

Dear City Council Members,

I would like to be considered for appointment to the Seattle City Council for the vacant District 5 Position. Included with this letter are a detailed resume and a completed Financial Interest Statement. I believe you will see that I have excellent qualifications to fill this important position.

My experience includes 37 years of local government service as a city manager, county manager, regional council executive director and planning director as well as six years in the private sector as a manager and consultant. In addition, I have published three books and over 40 professional articles and columns on the issues facing cities today. As a local government manager, I have been responsible for developing and executing annual budgets, many exceeding one billion dollars and managing staffs of over 10,000 employees. This career also includes serving as the Director of the Office for Planning with the City of Seattle in the 1980's.

My educational background includes Masters' degrees from Washington University in St. Louis in both Architecture and Urban Design. While completing these degrees, I was able to take coursework in the many outstanding graduate programs offered including law and business as well as architecture and urban studies. This enabled me to develop an in-depth knowledge of cities, how they operate and how they are governed.

As you well know, the City of Seattle is facing many major issues at this time. I would like to highlight how my experience could be most helpful in assisting the Council to address these challenges.

#### **Developing a budget with significant revenue shortfalls**

I have been responsible for leading the development of more than 25 annual budgets, many of which were done in times of financial crisis and required substantial tough and difficult decisions as well as taking advantage of potential revenue sources.

### **Formulating a comprehensive plan that meets state mandates as well as housing and infrastructure needs**

As a professional planner who has led the development and adoption of many comprehensive plans, I believe I can provide an important perspective on the One Seattle planning effort. While there is a need to accommodate large amounts of additional housing, how and where that is done is vital. It is also critical to ensure that adequate infrastructure, especially transportation, will be in place to support all Seattle residents. This is the challenge I faced in guiding the development of a plan and set of land use regulations which met the stringent Florida growth management requirements.

### **Improving public safety**

As a city manager, I have had to respond to very significant public safety issues, including violent crimes, drug use and property crimes at the same time as guiding positive police reform. I authored a chapter about the city manager's role in policing reform in a textbook on the topic.

### **Meeting the challenge of homelessness and providing affordable housing**

I have worked with city staffs and outside agencies to provide support for the homeless and meet the challenges they present. This includes providing needed services and shelter. These efforts included both short and long-term solutions to homelessness and its root causes.

In addition, I have worked with public and private entities to facilitate the development of low and moderate income housing using a variety of tools and financing.

### **Promoting economic development which benefits all residents**

Although there are many other issues, the final one I will mention is economic development. Our City took a significant hit with the fallout of the pandemic. Although we have made much progress, significant work needs to be done so that all residents and business sectors can thrive. Throughout my career, I was able to lead city efforts to greatly enhance the economy and the revitalization of businesses.

While I am not a lifelong resident of District Five, I do have an excellent understanding of the district and its issues. I did also live in the District in the 1980s and have followed the changes over time. It is, once again, where my wife and I have chosen to live. In addition, I have walked a significant portion of the District and experienced it firsthand.

You will see from my resume that I am currently serving as the Executive Director of the Seattle Architecture Foundation. If I were selected for the Council position, I would discontinue my duties as the Executive Director. I am a dedicated and hard working professional that is used to long hours and a heavy work load. I am confident I could dedicate the time, energy and attention to the City Council and its work.

Thank you for reading my long cover letter. You will see that the resume is quite lengthy as well because I included all my publications in order for you to see the breadth of issues I have experience in handling. I will sincerely appreciate the opportunity to serve our city. My entire career has been spent focused on making a difference for cities. Serving as a City Council member would offer me the chance to make a difference for my city.

Thank you,

A handwritten signature in black ink that reads "James M. Bourey". The signature is fluid and cursive, with a large loop at the end of the last name.

James M. Bourey

REDACTED

A large black rectangular redaction box covering the bottom portion of the page, likely obscuring contact information or a reference list.

## JAMES MICHAEL BOUREY

REDACTED

### SUMMARY

*Over twenty years as a city and county manager in relatively large cities and a decade as a city planner, including Director of the Seattle Office for Planning. In addition, private sector experience includes working for accounting and engineering firms. Currently serves as Executive Director of a Seattle non-profit foundation. Author of three books and over 40 professional articles and columns. Education includes two masters degrees.*

### EMPLOYMENT

#### Local Government

##### City Manager

City of Newport News, Newport News, VA

Chief Executive of a mature yet growing city of 185,000 people with a large manufacturing and strong employment base. City operations include approximately 4,000 full and part time employees and an annual budget in excess of \$1 billion dollars.

##### City Manager

City of Greenville, Greenville, SC

Chief Executive of a full-service city with an annual budget of 135 million dollars and 1,000 employees.

##### County Administrator

Hennepin County, Minneapolis, Minnesota

Chief Executive of a large urban county of over one million people with a broad array of services including a Medical Center and total County staff of over 10,000 employees and annual budget of \$1.2 billion.

##### Chief Administrative Officer

County of El Dorado, Placerville, California

Chief Administrative Officer of a large county with 2,000 employees and an annual operating budget of 400 million dollars.



Executive Director

Maricopa Association of Governments, Phoenix, Arizona

Chief Executive of an association of governments consisting of 28 member governments serving over three million people, which annually allocates approximately 800 million dollars for regional programs and projects.

Senior Assistant County Administrator

Hillsborough County, Tampa, Florida

Managed a portion of the county government of ten departments with approximately 1,000 employees. Position included responsibility to develop, plan and execute a one-billion-dollar capital improvement program and the growth management system.

City of Seattle, Washington, Director of the Office for Planning

Cherry Hill Township, New Jersey, Community Development Director

Tulsa, Oklahoma, Section Manager

Nashville and Davidson County, Tennessee, Senior Community Planner

**Private Sector**

Director, Management Services

McGill Associates

Raleigh, NC

Director of a Department of a professional services firm responsible for the consulting practice, marketing, and business development. Firm provides engineering, landscape architecture, planning, financial and management consulting services.

Director of Corporate Development

Elliott Davis, LLC

Greenville, SC

Led corporate development for a regional accounting and financial services firm

**Non-Profit Sector**

Executive Director

Seattle Architecture Foundation

Current Position

Direct non-profit foundation which connects people to the architecture, design and history of the City of Seattle.

### **Author (during pandemic)**

Seattle, WA

Writer of professional books and articles as well as a novel. Articles relate to public administration and city policies and governance.

### **Academic Position**

Arizona State University, Adjunct Professor, School of Public Policy  
Taught in the Master of Public Administration Program

## **EDUCATION**

Master of Urban Design Washington University

Master of Architecture Washington University

Bachelor of Environmental Design in Architecture, With Honors  
North Carolina State University

## **PROFESSIONAL HIGHLIGHTS**

### **Comprehensive Planning and Zoning**

Led the development of multiple comprehensive plans and zoning ordinance changes to implement the plans. Developed the growth management system for a rapidly growing area which met the stringent Florida state growth management legislation including ensuring adequate public facilities are in place to serve the development. Revamped permitting processes to streamline procedures and make approval processes more efficient.

### **Affordable Housing**

Developed regulatory measures and incentive programs to promote affordable housing development as well as worked on facilitating private projects with public investment and tax incentives. This work included addressing the stringent New Jersey requirements for amounts of affordable housing in local jurisdictions.

### **Financial Management and Budget Development**

Developed and managed over 25 annual budgets, many exceeding \$1 billion, including during revenue shortfalls. Led five-year financial planning initiatives to enhance long-term strategic decision-making. Successfully executed multiple bond issues while maintaining top-tier bond ratings, including AAA.

## **Police and Public Safety**

Enhanced city police procedures and practices to address the excessive use of force and institute a true community policing model. Developed incentive programs to promote police hiring to address police vacancies as well as responses to public mental health incidents.

## **Economic Development**

Directed successful economic development initiatives, including downtown revitalization, large-scale commercial projects, and major corporate office developments.

## **Performance Measurement**

Pioneered outcome-based performance measurement systems in local government, ensuring alignment between goals, results, and accountability.

## **Organizational Management**

Oversaw organizations with up to 10,000 employees with a strong record of high-performing team development. Directed large-scale organizational transformations with multi-million-dollar savings. Implemented a comprehensive emotional intelligence program that significantly improved employee engagement and performance.

## **Capital Improvements**

Planned, funded, and executed over \$1 billion in capital improvement projects, encompassing critical public infrastructure and facility development.

## **Performance Measurement**

Pioneered outcome-based performance measurement systems in local government, ensuring alignment between goals, results, and accountability.

## **Fundraising**

Chaired high-impact fundraising campaigns, including the 2012 Greenville County United Way Campaign, raising a state-record \$16 million. Secured hundreds of thousands of dollars annually for key city initiatives like the US Pro Cycling Championships.

## **Intergovernmental Relations & Grants**

Strengthened relationships with state and federal agencies, providing testimony before legislative bodies and securing significant external funding. In Arizona, led efforts to obtain \$691 million in additional state and federal funding for regional transportation projects.

## **SELECTED PROFESSIONAL DEVELOPMENT**

Professional development has included the Senior Executive Institute, an intensive two week course for senior executives as well as numerous other courses such as Critical Management Skills and Total Quality Management, Leadership Tampa, Civic Leadership Institute and Emotional Intelligence.

## **PROFESSIONAL AFFILIATIONS**

Life Member of the International City/County Management Association  
Life Member of the American Planning Association  
America Society for Public Administration  
Washington City/County Management Association  
Washington Chapter of the American Planning Association  
Washington Chapter of the American Society for Public Administration, President

## **CIVIC/PROFESSIONAL COMMISSIONS AND COMMITTEES**

The Pines at Northgate Homeowners Association (President)  
Lake Forest Park, Washington, Planning Commission  
Commission on Fire Accreditation International  
Virginia City/County Managers Association Board of Directors  
Hampton Roads City/County Managers (Chair)  
Bernardine Sisters Charitable Foundation  
United Way of the Virginia Peninsula  
Newport News/Williamsburg Airport Authority (Chair)  
Hampton Roads Economic Development Authority (Chair)  
United Way of Greenville County  
US Commerce Secretary Census Advisory Commission (7 years)  
IMCA Committees, Conference Planning (3), Model Employment Agreement  
12 Degrees North Homeowner's Association Board of Directors (President)  
Society Hill Condominium Board of Directors (President)

## **PUBLICATIONS**

### **Books**

From Peril to Light, James M. Bourey and Alan D. Bourey, JPT Publishing, March 2023, 256 pp.

A Guidebook for City and County Managers: Meeting Today's Challenges, James M. Bourey, Routledge, January 2022, 114 pp.



A Journey of Challenge, Commitment and Reward, James M. Bourey, Bourey Consulting, Lake Forest Park, Washington, June 2020, 239 pp.

Toward a Theory of Urban Land Use Allocation, James M. Bourey, Master Thesis, Washington University, December 1976, St. Louis, MO, 120 pp.

## **Book Chapters**

“City Manager’s Role in Policing Reforms”, James M. Bourey, Rethinking and reforming American Policing, Edited by Joseph A. Schafer and Richard W. Myers, Palgrave Macmillan, January 2022, pp. 121-142.

“Managing Growth and Infrastructure Development”, James M. Bourey, Capital Projects: New Strategies for Planning, Management, and Finance, Edited by John Matzer, International City Management Association, Washington, DC, 1989, pp. 38-47.

## **Journal Articles**

“Responding to the Decline: The Perspective of City Managers in Shrinking Cities in the United States”, Daniel Hummel, Stephaie Leiser and James M. Bourey, *Journal of Urban Affairs*, Online, Routledge/Taylor Francis, February, 2025.

“Innovations in Addressing Racism and Police Excessive Use of Force”, James Bourey and Richard Myers, *PM Magazine*, International City/County Management Association, Washington, DC, Volume 102, Number 11, November 2020, pp. 36-43.

“Sharing My Journey”, James M. Bourey, *PM Magazine*, International City/County Management Association, Washington, DC, Volume 102, Number 8, August 2020, pp. 50-54.

“From Stormwater Lake to Fountain Promenade”, James M. Bourey, *American Infrastructure*, Fall, 2013, pp. 48-9.

“Do You Know What Your Emotional IQ Is?” James M. Bourey and Athena Miller, *PM Magazine*, International City/County Management Association, Washington, DC, Volume 83, Number 9, October 2001, pp. 4-10.

“Census 2000: A Status Report for Local Governments”, James Bourey, *PM Magazine*, International City/County Management Association, Washington, DC, Volume 81, Number 10, November 1999, pp. 25-7.

“The Infrastructure Challenge”, James M. Bourey, *Florida Constructor*, Volume IV, Number 6, November/December 1991, Tallahassee, FL, pp. 19-20.

“Street Design: How Wide is Wide Enough”, James M. Bourey and R. Marlin Sumner, *APWA Reporter*, Volume 52, Number 1, Chicago, IL, January 1985, pp. 6-7.

“Tulsa, Oklahoma”, James M. Bourey, *Urban Design International*, Volume 2, Number 4, May/June 1981, Institute for Urban Design, Purchase, NY, pp. 14-18.

## **Columns**

“Thank you and a Departing Message”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, December 15, 2023.

“The Public Administrator’s Communication Challenge”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, November 17, 2023.

“City Manager Must Engage With the Federal Government”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, October 16, 2023.

“Regional Governance Challenges and Opportunities: Part Three”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, September 15, 2023.

“Regional Governance Challenges and Opportunities: Part Two”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, August 18, 2023.

“Regional Governance Challenges and Opportunities: Part One”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, July 21, 2023.

“Celebrating Diversity”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, June 16, 2023.

“The Ethics of City Manager Position Searches”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, May 19, 2023.

“Value of Storytelling for Public Administrators”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, April 21, 2023.

“How Can University Research Help Local Governments?”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, March 17, 2023.

“How Much Should a City Manager push the Envelope; Caretaker or Leader”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, February 17, 2023.

“The Latest Management Concept or Basic Management Principles”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, January 20, 2023.

“A Framework for Ethical Actions by Public Employees”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, December 12, 2022.

“The City Manager-City Council Relationship: Part Four”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, November 14, 2022.

“The City Manager-City Council Relationship: Part Three”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, October 18, 2022.

“The City Manager-City Council Relationship: Part Two”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, September 12, 2022.

“The City Manager-City Council Relationship: Part One”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, August 15, 2022.

“Cities and Counties Must Be Good Stewards of the Environment”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, July 11, 2022.

“Public Administrators Must Promote Understanding and Acceptance”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, June 13, 2022.

“Negotiating City/County Manager Employment Contracts, Part Two”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, May 16, 2022.

“Negotiating City/County Manager Employment Contracts, Part One”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, April 11, 2022.

“Comparing Cities Tax and Fee Burden”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, March 14, 2022.

“An Approach to Reparations for Black Americans”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, February 14, 2022.

“Engendering the Public’s Trust in Local Government”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, November 22, 2021.

“Public Administrators Must be Dedicated Champions of the Truth”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, October 11, 2021.

“Local Government Manager Education Needs to Provide a Broad Range of Skills and Abilities”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, September 20, 2021.

“Land Use Development Must Address Global Warming and Public Infrastructure Costs”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, August 23, 2021.

“Cities Need to Require Adequate Public Facilities for Development Projects”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, July 19, 2021.

“The Value of Five Year Financial Forecasts for Cities”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, June 21, 2021.

“Emotional Intelligence Programs in Local Government”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, May 24, 2021.

“The Reward is Worth the Challenge: Public Service is Valuable for the Provider as Well as the Public”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, April 26, 2021.

“Cities Must Tell the Story to be Transparent”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, April 19, 2021.

“A Different Take on Leadership Qualities”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, March 22, 2021.

“City Actions to Address Racism and Excessive Use of Police Force”, James Bourey, *PA Times*, Online, American Society of Public Administration, Washington, DC, February 22, 2021.





# City of Seattle

## FINANCIAL INTEREST STATEMENT AND ADDRESS VERIFICATION CANDIDATES FOR COUNCIL DISTRICT 5

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 click [HERE](#) to see SMC 4.16.070, 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 5, you must be a resident of District 5 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: REDACTED  
Zip Code: REDACTED  
Resident at this address since: May, 2022

Name of Candidate (as registered with King County Elections): James Michael Bourey

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: James Michael Bourey

Signed at Seattle, Washington

(City or other location must be filled in.)

Date: 7/2/25

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). You can see SEEC Form F1 by clicking [HERE](#).



**EXPLANATIONS FOR RESPONSES ON PAGE 1:** (Use additional sheets if necessary. For assistance, please call the Seattle Ethics and Elections Commission at 206-684-8500.)

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

Name: Seattle Architecture Foundation

Address:

REDACTED

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

Name:

Address:

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: James M. Bourey

Position held with entity: Executive Director

Entity name: Seattle Architecture Foundation

Entity address:

REDACTED



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

I serve as the Executive Director of the Seattle Architecture Foundation. The Foundation receives grant money from the City's through the CARES program.