

Biographies for the hires announced by Mayor-elect Ed Murray on Dec. 11

Susan Coskey – *Director of the Office of Personnel*

Using her dual degrees in law and business, Susan Coskey has enjoyed a career spanning private and public, for and not-for-profit, and legal and business entities for the past almost thirty years. She began her career in Washington, DC, practicing law in the private sector and as Counsel to a U.S. House of Representatives Judiciary Subcommittee. After returning to Seattle, Susan became a law partner in the Seattle office of Garvey Schubert Barer, focusing her practice on all aspects of labor and employment law, litigation, collective bargaining, training and advice.

Since 2000, Susan has focused on human resources and organizational effectiveness; she has served as the Vice President of Human Resources for two global companies and also worked as an organizational consultant focused on strategic and tactical human resources, organizational design and effectiveness, training and development, cross-functional collaboration, facilitation and coaching, and change management. Susan has worked with the City of Seattle, King County, Port of Seattle, Washington State Legislature, and other municipalities and government entities, along with small and large corporations, organizations and foundations.

Susan's involvement as a Board Member and Chair of YouthCare, an organization that provides services to Seattle's homeless youth, has taught her indelibly about the struggles and inequities facing some of Seattle's most vulnerable citizens and the power of private, public and philanthropic partnerships to address some of our region's most persistent problems. An avid Cardinal football fan, Susan has a BA from Stanford University, and JD and MBA degrees from UCLA. She is a mother of twin teenage boys. A nature and exercise enthusiast, Susan and her partner most enjoy filling their home with the laughter and connection of close family, dear friends, and spirited canines.

Mike Fong – *Deputy Director of the Office of Policy & Innovation*

Mike Fong has spent the last thirteen years working for the Seattle City Council, including five years as lead policy staff to Councilmembers Heidi Wills and Tom Rasmussen. More recently, he has worked for the entire Council as a policy analyst on the Council's Central Staff. His primary areas of focus have been transportation and human services but his policy portfolio spans nearly every department in City government. Prior to joining the City, Mike worked as a senior account executive with a local political and public policy consulting firm. His clients included many current and former elected officials as well as several non-profit organizations. Mike was born and

raised in Spokane, WA. He moved to Seattle in 1995 and currently lives in the Wedgwood neighborhood with his partner, Laura. Mike is a long-time youth basketball coach with the Seattle Chinese Athletic Association and the Seattle Parks Department coaching kids in the 5th-7th grade.

Andrew Glass Hastings – *Transportation lead in the Office of Policy & Innovation*

Andrew Glass Hastings has been a leader in key transportation policies, initiatives, and political campaigns in Seattle for more than eight years. Andrew managed the successful \$18 billion Sound Transit 2 campaign and served as former Seattle Mayor Greg Nickels' Senior Policy Advisor on Transportation. Currently Andrew works collaboratively to solve complex policy and political issues as the Government Relations Officer for the King County Department of Transportation. Andrew has an MS in Public Policy from the University of Southern California and a degree in Community and Regional Development from UC Davis. He lives with his wife and two sons in the Green Lake neighborhood in Seattle and enjoys soccer both playing and as an avid fan of the Sounders.

Aaliya Gupta – *Director of the Office of Immigrant & Refugee Affairs*

Aaliyah Gupta is deeply committed to social change work and utilizes her skills to assist nonprofit organizations and institutions to realize their visions and achieve their goals. She has a broad base of experience that includes establishing and growing community based organizations, organizing in immigrant and refugee communities, transitional leadership, coaching and mentoring small grassroots organizations, managing programs, fundraising and grant-making. Her knowledge of local communities, network of relationships, strong operational skills, and strategic thinking will inform the issues she will be working on in the City of Seattle. Aaliyah is also an artist and exhibits her work regularly across the country. She received her Master of Fine Arts degree from Stony Brook University.

Hyeok Kim – *Deputy Mayor, external*

Hyeok Kim is Executive Director of InterIm Community Development Association (InterIm CDA), a nonprofit community development corporation that promotes resiliency in Asian American, Pacific Islander, and other immigrant and refugee groups in the greater Seattle area. For over 40 years, InterIm CDA has developed affordable and mixed-use development housing projects, provided direct housing services such as eviction prevention assistance, and promoted community-building activities.

Prior to joining InterIm CDA in May 2008, Hyeok served as a policy analyst for Speaker of the House Frank Chopp and the House Democratic Caucus in the Washington State

Legislature, where she staffed a variety of housing and human services issues. Ms. Kim is a graduate of Hobart and William Smith Colleges in Geneva, New York. She was born in Seoul, South Korea, and immigrated with her family to the United States at the age of five. She is a 2010 Marshall Memorial Fellow and a 2010-2011 Annie E. Casey Foundation Children and Family Fellow. In September 2010, Ms. Kim was appointed to the President's Advisory Commission on Asian Americans and Pacific Islanders (AAPI's). The Advisory Commission is part of the White House Initiative on AAPI's established by President Barack Obama to improve access to federal programs for AAPI's across the country.

Patricia (Carrasco) Lally – *Director of the Office of Civil Rights*

Patricia (Carrasco) Lally worked as an Assistant United States Attorney in Seattle, Washington, for eleven years. Before joining the U.S. Attorney's Office, Patricia was an associate at the national law firm of Perkins Coie, where she participated in a number of complex civil litigation cases. Prior to her legal career, Patricia practiced as a Certified Public Accountant in California and Washington.

In 2012, Patricia became an adjunct professor at Seattle University School of Law where she taught pre-trial advocacy. Patricia is a Past President of the Latina/o Bar Association of Washington where she has served as a director from 2007 to 2011. For years, Patricia has served as a mentor to both Seattle University and the University of Washington law school students. In 2009, Patricia was appointed to the Washington State Minority and Justice Commission where she served for one year. She works with community-based organizations such as El Centro De La Raza, Casa Latina, as well as multi-organization coalitions to serve community members in the civil rights arena.

Patricia was born and raised in Los Angeles, California, and is the fourth child of Mexican-American parents who themselves never had the advantage of higher education. As the first generation to attend college, Patricia understands that education is the "great equalizer." Her rich background, experience and commitment to equal opportunity for all provides a keen understanding of the civil rights issues confronting Seattle.

In her spare time, Patricia enjoys community events, hiking, cooking and sharing a good meal. A weekend runner, Patricia completed the 2010 New York City 26.2 Mile Marathon crossing five bridges and five boroughs.

Steve Lee – *Organizational effectiveness lead in the Office of Policy and Innovation*

Steve Lee has more than thirty years helping public officials improve governance, people create effective organizations and communities better the places where they live, work

and play. His policy experience focuses on urban development, land use, sustainability, environmental justice, transportation, climate change, negotiation, and conflict management. He has led civic engagement efforts on behalf of federal, state, and local governments throughout country. He is a skilled facilitator, mediator and teacher.

Before consulting, he held positions at the The White House, National Association of Counties, Oregon Legislature, Metro (Portland, OR), National Institute for Dispute Resolution and AARP. He is an adjunct professor of public administration at the New York University Wagner School and former adjunct professor of sociology at John Jay College of Criminal Justice in New York, NY. He holds a Bachelor of Arts in Communication from the University of the District of Columbia and Master of Urban and Regional Planning degree from The George Washington University. He is a Portland, Oregon native who for the past 25 years has lived in Washington, DC and New York City. Only weeks ago, he returned to the northwest to serve Seattle under the leadership of Mayor-elect Murray.

Ben Noble – *Budget Director*

Ben Noble has worked for the Seattle City Council since 2000, and has served as the Director of the Council's Central Staff since 2006. In this role he has managed a staff of sixteen professional policy analysts who provide research and recommendations to all nine Councilmembers, and led the Council's annual budget review process. This work has provided him a rich background and considerable experience in the full range of policy issues that Seattle faces. For several years before joining the City, Ben worked in the private sector conducting policy analysis for a variety of local and regional governments on a consulting basis. Ben moved to Seattle in 1989 to attend the University of Washington, where he completed masters and doctorate degrees in economics. When not at work, he can be found running, biking or playing Frisbee with his 13-year old daughter.

Tina Podlodowski – *Police reform lead in the Office of Policy & Innovation*

Tina Podlodowski is a former Seattle City Councilmember and former chair of the Council's Public Safety, Health and Technology Committee. Her policy responsibilities included Seattle's Police and Fire Departments, as well as Municipal Courts and the Seattle/King County Department of Public Health. In 1999, Podlodowski authored legislation to create the first Office of Professional Accountability for the Seattle Police Department. She has spent the last year serving on the Community Police Commission, created as part of the Department of Justice Settlement Agreement with Seattle. She is also currently Co-chair of the Washington Alliance for Gun Responsibility.

Most recently, Podlodowski was Senior Vice-President and Practice Lead for Social Marketing, Health and Public Affairs at Porter Novelli, a global strategic communications and public affairs firm. She is a former senior manager with Microsoft, and former Executive Director of Lifelong AIDS Alliance and Big Brothers Big Sisters of Puget Sound. She has been named one of Seattle's "Women of Influence" and is a recipient of the Metropolitan Urban League "Spirit Award", for leadership in bringing diverse communities together to solve critical problems.

Podlodowski has a B.S. in Computer Engineering from the University of Hartford, and served as a member of the Visiting Committee at the Daniel J. Evans School of Public Policy at the University of Washington. She and her partner have three wonderful children, and an ill-behaved but lovable sheepdog named Hank.

Jeff Reading – *Communications Director*

Jeff Reading brings to the Mayor's Office fourteen years of experience as a communications and strategic advisor, most recently as the Deputy Chief of Staff to the Senate Democratic Caucus during Ed Murray's time as caucus leader. Previously, Jeff worked as Senior PR Manager for Public Policy at Microsoft. Prior to his role as Deputy Chief of Staff, Jeff worked for the Senate Democratic Caucus during an eight-year period as Communications Director and as a Public Information Officer. Jeff was also Government Affairs Manager for the Washington Restaurant Association, and worked in the Tacoma office of U.S. Congressman Adam Smith, initially as an intern. He is a graduate of the Evergreen State College, and lives with his wife, their 20-month-old daughter, and their two rambunctious dogs.

Andrea Riniker – *Interim Deputy Mayor, internal*

Andrea Riniker has been a public leader and manager in the region since the 1980s. She has led major public initiatives, such as the transformation of Bellevue to an urban center and the expansion of Sea-Tac to better serve the region. She has worked on major programs to improve the water quality in Puget Sound and clean up hazardous waste. She enhanced the role of Port of Tacoma among west coast ports. Most importantly, she has worked to enable each organization and community to realize their goals and aspirations. Andrea graduated Phi Beta Kappa from the University of Delaware, and attended the University of Michigan studying urban policy, planning and history. Andre and her husband LaVar spend time travelling and reading, as well as hiking and showshoeing in Jackson Hole.

Jared Smith, P.E. – *Waterfront and Seawall project director in the Office of Policy & Innovation*

Jared has been in charge of Parsons Brinckerhoff's Northwest operations (over 230 professional staff) since 2001. He has been responsible for a variety of high profile transportation and urban infrastructure projects and is known for innovation in helping to move projects and programs forward. These include his role as Principal-in-Charge and strategic advisor for the Alaskan Way Viaduct and Seawall Replacement Program (2001 to 2011) and multiple projects with Sound Transit. Jared was also involved in the planning and design of the Lake Union Streetcar and most recently led the design effort for the Skagit River Bridge emergency permanent replacement project.

From 1997 to 2001, Jared was the City of Seattle's Regional Transit Manager and director for transportation policy and planning. He became acting Director of the City of Seattle Strategic Planning Office from 2000 to 2001 before returning to the private sector.

He is a Seattle native and received his BS degree in civil engineering from Oregon State University. He and his wife, Karen Daubert, live in the Mt. Baker neighborhood and enjoy skiing, hiking, climbing, and traveling with friends and his four children.

Goran Sparrman – *Interim Director of the Seattle Department of Transportation*

Goran Sparrman joined the Seattle Department of Transportation (SDOT) as deputy director in October 2011. Overseeing four divisions focused on external service and capital project delivery, he has also been responsible for the Central Waterfront and Elliott Bay Seawall programs.

Goran came to SDOT from the City of Bellevue where he served as the director of transportation for over ten years, managing a staff of 120 employees and a \$20 million annual operating budget. He has been deeply involved in regional transportation issues, and has worked extensively with nearby cities and key transportation entities such as King County Metro, Sound Transit, the Washington State Department of Transportation and the Puget Sound Regional Council.

Prior to his time with Bellevue, Goran served for ten years as the director of Portland's Bureau of Traffic Management, and also worked as the city traffic engineer for the cities of Sacramento and Portland. Goran is a native of Sweden and is a licensed professional engineer with undergraduate and graduate degrees in civil engineering and urban planning. When he is not at work, Goran often spends his time attending his 10 year old son's soccer and other sports activities.

Steve Walker – *Director of the Office of Housing*

Steve Walker has worked in affordable housing policy, planning and finance for nearly twenty-five years. He joined the Washington State Housing Finance Commission (WSHFC) in 1996, serving there since 2002 as the Director of the Multifamily Housing and Community Facilities Division and Director of the Housing Tax Credit Division. He has overseen the strategic development and administration of WSHFC programs, involving the issuance of approximately \$200 million of tax exempt bonds and the allocation of \$200 million in housing tax credits each year for preservation and production of affordable multifamily housing throughout Washington state. Prior to coming to WSHFC, Steve worked at the City of Seattle's Department of Housing and Human Services; the Family Emergency Shelter Coalition in the San Francisco Bay Area; and New York City's Department of Housing, Preservation and Development. Much of Steve's work has involved legislative and advocacy efforts at the federal, state, and regional levels.

The positive impact quality, affordable housing has on mental and physical health, education, transportation, and economic stability are well documented. Steve is looking forward to bringing this perspective and a fresh set of eyes to broaden the City's housing affordability discussions. Steve received his Master of Urban Planning (MUP) from the University of Washington and received his B.A. in Urban Studies from Columbia University, NYC. Steve is married to Laura Hewitt Walker and they have two children: Benji (12) and Grace (8). Steve enjoys fly-fishing in remote Northwest streams, bike commuting, and family movie night.