



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 16822

Proposed No. 2025-0122.1

Sponsors Quinn

1 AN ORDINANCE related to the priority hire program and
2 allowing for changes to the criteria of "economically
3 distressed areas" that reflects a revised methodology which
4 enhances regional uniformity and aligns with evolving
5 economic and demographic shifts; and amending
6 Ordinance 18672, Section 2, and K.C.C. 12.18A.010.

7 STATEMENT OF FACTS:

8 1. King County established the priority hire program in 2018, designed to
9 prioritize the recruitment and placement of economically disadvantaged
10 local workers on designated King County public works projects. The
11 program is intended to help address construction workforce shortages,
12 diversify the construction workforce and improve the well-being of
13 individuals who live in geographic areas of economic distress.

14 2. The priority hire program focuses on workforce participation by
15 apprentices and journey level construction workers and is therefore
16 directly connected to the county's existing apprenticeship program. King
17 County is committed to achieving its apprenticeship hiring goals set in
18 county policy and remedying the disproportionately low involvement by
19 minority groups and women in the construction workforce.

Ordinance 16822

20 3. The priority hire program was designed in alignment with actions in
21 King County's 2016 equity and social justice strategic plan, co-created
22 with employees and community partners. The program continues to
23 deliver on King County's equity and racial and social justice values by
24 expanding opportunities for disadvantaged populations and ensuring that
25 county public works projects are planned and implemented in a way that
26 improves equity in local communities.

27 4. Adoption of the proposed criteria for “economically distressed areas”
28 will expand the overall catchment area of the priority hire program by
29 including eleven more ZIP Codes as being economically distressed. This
30 will enable the hiring of more local construction workers and put more
31 labor dollars into economically distressed communities. It will also
32 promote regional uniformity with the city of Seattle's program, making it
33 easier for union dispatchers and contractors to implement priority hiring
34 placements for construction projects.

35 5. K.C.C. 12.18A.030 requires that the manager "analyze the indicators
36 for economically distressed areas and prepare a list of ZIP Codes that are
37 found by the manager to be economically distressed areas and update that
38 list at least once every five years. Any changes proposed by the manager
39 to the criteria for determining economically distressed areas are subject to
40 approval by ordinance."

41 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

Ordinance 16822

42 SECTION 1. Ordinance 18672, Section 2, and K.C.C. 12.18A.010 are hereby
 43 amended to read as follows:

44 The definitions in this section apply throughout this chapter unless the context
 45 clearly requires otherwise.

46 A. "Apprentice" means a person who has signed a written apprenticeship
 47 agreement with and enrolled in an active state-registered apprenticeship training program
 48 approved by the Washington state Apprenticeship and Training Council.

49 B. "Apprenticeship training program" means an active program registered and in
 50 compliance with the Washington state Apprenticeship and Training Council as defined
 51 by chapter 49.04 RCW and WAC 296-05-011, and WAC 296-05-013.

52 C. "Community workforce agreement" means an executed agreement signed by
 53 the executive, or the executive's designee, on behalf of the county, and representatives of
 54 the Seattle-King County Building Trades Council, the Northwest National Construction
 55 Alliance II, and other labor organizations, as applicable, for a covered project. The
 56 community workforce agreement is a project labor agreement for a single covered project
 57 that contains terms and conditions for priority hiring requirements.

58 D. "Contractor" means a person or business entity that enters into a contract with
 59 the county or that is a subcontractor performing services under such a contract. A
 60 contractor employs individuals to perform work on covered projects, including general
 61 contractors, subcontractors of all tiers, and both union and nonunion entities.

62 E. "Covered project" means a county public works project with project
 63 construction costs estimated to equal fifteen million dollars or greater, and such other
 64 criteria established by the executive, upon enactment of Ordinance 18672. This threshold

Ordinance 16822

65 of fifteen million dollars may be lowered to five million dollars by December 31, 2020, at
66 the discretion of the executive.

67 F. "Division" means the department of executive services, finance and business
68 operations division or its successor.

69 G. "Economically distressed area" means a geographic area within King County,
70 defined by ZIP ~~((e))~~Code, and found by the manager to ~~((be in the top thirty percent of all~~
71 ~~ZIP codes in))~~ include at least sixty percent of the King County ~~((in terms of the~~
72 ~~concentration of individuals who meet))~~ population of residents in that ZIP Code that
73 have a high absolute number, have a high share by percentage, or have a high density per
74 acre of people meeting at least two of the following three criteria: have income at or
75 below two hundred percent of the federal poverty level; are unemployed; or are at least
76 twenty-five years old and ~~((without a college))~~ with less than a bachelor's degree. The
77 manager may add ZIP ~~((e))~~Codes that meet ~~((this))~~ these criteria for construction projects
78 that are part of the county's wastewater service area in Pierce and Snohomish counties.
79 Also, the manager may adjust the list of economically distressed areas within King
80 County ~~((in order))~~ to enhance regional uniformity with other local jurisdictions
81 implementing priority hire programs.

82 H. "Good faith efforts" means the strongest possible efforts that the contractor
83 and its subcontractor can reasonably make to meet the established apprentice
84 requirement, priority hiring requirement and other hiring goals.

85 I. "Helmets to Hardhats" means the nationwide program that is administered by
86 the Center for Military Recruitment, Assessment and Veterans Employment, a nonprofit
87 corporation that connects National Guard, Reserve, retired and transitioning active-duty

Ordinance 16822

88 military service members with skilled training and quality career opportunities in the
89 construction industry.

90 J. "Journey level" means that an individual has sufficient skills and knowledge of
91 an occupation, either through a formal apprenticeship training program or through
92 practical on-the-job work experience, to be recognized by any combination of a state
93 registration agency, a federal registration agency or an industry, as being fully qualified
94 to perform the work of the occupation. To be "journey level," practical experience must
95 be equal to or greater than the term of apprenticeship.

96 K. "Labor hours" means hours performed on covered projects by workers who
97 are subject to prevailing wages under chapter 39.12 RCW.

98 L. "Manager" means the manager of the finance and business operations division,
99 or its successor, or the manager's designee.

100 M. "Master community workforce agreement" means a standardized project labor
101 agreement that would be anticipated to apply to all covered projects and sets forth terms
102 and conditions for hiring requirements to include priority hire workers, signed by the
103 executive or the executive's designee on behalf of the county, and representatives of the
104 Seattle-King County Building Trades Council, the Northwest National Construction
105 Alliance II, and other labor organizations, as applicable.

106 N. "Open shop contractor" means a contractor that is not a signatory to a
107 collective bargaining agreement with a union representing the trade or trades of the
108 contractor's workers, also known as a nonunion contractor.

Ordinance 16822

109 O. "Pre-apprentice" means a student enrolled in a construction pre-apprenticeship
110 training program that is recognized by the Washington state Apprenticeship and Training
111 Council.

112 P. "Pre-apprentice graduate" means an individual who successfully completed a
113 pre-apprenticeship training program and is readily available to enter an apprenticeship
114 training program or has been accepted into an apprenticeship training program, including
115 individuals who are completing the first or second year of apprenticeship training.

116 Q. "Pre-apprenticeship training program" means an education-based
117 apprenticeship preparation program that is formally recognized by the Washington state
118 Apprenticeship and Training Council and endorsed by one or more registered
119 apprenticeship sponsors, with a focus on educating and training students to meet or
120 exceed minimum qualifications for entry into an apprenticeship training program.

121 R. "Preferred entry" means a program provided as part of a project labor
122 agreement or a community workforce agreement that allows pre-apprentice graduates and
123 Helmets to Hardhats veterans, entry into an apprenticeship training program ahead of
124 other applicants.

125 S. "Priority hire program" means a program implemented by King County that
126 prioritizes the recruitment and placement of priority hire workers for training and
127 employment in the construction trades on covered projects.

128 T. "Priority hire worker" means an individual prioritized for recruitment, training
129 and employment opportunities because the individual is a resident in an economically
130 distressed area.

Ordinance 16822

131 U. "Project labor agreement" means an executed agreement between the
 132 executive or designee, on behalf of the county, and one or more labor unions that
 133 represent workers who typically perform on county public works projects, that provides
 134 standards for work hours, wages, working conditions, safety conditions, union
 135 representation, apprenticeship requirements, and settlement of disputes procedures.

136 V. "Resident" means a person who provides evidence to the satisfaction of the
 137 manager demonstrating that the person lives at a particular address.

138 W. "Small contractor and supplier" means a contractor that meets the eligibility
 139 criteria for King County's small contractor and supplier program under K.C.C. chapter
 140 2.97 and is certified as a small contractor and supplier company in the online directory
 141 maintained by the business development and contract compliance section of the division.

142 X. "Union" means a representative labor organization whose members
 143 collectively bargain with employers to set the wages and working conditions in their
 144 respective trade or covered scope of work.

145 Y. "Women-owned or minority-owned business" means a business that has been
 146 certified by the state of Washington to be at least fifty-one-percent owned by either
 147 women or minority group members. For the purposes of this subsection, "minority"

Ordinance 16822

- 148 means African American/Black, Hispanic/Latino, Asian American, Pacific Islander,
149 Native Hawaiian, Alaska Native, or Native American.

Ordinance 16822 was introduced on 5/6/2025 and passed by the Metropolitan King County Council on 6/3/2025, by the following vote:

Yes: 8 - Balducci, Barón, Dembowski, Dunn, Mosqueda, Quinn,
von Reichbauer and Zahilay
Excused: 1 - Perry

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Signed by:

Girmay Zahilay

1AEA3C5077F8485...

Girmay Zahilay, Chair

ATTEST:

DocuSigned by:

Melani Hay

8DE1BB375AD3422...

Melani Hay, Clerk of the Council

Attachments: A. King County Priority Hiring Analysis December 2024

King County Priority Hiring Analysis

SPATIAL ANALYSIS OF PRIORITY WORKERS AND DISTRESSED ZIP CODES

Project Manager:
Michaela Jellicoe

Analysts:
Carly Bednarski
Madalina Calen
Connor Reed

December 2024

Community Attributes Inc.
119 Pine Street, Suite 400
Seattle, Washington 98101
www.communityattributes.com



- 1. Introduction**
- 2. Updated Study Area**
- 3. Updates to Study Area from Previous Analysis**
- 4. Potential Adjustments to Study Area for Discussion**
- 5. Analysis Results**
- 6. 2024 Priority Hire Employment Analysis**

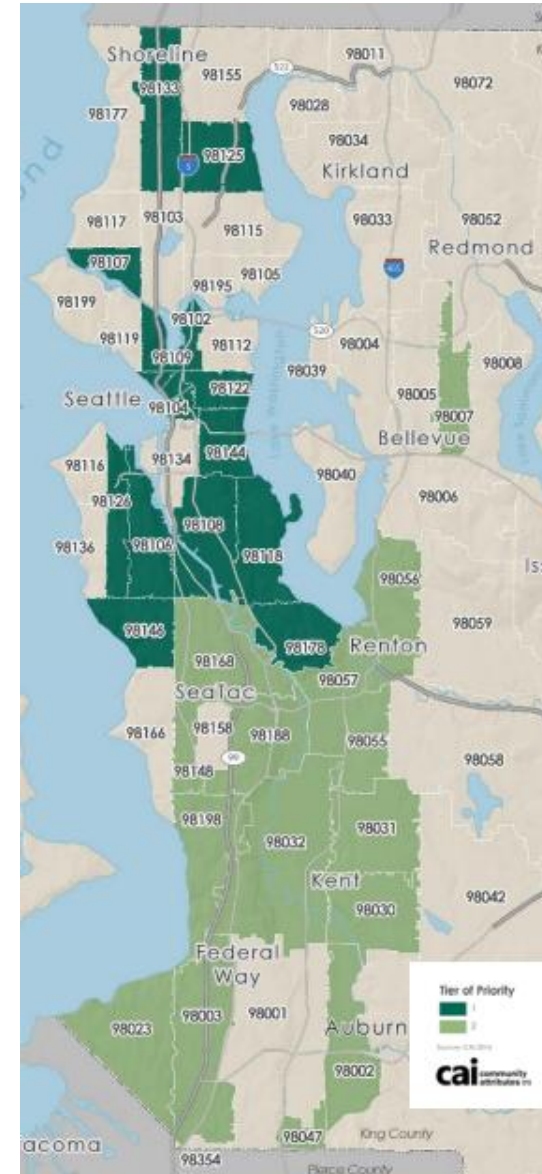
I. Introduction

Background and Purpose

King County uses a list of economically distressed ZIP codes to prioritize workers for hire on County infrastructure projects and when making investments in construction workforce recruitment, training and retention efforts.

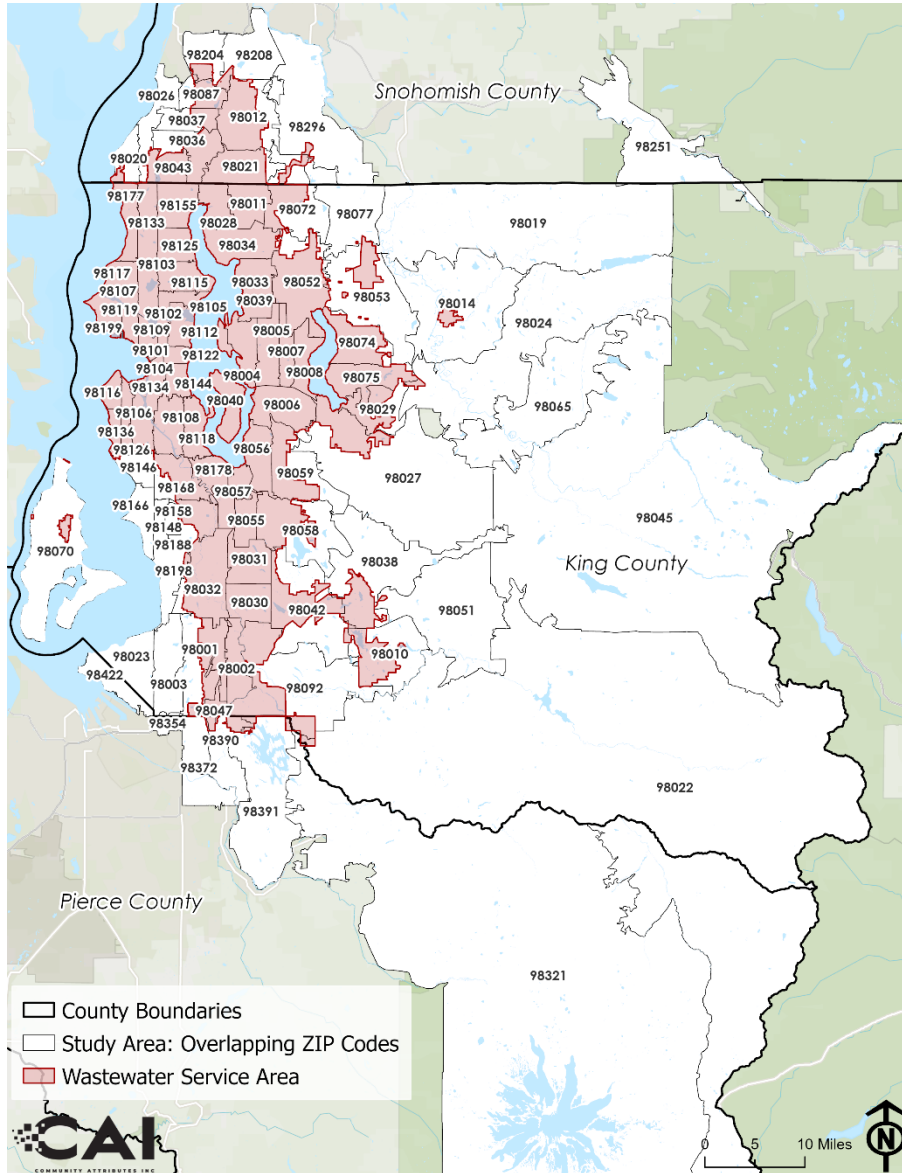
Given the ever-changing nature of the economy, the County requested an update to the ZIP code list to reflect the changing demographics and economic characteristics of the region. With this update, the County is also exploring aligning their methodology with updates to the City of Seattle's priority hire methodology.

Exhibit 1. Current Priority Hire Zip Codes



2. Updated Study Area

Exhibit 2. Priority Hire ZIP Codes Updated Study Area



King County's service area is based on King County's wastewater service area. ZIP codes with wastewater rate payers are cross-referenced with the 2016 study ZIP code list to identify any changes in the service area.

The updated Study Area includes 100 ZIP Codes (2 more ZIP codes that in the 2016 study located in Pierce County) of which:

- 82 ZIP codes are in King County
- 6 ZIP codes are in Pierce County
- 12 ZIP codes are in Snohomish County

The next page (page 5) summarizes all updates to the study area compared to the 2016 study area.

Page 6 highlights some discussion points for potential changes to the study area.

9. Updates to Study Area from Previous Analysis

King County PO Box ZIP Codes Removed

Three PO Box ZIP codes from the 2016 King County study were removed from the current study area:

- 98068 Snoqualmie Pass (King County)
- 98224 Baring (King County)
- 98288 Skykomish (King County)

Downtown Seattle Zip Codes Added

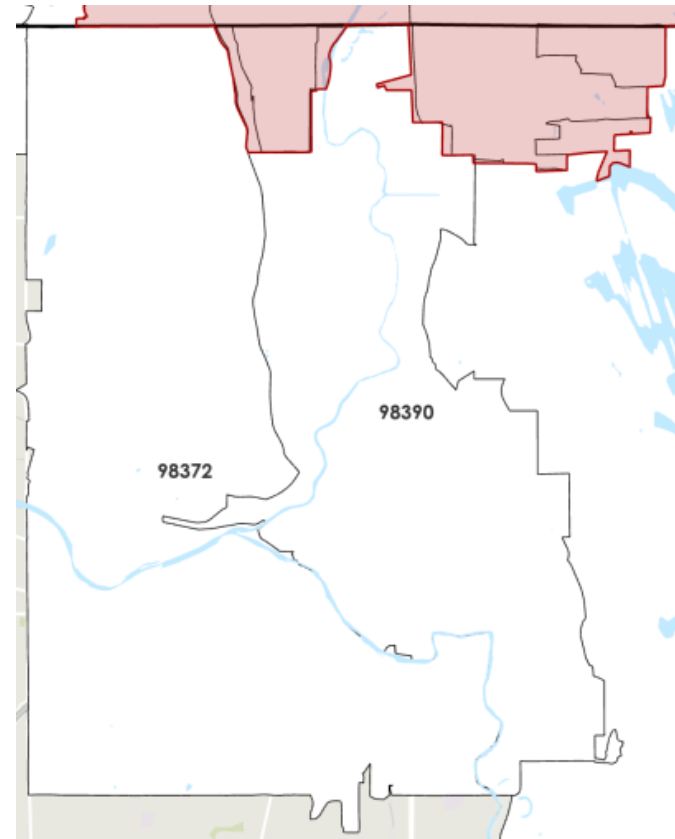
Three block-sized zip codes in downtown Seattle were added to the current study:

- 98154 Seattle (King County)
- 98164 Seattle (King County)
- 98174 Seattle (King County)

Pierce County Zip Codes Added

Spatial analysis revealed two additional Pierce County Zip Codes slightly overlap with King County's wastewater service area that were not included in the previous study:

- 98372 Puyallup (Pierce County)
- 98390 Sumner (Pierce County)



4. Potential Adjustments to Study Area for Discussion

Peripheral ZIP Codes

CAI was asked to review the impact of peripheral zip codes that overlap minimally with King County's wastewater treatment service area and King County. These following five ZIP codes overlap with the King County wastewater treatment service area minimally.

- 98321 Buckley (Pierce County)
- 98391 Bonney Lake (Pierce County)
- 98354 Milton (Pierce County)
- 98422 Tacoma (Pierce County)
- 98251 Gold Bar (Snohomish County)

The removal of these ZIP codes does not result in significant changes to the percent capture of population within each criteria. **Exhibit 3** shows the population of each criteria within each of the five ZIP codes. Removal also does not impact other ZIP codes in the priority hire list. Three of the five ZIP codes are captured using the 2024 City of Seattle Methodology, 98321 and 98422 are not captured. Only 98251 is captured as a priority hire ZIP code based on the 2016 King County methodology.

King County decided to leave these peripheral ZIP codes for consideration as priority hire areas because peripheral ZIP codes were included in the previous 2016 study area and the removal of these five ZIP codes does not impact the other ZIP codes in the priority hire list.

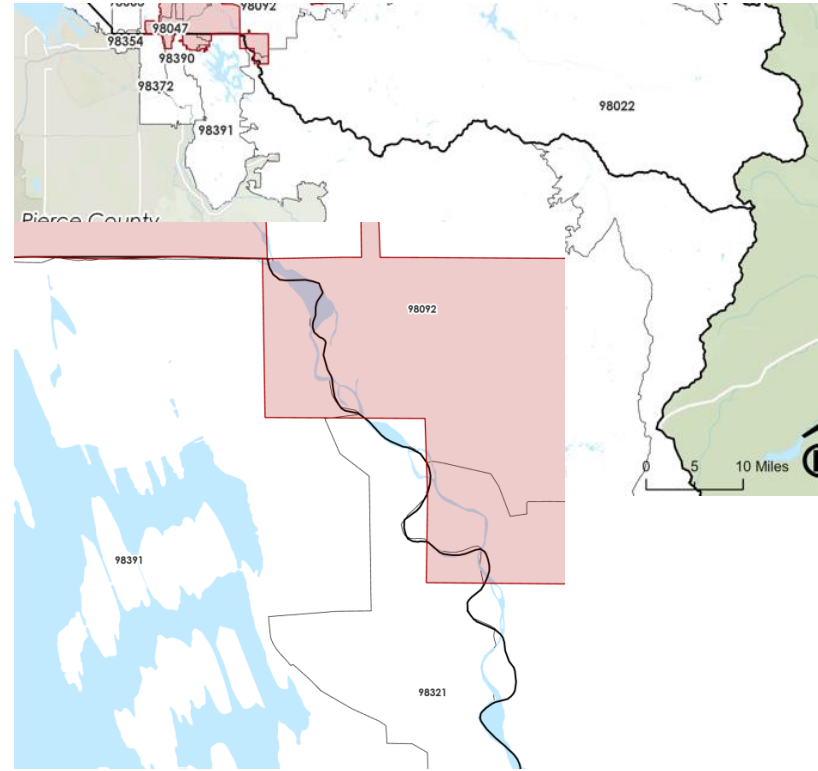


Exhibit 3. Population by Priority Hire Criteria

ZIP	Total Under 200% Poverty Line	Total Unemployed	Total with Less than College Degree
98321	2,811	439	8,569
98391	5,206	975	19,568
98354	1,727	227	4,086
98422	3,249	413	7,268
98251	918	139	2,458

Results are shown on the following pages for the updated study area using the following methodologies for comparison:

- **2016 King County Priority Hire study methodology:** A ZIP code is a priority hire ZIP code if the share OR density (per acre) for at least two of the three metrics below is in the top 30% of all ZIP codes in the study area
 - People living under 200% of the poverty threshold
 - Unemployed people
 - People 25 and over without a college degree
- **2024 City of Seattle Priority Hire study methodology:** Priority hire ZIP codes have either a high absolute number OR high share OR high density (per acre) of at least two of the three metrics below such that the selected ZIP codes capture at least 60% of the population meeting each criteria in King County, applied to all study area zip codes:
 - People living under 200% of the poverty threshold
 - Unemployed people
 - People 25 and over with less than a bachelor's degree

The two methodologies have different results. The 2016 King County methodology aims to capture the top 30% of all ZIP codes in the study area while the 2024 City of Seattle methodology identifies benchmarks to capture at least 60% of the population meeting each criteria within King County. The education criteria between the two methods also differ. Additionally, using the absolute number results in ZIP codes with a high total population in poverty, unemployed or with less than a bachelor's degree, regardless of the size of the ZIP code being captured. Including absolute number, share and density results in ZIP codes that either have an above average number of people, proportion of total population or concentration of people meeting each criteria.

2016 Methodology

High DENSITY of people per acre

OR

High RATE of residents that meet criteria

Goal: Include ZIP codes that are in the top 30% of all ZIP codes within the study area



2024 Seattle Methodology

High NUMBER

OR

High RATE

OR

High DENSITY of people per acre that meet the criteria

Goal: Include at least 60% of the population meeting each criteria within **King County**

Existing and proposed methodologies use similar criteria:

- Living at 200% of the federal poverty level
- Unemployed
- People 25 and over without a college degree
- Living at 200% of the federal poverty level
- Unemployed
- People 25 and over with less than a bachelor's degree

ZIP code is included if two of the three criteria meet the threshold.

Sample Calculation for ZIP Code 98106

2016 Methodology Update

Benchmarks for ZIP codes in the top 30% of all study area ZIP codes:

Density per 1,000 acres

- 1,702 under 200% of the poverty line
- 216 unemployed
- 2,527 less than a college degree

OR

Share of Population

- 22% under 200% of the poverty line
- 5% unemployed
- 54% less than a college degree

ZIP code 98106:

- 1,625 and 24% under 200% of the poverty line → **above benchmark**
- 167 and 4% unemployed → **below benchmark**
- 2,269 and 45% less than a college degree → **below benchmark**

One of three criteria are above the benchmark → Not a Priority Hire ZIP Code

2024 Seattle Methodology

Benchmarks to capture at least 60% of criteria population in King County:

Absolute (number)

- 8,720 under 200% of the poverty line
- 610 unemployed
- 12,928 less than a bachelor's degree

OR

Share of Population

- 20% under 200% of the poverty line
- 4% unemployed
- 64% less than a bachelor's

OR

Density per Acre

- 1,745 under 200% of the poverty line per acre
- 228 unemployed per acre
- 3,039 less than a bachelor's per acre

ZIP code 98106:

- 6,083, 24%, and 1,625 under 200% of the poverty line → **above benchmark**
- 625, 4%, and 167 unemployed → **above benchmark**
- 10,570, 56%, and 2,824 less than a bachelor's degree → **below benchmark**

Two of three criteria are above the benchmark → Tier I Priority Hire ZIP Code

Priority Hire ZIP Codes Demographics

Exhibit 4 compares the demographics of priority hire ZIP Codes based on the two methodology options, as well as the prior study for King County. This exhibit shows the percentage within priority hire ZIP codes out of the full study area for each criteria based on 2017-2021 American Community Survey Five-Year Estimates.

The 2024 City of Seattle Methodology captures 72% of the total study area population, while the updated 2016 King County Methodology captures 45% of the total study area population. The updated 2016 methodology also captures less population meeting each criteria compared to the original 2016 study.

Exhibit 4. Priority Hire ZIP Code Demographics by Methodology Option 2024

	Updated 2016 King County Methodology	2024 City of Seattle Methodology	Old 2016 King County Study
Under 200% Poverty Line Rate	61%	78%	66%
Unemployment Rate	53%	72%	57%
Less than Bachelor's Degree Rate	52%	74%	58%
Total Pop	45%	72%	49%

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Alternative Geographies for Analysis

Along with interest in exploring alternative methodologies, discussion has also explored using smaller geographies for the Priority Hire program. A smaller geography may be able to better identify specific areas where people meeting the program criteria live.

Data on the three criteria used to define priority hire ZIP codes are available at the Census Tract geography. Using the current methodology the proportion of Census Tracts that fall within each ZIP code is estimated and applied to the criteria data by Census Tract. The methodology could be modified to analyze a Census Tract geography. However, implementation of the Priority Hire program requires identifying if employees hired fall within a priority hire geography. Using ZIP codes, employers only need the address of the employee to identify if they reside in a priority hire area. Using Census Tracts, employers or King County would have to identify the Census Tract corresponding to the address, an additional step to identifying priority hires.

Exhibit 5. Priority Hire ZIP Codes by Tier

Tier I, Seattle, 2017 - 2021

Tier	ZIP	City	County	Updated 2016 King County Methodology	2024 City of Seattle Methodology	Old 2016 King County Study	City of Seattle Study
Tier I (Seattle)							
Tier I	98101	Seattle	King	x	x	x	x
Tier I	98102	Seattle	King	x	x	x	x
Tier I	98103	Seattle	King	x	x	x	x
Tier I	98104	Seattle	King	x	x	x	x
Tier I	98105	Seattle	King	x	x	x	x
Tier I	98106	Seattle	King		x	x	x
Tier I	98107	Seattle	King	x	x	x	x
Tier I	98108	Seattle	King	x	x	x	x
Tier I	98109	Seattle	King	x	x	x	x
Tier I	98118	Seattle	King	x	x	x	x
Tier I	98119	Seattle	King	x			
Tier I	98121	Seattle	King	x	x	x	x
Tier I	98122	Seattle	King	x	x	x	x
Tier I	98125	Seattle	King	x	x	x	x
Tier I	98126	Seattle	King	x	x	x	x
Tier I	98133	Seattle	King	x	x	x	x
Tier I	98134	Seattle	King		x	x	x
Tier I	98144	Seattle	King	x	x	x	x
Tier I	98146	Seattle	King	x	x	x	x
Tier I	98154	Seattle	King	x			
Tier I	98164	Seattle	King	x			
Tier I	98174	Seattle	King	x			
Tier I	98178	Seattle	King	x	x	x	x
Tier I	98195	Seattle	King	x			

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

- Using the **2016 methodology**, **22 ZIP codes** are identified as **Tier I** priority hire ZIP codes. The previous 2016 study identified 19 Tier I ZIP codes. This change is driven in part by the addition of three downtown Seattle zip codes, and by changes in unemployment, poverty, and education levels.
- Using the **2024 City of Seattle methodology**, **19 ZIP codes** are identified as **Tier I** priority hire ZIP codes.

Updated Tier I 2016 vs Old Tier I 2016

Added	Removed
98119	98106
98154	98134
98164	
98174	
98195	

Exhibit 5 (cont.). Priority Hire ZIP Codes by Tier

Tier II, 2017 - 2021

Tier	ZIP	City	County	Updated 2016 King County Methodology	2024 City of Seattle Methodology	Old 2016 King County Study	City of Seattle Study
Tier II							
Tier II	98001	Auburn	King	x	x	x	x
Tier II	98002	Auburn	King	x	x	x	x
Tier II	98003	Federal Way	King	x	x	x	x
Tier II	98007	Bellevue	King			x	
Tier II	98022	Enumclaw	King		x		x
Tier II	98023	Federal Way	King	x	x	x	x
Tier II	98030	Kent	King	x	x	x	x
Tier II	98031	Kent	King	x	x	x	x
Tier II	98032	Kent	King	x	x	x	x
Tier II	98034	Kirkland	King		x		x
Tier II	98038	Maple Valley	King		x		x
Tier II	98042	Kent	King		x		x
Tier II	98047	Pacific	King	x	x	x	x
Tier II	98052	Redmond	King		x		x
Tier II	98055	Renton	King	x	x	x	x
Tier II	98056	Renton	King		x	x	x
Tier II	98057	Renton	King	x	x	x	x
Tier II	98058	Renton	King		x		x
Tier II	98092	Auburn	King		x	x	x
Tier II	98148	Burien	King	x	x	x	x
Tier II	98158	SeaTac	King	x	x		x
Tier II	98166	Burien	King		x		x
Tier II	98168	SeaTac/Tukwila	King	x	x	x	x
Tier II	98188	SeaTac/Tukwila	King	x	x	x	x
Tier II	98198	Des Moines	King	x	x	x	x
Tier II	98012	Bothell	Snohomish		x		
Tier II	98026	Edmonds	Snohomish		x		
Tier II	98036	Lynnwood	Snohomish	x	x	x	
Tier II	98037	Lynnwood	Snohomish	x	x	x	
Tier II	98043	Mountlake Terrace	Snohomish			x	
Tier II	98087	Lynnwood	Snohomish	x	x	x	
Tier II	98204	Everett	Snohomish	x	x	x	
Tier II	98208	Everett	Snohomish	x	x	x	
Tier II	98251	Gold Bar	Snohomish	x	x	x	
Tier II	98321	Buckley	Pierce			x	
Tier II	98354	Milton	Pierce		x		
Tier II	98372	Puyallup	Pierce	x	x		
Tier II	98390	Sumner	Pierce		x		
Tier II	98391	Bonney Lake	Pierce		x		

- Using the **2016 methodology**, **22 ZIP codes** are identified as **Tier II** priority hire ZIP codes. The previous 2016 study identified 25 Tier II ZIP codes. This change is driven largely by shifts in poverty, unemployment, and education.
- Using the **2024 City of Seattle methodology**, **36 ZIP codes** are identified as **Tier II** priority hire ZIP codes.

Updated Tier II 2016 vs Old Tier II 2016

Added	Removed
98158	98007
98372	98056
	98092
	98043
	98321

Sources: American Community Survey
Five-Year Estimates, 2017-2021;
Community Attributes Inc., 2024.

Exhibit 6. Poverty and Unemployment Criteria for Priority Hire ZIP Codes, Tier I Zip Codes

Tier I, 2017 - 2021

ZIP	City	County	Tier by Methodology			People living under 200% of the federal poverty line			Unemployed people		
			Current	Updated	2024 Seattle	Total (Absolute)	Rate	Persons per 1,000 Acres	Total (Absolute)	Rate	Persons per 1,000 Acres
Updated 2016 King Co Benchmarks						N/A	22%	1,702	N/A	5%	216
2024 City of Seattle Benchmarks						8,720	20%	1,745	610	4%	228
98101	Seattle	King	I	I	I	2,954	19%	7,262	535	5%	1,314
98102	Seattle	King	I	I	I	3,861	17%	3,647	819	5%	774
98103	Seattle	King	I	I	I	7,049	14%	2,107	1,074	3%	321
98104	Seattle	King	I	I	I	4,270	35%	5,907	375	5%	519
98105	Seattle	King	I	I	I	14,000	34%	3,532	1,554	5%	392
98106	Seattle	King	I		I	6,083	24%	1,625	625	4%	167
98107	Seattle	King	I	I	I	3,055	12%	1,949	1,019	6%	650
98108	Seattle	King	I	I	I	8,661	33%	1,745	825	6%	166
98109	Seattle	King	I	I	I	4,300	13%	3,002	865	3%	604
98118	Seattle	King	I	I	I	12,124	25%	2,113	1,273	4%	222
98119	Seattle	King		I		3,270	13%	1,744	687	4%	367
98121	Seattle	King	I	I	I	3,732	19%	9,015	588	4%	1,421
98122	Seattle	King	I	I	I	8,624	22%	4,324	1,881	6%	943
98125	Seattle	King	I	I	I	8,728	20%	2,195	1,156	4%	291
98126	Seattle	King	I	I	I	5,150	22%	2,402	638	4%	298
98133	Seattle	King	I	I	I	9,384	21%	2,035	995	4%	216
98134	Seattle	King	I		I	811	21%	320	170	6%	67
98144	Seattle	King	I	I	I	5,894	20%	1,774	864	5%	260
98146	Seattle	King	I	I	I	7,250	27%	2,140	738	5%	218
98154	Seattle	King		I		10	30%	4,622	2	7%	692
98164	Seattle	King		I		10	30%	4,622	2	7%	692
98174	Seattle	King		I		10	30%	4,622	2	7%	692
98178	Seattle	King	I	I	I	6,473	26%	1,703	689	5%	181
98195	Seattle	King		I		17	62%	65	76	18%	285

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 7. Education Criteria for Priority Hire ZIP Codes, Tier I Zip Codes

Tier I, 2017 - 2021

ZIP	City	County	Tier by Methodology			People 25 and under with less than a college degree			People 25 and under with less than a bachelor's degree		
			Current	Updated	2024 Seattle	Total (Absolute)	Rate	Persons per 1,000 Acres	Total (Absolute)	Rate	Persons per 1,000 Acres
Updated 2016 King Co Benchmarks						N/A	54%	2,527	N/A	N/A	N/A
2024 City of Seattle Benchmarks						N/A	N/A	N/A	12,928	64%	3,039
98101	Seattle	King	I	I	I	3,572	27%	8,782	4,109	32%	10,102
98102	Seattle	King	I	I	I	3,232	17%	3,054	3,946	20%	3,728
98103	Seattle	King	I	I	I	8,488	21%	2,537	10,278	25%	3,072
98104	Seattle	King	I	I	I	5,773	49%	7,985	6,421	54%	8,882
98105	Seattle	King	I	I	I	4,201	17%	1,060	5,671	23%	1,431
98106	Seattle	King	I		I	8,493	45%	2,269	10,570	56%	2,824
98107	Seattle	King	I	I	I	4,310	21%	2,750	5,227	25%	3,335
98108	Seattle	King	I	I	I	10,709	58%	2,157	12,147	66%	2,447
98109	Seattle	King	I	I	I	5,077	19%	3,545	6,729	25%	4,699
98118	Seattle	King	I	I	I	16,645	45%	2,901	19,112	52%	3,331
98119	Seattle	King		I		3,855	20%	2,056	5,189	26%	2,767
98121	Seattle	King	I	I	I	3,404	19%	8,223	4,101	23%	9,905
98122	Seattle	King	I	I	I	7,660	26%	3,841	9,393	31%	4,710
98125	Seattle	King	I	I	I	11,743	37%	2,953	13,786	43%	3,467
98126	Seattle	King	I	I	I	6,453	36%	3,010	7,994	45%	3,728
98133	Seattle	King	I	I	I	14,931	43%	3,238	18,189	52%	3,945
98134	Seattle	King	I		I	1,222	36%	483	1,519	45%	600
98144	Seattle	King	I	I	I	7,591	33%	2,285	9,121	39%	2,745
98146	Seattle	King	I	I	I	10,946	56%	3,231	12,929	66%	3,817
98154	Seattle	King		I		13	41%	5,953	15	45%	6,490
98164	Seattle	King		I		13	41%	5,953	15	45%	6,490
98174	Seattle	King		I		13	41%	5,953	15	45%	6,490
98178	Seattle	King	I	I	I	10,187	56%	2,680	12,253	67%	3,223
98195	Seattle	King		I		21	41%	79	24	48%	92

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 8. Poverty and Unemployment Criteria for Priority Hire ZIP Codes, Tier II Zip Codes

Tier II, King County, 2017 - 2021

ZIP	City	County	Tier by Methodology			People living under 200% of the federal poverty line			Unemployed people		
			Current	Updated	2024 Seattle	Total (Absolute)	Rate	Persons per 1,000 Acres	Total (Absolute)	Rate	Persons per 1,000 Acres
Updated 2016 King Co Benchmarks						N/A	22%	1,702	N/A	5%	216
2024 City of Seattle Benchmarks						8,720	20%	1,745	610	4%	228
98001	Auburn	King	II	II	II	9,413	23%	777	1,186	6%	98
98002	Auburn	King	II	II	II	9,058	30%	1,954	906	6%	195
98003	Federal Way	King	II	II	II	17,316	34%	2,337	1,443	5%	195
98007	Bellevue	King	II			3,991	16%	1,440	684	5%	247
98022	Enumclaw	King			II	4,163	18%	9	574	5%	1
98023	Federal Way	King	II	II	II	11,049	23%	1,508	1,431	6%	195
98030	Kent	King	II	II	II	10,554	31%	2,266	1,470	8%	316
98031	Kent	King	II	II	II	10,338	25%	2,057	1,576	7%	314
98032	Kent	King	II	II	II	14,259	34%	1,289	2,004	9%	181
98034	Kirkland	King			II	7,419	16%	969	1,458	5%	190
98038	Maple Valley	King			II	3,182	9%	75	913	5%	22
98042	Kent	King			II	6,039	13%	333	818	3%	45
98047	Pacific	King	II	II	II	2,155	32%	1,551	137	4%	99
98052	Redmond	King			II	7,694	11%	570	1,526	4%	113
98055	Renton	King	II	II	II	5,622	22%	1,943	665	5%	230
98056	Renton	King	II		II	7,313	18%	1,256	833	4%	143
98057	Renton	King	II	II	II	4,265	28%	1,073	492	5%	124
98058	Renton	King			II	7,415	17%	571	1,307	5%	101
98092	Auburn	King	II		II	8,672	18%	310	1,200	5%	43
98148	Burien	King	II	II	II	1,790	17%	1,032	390	6%	225
98158	SeaTac	King		II	II	1,178	31%	827	159	7%	112
98166	Burien	King			II	4,758	20%	1,004	795	6%	168
98168	SeaTac/Tukwila	King	II	II	II	9,689	30%	1,701	1,221	7%	214
98188	SeaTac/Tukwila	King	II	II	II	6,607	28%	1,232	1,073	8%	200
98198	Des Moines	King	II	II	II	11,054	32%	1,996	1,486	8%	268

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 9. Education Criteria for Priority Hire ZIP Codes, Tier II Zip Codes

Tier II, King County, 2017 - 2021

ZIP	City	County	Tier by Methodology			People 25 and under with less than a college degree			People 25 and under with less than a bachelor's degree		
			Current	Updated	2024 Seattle	Total (Absolute)	Rate	Persons per 1,000 Acres	Total (Absolute)	Rate	Persons per 1,000 Acres
Updated 2016 King Co Benchmarks						N/A	54%	2,527	N/A	N/A	N/A
2024 City of Seattle Benchmarks						N/A	N/A	N/A	12,928	64%	3,039
98001	Auburn	King	II	II	II	17,856	63%	1,474	20,910	74%	1,726
98002	Auburn	King	II	II	II	15,128	73%	3,263	17,266	83%	3,724
98003	Federal Way	King	II	II	II	21,527	62%	2,905	25,199	73%	3,401
98007	Bellevue	King	II			4,429	24%	1,598	5,448	29%	1,966
98022	Enumclaw	King			II	10,709	63%	23	12,448	73%	27
98023	Federal Way	King	II	II	II	18,474	57%	2,522	22,274	68%	3,041
98030	Kent	King	II	II	II	14,528	63%	3,119	17,427	76%	3,741
98031	Kent	King	II	II	II	17,009	60%	3,384	20,034	71%	3,986
98032	Kent	King	II	II	II	18,057	65%	1,632	20,623	74%	1,864
98034	Kirkland	King			II	11,911	35%	1,556	14,652	43%	1,914
98038	Maple Valley	King			II	10,555	47%	249	13,089	59%	309
98042	Kent	King			II	18,277	56%	1,007	21,942	67%	1,209
98047	Pacific	King	II	II	II	2,916	65%	2,099	3,523	79%	2,536
98052	Redmond	King			II	11,314	22%	838	14,447	28%	1,071
98055	Renton	King	II	II	II	9,539	54%	3,298	11,521	65%	3,983
98056	Renton	King	II		II	14,603	50%	2,509	17,063	58%	2,931
98057	Renton	King	II	II	II	6,549	58%	1,647	7,870	70%	1,980
98058	Renton	King			II	15,702	50%	1,209	19,025	61%	1,465
98092	Auburn	King	II		II	17,397	55%	622	21,056	67%	752
98148	Burien	King	II	II	II	4,649	64%	2,680	5,397	74%	3,110
98158	SeaTac	King		II	II	1,715	67%	1,204	1,945	76%	1,365
98166	Burien	King			II	8,289	47%	1,750	10,192	58%	2,151
98168	SeaTac/Tukwila	King	II	II	II	15,319	68%	2,690	17,283	76%	3,034
98188	SeaTac/Tukwila	King	II	II	II	11,495	65%	2,144	13,206	75%	2,463
98198	Des Moines	King	II	II	II	14,988	61%	2,707	17,613	72%	3,181

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 10. Poverty and Unemployment Criteria for Priority Hire ZIP Codes, Tier II Zip Codes

Tier II, Snohomish and Pierce Counties, 2017 - 2021

ZIP	City	County	Tier by Methodology			People living under 200% of the federal poverty line			Unemployed people		
			Current	Updated	2024 Seattle	Total (Absolute)	Rate	Persons per 1,000 Acres	Total (Absolute)	Rate	Persons per 1,000 Acres
Updated 2016 King Co Benchmarks						N/A	22%	1,702	N/A	5%	216
2024 City of Seattle Benchmarks						8,720	20%	1,745	610	4%	228
98012	Bothell	Snohomish			II	8,167	11%	814	1,647	4%	164
98026	Edmonds	Snohomish			II	5,126	13%	767	922	4%	138
98036	Lynnwood	Snohomish	II	II	II	9,612	22%	1,564	971	4%	158
98037	Lynnwood	Snohomish	II	II	II	6,653	24%	1,798	644	4%	174
98043	Mountlake Terrace	Snohomish	II			2,889	14%	1,088	401	3%	151
98087	Lynnwood	Snohomish	II	II	II	8,282	21%	2,180	924	4%	243
98204	Everett	Snohomish	II	II	II	14,472	34%	3,148	1,463	6%	318
98208	Everett	Snohomish	II	II	II	12,708	22%	1,288	1,827	6%	185
98251	Gold Bar	Snohomish	II	II	II	918	21%	9	139	6%	1
98321	Buckley	Pierce	II			2,811	14%	122	439	4%	19
98354	Milton	Pierce			II	1,727	20%	939	227	4%	124
98372	Puyallup	Pierce		II	II	4,495	18%	523	817	6%	95
98390	Sumner	Pierce			II	2,283	16%	380	330	4%	55
98391	Bonney Lake	Pierce			II	5,206	10%	207	975	4%	39

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 11. Education Criteria for Priority Hire ZIP Codes, Tier II Zip Codes

Tier II, Snohomish and Pierce Counties, 2017 - 2021

ZIP	City	County	Tier by Methodology			People 25 and under with less than a college degree			People 25 and under with less than a bachelor's degree		
			Current	Updated	2024 Seattle	Total (Absolute)	Rate	Persons per 1,000 Acres	Total (Absolute)	Rate	Persons per 1,000 Acres
Updated 2016 King Co Benchmarks						N/A	54%	2,527	N/A	N/A	N/A
2024 City of Seattle Benchmarks						N/A	N/A	N/A	12,928	64%	3,039
98012	Bothell	Snohomish			II	18,214	38%	1,816	22,871	48%	2,280
98026	Edmonds	Snohomish			II	13,149	46%	1,967	16,322	57%	2,442
98036	Lynnwood	Snohomish	II	II	II	16,740	54%	2,724	20,137	65%	3,277
98037	Lynnwood	Snohomish	II	II	II	11,073	54%	2,993	13,188	64%	3,564
98043	Mountlake Terrace	Snohomish	II			7,605	49%	2,865	9,446	61%	3,558
98087	Lynnwood	Snohomish	II	II	II	14,000	52%	3,685	17,267	64%	4,546
98204	Everett	Snohomish	II	II	II	18,809	67%	4,092	21,881	78%	4,760
98208	Everett	Snohomish	II	II	II	22,686	56%	2,300	26,947	66%	2,732
98251	Gold Bar	Snohomish	II	II	II	2,458	75%	24	2,802	85%	27
98321	Buckley	Pierce	II			8,569	64%	371	9,919	74%	430
98354	Milton	Pierce			II	4,086	65%	2,222	4,866	78%	2,646
98372	Puyallup	Pierce		II	II	10,328	59%	1,201	12,860	73%	1,496
98390	Sumner	Pierce			II	6,263	61%	1,041	7,476	73%	1,243
98391	Bonney Lake	Pierce			II	19,568	58%	777	23,479	69%	932

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 12. Priority Hire ZIP Codes by Tier, Updated 2016 Methodology

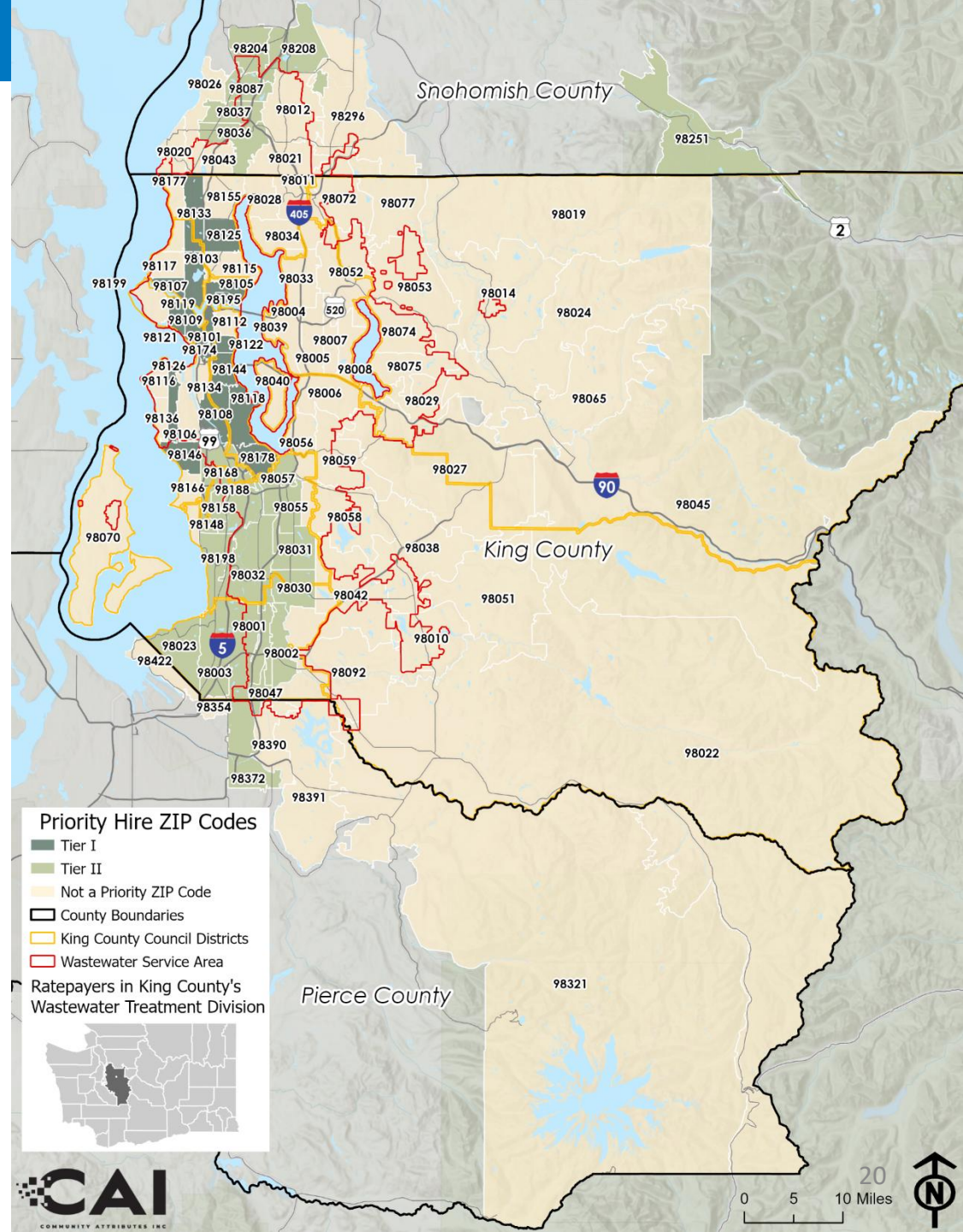


Exhibit 13. Priority Hire ZIP Codes by Tier, 2024 Seattle Methodology

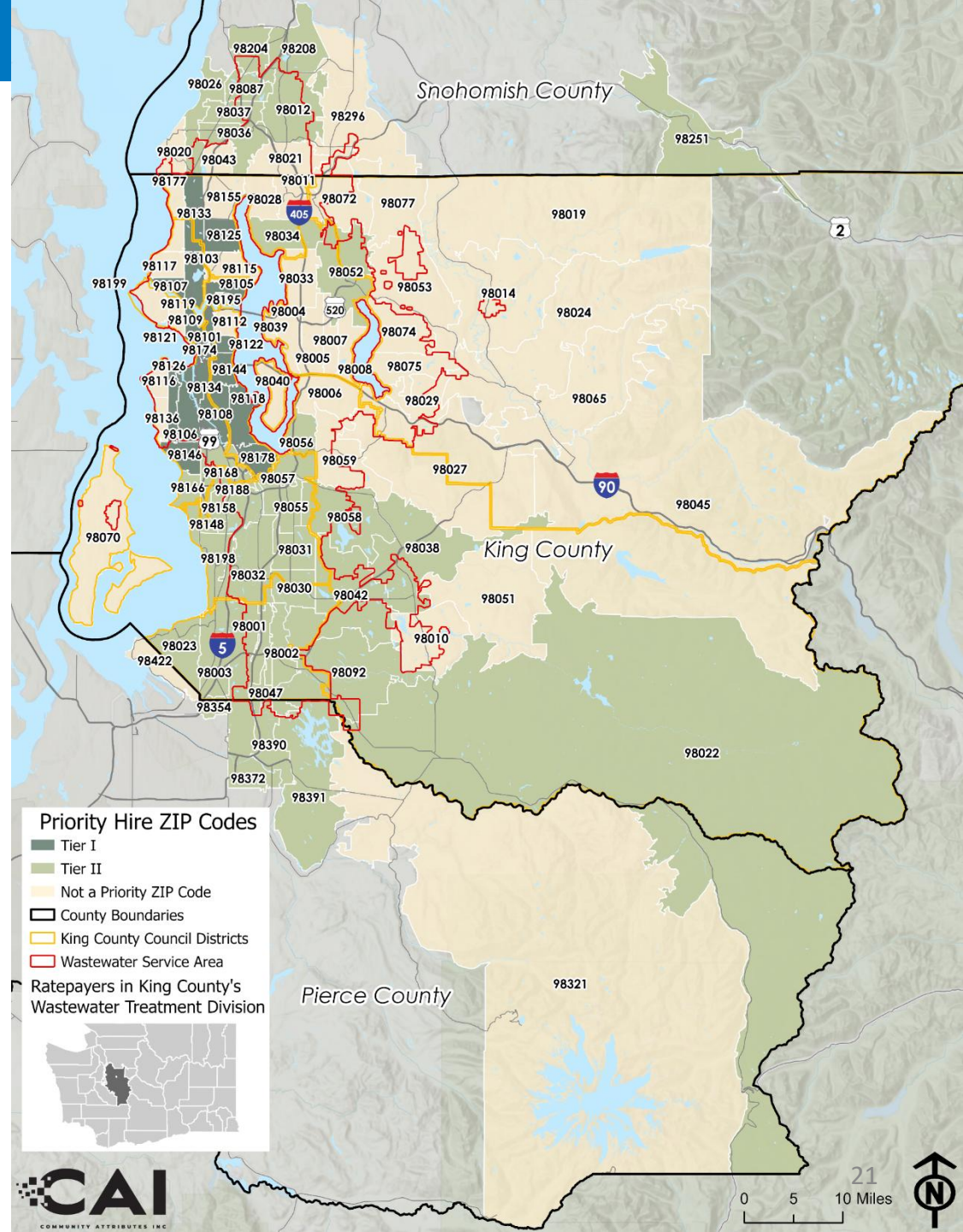


Exhibit 14. Priority Hire ZIP Codes by Tier, Current

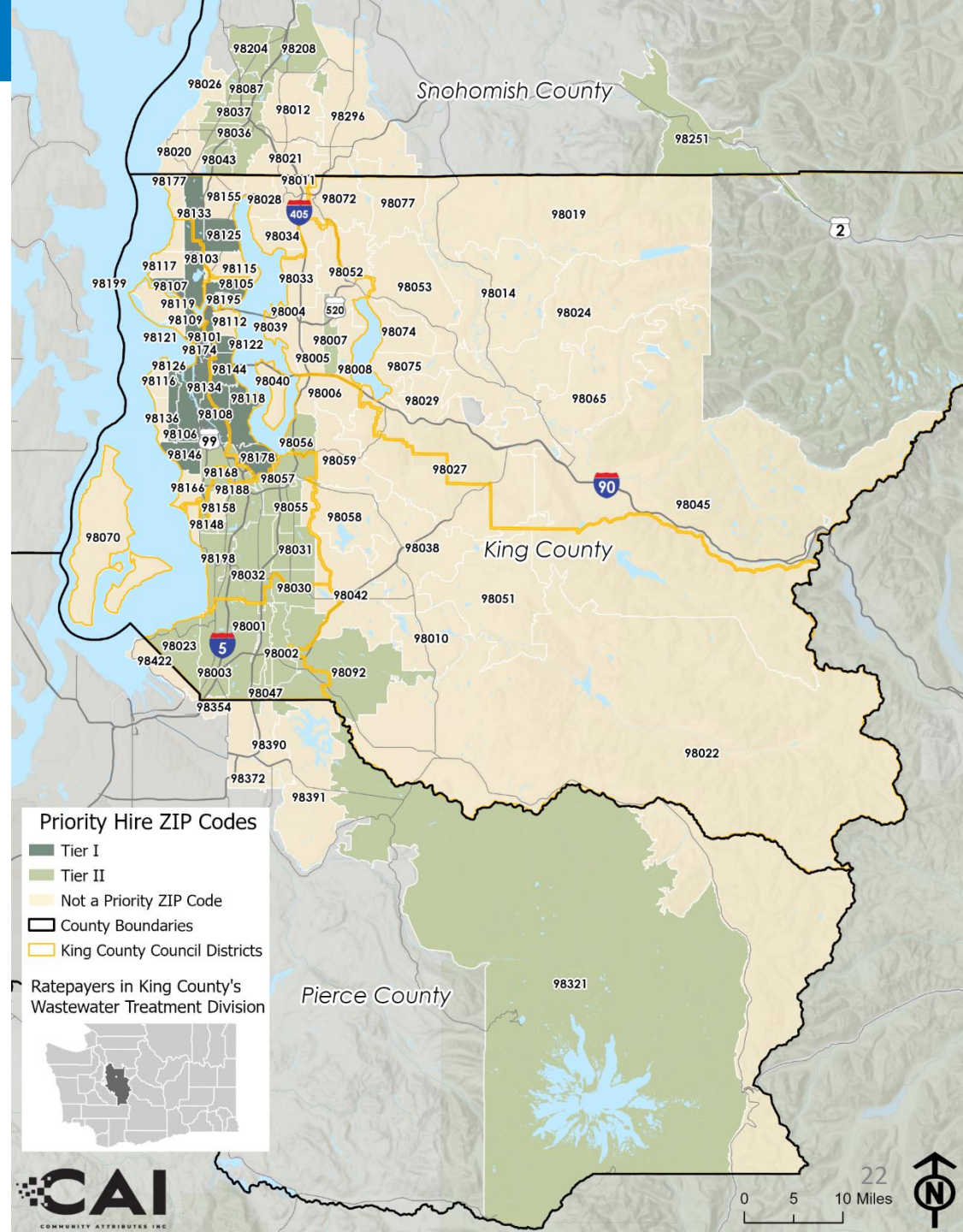


Exhibit 15. Priority Hire ZIP Codes by Tier and Council District

District 1, 2017 - 2021

District 1: Councilmember Dembowski

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98026	Edmonds	N/A		No Change		Add	2
98034	Kirkland	N/A		No Change		Add	2
98043	Mountlake Terrace	6	2	Remove		Remove	
98105	Seattle	5	1	No Change	1	No Change	1
98125	Seattle	19	1	No Change	1	No Change	1
98133	Seattle	11	1	No Change	1	No Change	1
98036	Lynnwood	17	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 16. Priority Hire ZIP Codes by Tier and Council District

District 2, 2017 - 2021

District 2: Councilmember Zahilay

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98195 Seattle		N/A		Add	1	No Change	
98134 Seattle		4	1	Remove		No Change	1
98102 Seattle		2	1	No Change	1	No Change	1
98103 Seattle		9	1	No Change	1	No Change	1
98104 Seattle		11	1	No Change	1	No Change	1
98105 Seattle		5	1	No Change	1	No Change	1
98108 Seattle		11	1	No Change	1	No Change	1
98109 Seattle		2	1	No Change	1	No Change	1
98118 Seattle		20	1	No Change	1	No Change	1
98122 Seattle		8	1	No Change	1	No Change	1
98144 Seattle		10	1	No Change	1	No Change	1
98178 Seattle		18	1	No Change	1	No Change	1
98057 Renton		13	2	No Change	2	No Change	2
98168 Seattle		55	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 17. Priority Hire ZIP Codes by Tier and Council District

District 3, 2017 - 2021

District 3: Councilmember Perry

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98034	Kirkland	N/A		No Change		Add	2
98038	Maple Valley	N/A		No Change		Add	2
98052	Redmond	N/A		No Change		Add	2
98251	Gold Bar	10	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 18. Priority Hire ZIP Codes by Tier and Council District

District 4, 2017 - 2021

District 4: Councilmember Baròn

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98119	Seattle	N/A		Add	1	No Change	
98101	Seattle	1	1	No Change	1	No Change	1
98102	Seattle	2	1	No Change	1	No Change	1
98103	Seattle	9	1	No Change	1	No Change	1
98105	Seattle	5	1	No Change	1	No Change	1
98107	Seattle	4	1	No Change	1	No Change	1
98109	Seattle	2	1	No Change	1	No Change	1
98121	Seattle	4	1	No Change	1	No Change	1
98125	Seattle	19	1	No Change	1	No Change	1
98133	Seattle	11	1	No Change	1	No Change	1

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 19. Priority Hire ZIP Codes by Tier and Council District

District 5, 2017 - 2021

District 5: Councilmember Upthegrove

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98158	Seattle	N/A		Add	2	Add	2
98042	Kent	N/A		No Change		Add	2
98058	Renton	N/A		No Change		Add	2
98166	Seattle	N/A		No Change		Add	2
98056	Renton	44	2	Remove		No Change	2
98178	Seattle	18	1	No Change	1	No Change	1
98001	Auburn	61	2	No Change	2	No Change	2
98003	Federal Way	69	2	No Change	2	No Change	2
98023	Federal Way	65	2	No Change	2	No Change	2
98030	Kent	45	2	No Change	2	No Change	2
98031	Kent	36	2	No Change	2	No Change	2
98032	Kent	64	2	No Change	2	No Change	2
98055	Renton	31	2	No Change	2	No Change	2
98057	Renton	13	2	No Change	2	No Change	2
98148	Seattle	24	2	No Change	2	No Change	2
98168	Seattle	55	2	No Change	2	No Change	2
98188	Seattle	30	2	No Change	2	No Change	2
98198	Seattle	65	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 20. Priority Hire ZIP Codes by Tier and Council District

District 6, 2017 - 2021

District 6: Councilmember Balducci

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98034	Kirkland	N/A		No Change		Add	2
98052	Redmond	N/A		No Change		Add	2
98007	Bellevue	8	2	Remove		Remove	

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 21. Priority Hire ZIP Codes by Tier and Council District

District 7, 2017 - 2021

District 7: Councilmember von Reichbauer

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98372	Puyallup	N/A		Add	2	Add	2
98042	Kent	N/A		No Change		Add	2
98354	Milton	N/A		No Change		Add	2
98390	Sumner	N/A		No Change		Add	2
98391	Bonney Lake	N/A		No Change		Add	2
98092	Auburn	77	2	Remove		No Change	2
98001	Auburn	61	2	No Change	2	No Change	2
98002	Auburn	63	2	No Change	2	No Change	2
98003	Federal Way	69	2	No Change	2	No Change	2
98023	Federal Way	65	2	No Change	2	No Change	2
98030	Kent	45	2	No Change	2	No Change	2
98032	Kent	64	2	No Change	2	No Change	2
98047	Pacific	14	2	No Change	2	No Change	2
98198	Seattle	65	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 22. Priority Hire ZIP Codes by Tier and Council District

District 8, 2017 - 2021

District 8: Councilmember Mosqueda

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98154	Seattle	N/A		Add	1	No Change	
98164	Seattle	N/A		Add	1	No Change	
98174	Seattle	N/A		Add	1	No Change	
98166	Seattle	N/A		No Change		Add	2
98106	Seattle	11	1	Remove		No Change	1
98134	Seattle	4	1	Remove		No Change	1
98101	Seattle	1	1	No Change	1	No Change	1
98102	Seattle	2	1	No Change	1	No Change	1
98104	Seattle	11	1	No Change	1	No Change	1
98108	Seattle	11	1	No Change	1	No Change	1
98109	Seattle	2	1	No Change	1	No Change	1
98118	Seattle	20	1	No Change	1	No Change	1
98121	Seattle	4	1	No Change	1	No Change	1
98122	Seattle	8	1	No Change	1	No Change	1
98126	Seattle	11	1	No Change	1	No Change	1
98144	Seattle	10	1	No Change	1	No Change	1
98146	Seattle	32	1	No Change	1	No Change	1
98178	Seattle	18	1	No Change	1	No Change	1
98148	Seattle	24	2	No Change	2	No Change	2
98168	Seattle	55	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

Exhibit 23. Priority Hire ZIP Codes by Tier and Council District

District 9, 2017 - 2021

District 9: Councilmember Dunn

Zip	City	2023 Priority Hires	Current Tier	2016 King Co Methodology Update		2024 City of Seattle Methodology	
				Status	Tier	Status	Tier
98022	Enumclaw	N/A		No Change		Add	2
98038	Maple Valley	N/A		No Change		Add	2
98042	Kent	N/A		No Change		Add	2
98058	Renton	N/A		No Change		Add	2
98391	Bonney Lake	N/A		No Change		Add	2
98007	Bellevue	8	2	Remove		Remove	
98321	Buckley	31	2	Remove		Remove	
98056	Renton	44	2	Remove		No Change	2
98092	Auburn	77	2	Remove		No Change	2
98002	Auburn	63	2	No Change	2	No Change	2
98031	Kent	36	2	No Change	2	No Change	2
98057	Renton	13	2	No Change	2	No Change	2

Sources: American Community Survey Five-Year Estimates, 2017-2021; Community Attributes Inc., 2024.

2023 Priority Hire Employment Analysis

2023 Priority Hire Summary

In 2023, 1,080 employees were hired from priority hire ZIP codes through the priority hire program.

- Overall, 63% of priority hire workers reside within four cities: Auburn, Seattle, Kent and Federal Way.
- 60% of priority hire workers live in ZIP codes in south King County.
- 98092, within Auburn, is home to the largest number of workers, closely followed by 98003, 98198, 98023, 98032, 98002, and 98001. Each of these ZIP codes are home to more than 60 priority hire workers.

Exhibit 24. Percentage of Priority Hires by City, 2023

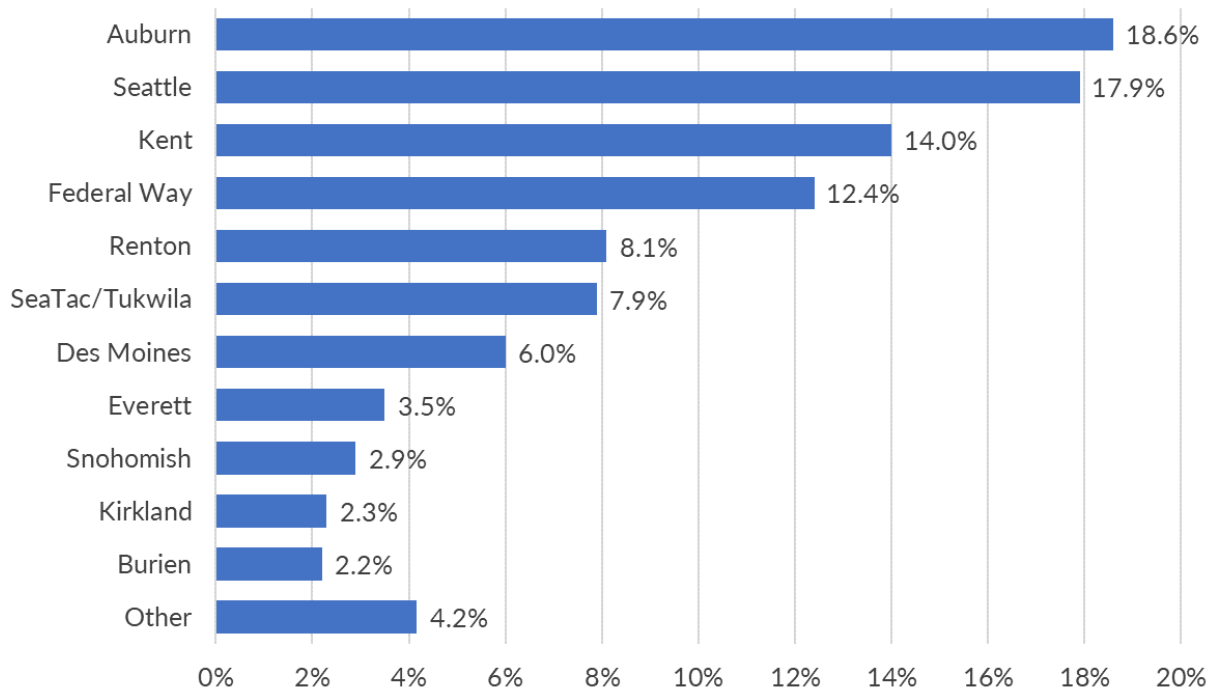
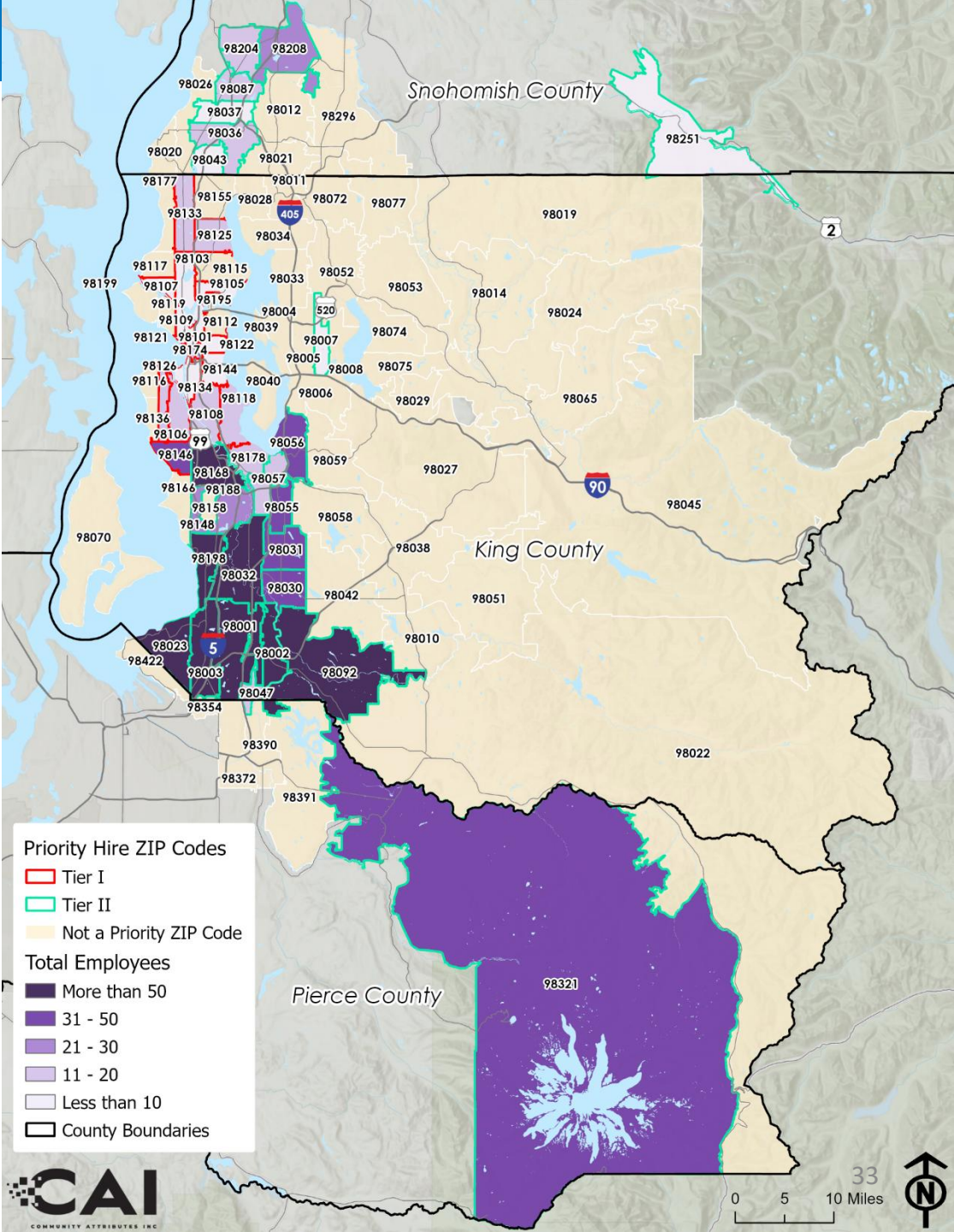


Exhibit 25. Priority Hire Workers by ZIP Code, 2023



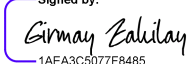
Certificate Of Completion

Envelope Id: 5BD900FB-3E5B-4DA7-86EA-B82596C94EF2		Status: Completed
Subject: Complete with Docusign: Motion 16822.docx, Motion 16822 Attachment A.pdf		
Source Envelope:		
Document Pages: 8	Signatures: 2	Envelope Originator:
Supplemental Document Pages: 33	Initials: 0	Cherie Camp
Certificate Pages: 5		
AutoNav: Enabled		401 5TH AVE
Envelopeld Stamping: Enabled		SEATTLE, WA 98104
Time Zone: (UTC-08:00) Pacific Time (US & Canada)		Cherie.Camp@kingcounty.gov
		IP Address: 198.49.222.20

Record Tracking


Status: Original	Holder: Cherie Camp	Location: DocuSign
6/4/2025 10:21:50 AM	Cherie.Camp@kingcounty.gov	
Security Appliance Status: Connected	Pool: FedRamp	
Storage Appliance Status: Connected	Pool: King County-Council	Location: Docusign

Signer Events

Signer Events	Signature	Timestamp
Girmay Zahilay	Signed by:	Sent: 6/4/2025 10:22:35 AM
girmay.zahilay@kingcounty.gov		Viewed: 6/4/2025 10:47:26 AM
Council Chair	1AEA3C5077F8485...	Signed: 6/4/2025 10:47:35 AM
Security Level: Email, Account Authentication (None)	Signature Adoption: Pre-selected Style	
	Using IP Address: 71.227.166.164	

Electronic Record and Signature Disclosure:

Accepted: 6/4/2025 10:47:26 AM
ID: 707feed9-59ee-400f-9743-86811ef8a54e

Melani Hay	DocuSigned by:	Sent: 6/4/2025 10:47:37 AM
melani.hay@kingcounty.gov		Viewed: 6/4/2025 11:00:54 AM
Clerk of the Council	8DE1BB375AD3422...	Signed: 6/4/2025 11:01:03 AM
King County Council	Signature Adoption: Pre-selected Style	
Security Level: Email, Account Authentication (None)	Using IP Address: 198.49.222.20	

Electronic Record and Signature Disclosure:

Accepted: 9/30/2022 11:27:12 AM
ID: 639a6b47-a4ff-458a-8ae8-c9251b7d1a1f

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp

Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	6/4/2025 10:22:35 AM
Certified Delivered	Security Checked	6/4/2025 11:00:54 AM
Signing Complete	Security Checked	6/4/2025 11:01:03 AM
Completed	Security Checked	6/4/2025 11:01:03 AM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, King County-Department of 02 (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact King County-Department of 02:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: cipriano.dacanay@kingcounty.gov

To advise King County-Department of 02 of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at cipriano.dacanay@kingcounty.gov and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from King County-Department of 02

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to cipriano.dacanay@kingcounty.gov and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with King County-Department of 02

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to cipriano.dacanay@kingcounty.gov and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify King County-Department of 02 as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by King County-Department of 02 during the course of your relationship with King County-Department of 02.