



MODERATOR

Jon Walters

Founder

Public Safety Testing, Inc.

Jon is the Founder of Public Safety Testing, Inc, a firm that specializes in professional recruitment, pre-employment screening, investigations, and promotional testing. For the past 20 years, PST has helped connect thousands of candidates with hundreds of public safety departments through a streamlined and simplified hiring system. After serving in the US Army, Jon's decades-long policing career includes serving 7 years as a police chief in the Pacific Northwest. He also served as the Executive Director of a USDOJ Regional Community Policing Institute that operated in a five-state region. In this position, he was responsible for managing programs designed to enhance police-community relations, trust, and partnerships to address crime, fear of crime, and quality of life issues at the local level.

Jon is a graduate of the 171st session of the FBI National Academy, a member of the International Association of Chiefs of Police, the Washington Association of Sheriffs and Police Chiefs, the Washington Association of Fire Chiefs, Association of Washington Cities, and the FBI National Academy Associates. He has earned a Bachelor of Arts degree in Law and Justice and a Master of Science degree in Organization Development. In his free time, Jon enjoys golf, camping, travel, and boating.

PANELIST

Kay Barnes (she, her, hers)

Equity Manager
City of Everett



Kay still believes that one day there will be social justice for Black, Indigenous People of Color, LGBTQ+, disabled and Veterans!

Kay is the Equity Manager at the City of Everett. She had been with the city prior to the appointment working within teams in Human Resources – customer service, recruitment, benefits, labor and employee relations and training. Before joining the city, she served in the U.S. Navy. Assignment on two aircraft carriers in spaces where it's a first for women, she became a trailblazer in this community experiencing the rewards and facing intersectional challenges.

Kay shares Mayor Franklin's vision of ONE Everett and that all people who live in Everett should feel they belong and feel safe. Mayor Franklin introduced a mayoral directive in her first year as mayor centered on Community Engagement / Diversity, Equity, and Inclusion; and, in 2020 a mayoral directive centered on building unity, addressing racism, and promoting equity for all. She worked on teams in the city in Diversity, Equity, and Inclusion (DEI) since 2018. The Mayor's 2020 directive's initiatives are the framework for equity work for the city and its staff. The definitive purpose is creating an anti-racist city for all by dismantling inequities in the city systems and structures. There have been meaningful successes with the directives and work continues.

The year of 2020 brought the pandemic – COVID-19 - and the largest social justice movement in US history sparked by George Floyd's death. The events clearly brought to light how oppression intersected on her life and family. This interruption on so many lives took a toll on many families in the community and in so many ways has been called a twin pandemic – COVID-19 and systemic racism – giving rise to the notion of how to transform our social systems in new ways for post-pandemic. Shining light on social inequities that had the greatest impact on BIPOC and marginalized communities was hugely impactful. It turned out to be a tipping point and a call to action. Kay is humbled to serve as the City's first equity manager. She sees herself as responsible for using her voice, skills, compassion and position within the City and work with partners in removing barriers to access to Black, Indigenous People of Color, Veterans, LGBTQ+, and disabled community.

Grounded by knowing her ancestors stand beside her, Kay has faith in her moral compass, maintains a growth mindset and practices the work in the community as an Equity Guardian (Class of '21 LSC LFRE Cohort), she has a good social vibe for getting the work done, is compassionate and a difference maker. Kay recognizes the children of the community will be the leaders of tomorrow. She believes in providing as much support to them as possible. She sits on a board at a child advocacy center as a place to be a difference maker. Kay holds a BA in Organizational Leadership and a MS in Human Resources Management from Chapman University.

For self-care, Kay enjoys reading, hiking, cultivating spiritual mindfulness, listening to different genres of music, and reading. She finds travelling across the US and in other countries a time to savor the food and enjoy stimulating conversations from others she dines with.



PANELIST

Steve DiJulio

Principal

Foster Garvey PC

Steve DiJulio is an attorney in the Seattle office of Foster Garvey PC. His practice focuses on advising clients in litigation involving state and local governments; civil service and public employment; and, land use and environmental law.

Steve's particular experience includes representation of jurisdictions on eminent domain, utilities (water, wastewater, storm water, solid waste systems), local improvement districts, facility siting and contractor litigation.

He is a member of the State & Local Government Law and Employment Law sections of the American Bar Association; the International Municipal Lawyers Association; the Environmental & Land Use Law and Administrative Law sections of the Washington State Bar Association; and the Washington State Association of Municipal Attorneys. He currently serves as a Trustee for the King County Bar Foundation.

Steve is a lecturer at the Evans School of Public Policy & Governance at the University of Washington.



PANELIST

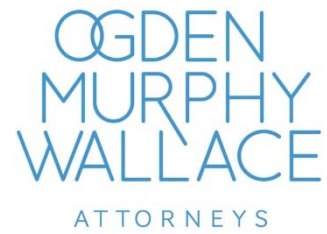
Kalie Nichols

Senior Human Resources Analyst/Civil Service Examiner
City of Lacey

Kalie Nichols began her human resources career with Thurston County as an Administrative Assistant in 2007. She was then promoted to Human Resources Specialist, where she had the ability to work in all facets of HR, developing a special interest in the law enforcement/Civil Service aspects of the position. The experience gained at Thurston County was instrumental in her transition to the City of Lacey, where she is currently a Senior Human Resources Analyst and the Civil Service Examiner.

Kalie has an Associate's Degree from Lower Columbia College, with a Criminal Justice emphasis, and is currently working towards various professional human resources certifications. She is directly involved in all aspects of recruitment and hiring for the Lacey Police Department and continues to work collaboratively with the City, the Department, the Civil Service Commission, and the community to streamline recruitment efforts. This includes evaluating and auditing the process from application to hire and removing application barriers, while ensuring consistency, fairness, diversity, and inclusion.

Not only does her passion for law enforcement correlate with the essential functions of her position, she continues to support this interest in her volunteer activities for the Lacey Police Department as the head of the Chief for a Day committee and in participating with the Lacey Police Department's Cops, Cars, N' Kids annual event.



PANELIST

Scott Snyder

Member

Ogden Murphy Wallace

Scott Snyder is a member and the former managing Partner of Ogden Murphy Wallace PLLC. Scott serves as counsel to the City of Bainbridge Island Civil Service Commission and has served as counsel or hearing officer of a significant number of cities in Washington including Mukilteo, Clyde Hill, Bonney Lake, Bainbridge Island, Orting and Bothell. Scott's practice focuses on Civil Service, Public defense issues, Telecommunications and Labor Negotiation. Scott is also a past president of the Washington State Association of Municipal Attorneys.