

## Irwin, Stacy

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**From:** Best, Carmen  
**Sent:** Friday, June 29, 2018 8:26 PM  
**To:** Durkan, Jenny  
**Cc:** Fong, Michael; Warner, Ian; abremner@freybuck.com  
**Subject:** RE:

Mayor,

As I have expressed, I had hoped to be the Chief of Police. I appreciate your very kind offer of an alternative position within your administration and I will take time to review the offer and give it due consideration. That being said, your office (DM Fong and Ian Warner) had stated that I would receive a written settlement offer to consider today, Friday, June 29th. I still need to see the settlement offer while I consider both options to make a well informed decision about my future.

Again, I sincerely thank you for your time.

Carmen

-----Original Message-----

**From:** Durkan, Jenny  
**Sent:** Friday, June 29, 2018 2:50 PM  
**To:** Best, Carmen <Carmen.Best@seattle.gov>  
**Subject:**

Carmen,

Thank you for hearing out my idea this afternoon. I hope you say YES.

Of course — again I know it is a personal decision and I will honor and support whatever you choose. Truly.

I really appreciate that you agreed to get the new Chief on board and through a transition. Now I hope you'll give serious thought to staying and putting your talent and passion for our city to work in a new role.

Since you told me last week you had changed your mind and felt it was best to move out of the department, I have been thinking through options. I would love for you to consider staying on as Deputy Mayor for Public Safety and Public Health or as Public Safety Advisor (like I said the title is totally negotiable.)

Our City and our first responders are facing new public safety and public health challenges, and I wanted someone in the Mayor's office who can bring a strong and broad public safety perspective into our daily decision making. In recent months, I've been in discussions with my team on the need and importance of filling this critical role. But other than Kathy (and now you) no one has seemed right for it.

You would be great in the role.

Broadly, I see this position as providing policy and operational support over all public safety and related public health issues. We would discuss specifics, of course. But as as I have envisioned it, you would have in your "portfolio:" Seattle Fire Department, Seattle Police Department, Office of Emergency Management and Public Health of Seattle-King County — as well as running point on the City's major public safety and public health initiatives including youth violence prevention efforts. Our Deputy Mayors also have a significant presence at community events.

I believe we can do a lot of meaningful policy work regarding diversion, criminal justice reform, youth opportunity, re-entry, bail reform, and gun violence.

As I mentioned today, I am open to refining the scope of this position, but I know that our city and I would be served well by you in this position.

I hope you'll take some time to think about it and give me a call if you want to chat more.

Thanks,  
Jenny

**Irwin, Stacy**

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**From:** Durkan, Jenny  
**Sent:** Wednesday, June 27, 2018 9:59 AM  
**To:** Fong, Michael; Warner, Ian  
**Subject:** Fwd:

FYI. Meeting w Pete today. Will discuss this.

Sent from my iPhone

Begin forwarded message:

**From:** [JAD@Seattle.Gov](mailto:JAD@Seattle.Gov)  
**Date:** June 26, 2018 at 7:18:41 PM PDT  
**To:** Carmen Best <[Carmen.Best@Seattle.gov](mailto:Carmen.Best@Seattle.gov)>

Chief,

It has been brought to my attention that you wrote to my "public" constituents email address about our meeting Friday. (Just a reminder — that email does not come to me.)

Our meeting Friday is our regular meeting to address public safety and policing issues. We got a lot happening. I was just discussing what we needed to cover. Specifically, I would like to address public safety issues in and around our homeless facilities, downtown core and neighborhoods - how you and Chief Scoggins are coordinating, of course, is important.

We should also go over some after action lessons on recent protests and plans for future ones we can expect.

Also, given the two youth opportunity roundtables this week (South Park and Rainier Beach), I want to get the update on our public safety and youth violence prevention efforts in those communities.

As usual, I would like an update on major investigations.

Also, I need to get briefed on the Public Safety survey results and how you/the Department will integrate them into our policing strategies and what the community presentation schedule and plan looks like. I was unaware of this initiative and it could impact a number of outreach strategies underway. (Stephanie called Sean on this.) It sounds like you have collected important data, and we want to maximize its use.

As to the personnel issue you raised, it remains my firm hope that you remain at SPD as we discussed. I appreciate that you have rethought your initial desire and agreement to continue at the department. I know there is a lot that comes into play there, and as I said, it is a personal decision only you can make. But in fairness, Friday was the first time you had told me you changed your mind and even then you also said you would remain at least until a new Chief was on board and through a reasonable transition. Until we know who/when that is — it is difficult to craft the contours of any departure or alternatively what role you might play in the Department or elsewhere, if you stay.

I know you had conversations with Senior Deputy Mayor Fong. He has been exploring a range of options and is still working on that with HR. Please let him know if you want him to continue those efforts.

Thanks,

Jenny

Sent from my iPhone

**Irwin, Stacy**

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**From:** Formas, Stephanie  
**Sent:** Tuesday, June 26, 2018 6:00 PM  
**To:** Durkan, Jenny  
**Subject:** FW: Today's Discussion

Hi Mayor – I wanted to ensure you saw this note.

Thanks,  
Stephanie

**From:** Best, Carmen  
**Sent:** Friday, June 22, 2018 4:53 PM  
**To:** Durkan, Jenny <[Jenny.Durkan@seattle.gov](mailto:Jenny.Durkan@seattle.gov)>; Fong, Michael <[Michael.Fong@seattle.gov](mailto:Michael.Fong@seattle.gov)>; Warner, Ian <[Ian.Warner@seattle.gov](mailto:Ian.Warner@seattle.gov)>  
**Subject:** Today's Discussion

Hello Mayor Durkan,

Per our conversation, I anticipate seeing an offer of severance before our meeting next week so I can have ample time to respond.

Thank you for your time today.

Sincerely,

Carmen Best  
Interim Chief of Police