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**Profile****Brent**

First Name

**Barnes**

Last Name

Middle Initial

**barno68@yahoo.com**

Email Address

**1320 Carlyon Ave SE**

Home Address

Suite or Apt

**Olympia**

City

**WA**

State

**98501**

Postal Code

**Mobile: (480) 332-1195**

Primary Phone

**Home:**

Alternate Phone

Question applies to multiple boards

Applications are accepted for the calendar year only. The Olympia City Council's General Government Committee recommends appointments to the full Council. Recommendations are made following review of applications and interviews of qualified candidates.

The City of Olympia values participation from all perspectives and life experiences and looks for equity and inclusion in advisory board appointments.

Three absences from meetings in a year may result in removal from an advisory board.

Questions? Contact Susan Grisham, Executive Assistant, 360.753.8244, [sgrisham@ci.olympia.wa.us](mailto:sgrisham@ci.olympia.wa.us)

If you saved or submitted an application and did not receive a confirmation, please check your spam folder.

**The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources.**

*When filed with the City, your application and attachment documents are public records and may be subject to public release.*

**Manager- State of Washington**

Occupation

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**Which Boards would you like to apply for?****Parks and Recreation Advisory Committee: Submitted**

Question applies to multiple boards

**If you applied for multiple boards or commissions, please rank them in order of interest below.**

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**Select Your Neighborhood (you must live within Olympia City limits to serve on a board or commission) \***

Other

**If you choose "other" please write in your neighborhood here:**

Not sure- we are directly east of Carlyon North across from Olympia High School

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**Interests & Experiences**

Question applies to multiple boards

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. Olympia residency is not required; however, it is a primary consideration. You may attach a resume.

Question applies to multiple boards

**1. Briefly describe why you wish to serve on this advisory committee.**

I love our city and want to see a continued growth of services/programs from parks and recreations, but would also like to be involved in where we should be going in the future as our city population continues to grow

Question applies to multiple boards

**2. Describe your qualifications and/or skills which would benefit this advisory committee.**

My family and I are avid users of the cities parks and are focused on serving those around us. Our whole family are swimmers and see this as an area that the city of Olympia needs to grow to serve. With Evergreen State College shutting their pool to community use, the YMCA closing their downtown pool and the capacity issues at the Briggs YMCA we need to be looking at the feasibility of providing an aquatic center for our children and community members to use. My wife and I are heavily engaged in masters swimming, running, biking and triathlon events so know the needs of those communities well.

Question applies to multiple boards

**3. Describe your involvement in the Olympia community.**

My boys are young and so we are involved with the schools and community events. We do a lot with the YMCA and our church also.

Question applies to multiple boards

**4. List your educational and professional background and area of study.**

BS Geography, M.ED Curriculum and Instruction, work toward MBA- Finance and Accounting 30 years of public service- federal, state and military

Question applies to multiple boards

**5. Appointment to this committee will require your attendance at evening meetings. How many hours per month are you willing to commit as a volunteer?**

10

Question applies to multiple boards

**6. If you are not appointed to this committee at this time:**

Question applies to multiple boards

**6a. Do you wish to be considered for appointment to another advisory committee?**

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Yes  No

Question applies to multiple boards

**6b. Do you wish to be considered for future appointment to this committee?**

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Yes  No

Question applies to multiple boards

**6c. Would you be willing to volunteer for other City activities?**

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Yes  No

Question applies to multiple boards

**If you answered yes to 6a, please identify what other Advisory Committees you would be interested in being considered for in order of interest.**

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Any you think I would be a good fit for and could add value. Of particular interest is the Planning Committee and the Bicycle & Pedestrian Advisory Committee

Question applies to multiple boards

**7. Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?**

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Yes  No

Question applies to multiple boards

**8. Citizens appointed to advisory committees are assigned and required to use a City email address for all advisory committee business.**

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**Do you agree to comply with this expectation?**

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I Agree \*

Question applies to multiple boards

**9. How did you learn about this advisory committee recruitment?**

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Saw the link on the city of Olympia website

[Barnes\\_Resume.DOCX](#)

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Upload a Resume

## Brent L. Barnes

1320 Carlyon Ave. SE, Olympia, WA 98501

[brentlbarnes@gmail.com](mailto:brentlbarnes@gmail.com)

480-332-1195

[www.linkedin.com/in/blbarnes](http://www.linkedin.com/in/blbarnes)

### EXPERTISE

- Leadership
- Conflict Resolution
- Coaching
- Senior Management
- Collaboration
- Process Improvement
- Regulatory Compliance
- Interpersonal Communication

### EXPERIENCE

**Leadership/ Mentorship-** Implementing succession planning by developing subordinates to take the next step in their careers, cross-training personnel and placing the right people in the right positions. Retaining high quality and motivated staff by engaged mentorship and focusing on how the employee's skills and goals can contribute to fulfilling the organizations strategic plans. Fostering buy-in for change by creating a climate of process ownership rather than blind compliance. Networking with outside organizations to aid internal process improvement, create efficiencies, learn best practices and create cross-training opportunities for employees. Being the face of the agency; setting the example and always being consistent.

- Led inter-agency cross-functional teams in order to break down performance barriers and improve communication across networks.
- Served as a management representative during 2017 WPEA collective bargaining agreement negotiations. Negotiations were productive, professional and completed on time.
- Created and implemented a succession plan for a program that had 30% of their senior workforce retirement eligible. The plan took into account the long certification timeline for the positions and addressed potential personnel losses for the next 3 years.
- Identified key positions and personnel and implemented a succession plan that consisted of cross-training and development; this plan allowed the organization to continue operations flawlessly during, and following, a reduction of 60% in Full-Time Staff.
- Reorganized two departments, consisting of 90 personnel located in eleven different states, to perform as one cohesive team resulting in a 60% increase in productivity.
- Created and implemented mentor based training program for over 70 technicians, integrated time management, efficiency and team building techniques.

**Resource Management/ Process Improvement-** Making organizations better than when I arrived by streamlining processes and procedures through the use of Lean methodologies. Integrating the "do more with less" mentality in everything from managing current resources (manpower, logistics and time) to budgeting for future projects. Always approaching projects with an enterprise solution in mind.

- Created and implemented an enterprise solution to electronic payments to meet both customer needs and to capitalize on an IT solution to decrease manual workload.
- Identified shortfalls in hiring process within Human Resources and created new procedures to ensure that onboarding of employees was a smooth process and that they received the training they would need to be successful.
- Established data driven regulatory compliance performance goals for investigative staff to ensure that federal agency (EPA) expectations were met and to address specific historical compliance issues within the state.
- Implemented work place strategies to facilitate collaborative engagement while increasing available desk space and supporting cross-organizational needs.
- Reorganized inventory protocols and logistics, decreasing purchasing costs by \$100K

- Revised production workflow procedures/instituted new purchasing processes, decreasing production costs by \$73K.

**Policy/Regulatory Compliance-** Every organization has a need to comply with regulations and policies to meet legal requirements, enforce standards and to provide consistency in deliverables to the customer. Whether the policies be Federal, State or internal, it is my responsibility as a manager to know what they are and how they impact my organization. Policy compliance feeds into the strategic planning process by giving parameters to how a goal is to be accomplished and how it will be measured.

- Facilitated service based fee increase legislation to meet program funding needs.
- Formalized divisional policies; collaborated on agency policy updates and directed rule (WAC) and statute (RCW) revisions for division.
- Wrote policy memorandums for Department of the Army civilians and Army Soldiers to standardize processes at the department level.
- Identified non-compliance areas that were creating a high rework rate and trained staff on what was required by regulation to ensure all work was done to standard.
- Conducted training on a reoccurring basis to ensure staff's familiarity with Federal laws, to include employment and equal opportunity rights, sexual harassment and discrimination.

**Strategic Planning/ Communication-** Always building contingencies into a plan for the inevitable setback. Taking on an issue as a challenge to solve; seeing the desired end state and using backward planning to come up with the solution; this technique is especially useful when developing task planning for achieving strategic organizational goals. Being able to get to the root of personnel issues through the use of active listening, showing compassion and helping guide the individual to a solution. When necessary, utilize disciplinary measures in a progressive manner to correct behavioral or policy non-compliance.

**Training/ Coaching-** Approaching coaching as an investment in the individual's future and the organization's success. Evaluating progress and adapting teaching approach to staff members learning style while showing the benefits of adopting the life-long learner concept.

- Coached new Program Managers on how to efficiently structure their programs, encourage employee growth, budget accountability, effective communication, and strategic planning.
- Improved curriculum content of two university level course; staffed the changes through the department chair and received approval of new syllabus structure.
- Taught leadership theory to university students with focus on how to evaluate their own style, application and adapting style to new situations.
- Developed and integrated training programs that ensured personnel were fully equipped to facilitate achievement of organizational goals

## **EMPLOYMENT HISTORY**

- Chief Operating Officer, Puget Sound Partnership, Olympia, WA 2017 - Present
- Assistant Director, Washington State Department of Agriculture, Olympia, WA 2015 - 2017
- Signal Intelligence Company Commander/Senior Manager, Tacoma, WA 2012 - 2015
- Military Science Assistant Professor, University of California- Berkeley, CA 2009 – 2012
- Intelligence Operations Manager, Phoenix, AZ 2004 – 2009
- Department of the Army, Training and Operations Manager, Mountain View, CA 2003 – 2004
- Colo.com, Operations Manager, Bothell, WA 2000 – 2001

## **EDUCATION**

- Masters of Education, Curriculum and Instruction, Arizona State University
- Masters of Business Administration, Santa Clara University (36 credits toward completion)
- Bachelor of Science, Geography, Arizona State University
- Formal leadership training: Military Intelligence Captains Career Course (formal leadership training- managerial), Supervisors Development Course (Federal Government leadership training- managerial) and Leading Teams (Washington State)

- Lean Six Sigma Green Belt Certificate, Syracuse University