



# 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*

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**1:00 PM**

**Thursday, September 18, 2025**

**Hybrid Meeting**

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**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**

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1. **Call to Order**
2. **Roll Call**
3. **Announcement of Any Alternates Serving in Place of Regular Members**
4. **Approval of Minutes of July 17, 2025** **pg 5**
5. **Public Comments**

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



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## Briefing

6. BOH Briefing No. 25-B28

Update on BOH membership plans and recruitment for 2026

*Joy Carpine-Cazzanti, Board Administrator, Public Health – Seattle & King County*

## Discussion and Possible Action

7. R&R No. BOH25-02 **pg 9**

A RULE AND REGULATION intended to help prevent food-borne illnesses and increase compliance with the King County food code by conducting more frequent inspections based on notification of noncompliance with financial obligations resulting from employment-related enforcement actions; amending R&R 17-01, Section 5, as amended, and BOH 5.15.010, adding a new section to BOH chapter 5.04, and adding new sections to BOH chapter 5.60; enacted pursuant to RCW 43.20.050 and 70.05.060, including the latest amendments or revisions thereto.

*Olivia Brey, Legislative Analyst, King County Council*

*Sam Porter, Senior Principal Legislative Analyst, King County Council*

## Public Hearing Required

## Briefings

8. BOH Briefing No. 25-B29 **pg 37**

Pet Businesses & Public Health - Zoonotic Disease Code Briefing

*Ryan Kellogg, Environmental Health Assistant Division Director, Public Health - Seattle & King County*

*Dr. Jocelyn Mullins, DVM, MPH, PhD, Public Health Veterinarian, Public Health – Seattle & King County*

*Leah Helms, RS, Solid Waste, Rodent, and Zoonotic Disease Program Manager, Public Health – Seattle & King County*

9. BOH Briefing No. 25-B30 **pg 53**

Climate and Health Equity: King County Strategic Climate Action Plan & Public Health Role

*Ryan Kellogg, Environmental Health Assistant Division Director, Public Health - Seattle & King County*

*Bradley Kramer, Manager, Climate & Health Equity Initiative, Public Health Seattle & King County*

*Marissa Aho, Director, King County Executive Climate Office*

*Saja Ahmed, Community Representative for the Climate and Health Adaptation Modeling Project in Auburn*



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**10. Board Member Updates****11. 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](mailto:KCBOHAdmin@kingcounty.gov)



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## Meeting Minutes Board of Health

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

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1:00 PM

Thursday, July 17, 2025

Hybrid Meeting

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### REVISED AGENDA DRAFT MINUTES

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**1. Call to Order**

*The meeting was called to order at 1:01 p.m.*

**2. Roll Call**

**Present:** 14 - Archiopoli, Barón, Chew, Daniels, de Castro, Dunn, Gudgel, Kettle, Lam, Loo, Mohammed, Mosqueda, Williams and Falcone

**Excused:** 3 - Hollingsworth, Nelson and Rakes

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

*Boardmember Falcone served in place of Boardmember Rakes.*

*Also in attendance were Boardmember de Michele, and Boardmember Milinganyo.*

**4. Approval of Minutes of special meeting of June 18, 2025**

*Boardmember Daniels moved to approve the minutes of the June 18, 2025, meeting as presented. Seeing no objection, the Chair so ordered.*

**5. Public Comments**

*The following people spoke:  
Alex Tsimmerman  
Mike Thomas  
Sam  
Ledah Kaplan Wilcox*

**6. Chair's Report**

*Chair Mosqueda briefed the Board on the upcoming agenda.*

**7. Director's Report**

*Dr. Faisal Khan, Director, Public Health - Seattle & King County, briefed the Board on the impacts of the One Big Beautiful Bill Act.*

*Sam Porter, Council Staff, briefed the Board and answered questions.*

## **Briefings**

**8. BOH Briefing No. 25-B24**

Update on BOH membership plans and recruitment for 2026

*Joy Carpine-Cazzanti briefed the Board and answered questions.*

**This matter was Presented**

**9. BOH Briefing No. 25-B25**

Health Needs of Asylum Seekers and Refugees

*Francoise Milinganyo, Board of Health Alternate representing Community Stakeholders, and Executive Director of the Congolese Integration Network, briefed the Board and answered questions.*

*Lee Che Leong, Senior Policy Advocate, Northwest Health Law Advocates, briefed the Board and answered questions.*

**This matter was Presented**

**10. BOH Briefing No. 25-B26**

Equitable Wastewater Futures

*Meagan Jackson, Program Manager, On-Site Sewage and Septic Systems Operation and Maintenance, briefed the board and answered questions.*

*Julie Horowitz, Strategic Advisor, Public Health - Seattle & King County, briefed the Board and answered questions.*

*Andrew LaRue, Valley View Sewer District, briefed the Board and answered questions.*

**This matter was Presented**

**11. BOH Briefing No. 25-B27**

## Increasing Public Confidence in Food Safety Through Improved Labor Standards

*Mat Koay, Employee, Din Tai Fung Restaurant, briefed the Board and answered questions.*

*Jeremiah Miller, Legal Director, Fair Work Center, briefed the Board and answered questions.*

*Elizabeth Ford, Assistant Professor of Law, Seattle University School of Law, briefed the Board and answered questions.*

*Chris Lampkin, Deputy Chief of Staff, Council District 8, briefed the Board and answered questions.*

**This matter was Presented**

**12. Board Member Updates**

*No updates were given.*

**13. Other Business**

*No Other Business was presented.*

**Adjournment**

*The meeting was adjourned at 3:01 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](mailto:KCBOHAdmin@kingcounty.gov)**

Approved this \_\_\_\_\_ day of \_\_\_\_\_

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Clerk's Signature



**Signature Report**

**R&R**

**Proposed No. BOH25-02.1**

**Sponsors**

1 A RULE AND REGULATION intended to help prevent  
2 food-borne illnesses and increase compliance with the King  
3 County food code by conducting more frequent inspections  
4 based on notification of noncompliance with financial  
5 obligations resulting from employment-related enforcement  
6 actions; amending R&R 17-01, Section 5, as amended, and  
7 BOH 5.15.010, adding a new section to BOH chapter 5.04,  
8 and adding new sections to BOH chapter 5.60; enacted  
9 pursuant to RCW 43.20.050 and 70.05.060, including the  
10 latest amendments or revisions thereto.

11 **PREAMBLE:**

12 1. According to the seminal 2009 study, Broken Laws, Unprotected  
13 Workers: Violations of Employment and Labor Laws in America's Cities,  
14 conducted by sociologists at UCLA, University of Illinois, and Rutgers, in  
15 any given week as many as twenty-five percent of workers in low wage  
16 jobs are paid less than minimum wage. These results were replicated in  
17 2018 by David Cooper & Teresa Kroegeer who together published  
18 Employers Steal Billions from Workers' Paychecks Each Year, which  
19 found if low wage workers were paid in compliance with minimum wage  
20 laws, 159,000 families in the top ten most populous states would be lifted

21 out of poverty. Likewise, according to a 2022 wage theft study conducted  
22 by Neil Damron, Martin Garfinkel, Danielle Alvarado, and Daniel Galvin,  
23 those trends are the same in King County where an estimated three in ten  
24 low wage workers suffered minimum wage violations depriving them of  
25 almost 20 percent of their earned wages.

26 2. The most vulnerable workers are most in need of protection from wage  
27 theft. In *Deterring Wage Theft: Alt Labor, State Politics, and the Policy*  
28 *Determinants of Minimum Wage Compliance*, Daniel Galvin, Associate  
29 Professor of Political Science and Faculty Fellow at the Institute for Policy  
30 Research at Northwestern University, concluded that the more vulnerable  
31 the worker, the more likely an employer will engage in wage theft. This is  
32 because, as further described by Professor Nicole Hallett in *The Problem*  
33 *of Wage Theft*, employers stand to gain more from violating the law the  
34 greater the difference between the market wage and the minimum wage.

35 3. It is difficult and risky for vulnerable, low wage workers to bring  
36 claims of wage theft, therefore policy solutions should focus on  
37 deterrence, attempting to create a cultural expectation of timely payment.  
38 Again, according to Daniel Galvin in *Deterring Wage Theft*, it is possible  
39 to achieve wage theft deterrence in two ways. First, if the consequence of  
40 each violation is relatively low, deterrence can be achieved if the  
41 enforcement happens reliably and consistently. Second, where consistent  
42 enforcement is not possible, then the deterrence can still be achieved but  
43 the individual consequences are more significant.

44           4. As has been recognized for many years, deterring wage theft among  
45           vulnerable workers helps to preserve and protect public health. RCW  
46           49.12.010, first enacted in 1917, makes this connection clear by declaring  
47           "the welfare of the state of Washington demands that all employees be  
48           protected from conditions of labor which have a pernicious effect on their  
49           health. The state of Washington, therefore, exercising herein its police  
50           and sovereign power declares that inadequate wages and unsanitary  
51           conditions of labor exert such pernicious effect."

52           5. Upholding Washington's minimum wage law in *West Coast Hotel Co.*  
53           *v. Parrish*, 300 U.S. 379 (1937), the United States Supreme Court agreed,  
54           finding "the exploitation of a class of workers who are in an unequal  
55           position with respect to bargaining power [. . .] is not only detrimental to  
56           their health and wellbeing but casts a direct burden for their support upon  
57           the community." In 1961, the legislature again affirmed this purpose  
58           again in Washington's minimum wage law by "declar[ing] that in its  
59           considered judgment the health, safety and the general welfare of the  
60           citizens of this state require the enactment of [the minimum wage law]."

61           BE IT ADOPTED BY THE KING COUNTY BOARD OF HEALTH:

62           SECTION 1. Findings:

63           A. The Washington state Department of Labor and Industries conducts  
64           employment-related investigations and enforcement actions under Title 49 RCW,  
65           which includes laws governing: protected leave, under title 49 RCW; the  
66           Industrial Welfare Act, chapter 49.12 RCW; youth employment, under chapter

49.12 RCW and chapter 296-125 WAC; family care, under RCW 49.12.265 through RCW 49.12.295; emergency first responders, under RCW 49.12.460; healthcare overtime, under RCW 49.28.130; agriculture, under chapter 49.30 RCW, chapter 19.30 RCW, and chapter 296-131 WAC; minimum wage and paid sick leave, under chapter 49.46 RCW and chapter 296-128 WAC; retaliation, under chapter 49.46 RCW and chapter 296-128 WAC; wage payment, under chapter 49.48 RCW; the Washington Equal Pay and Opportunities Act, chapter 49.58 RCW; isolated workers, under RCW 49.60.515; domestic violence protected leave, under chapter 49.76 RCW; military spousal leave, under chapter 49.77 RCW; warehouse protections, under chapter 49.84 RCW.

B. The city of Seattle Office of Labor Standards conducts investigations and enforcement actions of city employment-related laws including paid sick time, chapter 14.16 Seattle Municipal Code ("SMC"); minimum wage, chapter 14.19 SMC; and wages, hours, and conditions of employment, chapter 14.20 SMC.

C. The King County department of local services has the authority to conduct investigations and enforcement of county minimum wage laws in unincorporated areas under K.C.C. chapter 12.18B.

D. Financial obligations including fines and payments to affected workers may be imposed on employers by the state, city, or county as a result of the employment-related enforcement actions.



88 E. On July 17, 2025, the King County Board of Health received a briefing that  
89 enforcement of minimum standards of wage and labor laws in the food service context  
90 protects the health of customers.

91 F. WAC 246-215-08405 identifies the conditions that would prompt prioritized  
92 and more frequent inspections based on the Board of Health's assessment of a food  
93 establishment's history of compliance with the food code and the establishment's  
94 potential as a vector of foodborne illness.

95 G. Required by the federal Fair Labor Standards Act, employers are required to  
96 post the federal minimum wage poster in a conspicuous place in their workplaces. Under  
97 RCW 50A.20.020, employers are required to post the Paid Family and Medical Leave  
98 Poster. Under RCW 49.17.220, employers are required to post the Job Safety and Health  
99 Law poster.

100 H. Required by local jurisdictions, employers are required to post their local  
101 jurisdictions' employer labor standards poster in their workplaces.

102 NEW SECTION. SECTION 2. There is hereby added to BOH 5.04 a new  
103 section to read as follows:

104 "Noncompliant with employment-related financial obligations" means, after a  
105 final determination has been reached, after the initial appeal has been exhausted, being in  
106 collections for or being in default with the requirements of a final settlement or judgment,  
107 resulting from an action by the state or any local government to enforce state or local  
108 laws related to worker wages, overtime pay, and working conditions, which include paid  
109 sick leave.

110           SECTION 3. R&R 17-01, Section 5, as amended, and BOH 5.15.010 are each  
111 hereby amended to read as follows:

112           A. The requirements of this section apply to general food service establishments,  
113 bakeries, mobile food units, meat/fish establishments, and catering operations, and not to  
114 any other category of food establishment.

115           B. The owner or operator of a general food service establishment, bakery, mobile  
116 food unit, meat/fish establishment, or catering operation shall post, at the establishment, a  
117 food safety rating placard or placards provided by the health officer. Each placard must  
118 be posted:

119           1. Within five feet of the main public entrance or entrances of the general food  
120 service establishment, bakery, mobile food unit, meat/fish establishment, or catering  
121 operation, positioned conspicuously in a window or display case to ensure the placard is  
122 clearly visible to passersby and to patrons entering or visiting the establishment; or

123           2. In a conspicuous location at the general food service establishment, bakery,  
124 mobile food unit, meat/fish establishment, or catering operation as determined and  
125 directed in the discretion of the health officer to ensure the placard is clearly visible to  
126 passerby and to patrons entering or visiting the establishment.

127           C. After the conclusion of each routine food safety inspection, the health officer  
128 shall recalculate the food safety rating of the general food service establishment, bakery,  
129 mobile food unit, meat/fish establishment, or catering operation and provide the  
130 establishment owner or operator one or more updated food safety rating placards for  
131 display at the establishment.

132        D.1. If the health officer has been notified under Section 4(9) that the general  
133        food service establishment, bakery, mobile food unit, meat/fish establishment, or catering  
134        operation is noncompliant with employment-related financial obligations, the health  
135        officer shall place an additional placard with information regarding the noncompliance  
136        with financial obligations in a conspicuous location directly adjacent to the food safety  
137        placard while completing the health safety inspection under Section 4(9).

138        2. The additional placard shall remain in place until the food service  
139        establishment, bakery, mobile food unit, meat/fish establishment, or catering operation  
140        notifies the department that they are no longer noncompliant with employment-related  
141        financial obligations due to initiation of payment or subsequent appeal. Upon notifying  
142        the department, the food service establishment bakery, mobile food unit, meat/fish  
143        establishment, or catering operation may remove the additional placard.

144        NEW SECTION. SECTION 4. There is hereby added to BOH 5.60 a new  
145        section to read as follows:

146        **Frequency – Performance- and risk-based.** WAC 246-215-08405 is  
147        supplemented with the following:

148        (9) Whether the health officer has been notified by the city of Seattle Office of  
149        Labor Standards or the Washington state Department of Labor and Industries that the  
150        establishment is noncompliant with employment-related financial obligations under BOH  
151        chapter 5.04.

152        NEW SECTION. SECTION 5. There is hereby added to BOH 5.60 a new  
153        section to read as follows:

154           An inspection prompted by noncompliance with financial obligations shall be  
155   completed by the health officer within thirty business days of receiving notification from  
156   the city of Seattle Office of Labor Standards or the Washington state Department of  
157   Labor and Industries that an establishment is noncompliant with employment-related  
158   financial obligations.

159           NEW SECTION. SECTION 6. There is hereby added to BOH 5.60 a new  
160   section to read as follows:

161           Public Health - Seattle & King County shall design an additional placard  
162   indicating a food service establishment's noncompliance with financial obligations. The  
163   additional placard should:

164           A. Indicate that the food establishment is subject to increased inspections due to  
165   the noncompliance with financial obligations; and

166           B. Be designed to complement the existing food safety rating placard design and  
167   not obscure information on the food safety rating placard.

168           NEW SECTION. SECTION 7. There is hereby added to BOH 5.60 a new  
169   section to read as follows:

170           The health officer shall distribute written materials or provide a link to web-based  
171   information on the food inspection report explaining sections 2 through 6 of this rule and  
172   regulation to the person in charge of a food establishment as part of all food safety  
173   inspections.

174           SECTION 8. The King County executive shall confer with the city of Seattle  
175   Office of Labor Standards and the Washington state Department of Labor and Industries

and endeavor to agree with each entity by June 30, 2026, on terms for an agreement that shall contain, but not be limited to, the following elements:

A. The process for notifying the Seattle-King County Department of Public Health of owners or permit holders who are located within King County or have zip codes within King County who are noncompliant with employment-related financial obligations.

B. Identification of the data that will be transmitted between agencies including, for example, name of owner or permit holders who are noncompliant with employment-related financial obligations, contact information, unique business identifier, the name and case number of the final judgment, frequency of transmission of data, no less than once per quarter, and mechanism for transmission.

C. The process and authority for other Washington state and city of Seattle departments to communicate with Seattle-King County Department of Public Health that the establishment has resolved the financial obligation notified under subsection A. of this section or if the establishment is under protest.

D. Language to be included in communications from the Public Health - Seattle & King County, the city of Seattle Office of Labor Standards, and the Washington state Department of Labor and Industries to the owners or permit holders regarding this rule and regulation.

SECTION 9. Sections 1 through 7 of this R&R take effect July 1, 2026.

SECTION 10. **Severability.** If any provision of this rule or its application to any

- 197 person or circumstance is held invalid, the remainder of the rule or the application of the  
198 provision to other persons or circumstances is not affected.

KING COUNTY BOARD OF HEALTH  
KING COUNTY, WASHINGTON

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Teresa Mosqueda, Chair

ATTEST:

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Melani Hay, Clerk of the Board

**Attachments:** None



## King County

### King County Board of Health

#### Staff Report

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Agenda item No: 7

Date: September 18, 2025

Rule & Regulation No.: BOH25-02

Prepared by: Olivia Brey & Sam Porter

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#### Subject

Proposed Rule and Regulation (R&R) BOH25-02 would require more frequent inspections and require a new placard to be placed adjacent to the food safety rating placard as a result of a food establishment's noncompliance with financial obligations resulting from the enforcement of labor laws related to worker wages.

#### Summary

Food safety inspections completed by Public Health Seattle King County (PHSKC) are typically completed one to two times per year, depending on the food establishment's risk assessment. The proposed Rule and Regulation (R&R) would prompt PHSKC to conduct an additional inspection based on a food establishment's unpaid wage violation within 30 days of receiving information from state and local labor agencies about the businesses' unpaid financial obligation. It would also require the business to display a new placard, next to the food safety rating placard, noting the business's unpaid financial obligation. The R&R would outline the terms for an agreement between PHSKC, the City of Seattle's Office of Labor Standards, and Washington State's Department Labor and Industries to share relevant information to implement this R&R.

The sponsor has asked staff to draft a striking amendment for this R&R. The striking amendment, S1, would clarify the definition for the term used to describe businesses with unpaid wage violations in the R&R, "noncompliant with employment-related financial obligations" and make corrections to the term's use throughout the R&R. It would also make additions to the Findings section and include the Washington State Attorney General as a party that could share data regarding businesses with an unpaid wage violation.

#### Background

##### *Food Safety Inspections*

Food safety inspections are completed by Public Health Seattle King County (PHSKC) in alignment with the King County Food Code,<sup>1</sup> which includes the Washington State Retail Food

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<sup>1</sup> [BOH Code Title 5](#)

Code, Washington Administrative Code (WAC) Chapter 246-215.<sup>2,3</sup> The food safety inspection processes and standards are defined in WAC 246-215; however, the Board of Health has the authority to make more stringent requirements.<sup>4</sup>

According to Executive staff, the Environmental Services division uses the risk categories defined in Board of Health Code (BOH) 5.61.010<sup>5</sup> to determine the inspection frequency, as shown in Table 1. For complaints, such as a food establishment not having water or concerns about basic sanitation, the urgency is based upon the nature of the complaint, but Executive staff stated that most responses occur within five days of a complaint.

**Table 1. Food Safety Inspection Frequency**

<b>Risk Level</b>	<b>Minimum Inspection Frequency</b>	<b>Food Establishment Examples<sup>6</sup></b>
1 (Low Risk)	1 inspection per year	Convenience store, coffee shop, or tavern
2 (Medium Risk)	2 visits per year (e.g. one routine inspection and one educational visit)	Bakery, caterer, or sandwich shop
3 (High Risk)	3 visits per year (e.g. two routine inspections and one educational visit)	Restaurant, deli, or seafood market

PHSKC can prioritize and conduct more frequent inspections based on the food establishment's history of compliance with the Food Code and its potential as a vector of foodborne illness, which are evaluated under several criteria,<sup>7</sup> including:

- Past performance, or noncompliance with the Food Code or the Hazard Analysis and Critical Control Point (HACCP) Plan;
- Past performance, for numerous repeat violations of the Food Code or the HACCP Plan;
- Past performance, for complaints investigated and found to be valid;
- The hazards associated with the particular foods that are prepared, stored, or served;
- The type of operation including the methods and extent of food storage, preparation, and service;
- The number of people served
- Whether a population serviced is a highly susceptible population; and
- Whether the establishment is properly implementing an approved self inspection program.

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<sup>2</sup> [WAC Chapter 246-215](#)

<sup>3</sup> According to the [Washington State Retail Food Code Preface](#), Chapter 246-215 WAC incorporates the 2017 Food and Drug Administration Food Code with modifications from Washington stakeholders.

<sup>4</sup> [WAC 246-215-01110](#)

<sup>5</sup> [BOH 5.61.010](#)

<sup>6</sup> [Examples from PHSKC](#)

<sup>7</sup> [WAC 246-215-08405](#)



During food safety inspections, inspectors use PHSKC's Food Establishment Inspection Report Forms, developed by the Washington State Department of Health, to document compliance or violations with the Food Code. There is additional space on the form for food inspector comments and supplementary information.

A food safety rating is determined by the inspector based on the results of the food safety inspection, and up to the four most recent inspection results.<sup>8</sup> A placard with the food safety rating, furnished by the inspector at the conclusion of an inspection, is required to be positioned in a conspicuous location of the food establishment.<sup>9</sup>

**Washington State Department of Labor and Industries.** Washington State's Department of Labor and Industries (L&I) is responsible for protecting the health and safety of Washington workers.<sup>10</sup> Their Employment Standards Program enforces the following wage and labor statutes, which is subject to change based on legislative action:

- Wages and working conditions: Minimum Wage Act (Revised Code of Washington (RCW) 49.46), Industrial Welfare Act (RCW 49.12), and Wage Payment Act (RCW 49.48)
- Protected Leave (various statutes under Title 49)
- Family Care Act (RCW 49.12.265 through RCW 49.12.295)
- Emergency First Responders (49.12.460)
- Youth Employment (RCW 49.12, WAC 296-125)
- Healthcare Overtime (RCW 49.28.130)
- Agriculture (RCW 49.30, WAC 296-131, RCW 19.30)
- Retaliation (RCW 49.46, WAC 296-128)
- Paid Sick Leave (RCW 49.46, WAC 296-128)
- Equal Pay and Opportunities Act (RCW 49.58)
- Isolated Workers (RCW 49.60.515)
- DV Protected Leave (RCW 49.76)
- Military Spousal Leave (RCW 49.77)
- Warehouse Protections (RCW 49.84)

If, after the investigation process, L&I finds that a wage and/or labor law has been violated, there are several enforcement remedies that can be employed. Depending on the specific infraction, L&I, or the Director of L&I, has the authority to order payment of all wages owed including interest and a penalty.<sup>11</sup> In order to collect the payment, a lien on real and personal property of the employer, writs of garnishment, a notice and order to withhold and deliver property or funds from

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<sup>8</sup> [BOH 5.04.045](#)

<sup>9</sup> [BOH 5.15.010](#)

<sup>10</sup> [Washington Department of Labor & Industries](#)

<sup>11</sup> Investigation and appeals processes are defined in the appropriate wage and labor statutes.

a financial institution may be issued, as well as foreclosure on liens.<sup>12</sup>

According to L&I staff, between July 2020 through June 2024, L&I sent approximately 15 citations per year to collections that were from food service businesses in King County, including the City of Seattle.

**City of Seattle Office of Labor Standards.** City of Seattle's Office of Labor Standards (OLS) was established in 2015 to implement the City's labor standards.<sup>13</sup> OLS enforces the following wage and labor laws within Seattle city limits:

- App-Based Worker Minimum Pay (Seattle Municipal Code (SMC) 8.37)
- App-Based Worker Paid Sick and Safe Time (SMC 8.39)
- Cannabis Employee Job Retention (SMC 8.38)
- Paid Sick and Safe Time (SMC 14.16)
- Fair Chance Employment (SMC 14.17)
- Hotel Employees Job Retention (SMC 14.19)
- Minimum Wage (SMC 14.19)
- Wage Theft (SMC 14.20)
- Secure Scheduling (SMC 14.22)
- Domestic Workers (SMC 14.23)
- Protecting Hotel Employees from Violent or Harassing Conduct (SMC 14.26)
- Protecting Hotel Employees from Injury (SMC 14.27)
- Improving Access to Medical Care for Hotel Employees (SMC 14.28)
- Commuter Benefit (SMC 14.30)
- Independent Contractor Protections (SMC 14.34)

OLS has the authority to investigate violations, and the Director of OLS has the authority to assess liquidated damages, depending on the specific infraction, including twice the amount of the unpaid compensation, civil penalties, fines, and interest.<sup>14</sup> The Director of OLS can refer cases to collections services, to the City Attorney to enforce collections, or to the City's Department of Finance and Administrative Services to deny, suspend, or revoke any business license held by the employer.<sup>15,16</sup>

From 2016 to date, OLS has had 12 total cases involving investigations of food services companies where the companies failed to pay as ordered, according to the OLS staff.

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<sup>12</sup> [RCW 49.48](#)

<sup>13</sup> [City of Seattle Office of Labor Standards](#)

<sup>14</sup> Investigation and appeals processes are defined in the appropriate wage and labor statutes.

<sup>15</sup> [SMC 14.19](#)

<sup>16</sup> Depending on the violation, a private right of action may also be available to employees.

**Labor Standards Enforcement in Other Jurisdictions.** Santa Clara County<sup>17</sup> and San Diego County<sup>18</sup> have implemented programs to advance labor standards through partnerships with their respective public health agencies. The counties' public health departments have the authority to temporarily suspend or revoke a food vendor's food health permit if the food vendor fails to pay wage judgements. According to Santa Clara County staff in February 2025, they had suspended one food permit in the several years the program had been active.<sup>19</sup> Neither program is codified; California's Retail Food Code requires food facilities to follow all local, state, and federal statutes.<sup>20</sup> The King County Board of Health authority is more narrowly defined<sup>21</sup> than California's but the King County Board of Health has the authority to implement more stringent requirements to procedures such as food safety inspection frequency than the Washington State Retail Food Code, as this R&R intends to do.

## **Analysis**

### ***Summary of Proposed Rule and Regulation BOH25-02***

The proposed R&R has ten sections, which are described below:

**Section 1** would adopt findings noting:

- the state statutes that L&I enforces;
- the city statutes that OLS enforces;
- King County's minimum wage enforcement mechanism;
- a Board of Health meeting discussing the enforcement of minimum wage in food service in other jurisdictions;
- the WAC that provides the BOH the authority in increase frequency of food safety inspections; and
- requirements from federal and local agencies to display minimum wage information for employees.

**Section 2** would establish a new section in BOH Code to define "noncompliant with employment-related financial obligations." This term describes businesses with unpaid wage violations, as determined by OLS or L&I, that have exhausted the initial appeal process, if applicable, and the debt has been sent to collections, but the business has not made payments that are owed.

**Section 3** would amend BOH 5.15.010, which requires food establishments to display food safety rating placards. The amended section would add a requirement for food establishments with an unpaid wage violation to display an additional placard noting the financial obligation. It would

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<sup>17</sup> [Santa Clara County Food Permit Enforcement Program](#)

<sup>18</sup> [San Diego County Good Faith Restaurant Program](#)

<sup>19</sup> The program was launched in September 2019 initiated as a pilot with enforcement in two cities

<sup>20</sup> [California Health and Safety Code § 113715](#)

<sup>21</sup> Under [RCW 70.05.060](#), local boards of health have supervision over all matters pertaining to the preservation of the life and health of the people within its jurisdiction, including regulations to preserve, promote, and improve public health.

require the placard to remain in place until the financial obligation is paid, or the food establishment makes an appeal at the director's level or higher, at which point the food establishment may remove the placard.

**Section 4** would establish a new section in BOH Code amending WAC 246-215-08405, which defines how a public health authority can prioritize and conduct more frequent food safety inspections. The amended section would add an additional evaluation criterion to allow PHSKC to perform a food safety inspection if they are notified that a food establishment has an unpaid wage violation.

**Section 5** would establish a new section in BOH Code requiring more frequent inspections required under Section 4 to occur within 30 business days of notification of the unpaid wage violation.

**Section 6** would establish a new section in BOH Code calling for PHSKC to design a new placard to be used as described in Section 3.

**Section 7** would establish a new section in BOH Code calling for PHSKC to distribute materials, or provide a link in the food inspection report, with information describing the R&R.

**Section 8** would outline the terms for an agreement between King County, OLS, and L&I to share data regarding businesses with unpaid wage violations. The R&R requires the agreement to be settled by June 30, 2026 and should include the following elements:

- the process for sharing data;
- identification of the data that will be shared;
- the process and authority for other state or City of Seattle departments to communicate with PHSKC regarding wage violation case resolutions; and
- the language that PHSKC, OLS, and L&I will use to communicate information about this R&R.

**Section 9** sets the effective date for Sections 1 through 7 of this R&R for July 1, 2026.

**Section 10** allows for sections of this R&R to apply if certain sections are found to be invalid.

### ***Costs***

Executive staff noted that they expect the implementation of legislation to require roughly 170 hours per year, as shown in Table 2, resulting in a cost of approximately \$41,000 per year. The Board of Health does not have the ability to issue appropriations. If additional appropriation authority is needed to implement this R&R, the King County Council would need to take action during the biennial budget process or make a supplemental appropriation.

**Table 2. Estimates and Assumptions for BOH25-02 Implementation by PHSKC**

<b>Activity</b>	<b>Approximate Number of Hours Per Year</b>
Inspections, assuming 20 food establishments referred per year	40
Interactions with reporting agencies	10
Interactions with food operators regarding the new R&R	20
Responses to media and public inquiry	20
Responding to complaints from the public	80
<b>TOTAL</b>	<b>170</b>

### **Amendment**

Striking Amendment, S1, would:

- make clarifying edits to the definition of "noncompliant with employment-related financial obligations";
- clarify the use of the term "noncompliant with employment-related financial obligations" throughout the R&R;
- add to the findings the Washington State Attorney General's role in enforcing labor-related laws;
- add additional employment and labor-related laws to the list of laws that the City of Seattle's Office of Labor Standards enforces; and
- add the Washington State Attorney General as a party that could share data on businesses that are noncompliant with employment-related financial obligations.

### **Attachments**

1. Proposed R&R BOH25-02
2. Striking Amendment S1
3. Citations from preamble

09/08/2025

Definition Amendment

[O.Brey]

Sponsor: Mosqueda

Proposed No.: BOH25-02

1   **STRIKING AMENDMENT TO PROPOSED RULE AND REGULATION BOH25-**  
2   **02, VERSION 1**

3   On page 1, beginning on line 11, strike everything through page 10, line 198, and insert:

4       "PREAMBLE:

5       1. According to the seminal 2009 study, Broken Laws, Unprotected  
6       Workers: Violations of Employment and Labor Laws in America's Cities,  
7       conducted by sociologists at UCLA, University of Illinois, and Rutgers, in  
8       any given week as many as twenty-five percent of workers in low wage  
9       jobs are paid less than minimum wage. These results were replicated in  
10      2018 by David Cooper & Teresa Kroeger who together published  
11      Employers Steal Billions from Workers' Paychecks Each Year, which  
12      found if low wage workers were paid in compliance with minimum wage  
13      laws, 159,000 families in the top ten most populous states would be lifted  
14      out of poverty. Likewise, according to a 2022 wage theft study conducted  
15      by Neil Damron, Martin Garfinkel, Danielle Alvarado, and Daniel Galvin,  
16      those trends are the same in King County where an estimated three in ten  
17      low wage workers suffered minimum wage violations depriving them of  
18      almost 20 percent of their earned wages.

19 2. The most vulnerable workers are most in need of protection from wage  
20 theft. In *Deterring Wage Theft: Alt Labor, State Politics, and the Policy*  
21 *Determinants of Minimum Wage Compliance*, Daniel Galvin, Associate  
22 Professor of Political Science and Faculty Fellow at the Institute for Policy  
23 Research at Northwestern University, concluded that the more vulnerable  
24 the worker, the more likely an employer will engage in wage theft. This is  
25 because, as further described by Professor Nicole Hallett in *The Problem*  
26 *of Wage Theft*, employers stand to gain more from violating the law the  
27 greater the difference between the market wage and the minimum wage.

28 3. It is difficult and risky for vulnerable, low wage workers to bring  
29 claims of wage theft, therefore policy solutions should focus on  
30 deterrence, attempting to create a cultural expectation of timely payment.  
31 Again, according to Daniel Galvin in *Deterring Wage Theft*, it is possible  
32 to achieve wage theft deterrence in two ways. First, if the consequence of  
33 each violation is relatively low, deterrence can be achieved if the  
34 enforcement happens reliably and consistently. Second, where consistent  
35 enforcement is not possible, then the deterrence can still be achieved but  
36 the individual consequences are more significant.

37 4. As has been recognized for many years, deterring wage theft among  
38 vulnerable workers helps to preserve and protect public health. RCW  
39 49.12.010, first enacted in 1917, makes this connection clear by declaring  
40 "the welfare of the state of Washington demands that all employees be  
41 protected from conditions of labor which have a pernicious effect on their

42 health. The state of Washington, therefore, exercising herein its police  
43 and sovereign power declares that inadequate wages and unsanitary  
44 conditions of labor exert such pernicious effect."

45 5. Upholding Washington's minimum wage law in *West Coast Hotel Co.*  
46 *v. Parrish*, 300 U.S. 379 (1937), the United States Supreme Court agreed,  
47 finding "the exploitation of a class of workers who are in an unequal  
48 position with respect to bargaining power [. . .] is not only detrimental to  
49 their health and wellbeing but casts a direct burden for their support upon  
50 the community." In 1961, the legislature again affirmed this purpose  
51 again in Washington's minimum wage law by "declar[ing] that in its  
52 considered judgment the health, safety and the general welfare of the  
53 citizens of this state require the enactment of [the minimum wage law]."

54 BE IT ADOPTED BY THE KING COUNTY BOARD OF HEALTH:

55 SECTION 1. Findings:

56 A. The Washington state Department of Labor and Industries conducts  
57 employment-related investigations and enforcement actions under Title 49 RCW, which  
58 includes laws governing: protected leave, under title 49 RCW; the Industrial Welfare Act,  
59 chapter 49.12 RCW; youth employment, under chapter 49.12 RCW and chapter 296-125  
60 WAC; family care, under RCW 49.12.265 through RCW 49.12.295; emergency first  
61 responders, under RCW 49.12.460; healthcare overtime, under RCW 49.28.130;  
62 agriculture, under chapter 49.30 RCW, chapter 19.30 RCW, and chapter 296-131 WAC;  
63 minimum wage and paid sick leave, under chapter 49.46 RCW and chapter 296-128  
64 WAC; retaliation, under chapter 49.46 RCW and chapter 296-128 WAC; wage payment,



65 under chapter 49.48 RCW; the Washington Equal Pay and Opportunities Act, chapter  
66 49.58 RCW; isolated workers, under RCW 49.60.515; domestic violence protected leave,  
67 under chapter 49.76 RCW; military spousal leave, under chapter 49.77 RCW; warehouse  
68 protections, under chapter 49.84 RCW.

69 B. The city of Seattle Office of Labor Standards conducts investigations and  
70 enforcement actions of city employment-related laws including: app-based worker  
71 minimum pay, chapter 8.37 Seattle Municipal Code ("SMC"); cannabis employee job  
72 retention, chapter 8.38 SMC; app-based worker paid sick and safe time, chapter 8.39  
73 SMC; paid sick time, chapter 14.16 SMC; fair chance employment, chapter 14.17 SMC;  
74 hotel employees job retention, chapter 14.19 SMC; minimum wage, chapter 14.19 SMC;  
75 wages, hours, and conditions of employment, chapter 14.20 SMC; secure scheduling,  
76 chapter 14.22 SMC; domestic workers, chapter 14.23 SMC; protecting hotel employees  
77 from violent or harassing conduct, chapter 14.26 SMC; protecting hotel workers from  
78 injury, chapter 14.27 SMC; improving access to medical care for hotel employees,  
79 chapter 14.28 SMC; commuter benefit, chapter 14.30 SMC; and independent contractor  
80 protections, chapter 14.34 SMC.

81 C. The King County department of local services has the authority to conduct  
82 investigations and enforcement of county minimum wage laws in unincorporated areas  
83 under K.C.C. chapter 12.18B.

84 D. The Washington state Office of the Attorney General has independent  
85 authority to bring enforcement actions in the public interest to ensure compliance with  
86 Washington laws under RCW 43.10.030, including antidiscrimination, wage-and-hour,  
87 and other laws regulating the conditions of employment of Washington workers.

88 E. Financial obligations including fines and payments to affected workers may be  
89 ordered by a court or imposed on employers by the state, city, or county as a result of the  
90 employment-related enforcement actions.

91 F. On July 17, 2025, the King County Board of Health received a briefing that  
92 enforcement of minimum standards of wage and labor laws in the food service context  
93 protects the health of customers.

94 G. WAC 246-215-08405 identifies the conditions that would prompt prioritized  
95 and more frequent inspections based on the Board of Health's assessment of a food  
96 establishment's history of compliance with the food code and the establishment's  
97 potential as a vector of foodborne illness.

98 H. Required by the federal Fair Labor Standards Act, employers are required to  
99 post the federal minimum wage poster in a conspicuous place in their workplaces. Under  
100 RCW 50A.20.020, employers are required to post the Paid Family and Medical Leave  
101 Poster. Under RCW 49.17.220, employers are required to post the Job Safety and Health  
102 Law poster.

103 I. Required by local jurisdictions, employers are required to post their local  
104 jurisdictions' employer labor standards poster in their workplaces.

105 NEW SECTION. SECTION 2. There is hereby added to BOH 5.04 a new  
106 section to read as follows:

107 "Noncompliant with employment-related financial obligations" means a failure to  
108 comply with payment obligations imposed through a final government agency-initiated  
109 order, determination, settlement, or court order, enforcing state and local labor standards  
110 laws from which no appeal is pending.

111           SECTION 3. R&R 17-01, Section 5, as amended, and BOH 5.15.010 are each  
112 hereby amended to read as follows:

113           A. The requirements of this section apply to general food service establishments,  
114 bakeries, mobile food units, meat/fish establishments, and catering operations, and not to  
115 any other category of food establishment.

116           B. The owner or operator of a general food service establishment, bakery, mobile  
117 food unit, meat/fish establishment, or catering operation shall post, at the establishment, a  
118 food safety rating placard or placards provided by the health officer. Each placard must  
119 be posted:

120           1. Within five feet of the main public entrance or entrances of the general food  
121 service establishment, bakery, mobile food unit, meat/fish establishment, or catering  
122 operation, positioned conspicuously in a window or display case to ensure the placard is  
123 clearly visible to passersby and to patrons entering or visiting the establishment; or

124           2. In a conspicuous location at the general food service establishment, bakery,  
125 mobile food unit, meat/fish establishment, or catering operation as determined and  
126 directed in the discretion of the health officer to ensure the placard is clearly visible to  
127 passerby and to patrons entering or visiting the establishment.

128           C. After the conclusion of each routine food safety inspection, the health officer  
129 shall recalculate the food safety rating of the general food service establishment, bakery,  
130 mobile food unit, meat/fish establishment, or catering operation and provide the  
131 establishment owner or operator one or more updated food safety rating placards for  
132 display at the establishment.

D.1. If the health officer has been notified under Section 4(9) that the general food service establishment, bakery, mobile food unit, meat/fish establishment, or catering operation is noncompliant with employment-related financial obligations, the health officer shall place an additional placard with information regarding the noncompliance with employment-related financial obligations in a conspicuous location directly adjacent to the food safety placard while completing the health safety inspection under Section 4(9).

2. The additional placard shall remain in place until the food service establishment, bakery, mobile food unit, meat/fish establishment, or catering operation notifies the department that they are no longer noncompliant with employment-related financial obligations due to initiation of payment or subsequent appeal. Upon notifying the department, the food service establishment bakery, mobile food unit, meat/fish establishment, or catering operation may remove the additional placard.

NEW SECTION. SECTION 4. There is hereby added to BOH 5.60 a new section to read as follows:

**Frequency – Performance- and risk-based.** WAC 246-215-08405 is supplemented with the following:

(9) Whether the health officer has been notified by the city of Seattle Office of Labor Standards, the Washington state Department of Labor and Industries, or the Washington state Attorney General that the establishment is noncompliant with employment-related financial obligations under BOH chapter 5.04.

NEW SECTION. SECTION 5. There is hereby added to BOH 5.60 a new section to read as follows:

156 An inspection prompted by noncompliance with employment-related financial  
157 obligations shall be completed by the health officer within thirty business days of  
158 receiving notification from the city of Seattle Office of Labor Standards, the Washington  
159 state Department of Labor and Industries, or the Washington state Attorney General that  
160 an establishment is noncompliant with employment-related financial obligations.

161 NEW SECTION. SECTION 6. There is hereby added to BOH 5.60 a new  
162 section to read as follows:

163 Public Health - Seattle & King County shall design an additional placard  
164 indicating a food service establishment's noncompliance with employment-related  
165 financial obligations. The additional placard should:

166 A. Indicate that the food establishment is subject to increased inspections due to  
167 the noncompliance with employment-related financial obligations; and

168 B. Be designed to complement the existing food safety rating placard design and  
169 not obscure information on the food safety rating placard.

170 NEW SECTION. SECTION 7. There is hereby added to BOH 5.60 a new  
171 section to read as follows:

172 The health officer shall distribute written materials or provide a link to web-based  
173 information on the food inspection report explaining sections 2 through 6 of this rule and  
174 regulation to the person in charge of a food establishment as part of all food safety  
175 inspections.

176 SECTION 8. The King County executive shall confer with the city of Seattle  
177 Office of Labor Standards, the Washington state Department of Labor and Industries, and  
178 the Washington state Attorney General and endeavor to agree with each entity by August

1, 2026, on terms for an agreement that shall contain, but not be limited to, the following elements:

A. The process for notifying the Seattle-King County Department of Public Health of owners or permit holders who are located within King County or have zip codes within King County who are noncompliant with employment-related financial obligations.

B. Identification of the data that will be transmitted between agencies including, for example, name of owner or permit holders who are noncompliant with employment-related financial obligations, contact information, unique business identifier, the name and case number of the final judgment, frequency of transmission of data, no less than once per quarter, and mechanism for transmission.

C. The process and authority for other Washington state and city of Seattle departments to communicate with Seattle-King County Department of Public Health that the establishment has resolved the employment-related financial obligation notified under subsection A. of this section or if the establishment is under protest.

D. Language to be included in the placard and communications from the Public Health - Seattle & King County, the city of Seattle Office of Labor Standards, the Washington state Department of Labor and Industries, and the Washington state Attorney General to the owners or permit holders regarding this rule and regulation.

SECTION 9. Sections 1 through 7 of this R&R take effect August 15, 2026.

SECTION 10. Severability. If any provision of this rule or its application to any person or circumstance is held invalid, the remainder of the rule or the application of the provision to other persons or circumstances is not affected."

**EFFECT prepared by O. Brey: The amendment would make clarifying edits to the definition of "noncompliant with employment-related financial obligations" and make edits to the use of the term throughout the R&R. The amendment would add to the findings the Washington State Attorney General's role in enforcing labor-related laws and add additional employment and labor-related laws to the list of laws that the City of Seattle's Office of Labor Standards enforces. The amendment would also add the Washington State Attorney General as a party that could share data on businesses that are noncompliant with employment-related financial obligations.**

## Citations from BOH25-02 Preamble

1. Annette Bernhardt et al., *Broken Laws, Unprotected Workers: Violations of Employment and Labor Laws in America's Cities*, Nat'l Emp. L. Project (2009), <https://s27147.pcdn.co/wp-content/uploads/2015/03/BrokenLawsReport2009.pdf>
2. David Cooper & Teresa Kroeger, *Employers Steal Billions from Workers' Paychecks Each Year*, Econ. Pol'y Inst. (May 10, 2017), <https://www.epi.org/files/pdf/125116.pdf>.
3. Neil Damron, Martin Garfinkel, Danielle Alvarado, & Daniel Galvin, Ph.D., *Wage Theft in King County: Analysis and Recommendations for Improving Labor Standards Enforcement* Fair Work Center (2022), <https://www.fairworkcenter.org/wp-content/uploads/2024/07/FWC-King-County-Wage-Theft-Study.pdf>
4. Dan Galvin, *Deterring Wage Theft: Alt Labor, State Politics, and the Policy Determinants of Minimum Wage Compliance*, 14 Perspectives on Politics 324, 327-328 (June 2016)
5. Nicole Hallett, *The Problem of Wage Theft*, 37 YALE L. & POL'Y REV. 93, 136 (2018).



# Pet Businesses & Public Health

## Healthy Pets, Healthy People

### **Ryan Kellogg**

Assistant Environmental Health Director - Community  
Toxics, Science & Policy

### **Dr. Jocelyn Mullins**

Public Health Veterinarian - Communicable Disease  
Epidemiology & Immunization Section

### **Leah Helms, RS**

Program Manager - Solid Waste, Rodent and Zoonotic  
Disease Programs

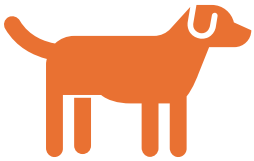


# Agenda

- What are Zoonotic Diseases?
- Zoonotic Diseases & Pet Businesses
- Public Health's Pet Business Program
- Planned BOH Code Updates
- Next Steps for Code Updates



# Board of Health Title 8: Zoonotic Disease Prevention



Pet Business  
Regulations



Rabies



Rodent Control



# Zoonotic diseases – where they come from and why they matter

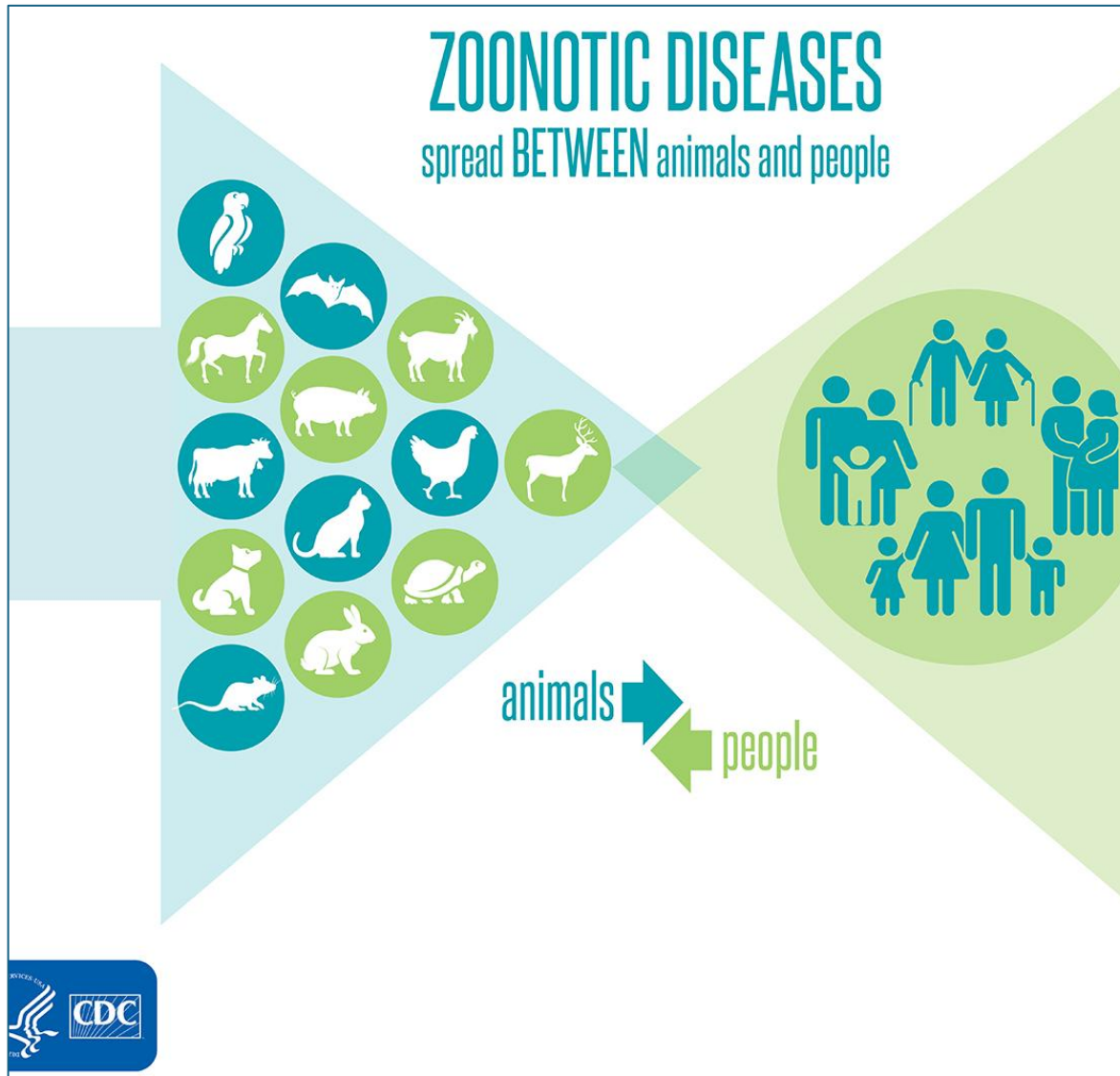
- **Animals that carry zoonotic diseases include** birds, poultry, dogs, cats, pocket pets (gerbils, hamsters, etc.), ferrets, reptiles.



Pet food is also a source.

- **Examples of zoonotic diseases:** Salmonella, *E.coli*, ringworm, psittacosis, leptospirosis, parasites
- **Each year in the US, animal contact is associated with**
  - 450,000 gastro-intestinal illnesses, resulting in:
    - 5,000 hospitalizations
    - 70+ deaths





### How zoonotic diseases spread

- Direct contact with animals
- From pet foods and treats
- Contaminated surfaces, environment
- Animals under stress

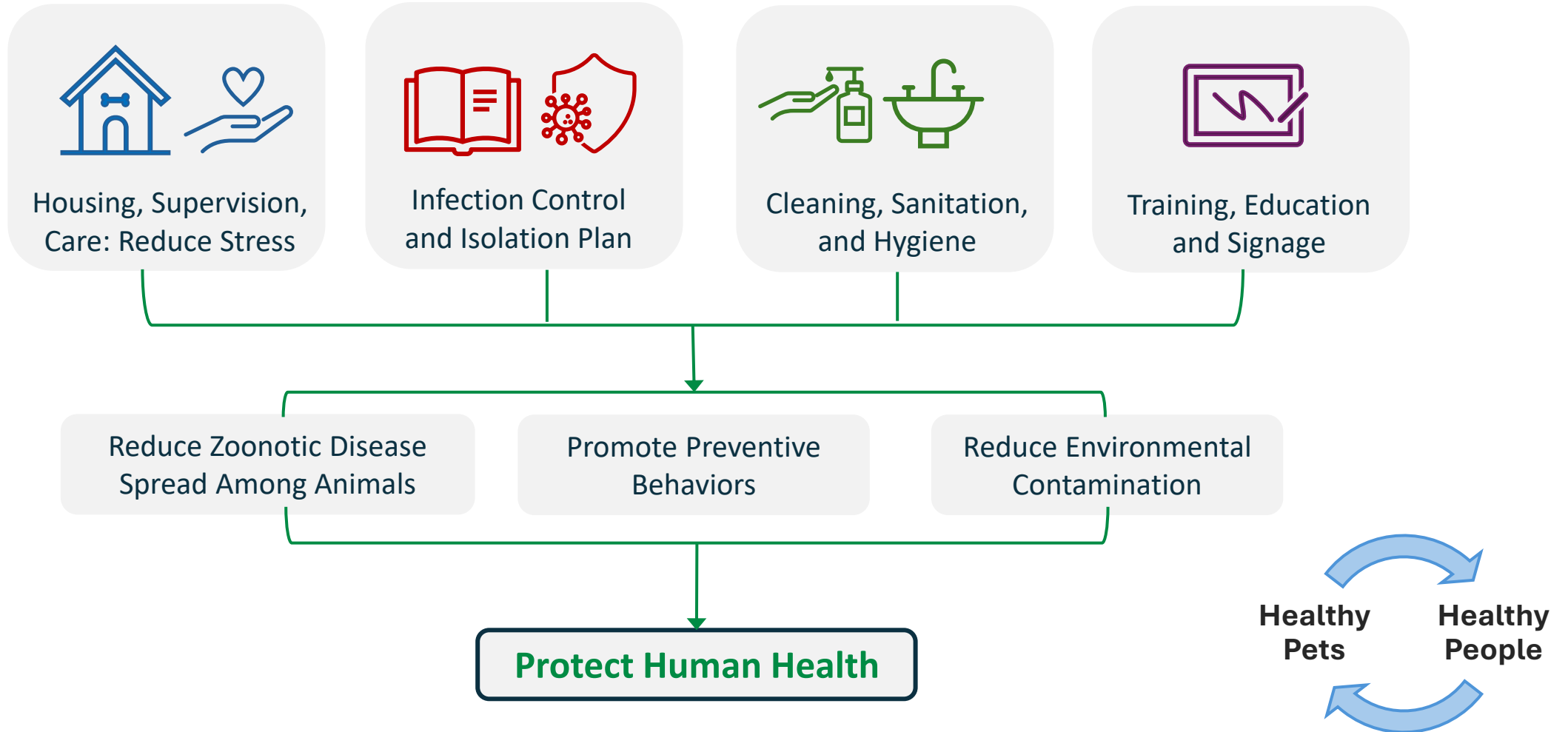
### Importance for public health

- 75% of emerging diseases (bird flu)
- 61% of households own pets\*
- 12% own exotic pets\*
- Backyard (pet) poultry trend
- Emerging animal business models

### Populations at higher risk

- Children younger than 5 years
- Adults older than 65 years
- People with weakened immune systems
- Pregnant people

# Why is this Public Health?







# Pet Business Program

We provide regulatory oversight of pet business with a focus on disease prevention through performing:

- Plan review
- Inspections
- Technical assistance
- Complaint response
- Compliance for unpermitted businesses

# Permitted Pet Businesses in King County

More than 500 pet business permits



Live Animal Retailers  
(48)



Pet Services  
(429)



Pet Shelters & Adoption  
Centers (32)

Note: We know there are a significant number of unpermitted businesses, as the industry is becoming more popular and gig economy apps make pet services more accessible.



# Public Health Code Fills a Critical Gap

No single agency oversees the full scope of pet business operations

## Agency Partners in Animal Health and Safety

### PHSKC

- Public health, sanitation, disease prevention, facility conditions
- Applies to pet boarding, daycares, shelters, groomers, pet shops, etc.

Board of Health

### Animal Control

- Animal cruelty, dangerous dogs, pet licensing
- Varies by city; not consistently applied countywide

September 18, 2025

### WSDA

- Animal import/export
- Pet food labeling
- Does not regulate care or housing of pets in businesses
- Pet food retail oversight is limited

### USDA

- Imports and interstate pet sales (e.g., breeders shipping across state lines)
- Animal exhibitors (birds and bunnies)
- Animal Welfare Act-Federal

45

# Pet Business Resources

## Webpages resources and guides



## Survey of Customer Experience

> [J Public Health Manag Pract](#). 2016 May-Jun;22(3):301-8. doi: 10.1097/PHH.0000000000000272.

### Acceptance, Benefits, and Challenges of Public Health-Oriented Pet Business Regulations in King County, Washington

Janelle Wierenga <sup>1</sup>, Hanne Thiede, Leah Helms, Sharon Hopkins

Affiliations + expand

PMID: 26020600 DOI: [10.1097/PHH.0000000000000272](#)

#### Abstract

**Context:** New regulations were implemented in King County, Washington, in 2010 requiring pet businesses to obtain a permit from Public Health-Seattle & King County (Public Health) and undergo

## Blog guidance for pet owners

### HOW TO CHOOSE A PET CARE FACILITY

March 18, 2025. Reading time 8 minutes.



We love our pets here in King County. With some of the highest pet ownership rates in the country,

# Why update the code?

- Code established in **2010** code merger project with City of Seattle, King County, and Public Health codes.
- **No substantial reviews or revisions** since the code was established.



# Pet Business Program Challenges

The program is not scaled to the number & complexity of King County pet businesses

Limited staffing



Education and outreach are underfunded



Pet industry is growing and evolving



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# Code Update: Priority Policy Areas

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Updating and Streamlining Regulations



Strengthening Compliance and Enforcement



New and Emerging Business Models



Prioritizing Zoonotic Disease Prevention



Enhancing Consumer Protection and Transparency



Protecting Health through the Environment



Financial Sustainability and Program Capacity

# Engagement



## Planned Engagement

### Now

Monthly public office hours

### 2026

Industry specific and general engagement meetings

Targeted outreach to small industry groups



## What we have heard

Concerns about cost

Confusion about definitions and requirements (e.g., Boarding and Daycare)

Strong interest in transparent communication



## How we will use feedback

Informing proposed fee structure and guidance

Adjusting code language for clarity

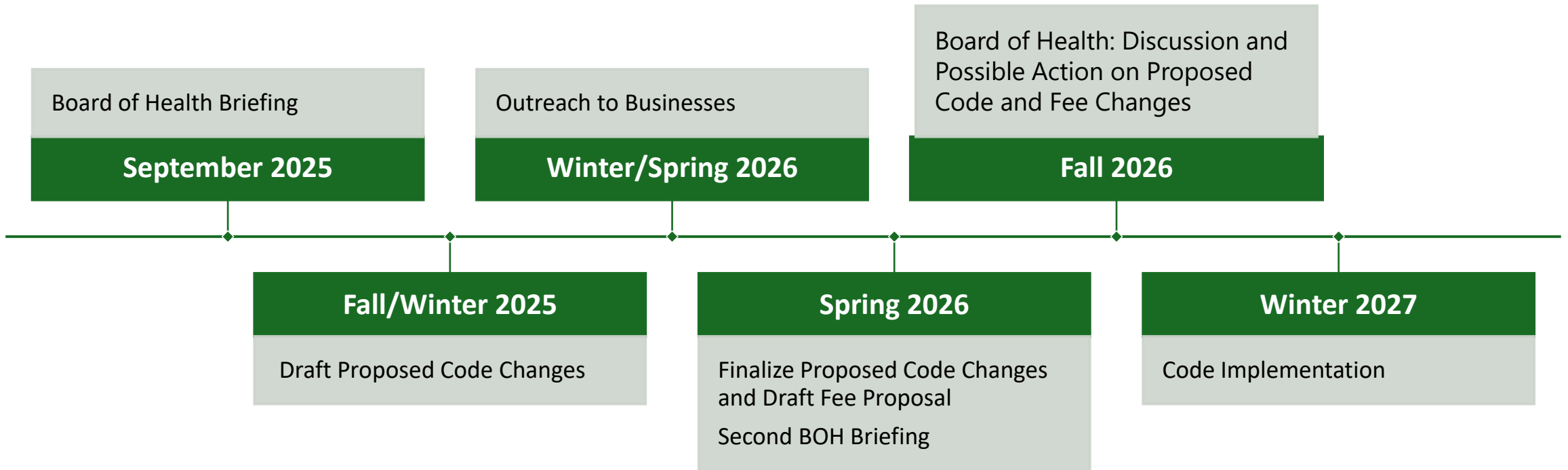


## Equity

Reducing burden to business where feasible

Centering voices from small businesses

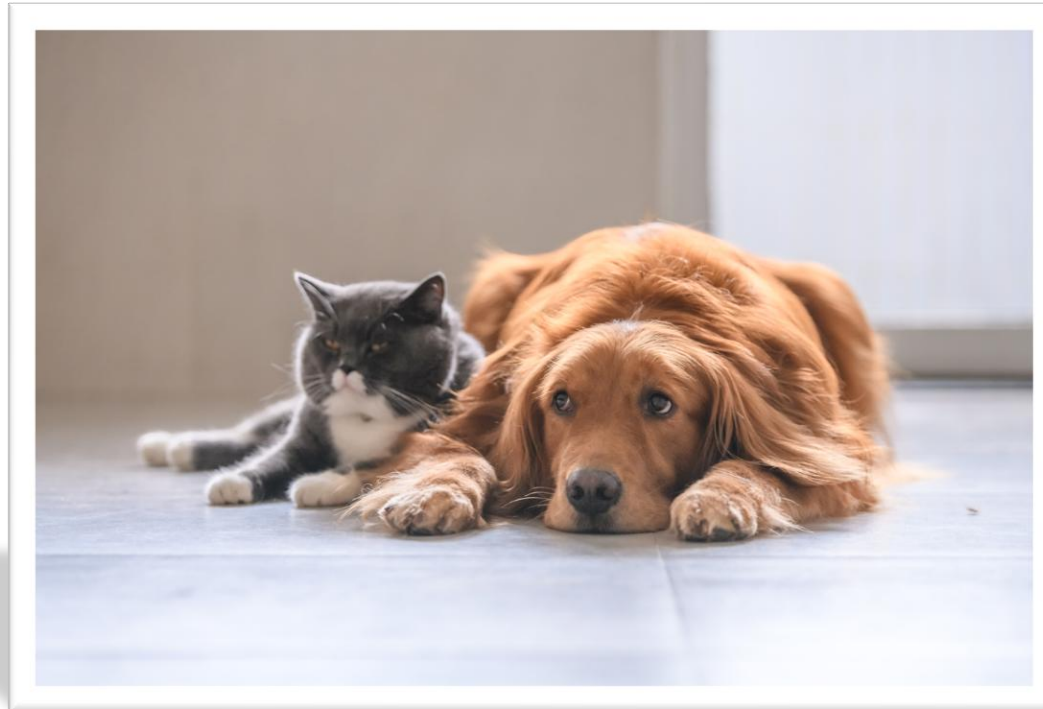
# Next Steps





# Thank You!

Questions? Contact  
[KCBOHAdmin@kingcounty.gov](mailto:KCBOHAdmin@kingcounty.gov)







# CLIMATE CHANGES HEALTH

King County Board of Health  
September 18, 2025

Board of Health

September 18, 2025

53



# Outline

## Introduction

- Ryan Kellogg, Environmental Health Assistant Division Director, Public Health - Seattle & King County

## Overview – Climate at PHSKC

- Brad Kramer, Manager, Climate & Health Equity Initiative, Public Health – Seattle & King County

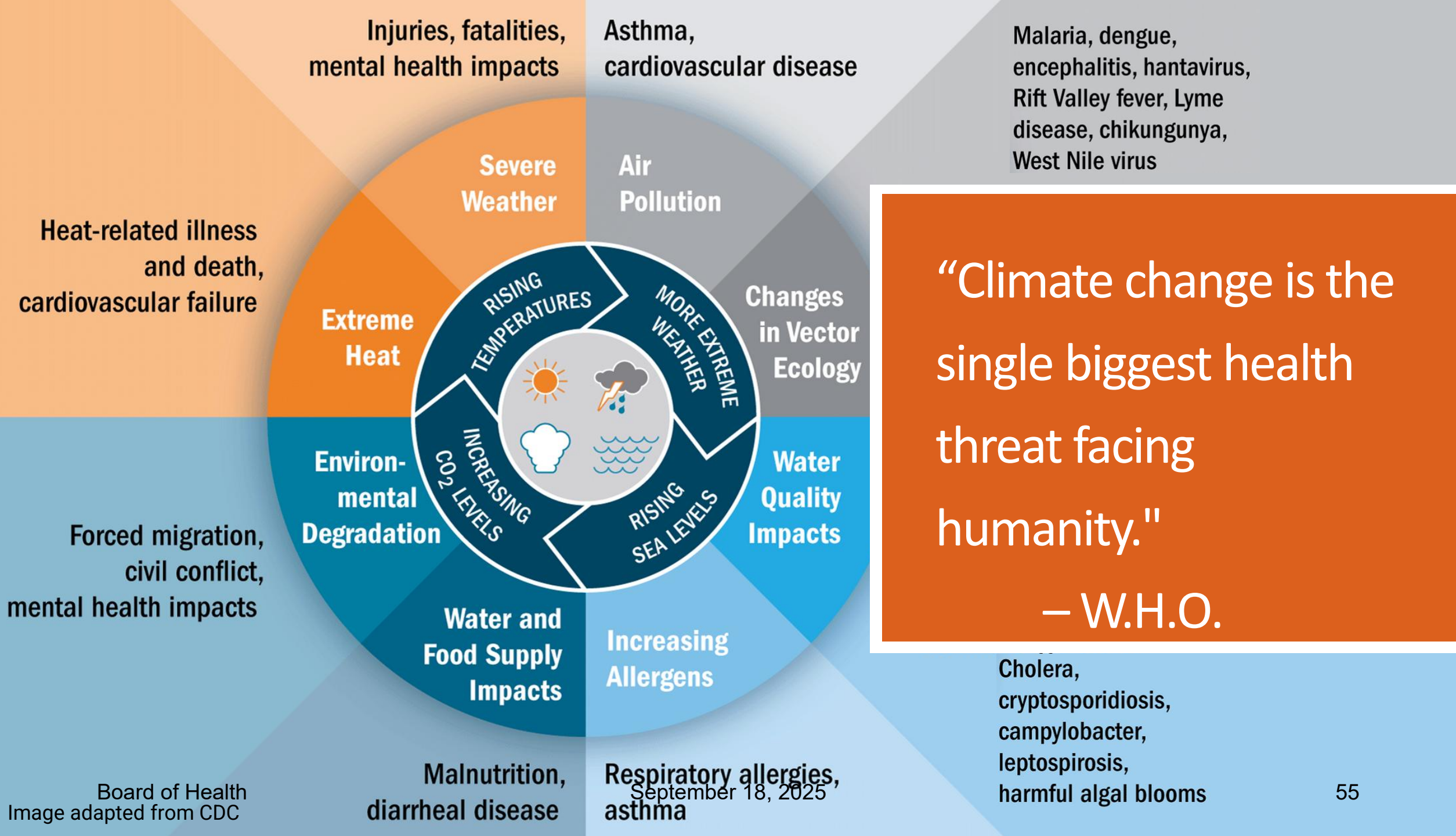
## 2025 Strategic Climate Action Plan

- Marissa Aho, Director, King County Executive Climate Office

## Project highlight: Extreme Heat in Auburn

- Saja Ahmed, Community Representative for the Climate and Health Adaptation Modeling Project in Auburn

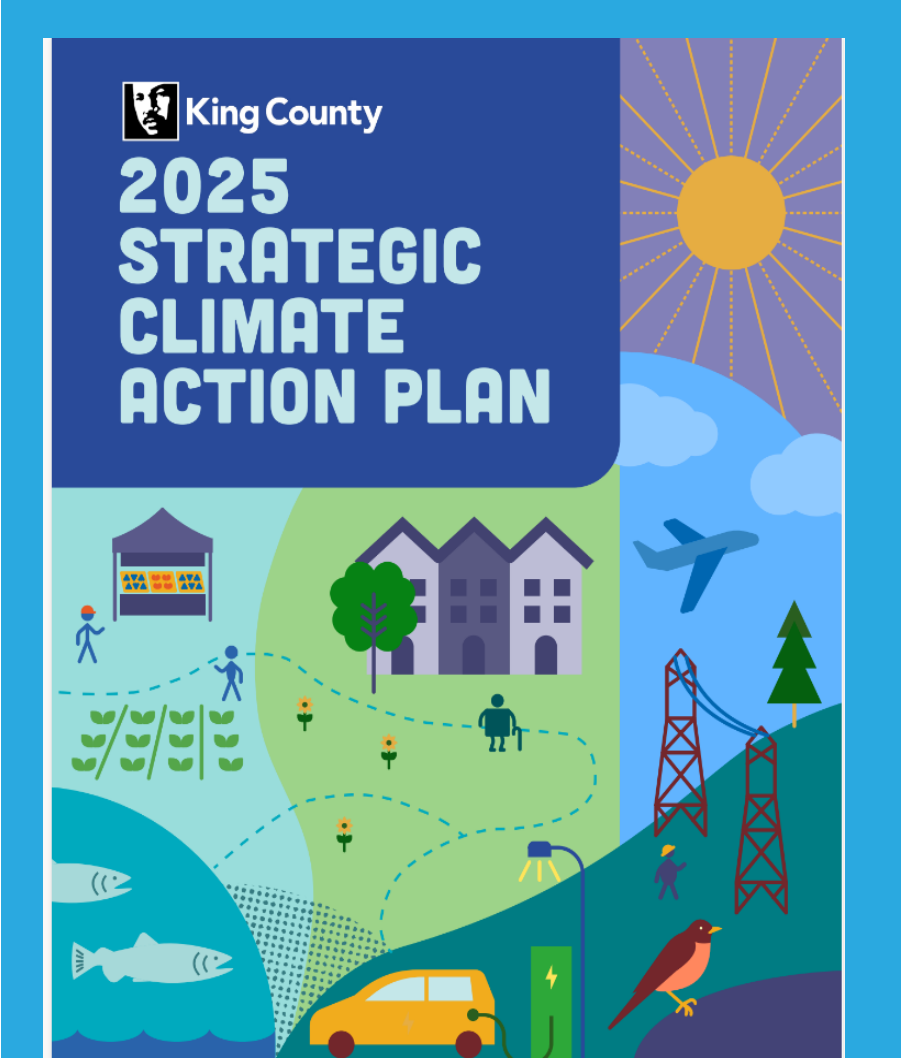
## Next Steps: What can the Board of Health do?



“Climate change is the single biggest health threat facing humanity.”

— W.H.O.

# Climate work is happening across the County



# Climate & Health Equity Initiative



**GOAL:** Create the necessary conditions to prepare for, adapt to, and influence the impact of climate change on health, in partnership with other King County departments, communities, and additional partners.



**Data Monitoring  
and Research**



**Communication and  
Community Collaboration**



**Response  
and Adaptation**





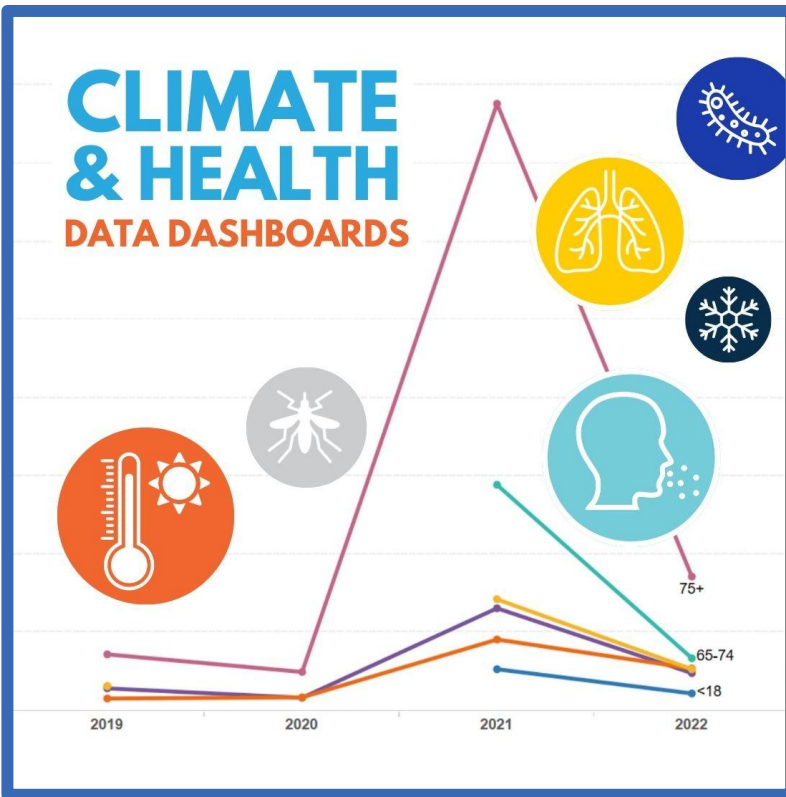
## Data Monitoring and Research



## Communication and Community Collaboration



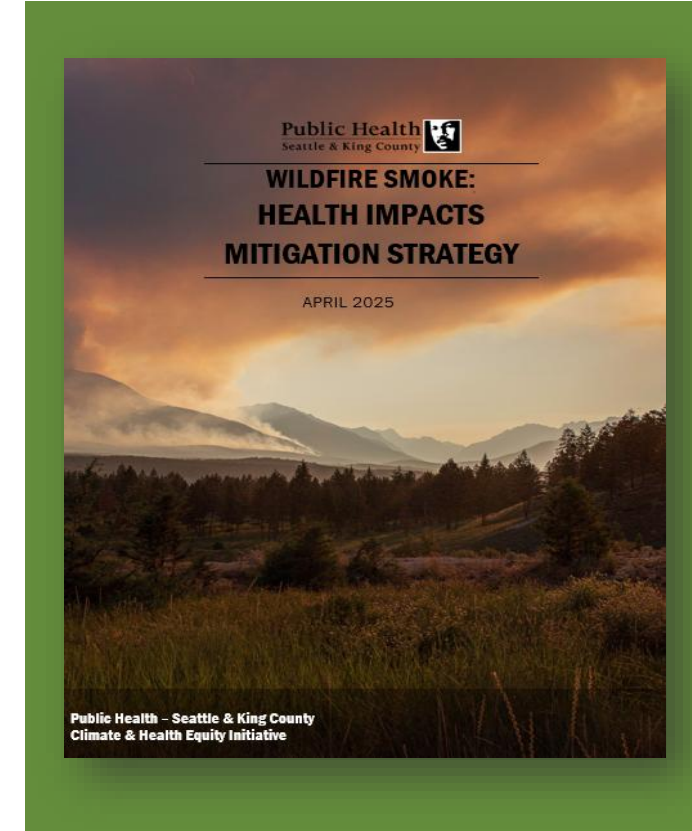
## Response and Adaptation



[kingcounty.gov/climateandhealth/data](https://kingcounty.gov/climateandhealth/data)  
Board of Health



[kingcounty.gov/beattheheat](https://kingcounty.gov/beattheheat)  
September 18, 2025



[kingcounty.gov/IAQ](https://kingcounty.gov/IAQ)

# Cross-Agency Work: Indoor Air Quality

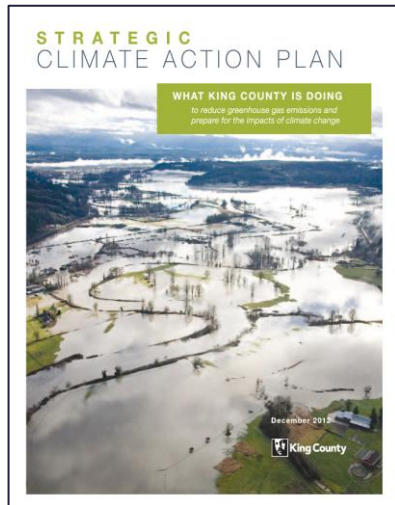
**5,956** Air Purifiers distributed  
**10,000** Replacement filters distributed  
**19** CBO partners  
**368** Health & Enviro. Investigator visits  
**7** Educational videos produced  
**79** Buildings retrofitted  
**2,725** Trees and shrubs planted  
**7.8** Acres of urban forest restored



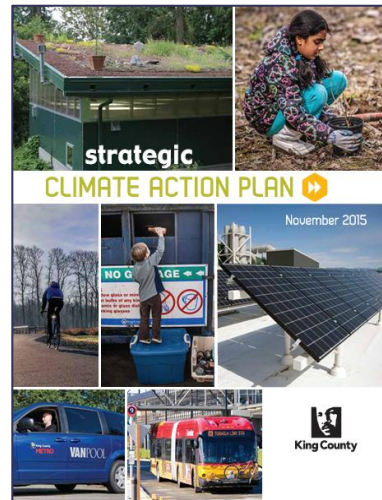


# A History of Climate Leadership

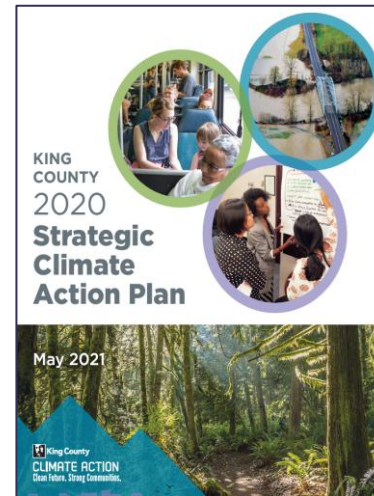
The SCAP has been described as one of the most ambitious climate action plans in the United States and was awarded the most equitable climate plan by the U.S. Federal Transit Administration in 2022.



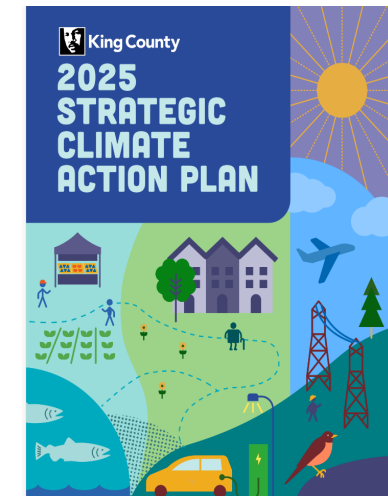
2012



2015



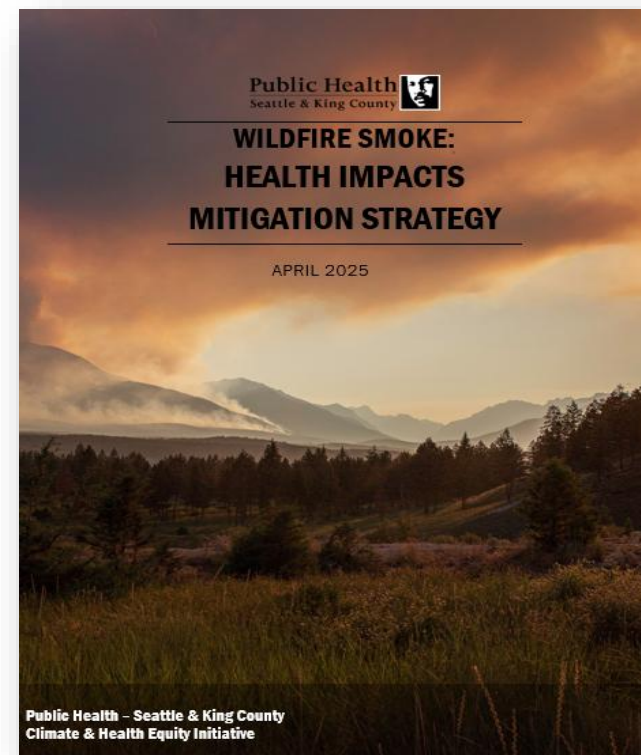
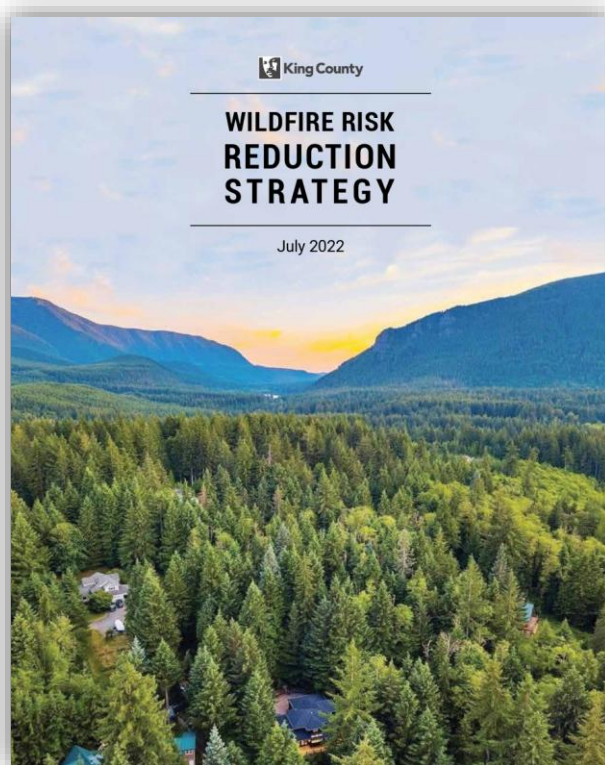
2020



2025



# A Supporting Strategies – Highlights



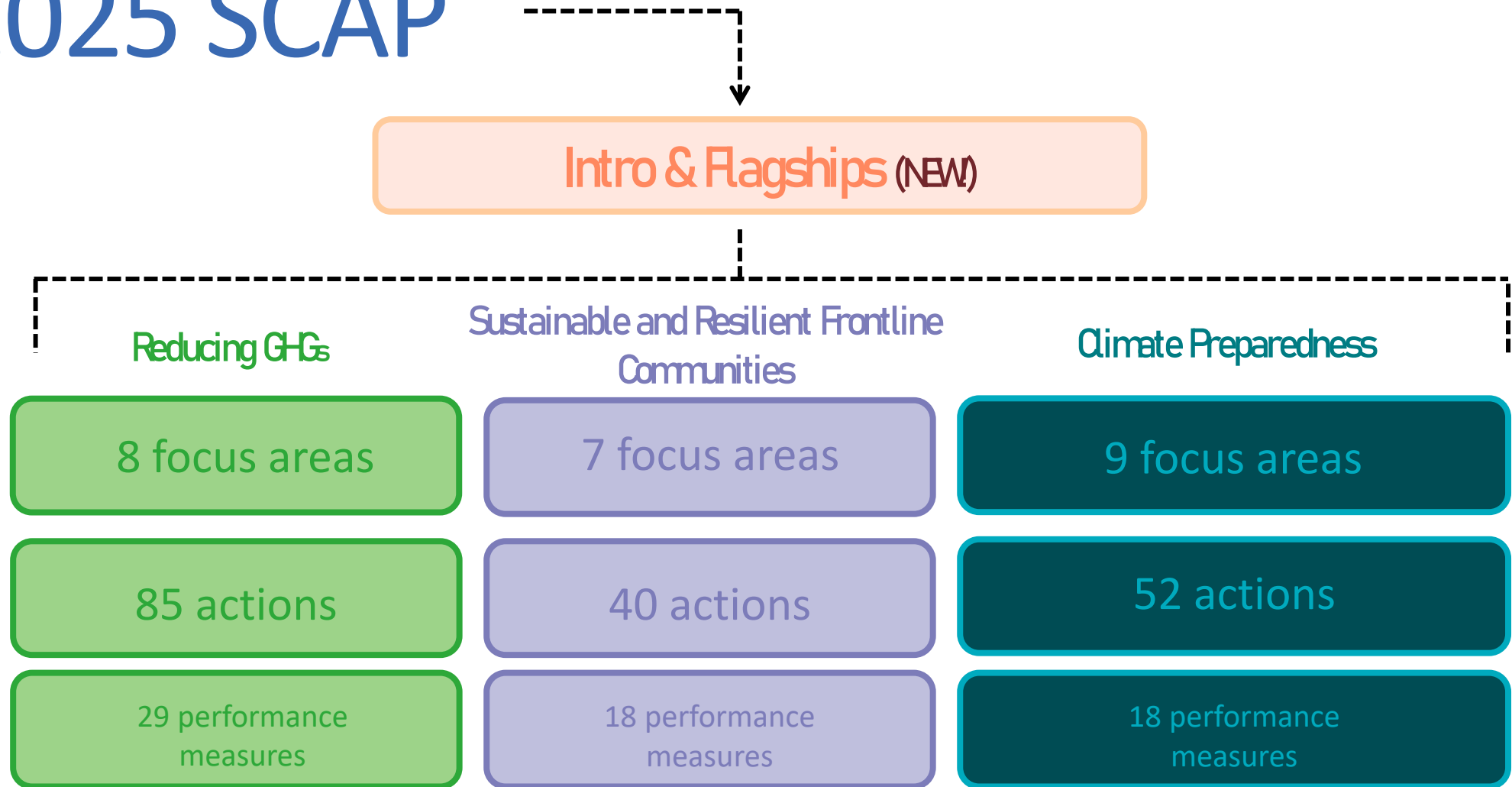


# 2025 Approach

- ✓ **More strategic**
- ✓ **Focus on partnerships**
- ✓ **Engage community**



# 2025 SCAP



# FLAGSHIPS

3  
Connected and  
accessible  
transportation



5  
Fresh, local food  
for everyone



1  
Put frontline  
communities  
first



2  
Safe, healthy, and  
climate-ready  
buildings



6  
Designing out  
waste



7  
Clean air,  
water, and  
healthy  
ecosystems



8  
Reliable and  
future-ready  
infrastructure

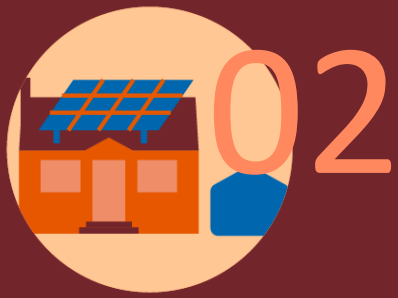


9  
Collective  
leadership and  
community-led  
solutions



Board of Health

September 18, 2025



## Safe, Healthy, & Climate Ready Buildings

Ensuring every home and workplace is energy efficient and resilient

GHG



### Building Energy & Green Building

**GHG 26.** *Directly facilitate retrofits of housing and community assets of frontline communities*

SRFC



### Housing Security Anti-Displacement

**SRFC 32.** *Invest in Equitable Development*

Prep



### Wildfire Risk Reduction

**Prep 30.** *Develop Community Wildfire Protection Plans*

Example:



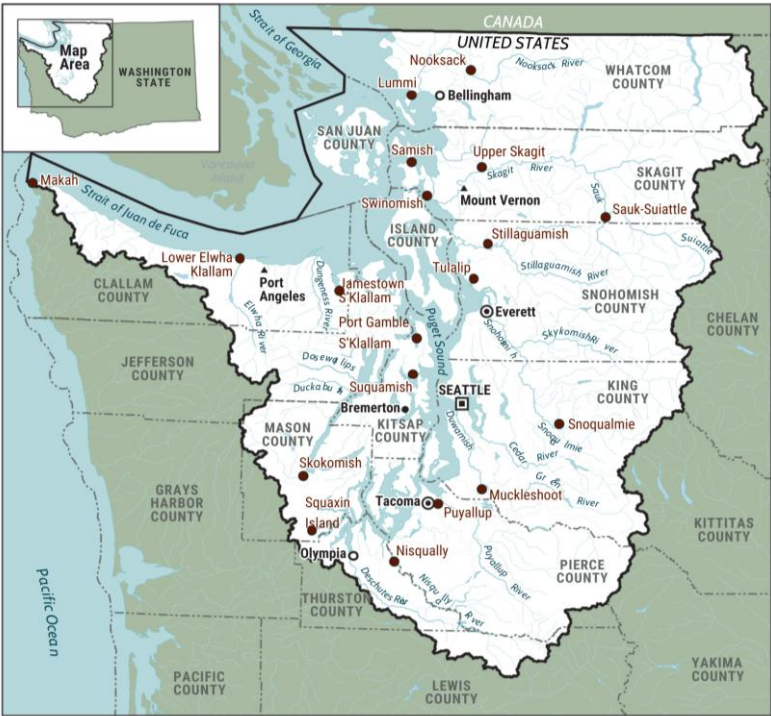




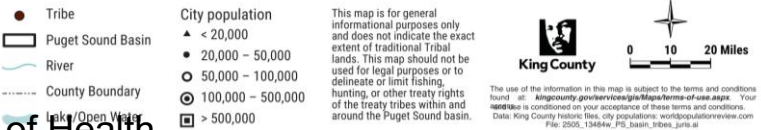


# Regional Capacity Building

Puget Sound Climate Preparedness Collaborative

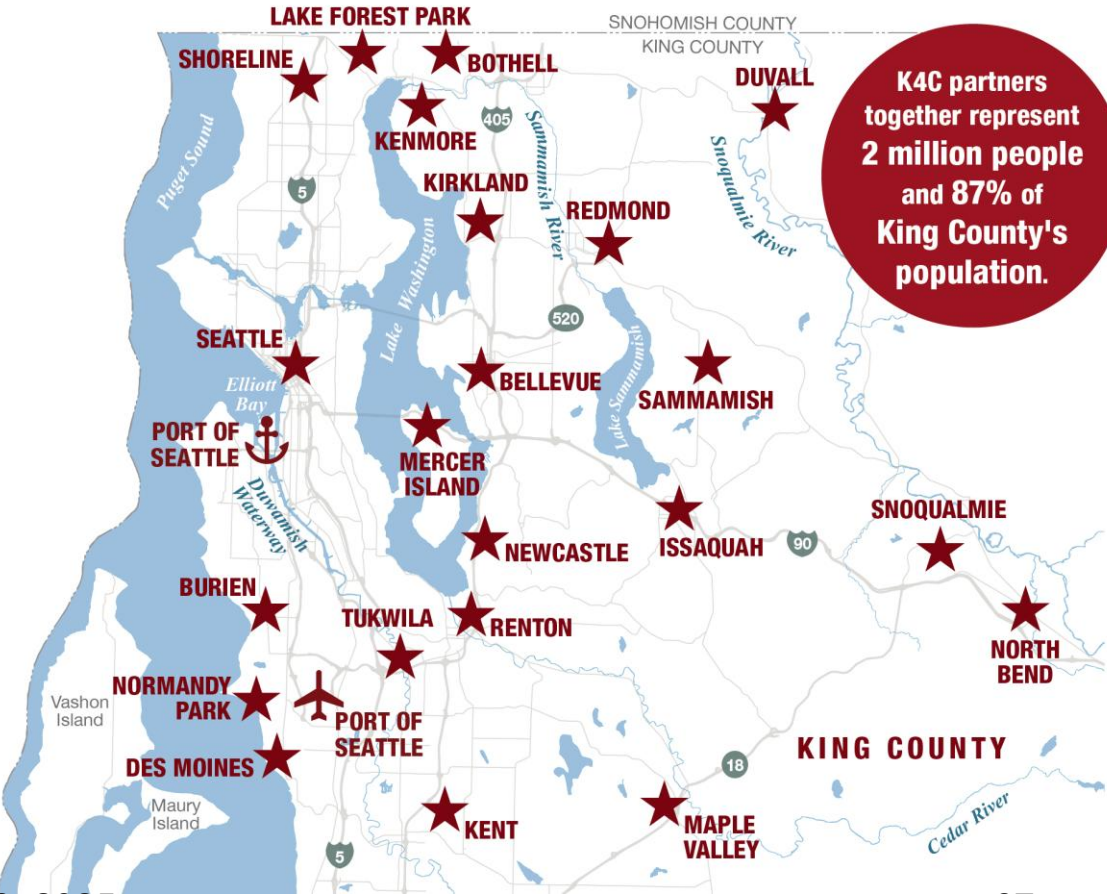


Puget Sound Basin and Federally Recognized Salish Sea Tribes



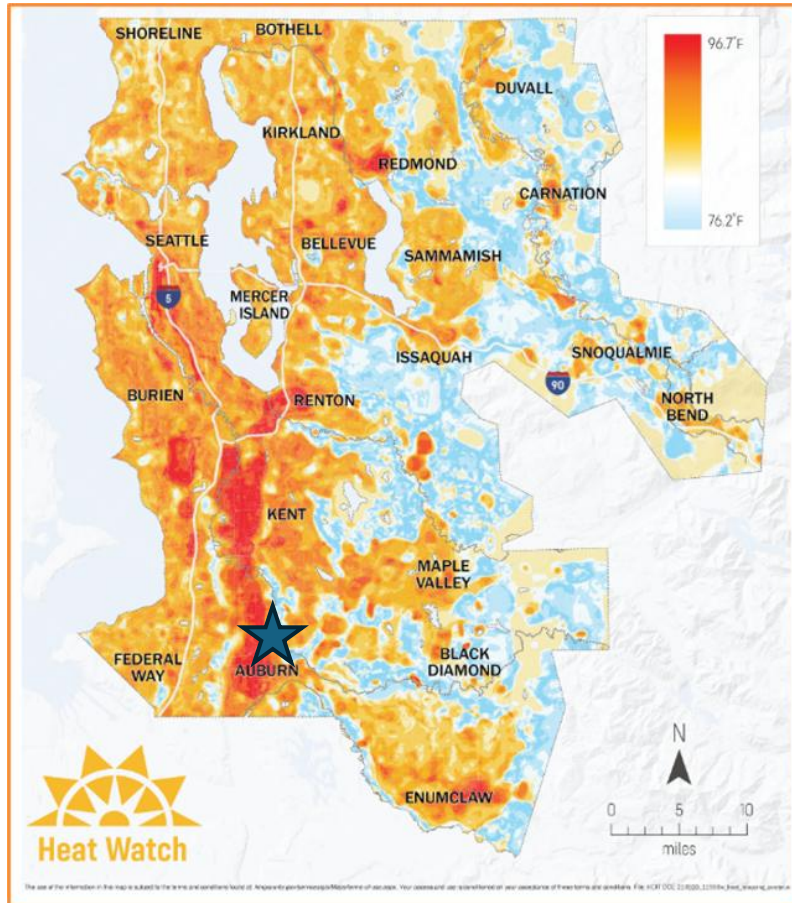
Board of Health

King County – Cities Climate Collaboration

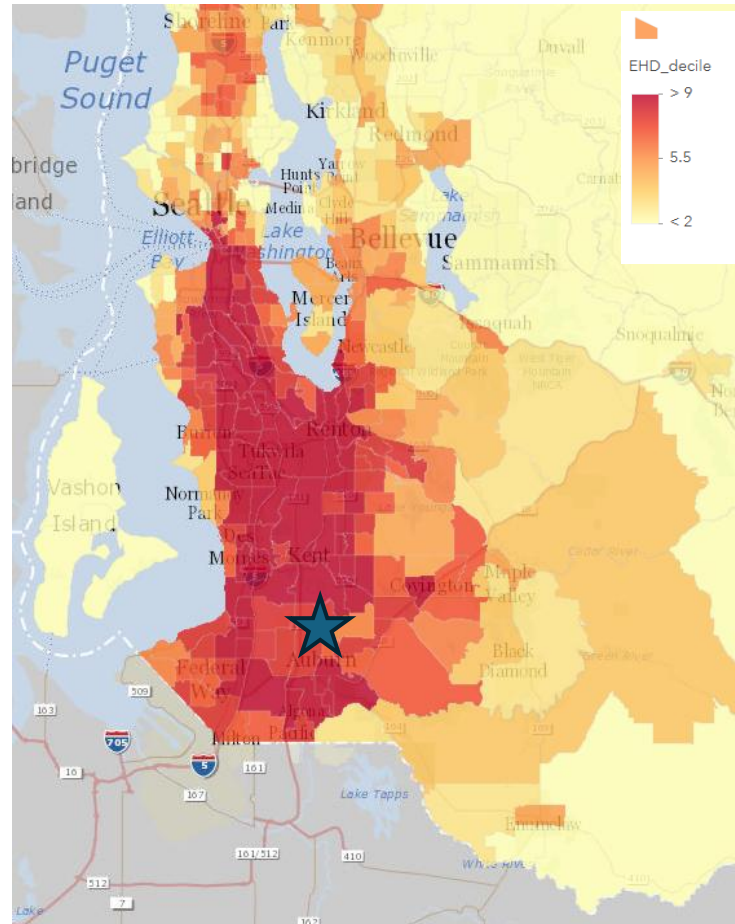


September 18, 2025

# Example: Climate and Health Adaptation Modeling Project (“CHAMP”)



2020 KC Heat Mapping: Evening Study Results  
Board of Health



WA DOH Environmental Health Disparities Map  
Calculated for King County  
September 18, 2025

- Puget Sound area is projected to be 5.5°F warmer by 2050
- Impacts not equitably distributed
- Heat islands in King County, like Auburn, can result in temps 20°F hotter than in other areas of the county



# CHAMP Project



- **City of Auburn, WA**
- **15-member workgroup comprised of City of Auburn community members**
- **6 half-day workshops between July 2024 and April 26, 2025**
- **Co-developing heat adaptation solutions using participatory group model-building approach**



Board of Health

September 18, 2025











# CHAMP Recommendations

## SOLUTION

## DESCRIPTION

	Cool Kits for Unhoused	Distributing cool kits including protective items like bottled water, cooling towels, sun protective clothing, and sunscreen
	Energy Assistance	Alleviating the cost of energy for low-income households through energy assistance programs
	Cooling Center Extended Hours	Providing cooling centers beyond working hours so that people can go and cool down during evening hours when it is still hot
	Heat Education for Workers	Sharing information on heat risk and strategies to mitigate that risk for workers exposed to heat and ensuring they know their rights as a worker
	Multilingual Communications	Making sure that heat and climate communications are available in the many languages spoken in King County
	Heat Education in Schools	Teaching youth about heat and health, and reaching the broader community through this education





# Board of Health Members Can Help

1. Share health focused messaging about climate-related events: **wildfire smoke**, **extreme heat, flood**, and **extreme winter weather**

Example: July and September Director's Reports to the Board of Health:

## **Three steps to stay safe from wildfire smoke**

2. Encourage your jurisdiction to connect with Public Health on extreme weather and climate change related planning: [climateandhealth@kingcounty.gov](mailto:climateandhealth@kingcounty.gov)

# Thank you!!





# Questions?

Contact:  
[KCBOHAdmin@kingcounty.gov](mailto:KCBOHAdmin@kingcounty.gov)



**King County**  
**King County Board of Health**  
**Director's Report**

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Date: September 18, 2025

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

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**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:

- [Public Health data - King County, Washington](#) – Explore population-level health outcomes, communicable disease data and more
- [Data dashboard: The impact of firearms in King County - King County, Washington](#)
- [Overdose data dashboards - King County, Washington](#)
- [Medical Examiner's Office data](#)
- [Climate Impacts on Health - King County, Washington](#)

Funding opportunities – RFPs, RFQs, RFAs and others:

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

**COVID vaccines for this fall: What we know so far**

September 4, 2025: A [standing order](#) signed today by the WA State Department of Health (DOH) removes a barrier to accessing the COVID vaccine. The standing order authorizes qualified health care professionals, including pharmacists, to administer the 2025-26 COVID-19 vaccine to people aged 6 months and older, including pregnant people. It will help safeguard the health of our communities ensuring vaccines remain accessible and equitable for everyone in King County. This order, along with the formation of a [West Coast Health Alliance](#), reflects a shared commitment to protect public health through science-based policies.

*Whether on vaccines or other public health issues, I want you to know that we remain committed to recommendations based on the best available science in partnership with other experts in the field who share this mission. We will continue to provide updates and navigate these changes with you. Whether on vaccines or other public health issues, I want you to know that we remain committed to recommendations based on the best available science in partnership with other experts in the field who share this mission. We will continue to provide updates and navigate these changes with you. – Dr. Sandra J. Valenciano, Health Officer, Public Health – Seattle & King County*

More information about the standing order from WA DOH: [Washington State Statewide Standing Order for COVID-19 Vaccine FAQs for the Public](#)



COVID-19 vaccine recommendations will likely look different this fall, but some fundamental truths about COVID-19 remain unchanged.

In a typical year, the Food and Drug Administration (FDA) approves COVID-19 vaccines for use. A few weeks later, the CDC's Advisory Committee on Immunization Practices (ACIP) votes on who should get the vaccine, typically at their June meeting. This all makes it possible for your local pharmacy or doctor's office to start giving shots in the fall.

But this year, the process has been upended. On August 27, the FDA approved updated versions of the COVID-19 vaccine but put limits on who can receive them. The ACIP plans to meet in mid-September to make recommendations about who should receive the updated COVID vaccine.

Various U.S. medical societies like the [American Academy of Pediatrics](#) and the [American College of Obstetricians and Gynecologists](#) have issued their own data-informed recommendations, which continue to emphasize that COVID vaccines work and are safe. These recommendations may influence what insurance companies and employers cover. Ultimately, COVID-19 vaccine recommendations, insurance coverage, and access may vary by state.

Learn more online: [COVID vaccines for this fall: What we know so far – PUBLIC HEALTH INSIDER](#)

### **Public Health protects food safety at Bite of Seattle & other King County summer events**

Public Health's [Food Protection Program](#) promoted food safety at the July 25-27 Bite of Seattle, a large annual food festival at the Seattle Center, which drew over 350k attendees. Thanks to the collective efforts of 16 staff members, the Program approved vendor plans before the event and coordinated nearly 100 onsite inspections, including responding to and resolving several high-priority issues. So far in 2025, the program has processed more than 2,600 applications for farmers markets and temporary food events and conducted nearly 1,300 temporary event inspections.

### **New Permitting System to launch this fall**

The Environmental Health Services Division (EHS) is hard at work preparing to launch a new permitting software system. To support a smoother transition, EHS has delayed the launch of the Public Health Permit Center from September to later in the fall.

Business owners and community members in King County will use the Permit Center for permits for food businesses, water recreation facilities, pet businesses, solid waste facilities, plumbing and gas piping, on-site sewage systems, and schools. Community members will also use the permit center to submit complaints and inquiries about rodents and other environmental conditions.

In August and September, the team is conducting a series of trainings to ensure that staff know how to use the system and support customers. EHS is conducting frequent outreach to our customers using various channels to make sure they are aware of the change and how to get assistance.

Prior to the launch of the system, there will be a one-week period when permitting services are unavailable as the transition is finalized. We anticipate temporary delays in our services following the



launch. We will provide consistent, clear messaging to customers and partners to inform them about the status of the system, our services, and how to get guidance to use our services.

Learn more online: [Public Health Permit Center - King County, Washington](#)

### **Increasing access to information about pet care facilities**

To keep pets in King County safe and prevent the spread of disease, the Pet Business Program permits and inspects more than 500 pet businesses, such as groomers, daycares, and more. Community members can [sign up for alerts](#) or check the [Permit Suspension webpage](#) to learn when Public Health suspends a pet business permit and identifies an unpermitted business. The program [also has simple guidance](#) to help pet owners choose safe pet care facilities.

### **Bats and rabies in King County**

Warmer weather means bats come out of hibernation. Bats are most active and visible in the Pacific Northwest from March through November. Bats can be infected with rabies and can spread that infection to humans who have bare skin contact with bats or bat saliva.

Each summer, Public Health receives between 70 to 100 reports of people being exposed to bats in King County. If you had contact with a bat, or even woke up in a room with a bat inside, report the exposure to Public Health at: 206-296-4774. You should also call your medical provider immediately.

View online: [Bats and rabies in King County – PUBLIC HEALTH INSIDER](#)

### **CHIP update**

A Community Health Improvement Plan, or CHIP, is a community co-created plan with an overarching goal of continuously seeking and engaging partners to collectively improve the health of King County communities. Cross-sector partnerships and relationships are foundational in our approach to amplify efforts, reduce redundancies, and inclusively engage diverse perspectives.

This first-ever King County CHIP is a collaborative effort that reflects the joint planning efforts of over 90 organizations throughout King County. Using the data and community-identified priorities in the 2024/2025 [Community Health Needs Assessment \(CHNA\)](#), as well as over 55 recent community and organizational reports, representatives from local organizations prioritized **housing & homelessness** and **income & employment** for the 2025-2030 CHIP.

I want to particularly thank Boardmembers Loo, Daniels, and Mohammed for their efforts contributing to developing the CHIP. Public Health will publish the CHIP next month on the Public Health website at [kingcounty.gov/CHIP](#), and the Public Health team looks forward to briefing the Board at the October meeting.

## **How to stop air pollution inside your home: Resources to help our communities**

Wildfire smoke season is upon us and it's a good reminder to keep indoor air clean when there's pollution outside. But keeping indoor air clean is not just something we should do on a smoky day. Air pollution can also be a problem inside your home, especially if there's not good ventilation. In fact, most of our exposure to air pollution comes from indoors!

Most folks don't know about indoor air pollution, so we've created short videos and graphics in many languages to help people living in King County learn why clean indoor air is important to good health. It's especially vital information for anyone who has asthma, is pregnant, or lives near a highway, airport, or other high pollution areas. Please [share these videos and graphics](#), and if you work for a community or healthcare organization, feel free to use them for your web sites, blogs, and newsletters.

View online: [How to stop air pollution inside your home: Resources to help our communities – PUBLIC HEALTH INSIDER](#)

## **Three steps to stay safe from wildfire smoke**

Breathing wildfire smoke can harm everyone's lungs, heart, and overall health. And this year we're already seeing hotter weather (including the hottest June 8 in the Seattle area since 1948) and statewide drought conditions—meaning a higher chance of more smoky days.

Three steps can help you and your loved ones stay safe when wildfire smoke is in the air.

1. Check the Air Quality Index, or AQI, to see how smoky it is outside. Check current conditions and forecasts at [AirNow.gov](https://airnow.gov), or scroll down on your weather app.
2. Avoid outdoor exercise and move indoors when it's smoky out. If you're at higher risk from smoke, move indoors if the AQI is 100 or higher. This includes people who are age 18 and under, over age 65, have heart or lung conditions like asthma, and who are pregnant. When the AQI is 150 or higher, everyone should move indoors. If you need to be outside, an [N95 mask](#) can help to protect most people from smoke.
3. Make a clean room in your house with a HEPA filter. Close windows, curtains, and blinds and run AC or a fan to stay cool. If you are overheating indoors on a smoky day, move to a public place with air conditioning, like a library, community center, or shopping mall.

Watch videos in multiple languages and learn more: [Three steps to stay safe from wildfire smoke – PUBLIC HEALTH INSIDER](#)

## **Withstanding the heat: a domestic violence survivor's story**

The health dangers arising from extreme weather aren't just conditions like hypothermia or heat stroke. Emerging research is showing that when there are extreme weather events like heat waves or snow storms, the level of violence also rises, including domestic violence. Unfortunately, there are more of these weather events happening with climate change.

In this graphic narrative, a local woman shares the physical and emotional toll that hot weather had on her—and importantly, how she found help and support. She tells her story in the hope that other people in domestic violence situations, especially immigrant women like herself, might also seek help. We've also listed local and national organizations that provide free, confidential support.

View online: [Withstanding the heat: a domestic violence survivor's story – PUBLIC HEALTH INSIDER](#)

### **How measles can make your immune system forget: A soap opera comic strip explains**

Having measles can be miserable and sometimes dangerous. But did you know it can also make your immune system forget how to fight other illnesses? How can measles lead to “immune amnesia”? We turned to the genre that’s infamous for amnesia as a plot twist—the soap opera—to show what happens.

View online: [How measles can make your immune system forget: A soap opera comic strip explains – PUBLIC HEALTH INSIDER](#)

### **DoxyPEP for STI prevention: Q&A with Dr. Chase Cannon**

Syphilis, gonorrhea, and chlamydia – which are bacterial sexually transmitted infections (STIs) – have been on the rise in the U.S., including here in King County. DoxyPEP is a new tool in the safer sex toolbox, offering protection against these STIs for some people.

But what is DoxyPEP, who should consider it, and how well does it actually work? We sat down with Dr. Chase Cannon, one of the Medical Directors of [Public Health – Seattle & King County's Sexual Health Clinic](#) at Harborview, to discuss DoxyPEP.

View online: [DoxyPEP for STI prevention: Q&A with Dr. Chase Cannon – PUBLIC HEALTH INSIDER](#)

### **National award recognizes GIS tool for helping build healthier communities**

King County is honored to receive the [Exemplary Systems in Geospatial Award](#) for a collaborative project developed by Public Health’s Environmental Health Services Division and King County Information Technology. This prestigious national achievement recognizes King County’s State Environmental Policy Act Letter Generator, an innovative tool that uses generative artificial intelligence and geographic information systems to assess the environmental and health impacts of proposed construction projects. This unique tool is still in the pilot phase, but has already demonstrated significant time-savings potential and is designed to provide more meaningful guidance on construction projects to advance health equity.