



King County

1200 King County
Courthouse
516 Third Avenue
Seattle, WA 98104

Meeting Agenda Board of Health

**Metropolitan King County Councilmembers: Teresa Mosqueda, Chair; Jorge Barón, Reagan Dunn
Alternate: Sarah Perry**

**City of Seattle Members: Joy Hollingsworth, Robert Kettle, Sara Nelson
Alternate: Bruce Harrell**

**Sound Cities Association Members: Amy Lam, Vice Chair; Cheryl Rakes
Alternates: Amy Falcone and Barb de Michele**

**Public Health, Facilities, and Providers: Butch de Castro, PhD, MSN/MPH, RN, FAAN;
Lisa Chew, MD, MPH; Katherine Gudgel, MS
Alternate: Patricia Egwuatu, DO**

**Consumers of Public Health: Quiana Daniels, BS, RN, LPN, Vice Chair;
Mustafa Mohammed, MD, MBCHB, MHP, LAAC, AAC
Alternate: LaMont Green (Gullah), DSW**

**Community Stakeholders: Christopher Archiopoli, Victor Loo
Alternate: Francoise Milinganyo**

**American Indian Health Commission: Jolene Williams, Councilmember, Snoqualmie Indian Tribe
Alternate: Angela Young, Councilmember, Snoqualmie Indian Tribe**

**Dr. Faisal Khan, Director, Seattle-King County Department of Public Health
Staff: Joy Carpine-Cazzanti, Board Administrator - KCBOHAdmin@kingcounty.gov**

1:00 PM

Thursday, March 20, 2025

Hybrid Meeting

Hybrid Meetings: Attend Board of Health meetings in person in Council Chambers (Room 1001), 516 3rd Avenue in Seattle, or through remote access. Details on how to attend and/or provide public comment remotely are listed below.

	<p>Sign language and interpreter services can be arranged given sufficient notice (206-848-0355). TTY Number - TTY 711.</p> <p>Council Chambers is equipped with a hearing loop, which provides a wireless signal that is picked up by a hearing aid when it is set to 'T' (Telecoil) setting.</p>	
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HOW TO PROVIDE PUBLIC COMMENT:

1. In person: You may attend the meeting in person in Council Chambers.
2. Remote attendance on the Zoom Webinar: You may provide oral public comment at the meeting by connecting to the meeting via phone or computer using the ZOOM application at <https://zoom.us/>, and entering the Webinar ID below.

Join by Telephone

Dial: US : +1 253 215 8782

Meeting ID: 836 2614 2088



If you do not wish to provide public comment, please help us manage the callers by using one of the options below to watch or listen to the meeting.

HOW TO WATCH/LISTEN TO THE MEETING: There are two ways to watch or listen in to the meeting:

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- 2) Watch King County TV on Comcast Channel 22 and 322(HD) and Astound Broadband Channels 22 and 711(HD).

To show a PDF of the written materials for an agenda item, click on the agenda item below.

1. **Call to Order**
2. **Roll Call**
3. **Announcement of Any Alternates Serving in Place of Regular Members**
4. **Approval of Minutes of February 20, 2025**
5. **Public Comments**
6. **Chair's Report**
7. **Director's Report** **pg 11**



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Briefings

8. BOH Briefing No. 25-B08 **pg 16**
 Hazardous Waste Management Program Update
Maythia Airhart, Director, Hazardous Waste Management Program
Dave Ward, Policy and Planning Manager, Hazardous Waste Management Program
9. BOH Briefing No. 25-B09 **pg 26**
 Public Health Workforce Recruitment and Wellbeing
Ma-Eyongerie Frambo, Human Resources Supervisor, Public Health – Seattle & King County
Elisha Mackey, Human Resources Manager II, Public Health – Seattle & King County
Emily Emerson, Wellbeing Manager, Public Health – Seattle & King County
Sarah Fish, Public Health HR Manager III, Public Health – Seattle & King County
10. BOH Briefing No. 25-B10
 Improving Health of People Experiencing Homelessness Through Neighborhood-level Interventions
Marcus Johnson, Clean and Safe and Outreach Program Manager, University District Partnership
Carolanne Sanders Lundgren, Chief Campaigns Officer, Purpose. Dignity. Action.
Nichole Alexander, Director of Outreach & Special Initiatives, CoLEAD, Purpose. Dignity. Action.
11. BOH Briefing No. 25-B11 **pg 42**
 State Legislative Session Update
Simon Vila, Government Relations Officer, Public Health – Seattle & King County
12. **Board Member Updates**
13. **Other Business**

Adjournment

If you have questions or need additional information about this agenda, please call (206) 263-0365, or write to Joy Carpine-Cazzanti, Board of Health Administrator via email at KCBOHAdmin@kingcounty.gov

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Meeting Minutes Board of Health

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Tribe*

*Dr. Faisal Khan, Director, Seattle-King County Department of
Public Health
Staff: Joy Carpine-Cazzanti, Board
Administrator - KCBOHAdmin@kingcounty.gov*

1:00 PM

Thursday, February 20, 2025

Hybrid Meeting

DRAFT MINUTES

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1. Call to Order

The meeting was called to order at 1:02 p.m.

2. Roll Call

Present: 14 - Archiopoli, Barón, Chew, Daniels, de Castro, Dunn, Gudgel, Hollingsworth, Lam, Loo, Mohammed, Mosqueda, de Michele and Young

Excused: 4 - Kettle, Nelson, Rakes and Williams

3. Announcement of Any Alternates Serving in Place of Regular Members

Boardmember de Michele served in place of Boardmember Rakes.

Boardmember Young served in place of Boardmember Williams.

Also in attendance were Boardmember Falcone and Boardmember Milinganyo.

4. Approval of Minutes of January 16, 2025

Boardmember Lam moved to approve the minutes of the January 16, 2025, meeting as presented. Seeing no objection, the Chair so ordered.

5. Public Comments

The following people spoke:

Joe Kunzler

Vazakia Crockrell

Matias Valenzuela

Mary Wictor

Carina Elsenboss

Eric Chow

Tao Sheng Kwan-Gett

Alex Tsimmerman

Steve McStevenson

Warren Iverson

Tim O'Brian

6. Chair's Report

The Chair briefed the Board on the upcoming agenda.

7. Director's Report

Dr. Faisal Khan, Director, Public Health - Seattle & King County, made remarks and thanked Dr. Jeff Duchin for his years of service. Dr. Khan deferred to his written report and requested that boardmembers review it at their convenience.

Discussion and Possible Action

8. Resolution No. 25-02

A RESOLUTION adopting the 2025 work plan for the King County Board of Health.

Joy Carpine-Cazzanti, Board Administrator, Public Health - Seattle & King County, briefed the Board and answered questions.

A Public Hearing was held and closed. A motion was made by Boardmember Lam that this Resolution be Passed. The motion carried by the following vote:

Yes: 13 - Archiopoli, Barón, Chew, Daniels, de Castro, Dunn, Gudgel, Lam, Loo, Mohammed, Mosqueda, de Michele and Young

Excused: 5 - Hollingsworth, Kettle, Nelson, Rakes and Williams

9. R&R No. BOH24-05

A RULE AND REGULATION relating to on-site sewage treatment and disposal systems; amending R&R 3, Part 13, Section 1, as amended, and BOH 13.04.050, R&R 3, Part 13, Section 3, as amended, and BOH 13.04.070, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.018, R&R 3, Part 1, Section 5, as amended, and BOH 13.08.020, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.140, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.152, R&R 99-01, Section 2 (part), and BOH 13.08.226, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.284, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.300, R&R 99-01, Section 2, and BOH 13.08.342, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.350, R&R 3, Part 1, Section 5 (part), as amended, and R&R 13.08.380, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.490, R&R 3, Part 10, Section 2, as amended, and BOH 13.12.030, R&R 3, Part 10, Section 3(B), as amended, and BOH 13.12.050, R&R 3, Part 12, Section 1, as amended, and BOH 13.16.010, R&R 3, Part 2, Section 1, as amended, and BOH 13.20.010, R&R 3, Part 2, Section 2(B), as amended, and BOH 13.20.030, R&R 99-01, Section 2, as amended, and BOH 13.20.035, R&R 3, Part 2, Section 3, as amended, and BOH 13.20.040, R&R 3, Part 3, Section 1, and BOH 13.24.010, R&R 3, Part 3, Section 2, as amended, and BOH 13.24.020, R&R 3, Part 3, Section 3, as amended, and BOH 13.24.030, R&R 3, Part 3, Sections 1 and 4, as amended, and BOH 13.28.010, R&R 3, Part 4, Section 2, as amended, and BOH 13.28.020, R&R 3, Part 4, Section 3, as amended, and BOH 13.28.030, R&R 3, Part 4, Section 7, as amended, and BOH 13.28.070, R&R 3, Part 5, Section 2(A), as amended, and BOH 13.36.010, R&R 3, Part 5, Section 3(C), and BOH 13.40.030, R&R 3, Part 5, Section 5, and BOH 13.48.010, R&R 3, Part 6, Section 1, as amended, and BOH 13.52.010, R&R 3, Part 7, Section 5, and BOH 13.56.050, R&R 99-01, Section 2 (Part), as amended, and BOH 13.56.054, R&R 99-01, Section 2 (part), as amended, and BOH 13.60.005, R&R 3, Part 8, Section 1, as amended, and BOH 13.60.010, R&R 08-03, Section 145, and BOH 13.60.030, R&R 3, Part 9, Section 1, as amended, and BOH 13.64.010, R&R 3, Part 9, Section 2, as amended, and BOH 13.64.020, R&R 3, Part 11, Section 1, as amended, and BOH 13.68.010, R&R 3, Part 11, Section 2, as amended, and BOH 13.68.020, R&R 3, Part 11, Section 3, as amended, and BOH 13.68.030, and R&R 3, Part 11, Section 5, as amended, and BOH 13.68.050, adding new sections to BOH chapter 13.04, adding new sections to BOH chapter 13.08, recodifying BOH 13.08.226, repealing R&R 99-01, Section 2 (part), and BOH 13.08.024, R&R 08-03, Section 12, and BOH 13.08.055, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.060, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.070, R&R 99-01, Section 2 (part), and BOH 13.08.072, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.084, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.090, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.114, R&R 08-03, Section 21, and BOH 13.08.115, R&R 08-03, Section 23, and BOH 13.08.117, R&R 08-03, Section 27, and BOH 13.08.131, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.132, R&R 99-01, Section 2 (part), and BOH 13.08.134, R&R 08-03, Section 30, and BOH 13.08.141, R&R 08-03, Section 32, and BOH 13.08.151, R&R 08-03, Section 34, and BOH 13.08.154, R&R 09-03, Section 37, and BOH 13.08.175, R&R 3, Part 1, Section 5 (part), as

amended, and BOH 13.08.180, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.190, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.202, R&R 08-03, Section 40, and BOH 13.08.205, R&R 99-01, Section 2 (part), and BOH 13.08.212, R&R 08-03, Section 41, and BOH 13.08.213, R&R 99-01, Section 2 (part), and BOH 13.08.226, R&R 08-03, Section 47, and BOH 13.08.257, R&R 08-03, Section 49, and BOH 13.08.261, R&R 08-03, Section 50, and BOH 13.08.263, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.280, R&R 08-03, Section 55, and BOH 13.08.287, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.290, R&R 08-03, Section 56, and BOH 13.08.305, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.320, R&R 08-03, Section 57, and BOH 13.08.3215, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.322, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.324, R&R 08-03, Section 60, and BOH 13.08.327, 2R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.330, R&R 99-01, Section 2 (part), and BOH 13.08.341, R&R 08-03, Section 61, and BOH 13.08.346, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.372, R&R 99-01, Section 2 (part), and BOH 13.08.402, R&R 99-01, Section 2 (part), and BOH 13.08.406, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.410, R&R 08-03, Section 69, and BOH 13.08.424, R&R 99-01, Section 2 (part), and BOH 13.08.426, R&R 08-03, Section 72, and BOH 13.08.465, R&R 3, Part 1, Section 5, as amended, and BOH 13.08.470, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.472, R&R 08-03, Section 74, and BOH 13.08.477, R&R 08-03, Section 76, and BOH 13.08.482, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.484, R&R 09-03, Section 79, and BOH 13.08.493, R&R 08-03, Section 80, and BOH 13.08.4934, R&R 08-03, Section 81, and BOH 13.08.4937, R&R 99-01, Section 2 (part), as amended, and BOH 13.08.496, R&R 3, Part 1, Section 5 (part), as amended, and BOH 13.08.500, R&R 08-03, Section 87, and BOH 13.08.505, R&R 99-01, Section 2 (part), and BOH 13.08.512, R&R 99-01, Section 2 (part), and BOH 13.08.516, R&R 08-03, Section 88, and BOH 13.08.520, prescribing penalties, and establishing an effective date; enacted pursuant to RCW 43.20.050 and 70.05.060, including the latest amendments or revisions thereto.

Meagan Jackson, On-site Sewage System Operation & Maintenance Program Supervisor, Public Health – Seattle & King County, briefed the Board and answered questions.

Boardmember Lam moved Striking Amendment S1.

Megan Jackson briefed the Board on Striking Amendment S1. Voting on Striking Amendment S1, the motion carried.

Boardmember Lam moved Title Amendment T1. The motion carried.

Voting on Striking Amendment S1, as amended. The motion carried.

A Public Hearing was held and closed. A motion was made by Boardmember Lam that this R&R be Passed as Amended. The motion carried by the following vote:

Yes: 11 - Archiopoli, Barón, Chew, Daniels, de Castro, Gudgel, Lam, Loo, Mohammed, Mosqueda and de Michele

No: 2 - Dunn and Young

Excused: 5 - Hollingsworth, Kettle, Nelson, Rakes and Williams

10. Resolution No. 25-03

A RESOLUTION recognizing and honoring Dr. Jeffrey S. Duchin for his decades of dedicated public health leadership and mentorship, his instrumental role in responding to infectious disease threats, including the COVID-19 pandemic, and his contributions to scientific research, local and national public health policy.

Dr. Jeff Duchin, King County Health Officer, made remarks and thanked the Board.

Boardmember Lam moved Amendment 1. The motion Carried.

A Public Hearing was held and closed. A motion was made by Boardmember Lam that this Resolution be Passed as Amended. The motion carried by the following vote:

Yes: 13 - Archiopoli, Barón, Chew, Daniels, de Castro, Dunn, Gudgel, Lam, Loo, Mohammed, Mosqueda, de Michele and Young

Excused: 5 - Hollingsworth, Kettle, Nelson, Rakes and Williams

Briefings**11. BOH Briefing No. 25-B06**

2026-31 Medic One/Emergency Medical Services Levy Briefing

Michele Plorde, Division Director, Emergency Medical Services, briefed the Board and answered questions.

This matter was Presented

12. BOH Briefing No. 25-B07

State Legislative Session Update

Simon Vila, Government Relations Officer, Public Health - Seattle & King County, briefed the Board and answered questions.

This matter was Presented

13. **Board Member Updates**

No updates were given.

14. **Other Business**

No other business was presented.

Adjournment

The meeting was adjourned at 3:13 p.m.

If you have questions or need additional information about this agenda, please call (206) 263-0365, or write to Joy Carpine-Cazzanti, Board of Health Administrator via email at KCBOHAdmin@kingcounty.gov

Approved this _____ day of _____.

Clerk's Signature



King County
King County Board of Health
Director's Report

Date: March 20, 2025

Prepared by: Dr. Faisal Khan, Director, Public Health – Seattle & King County

Stay current on Public Health trends and news:

I invite King County Board of Health Members and Alternates to stay updated on important news, local health trends and funding opportunities through Public Health – Seattle & King County's blog and online dashboards:

The Public Health Insider blog:

[PUBLIC HEALTH INSIDER – Official insights from Public Health - Seattle & King County staff](#)

Data dashboards:

- [Respiratory virus data dashboards: COVID-19, Influenza, and RSV - King County, Washington](#)
- [Overdose data dashboards - King County, Washington](#)
- [Climate Impacts on Health - King County, Washington](#)

Funding opportunities – RFPs, RFQs, RFAs and others:

[Funding opportunities - King County, Washington](#)

Funding Foundational Public Health Services

Foundational Public Health Services (FPHS) are a core-set of government-delivered services that provide a strong, stable and adaptable backbone for the governmental public health system in Washington state. FPHS are delivered by local health jurisdictions (LHJs), the State Department of Health, the State Board of Health and sovereign Tribal nations and Indian Health Programs.

Over the past ten years, these four parts of the governmental public health system have worked together to define a set of public health services that every Washingtonian should receive. Over time, the Legislature began to fund these foundational services, though they are not fully funded yet.

With the budget deficit in Olympia, FPHS is at risk for reductions. Governor Ferguson's recent proposed plan cuts nearly \$60m per biennium from FPHS statewide. While we don't know what the final budget will be, and moreover, how much of the cuts will be passed on to LHJs including ours, it will be a very difficult cut. FPHS provided \$19M in funding to PHSKC in 2024. It is a critical slice of our already shrinking revenue pie as Public Health has been assigned its share of the County's General Fund target reductions.

Losing FPHS funding will mean that all sorts of foundational programming -- from disease detectives who track down measles cases, emergency preparedness staff who help us plan for bird flu, data

scientists that help our communities make sense of what's making us sick, and communicators who provide public education that people need to stay safe -- will be at risk.

Explore FPHS: kingcounty.gov/FPHS

Request for Applications: Supporting Street Food Vendors in Becoming Permitted

Please share this notice with your networks: This Public Health – Seattle & King County Request for Applications will provide grant funding to community-based organizations to conduct outreach as Community Liaisons to unpermitted street food vendors (food trucks, carts, trailers, pop-ups, tents, booths) and support them in navigating the process of obtaining a permit to operate. Community Liaisons will have strong ties to the community of unpermitted mobile food vendors, and will provide information, assistance, and support for both entry and long-term success in operating a permitted mobile food unit. Proposals are due **March 21, 2025**.

More information from Public Health: [Supporting Street Food Vendors in Becoming Permitted - King County, Washington](#)

March 25th Mobile Food Permitting Open House

Anyone interested in getting a permit to sell food in King County from a mobile unit such as a food truck, trailer or cart can get one-on-one assistance in navigating the permitting process. Please drop in to our open house on March 25, 10 a.m. to 2 p.m. in Beacon Hill at El Centro de la Raza, rooms 310 and 311, at 2524 16th Ave South in Seattle. We speak Spanish and can arrange translation services in other languages if needed.

Please help us spread the word by sharing information about this event with your networks!

More information from Public Health: [Food business permits - King County, Washington](#)

April 24-27th Seattle/King County Clinic

Organized by the Seattle Center and the Seattle Center Foundation, the Seattle/King County Clinic offers free health care for four days each year at Seattle Center. The Clinic welcomes anyone in the region who struggles to access and/or afford healthcare.

More information is available online: [Seattle/King County Clinic - Seattle Center Foundation](#)

First Measles Case of 2025

Public Health was notified on February 26th of a confirmed measles case in a King County infant. The infant may have been exposed to measles during recent travel abroad. Exposed individuals should check to make sure they have been vaccinated against measles.

Learn more on the Public Health Insider: [First measles case of 2025 in Washington state identified in a King County infant – PUBLIC HEALTH INSIDER](#)

Public Health reports first pediatric flu deaths of the 2024-25 flu season

Public Health has learned that two children in King County have died from complications of the flu. The first child was an elementary-age child who passed away on February 14, 2025. The second was a preschool-age child who passed away on February 21, 2025. These two unconnected cases are the first two recorded pediatric flu deaths this season in King County. King County has not had a pediatric flu death since the 2022-2023 flu season.

Since the fall of 2024, [we have seen rapidly increasing flu activity locally](#) and at higher rates than most recent flu seasons. It is likely that high levels of flu activity will continue over the next few weeks. The Centers for Disease Control and Prevention (CDC) [classified this flu season as “high severity”](#) for all age groups, a designation it has not made since the 2017-18 flu season.

Anyone is at risk for flu, but some groups are at greater risk for severe complications. This includes very young children, older adults, people with underlying health conditions, and pregnant people.

“This is a tragic loss, and we send our deepest condolences to the families and loved ones of both children,” said Dr. Eric Chow, Chief of Communicable Disease and Interim Health Officer for Public Health – Seattle & King County. “This is a particularly high severity flu season, locally and nationally. If you’re not already vaccinated, it’s not too late to get your flu shot. Immunization provides important protection against severe complications which could mean the difference between being hospitalized or having mild illness at home.”

In this flu season to-date, 63 flu-related deaths in King County residents have been reported. This is an undercount, as many flu-related deaths, locally and nationally, are not captured by standard reporting. The [CDC’s preliminary estimate](#) is that in this flu season to-date, 21,000 to 100,000 people in the US have died from flu-related illness.

Learn more on the Public Health Insider: [Public Health reports first pediatric flu deaths of the 2024-25 flu season – PUBLIC HEALTH INSIDER](#)

COVID-19 is still causing infections in our community but the general burden has remained low relative to where we were at the height of the pandemic. It is important to note that COVID-19 deaths are still being reported and at the end of January, CDC has still been reporting [800 Covid-19 associated deaths](#) each week in the US.

The COVID-19 vaccine can help reduce risk of severe disease complications and risk of long COVID. The CDC found that this season’s COVID-19 vaccine provided additional protection against medically attended COVID-19 care visits and hospitalization. Staying up to date with recommended COVID-19 vaccines could mean the difference between hospitalization and experiencing mild illness at home.

RSV- While RSV levels have decreased since December 2024, RSV burden remains elevated relative to historic interseasonal periods. **Similar trends have been seen nationally.**

Public Health encourages people to make sure they are up to date with all their vaccinations. Wearing a well-fitting, high-quality mask, improving ventilation, and practicing good hand hygiene especially as

respiratory illness burden remains high. These are key strategies to reduce the risk of infection and complications associated with disease.

It's also an important reminder that if you're sick, stay away from others—even mild illness can cause more severe illness in others, particularly those at higher risk. If you are sick, talk to your doctor about getting tested and treatment early if you are eligible.

Learn more about respiratory illnesses and prevention: [Respiratory illnesses - King County, Washington](#)

Overview of H5N1 bird flu

Bird flu is widespread in wild birds worldwide. Beginning in 2024, bird flu has caused outbreaks among US dairy cows and continued to cause infections among poultry in the U.S. Several recent human cases were identified in the setting of exposure to sick poultry or dairy cows. Here in King County, bird flu has been detected in wild birds, backyard chickens, pet cats and other animals in the last 2 years, but it has not been identified in dairy cows or people.

As of February 25, two pet cats in King and Snohomish counties were infected likely after eating contaminated raw pet food: [News Releases | Washington State Department of Agriculture](#)

There has been no evidence of human-to-human transmission and the current risk to the general public remains low. However, as of February 28, 2025, the CDC has assessed the risk for those in contact with potentially infected animals to be at “moderate to high risk. Those who interact with animals like dairy or poultry farm workers are at higher risk and should wear protective equipment. People should avoid touching sick or dead birds or other animals, avoid unpasteurized dairy products (such as raw milk or raw milk products) and raw pet food.

Keep an eye on backyard chickens and report any sick or dead backyard birds to the Washington State Department of Agriculture at 1-800-606-3056. If you come across dead or sick wild birds, report to the Washington Department of Fish and Wildlife at [WDFW.wa.gov](#).

H5N1 bird flu prevention

While the outbreak of bird flu is currently considered primarily an animal health issue, Public Health – Seattle & King County continues to monitor the situation closely. We have ramped-up preparedness planning to respond should a human exposure or outbreak occur in King County.

We are providing bird flu information to the public through social media channels. [This recent post](#) provides the key points about what public health agencies are doing and what the public should know.

We are actively updating our response plan specific to bird flu to guide preliminary decision-making and response activities. This includes procuring resources such as antiviral medications and personal protective equipment to quickly and equitably respond in the event of human cases in King County. The plan aligns with Public Health's broader pandemic preparedness plan.

Recently, the CDC issued a recommendation to expand laboratory surveillance for bird flu among hospitalized patients with influenza. Public Health has distributed this health advisory and is connecting with medical and laboratory directors in King County hospitals to enhance testing.

More information from Public Health: [Avian influenza - King County, Washington](#)

Regional Office of Gun Violence Prevention - 100 Days of Action 2024 Report

Launched on July 10, 2024, the 100 Days of Action was a short, intensive initiative intended to concentrate attention and mobilize resources to address firearm incidents in King County, specifically, the increase in firearm violence historically experienced during summer months in our local communities and across the nation. Called for by King County Executive Dow Constantine, and led by the King County Regional Office of Gun Violence Prevention, the initiative incorporated strategies that have proven effective in other jurisdictions.

Read the report: [100 Days of Action Report](#)

Shots fired: On the scene with a violence interrupter

The Regional Office of Gun Violence Prevention works closely with community partners who serve as credible messengers and violence interrupters. On occasion, violence interrupters respond to shootings to help de-escalate situations and check on the safety of people in the community. In the second comic in our series on gun violence prevention, we see this critical work in action.

View the comic strip on the Public Health Insider: [Shots fired: On the scene with a violence interrupter – PUBLIC HEALTH INSIDER](#)



Hazardous Waste Management Program

King County Board of Health Annual Update

Maythia Airhart, Program Director
Dave Ward, Policy and Planning Manager

March 20, 2025

Today's Update



Program Overview and Refresher

- Purpose, History, Structure, and Services



Current Highlights

- Rate Adjustment
- Management Plan Update
- Policy and Legislative Priorities

Program Overview

Mission

Protect public health and environment from risks posed by hazardous materials.



Authorized By

County: King County Board of Health

State: WA State Dept. of Ecology



Service Area

2.3 million residents and more than 70,000 businesses across King County, and unincorporated areas.



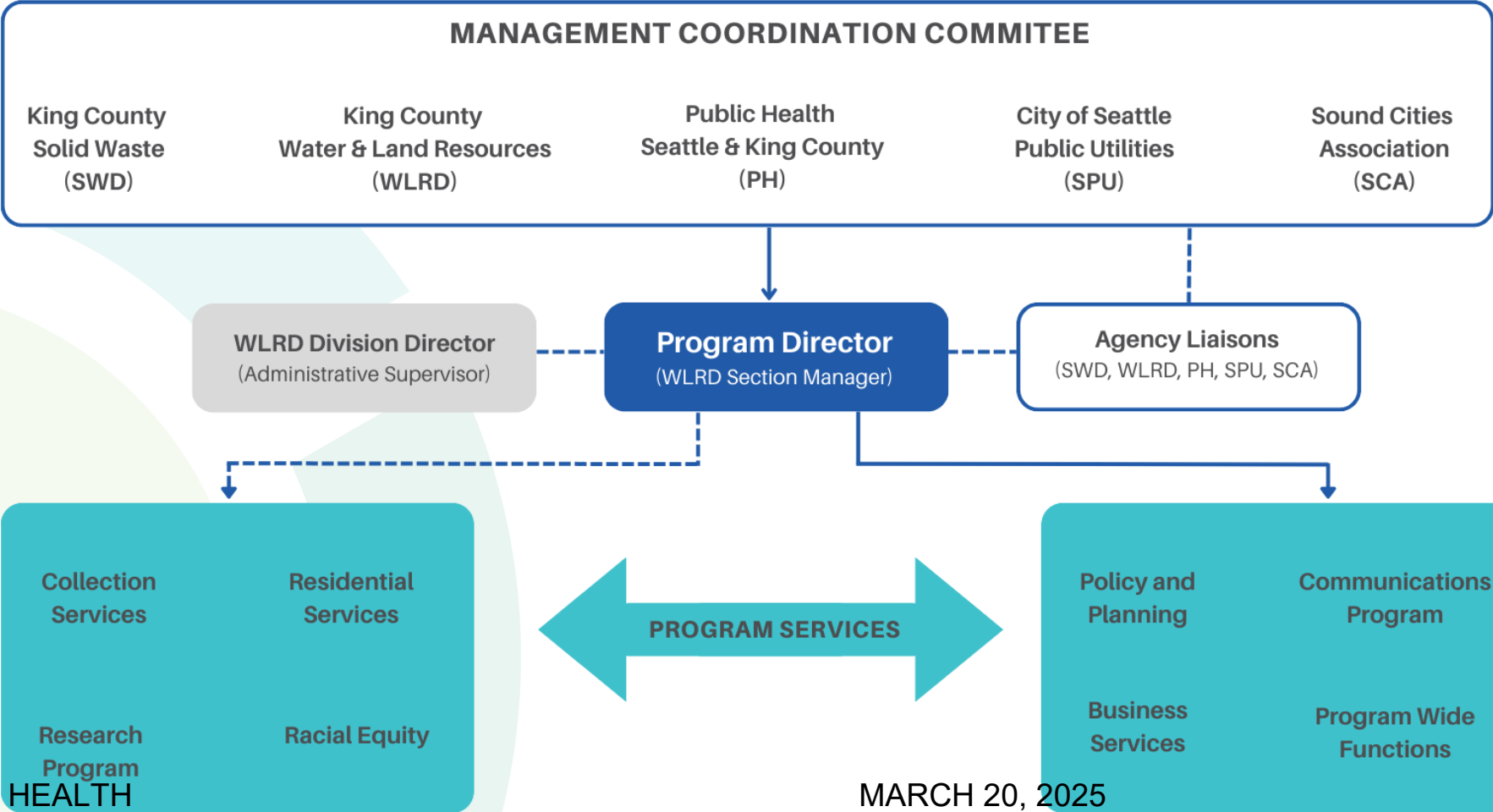
Unified Program

Managed by a Multi-Jurisdictional Coordinating Committee.



Program Structure

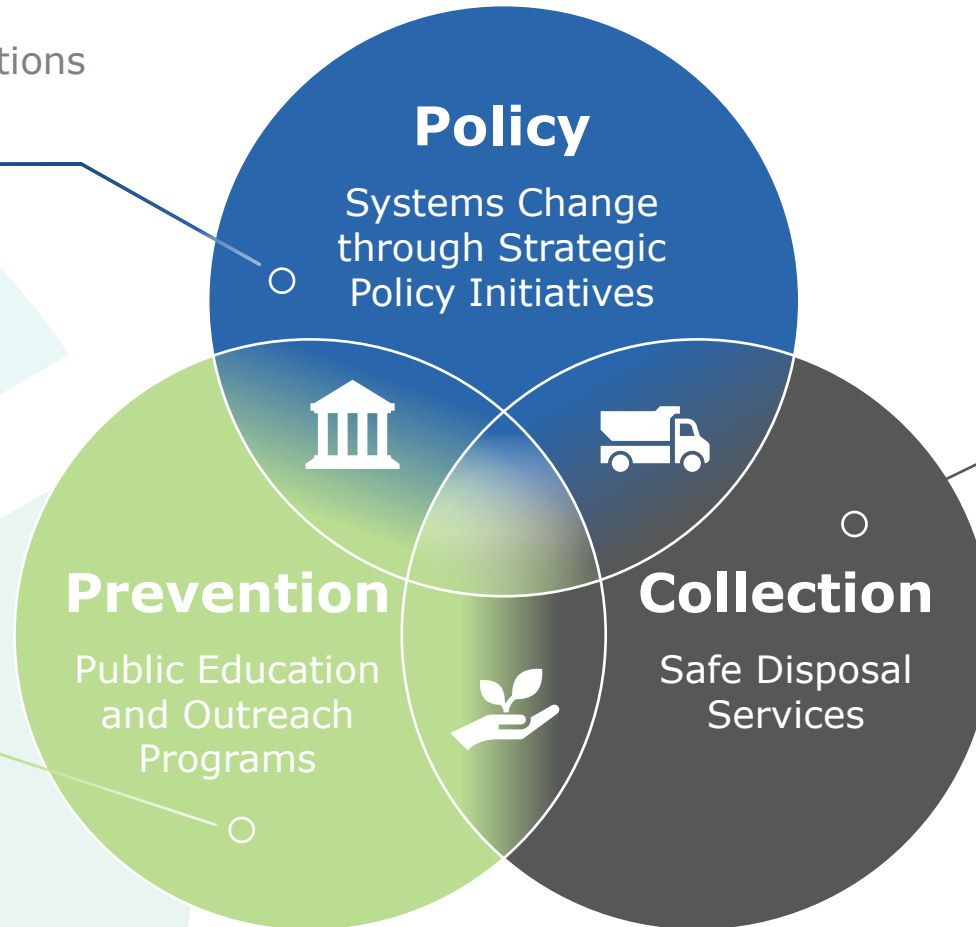
Unified, multi-agency model operated through lines of business, annual plans, partner agreements



Program Services

- EPR for all HHW
- Lead exposure reduction
- PFAS and chemical restrictions
- Exposure research

- Awareness and education
- Best practices training
- Customer support centers
- Small business assistance (Tech support & vouchers)

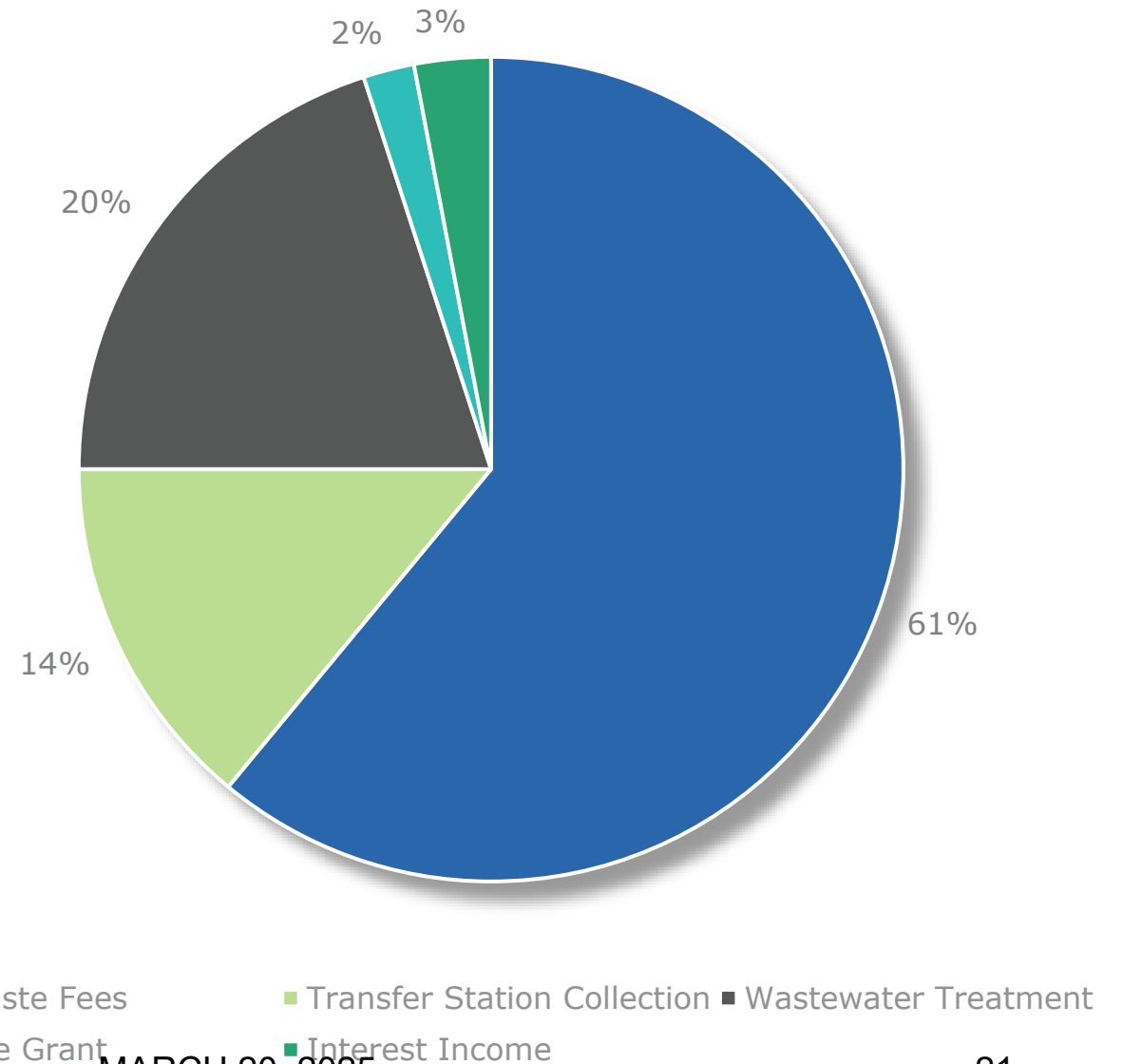


- Year-round collection facilities
- Mobile collection across King County including unincorporated
- City and Tribe Sponsored collection and education events

Program Funding

King County BOH sets hazardous waste fees and adjusts them periodically for inflation and service sustainability.

2023 Local Hazardous Waste Fees



Rate Planning Status

01

Last rate change: 2019; no increase since 2022.

02

Need for adjustment: Inflation and rising operational costs require a rate increase to maintain service levels.

03

Explored rate adjustment options and feasibility for a rate increase in 2026.

04

Exploring new rate adjustment options per MCC request for rate increase beyond 2026 (2027 or 2028).

Current State

Future State

01

Adequate funding: Current balance sufficient to maintain required operating reserve through 2028.

02

Postponing the rate increase eases financial strain and improves planning for future needs.

03

Stakeholder engagement and proposal development will be between 2026-2027.

04

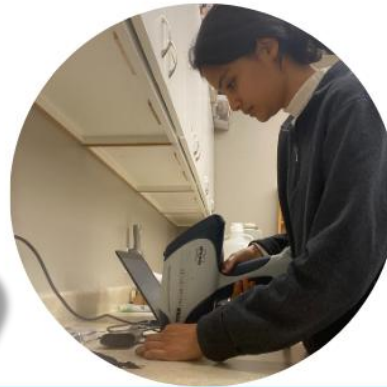
Align with King County biennial budget process for future planning.

Management Plan Timeline



2021-2024

- Continue services
- Understand underlying causes and priorities
- Design approaches with BIPOC communities and partners



2025-2028

- Pilot new ideas based on learnings
- Advance policies
- Evaluate performance



2029-2032

- Adaptively manage for effectiveness

2025 Legislative Overview

Upstream Solutions to Hazardous Materials

- Ban on flavored vapes & menthol cigarettes
- Alterations to last year's Lead in Cookware law**
- Amendments to the Safe Medication Return law**
- Amendments to the solar panel recycling law**
- Leaded aviation fuel
- 6PPD in tires
- Electric vehicle battery stewardship**
- Recycling reform**
- Deposit return system for beverage containers**

- Lead-based paint remediation**
- Railway safety
- Chemicals in personal hygiene products
- PFAS in biosolids**
- Fashion and textiles sustainability
- Environmental justice**
- Right to repair - Electronics**
- Right to repair - Motorized wheelchairs**
- Organic agriculture

Questions?

KCBOHAdmin@kingcounty.gov

Public Health – Seattle & King County Workforce Recruitment and Wellbeing

Report to the
King County Board of Health

March 20, 2025

Recruiting & Hiring Improvement Project Purpose:

Create a more
**efficient, equitable
and consistent**
Department of
Public Health hiring
and recruitment
process.




Strategic Alignment

- Contribute to goals of Public Health 2024-2029 Strategic Plan (see right)
- Make progress on goals of Racism is a Public Health Crisis/ERSJ Workforce & Workplace Racial Equity 2023-2024 goal area plan:
 - Recruitment process standardization
 - Equity in recruitment
 - Passive candidate engagement

EXECUTIVE SUMMARY ACKNOWLEDGEMENTS ABOUT US VISION, MISSION, & VALUES **PRIORITY AREAS** IMPLEMENTATION & NEXT STEPS APPENDICES

Climate & Health | Health & Well-being | Information & Innovation | Partnerships | **Workforce & Infrastructure**

Workforce & Infrastructure

GOAL: Support a racially just workforce and learning culture workplace that is reflective of the communities we serve and centers racial justice, equity, and well-being. 

Objective 1: By 2026, staff in the lowest 20 percent of Public Health's salary ranges are supported by active employee development plans to further their professional learning and career goals.


Objective 2: By 2029, implement all the goals and objectives of Public Health's Workforce Wellbeing Action Plan.

Objective 3: By 2029, all new hires and promotions in the top 20 percent of Public Health's salary ranges reflect 2040 King County projected workforce demographics, to the extent consistent with federal and state law.

Objective 4: By 2029, all staff have increased their knowledge, skills, and practice of racial justice, health equity, disability access and inclusion well-being, and belonging principles and actions.

Actions:

1. Invest in lower salaried employees through active employee development plans and employer supports to develop knowledge, skills, and practices.
2. Finalize, sustain, and implement the Public Health Workforce Wellbeing Action Plan, revising and updating in 2025 and beyond.
3. Develop, sustain and implement anti-racist workforce recruitment and eliminate barriers to high-salary employment opportunities for Black, Indigenous, and people of color, and immigrant populations.
4. Develop an anti-racist and health equity training plan for all current and new employees and provide opportunities to support department culture change, such as through affinity groups.



Public Health Camp attendees listen to a presentation at the Medical Examiner's Office, 2023.

Measures:

- Percent of employees reporting high employee engagement scores
- Percent of employees in the lowest 20% of the salary range with an employee development plan
- Ratio of all new hires and promotions in the highest salary ranges (top 20% of the salary range or salary range 65 and higher) to 2040 projected workforce demographics
- Percent of employees trained on racial justice, health equity, well-being and belonging, and participating in affinity groups

Project Objectives



Efficiency Improvement

Identify and remove inefficiencies in the recruitment and hiring process to save time for recruiters, hiring managers, and candidates.



Increase Workforce Diversity

Increase workforce diversity through equitable hiring practices and attracting a more diverse candidate pool.



Hiring Manager Experience Enrichment

Enrich the experience of hiring managers by providing education, clear communication and setting expectations about the hiring process.

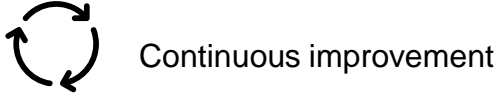
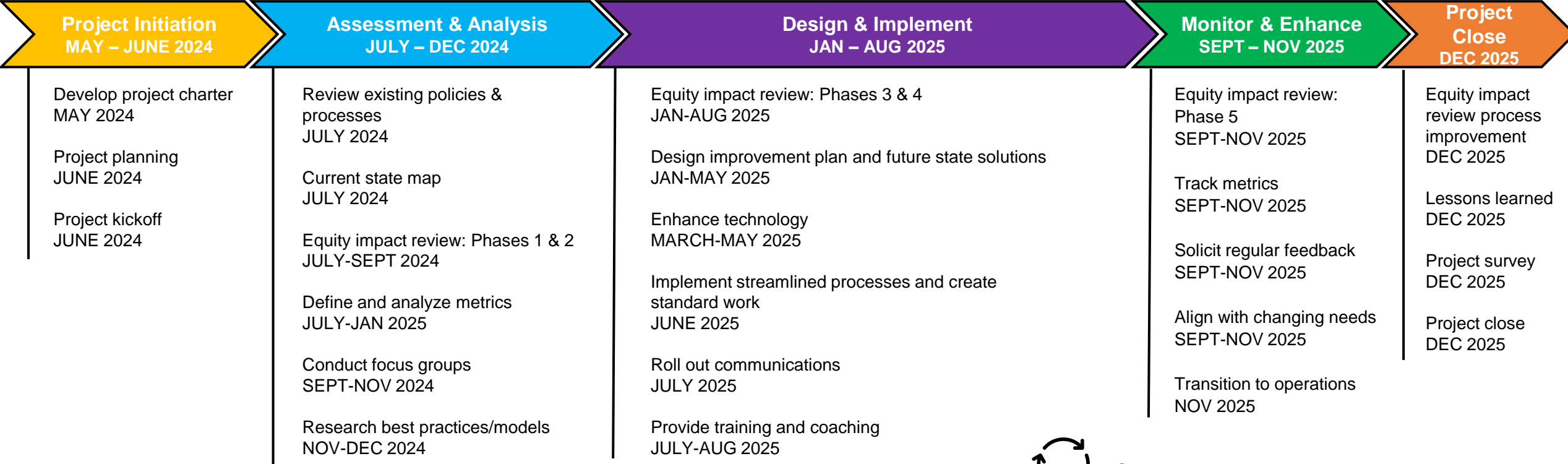


Technology Enhancement

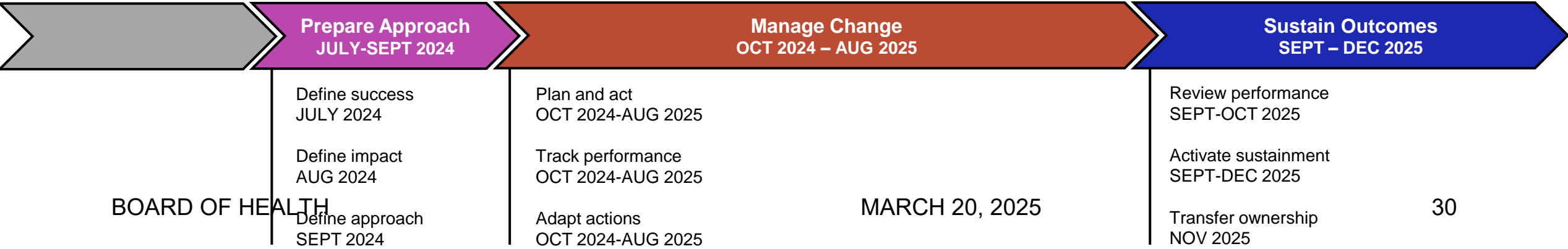
Identify and implement technology enhancements within NEOGOV system and better utilize data analytics tools to support data-driven decision making.

Project Timeline

PROJECT MANAGEMENT



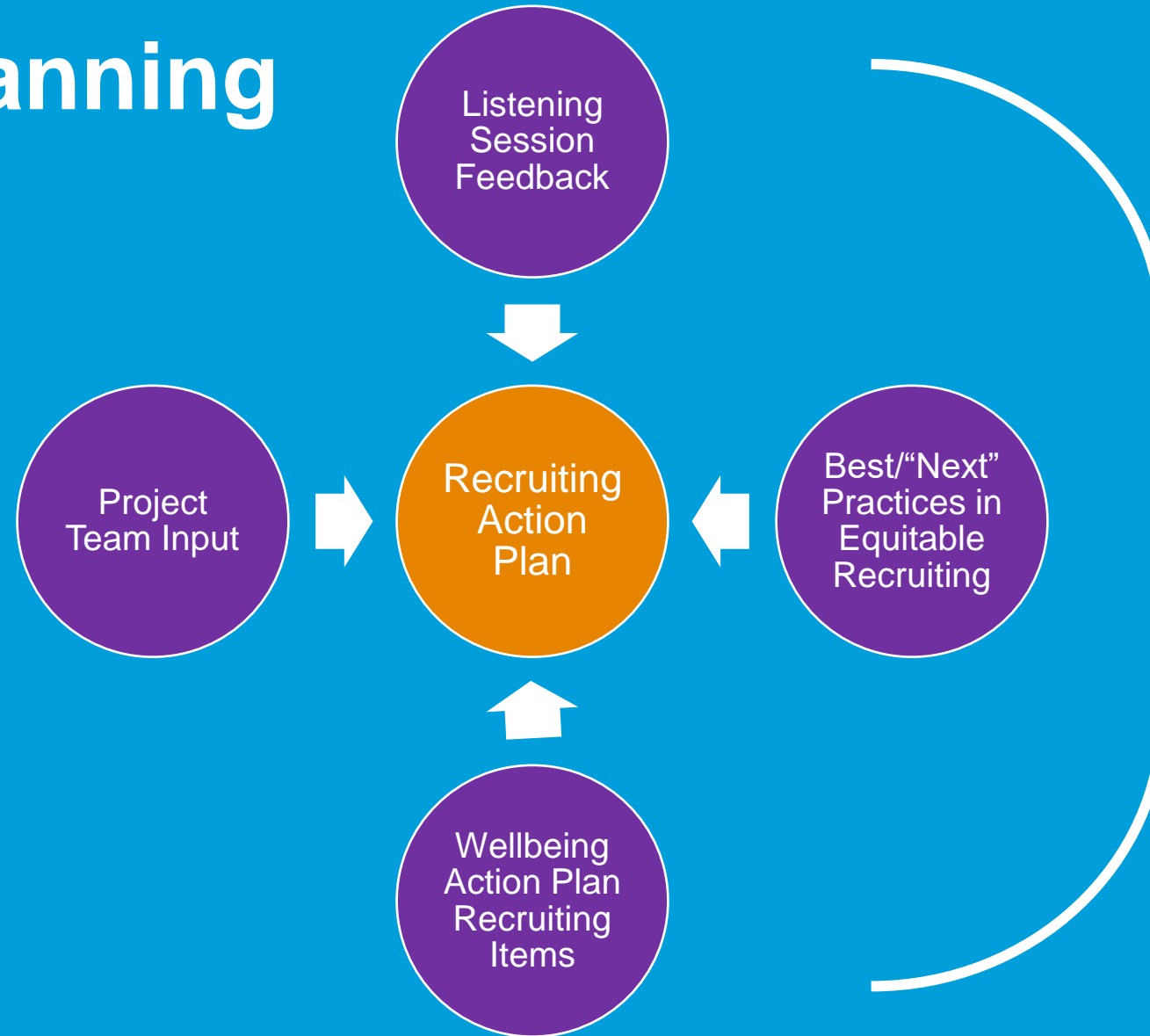
CHANGE MANAGEMENT



BOARD OF HEALTH

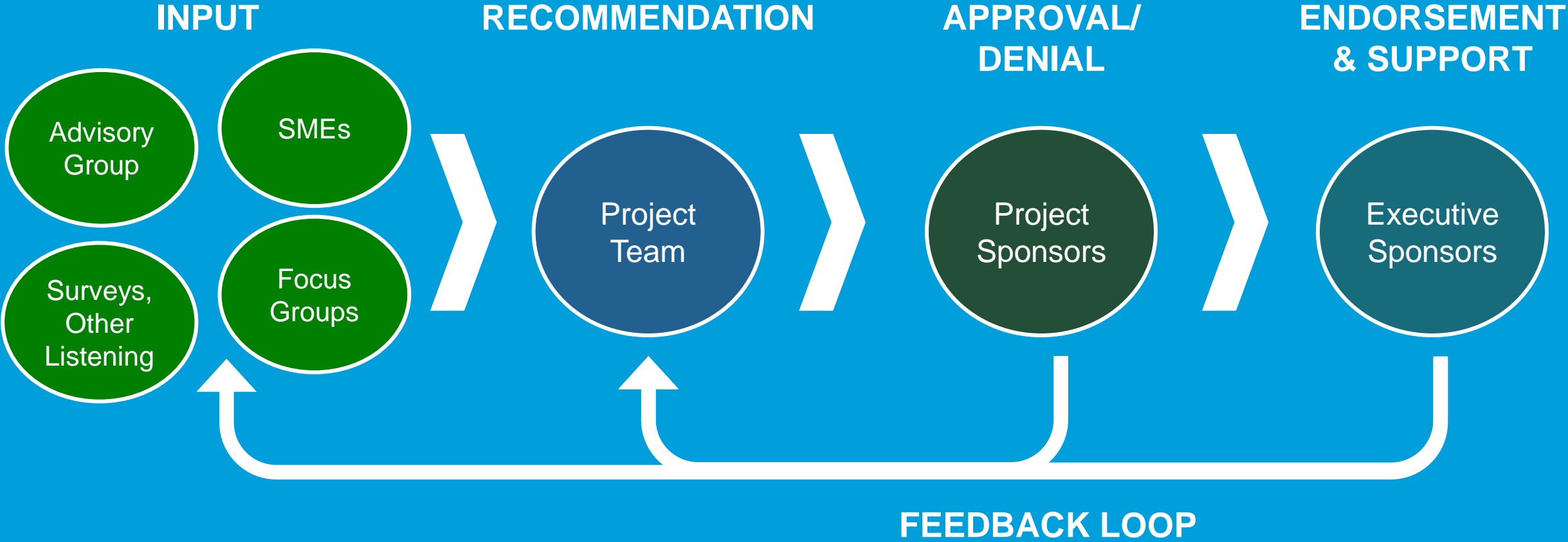
MARCH 20, 2025

Action Planning



- Assessing feasibility (cost, resourcing, what’s in PHSKC HR purview)
- Aligning to scope of project
- Prioritizing work

Feedback Loop



Success Metrics

Increasing equity in hiring practices and sourcing of diverse candidates to make progress on workforce diversity and equity goals including:

- Reduce the time-to-hire for vacant positions across PHSKC divisions
- Progress to ratio of new hires/promotions in the top 20% of salary ranges reflecting 2040 workforce demographic data
- Reduction in recruitment drop-off rate for BIPOC candidates
- Increase BIPOC representation relative to the communities we serve

SMART goals under development. Additional metrics to be developed as data and processes are further explored.

WELLBEING INITIATIVE

Strategic Goal:

Support a racially just workforce and learning culture workplace that is reflective of the communities we serve and centers racial justice, equity, and wellbeing.

Steve's keyboard must be broken.
He keeps hitting the escape key,
but he's still at work.



WHY WELLBEING

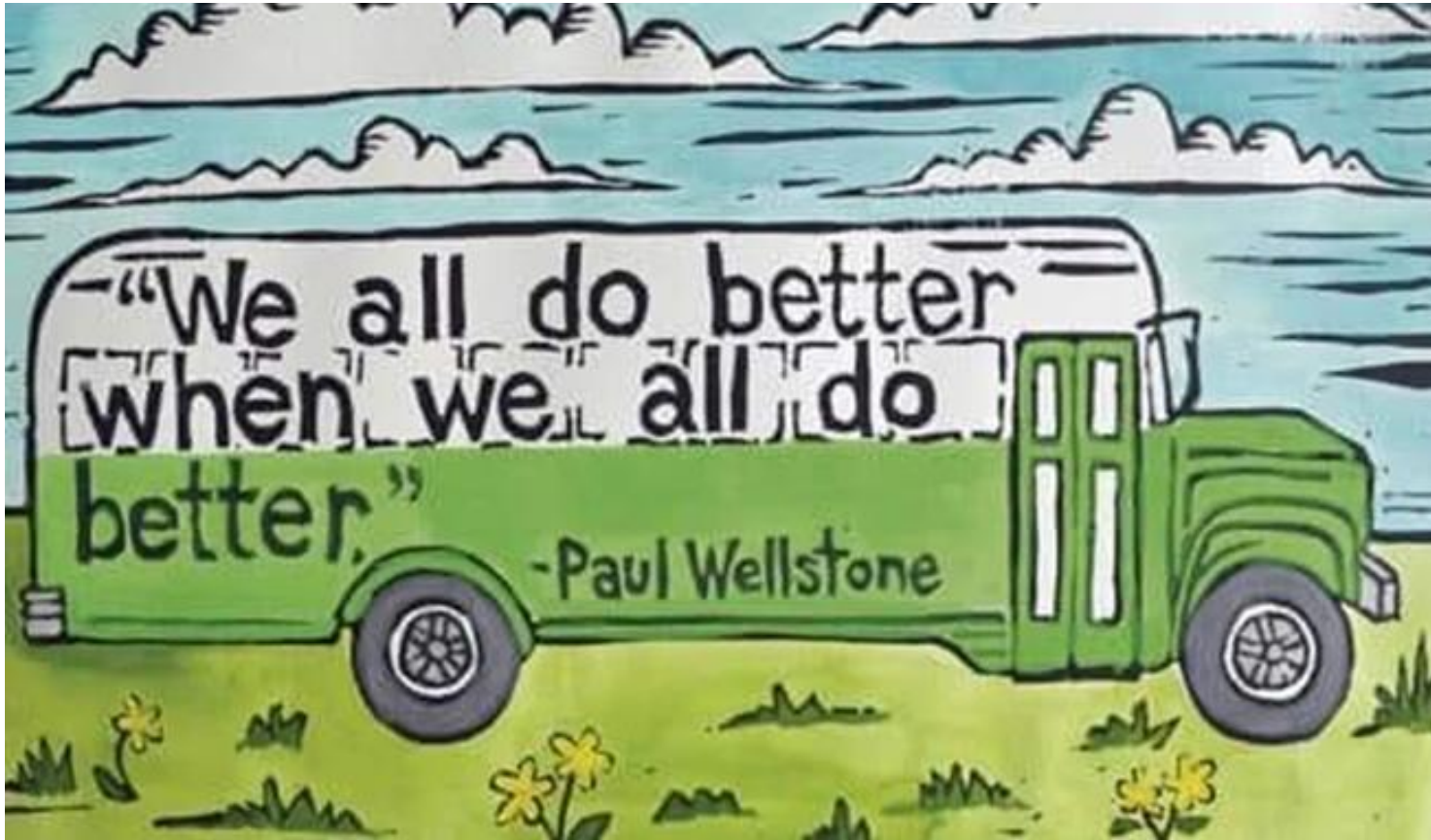
"we feel pressured to take on more, perform at high levels, praised for that work but the true cost is hidden (or not) in burnout"

69% less likely to actively search for a new job

71% less likely to report experiencing a lot of burnout

36% more likely to be thriving in their overall lives

3x more likely to be engaged at work



A CULTURE WHERE PEOPLE:

experience belonging

have positive relationships

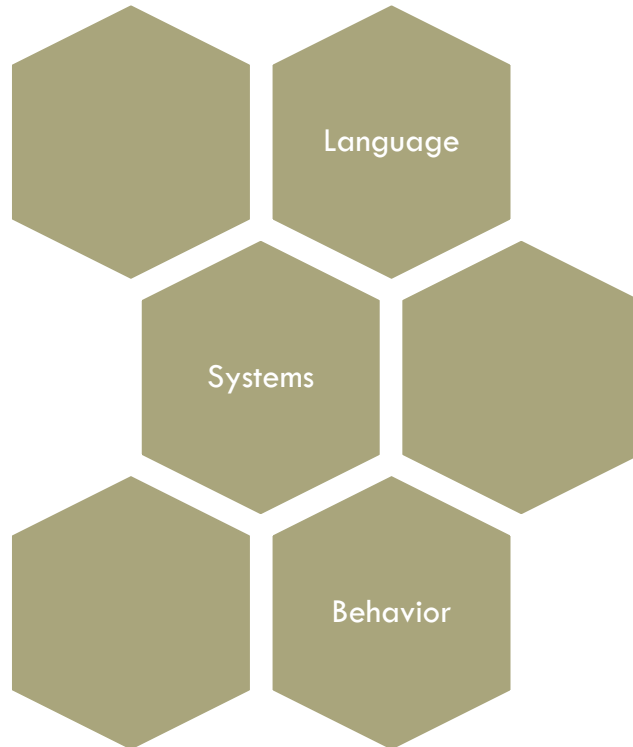
contribute meaningfully

create and innovate

practice reflection

continuously learn

HOW DO WE CHANGE CULTURE?



SYSTEMS CHANGE ACTIONS

We will align and balance workloads.

We will standardize hiring practices.

We will foster racial equity and belonging.

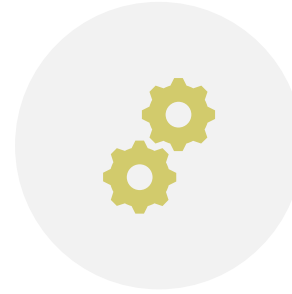
We will include racial and disability equity.

We will all change and grow.

Leaders will change their practices.



Consistent Implementation
of Policy



Optimizing Remote Work
Practices



Optimizing Schedule
Flexibility



Right Sizing Workloads

OPERATIONALIZING WELLBEING

We will all...



PRACTICE
COMPASSION



EXPRESS OUR
NEEDS



MAKE TIME TO
CONNECT

People Leaders will...



Lead with
compassion



Set realistic
expectations



Trust employees

Discussion

Questions?
Contact:
KCBOHAdmin@kingcounty.gov



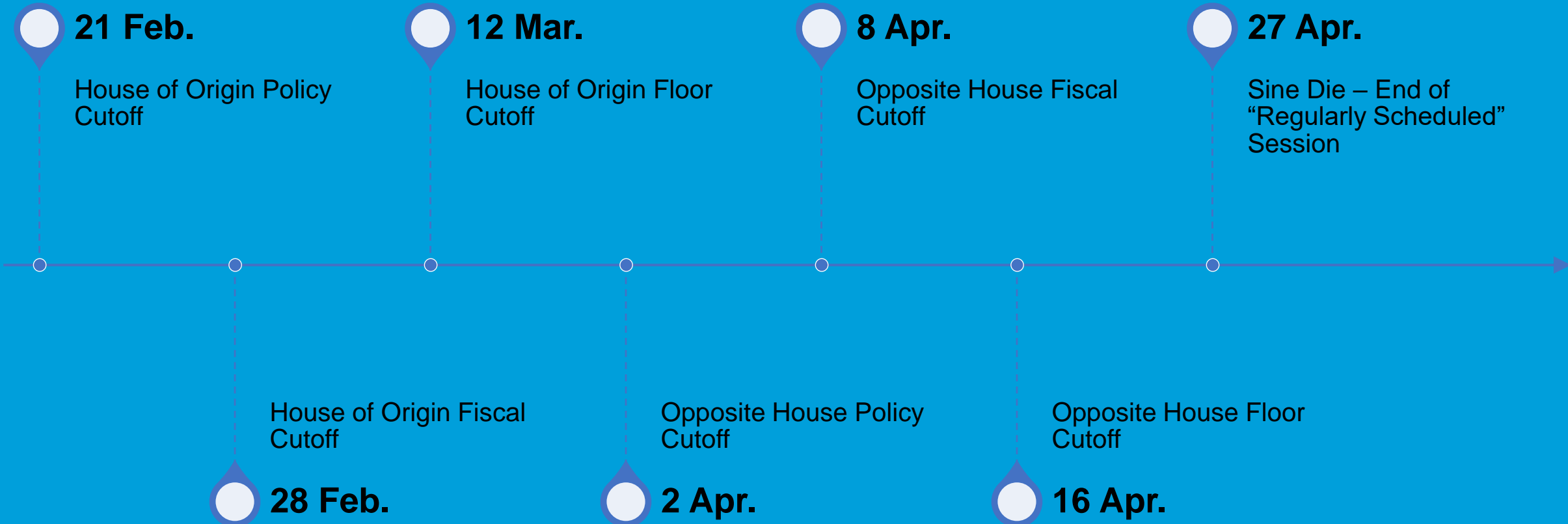
2025 State Session Update

March 20, 2025

Simon Vila



Key Dates





Policy Areas of Focus

Budget, Revenue, Foundational Public Health Services (FPHS)

Community Health and Well-Being

Gun Violence

Healthcare Access

Injury Prevention

Food Access

Overdose Prevention

Homelessness, Housing, and Health

Tobacco and Cannabis

Environmental Health and Climate Change



Questions

Contact: kcbohadmin@kingcounty.gov