby

