



King County

1200 King County
Courthouse
516 Third Avenue
Seattle, WA 98104

Meeting Agenda Metropolitan King County Council

*Councilmembers: Girmay Zahilay, Chair;
Sarah Perry, Vice Chair of Policy Development and Review;
Reagan Dunn, Vice Chair of Regional Coordination;
Claudia Balducci, Jorge L. Barón, Rod Dembowski,
Teresa Mosqueda, De'Sean Quinn, Pete von Reichbauer*

1:30 PM

Tuesday, July 1, 2025

Hybrid Meeting

Hybrid Meetings: Attend King County Council 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 comment remotely are listed below.

HOW TO PROVIDE PUBLIC TESTIMONY: The Council values community input and looks forward to hearing from you. Testimony must be limited to items listed on the agenda for council action, unless it's the fourth Tuesday of the month, when the Council will hear general comment on matters relating to county government. You are not required to sign up in advance.

There are three ways to provide public testimony:

1. In person: You may attend the meeting in person in Council Chambers.
2. By email: You may testify by submitting a COMMENT email. If your testimony is submitted before 10:00 a.m. on the day of the Council meeting, your email testimony will be distributed to the Councilmembers and appropriate staff prior to the meeting. Please submit your testimony by emailing clerk@kingcounty.gov.
3. Remote attendance on the Zoom Webinar: You may provide oral public testimony 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.



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CONNECTING TO THE WEBINAR

Webinar ID: 890 5838 1493

If you do not have access to the ZOOM application, you can connect to the meeting by calling 1 253 215 8782 and using the Webinar ID. Connecting in this manner, however, may impact your ability to be unmuted to speak.

You have the right to language access services at no cost to you. To request these services, please contact our Equity and Social Justice Coordinator, Tera Chea at (206) 477 9259 or Tera.Chea2@kingcounty.gov, three (3) days prior to the meeting.

If you do not wish to be called upon for public comment during the meeting, please help us manage the callers and use one of the options below (Live Streaming or King County TV Channel 22).



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1. **Call to Order**

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

2. **Roll Call**3. **Flag Salute and Pledge of Allegiance**

Councilmember Zahilay

4. **Approval of Minutes of June 17, 2025**

Pg. 18

Councilmember Dunn

5. **Additions to the Council Agenda**6. **Public Comment**

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Hearing and Second Reading of Ordinances from Standing Committees and Regional Committees, and of Ordinances related to Collective Bargaining

There will be one public hearing on Items 6-20

Consent Items 7-10

Councilmember Dunn

7. [Proposed Ordinance No. 2025-0090](#) **Pg. 27**

AN ORDINANCE relating to privacy rights, limiting the collection of gender information; and amending Ordinance 12550, Section 3, as amended, and K.C.C. 2.14.030.

Sponsors: Dembowski, Barón, Mosqueda and Zahilay

On 3/18/2025, the Metropolitan King County Council Introduced and Referred to Government Accountability and Oversight Committee.

On 6/10/2025, the Government Accountability and Oversight Committee Recommended Do Pass Consent.

8. [Proposed Ordinance No. 2025-0134](#) **Pg. 34**

AN ORDINANCE approving City of Auburn 2024 Comprehensive Sewer Plan dated November 2024.

Sponsors: von Reichbauer

On 6/3/2025, the Metropolitan King County Council Introduced and Referred to Local Services and Land Use Committee.

On 6/18/2025, the Local Services and Land Use Committee Recommended Do Pass Consent.

9. [Proposed Ordinance No. 2025-0135](#) **Pg. 42**

AN ORDINANCE approving the City of Enumclaw 2016 Comprehensive General Sewer Plan with Amendments 1-3.

Sponsors: Dunn

On 5/13/2025, the Metropolitan King County Council Introduced and Referred to Local Services and Land Use Committee.

On 6/18/2025, the Local Services and Land Use Committee Recommended Do Pass Consent.



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10. [Proposed Ordinance No. 2025-0153](#) Pg. 51

AN ORDINANCE adopting and ratifying amendments to the 2021 King County Countywide Planning Policies.

Sponsors: Perry

On 6/3/2025, the Metropolitan King County Council Introduced and Referred to Local Services and Land Use Committee.

On 6/18/2025, the Local Services and Land Use Committee Recommended Do Pass Consent.

Budget and Fiscal Management

Councilmember Dembowski

11. [Proposed Ordinance No. 2025-0132](#) Pg. 72

AN ORDINANCE relating to the sale of the property, the Village at Overlake Station, located at 2578 152nd Ave NE, Redmond, Washington, in council district six.

Sponsors: Dembowski

On 5/13/2025, the Metropolitan King County Council Introduced and Referred to Budget and Fiscal Management Committee.

On 6/11/2025, the Budget and Fiscal Management Committee Passed Out of Committee Without a Recommendation.

Public Hearing Required



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Government Accountability and Oversight*Councilmember von Reichbauer*

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12. [Proposed Ordinance No. 2025-0085](#) Pg. 83

AN ORDINANCE relating to the personnel system; amending Ordinance 9088, Section 1, and K.C.C. 3.12.005, Ordinance 12014, Section 5, as amended, and K.C.C. 3.12.010, Ordinance 12014, Section 6, and K.C.C. 3.12.020, Ordinance 12014, Section 7, as amended, and K.C.C. 3.12.040, Ordinance 12014, Section 8, as amended, and K.C.C. 3.12.042, Ordinance 12014, Section 9, as amended, and K.C.C. 3.12.044, Ordinance 12014, Section 10, and K.C.C. 3.12.050, Ordinance 12014, Section 11, as amended, and K.C.C. 3.12.060, Ordinance 4324, Section 14, and K.C.C. 3.12.080, Ordinance 12014, Section 12, and K.C.C. 3.12.090, Ordinance 12014, Section 13, as amended, and K.C.C. 3.12.100, Ordinance 12014, Section 14, as amended, and K.C.C. 3.12.110, Ordinance 12014, Section 15, as amended, and K.C.C. 3.12.120, Ordinance 12014, Section 34, as amended, and K.C.C. 3.12.123, Ordinance 12077, Section 3, as amended, and K.C.C. 3.12.125, Ordinance 4324, Section 38, and K.C.C. 3.12.140, Ordinance 12014, Section 18, as amended, and K.C.C. 3.12.180, Ordinance 18572, Section 1, as amended, and K.C.C. 3.12.184, Ordinance 12014, Section 36, as amended, and K.C.C. 3.12.188, Ordinance 12014, Section 19, as amended, and K.C.C. 3.12.190, Ordinance 12052, Section 1, as amended, and K.C.C. 3.12.210, Ordinance 12014, Section 20, as amended, and K.C.C. 3.12.215, Ordinance 18408, Section 2, as amended, and K.C.C. 3.12.219, Ordinance 12014, Section 21, as amended, and K.C.C. 3.12.220, Ordinance 18191, Section 4, and K.C.C. 3.12.221, Ordinance 15558, Section 2, as amended, and K.C.C. 3.12.222, Ordinance 12014, Section 22, as amended, and K.C.C. 3.12.223, Ordinance 13743, Section 1, as amended, and K.C.C. 3.12.224, Ordinance 7956, Section 6, as amended, and K.C.C. 3.12.225, Ordinance 19563, Section 7, as amended, and K.C.C. 3.12.227, Ordinance 12014, Section 23, as amended, and K.C.C. 3.12.230, Ordinance 12077, Section 5, as amended, and K.C.C. 3.12.240, Ordinance 12014, Section 25, as amended, and K.C.C. 3.12.250, Ordinance 12014, Section 26, as amended, and K.C.C. 3.12.260, Ordinance 9967, Section 2, as amended, and K.C.C. 3.12.262, Ordinance 12014, Section 27, as amended, and K.C.C. 3.12.270, Ordinance 12014, Section 28, and K.C.C. 3.12.280, Ordinance 12014, Section 29, as amended, and K.C.C. 3.12.290, Ordinance 12014, Section 30, as amended, and K.C.C. 3.12.300, Ordinance 4324, Section 9, and K.C.C. 3.12.310, Ordinance 12014, Section 31, as amended, and K.C.C. 3.12.330, Ordinance 12498, Sections 1, 4-7, and K.C.C. 3.12.335, Ordinance 12014, Section 32, as amended, and K.C.C. 3.12.350, Ordinance 12014, Section 33, and K.C.C. 3.12.360, Ordinance 16640, Section 3, as amended, and K.C.C. 3.12.400, Ordinance 12943, Section 13, and K.C.C. 3.12A.010, Ordinance 12943, Section 14, as amended, and K.C.C. 3.12A.020, Ordinance 12943, Section 15, and K.C.C. 3.12A.030, Ordinance 12943, Section 16, and K.C.C. 3.12A.040, Ordinance 12943, Section 17, as amended, and K.C.C. 3.12A.050, Ordinance 12943, Section 18, and K.C.C. 3.12A.060, Ordinance 18696, Section 2, and K.C.C. 3.12S.010, Ordinance 12014, Section 46, as amended, and K.C.C. 3.14.010, Ordinance 8179, Section 2, and K.C.C. 3.14.020, Ordinance 12014, Section 47, as amended, and K.C.C. 3.14.030, Ordinance 12014, Section 48, as amended, and K.C.C. 3.14.040, Ordinance 1282, Section 6, as amended, and K.C.C. 3.15.060, Ordinance 12014, Section 50, as amended, and K.C.C. 3.15.020, Ordinance 12014, Section 54, and K.C.C. 3.15.110, Ordinance 12014, Section 51, as amended, and K.C.C. 3.15.025, Ordinance 14233, Section 5, as amended, and K.C.C. 3.15.120, Ordinance 12014, Section 52, as amended, and K.C.C. 3.15.030, Ordinance 14233, Section 6, as amended, and K.C.C. 3.15.130, Ordinance 14233, Section 7, as amended, and K.C.C. 3.15.140, Ordinance 1780, Section 3, as amended, and K.C.C. 3.15.050, Ordinance 197, Section 1, as amended, and K.C.C. 3.16.010, Ordinance 11480, Section 5, and K.C.C. 3.16.012, Ordinance 10631, Section 2, as amended, and K.C.C. 3.16.015, Ordinance 197, Section 2, as amended, and K.C.C. 3.16.020, Ordinance 11480, Section 7, as amended, and K.C.C. 3.16.025,



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Ordinance 8658, Section 1, as amended, and K.C.C. 3.16.040, Ordinance 12014, Section 55, as amended, and K.C.C. 3.16.050, Ordinance 14287, Section 5, as amended, and K.C.C. 3.16.055, Ordinance 13000, Section 2, as amended, and K.C.C. 3.16.060, Ordinance 1902, Section 1, as amended, and K.C.C. 3.28.010, Ordinance 12077, Section 12, as amended, and K.C.C. 3.30.010, Ordinance 11183, Section 1, and K.C.C. 3.30.020, Ordinance 10930, Sections 3-4, as amended, and K.C.C. 3.30.030, Ordinance 12077, Section 14, as amended, and K.C.C. 3.30.050, Ordinance 12077, Section 15, as amended, and K.C.C. 3.30.060, Ordinance 10930, Section 11, as amended, and K.C.C. 3.30.070, Ordinance 8575, Section 1, as amended, and K.C.C. 3.36.010, Ordinance 8575, Section 2, as amended, and K.C.C. 3.36.020, Ordinance 8575, Section 3, as amended, and K.C.C. 3.36.030, Ordinance 17332, Section 4, and K.C.C. 3.36.035, Ordinance 16035, Section 5, as amended, and K.C.C. 3.36.045, Ordinance 16035, Section 6, as amended, and K.C.C. 3.36.055, Ordinance 16035, Section 7, as amended, and K.C.C. 3.36.065, Ordinance 16035, Section 8, as amended, and K.C.C. 3.36.075, adding new sections to K.C.C. chapter 3.15, adding a new section to K.C.C. chapter 3.30, recodifying K.C.C. 3.15.060, K.C.C. 3.15.110, K.C.C. 3.15.120, K.C.C. 3.15.130, K.C.C. 3.15.140, K.C.C. 3.15.145, and K.C.C. 3.15.135, repealing Ordinance 4324, Section 7, as amended, and K.C.C. 3.12.030, Ordinance 12014, Section 16, and K.C.C. 3.12.130, Ordinance 4324, Section 37, and K.C.C. 3.12.150, Ordinance 4324, Section 34, and K.C.C. 3.12.160, Ordinance 12014, Section 17, as amended, and K.C.C. 3.12.170, Ordinance 11149, Sections 1-4, as amended, and K.C.C. 3.12.187, Ordinance 14591, Section 2, as amended, and K.C.C. 3.12.218, Ordinance 12014, Section 24, as amended, and K.C.C. 3.12.247, Ordinance 4324, Section 33, as amended, and K.C.C. 3.12.320, Ordinance 4324, Section 4, and K.C.C. 3.12.340, Ordinance 9498, Section 14, and K.C.C. 3.12.365, Ordinance 1282, Section 5, as amended, and K.C.C. 3.15.040, Ordinance 1282, Section 7, as amended, and K.C.C. 3.15.070, Ordinance 8299, Section 1, and K.C.C. 3.15.080, Ordinance 12014, Section 53, as amended, and K.C.C. 3.15.100, Ordinance 16818, Section 1, and K.C.C. 3.15.150, Ordinance 16818, Section 2, as amended, and K.C.C. 3.15.160, Ordinance 16818, Section 3, and K.C.C. 3.15.170, and Ordinance 16818, Section 4, as amended, and K.C.C. 3.15.180, and establishing an expiration date.

Sponsors: von Reichbauer

On 5/6/2025, the Metropolitan King County Council Introduced and Referred to Government Accountability and Oversight Committee.

On 5/13/2025, the Government Accountability and Oversight Committee Deferred.

On 6/10/2025, the Government Accountability and Oversight Committee Recommended Do Pass.

Public Hearing Required



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Regional Policy

Councilmember von Reichbauer

13. [Proposed Substitute Ordinance No. 2025-0118.3](#) Pg. 250

AN ORDINANCE accepting and approving the Medic One/Emergency Medical Services 2026-2031 Strategic Plan submitted by the executive.

Sponsors: Dunn, Dembowski, Quinn and Balducci

On 5/6/2025, the Metropolitan King County Council Introduced and Referred to Budget and Fiscal Management Committee.

On 5/14/2025, the Budget and Fiscal Management Committee Deferred.

On 5/28/2025, the Budget and Fiscal Management Committee Recommended Do Pass Substitute.

On 6/11/2025, the Regional Policy Committee Recommended Do Pass Substitute.

Public Hearing Required

14. [Proposed Substitute Ordinance No. 2025-0119.2](#) Pg. 275

AN ORDINANCE relating to the funding and provision of Medic One emergency medical services; providing for the submission to the qualified electors of King County, at special election on November 4, 2025, of a proposition to fund the countywide Medic One emergency medical services by authorizing the continuation of a regular property tax levy for a consecutive six year period, for collection beginning in 2026, at a rate of \$0.25 or less per \$1,000 of assessed valuation, to provide for Medic One emergency medical services.

Sponsors: Dunn, Dembowski, Quinn and Balducci

On 5/6/2025, the Metropolitan King County Council Introduced and Referred to Budget and Fiscal Management Committee.

On 5/14/2025, the Budget and Fiscal Management Committee Deferred.

On 5/20/2025, the Metropolitan King County Council Re-referred to Budget and Fiscal Management Committee.

On 5/28/2025, the Budget and Fiscal Management Committee Recommended Do Pass Substitute.

On 6/11/2025, the Regional Policy Committee Recommended Do Pass.

Public Hearing Required



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Transportation, Economy and Environment*Councilmember Quinn***15. [Proposed Substitute Ordinance No. 2025-0147.2](#) Pg. 301**

AN ORDINANCE establishing the Locally Preferred Alternative including the alignment and station locations of the RapidRide K Line.

Sponsors: Quinn

On 5/27/2025, the Metropolitan King County Council Introduced and Referred to Transportation, Economy, and Environment Committee.

On 6/17/2025, the Transportation, Economy, and Environment Committee Recommended Do Pass Substitute.

Public Hearing Required

First Reading of and Action on Emergency Ordinances Without Referral to Committee**16. [Proposed Ordinance No. 2025-0185](#) Pg. 320**

AN ORDINANCE relating to appointing qualified persons to serve as examiners pro tempore; amending Ordinance 263, Article 5, Section 2, as amended, and K.C.C. 20.22020, establishing an expiration date, and declaring an emergency.

Sponsors: Zahilay

SUBJECT TO A MOTION TO SUSPEND THE RULES TO HOLD A PUBLIC HEARING LESS THAN SEVEN DAYS AFTER FIRST READING PURSUANT TO K.C.C. 1.24.095 AND A MOTION TO SUSPEND THE RULES TO TAKE ACTION WITHOUT REFERRAL TO COMMITTEE PURSUANT TO K.C.C. 1.24.085



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Motions, from Standing Committees and Regional Committees and Motions related to Collective Bargaining, for Council Action

Consent Items 17-18

Councilmember Dunn

17. [Proposed Motion No. 2025-0102](#) **Pg. 325**

A MOTION confirming the executive's appointment of Crystal Goodwin, who resides in council district seven, to the King County Library System board of trustees.

Sponsors: von Reichbauer

On 5/6/2025, the Metropolitan King County Council Introduced and Referred to Government Accountability and Oversight Committee.

On 6/10/2025, the Government Accountability and Oversight Committee Recommended Do Pass Consent.

18. [Proposed Motion No. 2025-0168](#) **Pg. 329**

A MOTION relating to public transportation, approving the 2025 King County Metro Transit Title VI Program Report.

Sponsors: Quinn

On 6/10/2025, the Metropolitan King County Council Introduced and Referred to Transportation, Economy, and Environment Committee.

On 6/17/2025, the Transportation, Economy, and Environment Committee Recommended Do Pass Consent.



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First reading of and Action on Motions Without Referral to Committee**19. [Proposed Motion No. 2025-0183](#) Pg. 339**

A MOTION relating to the organization of the council; and amending Motion 11122, Section H, as amended, and OR 2-050.

Sponsors: Zahilay

**SUBJECT TO A MOTION TO SUSPEND THE RULES TO TAKE ACTION WITHOUT REFERRAL
TO COMMITTEE PURSUANT TO K.C.C. 1.24.085**

20. [Proposed Motion No. 2025-0187](#) Pg. 342

A MOTION appointing a qualified person to a vacant position on the fire district No. 10 board of commissioners.

Sponsors: Dunn

**SUBJECT TO A MOTION TO SUSPEND THE RULES TO TAKE ACTION WITHOUT REFERRAL
TO COMMITTEE PURSUANT TO K.C.C. 1.24.085**



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First Reading and Referral of Ordinances

21. [Proposed Ordinance No. 2025-0171](#)

AN ORDINANCE authorizing the executive to execute interlocal agreements with school districts for continued collection of school impact fees.

Sponsors: Perry

First Reading and Referral to the Local Services and Land Use Committee

22. [Proposed Ordinance No. 2025-0174](#)

AN ORDINANCE relating to implementation of the 2025 Strategic Climate Action Plan; and amending Ordinance 17096, Section 3, as amended, and K.C.C. 4A.700.700, Ordinance 16147, Section 2, as amended, and K.C.C. 18.17.010, Ordinance 19402, Section 8 as amended, and K.C.C. 18.17.050, Ordinance 19052, Section 2, and K.C.C. 18.22.010, Ordinance 17270, Section 2, as amended, and K.C.C. 18.25.010, Ordinance 17166, Section 2, as amended and K.C.C. 18.50.010, Ordinance 17971, Section 3, as amended and K.C.C. 28.30.020, and Ordinance 17971, Section 4, as amended and K.C.C. 28.30.030.

Sponsors: Quinn

First Reading and Referral to the Transportation, Economy, and Environment Committee

23. [Proposed Ordinance No. 2025-0176](#)

AN ORDINANCE authorizing the King County executive to enter into an agreement with respect to the purchase of the landfill gas processing plant located at the Cedar Hills regional landfill.

Sponsors: Quinn

First Reading and Referral to the Transportation, Economy, and Environment Committee

24. [Proposed Ordinance No. 2025-0186](#)

AN ORDINANCE relating to the creation of housing court commissioner positions of the King County superior court.

Sponsors: Dunn

First Reading and Referral to the Law and Justice Committee



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First Reading and Referral of Motions

25. [Proposed Motion No. 2025-0148](#)

A MOTION confirming the executive's appointment of Marsha Matsumoto, who resides in council district four, to the King County board of ethics.

Sponsors: Barón

First Reading and Referral to the Government Accountability and Oversight Committee

26. [Proposed Motion No. 2025-0167](#)

A MOTION confirming the executive's appointment of Lane Loland, who resides in council district one, to the King County community advisory committee on law enforcement oversight, as a representative from King County sheriff contract cities.

Sponsors: Dembowski

First Reading and Referral to the Law and Justice Committee

27. [Proposed Motion No. 2025-0172](#)

A MOTION relating to the 2025 Strategic Climate Action Plan, submitted in compliance with K.C.C 18.25.010.

Sponsors: Quinn

First Reading and Referral to the Transportation, Economy, and Environment Committee

28. [Proposed Motion No. 2025-0175](#)

A MOTION acknowledging receipt of the 2024 health through housing annual report, in accordance with K.C.C. chapter 24.30.

Sponsors: Mosqueda

First Reading and Referral to the Regional Policy Committee

This is a dual referral first to the Regional Policy Committee and then to the Health, Housing, and Human Services Committee.

This is a nonmandatory referral to the Regional Policy Committee under K.C.C. 1.24.065.I as an issue that would benefit from interjurisdictional discussion.



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29. [Proposed Motion No. 2025-0178](#)

A MOTION confirming the reappointment of Mike Flood to the citizens' elections oversight committee as the representative sponsored by a nonpartisan organization active in King County that evaluates candidates and ballot measures.

Sponsors: Zahilay

First Reading and Referral to the Employment and Administration Committee

30. [Proposed Motion No. 2025-0179](#)

A MOTION confirming the reappointment of Christopher Hays to the citizens' elections oversight committee as a registered King County voter.

Sponsors: Zahilay

First Reading and Referral to the Employment and Administration Committee

31. [Proposed Motion No. 2025-0180](#)

A MOTION confirming the reappointment of Kathy Sakahara to the citizens' elections oversight committee as a representative sponsored by a nonpartisan organization active in King County that provides elections information to the public.

Sponsors: Zahilay

First Reading and Referral to the Employment and Administration Committee

32. [Proposed Motion No. 2025-0181](#)

A MOTION confirming the appointment of _____ to the citizens' elections oversight committee as a representative sponsored by a nonpartisan organization in King County that promotes equality and the advancement of Black or African Americans.

Sponsors: Zahilay

First Reading and Referral to the Employment and Administration Committee



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33. [Proposed Motion No. 2025-0184](#)

A MOTION confirming the executive's appointment of Preston Anderson, who resides in council district eight, to the King County veterans, seniors and human services levy advisory board's veterans committee, as the district eight representative.

Sponsors: Mosqueda

First Reading and Referral to the Law and Justice Committee

34. [Proposed Motion No. 2025-0188](#)

A MOTION confirming the executive's appointment of Betelhem Michael, who resides in council district one, to the King County human and civil rights commission.

Sponsors: Dembowski

First Reading and Referral to the Law and Justice Committee

35. [Proposed Motion No. 2025-0190](#)

A MOTION confirming the executive's appointment of Allison Hastings, who resides in council district three, to the King County human and civil rights commission.

Sponsors: Perry

First Reading and Referral to the Law and Justice Committee

36. [Proposed Motion No. 2025-0193](#)

A MOTION confirming the executive's appointment of Jennifer Karls, who resides in council district six, to the King County human and civil rights commission, representing a member with professional or lived experience in the disability community.

Sponsors: Balducci

First Reading and Referral to the Law and Justice Committee

37. [Proposed Motion No. 2025-0198](#)

A MOTION confirming the executive's appointment of Juanita Pettersen, who resides in council district three, to the King County veterans advisory board.

Sponsors: Perry

First Reading and Referral to the Health, Housing, and Human Services Committee



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TTY Number - TTY 711.
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.



38. [Proposed Motion No. 2025-0200](#)

A MOTION confirming the executive's appointment of Douglas Hollingsworth, who resides in council district eight, to the King County veterans advisory board.

Sponsors: Mosqueda

First Reading and Referral to the Health, Housing, and Human Services Committee

39. [Proposed Motion No. 2025-0202](#)

A MOTION acknowledging receipt of the Regional Workforce Housing Initiative Implementation Plan in compliance with Motion 16690.

Sponsors: Zahilay

First Reading and Referral to the Budget and Fiscal Management Committee

40. Reports on Special and Outside Committees**Other Business****Required notification pursuant to K.C.C. 4A.100.080**

- 41. June 20, 2025, Exception Notification Regarding Transfer from Emergent Need Contingency to the Public Transportation Infrastructure Capital (TDC FAC SECURITY IMPRVMNT BUDG). Pg. 344**

Adjournment

Sign language and interpreter services can be arranged given sufficient notice (206-848-0355).
TTY Number - TTY 711.
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.





King County

1200 King County
Courthouse
516 Third Avenue
Seattle, WA 98104

Meeting Minutes

Metropolitan King County Council

*Councilmembers: Girmay Zahilay, Chair;
Sarah Perry, Vice Chair of Policy Development and Review;
Reagan Dunn, Vice Chair of Regional Coordination;
Claudia Balducci, Jorge L. Barón, Rod Dembowski,
Teresa Mosqueda, De'Sean Quinn, Pete von Reichbauer*

1:30 PM

Tuesday, June 17, 2025

Hybrid Meeting

DRAFT MINUTES

Hybrid Meetings: Attend King County Council 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 comment remotely are listed below.

HOW TO PROVIDE PUBLIC TESTIMONY: The Council values community input and looks forward to hearing from you. Testimony must be limited to items listed on the agenda for council action, unless it's the fourth Tuesday of the month, when the Council will hear general comment on matters relating to county government. You are not required to sign up in advance.

There are three ways to provide public testimony:

1. In person: You may attend the meeting in person in Council Chambers.
2. By email: You may testify by submitting a COMMENT email. If your testimony is submitted before 10:00 a.m. on the day of the Council meeting, your email testimony will be distributed to the Councilmembers and appropriate staff prior to the meeting. Please submit your testimony by emailing clerk@kingcounty.gov.
3. Remote attendance on the Zoom Webinar: You may provide oral public testimony 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.

CONNECTING TO THE WEBINAR

Webinar ID: 890 5838 1493

If you do not have access to the ZOOM application, you can connect to the meeting by calling 1 253 215 8782 and using the Webinar ID. Connecting in this manner, however, may impact your ability to be unmuted to speak.

You have the right to language access services at no cost to you. To request these services, please contact our Equity and Social Justice Coordinator, Tera Chea at (206) 477 9259 or Tera.Chea2@kingcounty.gov, three (3) days prior to the meeting.

If you do not wish to be called upon for public comment during the meeting, please help us manage the callers and use one of the options below (Live Streaming or King County TV Channel 22).

HOW TO LISTEN TO THE MEETING: There are several ways to listen to the meeting if you don't wish to provide public testimony:

- 1. Stream online via this link: <https://kingcounty.gov/kctv>, or input the link web address into your web browser.**
- 2. Watch King County TV on Comcast Channel 22 and 322(HD), and Astound Broadband Channels 22 and 711 (HD).**
- 3. Listen to the meeting by telephone – See “Connecting to the Webinar” above.**

1. Call to Order

The meeting was called to order at 1:30 p.m.

2. Roll Call

Present: 9 - Balducci, Barón, Dembowski, Dunn, Mosqueda, Perry, Quinn, von Reichbauer and Zahilay

3. Flag Salute and Pledge of Allegiance

Councilmember Dunn led the flag salute and Pledge of Allegiance.

4. Approval of Minutes of June 10, 2025

Councilmember Perry moved to approve the minutes of the June 10, 2025, meeting as presented. Seeing no objection, the Chair so ordered.

5. Additions to the Council Agenda

There were no additions.

6. Special Item**Martin Luther King, Jr. Distinguished Service Awards****Council Districts 2, 3, 7, 9**

Councilmember Zahilay made remarks and presented the Martin Luther King Jr. Distinguished Service Award to Michael Byun. Michael Byun made remarks and thanked the Council.

Councilmember Perry made remarks and presented the Martin Luther King Jr. Distinguished Service Award to Alicia Spinner. Alicia Spinner made remarks and thanked the Council.

Councilmember von Reichbauer made remarks and presented the Martin Luther King Jr. Distinguished Service Award to Estela Ortega. Estela Ortega made remarks and thanked the Council.

Councilmember Dunn made remarks and presented the Martin Luther King Jr. Distinguished Service Award to Beverly Ni. Beverly Ni made remarks and thanked the Council.

County Service Awards

Executive Braddock presented the following service awards:

Metro Transit Division

Randy Boshart - 20 years

Justin Swanson - 20 years

Kirk Anderson - 20 years

Richard Leonard - 25 years

Kevin Thiraphouth - 25 years

Sally Turner - 40 years

Assessments

Stephanie Pratt - 25 years

Judicial Administration

Andre Jones - 25 years

Warren Van Patten - 30 years

Human Resources

Bal Goundar - 20 years

Mary Beth Short - 25 years

Natural Resources and Parks

Perry Falcone - 25 years

Mark Lampard - 35 years

Public Health

Joyce Coleman - 20 years

Ryan Kellogg - 20 years

Doug Jones - 25 years

Donah Bajet-Gerona - 20 years

Kal Peck - 20 years

Diane B. Myers - 40 years

Proclamation of June 19, 2025, as Juneteenth in King County

Councilmember Quinn, Councilmember Zahilay, and Executive Braddock, made remarks and presented the proclamation. Delbert Richardson, Founder and Curator, History Traveling Museum: The Unspoken Truths; Gwen Allen-Carston, Executive Director, Kent Black Action Commission; and Chris B. Bennett, Jr., CEO and Publisher, The Seattle Medium; made remarks and thanked the Council.

Hearing and Second Reading of Ordinances from Standing Committees and Regional Committees, and of Ordinances related to Collective Bargaining

There will be one public hearing on the Juneteenth Proclamation and Items 7-13

*The following person spoke:
Joe Kunzler*

Consent Item 7**7. [Proposed Ordinance No. 2025-0129](#)**

AN ORDINANCE relating to rates and charges for sewage treatment and disposal; and amending Ordinance 12353, Section 2, as amended, and K.C.C. 4A.670.100, Ordinance 18745, Section 2, as amended, and Ordinance 11398, Section 1, as amended, and K.C.C. 28.84.055.

Sponsors: Balducci

The enacted number is 19942.

A Public Hearing was held and closed. A motion was made by Councilmember Perry that this Ordinance be Passed on the Consent Agenda. The motion carried by the following vote:

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

No: 1 - Dunn

Metropolitan King County Council**8. [Proposed Ordinance No. 2025-0166](#)**

AN ORDINANCE approving and adopting the collective bargaining agreement negotiated by and between King County and the Professional and Technical Employees, Local 17, representing transit administrative support employees in the Metro transit department; and establishing the effective date of said agreement.

Sponsors: Zahilay

The enacted number is 19943.

Jeff Muhm, Chief Policy Officer, briefed the Council and answered questions.

Angela Marshall, Director, Office of Labor Relations, thanked the Council.

A Public Hearing was held and closed. A motion was made by Councilmember Perry that this Ordinance be Passed. The motion carried by the following vote:

Yes: 9 - Balducci, Barón, Dembowski, Dunn, Mosqueda, Perry, Quinn, von Reichbauer, and Zahilay

Motions, from Standing Committees and Regional Committees and Motions related to Collective Bargaining, for Council Action**Consent Items 9-12****9. [Proposed Motion No. 2025-0037](#)**

A MOTION acknowledging receipt of a report on adult and juvenile sex offense cases in compliance with the 2023-2024 Biennial Budget Ordinance, 19546, Section 31, as amended by Ordinance 19791, Section 9, Proviso P2.

Sponsors: Barón

The enacted number is 16830.

A Public Hearing was held and closed. This matter passed on the Consent Agenda.

10. [Proposed Substitute Motion No. 2025-0138.2](#)

A MOTION acknowledging receipt of a report on sexual assault cases in compliance with the 2025 Annual Budget Ordinance, Ordinance 19861, Section 31, Proviso P2.

Sponsors: Barón

The enacted number is 16831.

A Public Hearing was held and closed. This matter passed on the Consent Agenda.

11. [Proposed Motion No. 2025-0144](#)

A MOTION confirming the executive's appointment of Faisal Akhter, who resides in council district two, to the King County veterans advisory board.

Sponsors: Zahilay

The enacted number is 16832.

A Public Hearing was held and closed. This matter passed on the Consent Agenda.

12. [Proposed Motion No. 2025-0152](#)

A MOTION accepting the office of law enforcement oversight's annual report for the year 2024.

Sponsors: Barón

The enacted number is 16833.

A Public Hearing was held and closed. This matter passed on the Consent Agenda.

Passed On The Consent Agenda

A motion was made by Councilmember Perry that the Consent Agenda be passed. The motion carried by the following vote:

Yes: 9 - Balducci, Barón, Dembowski, Dunn, Mosqueda, Perry, Quinn, von Reichbauer, and Zahilay

Health, Housing, and Human Services**13. [Proposed Substitute Motion No. 2025-0149.2](#)**

A MOTION expressing King County council's opposition to proposed federal Medicaid cuts and affirming support for care workers, healthcare systems, and residents who rely on Apple Health.

Sponsors: Zahilay, Mosqueda and Quinn

The enacted number is 16834.

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

A Public Hearing was held and closed. A motion was made by Councilmember Mosqueda that this Motion be Passed. The motion carried by the following vote:

Yes: 9 - Balducci, Barón, Dembowski, Dunn, Mosqueda, Perry, Quinn, von Reichbauer, and Zahilay

First Reading and Referral of Ordinances

14. [Proposed Ordinance No. 2025-0165](#)

AN ORDINANCE relating to a capital improvement project; making a supplemental appropriation of \$51,819,000 to the county hospital capital fund; and amending the 2025 Annual Budget Ordinance, Ordinance 19861, Section 130, as amended, and Attachment A, as amended.

Sponsors: Dembowski

This matter had its first reading and was referred to the Budget and Fiscal Management Committee.

First Reading and Referral of Motions

15. [Proposed Motion No. 2025-0173](#)

A MOTION regarding the council's commitment to welcoming and actively supporting immigrants and refugees, and requesting a report evaluating the county's progress towards that commitment.

Sponsors: Mosqueda

This matter had its first reading and was referred to the Health, Housing, and Human Services Committee.

16. [Reports on Special and Outside Committees](#)

No reports were given.

Other Business

Councilmember Dunn announced the following:

"Last week, I had a personal obligation that caused me to leave Council before the meeting adjourned. This unfortunately caused me to miss a vote on Motion 16829 regarding Assessor John Arthur Wilson.

It has become public through media news outlets, and other sources, that Assessor Wilson has been accused of extremely serious allegations related to a domestic dispute including stalking, harassment, and improper use of County resources for the purposes of stalking. King County Superior Court has issued a temporary protection order preventing Mr. Wilson from contacting the alleged victim. While all of this is disturbing, the real lynch pin is the allegation of improper use of County resources, which in my opinion, is the real key, and it has occurred and that's why I disagree with the Seattle Times editorial that was just published on the matter. I find all of these allegations extremely disturbing, and Mr. Wilson's public behavior to be inconsistent with the professionalism expected of an elected official. Had I been able to vote for Motion 16829, I would have voted "yes", that the King County Council has lost confidence in John Arthur Wilson to carry out the duties of King County Assessor and therefore call on John Arthur Wilson's immediate resignation."

Adjournment

The meeting was adjourned in honor of Ginny Ruffner at 3:40 p.m.

Approved this _____ day of _____

Clerk's Signature



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance

Proposed No. 2025-0090.1

Sponsors Dembowski, Barón, Mosqueda
and Zabilay

1 AN ORDINANCE relating to privacy rights, limiting the
2 collection of gender information; and amending Ordinance
3 12550, Section 3, as amended, and K.C.C. 2.14.030.

4 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

5 SECTION 1. Ordinance 12550, Section 3, as amended, and K.C.C. 2.14.030 are
6 hereby amended to read as follows:

7 King County is committed to balancing the promotion of public access to
8 information with the privacy rights of its ((~~citizens~~)) residents by adhering to the
9 following guidelines:

10 A. Collection of personal data shall be lawful, fair, and to the extent possible with
11 the knowledge and consent of the individual;

12 B. Agencies shall establish procedures to ensure that data is accurate, complete,
13 current, and relevant to the agency's mandated functions;

14 C. Agencies shall periodically review their outward facing communications to
15 members of the public, including, but not limited to websites, signs, and forms to ensure
16 that they conform to county data collection policies;

17 D. When data can only be collected with the consent of the individual, the
18 purpose for the data shall be stated upon collection. Personal data should not be used by
19 the county for any purpose not stated upon collection without the consent of the data

subject or by the positive authorization of law. This is not intended to limit collection of personal data for purposes of investigative agencies or other functions which collect non-disclosable information according to chapter 42.56 RCW or any other federal, state, or local statute, rule, or regulation;

~~((D.))~~ E. Agencies shall only collect an individual's gender information, including gender identity or gender assigned at birth, when the information is necessary for the fulfillment of an agency's legitimate purpose or when otherwise required by federal, state, or local statute, rule, or regulation;

F. Agencies shall not collect gender assigned at birth when gender identity would be sufficient to fulfill the agency's legitimate purpose;

G. Whenever an agency collects gender information, in accordance with subsection E. of this section, the forms shall include an "X" gender designation option and the purpose for the information shall be stated upon collection;

H. Personal data shall be reasonably protected by the data collector;

~~((E.))~~ I. Agencies shall establish mechanisms for ~~((citizens))~~ residents to review information about themselves and to submit corrections of possible inaccuracies in that information; and

~~((F.))~~ J. The executive shall electronically file ~~((submit))~~ a report by October 1 of every year ~~((filed in the form of a paper original and an electronic copy to))~~ with the clerk of the council, who shall retain the original and provide an electronic copy to all councilmembers and committee coordinator for the government and accountability committee or its successor. The report shall list by category new and existing personal

- 42 data collected by county agencies, a description of the uses of this personal data, and its
43 public disclosure status.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: None



King County

Metropolitan King County Council Government Accountability and Oversight Committee

STAFF REPORT

Agenda Item:	7	Name:	Gene Paul
Proposed No.:	2025-0090	Date:	June 10, 2025

SUBJECT

Proposed Ordinance 2025-0090 would require County agencies to review their outward-facing communications that may collect data, eliminate unnecessary data collection on gender, and require the option for the state-recognized gender marker "X" when gender information is being collected.

SUMMARY

Motion 15162, adopted in 2018, established the King County Gender Identity and Sexual Orientation Inclusion (GISOI) Task Force ("the Task Force").¹ The County Council directed the Task Force to develop a recommended countywide inclusion strategy and workplan to implement administrative changes related to gender identity and sexual orientation in County government. After 16 meetings over 20 months, the Task Force provided its recommendation report, which the Council approved on July 11, 2023.² The report had one overarching recommendation and 27 specific recommendations across four categories. Two of the service delivery recommendations pertained to updating websites for terms and language, such as utilizing the state-recognized gender marker "X" and to revise countywide forms to eliminate unnecessary data collection on gender identity.

The proposed ordinance would update King County Code 2.14.030 to:

- Require County agencies to periodically review their outward facing communications, such as websites, signs, and forms, to ensure conformance with data collection policies;
- Limit County agencies to only collect gender information when necessary;
- Limit County agencies from collecting gender assigned at birth data when gender identity data would be sufficient for the agency's purpose; and
- Require County agencies to include the "X" gender designation option whenever collecting gender information.

¹ Motion 15162 ([Link](#))

² Motion 16389 approved the GISOI Task Force's report. ([Link](#))

BACKGROUND

The GISOI Task Force was established through Motion 15162 in June 2018 in response to the Washington State Board of Health ruling allowing for "X" as a third option for designation on birth certificates to indicate a gender other than male or female.³ The motion provided the Council's intent that "administrative processes be reviewed and revised to allow for the spectrum of gender identity and consideration of sexual orientation." The motion also outlined the responsibilities and objectives of the GISOI Task Force in greater detail.

In February 2020, the Council approved the initial framework for the Task Force.⁴ That framework outlined the goals, objectives, deliverables, milestones, approach, budget, and timeline. The goals of the Task Force stated in the initial framework were to:

1. Review and recommend revisions county administrative processes to allow for the spectrum of gender identity and consideration of sexual orientation.
2. Recommend revisions to county administrative processes to allow for more than two gender options.
3. Develop a recommended countywide gender identity and sexual orientation inclusion strategy and accompanying report with recommendations to implement the use of an additional gender designation or designations in all appropriate administrative processes in use by county departments.

Membership. Task Force membership consisted of representatives from fifteen community-based organizations that are led by and serve LGBTQIA+ community members, including specific groups cited in Motion 15162. Staff representing the Executive Office, County Council, Department of Human Resources, and Public Health – Seattle & King County also participated on the Task Force. Throughout the process, 34 individuals participated in the Task Force. The Task Force's recommendation report stated that due to high turnover at community-based organizations, the impacts of the COVID-19 pandemic, and the duration of the work, membership was fluid at times but there was consistency in membership from participating organizations.

Meetings and Recommendation Development. From May 2021 to December 2022, the Task Force met 16 times to identify issue areas, engage with both the community and County staff, develop recommendations, and draft the Task Force Report. Early in that process, the Task Force identified three primary strategy areas of internal culture, legislation and policy, and service delivery. The Task Force members self-selected into three workgroups to conduct a detailed review of each strategy area's key issues and develop their recommendations.

³ "X" means a gender that is not exclusively male or female, including, but not limited to, intersex, agender, amalgagender, androgynous, bigender, demigender, female-to-male, genderfluid, genderqueer, male-to-female, neutrois, nonbinary, pangender, third sex, transgender, transsexual, Two Spirit, and unspecified according to Washington Administrative Code (WAC) 246-490-075(1)(c) ([Link](#))

⁴ Motion 15603 ([Link](#))

Task Force Recommendations. The Task Force had one overarching recommendation, while the remainder of the recommendations generally aligned with the three strategy areas of internal culture, legislation and policy, and service delivery. There was also a fourth category of additional recommendations that did not fit within the three primary strategy areas.

There were ten recommendations under the topic of service delivery. These suggestions focused on how to ensure King County services are equitable and consider the lived experience of the LGBTQIA+ while also "removing barriers to accessing services experienced by the LGBTQIA+ community." The proposed actions included the following two items:

- Update websites countywide in coordination with King County Information Technology (KCIT) and all relevant departments and branches. This will ensure terms and language on County websites are welcoming of all gender identities and do not use gender-specific pronouns; at a minimum, utilize the state-recognized gender "X" marker.
- Revise forms countywide in coordination with all relevant County departments and branches to eliminate unnecessary data collection on gender identity.⁵

Ultimately, the Council approved the GISOI Task Force's report containing these recommendations on July 11, 2023.⁶ As directed by Section I of Motion 15162, the Executive was also directed to provide a report on the Task Force's work. The Executive's Update Report was transmitted to the Council in December 2023.

In the Executive's Update Report, the two service delivery recommendations had the following status update:

Table 2: Summarized Recommendations with Status as of December 2023

Summarized Recommendation	Status as of December 2023	Additional Comments
Update websites countywide.	Being acted upon but requires additional resources to complete.	Several departments are working to increase use of gender-inclusive language on County websites within existing resources. Further action on this recommendation is pending additional resources.
Revise forms to eliminate unnecessary data collection on gender identity.	On hold pending additional resources.	

The Council approved the Executive's Update Report on June 11, 2024.⁷

⁵ Service Delivery Recommendations #2 and #3 from page 11 of the GISOI Task Force Report

⁶ Motion 16389 approved the GISOI Task Force's report. ([Link](#))

⁷ Motion 16602 approved the Executive's Update Report ([Link](#))

Executive staff indicated in May 2025 that, since the June 2024 Executive's Update Report, the Department of Human Resources was able to incorporate the service delivery recommendations to revise forms to eliminate unnecessary data collection in the refresh of public-facing and intranet pages in the spring of 2025.

ANALYSIS

King County Code Chapter 2.14. Chapter 2.14 of the King County Code (K.C.C.) pertains to public records and the public's access to records. K.C.C 2.14.030 specifically pertains to the County's commitment to balance "public access to information with the privacy rights of its citizens."⁸

Proposed Ordinance 2025-0090. The proposed ordinance would update King County Code 2.14.030 to:

- Require County agencies to periodically review their outward facing communications, such as websites, signs, and forms, to ensure conformance with data collection policies;
- Limit County agencies to only collect gender information when necessary for the fulfillment of the agency's legitimate purpose or when otherwise required by federal, state, or local statute, rule, or regulation;
- Limit County agencies from collecting gender assigned at birth data when gender identity data would be sufficient for the agency's purpose; and
- Require County agencies to include the "X" gender designation option whenever collecting gender information.

The ordinance would also make technical changes to K.C.C 2.14.030. These technical changes include updating terminology (such as using "residents" instead of "citizens") and specifying that the existing annually required report on data collection is only required to be filed electronically and not in the form of a paper copy.

INVITED

- Monisha Harrell, Director, Office of Equity and Racial and Social Justice
- Jay Osborne, Director, Department of Human Resources

ATTACHMENTS

1. Proposed Ordinance 2025-0090

⁸ K.C.C. 2.14.030. The proposed ordinance would also update this phrase to insert "residents" for "citizens."



Signature Report

Ordinance

Proposed No. 2025-0134.1

Sponsors von Reichbauer

1 AN ORDINANCE approving City of Auburn 2024

2 Comprehensive Sewer Plan dated November 2024.

3 STATEMENT OF FACTS:

4 1. King County has adopted K.C.C. chapter 13.24, which requires
5 approval of comprehensive plans for water and sewer utilities that provide
6 service in unincorporated King County as a prerequisite for operating in
7 unincorporated King County, receiving approval for annexation proposals,
8 granting right of way franchises, and approving right of way construction
9 permits. K.C.C. chapter 13.24 prescribes the requirements for approval of
10 such plans, including consistency with state and local planning
11 requirements.

12 2. The city of Auburn's last Comprehensive Sewer Plan approved in 2016
13 through King County Ordinance 18304.

14 3. The city of Auburn's wastewater system has a service area within
15 unincorporated King County and has adopted a comprehensive wastewater
16 plan ("the plan").

17 4. King County has adopted a Comprehensive Plan that includes policies
18 F-402 through F-453, the applicable portions of which address wastewater
19 policies for facilities and services. These wastewater policies call for

consistency with other adopted plans, pursuit of reclaimed water, water conservation and protection of water resources.

5. K.C.C. chapter 13.24 requires the utilities technical review committee to review and make a recommendation to the King County executive and council on the plan, the requirements under K.C.C. chapter 13.24, and consistency with the King County Comprehensive Plan. The utilities technical review committee has reviewed the planning data and system operations and has found:

a. The plan uses population and employment forecasts developed by the Puget Sound Regional Council;

b. The city of Auburn's wastewater system has a service area within unincorporated King County;

c. The capital facility plan is adequate to meet anticipated facility and service needs;

d. The plan is consistent with applicable Washington state water quality laws; and

e. The plan is consistent with other pertinent county adopted plans and policies.

6. Washington state Department of Ecology approved the plan on January 16, 2025.

7. Under the State Environmental Policy Act, the city completed an environmental check list and the city issued a Determination of

42 Nonsignificance for the plan approval on August 8, 2024. There were no
43 appeals.

44 8. The system's operations and facilities meet multiple existing statutory,
45 administrative and planning standards. As the system's operations,
46 facilities and planning meet the requirements of the King County Code
47 and are consistent with the King County Comprehensive Plan, the utilities
48 technical review committee has recommended approval of the plan.

49 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

50 SECTION 1. The city of Auburn 2024 Comprehensive Sewer Plan dated

51 November 2024, Attachment A to this ordinance, is hereby approved as a comprehensive
52 wastewater plan.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

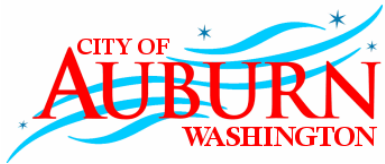
Melani Hay, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: A. City of Auburn 2024 Comprehensive Sewer Plan

Attachment A



In an effort to save paper, we have created a link to the 1019 pages that make up 2025-0134 A, please click on the image below:



2024 Comprehensive Sewer Plan

FINAL / November 2024





King County

Metropolitan King County Council Local Services and Land Use Committee

STAFF REPORT

Agenda Item:	6	Name:	Erin Auzins
Proposed No.:	2025-0134	Date:	June 18, 2025

SUBJECT

An ordinance approving the City of Auburn 2024 Comprehensive Sewer Plan Update.

SUMMARY

Proposed Ordinance 2025-0134 would approve the City of Auburn 2024 Comprehensive Sewer Plan Update dated November 2024 (Plan), meeting the requirement for a wastewater utility to provide sewer service in unincorporated King County.

BACKGROUND

The City of Auburn is located south-central King County. The system serves the majority of the City, small "islands" of unincorporated urban King County, an area of unincorporated King County west of the City, and a small area of the City of Pacific north of the White River. The Plan states that the City provided sewer service to approximately 13,417 residential customers in 2023. The City's last wastewater plan was approved in 2016 by Ordinance 18304.

King County Utility Comprehensive Plan Criteria. King County Code (K.C.C.) Chapter 13.24 requires the Utilities Technical Review Committee (UTRC) to review and make recommendations to the Executive and County Council on the adequacy of all water and sewer comprehensive plans and related matters, and to determine whether the Plan:

- is consistent with the King County Comprehensive Plan,
- is consistent with local comprehensive plans,
- reflects current supply and demand,
- forecasts future supply and demand,
- provides a capital plan for obtaining, using, storing and conveying water and sewage, and
- provides sufficient information to demonstrate the utility district's ability to provide service consistent with all applicable laws and regulations.

In addition to satisfying the requirement of K.C.C. Chapter 13.24, the County's approval also provides state regulatory agencies with the determination required under RCW

43.20.260 that the Plan is consistent with the King County Comprehensive Plan and implementing development regulations.

Additionally, King County has adopted a Comprehensive Plan that includes policies that address water and wastewater policies for facilities and services, calling for consistency with other adopted plans, pursuit of reclaimed water, water conservation, and provision of sewer and wastewater services.

UTRC ANALYSIS OF CITY OF AUBURN 2024 COMPREHENSIVE Sewer Plan dated NOVEMBER 2024

The UTRC finalized its review of the Plan in February 2025 (see Attachment 2 to this staff report for a more detailed description of the UTRC review). The UTRC found that the Plan meets the requirements of K.C.C. Chapter 13.24 and has recommended its approval. Highlights of the Plan, as reviewed by the UTRC, are outlined below.

Service Area: The City of Auburn's sewer service area includes the majority of the City, small "islands" of unincorporated urban King County, an area of unincorporated King County west of the City, and a small area of the City of Pacific north of the White River. Portions of the service area in the northern portion of the Lea Hill, western portion of West Hill, and eastern portion of South Hill sewer basin areas currently being served by on-site septic systems.

Facilities: The sewer system includes 13,417 residential customers and commercial customers that equates to 19,980 residential customer equivalents. The City's sewer system infrastructure includes 210 miles of sewer lines, 17 pump stations, and 5,500 maintenance holes. The City does not maintain wastewater treatment or disposal facilities. Wastewater from the City's connection system is conveyed to the King County Regional Wastewater System for treatment and disposal through the King County South Treatment Plant located in the City of Renton.

Growth: The Plan is consistent with the Washington State Growth Management Act and the King County Comprehensive Plan as it limits service to within the designated urban area and incorporates future growth projections consistent with King County's adopted growth targets.

System Improvements: The Plan identifies approximately \$59 million in capital facility projects in the 20-year capital improvement plan, and address system improvements, pump station replacements, condition assessments, maintenance, inflow and infiltration monitoring, and capacity improvements. Capital projects are expected to be funded through cash resources.

SEPA: The City completed SEPA review for the Plan in August 2024.

INVITED

- Dan Cardwell, Principal Planner, Permitting Division, Department of Local Services

ATTACHMENTS

1. Proposed Ordinance 2025-0134 and its attachment
2. UTRC Matrix - Review of City of Auburn 2024 Comprehensive Sewer Plan, November 2024
3. Transmittal Letter
4. Fiscal Note



Signature Report

Ordinance

Proposed No. 2025-0135.1

Sponsors Dunn

- 1 AN ORDINANCE approving the City of Enumclaw 2016
- 2 Comprehensive General Sewer Plan with Amendments 1-3.
- 3 STATEMENT OF FACTS:
- 4 1. King County has adopted K.C.C. chapter 13.24, which requires
- 5 approval of comprehensive plans for water and sewer utilities that provide
- 6 service in unincorporated King County as a prerequisite for operating in
- 7 unincorporated King County, receiving approval for annexation proposals,
- 8 granting right of way franchises, and approving right of way construction
- 9 permits. K.C.C. chapter 13.24 prescribes the requirements for approval of
- 10 such plans, including consistency with state and local planning
- 11 requirements.
- 12 2. King County has not previously approved a wastewater plan for the
- 13 city of Enumclaw. King County regulations require sanitary sewer system
- 14 plans to be updated every six years.
- 15 3. The city of Enumclaw wastewater system has a service area within
- 16 unincorporated King County and has adopted a comprehensive wastewater
- 17 system plan ("the plan").
- 18 4. The city of Enumclaw wastewater system plan proposes to locate a
- 19 sanitary sewer facility on a Rural designated property.

20 5. King County has adopted a Comprehensive Plan that includes policies
21 F-402 through F-453, the applicable portions of which address sanitary
22 sewer policies for facilities and services. These sanitary sewer policies call
23 for consistency with other adopted plans, pursuit of reclaimed water, water
24 conservation, protection of water resources, and when a sanitary sewer
25 facility is proposed to be located in the Rural Area, a finding that its
26 location is technically necessary to provide service to the Urban Growth
27 Area.

28 6. K.C.C. chapter 13.24 requires the utilities technical review committee
29 to review and make a recommendation to the King County executive and
30 council on the plan, the requirements under K.C.C. chapter 13.24,
31 consistency with the King County Comprehensive Plan, and when a
32 sanitary sewer facility is proposed to be located in the Rural Area, a
33 finding that its location is technically necessary to provide service to the
34 Urban Growth Area. The utilities technical review committee has
35 reviewed the planning data and system operations and has found:

- 36 a. The plan uses population and employment projections consistent with
37 the city of Enumclaw's water system plan estimates which were
38 determined using the King County Countywide Planning Policies (CPPs)
39 Table DP-1 housing targets and Puget Sound Regional Council (PSRC)
40 population projection data;
- 41 b. A portion of the system's service area is in unincorporated King
42 County;

43 c. The sanitary sewer facility proposed to be in the Rural Area is:

44 (1) limited to serving areas within an Urban Growth Area;

45 (2) subject to access restrictions precluding service to adjacent rural
46 areas; and

47 (3) technically necessary to provide service to the Urban Growth Area;

48 d. The capital facility plan is adequate to meet anticipated facility and
49 service needs;

50 e. The plan is consistent with applicable Washington state water quality
51 laws; and

52 f. The plan is consistent with other pertinent county adopted plans and
53 policies.

54 7. Washington state Department of Ecology approved the 2016 plan on
55 March 3, 2017, and approved amendment 2 on October 11, 2023.

56 8. Under the State Environmental Policy Act, the city completed:

57 a. an environmental check list and issued a Determination of
58 Nonsignificance (DNS) for the 2016 plan on March 16, 2016;

59 b. an environmental check list and issued a DNS for amendment 1 on
60 September 18, 2019 with an Addendum on October 16, 2016:

61 c. an environmental check list and issued a DNS for amendment 2 on
62 September 6, 2023; and

63 d. an Addendum to a DNS for the city's Draft Comprehensive Plan
64 Periodic Update and Municipal Code Amendments for amendment 3 on
65 October 30, 2024.

66 9. The system's operations and facilities meet multiple existing statutory,
67 administrative, and planning standards. As the system's operations,
68 facilities, and planning meet the requirements of the King County Code,
69 and are consistent with the King County Comprehensive Plan, the utilities
70 technical review committee has recommended approval of the plan.
71 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:
72 SECTION 1. The city of Enumclaw 2016 Comprehensive General Sewer Plan

73 with Amendments 1-3, Attachment A to this ordinance, is hereby approved as a
74 comprehensive wastewater system plan.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

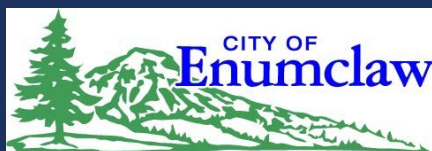
Attachments: A. City of Enumclaw Comprehensive General Sewer Plan, September 2016 with Amendments 1-3

Attachment A

City of Enumclaw

COMPREHENSIVE GENERAL SEWER PLAN

September 2016 with Amendments 1-3



METROPOLITAN KING COUNTY COUNCIL



July 1, 2025

47



King County

Metropolitan King County Council Local Services and Land Use Committee

STAFF REPORT

Agenda Item:	5	Name:	Erin Auzins
Proposed No.:	2025-0135	Date:	June 18, 2025

SUBJECT

An ordinance approving the City of Enumclaw Comprehensive Sewer Plan.

SUMMARY

Proposed Ordinance 2025-0135 would approve the City of Enumclaw 2016 Comprehensive General Sewer Plan, meeting the requirement for a wastewater utility to provide sewer service in unincorporated King County.

BACKGROUND

The City of Enumclaw is southeast of Seattle on a plateau between the White and Green Rivers. While the City's sewer system does not currently provide service to any properties in unincorporated King County, its service area does include properties in unincorporated King County. This Plan is the first one to be reviewed by the County.

King County Utility Comprehensive Plan Criteria. King County Code (K.C.C.) Chapter 13.24 requires the Utilities Technical Review Committee (UTRC) to review and make recommendations to the Executive and County Council on the adequacy of all water and sewer comprehensive plans and related matters, and to determine whether the Plan:

- is consistent with the King County Comprehensive Plan,
- is consistent with local comprehensive plans,
- reflects current supply and demand,
- forecasts future supply and demand,
- provides a capital plan for obtaining, using, storing and conveying water and sewage, and
- provides sufficient information to demonstrate the utility district's ability to provide service consistent with all applicable laws and regulations.

In addition to satisfying the requirement of K.C.C. Chapter 13.24, the County's approval also provides state regulatory agencies with the determination required under RCW 43.20.260 that the Plan is consistent with the King County Comprehensive Plan and implementing development regulations.

Additionally, King County has adopted a Comprehensive Plan that includes policies that address water and wastewater policies for facilities and services, calling for consistency with other adopted plans, pursuit of reclaimed water, water conservation, and provision of sewer and wastewater services.

UTRC ANALYSIS OF CITY OF ENUMCLAW COMPREHENSIVE GENERAL SEWER PLAN UPDATE DATED SEPTEMBER 2016 WITH AMENDMENTS 1 - 3

The UTRC finalized its review of the Plan in February 2025 (see Attachment 2 to this staff report for a more detailed description of the UTRC review). The UTRC found that the Plan meets the requirements of K.C.C. Chapter 13.24 and has recommended its approval. Highlights of the Plan, as reviewed by the UTRC, are outlined below.

Service Area: The City of Enumclaw is located approximately 32 miles southeast of Seattle on a plateau between White and Green Rivers. The City has owned and operated a sewer collection system since the early 1900s. While the City's sewer system does not currently provide service to any properties in unincorporated King County, its service area does include properties in unincorporated King County. There are portions of the service area that are not fully built out.

Facilities: The sewer system included 429 connections in 2011, serving approximately 10,935 people. The City's infrastructure includes approximately 48 miles of sewer lines and 11 lift stations. The City's existing treatment facility began operation in November 2008.

Growth: The plan utilizes population and employment projections consistent with the City of Enumclaw's water system plan estimates. The water system plan estimates were determined using the King County Countywide Planning Policies Table DP-1 housing targets and Puget Sound Regional Council population projection data.

System Improvements: The Plan identifies approximately \$44 million in capital facility projects through the year 2043. Projects are expected to be paid for with revenue from monthly revenue and connection charges, or through borrowing with the Washington state Department of Ecology Clean Water State Revolving Fund.

The Plan does identify a pump station located in the Rural Area. The Plan further provides the technical justification for the location in the Rural Area. The UTRC, in its recommendation for approving the Plan, finds that the pump station is technically necessary to be located in the Rural Area.

SEPA: The City completed SEPA review for the 2016 Plan, and for each of the three amendments, between 2016 and 2024.

INVITED

- Dan Cardwell, Principal Planner, Permitting Division, Department of Local Services

ATTACHMENTS

1. Proposed Ordinance 2025-0135 and its attachment
2. UTRC Matrix - Review of City of Enumclaw Comprehensive General Sewer Plan (September 2016) and Amendments 1 - 3
3. Transmittal Letter
4. Fiscal Note



Signature Report

Ordinance

Proposed No. 2025-0153.1

Sponsors Perry

1 AN ORDINANCE adopting and ratifying amendments to
2 the 2021 King County Countywide Planning Policies.

3 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

4 SECTION 1. Findings:

5 A. The 2021 King County Countywide Planning Policies were adopted by King
6 County via Ordinance 19384, which established 2019-2044 growth targets for King
7 County jurisdictions in Table DP-1.

8 B. The 2021 King County Countywide Planning Policies were amended by King
9 County via Ordinance 19660, which established jurisdictional housing need values
10 commensurate to growth targets.

11 C. On March 26, 2022, the King County Growth Management Planning Council
12 approved Motion 25-1, which recommended revised growth targets and housing need
13 values for the cities of Carnation and Snoqualmie.

14 SECTION 2. The amendments to the 2021 King County Countywide Planning
15 Policies, as shown in Attachment A to this ordinance, are hereby adopted by King County
16 and ratified on behalf of the population of unincorporated King County.

17 SECTION 3. Severability. If any provision of this ordinance or its application to

- 18 any person or circumstance is held invalid, the remainder of the ordinance or the
19 application of the provision to persons or circumstances is not affected.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: A. GMPC Motion 25-1

GMPC MOTION 25-1

A MOTION to amend the King County Countywide Planning Policies,
amending the growth target and housing need tables for the cities of
Carnation and Snoqualmie.

WHEREAS, the King County Countywide Planning Policies were adopted and ratified by the
King County Council by Ordinance 19384 on December 21, 2021, and ratified by the cities in King
County on April 6, 2022; and

WHEREAS, the King County Countywide Planning Policies adopted new housing unit and
employment growth targets for unincorporated King County and all cities within King County; and

WHEREAS, Development Patterns policies 13 and 14 (DP-13 and DP-14) within the King
County Countywide Planning Policies were also amended to state that the Growth Management Planning
Council shall create a coordinated countywide process to reconcile growth targets that implements the
Puget Sound Regional Council's VISION 2050 Regional Growth Strategy and Regional Growth Strategy
Action Nine (RGS-Action-9), and that jurisdictions shall use the adopted growth targets as land use
assumptions in comprehensive plans; and

WHEREAS, reconciling growth targets, or a "reconciliation process," amends growth targets to
be consistent with comprehensive plan land use assumptions; and

WHEREAS, the Washington State Legislature adopted House Bill 1220 in 2021, which amended
the Growth Management Act to require jurisdictions to plan for and accommodate housing affordable to
all income segments of the population, and resulted in other substantive changes to how jurisdictions plan
for housing in the housing element of their comprehensive plan; and

WHEREAS, the King County Countywide Planning Policies were amended by King County
Council through Ordinance 19660 adopted August 15, 2023, and ratified November 30, 2023, to support
comprehensive planning under House Bill 1220, in part by establishing housing need by income for cities
and unincorporated King County that, in sum, equates to a jurisdiction's housing growth target; and

WHEREAS, in 2022 and 2023, after growth targets were adopted and before the due date for periodic update of comprehensive plans, the Washington State Legislature adopted additional amendments to the Growth Management Act through House Bills 1241 and 1110, increasing urban residential capacity and affecting how jurisdictions plan for growth; and

WHEREAS, in March 2024, the City of Snoqualmie notified the King County Growth Management Planning Council that it was requesting the Growth Management Planning Council conduct a reconciliation process as described in Countywide Planning Policy DP-13 to amend its housing growth target; and

WHEREAS, the Growth Management Planning Council began its discussion of a reconciliation process at their March 27, 2024, meeting, weighing the consequences of conducting a reconciliation process, including when such a process was warranted; and

WHEREAS, at its July 24, 2024 meeting, the Growth Management Planning Council identified a set of guiding principles that establish criteria for holding a reconciliation process and evaluating requests, including:

1. Reconciliation/amendments may be pursued when significant changes to the planning framework or local circumstances that could not have been anticipated have occurred since target adoption.
2. Reconciliation/amendments may be allowed where adherence to the adopted targets creates a conflict with other Growth Management Act goals (e.g., environmental issues, infrastructure to serve growth).
3. Jurisdictions are responsible for demonstrating need, consistent with the threshold and principles for reconciliation, for the requested target change.
4. Jurisdictions should directly request reconciliation or amendment of their target.
5. Amended targets must further King County's alignment with the Regional Growth Strategy and protect the integrity of the growth target setting process.

6. Growth Management Planning Council staff will coordinate with the Puget Sound Regional Council and Commerce to minimize any risk to plan certification.

7. Growth targets should only be redistributed when countywide housing needs are addressed.

8. Reconciliation should limit impacts to jurisdictions not requesting amended targets; and

WHEREAS, at its July 24, 2024, the Growth Management Planning Council directed staff to canvas King County jurisdictions for interest in reconciliation and seek written requests from interested jurisdictions; and

WHEREAS, in August 2024, Carnation and Snoqualmie submitted detailed requests to the Growth Management Planning Council to decrease their housing growth targets to 350 and 719 housing units, respectively, and adjust the associated housing need; and

WHEREAS, the Growth Management Planning Council considered these requests against the guiding principles for reconciliation, the related King County Countywide Planning Policies, and the related VISION 2050 Multicounty Planning Policies; and

WHEREAS, the Growth Management Planning Council determined that significant and unanticipated changes to King County's planning framework and local circumstances have occurred since growth targets were adopted, and that the requests from Carnation and Snoqualmie met the criteria stipulated in the guiding principles for reconciliation process; and

WHEREAS, while reducing housing growth targets and related housing need decreases King County's overall housing growth allocation, it is offset by additional housing added by other jurisdictions during the 2021 growth target setting process, the reconciled housing growth targets are consistent with the 2021 target setting process, and the requested reduction in growth targets improves King County's alignment with the VISION 2050 Regional Growth Strategy for the Cities and Towns Regional Geography; and

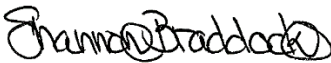
WHEREAS, the GMPC recognized that reconciling growth targets could be a precedent setting action, and as such, directed that this reconciliation process does not establish a precedent or permanent process;

NOW, THEREFORE, BE IT MOVED that the Growth Management Planning Council:

A. Recommends approval of amendments to the King County Countywide Planning Policies amending growth targets and housing need for the cities of Carnation and Snoqualmie, included with this motion as Attachment A; and

B. Recommends that in 2026, its staff analyze comprehensive plan growth assumptions and reported capacity after the periodic update of comprehensive plans is complete to inform required monitoring of the Countywide Planning Policies, the next version of the Urban Growth Capacity Report, and growth targets and housing need that support the 2034 periodic update; and

C. Recommends that in 2025 through 2026, if requested and consistent with the Growth Management Planning Council's guiding principles for reconciliation, its staff will support a jurisdiction that seeks to increase housing growth targets and housing need in the amounts removed during this reconciliation process to ensure alignment with regional and countywide policy and pursue available grant funding opportunities.



Shannon Braddock, Chair, Growth Management Planning Council

Attachments

A: Amendments to the growth targets and housing need tables for the cities of Carnation and Snoqualmie in the King County Countywide Planning Policies

**Attachment A: Amendments to 2021 King County Countywide Planning Policies –
Carnation and Snoqualmie Growth Targets**

In the Countywide Planning Policies Development Patterns Chapter, starting on page 23, amend as follows:

Table DP-1: King County Jurisdiction Growth Targets 2019-2044			
Net New Units and Jobs			
Jurisdiction		2019-2044 Housing Target	2019-2044 Job Target
Metro Cities	Bellevue	35,000	70,000
	Seattle	112,000	169,500
Metropolitan Cities Subtotal		147,000	239,500
Core Cities	Auburn	12,000	19,520
	Bothell	5,800	9,500
	Burien	7,500	4,770
	Federal Way	11,260	20,460
	Issaquah	3,500	7,950
	Kent	10,200	32,000
	Kirkland	13,200	26,490
	Redmond	20,000	24,000
	Renton	17,000	31,780
	SeaTac	5,900	14,810
	Tukwila	6,500	15,890
Core Cities Subtotal		112,860	207,170
High Capacity Transit Communities	Des Moines	3,800	2,380
	Federal Way PAA	1,020	720
	Kenmore	3,070	3,200
	Lake Forest Park	870	550
	Mercer Island	1,239	1,300
	Newcastle	1,480	500
	North Highline PAA	1,420	1,220
	Renton PAA - East Renton	170	0
	Renton PAA - Fairwood	840	100
	Renton PAA - Skyway/West Hill	670	600
	Shoreline	13,330	10,000
	Woodinville	2,033	5,000
High Capacity Transit Communities Subtotal		29,942	25,570

Table DP-1: King County Jurisdiction Growth Targets 2019-2044			
Net New Units and Jobs			
Jurisdiction		2019-2044 Housing Target	2019-2044 Job Target
Cities and Towns	Algona	170	325
	Beaux Arts	1	0
	Black Diamond	2,900	680
	Carnation	((799)) <u>350</u>	450
	Clyde Hill	10	10
	Covington	4,310	4,496
	Duvall	890	990
	Enumclaw	1,057	989
	Hunts Point	1	0
	Maple Valley	1,720	1,570
	Medina	19	0
	Milton	50	900
	Normandy Park	153	35
	North Bend	1,748	2,218
	Pacific	135	75
	Sammamish	2,100	728
	Skykomish	10	0
	Snoqualmie	((1,500)) <u>719</u>	4,425
	Yarrow Point	10	0
Cities and Towns Subtotal		((17,583)) <u>16,353</u>	17,891
Urban Unincorporated	Auburn PAA	12	0
	Bellevue PAA	17	0
	Black Diamond PAA	328	0
	Issaquah PAA	35	0
	Kent PAA	3	300
	Newcastle PAA	1	0
	Pacific PAA	134	0
	Redmond PAA	120	0
	Sammamish PAA	194	0
	Unaffiliated Urban Unincorporated	448	400
Urban Unincorporated Subtotal		1,292	700
Urban Growth Area Total		((308,677)) <u>307,447</u>	490,831

In the Countywide Planning Policies Housing Chapter, starting on page 39, amend as follows:

Table H-1: King County Countywide and Jurisdictional Housing Needs 2019-2044

		Countywide Net New Permanent Housing Units Needed, 2019-2044 ²								Countywide Net New Emergency Housing Needs ³
		Total	0 to ≤30%		>30 to ≤50%	>50 to ≤80%	>80 to ≤100%	>100 to ≤120%	>120%	
			Non-PSH	PSH						
Countywide Total Future Housing Needed: 2044		((1,269,628))	((113,790))	((49,064))	((139,718))	((177,590))	((195,934))	((136,061))	((457,471))	((65,054))
		<u>1,268,398</u>	<u>113,644</u>	<u>49,060</u>	<u>139,596</u>	<u>177,461</u>	<u>195,825</u>	<u>135,938</u>	<u>456,874</u>	<u>65,026</u>
Countywide Baseline Housing Supply: 2019 ⁴		960,951	32,213	6,168	91,505	155,214	181,009	119,133	375,709	6,071
Countywide Net New Housing Needed: 2019-2044		((308,677))	((81,577))	((42,896))	((48,213))	((22,376))	((14,925))	((16,928))	((81,762))	((58,983))
		<u>307,447</u>	<u>81,431</u>	<u>42,892</u>	<u>48,091</u>	<u>22,247</u>	<u>14,816</u>	<u>16,805</u>	<u>81,165</u>	<u>58,955</u>
		Jurisdictional Net New Permanent Housing Units Needed, 2019-2044								Jurisdictional Net New Emergency Housing Needs
		Total	0 to ≤30%		>30 to ≤50%	>50 to ≤80%	>80 to ≤100%	>100 to ≤120%	>120%	
			Non-PSH	PSH						
Metropolitan Cities	Bellevue	35,000	11,925	6,270	8,780	2,671	703	798	3,853	6,688
	Seattle	112,000	28,572	15,024	19,144	7,986	5,422	6,150	29,702	21,401
Core Cities	Auburn	12,000	1,543	812	309	616	1,146	1,299	6,275	2,293
	Bothell	5,800	2,100	1,105	819	654	147	167	808	1,108
	Burien	7,500	1,444	759	524	407	574	650	3,142	1,433
	Federal Way	11,260	1,799	946	842	208	981	1,112	5,372	2,152
	Issaquah	3,500	1,093	575	868	460	66	75	363	669
	Kent	10,200	1,872	984	788	318	820	929	4,489	1,949
	Kirkland	13,200	4,842	2,546	3,052	1,022	228	259	1,251	2,522
	Redmond	20,000	7,025	3,694	3,870	2,765	348	394	1,904	3,822
	Renton	17,000	4,110	2,161	1,624	1,019	1,062	1,205	5,819	3,248
	SeaTac	5,900	646	340	183	143	603	683	3,302	1,127
	Tukwila	6,500	896	471	274	214	610	692	3,343	1,242

²The countywide need projections are derived from the Washington State Department of Commerce and were adjusted to align with the adopted housing growth targets for the planning period to ensure jurisdictions are planning for growth that is consistent with the goals of the Development Patterns Chapter.

³ "Emergency Housing" includes emergency housing and emergency shelter and is in addition to permanent housing needs.

⁴ Data on baseline housing supply is estimated using 2020 Office of Financial Management data on total housing units, and 2014-2018 Comprehensive Housing Affordability Strategy and 2020 Public Use Microdata Sample data on the distribution of units at different income levels. These data sources are used to align with Department of Commerce countywide need baseline data, even though the King County growth target setting process began in 2019.

		Jurisdictional Net New Permanent Housing Units Needed, 2019-2044								Jurisdictional Net New Emergency Housing Needs
		Total	0 to ≤30% Non-PSH	PSH	>30 to ≤50%	>50 to ≤80%	>80 to ≤100%	>100 to ≤120%	>120%	
High Capacity Transit Communities	Des Moines	3,800	790	415	231	227	281	318	1,538	726
	Kenmore	3,070	1,063	559	483	393	75	85	412	587
	Lake Forest Park	870	313	164	143	140	14	16	80	166
	Mercer Island	1,239	339	178	202	488	4	5	23	237
	Newcastle	1,480	627	329	433	22	9	10	50	283
	Shoreline	13,330	3,617	1,902	2,710	740	573	650	3,138	2,547
	Woodinville	2,033	854	449	354	156	29	33	158	388
Cities and Towns	Algona	170	32	17	8	7	14	16	76	32
	Beaux Arts ⁵	1	1	-	-	-	-	-	-	-
	Black Diamond	2,900	745	392	203	410	151	171	828	554
	Carnation	((799)) 350	((239)) 189	((126)) 127	((23)) 13	((85)) 23	((43)) 0	((48)) 1	((235)) 0	((153)) 143
	Clyde Hill	10	3	2	2	3	-	-	-	2
	Covington	4,310	1,016	535	603	-	283	321	1,552	824
	Duvall	890	268	141	-	266	28	32	155	170
	Enumclaw	1,057	162	85	39	61	93	106	511	202
	Hunts Point ⁵	1	1	-	-	-	-	-	-	-
	Maple Valley	1,720	542	285	320	26	72	81	394	329
	Medina	19	5	3	3	8	-	-	-	4
	Milton	50	13	7	-	8	3	3	16	10
	Normandy Park	153	41	21	32	17	6	6	30	29
	North Bend	1,748	433	228	121	221	98	111	536	334
	Pacific	135	23	12	4	6	12	13	65	26
	Sammamish	2,100	950	499	419	232	-	-	-	401
	Skykomish	10	2	1	-	1	1	1	4	2
	Snoqualmie	((1,500)) 719	((472)) 374	((248)) 244	((233)) 117	((82)) 16	((61)) 0	((69)) 0	((335)) 0	((287)) 269
	Yarrow Point	10	4	2	3	1	-	-	-	2

⁵ Beaux Arts Village and Hunts Point both have growth targets of one unit, meaning their total need allocated is also one unit. The allocation process divides that unit up into multiple area median income bands, but to get need allocations that are whole numbers, we round all allocations in each area median income band and the emergency housing/shelter category.

		Jurisdictional Net New Permanent Housing Units Needed, 2019-2044								Jurisdictional Net New Emergency Housing Needs
		Total	0 to ≤30%		>30 to ≤50%	>50 to ≤80%	>80 to ≤100%	>100 to ≤120%	>120%	
Urban Unincorporated	Urban Unincorporated ⁶	5,412	1,157	608	571	292	366	415	2,003	1,034

⁶ This includes all Potential Annexation Areas within the High Capacity Transit Communities and Urban Unincorporated King County regional geographies.

In the Countywide Planning Policies Appendix 4: Housing Technical Appendix, starting on page 75, amend as follows:

To arrive at countywide net new permanent housing needs for by income level and permanent supportive housing, King County selected the net new units needed from Commerce's medium projections and scaled the net new units needed proportionately to equal King County's housing growth target to build on and maintain consistency with the population projection and assumptions about regional growth. The 2025 reconciliation process reduced housing growth targets for the cities of Carnation and Snoqualmie. To meet the Department of Commerce's minimum standards for allocating housing need, the total housing need for these two cities is slightly higher than either city's housing growth target.

In the Countywide Planning Policies Appendix 4: Housing Technical Appendix, starting on page 77 , amend as follows:

Table H-2: King County Countywide and Jurisdictional Housing Needs 2019-2044

			Countywide Permanent Housing Needs ⁷							Countywide Emergency Housing Needs ⁸	
			Total	0 to ≤30%		>30 to ≤50%	>50 to ≤80%	>80 to ≤100%	>100 to ≤120%		>120%
			Non-PSH	PSH							
Countywide Total Future Housing Needed: 2044			1,268,398	113,644	49,060	139,596	177,461	195,825	135,938	456,874	65,026
Countywide Baseline Housing Supply: 2019 ⁹			960,951	32,213	6,168	91,505	155,214	181,009	119,133	375,709	6,071
Countywide Net New Housing Needed: 2019-2044			307,447	81,431	42,892	48,091	22,247	14,816	16,805	81,165	58,955
			Jurisdictional Permanent Housing Needs							Jurisdictional Emergency Housing Needs	
			Total	0 to ≤30%		>30 to ≤50%	>50 to ≤80%	>80 to ≤100%	>100 to ≤120%		>120%
Metropolitan Cities	Bellevue	Total Future Need: 2044	99,687	13,680	6,392	11,121	8,213	13,622	9,186	37,473	6,888
		Baseline Supply: 2019	64,687	1,755	122	2,341	5,542	12,919	8,388	33,620	200
		Net New Need: 2019-2044	35,000	11,925	6,270	8,780	2,671	703	798	3,853	6,688
	Seattle	Total Future Need: 2044	480,307	42,041	20,255	45,691	62,050	76,752	50,327	183,191	25,734
		Baseline Supply: 2019	368,307	13,469	5231	26,547	54,064	71,330	44,177	153,489	4,333
		Net New Need: 2019-2044	112,000	28,572	15,024	19,144	7,986	5,422	6,150	29,702	21,401
Core Cities	Auburn	Total Future Need: 2044	40,049	2,619	1,049	8,338	8,691	5,573	4,601	9,178	2,351
		Baseline Supply: 2019	28,049	1,076	237	8,029	8,075	4,427	3,302	2,903	58
		Net New Need: 2019-2044	12,000	1,543	812	309	616	1,146	1,299	6,275	2,293
	Bothell	Total Future Need: 2044	18,482	2,487	1,105	2,077	2,401	2,679	2,026	5,707	1,119
		Baseline Supply: 2019	12,682	387	-	1,258	1,747	2,532	1,859	4,899	11
		Net New Need: 2019-2044	5,800	2,100	1,105	819	654	147	167	808	1,108
	Burien	Total Future Need: 2044	28,285	2,434	759	4,457	5,849	4,346	3,354	7,086	1,683
		Baseline Supply: 2019	20,785	990	-	3,933	5,442	3,772	2,704	3,944	250

⁷ The countywide need projections are derived from the Washington State Department of Commerce and were adjusted to align with the adopted housing growth targets for the planning period to ensure jurisdictions are planning for growth that is consistent with the goals of the Development Patterns Chapter.

⁸ "Emergency Housing" includes emergency housing and emergency shelter and is in addition to permanent housing needs.

⁹ Data on baseline housing supply is estimated using 2020 Office of Financial Management data on total housing units, and 2014-2018 Comprehensive Housing Affordability Strategy and 2020 Public Use Microdata Sample data on the distribution of units at different income levels. These data sources are used to align with Department of Commerce countywide need baseline data, even though the King County growth target setting process began in 2019.

Net New Need: 2019-2044	7,500	1,444	759	524	407	574	650	3,142	1,433
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			Jurisdictional Permanent Housing Needs							Jurisdictional Emergency Housing Needs	
			Total	0 to ≤30%		>30 to ≤50%	>50 to ≤80%	>80 to ≤100%	>100 to ≤120%		>120%
			Non-PSH	PSH							
Core Cities	Federal Way	Total Future Need: 2044	48,937	3,424	1,024	7,754	13,283	8,190	4,528	10,734	2,259
		Baseline Supply: 2019	37,677	1,625	78	6,912	13,075	7,209	3,416	5,362	107
		Net New Need: 2019-2044	11,260	1,799	946	842	208	981	1,112	5,372	2,152
	Issaquah	Total Future Need: 2044	20,803	1,829	575	1,604	1,955	3,534	2,120	9,186	673
		Baseline Supply: 2019	17,303	736	-	736	1,495	3,468	2,045	8,823	4
		Net New Need: 2019-2044	3,500	1,093	575	868	460	66	75	363	669
	Kent	Total Future Need: 2044	59,357	3,953	984	9,770	15,367	11,275	8,142	9,866	2,118
		Baseline Supply: 2019	49,157	2,081	-	8,982	15,049	10,455	7,213	5,377	169
		Net New Need: 2019-2044	10,200	1,872	984	788	318	820	929	4,489	1,949
	Kirkland	Total Future Need: 2044	53,218	5,882	2,558	4,836	4,756	8,369	5,472	21,345	2,671
		Baseline Supply: 2019	40,018	1,040	12	1,784	3,734	8,141	5,213	20,094	149
		Net New Need: 2019-2044	13,200	4,842	2,546	3,052	1,022	228	259	1,251	2,522
	Redmond	Total Future Need: 2044	51,739	7,778	3,752	5,274	4,949	9,618	5,233	15,135	4,023
		Baseline Supply: 2019	31,739	753	58	1,404	2,184	9,270	4,839	13,231	201
		Net New Need: 2019-2044	20,000	7,025	3,694	3,870	2,765	348	394	1,904	3,822
	Renton	Total Future Need: 2044	60,362	5,520	2,393	7,830	10,278	11,925	8,193	14,223	3,362
		Baseline Supply: 2019	43,362	1,410	232	6,206	9,259	10,863	6,988	8,404	114
		Net New Need: 2019-2044	17,000	4,110	2,161	1,624	1,019	1,062	1,205	5,819	3,248
	SeaTac	Total Future Need: 2044	17,674	960	352	3,217	4,184	2,886	1,558	4,517	1,127
		Baseline Supply: 2019	11,774	314	12	3,034	4,041	2,283	875	1,215	-
		Net New Need: 2019-2044	5,900	646	340	183	143	603	683	3,302	1,127
	Tukwila	Total Future Need: 2044	15,243	1,148	559	2,548	3,275	2,210	1,317	4,186	1,242
		Baseline Supply: 2019	8,743	252	88	2,274	3,061	1,600	625	843	-
		Net New Need: 2019-2044	6,500	896	471	274	214	610	692	3,343	1,242
High Capacity Transit Communities	Des Moines	Total Future Need: 2044	17,022	1,246	415	2,857	3,537	2,933	1,948	4,086	726
		Baseline Supply: 2019	13,222	456	-	2,626	3,310	2,652	1,630	2,548	-
		Net New Need: 2019-2044	3,800	790	415	231	227	281	318	1,538	726
	Kenmore	Total Future Need: 2044	12,659	1,422	559	1,318	1,576	1,352	1,602	4,830	620
		Baseline Supply: 2019	9,589	359	-	835	1,183	1,277	1,517	4,418	33
		Net New Need: 2019-2044	3,070	1,063	559	483	393	75	85	412	587
	Lake Forest Park	Total Future Need: 2044	6,434	441	173	428	515	712	1,056	3,109	166
		Baseline Supply: 2019	5,564	128	9	285	375	698	1,040	3,029	-
		Net New Need: 2019-2044	870	313	164	143	140	14	16	80	166

		Jurisdictional Permanent Housing Needs								Jurisdictional Emergency Housing Needs	
		Total	0 to ≤30% Non-PSH	PSH	>30 to ≤50%	>50 to ≤80%	>80 to ≤100%	>100 to ≤120%	>120%		
High Capacity Transit Communities	Mercer Island	Total Future Need: 2044	11,808	613	178	487	674	1,510	1,239	7,107	237
		Baseline Supply: 2019	10,569	274	-	285	186	1,506	1,234	7,084	-
		Net New Need: 2019-2044	1,239	339	178	202	488	4	5	23	237
	Newcastle	Total Future Need: 2044	6,952	703	329	566	399	614	514	3,827	283
		Baseline Supply: 2019	5,472	76	-	133	377	605	504	3,777	-
		Net New Need: 2019-2044	1,480	627	329	433	22	9	10	50	283
	Shoreline	Total Future Need: 2044	37,372	4,776	1,991	4,234	4,499	5,059	4,109	12,704	2,620
		Baseline Supply: 2019	24,042	1,159	89	1,524	3,759	4,486	3,459	9,566	73
		Net New Need: 2019-2044	13,330	3,617	1,902	2,710	740	573	650	3,138	2,547
Woodinville	Total Future Need: 2044	7,928	921	449	640	625	1,360	902	3,031	388	
	Baseline Supply: 2019	5,895	67	-	286	469	1,331	869	2,873	-	
	Net New Need: 2019-2044	2,033	854	449	354	156	29	33	158	388	
Cities and Towns	Algona	Total Future Need: 2044	1,219	55	17	318	407	196	88	138	32
		Baseline Supply: 2019	1,049	23	-	310	400	182	72	62	-
		Net New Need: 2019-2044	170	32	17	8	7	14	16	76	32
	Beaux Arts ¹⁰	Total Future Need: 2044	120	1	-	4	9	2	10	94	-
		Baseline Supply: 2019	119	-	-	4	9	2	10	94	-
		Net New Need: 2019-2044	1	1	-	-	-	-	-	-	-
	Black Diamond	Total Future Need: 2044	4,742	826	392	445	641	512	498	1,428	554
		Baseline Supply: 2019	1,842	81	-	242	231	361	327	600	-
		Net New Need: 2019-2044	2,900	745	392	203	410	151	171	828	554
	Carnation	Total Future Need: 2044	((1,614)) 1,165	((244)) 194	((126)) 127	((164)) 154	((215)) 153	((130)) 87	((1,116))) 64	((624)) 389	((153)) 143
		Baseline Supply: 2019	815	5	-	141	130	87	63	389	-
		Net New Need: 2019-2044	((799)) 350	((239)) 189	((126)) 127	((23)) 13	((85)) 23	((43)) 0	((48)) 1	((235)) 0	((153)) 143
	Clyde Hill	Total Future Need: 2044	1,106	27	2	30	26	52	104	865	2
		Baseline Supply: 2019	1,096	24	-	28	23	52	104	865	-
		Net New Need: 2019-2044	10	3	2	2	3	-	-	-	2

¹⁰ Beaux Arts Village and Hunts Point both have growth targets of one unit, meaning their total need allocated is also one unit. The allocation process divides that unit up into multiple area median income bands, but to get need allocations that are whole numbers, we round all allocations in each area median income band and the Emergency Housing/Shelter category.

		Total	Jurisdictional Permanent Housing Needs							Jurisdictional Emergency Housing Needs
			0 to ≤30% Non-PSH	PSH	>30 to ≤50%	>50 to ≤80%	>80 to ≤100%	>100 to ≤120%	>120%	
Covington	Total Future Need: 2044	11,460	1,087	535	1,165	1,821	1,875	1,457	3,520	824
	Baseline Supply: 2019	7,150	71	-	562	1,821	1,592	1,136	1,968	-
	Net New Need: 2019-2044	4,310	1,016	535	603	-	283	321	1,552	824
Duvall	Total Future Need: 2044	3,668	316	141	221	341	323	321	2,005	195
	Baseline Supply: 2019	2,778	48	-	221	75	295	289	1,850	25
	Net New Need: 2019-2044	890	268	141	-	266	28	32	155	170
Enumclaw	Total Future Need: 2044	6,422	436	85	1,520	1,665	1,141	461	1,114	202
	Baseline Supply: 2019	5,365	274	-	1,481	1,604	1,048	355	603	-
	Net New Need: 2019-2044	1,057	162	85	39	61	93	106	511	202
Hunts Point ¹⁰	Total Future Need: 2044	186	1	-	15	5	3	15	147	-
	Baseline Supply: 2019	185	-	-	15	5	3	15	147	-
	Net New Need: 2019-2044	1	1	-	-	-	-	-	-	-
Maple Valley	Total Future Need: 2044	11,155	706	285	752	1,070	2,372	2,065	3,905	329
	Baseline Supply: 2019	9,435	164	-	432	1,044	2,300	1,984	3,511	-
	Net New Need: 2019-2044	1,720	542	285	320	26	72	81	394	329
Medina	Total Future Need: 2044	1,151	34	3	32	26	45	107	904	4
	Baseline Supply: 2019	1,132	29	-	29	18	45	107	904	-
	Net New Need: 2019-2044	19	5	3	3	8	-	-	-	4
Milton	Total Future Need: 2044	737	20	7	211	119	224	74	82	10
	Baseline Supply: 2019	687	7	-	211	111	221	71	66	-
	Net New Need: 2019-2044	50	13	7	-	8	3	3	16	10
Normandy Park	Total Future Need: 2044	2,960	170	21	166	285	230	826	1,262	29
	Baseline Supply: 2019	2,807	129	-	134	268	224	820	1,232	-
	Net New Need: 2019-2044	153	41	21	32	17	6	6	30	29
North Bend	Total Future Need: 2044	4,699	562	228	526	626	462	383	1,912	334
	Baseline Supply: 2019	2,951	129	-	405	405	364	272	1,376	-
	Net New Need: 2019-2044	1,748	433	228	121	221	98	111	536	334
Pacific	Total Future Need: 2044	2,601	60	12	814	889	474	157	195	26
	Baseline Supply: 2019	2,466	37	-	810	883	462	144	130	-
	Net New Need: 2019-2044	135	23	12	4	6	12	13	65	26

		Jurisdictional Permanent Housing Needs								Jurisdictional Emergency Housing Needs
		Total	0 to ≤30% Non-PSH	PSH	>30 to ≤50%	>50 to ≤80%	>80 to ≤100%	>100 to ≤120%	>120%	
Sammamish	Total Future Need: 2044	24,643	1,060	499	760	773	1,899	2,024	17,628	401
	Baseline Supply: 2019	22,543	110	-	341	541	1,899	2,024	17,628	-
	Net New Need: 2019-2044	2,100	950	499	419	232	-	-	-	401
Skykomish	Total Future Need: 2044	163	11	1	67	19	25	7	33	2
	Baseline Supply: 2019	153	9	-	67	18	24	6	29	-
	Net New Need: 2019-2044	10	2	1	-	1	1	1	4	2
Snoqualmie	Total Future Need: 2044	((6,174)) <u>5,393</u>	((521)) <u>423</u>	((248)) <u>244</u>	((379)) <u>263</u>	((349)) <u>283</u>	((413)) <u>352</u>	((630)) <u>561</u>	((3,634)) <u>3,299</u>	((318)) <u>300</u>
	Baseline Supply: 2019	4,674	49	-	146	267	352	561	3,299	31
	Net New Need: 2019-2044	((1,500)) <u>719</u>	((472)) <u>374</u>	((248)) <u>244</u>	((233)) <u>117</u>	((82)) <u>16</u>	((64)) <u>0</u>	((69)) <u>0</u>	((335)) <u>0</u>	((287)) <u>269</u>
Yarrow Point	Total Future Need: 2044	423	8	2	7	9	20	39	338	2
	Baseline Supply: 2019	413	4	-	4	8	20	39	338	-
	Net New Need: 2019-2044	10	4	2	3	1	-	-	-	2
Urban Unincorporated ¹¹	Total Future Need: 2044	90,067	3,770	608	7,079	11,218	11,018	9,252	47,122	1,109
	Baseline Supply: 2019	84,655	2,613	-	6,508	10,926	10,652	8,837	45,119	75
	Net New Need: 2019-2044	5,412	1,157	608	571	292	366	415	2,003	1,034

¹¹ This includes all Potential Annexation Areas within the High Capacity Transit Communities and Urban Unincorporated King County regional geographies.



King County

Metropolitan King County Council Local Services and Land Use Committee

STAFF REPORT

Agenda Item:	7	Name:	Erin Auzins
Proposed No.:	2025-0153	Date:	June 18, 2025

SUBJECT

A Proposed Ordinance that adopts and ratifies amendments to the 2021 King County Countywide Planning Policies to modify growth targets for the Cities of Carnation and Snoqualmie.

SUMMARY

Proposed Ordinance 2025-0153 would approve amendments to the King County Countywide Planning Policies to adjust housing targets and associated need based on income-level for the Cities of Carnation and Snoqualmie, as recommended by the Growth Management Planning Council, and would ratify the amendments on behalf of the population of unincorporated King County.

BACKGROUND

Growth Management Planning Council (GMPC). The GMPC is a formal body comprised of elected officials from King County, Seattle, Bellevue, other cities and towns in King County, and special purpose districts. The GMPC was created in 1992 by an interlocal agreement in response to a provision in the Washington State Growth Management Act (GMA) requiring cities and counties to work together to adopt Countywide Planning Policies (CPPs).

The CPPs are a series of policies that address growth management issues in King County. The CPPs present the shared vision of King County and the 39 cities within King County to guide jurisdictions as they develop and amend their comprehensive plans. For King County specifically, the CPPs relate to the King County Comprehensive Plan (KCCP) and its implementing development regulations.

As provided for in the GMPC interlocal agreement, the GMPC developed and recommended the original CPPs, which were adopted by the King County Council and ratified by the cities in 1992.

2021 Countywide Planning Policy Update. The CPPs were comprehensively reviewed and updated in 2021 in Ordinance 19384. The 2021 CPPs established 2019-2044 growth targets for King County jurisdictions in Table DP-1. The growth targets were amended in were amended in 2023 in Ordinance 19660 to establish jurisdictional housing need values commensurate to growth targets.

Reconciliation Requests. CPP DP-13 describes a process for reconciliation of growth targets:

DP-13 *The Growth Management Planning Council shall:*

- a) Update housing and employment growth targets and housing needs periodically to provide jurisdictions with up-to-date growth allocations to be used as the land use assumption in state-mandated comprehensive plan updates;*
- b) Adopt housing and employment growth targets and housing needs in the Countywide Planning Policies pursuant to the procedure described in policy FW-1;*
- c) Create a coordinated countywide process to reconcile and set growth targets that implements the Regional Growth Strategy through countywide shares of regional housing and job growth, countywide shares of statewide housing needs, allocations to Regional Geographies, and individual jurisdictional growth targets;*
- d) Ensure that each jurisdiction's growth targets and housing needs are commensurate with their role in the Regional Growth Strategy by establishing a set of objective criteria and principles to guide how jurisdictional targets and housing needs are determined;*
- e) Ensure that each jurisdiction's growth targets allow it to meet the need for housing affordable to households with moderate-, low-, very low-, and extremely low-incomes; and*
- f) Adjust targets and housing needs administratively upon annexation of unincorporated Potential Annexation Areas by cities. Growth targets for the planning period are shown in Table DP-1. Net new housing needs for the planning period are shown in Table H-1 and total projected housing needs are shown in Table H-2.*

Both the City of Carnation and the City of Snoqualmie requested adjustments to decrease their housing growth targets through the process described in DP-13.

GMPC Recommendation. On March 26, 2025, the GMPC approved Motion 25-1, which recommends revised growth targets and housing need values for the Cities of Carnation and Snoqualmie. GMPC motions are a recommendation to the King County Council.

Amendments to the CPPs become effective when the County adopts an Ordinance and when the Ordinance is ratified by at least 30% of the city and county governments representing at least 70% of the population of King County. A city is deemed to have ratified an amendment to the CPPs unless the city disapproves it by legislative action within 90 days of adoption by King County.

ANALYSIS

Proposed Ordinance 2025-0153 would approve amendments to the King County Countywide Planning Policies to reduce the housing targets for the City of Carnation from 799 to 350, and for the City of Snoqualmie from 1,500 to 719. This lowers the overall housing target for the urban growth area from 308,677 to 307,447. The GMPC motion states that this lower number is offset by "additional housing added by other jurisdictions during the 2021 target setting process, the reconciled housing growth targets are consistent with the 2021 target setting process."

While the lowered targets primarily focus on the market-rate housing targets (units for incomes higher than 120% of area median income), there were also lowered housing need numbers for these two jurisdictions for the income-based targets, as shown in the table below:

		Jurisdictional Net New Permanent Housing Units Needed, 2019-2044							Jurisdictional Net New Emergency Housing Needs	
		Total	0 to ≤30%		>30 to ≤50%	>50 to ≤80%	>80 to ≤100 %	>100 to ≤120%		>120%
			Non-PSH	PSH						
Cities and Towns	Carnation	((799)) 350	((239)) 189	((126)) 127	((23)) 13	((85)) 23	((43)) 0	((48)) 1	((235)) 0	((153)) 143
	Snoqualmie	((1,500)) 719	((472)) 374	((248)) 244	((233)) 117	((82)) 16	((61)) 0	((69)) 0	((335)) 0	((287)) 269

GMPC Motion 25-1 also adds a recommendation for work in 2026 to analyze "comprehensive plan growth assumptions and reported capacity after the periodic update of comprehensive plans is complete to inform required monitoring of the Countywide Planning Policies, the next version of the Urban Growth Capacity Report, and growth targets and housing need that support the 2034 periodic update." It also calls for support for jurisdictions that want to increase housing growth targets and housing need to incorporate the amount removed by this amendment.

INVITED

- Lauren Smith, Division Director, Regional Planning, Office of Performance, Strategy, and Budget
- Rebecca Maskin, Demographic Planner, Regional Planning, Office of Performance, Strategy, and Budget

ATTACHMENTS

1. Proposed Ordinance 2025-0153 and its attachment
2. Transmittal Letter
3. Fiscal Note



Signature Report

Ordinance

Proposed No. 2025-0132.1

Sponsors Dembowski

1 AN ORDINANCE relating to the sale of the property, the
2 Village at Overlake Station, located at 2578 152nd Ave
3 NE, Redmond, Washington, in council district six.

4 STATEMENT OF FACTS:

- 5 1. The property located at 2578 152nd Ave NE, Redmond, Washington,
6 located within council district six, is one of two county-owned parcels that
7 comprise a transit-oriented development referred to as the Village at
8 Overlake Station, operated by King County Housing Authority ("the
9 eastern parcel"), and the Overlake Park and Ride, operated by the Metro
10 transit department ("the western parcel").
- 11 2. In 2000, the county and King County Housing Authority ("KCHA")
12 entered a seventy-five-year ground lease requiring KCHA to construct and
13 operate affordable housing apartment buildings above a parking garage on
14 the eastern parcel, replacing an existing surface parking lot. The parking
15 garage contains public commuter parking to complement the bus loop and
16 commuter loading area on the western parcel.
- 17 3. Because KCHA does not own the real property in fee, it pays
18 significant financing costs related to the development and is unable to
19 refinance to a more favorable interest rate.

20 4. The Metro transit department and KCHA negotiated a purchase and
21 sale agreement whereby:

22 a. the county sells the eastern parcel to KCHA at the appraised market
23 value and terminates the ground lease;

24 b. KCHA grants an easement to the county to preserve in perpetuity at
25 no cost the commuter parking spaces in the garage along with a bus
26 operator comfort station;

27 c. the county grants an easement to KCHA for ingress, egress, and
28 utilities across the western parcel; and

29 d. the county and KCHA enter an agreement for the continued
30 operations and maintenance of the public commuter facilities contained on
31 both parcels.

32 5. The facilities management division completed the surplus property,
33 affordable housing, and public notice requirements.

34 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

35 SECTION 1. The executive is authorized to convey the Village at Overlake

36 Station property to King County Housing Authority consistent with a purchase and sale

- 37 agreement substantially in the form of Attachment A to this ordinance and to take all
38 actions necessary to implement the terms of the purchase and sale agreement.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: A. Purchase and Sale Agreement

In an effort to save paper, rather than print out the 109 pages that make up 2025-0132 A, we have created the following link, please click on the title:

ATTACHMENT A:

PURCHASE AND SALE AGREEMENT



King County

Metropolitan King County Council Budget and Fiscal Management Committee

STAFF REPORT

Agenda Item:	8	Name:	Mary Bourguignon
Proposed No.:	2025-0132	Date:	June 11, 2025

SUBJECT

Proposed Ordinance 2025-0132 would authorize the sale of the Village at Overlake Station property in Redmond to the King County Housing Authority for \$1.25 million.

SUMMARY

In 1999, the Council approved¹ a 50-year lease with a possible 25-year extension for the eastern parcel of Metro's Overlake Park & Ride property in Redmond to the King County Housing Authority (KCHA) for a transit-oriented development (TOD) affordable housing and commuter parking project. The western parcel of the Park & Ride property, which was not part of the lease agreement, holds a Metro bus loop and commuter loading area.

KCHA's Village at Overlake Station,² which opened in 2002 on the leased parcel, is a 308-unit housing complex affordable to people earning up to 60% of area median income. It also includes 200+ shared parking spaces, of which 150 are reserved for commuters on weekdays; a childcare facility; and a bus operator comfort station.

Proposed Ordinance 2025-0132 would authorize the sale for \$1.25 million of the Village at Overlake Station property to KCHA, which was requested to enable KCHA to secure more favorable financing on its construction loan. The agreement would also:

- Terminate the July 7, 2000, ground lease between King County and KCHA.
- Preserve 150 parking stalls for commuter use on weekdays through an easement for public Park & Ride use that KCHA would grant to King County.
- Assign operations and maintenance responsibilities to both KCHA and King County, specifically that KCHA will maintain the commuter parking facilities and King County will maintain the additional transit facilities, including the Metro bus loop, commuter loading area, and bus operator comfort station.
- Provide an easement across the County's property to allow access to utilities, as well as ingress and egress to the KCHA Village at Overlake Station property.

¹ Ordinance 13693 ([link](#))

² Village at Overlake Station, King County Housing Authority ([link](#))

BACKGROUND

Transit-oriented development. Transit-oriented development (TOD) is defined as property development for residential, commercial, office, or entertainment uses centered around or located near³ a transit station that is served by reliable public transit with a mix of other transportation options.⁴

According to the Federal Transit Administration (FTA), the rationale for encouraging TOD is that “dense, walkable, mixed-use development near transit attracts people and adds to vibrant, connected communities.”⁵ The FTA notes that developing affordable housing near transit can lead to more equitable communities.

In August 1999, to encourage TOD in King County, the Council amended the King County Code’s provisions related to leasing County-owned real property, to add TOD to a list of uses for which the County could lease property for up to 50 years, with leases of up to 75 years to be allowed for affordable housing developed by a public housing authority or nonprofit organization.⁶

The Village at Overlake Station. In December 1999, the Council used the new Code provisions to authorize⁷ the Executive to lease the eastern parcel of Metro’s Overlake Park & Ride property to the King County Housing Authority (KCHA) for TOD purposes. The western parcel of the Park & Ride property, which was not part of the lease agreement, holds a Metro bus loop and commuter loading area. (See Attachment 6 to this staff report for a vicinity map.) KCHA was to construct and operate a two-level parking garage on the leased parcel with approximately 540 stalls, as well as an affordable housing development with at least 300 units.

The lease term was for 50 years, with a possible 25-year extension. Under the terms of the lease, KCHA was required to develop at least 300 units of housing on the site, all of which were required to be affordable for households earning 60% of area median income or less.⁸ Sixty of the units were to be set aside for people with disabilities, with 30 of those units constructed as barrier free. KCHA was also to construct a 2,400 square foot childcare facility and a new bus operator comfort station.

King County was to provide up to \$750,000 for the parking structure portion of the project. The lease included a parking management plan, which required that at least 150 stalls be

³ The Puget Sound Regional Council in its Growing Transit Communities Strategy (2013) defined “near” as being within a half-mile walk of a transit stop or station ([link](#)).

⁴ This staff report focuses on TOD policy in place in the late 1990s when the Overlake Park & Ride lease was approved. However, in the decades since then, the Puget Sound Regional Council has approved TOD policies and goals through its Growing Transit Communities Strategy ([link](#)), Metro has developed a Transit-Oriented Communities policy (Policy PFC-9-1-DP), and the County has bonded against lodging tax revenues to support TOD projects around the county (the most recent report on the TOD bond fund can be found at 2023-RPT0087 ([link](#))).

⁵ Federal Transit Administration, Transit-Oriented Development ([link](#))

⁶ Ordinance 13599 ([link](#)), KCC 4.56.180.A.3

⁷ Ordinance 13693 ([link](#))

⁸ Currently, 60% of area median income is approximately \$63,000 for a single person and \$90,000 for a four-person household. KCHA’s current income limits for 30% and 80% of area median income are posted at its web site ([link](#)).

available to commuters for at least eight hours each weekday (5:00 am to 1:00 pm), with the remaining stalls to be shared by commuters and residents on a first-come, first-served basis.

To reflect the TOD goals of the planned development, the lease stated that, during the first two years the new development was occupied, each household would receive a bus pass for use during tenancy, with costs for the bus passes to be shared equally by KCHA and King County.

Because the Overlake Park & Ride property had been purchased with federal grant support, the lease noted that FTA approval of the TOD proposal was required, with the lease terms to be subject to FTA guidelines for joint development projects.⁹

Analysis conducted during the 1999 deliberations indicated that costs to King County were anticipated to be \$3.4 million for the County's contributions to the development process, bus passes, and the value of foregone parking. Benefits to King County were estimated to be \$8.2 million over time from maintenance savings (because KCHA rather than King County would operate the Park & Ride), increased transit usage, and payments during the lease term from the developer.

The Village at Overlake Station¹⁰ opened in early 2002. The development included 308 affordable housing units, with 76 studio, 117 one-bedroom, 106 two-bedroom, and nine three-bedroom units. It also included shared resident and commuter parking spaces (with 150 required reserved for commuters on weekdays), a childcare facility for residents and commuters, and a bus operator comfort station.

When it opened, the Village at Overlake Station was one of the first suburban, bus-focused TOD projects in the country. To publicize lessons learned from its development, both the FTA and A Regional Coalition for Housing (ARCH), the partnership of East King County cities working to develop affordable housing, prepared case studies on the project in the years after it opened. These case studies covered both the transit and affordability benefits the project provided, as well as the number of community partners – including the federal and state governments, King County, KCHA, the City of Redmond, Fannie Mae, and private developers – that had been necessary to propose, fund, permit, and develop the project.¹¹

The Village at Overlake Station was developed as a TOD project with proximity to transit one of its features. Current transit proximity will be adjusted when the East Link Connections Mobility Project transit service restructure is implemented.¹² That will occur when Sound Transit's 2 Line Link light rail fully opens in early 2026. At that time, the development will be directly served by Metro Routes 222 and 223 and within a half mile walk of Route 245, the RapidRide B Line, and Sound Transit's 2 Line Link light rail.

⁹ Ordinance 19393, Attachment A §A.8

¹⁰ Village at Overlake Station, King County Housing Authority ([link](#))

¹¹ ARCH, A Regional Coalition for Housing, Housing 101 Workbook, updated May 2011 ([link](#))

¹² Ordinance 19899 approved the East Link transit restructure, which will be implemented when the full Sound Transit 2 Line is opened, currently expected in early 2026.

Proposal to refinance. According to the Executive, KCHA approached Metro in 2024 to discuss opportunities to lower the interest rate KCHA was paying on its construction loan for the property. KCHA had financed the development and construction of the Village at Overlake Station, including both the housing and the parking garage, at a cost of more than \$44 million.

KCHA had secured a variable rate loan, for which the interest rate can fluctuate. KCHA reported that it was carrying a loan balance of approximately \$18 million and had experienced an increase in loan payments from approximately \$20,000 per month to more than \$70,000 per month due to the inflation and higher interest rates of the last several years. In response, KCHA began to seek opportunities to refinance its loan from a variable interest rate to a fixed interest rate and concluded that the best way to achieve this goal would be to purchase the property from King County and refinance as an owner rather than as a tenant.

ANALYSIS

Proposed Ordinance 2025-0132 would authorize the sale of the Village at Overlake Station property (the eastern parcel of Metro's Overlake Park & Ride property in Redmond) to the King County Housing Authority (KCHA) for \$1.25 million. It would also:

- Terminate the July 7, 2000, ground lease between King County and KCHA.
- Preserve 150 parking stalls for commuter use on weekdays through an easement for public Park & Ride use that KCHA would grant to King County.
- Assign operations and maintenance responsibilities to both KCHA and King County, specifically that KCHA will maintain the commuter parking facilities and King County will maintain the additional transit facilities, including the Metro bus loop, commuter loading area, and bus operator comfort station.
- Provide an easement across the County's property to allow access to utilities, as well as ingress and egress to the KCHA Village at Overlake Station property.

Agreement terms. Attachment A to Proposed Ordinance 2025-0132 contains the Purchase and Sale Agreement, which includes seven exhibits that, taken together, would effectuate the sale and implement the easements, ground lease termination, and ongoing operations and maintenance responsibilities. Key terms are as follows:

- **Purchase and Sale Agreement**

- King County will sell to KCHA its rights, title, and interest in the property other than the additional transit facilities, defined in Exhibit D, and including a utilities and access easement, described in Exhibit H (Article 1).
- The purchase price will be \$1.25 million to be paid at closing (Article 2).
- Effective as of the closing date, the July 7, 2000, ground lease will be terminated (Article 2).
- KCHA waives its right to receive a seller disclosure statement (Article 3) and is responsible for due diligence regarding the condition of the property (Article 5).
- KCHA is required to obtain title insurance for the property (Article 4).

- King County's performance is contingent on approval by the Council within 120 days of the effective date of the Agreement, with possible extension for up to 60 days¹³ (Article 5).
- The parties must obtain FTA consent for the property sale (Article 5).
- **Exhibit A** contains a legal description of the property.
- **Exhibit B** contains the Bargain and Sale Deed.
- **Exhibit C** has been omitted.
- **Exhibit D: Deed for Easement for Public Park & Ride and Related Purposes**
 - KCHA agrees to grant King County a perpetual easement for public commuter parking (§A.3, B.1) to benefit the public transportation system (§B.2).
 - KCHA will operate and maintain the public commuter parking at KCHA's sole cost and expense (§A.4), which includes setting aside a minimum of 150 parking stalls on the lower level of the existing KCHA garage for the exclusive use by members of the general public (non-residents) who use public transit during the hours of 5:00 am to 1:00 pm on weekdays (§C.1.4.1) and KCHA will not allow these stalls to be used for any other purpose during the designated hours (§C.1.4.3). All other parking stalls on the lower level of the garage will be available for shared use by residents, visitors, guests, and commuters (§C.1.4.1).
 - The easement is floating and KCHA may reconfigure the parking facilities subject to King County's review and approval (§B.3).
 - The parties acknowledge that King County owns and will maintain the additional transit facilities, which include the County's property with the bus loop, transit fixtures such as lights and benches, stairs from the passenger loading area to the KCHA garage, and the bus operator comfort station that is located within the existing KCHA garage (§B.4).
 - The parties will cooperate to minimize the impact of transit operations in and around King County's property (§C.1.4.4).
 - KCHA will cooperate with King County to satisfy all FTA obligations for the commuter parking in the existing KCHA garage (§C.2.2).
- **Exhibit E: Operations and Maintenance (O&M) Agreement for KCHA Commuter Parking Facilities at Overlake Village**
 - The purpose of the O&M Agreement and the attached maintenance schedules is to establish a common understanding between KCHA and King County regarding obligations to operate and maintain the commuter parking facilities (including the 150 commuter parking stalls) at the Village at Overlake Station, as well as the additional transit facilities, which include the adjoining bus loop, commuter loading area, and bus operator comfort station (§1).
 - KCHA is solely responsible for the enforcement of proper use, safety and security, ADA regulations, signage, management, operations, maintenance, repair, and daily operations of the 150 commuter parking stalls (§2, 3).

¹³ Note: Effective Date is March 18, 2025. The deadline of 120 days is July 16, 2025. The possible extended deadline of 120 days + 60 days is September 14, 2025.

- KCHA agrees to Schedule 1, which is attached to the O&M Agreement, and which outlines the maintenance, repair, and replacement schedule for the commuter parking facilities (§4).
- King County is solely responsible for the operations and maintenance of the additional transit facilities, including the bus loop, commuter loading area, and bus operator comfort station, and agrees to Schedule 2, which is attached to the O&M Agreement, and which outlines the maintenance, repair, and replacement schedule for the additional transit facilities (§5).
- **Exhibit F** contains a seller's certification of non-foreign status.
- **Exhibit G** contains the release of the Memorandum of Lease, terminating the July 7, 2000, ground lease.
- **Exhibit H: Access and Utilities Easement**
 - King County grants KCHA a permanent easement over, under, and across the County's property (the bus loop property) to benefit the KCHA property (§3.1).
 - KCHA accepts the easement area in "as is" condition (§3.3).
 - KCHA has non-exclusive right of access to the easement area for: (a) ingress and egress from the KCHA property over existing and future roads; and (b) inspecting, installing, constructing, repairing, operating, and maintaining utility lines to the KCHA property (§3.5).
 - King County reserves the right to use the easement area for any purpose that is not inconsistent with the rights granted to KCHA (§3.10).
 - King County is solely responsible for all signage in the easement area; shall obtain and comply with all needed permits or approvals needed for the easement area; and shall maintain, at its cost, the road surface, landscaping, sidewalks, and any amenity located in the easement area (§3.11, 3.12).
 - King County and KCHA are each responsible for the costs of maintenance, repair, and replacement of utility systems serving their respective property (§3.12).

Federal concurrence. Because the property was originally purchased by Metro using federal funding, concurrence from the Federal Transit Administration (FTA) was required when the property was initially leased and was required again prior to the proposal to sell the property. The FTA provided a letter of concurrence for the property sale on February 11, 2025. That letter (which can be found as Attachment 5 to this staff report), concurs with the proposed property sale, the easements Metro will receive, and the appraisal that set the sales price. The concurrence letter notes that the funds Metro will receive from the sale are restricted for use in a subsequent capital project.

Surplus declaration. The King County Code requires that before property is declared surplus, it must be determined if the property is needed by other County agencies and if it is suitable for affordable housing, meaning that the property is located within the Urban Growth Area, zoned residential, and housing development is compatible with the neighborhood.¹⁴ In the case of the subject property, it was not needed by other County agencies and is already being used for affordable housing. The Facilities Management

¹⁴ KCC 4.56.070.C.1

Division (FMD) of the Department of Executive Services declared the property surplus on July 24, 2024.

Review under the State Environmental Policy Act (SEPA) was required. A Determination of Non-Significance was issued on August 8, 2024. The Executive notes that there will be no changes to the existing built environment because of the proposed property sale; the only change will be to the ownership of the ground beneath the existing affordable housing and parking structure.

Appraisal and sales price. The proposed \$1.25 million purchase price for the property is based on an appraisal that was conducted July 7, 2024. The appraisal compared three different ways of estimating the property's value: a direct capitalization method, that produced a value of \$1.22 million; a yield capitalization method based on a lease termination date of July 7, 2050 (the 50-year lease with no extension), that produced a value of \$2.065 million; and a yield capitalization method based on a lease termination date of July 7, 2075 (the 50-year lease with 25-year extension), that produced a value of \$1.285 million. Based on the assumption that the 25-year extension to the lease was likely to be granted, the appraiser estimated the value of the leased fee interest in the property to be \$1.25 million.

Fiscal impact. The fiscal note that was submitted with the legislation (see Attachment 3 to this staff report) indicates that Metro will receive \$1.25 million for the sale of the property and that FMD Real Estate Services' costs toward the sale were \$1,600.

Next steps. Legal analysis of the proposed agreement is ongoing. Following committee action, notice of a public hearing on the proposed property sale will be provided as required.¹⁵ If the committee acts at the June 11, 2025, meeting, notice would be provided for a public hearing and possible action at the July 1, 2025, Council meeting.

ATTACHMENTS

1. Proposed Ordinance 2025-0132 (and Attachment A)
2. Transmittal Letter
3. Fiscal Note
4. Property Summary, as transmitted
5. FTA letter of concurrence
6. Vicinity Map

INVITED

- Jennifer Ash, Real Estate Lead, King County Metro Transit Department
- Steve Rizika, Real Property Agent Supervisor, Facilities Management Division, Department of Executive Services
- Tim Walter, Sr. VP of Development & Asset Management, King County Housing Authority
- Dan Watson, Advisor to the President/CEO, King County Housing Authority

¹⁵ KCC 4.56.140.B, RCW 39.33.020



Signature Report

Ordinance

Proposed No. 2025-0085.1

Sponsors von Reichbauer

1 AN ORDINANCE relating to the personnel system;
2 amending Ordinance 9088, Section 1, and K.C.C. 3.12.005,
3 Ordinance 12014, Section 5, as amended, and K.C.C.
4 3.12.010, Ordinance 12014, Section 6, and K.C.C.
5 3.12.020, Ordinance 12014, Section 7, as amended, and
6 K.C.C. 3.12.040, Ordinance 12014, Section 8, as amended,
7 and K.C.C. 3.12.042, Ordinance 12014, Section 9, as
8 amended, and K.C.C. 3.12.044, Ordinance 12014, Section
9 10, and K.C.C. 3.12.050, Ordinance 12014, Section 11, as
10 amended, and K.C.C. 3.12.060, Ordinance 4324, Section
11 14, and K.C.C. 3.12.080, Ordinance 12014, Section 12, and
12 K.C.C. 3.12.090, Ordinance 12014, Section 13, as
13 amended, and K.C.C. 3.12.100, Ordinance 12014, Section
14 14, as amended, and K.C.C. 3.12.110, Ordinance 12014,
15 Section 15, as amended, and K.C.C. 3.12.120, Ordinance
16 12014, Section 34, as amended, and K.C.C. 3.12.123,
17 Ordinance 12077, Section 3, as amended, and K.C.C.
18 3.12.125, Ordinance 4324, Section 38, and K.C.C.
19 3.12.140, Ordinance 12014, Section 18, as amended, and
20 K.C.C. 3.12.180, Ordinance 18572, Section 1, as amended,

and K.C.C. 3.12.184, Ordinance 12014, Section 36, as amended, and K.C.C. 3.12.188, Ordinance 12014, Section 19, as amended, and K.C.C. 3.12.190, Ordinance 12052, Section 1, as amended, and K.C.C. 3.12.210, Ordinance 12014, Section 20, as amended, and K.C.C. 3.12.215, Ordinance 18408, Section 2, as amended, and K.C.C. 3.12.219, Ordinance 12014, Section 21, as amended, and K.C.C. 3.12.220, Ordinance 18191, Section 4, and K.C.C. 3.12.221, Ordinance 15558, Section 2, as amended, and K.C.C. 3.12.222, Ordinance 12014, Section 22, as amended, and K.C.C. 3.12.223, Ordinance 13743, Section 1, as amended, and K.C.C. 3.12.224, Ordinance 7956, Section 6, as amended, and K.C.C. 3.12.225, Ordinance 19563, Section 7, as amended, and K.C.C. 3.12.227, Ordinance 12014, Section 23, as amended, and K.C.C. 3.12.230, Ordinance 12077, Section 5, as amended, and K.C.C. 3.12.240, Ordinance 12014, Section 25, as amended, and K.C.C. 3.12.250, Ordinance 12014, Section 26, as amended, and K.C.C. 3.12.260, Ordinance 9967, Section 2, as amended, and K.C.C. 3.12.262, Ordinance 12014, Section 27, as amended, and K.C.C. 3.12.270, Ordinance 12014, Section 28, and K.C.C. 3.12.280, Ordinance 12014, Section 29, as amended, and K.C.C.

44 3.12.290, Ordinance 12014, Section 30, as amended, and
45 K.C.C. 3.12.300, Ordinance 4324, Section 9, and K.C.C.
46 3.12.310, Ordinance 12014, Section 31, as amended, and
47 K.C.C. 3.12.330, Ordinance 12498, Sections 1, 4-7, and
48 K.C.C. 3.12.335, Ordinance 12014, Section 32, as
49 amended, and K.C.C. 3.12.350, Ordinance 12014, Section
50 33, and K.C.C. 3.12.360, Ordinance 16640, Section 3, as
51 amended, and K.C.C. 3.12.400, Ordinance 12943, Section
52 13, and K.C.C. 3.12A.010, Ordinance 12943, Section 14, as
53 amended, and K.C.C. 3.12A.020, Ordinance 12943, Section
54 15, and K.C.C. 3.12A.030, Ordinance 12943, Section 16,
55 and K.C.C. 3.12A.040, Ordinance 12943, Section 17, as
56 amended, and K.C.C. 3.12A.050, Ordinance 12943, Section
57 18, and K.C.C. 3.12A.060, Ordinance 18696, Section 2,
58 and K.C.C. 3.12S.010, Ordinance 12014, Section 46, as
59 amended, and K.C.C. 3.14.010, Ordinance 8179, Section 2,
60 and K.C.C. 3.14.020, Ordinance 12014, Section 47, as
61 amended, and K.C.C. 3.14.030, Ordinance 12014, Section
62 48, as amended, and K.C.C. 3.14.040, Ordinance 1282,
63 Section 6, as amended, and K.C.C. 3.15.060, Ordinance
64 12014, Section 50, as amended, and K.C.C. 3.15.020,
65 Ordinance 12014, Section 54, and K.C.C. 3.15.110,
66 Ordinance 12014, Section 51, as amended, and K.C.C.

67 3.15.025, Ordinance 14233, Section 5, as amended, and
68 K.C.C. 3.15.120, Ordinance 12014, Section 52, as
69 amended, and K.C.C. 3.15.030, Ordinance 14233, Section
70 6, as amended, and K.C.C. 3.15.130, Ordinance 14233,
71 Section 7, as amended, and K.C.C. 3.15.140, Ordinance
72 1780, Section 3, as amended, and K.C.C. 3.15.050,
73 Ordinance 197, Section 1, as amended, and K.C.C.
74 3.16.010, Ordinance 11480, Section 5, and K.C.C.
75 3.16.012, Ordinance 10631, Section 2, as amended, and
76 K.C.C. 3.16.015, Ordinance 197, Section 2, as amended,
77 and K.C.C. 3.16.020, Ordinance 11480, Section 7, as
78 amended, and K.C.C. 3.16.025, Ordinance 8658, Section 1,
79 as amended, and K.C.C. 3.16.040, Ordinance 12014,
80 Section 55, as amended, and K.C.C. 3.16.050, Ordinance
81 14287, Section 5, as amended, and K.C.C. 3.16.055,
82 Ordinance 13000, Section 2, as amended, and K.C.C.
83 3.16.060, Ordinance 1902, Section 1, as amended, and
84 K.C.C. 3.28.010, Ordinance 12077, Section 12, as
85 amended, and K.C.C. 3.30.010, Ordinance 11183, Section
86 1, and K.C.C. 3.30.020, Ordinance 10930, Sections 3-4, as
87 amended, and K.C.C. 3.30.030, Ordinance 12077, Section
88 14, as amended, and K.C.C. 3.30.050, Ordinance 12077,
89 Section 15, as amended, and K.C.C. 3.30.060, Ordinance

90 10930, Section 11, as amended, and K.C.C. 3.30.070,
91 Ordinance 8575, Section 1, as amended, and K.C.C.
92 3.36.010, Ordinance 8575, Section 2, as amended, and
93 K.C.C. 3.36.020, Ordinance 8575, Section 3, as amended,
94 and K.C.C. 3.36.030, Ordinance 17332, Section 4, and
95 K.C.C. 3.36.035, Ordinance 16035, Section 5, as amended,
96 and K.C.C. 3.36.045, Ordinance 16035, Section 6, as
97 amended, and K.C.C. 3.36.055, Ordinance 16035, Section
98 7, as amended, and K.C.C. 3.36.065, Ordinance 16035,
99 Section 8, as amended, and K.C.C. 3.36.075, adding new
100 sections to K.C.C. chapter 3.15, adding a new section to
101 K.C.C. chapter 3.30, recodifying K.C.C. 3.15.060, K.C.C.
102 3.15.110, K.C.C. 3.15.120, K.C.C. 3.15.130, K.C.C.
103 3.15.140, K.C.C. 3.15.145, and K.C.C. 3.15.135, repealing
104 Ordinance 4324, Section 7, as amended, and K.C.C.
105 3.12.030, Ordinance 12014, Section 16, and K.C.C.
106 3.12.130, Ordinance 4324, Section 37, and K.C.C.
107 3.12.150, Ordinance 4324, Section 34, and K.C.C.
108 3.12.160, Ordinance 12014, Section 17, as amended, and
109 K.C.C. 3.12.170, Ordinance 11149, Sections 1-4, as
110 amended, and K.C.C. 3.12.187, Ordinance 14591, Section
111 2, as amended, and K.C.C. 3.12.218, Ordinance 12014,
112 Section 24, as amended, and K.C.C. 3.12.247, Ordinance

4324, Section 33, as amended, and K.C.C. 3.12.320,
Ordinance 4324, Section 4, and K.C.C. 3.12.340,
Ordinance 9498, Section 14, and K.C.C. 3.12.365,
Ordinance 1282, Section 5, as amended, and K.C.C.
3.15.040, Ordinance 1282, Section 7, as amended, and
K.C.C. 3.15.070, Ordinance 8299, Section 1, and K.C.C.
3.15.080, Ordinance 12014, Section 53, as amended, and
K.C.C. 3.15.100, Ordinance 16818, Section 1, and K.C.C.
3.15.150, Ordinance 16818, Section 2, as amended, and
K.C.C. 3.15.160, Ordinance 16818, Section 3, and K.C.C.
3.15.170, and Ordinance 16818, Section 4, as amended, and
K.C.C. 3.15.180, and establishing an expiration date.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Ordinance 9088, Section 1, and K.C.C. 3.12.005 are hereby

amended to read as follows:

King County (~~recognizes that, in the past, employment and contracting practices~~
~~did not afford equal opportunities for women, minorities and persons with disabilities,~~
~~and that such practices have resulted in the underrepresentation of such persons in county~~
~~employment, in employment by county contractors, and in the utilization of minority-~~
~~owned and women-owned businesses in county contracts. King County also recognizes~~
~~that many of the causes of this underrepresentation are societal in nature, and beyond the~~
~~scope and power of the county to remedy on its own. Nevertheless, King County is~~
~~determined to be a leader in the implementation of civil rights and compliance policies~~

136 ~~and programs which will remedy the effects of past discrimination and set the county on~~
137 ~~an affirmative action path))~~ is an equal opportunity employer committed to establishing
138 and nurturing a workforce that prioritizes equitable treatment for all employees and
139 residents. King County is determined to be a leader in the implementation of equitable,
140 and racially and socially just employment programs and policies. K.C.C. chapter 3.12
141 provides a framework for building such a workforce.

142 SECTION 2. Ordinance 12014, Section 5, as amended, and K.C.C. 3.12.010 are
143 each hereby amended to read as follows:

144 For the purposes of this chapter, all words shall have their ordinary and usual
145 meanings except those defined in this section which shall have, in addition, the following
146 meanings. In the event of conflict, the specific definitions set forth in this section shall
147 presumptively, but not conclusively, prevail.

148 A.1. "Administrative interns" means employees who are:

149 a. enrolled during the regular school year in a program of education,
150 internship, or apprenticeship;

151 b. legal interns who have graduated from law school but have not yet been
152 admitted to the Washington State Bar Association; ~~((or))~~

153 c. veterans temporarily working to gain practical workforce experience; or

154 d. participants in the Lift Every Youth program.

155 2. All administrative internships in executive departments shall be approved by
156 the director. Administrative interns are exempt from the career service under Section 550
157 of the charter.

158 B. "AmeriCorps" means those who apply for and are selected to serve in
159 positions at King County government through either AmeriCorps or Washington Service
160 Corps programs, or both.

161 C. "Appointing authority" means (~~((the county council, the county auditor,))~~) the
162 executive, chief officers of executive departments and administrative offices, or division
163 managers having authority to appoint or to remove persons from positions in the (~~((county~~
164 ~~service))~~) executive branch.

165 D. "Base rate of pay" means an employee's hourly rate of pay, which includes
166 longevity and merit pay, but does not include other premiums, special duty, or overtime
167 pay.

168 E. "Basis of merit" means the value, excellence, or superior quality of an
169 individual's work performance, as determined by a structured process comparing the
170 employee's performance against defined standards and, where possible, the performance
171 of other employees of the same or similar class.

172 (~~((F.))~~) F. "Board" means the county personnel board established by Section 540 of
173 the charter.

174 (~~((F.))~~) G. "Budgetary furlough" means a circumstance in which projected county
175 revenues are determined to be insufficient to fully fund county agency operations and, in
176 order either to achieve budget savings or to meet unallocated budget reductions, which
177 are commonly known as contras, or both, cost savings may be achieved through
178 reduction in days or hours of service, resulting in placing an employee for one or more
179 days in a temporary furlough status without duties and without pay.

180 ~~((G.))~~ H. "Career service employee" means an ~~((county))~~ employee in the
181 executive branch who is appointed to a career service position as a result of the selection
182 procedure provided for in this chapter, and who has completed the probationary period in
183 the employee's current position.

184 I. "Career service exempt employee" means an employee employed in the
185 executive's office or in an executive department in a position that is not a career service
186 position under Section 550 of the charter. Career service exempt employees serve at the
187 pleasure of the appointing authority.

188 J. "Career service exempt position" means any position excluded as a career
189 service position by Section 550 of the charter. Career service exempt positions are
190 positions to which appointments may be made directly without a competitive hiring
191 process.

192 ~~((H.))~~ K. "Career service position" means all positions in the ~~((county service~~
193 ~~except for)) executive branch except~~ those that are designated as exempt from career
194 service by Section 550 of the charter as follows: all elected officers; the county auditor,
195 the clerk, and all other employees of the county council; the county administrative
196 officer; the chief officer of each executive department and administrative office; the
197 members of all boards and commissions; ~~((the chief economist and other employees of~~
198 ~~the office economic and financial analysis;))~~ the chief economist and other employees of
199 the office of economic and financial analysis; administrative assistants for the executive
200 and one administrative assistant each for the county administrative officer, the county
201 auditor, the county assessor, the chief officer of each executive department and
202 administrative office, and for each board and commission; a chief deputy for the county

203 assessor; one confidential secretary each for the executive, the chief officer of each
204 executive department and administrative office, and for each administrative assistant
205 specified in this section; all employees of those officers who are exempted from the
206 provisions of this chapter by the state constitution; persons employed in a professional or
207 scientific capacity to conduct a special inquiry, investigation, or examination; ~~((part-time~~
208 ~~and))~~ temporary employees; administrative interns; election precinct officials; all persons
209 serving the county without compensation; physicians; surgeons; dentists; medical interns;
210 and student nurses and inmates employed by county hospitals, tuberculosis sanitariums
211 and health departments of the county. All part-time employees shall be exempted from
212 career service membership except, all part-time employees employed at least half time or
213 more, as defined by ordinance, shall be members of the career service.

214 For purposes of interpreting Section 550 of the charter, ((D))divisions in
215 executive departments and administrative offices as determined by the county council
216 shall be considered to be executive departments ~~((for the purpose of determining the~~
217 ~~applicability of Section 550 of the charter.~~

218 ~~All part-time employees shall be exempted from career service membership~~
219 ~~except, all part time employees employed at least half time or more, as defined by~~
220 ~~ordinance, shall be members of the career service)).~~

221 ~~((F))~~ L. "Charter" means the King County Charter, as amended.

222 ~~((F))~~ M. "Child" means a biological, adopted, or foster child, a stepchild, a legal
223 ward, or a child ~~((of an))~~ to whom the employee ((standing)) stands in loco parentis ~~((to~~
224 ~~the child, who is:~~

225 ~~1. Under eighteen years of age; or~~

226 ~~2. Eighteen years of age or older and incapable of self care because of a mental~~
227 ~~or physical disability)), is a legal guardian or is a de facto parent, regardless of age or~~
228 dependency status, unless otherwise specified herein.

229 ~~((K.))~~ N. "Class" or "classification" means a position or group of positions,
230 established under authority of this chapter and chapter 3.15, sufficiently similar in respect
231 to the duties, responsibilities, and authority thereof, that the same descriptive title may be
232 used to designate each position allocated to the class.

233 ~~((L.))~~ O. "Classification plan" means the arrangement of positions into
234 classifications together with specifications describing each classification.

235 ~~((M.))~~ P. "Compensatory time" means time off granted with pay in lieu of pay for
236 work performed ~~((either))~~ on an authorized overtime basis ~~((or work performed on a~~
237 ~~holiday that is normally scheduled as a day off. Such e))~~Compensatory time shall be
238 granted on the basis of time and one-half.

239 ~~((N. "Competitive employment" means a position established in the county~~
240 ~~budget and that requires at least twenty six weeks of service per year as the work~~
241 ~~schedule established for the position.~~

242 ~~Θ.))~~ Q. "Comprehensive leave benefits" means ~~((those))~~ all the leave benefits
243 described in and subject to this chapter, including leaves for vacations, promotional or
244 qualifying examinations, bereavement, life-giving or life-saving procedures, sickness,
245 volunteer service, parental leave, donated leave, and leaves of absence without pay.

246 ~~((P.))~~ R. "Council" means the county council as established by Article 2 of the
247 charter.

248 ~~((Q-))~~ S. "County" means King County and any other organization that is legally
249 governed by the county with respect to personnel matters.

250 ~~((R-))~~ T. "Demotion" means the voluntary or involuntary movement of an
251 employee from a position having a higher maximum pay step to a position having a lower
252 maximum pay step.

253 U. "Department" means the department of human resources or its successor
254 agency.

255 ~~((S-))~~ V. "Developmental disability" means a ~~((developmental))~~ disability, as
256 defined in RCW 71A.10.020~~((2))~~(6), as amended ~~((, attributable to mental retardation,~~
257 ~~cerebral palsy, epilepsy, autism or other neurological or other condition of an individual~~
258 ~~found by the secretary of the Washington state Department of Social and Health Services~~
259 ~~or the secretary's designee to be closely related to mental retardation or to require~~
260 ~~treatment similar to that required for individuals with mental retardation, which disability~~
261 ~~originates before the individual attains age eighteen, that has continued or can be~~
262 ~~expected to continue indefinitely and that constitutes a substantial handicap for the~~
263 ~~individual)).~~

264 ~~((T-))~~ W. "Direct cost" means the cost aggregate of the actual weighted average
265 cost of insured benefits, less any administrative cost therefor. Any payments to ~~((part-~~
266 ~~time and))~~ short-term temporary employees under this chapter shall not include any
267 administrative overhead charges applicable to administrative offices and executive
268 departments.

269 ~~((U-))~~ X. "Director" means the ~~((manager))~~ director of the department human
270 resources or its successor agency.

271 (~~(V-)~~) Y. "Domestic partners" are two people in a domestic partnership, one of
272 whom is a county employee.

273 (~~(W-)~~) Z. "Domestic partnership" is a relationship whereby two people:

- 274 1. Have a close personal relationship;
- 275 2. Are each other's sole domestic partner and are responsible for each other's
276 common welfare;
- 277 3. Share the same regular and permanent residence;
- 278 4. Are jointly responsible for basic living expenses which means the cost of
279 basic food, shelter, and any other expenses of a domestic partner that are paid at least in
280 part by a program or benefit for which the partner qualified because of the domestic
281 partnership. The individuals need not contribute equally or jointly to the cost of these
282 expenses as long as they agree that both are responsible for the cost;
- 283 5. Are not married to anyone;
- 284 6. Are each eighteen years of age or older;
- 285 7. Are not related by blood closer than would bar marriage in the state of
286 Washington;
- 287 8. Were mentally competent to consent to contract when the domestic
288 partnership began.

289 (~~(X-)~~) AA. "Employed at least half time or more" means employed in a regular
290 position that has an established work schedule of not less than one-half the number of
291 hours of the full-time positions in the work unit in which the employee is assigned, or
292 when viewed on a (~~(calendar year)~~) rolling twelve-month basis, nine hundred ten hours or
293 more in a work unit in which a work week of more than thirty-five but less than forty

hours is standard or one thousand forty hours or more in a work unit in which a forty hour work week is standard. If the standard work week hours within a work unit varies (employees working both thirty-five and forty hours) the director, in consultation with the department, is responsible for determining what hour threshold applies.

~~((Y.))~~ BB. "Employee" means any person who is employed in an executive-branch career service position or career service exempt position.

~~((Z.))~~ CC. "Employees eligible for comprehensive leave benefits" means full-time regular, part-time regular, provisional, probationary, and term-limited temporary employees.

~~((AA.))~~ DD. "Executive" means the county executive, as established by Article 3 of the charter.

~~((BB. "Exempt employee" means an employee employed in a position that is not a career service position under Section 550 of the charter. Exempt employees serve at the pleasure of the appointing authority.~~

~~CC. "Exempt position" means any position excluded as a career service position by Section 550 of the charter. Exempt positions are positions to which appointments may be made directly without a competitive hiring process.~~

~~DD.))~~ EE. "Full-time regular employee" means an employee employed in a full-time regular position and, for full-time career service positions, is not serving a probationary period.

~~((EE.))~~ FF. "Full-time regular position" means a regular position that has an established work schedule of not less than thirty-five hours per week in those work units

316 in which a thirty-five-hour week is standard, or of not less than forty hours per week in
317 those work units in which a forty-hour week is standard.

318 ~~((FF.))~~ GG. "Furlough day" means a day for which an employee shall perform no
319 work and shall receive no pay due to an emergency budget crisis necessitating emergency
320 budget furloughs.

321 ~~((GG.))~~ HH. "Furloughed employee" means an employee who is placed in a
322 temporary status without duties and without pay due to a financial emergency
323 necessitating budget reductions.

324 ~~((HH.))~~ II. "Grievance" means an issue raised by an employee relating to the
325 interpretation of rights, benefits, or condition of employment as contained in either the
326 administrative rules or procedures, or both, for the career service.

327 ~~((II. "Immediate family" means spouse, child, parent, son-in-law, daughter-in-~~
328 ~~law, grandparent, grandchild, sibling, domestic partner and the child, parent, sibling,~~
329 ~~grandparent or grandchild of the spouse or domestic partner.~~

330 ~~JJ. "Incentive increase" means an increase to an employee's base salary within the~~
331 ~~assigned pay range, based on demonstrated performance.~~

332 ~~KK.))~~ JJ. "Insured benefits" means those insurance benefits described in and
333 subject to this chapter, including medical, dental, life, disability, and vision benefits.

334 ~~((LL.))~~ KK. "Integrated work setting" means a work setting in which the majority
335 of people employed are individuals without disabilities and wages are paid at minimum
336 wage or better.

337 ~~((MM.))~~ LL. "King County family and medical leave" means a leave of absence
338 taken under K.C.C. 3.12.221.

339 ~~((NN-))~~ MM. "Life-giving and life-saving procedures" means a medically-
340 supervised procedure involving the testing, sampling, or donation of blood, organs,
341 fluids, tissues and other human body components for the purposes of donation without
342 compensation to a person for a medically necessary treatment.

343 ~~((OO-))~~ NN. "Marital status" means the presence or absence of a marital
344 relationship and includes the status of being married, separated, divorced, ~~((engaged,))~~
345 widowed, or single ~~((or cohabiting))~~.

346 OO. "Merit increase" means an increase to an employee's base salary supported
347 by demonstrated performance.

348 PP. "Part-time employee" means an employee employed in a part-time position.
349 Under Section 550 of the charter, part-time employees are not members of the career
350 service.

351 QQ. "Part-time position" means ~~((an))~~ a position other than a regular position in
352 which the part-time employee is employed less than half time, that is less than nine
353 hundred ten hours in a ~~((calendar year))~~ rolling twelve-month period in a work unit in
354 which a thirty-five hour work week is standard or less than one thousand forty hours in a
355 ~~((calendar year))~~ rolling twelve-month period in a work unit in which a forty-hour work
356 week is standard, except as provided elsewhere in this chapter. Where the standard work
357 week falls between thirty-five and forty hours, the director, in consultation with the
358 department, is responsible for determining what hour threshold will apply. Part-time
359 position excludes administrative intern.

360 RR. "Part-time regular employee" means an employee employed in a part-time
361 regular position and, for part-time career service positions, is not serving a probationary

362 period. Under Section 550 of the charter, ~~((such))~~ part-time regular employees are
363 members of the career service.

364 SS. "Part-time regular position" means a regular position in which the part-time
365 regular employee is employed for at least nine hundred ten hours but less than a full-time
366 basis in a ~~((calendar year))~~ rolling twelve-month period in a work unit in which a thirty-
367 five hour work week is standard or for at least one thousand forty hours but less than a
368 full-time basis in a ~~((calendar year))~~ rolling twelve-month period in a work unit in which
369 a forty-hour work week is standard. Where the standard work week falls between thirty-
370 five and forty hours, the director, in consultation with the department, is responsible for
371 determining what hour threshold will apply.

372 TT. "Pay grade" means the numeric value assigned to each pay range in the pay
373 plan.

374 UU. "Pay plan" means a systematic schedule of ~~((numbered))~~ pay ranges ~~((with~~
375 ~~minimum, maximum and intermediate steps for each pay range, a schedule of assignment~~
376 ~~of each classification to a numbered pay range))~~ assigned to pay grades and rules for
377 administration.

378 ~~((UU.))~~ VV. "Pay range" means ~~((one or more pay rates representing the~~
379 ~~minimum, maximum and intermediate steps assigned to a classification))~~ the range of pay
380 rates consisting of minimum, maximum, and intermediate steps, established for each pay
381 grade.

382 ~~((VV.))~~ WW. "Pay range adjustment" means the adjustment ~~((of the numbered~~
383 ~~pay range of a classification to another numbered pay range in the schedule based on a~~
384 ~~classification change, competitive pay data or other significant factors))~~ to the pay range

385 of a classification to a higher or lower pay range, typically to appropriately reflect
386 changes in classification content, internal equity considerations, or competitive market
387 pay data, or any combination thereof.

388 ~~((WW.))~~ XX. "Pay rate" means an individual dollar amount that is one of the
389 steps in a pay range paid to an employee based on the classification of the position
390 occupied.

391 YY. "Personnel guidelines" means ~~((only those))~~ operational procedures
392 promulgated by the director ~~((necessary))~~ to implement personnel policies ~~((or
393 requirements previously stipulated by ordinance or the charter))~~. ~~((Such))~~ The personnel
394 guidelines shall be applicable only to employees assigned to executive departments and
395 administrative agencies.

396 ~~((XX.))~~ ZZ. "Position" means a group of current duties and responsibilities
397 assigned by competent authority requiring the employment of one person.

398 ~~((YY.))~~ AAA. "Probationary employee" means an employee serving a
399 probationary period in a regular career service position. Probationary employees are
400 temporary employees and excluded from career service under Section 550 of the charter.

401 ~~((ZZ.))~~ BBB. "Probationary period" means a period of time, as determined by the
402 director, for assessing whether an individual is qualified for a career service position to
403 which the employee has been newly appointed or has moved from another position,
404 whether through promotion, demotion or transfer, except as provided in K.C.C. 3.12.100
405 and 3.15.140.

406 ~~((AAA-))~~ CCC. "Probationary period salary increase" means a within-range
407 salary increase from one step to the next ~~((highest))~~ higher step upon satisfactory
408 completion of the probationary period.

409 ~~((BBB-))~~ DDD. "Promotion" means the movement of an employee to a position
410 in a classification having a pay range with a higher maximum salary.

411 ~~((CCC-))~~ EEE. "Provisional appointment" means an appointment made in the
412 absence of a list of candidates certified as qualified by the director. Only the director
413 may authorize a provisional appointment. An appointment to this status is limited to six
414 months.

415 ~~((DDD-))~~ FFF. "Provisional employee" means an employee serving by
416 provisional appointment in a regular career service position. Provisional employees are
417 temporary employees and excluded from career service under Section 550 of the charter.

418 ~~((EEE-))~~ GGG. "Qualifying event" means the birth of the employee's child, the
419 employee's adoption of a minor child, or the foster-to-adopt placement of a minor child
420 with the employee.

421 ~~((FFF. "Recruiting step" means the first step of the salary range allocated to a
422 class unless otherwise authorized by the executive.))~~

423 HHH. "Reclassification" means a change in the classification of a position
424 resulting from a review by the department of human resources where it is found that the
425 duties and responsibilities of the position have been changed permanently and
426 significantly over time or have changed due to a reorganization or council action. A
427 reclassification may result in the position being placed in a higher, lower, or the same pay
428 range.

429 ~~((GGG.))~~ III. "Regular position" means a position established in the county
430 budget and identified within a budgetary unit's authorized full time equivalent (FTE)
431 level as set out in the budget detail report.

432 ~~((HHH.))~~ JJJ. "Salary ~~((or pay rate))~~" means an individual dollar amount that is
433 one of the steps in a pay range paid to an employee based on the classification of the
434 employee's position ~~((occupied))~~.

435 ~~((HH.))~~ KKK. "Section" means an agency's budget unit comprised of a particular
436 project program or line of business as described in the budget detail plan for the previous
437 fiscal period as attached to the adopted appropriation ordinance or as modified by the
438 most recent supplemental appropriations ordinance. This definition is not intended to
439 create an organization structure for any agency.

440 ~~((JJJ.))~~ LLL. "Serious health condition" ~~((means an illness or injury, impairment
441 or physical or mental condition that involves one or more of the following:~~

442 ~~1. An acute episode that requires more than three consecutive calendar days of
443 incapacity and either multiple treatments by a licensed health care provider or at least one
444 treatment plus follow-up care such as a course of prescription medication; and any
445 subsequent treatment or period of incapacity relating to the same condition;~~

446 ~~2. A chronic ailment continuing over an extended period of time that requires
447 periodic visits for treatment by a health care provider and that has the ability to cause
448 either continuous or intermittent episodes of incapacity;~~

449 ~~3. In-patient care in a hospital, hospice or residential medical care facility or
450 related out-patient follow-up care;~~

451 4. ~~An ailment requiring multiple medical interventions or treatments by a health~~
452 ~~care provider that, if not provided, would likely result in a period of incapacity for more~~
453 ~~than three consecutive calendar days;~~

454 5. ~~A permanent or long term ailment for which treatment might not be effective~~
455 ~~but that requires medical supervision by a health care provider; or~~

456 6. ~~Any period of incapacity due to pregnancy or prenatal care.))~~ has the same
457 meaning as under the federal Family and Medical Leave Act, 29 C.F.R. Sec. 825.113.

458 ~~((KKK.))~~ MMM. "Short-term temporary employee" means a temporary
459 employee who is employed in a short-term temporary position.

460 ~~((LLL.))~~ NNN. "Short-term temporary position" means a type of position in
461 which a temporary employee works less than nine hundred ten hours in a ~~((calendar~~
462 ~~year))~~ rolling twelve-month period in a work unit in which a thirty-five-hour work week
463 is standard or less than one thousand forty hours in a ~~((calendar year))~~ rolling twelve-
464 month period in a work unit in which a forty-hour work week is standard. Where the
465 standard work week falls between thirty-five and forty hours, the director, in consultation
466 with the department, is responsible for determining what hour threshold will apply. The
467 relevant measurement period shall begin anew for a short-term temporary employee after
468 twenty-six consecutive weeks in an unpaid status.

469 ~~((MMM.))~~ OOO. "Temporary employee" means an employee employed in a
470 temporary position and in addition, includes an employee serving a probationary period
471 or under provisional appointment. Under Section 550 of the charter, temporary
472 employees shall not be members of the career service.

473 (~~(NNN:))~~ PPP. "Temporary position" means a position that is not a regular
474 position as defined in this chapter and excludes administrative intern. Temporary
475 positions include both term-limited temporary and short-term temporary positions.

476 (~~(OOO:))~~ QQQ. "Term-limited temporary employee" means a temporary
477 employee who is employed in a term-limited temporary position. Term-limited
478 temporary employees are not members of the career service. Term-limited temporary
479 employees may not be employed in term-limited temporary positions longer than three
480 years beyond the date of hire, except that for grant-funded projects capital improvement
481 projects and information systems technology projects the maximum period may be
482 extended up to five years upon approval of the director. The director shall maintain a
483 current list of all term-limited temporary employees by department.

484 (~~(PPP:))~~ RRR. "Term-limited temporary position" means a temporary position
485 with work related to a specific grant, capital improvement project, information systems
486 technology project or other nonroutine, substantial body of work, for a period greater
487 than six months. In determining whether a body of work is appropriate for a term-limited
488 temporary position, the appointing authority (~~(will)~~) shall consider the following:

489 1. Grant-funded projects: These positions will involve projects or activities that
490 are funded by special grants for a specific time or activity. These grants are not regularly
491 available to or their receipt predictable by the county;

492 2. Information systems technology projects: These positions will be needed to
493 plan and implement new information systems projects for the county. Term-limited
494 temporary positions may not be used for ongoing maintenance of systems that have been
495 implemented;

496 3. Capital improvement projects: These positions will involve the management
497 of major capital improvement projects. Term-limited temporary positions may not be
498 used for ongoing management of buildings or facilities once they have been built;

499 4. Miscellaneous projects: Other significant and substantial bodies of work may
500 be appropriate for term-limited temporary positions. These bodies of work must be either
501 nonroutine projects for the department or related to the initiation or cessation of a county
502 function, project, or department;

503 5. Seasonal positions: These are positions with work for more than six
504 consecutive months, half-time or more, with total hours of at least nine hundred ten in a
505 calendar year in a work unit in which a thirty-five hour work week is standard or at least
506 one thousand forty hours in a calendar year in a work unit in which a forty hour work
507 week is standard, that due to the nature of the work have predictable periods of inactivity
508 exceeding one month. Where the standard work week falls between thirty-five and forty
509 hours, the director, in consultation with the department, is responsible for determining
510 what hour threshold will apply; and

511 6. Temporary placement in regular positions: These are positions used to back
512 fill regular positions for six months or more due to a career service employee's absence
513 such as extended leave or assignment on any of the foregoing time-limited projects.

514 ~~((All appointments to term-limited temporary positions will be made by the~~
515 ~~appointing authority in consultation with the director before the appointment of term-~~
516 ~~limited temporary employees.~~

517 ~~QQQ-))~~ SSS. "Volunteer for the county" means an individual who performs
518 service for the county for civic, charitable, or humanitarian reasons, without promise,

519 expectation, or receipt of compensation from the county for services rendered and who is
520 accepted as a volunteer by the county, except emergency service worker volunteers as
521 described by chapter 38.52 RCW. A "volunteer for the county" may receive reasonable
522 reimbursement of expenses or an allowance for expenses actually incurred without losing
523 status as a volunteer. "Volunteer for the county" includes, but is not limited to, a
524 volunteer serving as a board member, officer, commission member, volunteer intern, or
525 direct service volunteer.

526 ~~((PPP-))~~ TTT. "Volunteer intern" means volunteers who are either:

527 1. Enrolled during the regular school year in a program of education, internship,
528 or apprenticeship and receiving scholastic credit or scholastic recognition for
529 participating in the internship; or

530 2. Legal interns who have graduated from law school but have not yet been
531 admitted to the Washington State Bar Association.

532 ~~((SSS-))~~ UUU. "Washington state registered domestic partner" means persons
533 who have met the requirements for a valid state-registered domestic partnership as
534 established by RCW 26.60.030 and who have been issued a certificate of state-registered
535 domestic partnership by the Secretary of State's office.

536 ~~((TTT-))~~ VVV. "Work study student" means a student enrolled or accepted for
537 enrollment at a post-secondary institution who, according to a system of need analysis
538 approved by the ~~((higher education coordinating board))~~ Washington student
539 achievement council, demonstrates a financial inability ~~((, either parental, familial or~~
540 ~~personal,))~~ to bear the total cost of education for any semester or quarter.

541 SECTION 3. Ordinance 12014, Section 6, and K.C.C. 3.12.020 are each hereby
542 amended to read as follows:

543 A. All employees shall hold their positions subject to the conditions stated in the
544 charter, this chapter, department of human resources policies, other applicable
545 ordinances, and the personnel guidelines.

546 B. No employee may engage in any occupation or outside activity which is
547 incompatible with the proper discharge of official county duties, or which would impair
548 independence of judgment or action in the performance of ~~((such))~~ official duties. All
549 employees are specifically referred to the conflict of interest provisions contained in
550 K.C.C. 3.04.

551 C. ~~((The employment of members of the same family or other close relatives of
552 employees shall not be limited except where required by business or job-related
553 necessity. For purposes of this section, "business or job-related necessity" includes those
554 circumstances where the county's actions are based upon a compelling and essential need
555 to avoid business or job-related conflicts of interest, or to avoid the reality or appearance
556 of improper influence or favor.))~~ An employee may not supervise a family member or
557 other close relative or make or influence employment-related decisions about a family
558 member or other close relative, including a hiring decision. For purposes of this section,
559 "~~((same))~~ family member or other close relative~~((s))~~" means the mother, father, child,
560 sister, brother, wife, husband, aunt, uncle, niece, nephew, grandparent, grandchild, in-
561 laws, domestic partner, ~~((children))~~ child of a domestic partner, and relatives of a
562 domestic partner to the same extent such relatives would be included in this paragraph if
563 the employee and the domestic partner were married. ~~((Nothing in this subsection shall~~

564 ~~be construed to prevent or impede the advancement or promotion of any person~~
565 ~~employed by the county prior to January 1, 1996.))~~

566 SECTION 4. Ordinance 4324, Section 7, as amended, and K.C.C. 3.12.030 are
567 hereby repealed.

568 SECTION 5. Ordinance 12014, Section 7, as amended, and K.C.C. 3.12.040 are
569 each hereby amended to read as follows:

570 A. Full-time regular, part-time regular, provisional, probationary, and term-
571 limited temporary employees shall receive the comprehensive leave benefits provided in
572 this chapter. Short-term temporary employees and administrative interns do not receive
573 comprehensive leave benefits and are only eligible for the sick leave benefits outlined in
574 K.C.C. 3.12.220.

575 B. Full-time regular, part-time regular, provisional, probationary, term-limited
576 temporary employees, and those employees who meet the definition of full time
577 employee under the Patient Protection and Affordable Care Act of 2010, as amended, and
578 including applicable regulations promulgated under the Patient Protection and Affordable
579 Care Act of 2010, as amended, and their spouses or Washington state registered domestic
580 partners, each of their dependent children under age twenty-six and each of the dependent
581 children under age twenty-six of their spouses or Washington state registered domestic
582 partners shall be eligible for medical, dental, life, disability, and vision benefits, except in
583 those instances where contrary provisions have been agreed to in the collective
584 bargaining process and to the extent such benefits are available through insurers selected
585 by the county. The director shall establish specific provisions governing eligibility for
586 these benefits as part of the personnel guidelines and consistent with budget

587 requirements. The provisions may include waiting periods for employees newly ((-))
588 hired to the county.

589 C. ~~((Part-time and))~~ Short-term temporary employees ~~((, other than probationary,~~
590 ~~provisional and term-limited temporary employees,))~~ who in a rolling twelve-month period
591 exceed the ~~((calendar year))~~ working hours threshold ~~((defined in this chapter))~~ shall
592 receive compensation in lieu of leave benefits at the rate of ~~((fifteen))~~ twelve and one-half
593 percent of gross pay for all hours worked ~~((less the value of any sick leave benefits~~
594 ~~provided under K.C.C. 3.12.220.A.2))~~, paid retroactive ~~((to the first hour of employment~~
595 ~~and for each hour worked thereafter))~~ back three years. If during that three-year period
596 there has been at least a twenty-six consecutive week period in unpaid status, the payment
597 is made retroactive to the most recent hire date after that break in service. If an employee
598 has not previously received insured benefits provided under K.C.C. 3.12.040.B, the
599 employee shall also receive a one-time only payment in an amount equal to the direct cost
600 of three months of insured benefits, as determined by the director, and, in lieu of insured
601 benefits, in an amount equal to the direct cost to the county for each employee for whom
602 insured benefits are provided, prorated to reflect the affected employee's normal work
603 week, for each hour worked thereafter. The additional compensation shall continue until
604 termination of employment or hire into a full-time regular, part-time regular, or term-
605 limited position. ~~((Further, employees receiving pay in lieu of insured benefits may elect to~~
606 ~~receive the medical component of the insured benefit plan, with the cost to be deducted~~
607 ~~from their gross pay, but an employee who so elects shall remain in the selected plan until:~~
608 ~~termination of employment; hire into a full-time regular, part-time regular or term-limited~~

609 ~~position; or service of an appropriate notice of change or cancellation during the employee~~
610 ~~benefits annual open enrollment.~~

611 ~~Part-time and~~) Short-term temporary employees (~~(, other than probationary,~~
612 ~~provisional and term limited temporary employees,))~~ who exceed the applicable threshold
613 are also eligible for cash in lieu of the bus pass benefit provided to regular employees. The
614 value shall be determined based on the average annual cost per employee as determined in
615 the adopted budget, prorated to an hourly equivalent based on the employee's normal work
616 week, and shall be paid retroactive to the first hour worked and for each hour worked
617 thereafter until termination of employment or hire into a full-time regular, part-time
618 regular, or term limited position.

619 SECTION 6. Ordinance 12014, Section 8, as amended, and K.C.C. 3.12.042 are
620 each hereby amended to read as follows:

621 A. The county shall offer to those employees who are qualified to receive medical
622 benefits the opportunity to participate in ~~((a))~~ qualifying Internal Revenue Code Sections
623 125 and 129 dependent care assistance programs. The department of human resources
624 shall incorporate the dependent care assistance program in its employee flexible benefit
625 program.

626 B. The costs of administering the dependent care assistance program shall be fully
627 borne by the county and existing and future employee benefits shall not be reduced as a
628 result of the cost of administering the program. Savings in county paid payroll taxes, if any,
629 resulting from this program shall accrue to the county.

630 C. Non-represented employees who are qualified to receive medical benefits shall
631 be offered the dependent care assistance program whether or not represented employee
632 groups choose to participate in the program.

633 SECTION 7. Ordinance 12014, Section 9, as amended, and K.C.C. 3.12.044 are
634 each hereby amended to read as follows:

635 A. ~~((Employees))~~ An employee who receives medical, dental, life and disability
636 insurance, and vision benefits shall ~~((designate their))~~ show proof of the employee's spouse,
637 ~~((their))~~ the employee's Washington state registered domestic partner, ((their)) the
638 employee's dependent children under age twenty-six, and the dependent children under age
639 twenty-six of ((their)) the employee's spouse or Washington state registered domestic
640 partner ((in an Affidavit of Marriage/Domestic Partnership)) with a copy of a marriage
641 certificate or a certification of state-registered domestic partnership by the Washington
642 Secretary of State's Office in order for ((such)) the spouse, Washington state registered
643 domestic partner, ((and/)) or children to receive ((such)) the benefits, to the extent ((such))
644 the benefits are available to ((them)) the spouse, Washington state registered domestic
645 partner, or children. ((The director shall prescribe the form of the affidavit. In the
646 affidavit, the employee shall:

647 1. ~~Attest to the following:~~

648 a. ~~if married, that the employee is currently married to the individual identified~~
649 ~~by name on the affidavit, or~~

650 b. ~~if participating in a domestic partnership, that:~~

651 (1) ~~the employee is currently in a domestic partnership with the individual~~
652 ~~identified by name on the affidavit;~~

653 ~~(2) the employee meets all the qualifications of a domestic partnership, as~~
654 ~~defined by this chapter; and~~

655 ~~(3) any prior domestic partnership in which the employee or the employee's~~
656 ~~domestic partner participated with a third party was terminated at least ninety days prior to~~
657 ~~the date of said affidavit or by the death of that third party, and if such prior domestic~~
658 ~~partnership had been acknowledged pursuant to this chapter, that notice of the termination~~
659 ~~of the prior domestic partnership, whether by death of the domestic partner or otherwise,~~
660 ~~was provided to the county at least ninety days prior to the date of said affidavit;~~

661 ~~2. Agree to notify the county if there is a change of the circumstances attested to~~
662 ~~in the affidavit; and~~

663 ~~3. Affirm, under penalty of law, that the assertions in the affidavit are true.))~~

664 B. The employee shall provide the county with a notice of termination of marriage
665 or Washington state registered domestic partnership, on a form prescribed by the director,
666 upon dissolution of a marriage or termination of a Washington state registered domestic
667 partnership, within thirty days of termination of the marriage or domestic partnership. A
668 marriage or Washington state registered domestic partnership shall be deemed terminated
669 as provided under state law. ~~((A domestic partnership shall be deemed terminated:~~

670 ~~1. When the domestic partners no longer meet one or more of the qualifications of~~
671 ~~a domestic partnership, as defined by this chapter; or~~

672 ~~2. Upon the death of a domestic partner.))~~

673 C. ~~((All affidavits of marriage/domestic partnership;))~~ All marriage certificates,
674 certifications of Washington state registered domestic partnerships, and notices of
675 termination of marriage ~~((/))~~ or state-registered domestic partnership ~~((, and any~~

676 ~~information contained in said affidavits~~) submitted to the county shall be confidential and
677 subject to disclosure only upon express written authorization by the persons identified in
678 the forms or if otherwise required by law.

679 SECTION 8. Ordinance 12014, Section 10, and K.C.C. 3.12.050 are each hereby
680 amended to read as follows:

681 All career service employees shall be members of the county career service
682 mandated by Section 510 of the charter. The recruitment, selection, and promotion of
683 ~~((such))~~ career service employees shall be competitive and shall be based on merit. Career
684 service employees shall have ~~((such))~~ the rights, working conditions, and benefits as are
685 specified by this chapter.

686 SECTION 9. Ordinance 12014, Section 11, as amended, and K.C.C. 3.12.060 are
687 each hereby amended to read as follows:

688 If the functions of another governmental entity are assumed by the county, and if
689 former employees of that entity become county employees, then the director shall
690 determine whether ~~((such))~~ the employees will be members of or exempt from the career
691 service. In making this determination, the director shall apply the standards contained in
692 Section 550 of the charter. The career service status of each employee shall be equivalent
693 to that which the employee would have had, had the employee been a county employee
694 during the term of the former employment. Nothing in this section shall derogate from the
695 county's power to eliminate positions and lay off employees because of lack of work, lack
696 of funds, or considerations of operational efficiency.

697 SECTION 10. Ordinance 4324, Section 14, and K.C.C. 3.12.080 are each hereby
698 amended to read as follows:

699 Appointment of ~~((county))~~ executive-branch employees ~~((within the executive~~
700 ~~branch))~~ shall be accomplished by the executive, department directors, and division
701 managers. In all cases, the appointing authority shall have the power to remove employees.
702 The appointing authority shall be responsible for the merit evaluation of all employees
703 under ~~((that))~~ their authority.

704 SECTION 11. Ordinance 12014, Section 12, and K.C.C. 3.12.090 are each
705 hereby amended to read as follows:

706 A. The director shall establish ~~((examination))~~ selection procedures for filling
707 existing and anticipated vacant career service positions ~~((in the career service))~~.
708 ~~((Examinations))~~ Selection procedures may be open or promotional, depending upon which
709 will best serve the interests of the county.

710 B. All ~~((examinations))~~ selection procedures for career service positions shall be
711 competitive.

712 SECTION 12. Ordinance 12014, Section 13, as amended, and K.C.C. 3.12.100
713 are each hereby amended to read as follows:

714 A. ~~((There))~~ All employees in career service positions shall ~~((be))~~ serve a
715 probationary period, during which time ~~((a))~~ the appointing authority shall evaluate the
716 probationary employees ~~((shall be evaluated by the appointing authority))~~ to determine
717 qualification for entry into the career service. Except as otherwise provided in this section,
718 an individual's appointment, promotion, demotion, or transfer by competitive process to a
719 career service position is not final unless the employee successfully completes the
720 probationary period. The probationary period shall be determined by the director, but shall
721 be not less than six months or more than one year of actual service, and shall be served by

those employees who have been newly hired or reemployed or have moved from another ((career service)) position, whether through promotion, demotion, or transfer except:

1. There shall not be a probationary period following a reclassification;

2. If an employee is hired into a career service position and served in a special duty capacity in the same position or doing substantially similar work within one year of that hire, the employee shall receive credit towards the employee's probationary period for the time served in the special duty role;

3. An appointing authority who hires a temporary employee into a career service position, may count all prior continuous employment in the same position or time performing the same work toward satisfying the probationary period requirement;

4. A furloughed employee's probationary period shall not be extended as a result of a budgetary furlough; and

((2-)) 5. A career service employee who transfers to a position within the employee's same classification, pay range, and department or agency shall not be required to serve a probationary period unless the director of the department of human resources or its successor or the director's designee makes a written finding, in advance of the transfer, that the essential functions of the new position are substantially different from those of the employee's previous position, taking into consideration: the specific duties of the position; the work setting; the skills, training, and experience needed; the level of available support and supervision; and any other factors the director or designee deems relevant.

B. A probationary employee may be separated from county service at any time during the probationary period without right of appeal to the personnel board.

Notwithstanding any other provisions of this section, an employee who does not

745 successfully complete the probationary period in a position to which the employee had
746 been promoted or transferred may be restored to the employee's former position. Such
747 restoration is not mandatory, but is optional at the discretion of the former appointing
748 authority within the limits of available authorized positions. Such restoration shall include
749 restoration of the employee's former salary and all other benefits to which the employee
750 would have been entitled if the promotion or transfer had not occurred.

751 SECTION 13. Ordinance 12014, Section 14, as amended, and K.C.C. 3.12.110
752 are each hereby amended to read as follows:

753 A. It shall be the policy of the county to provide, within budgeted appropriations,
754 training opportunities for employees. The objective of the training policy shall be guided
755 by, but not limited to, the overall objectives of encouraging and motivating employees to
756 improve their personal capabilities in performance of their assigned job duties.

757 B. ~~((The director shall be responsible for planning and executing an adequate~~
758 ~~training program for employees.~~

759 ~~€))~~ The county shall pay for any training, certification, or license, except for a
760 driver's license, that is required by the county for the employee's position. ~~((This includes))~~
761 The county shall also provide necessary release time for training that is preapproved by the
762 employee's supervisor.

763 ~~((D:))~~ C. The county shall reimburse an employee for the cost of maintaining their
764 commercial driver's license endorsement or endorsements if they are required by the county
765 for the employee's position.

766 ~~((E:))~~ D. The county shall not reimburse employees for unauthorized training.

767 ~~((F:))~~ E. Employees wishing to complete educational programs may request a leave
768 of absence without pay for ~~((this))~~ that purpose.

769 SECTION 14. Ordinance 12014, Section 15, as amended, and K.C.C. 3.12.120
770 are each hereby amended to read as follows:

771 A. ~~((Nothing contained in this chapter shall prevent, relieve or otherwise excuse~~
772 ~~any county officer or employee from the performance of any duty imposed upon the officer~~
773 ~~or employee by any other law of this county, or from the rendering of service at such times~~
774 ~~and places as are necessary in order to properly perform the functions of the officer or~~
775 ~~employee's office or employment.~~

776 ~~B. Except as otherwise provided by ordinance, t))~~ The official workday shall
777 consist of eight hours of work for all full-time ~~((regular and full-time probationary))~~
778 employees. The ~~((lunch hour))~~ meal period shall not be considered ~~((as))~~ part of the
779 workday. ~~((The official workday for other employees shall be determined))~~ Alternative
780 workdays may be approved by the director. In the case of service reductions resulting in a
781 budgetary furlough, departments may reduce work hours or county offices may be closed.

782 ~~((C:))~~ B. ~~((Except as otherwise provided by ordinance, t))~~ The official
783 ~~((workweek))~~ work week shall consist of five working days for all full-time ~~((regular and~~
784 ~~full-time probationary))~~ employees. ~~((The official workweek))~~ Alternative work weeks for
785 ~~((other))~~ employees ~~((shall))~~ may be determined by the director. In the case of service
786 reductions resulting from a budgetary furlough, county offices may be closed, resulting in
787 the reduction of the ~~((workweek))~~ work week.

788 ~~((D. The county recognizes that there is an occasional need for an employee to~~
789 ~~return to work outside of the employee's normal workday. The personnel guidelines shall~~
790 ~~contain procedures relating to call duty.~~

791 ~~E. The county recognizes a responsibility for action regarding on the job injuries.~~
792 ~~The personnel guidelines shall contain procedures relating to on the job injury.~~

793 ~~F. A career service employee who accepts an appointment to an exempt position~~
794 ~~effective on or after January 1, 1996, and which position and appointment resulted from the~~
795 ~~reorganization of the executive branch as reflected in the creation of certain new positions~~
796 ~~contained in Attachment A to Ordinance 12013 shall retain the employee's career service~~
797 ~~status and rights while holding such exempt position and have the restoration rights set~~
798 ~~forth in this section. This provision is not intended to provide the career service employee~~
799 ~~with a right to the exempt position. But, such employee, if selected for the exempt position,~~
800 ~~could be terminated from the position only for just cause.~~

801 ~~G. A career service employee who accepts a transfer or promotion to an exempt~~
802 ~~position before December 1, 1979, shall, upon separation from the exempt position, be~~
803 ~~allowed to re-enter career service at a position comparable in terms of responsibilities and~~
804 ~~salary or wage (including normal cost of living increases) to the career service position~~
805 ~~formerly held by the employee.)) C. A career service employee accepting ((such)) a~~
806 ~~transfer or promotion ((on or after December 1, 1979)) to a career service exempt position,~~
807 ~~shall have ((such)) a right to ((restoration)) reenter career service, but only if:~~

808 1. The ~~((right to restoration))~~ reentry is exercised within four calendar years from
809 the effective date of the transfer or promotion to a~~((n-exempt))~~ position exempt from career
810 service; and

811 2.a. ~~((t))~~The former appointing authority, at the appointing authority's discretion,
812 approves the restoration within the limits of available authorized positions; or

813 b. a different appointing authority, having jurisdiction over comparable authorized
814 positions, and at the different appointing authority's discretion, approves the restoration
815 within the limits of available authorized positions.

816 ~~((H. Matters involving wages and hours, including but not limited to minimum
817 wage and overtime compensation, shall be determined in accordance with applicable state
818 and federal laws and regulations.~~

819 ~~I.))~~ D. A career service employee who resigns in good standing or accepts another
820 career service position may be rehired in the same classification or in a lower classification
821 in the same classification series without a competitive hiring process, if the employee is
822 rehired within two years after resignation and the employee meets the current education,
823 experience, and physical qualifications for the position. The employee must serve a
824 probationary period. Employees eligible for comprehensive leave benefits who are rehired
825 within two years may be eligible for restoration of their vacation accrual rate and previous
826 sick leave balances in accordance with K.C.C. 3.12.190 and 3.12.220.

827 E. Overtime work may be authorized by the ~~((department director))~~ appointing
828 authority where necessary to maintain or perform ~~((vital))~~ county services. ~~((and shall be~~
829 ~~paid in accordance with appropriate state and federal law.~~

830 ~~I.))~~ F. If ~~((a))~~ the county ~~((agency or the benefits, payroll and retirement operations~~
831 ~~section of the central employee services division))~~ has determined that an overpayment of
832 wages to a nonrepresented employee has occurred, the ~~((agency or the benefits, payroll and~~
833 ~~retirement operations section of the central employee services division))~~ county shall

834 provide written notice to the nonrepresented employee consistent with ~~((state law))~~ RCW
835 49.48.210.

836 ~~((K.))~~ G. The following adjudicative process is available~~((, subject to subsection K.~~
837 ~~1. through 12. of this section,))~~ after a decision regarding a nonrepresented employee's
838 challenge to an initial determination of an overpayment of wages:

839 1. A nonrepresented county employee who is dissatisfied with the decision
840 regarding the employee's challenge to the overpayment determination must submit to the
841 manager ~~((of the benefits, payroll and retirement operations section))~~ of the central
842 employee services division a written request for an adjudicative proceeding consistent with
843 RCW 49.48.210;

844 2. The request must comply with RCW 49.48.210;

845 3. A county agency's determination concerning an overpayment to a
846 nonrepresented employee shall be final if the nonrepresented employee fails to request an
847 adjudicative proceeding in the manner prescribed by RCW 49.48.210;

848 4. The manager of benefits, payroll and retirement operations section of the
849 central employee services division shall log the date and time of the request and forward
850 the request to the agency and to the manager of the central employee services division, who
851 shall be responsible for the adjudicative proceeding;

852 5. Within forty-five business days of receipt of the nonrepresented employee's
853 written request for an adjudicative hearing, the manager of the central employee services
854 division shall conduct an adjudicative hearing to review the decision regarding the
855 challenge to the overpayment determination and to determine the final amount of the
856 overpayment, if any, received by the nonrepresented employee. However, the manager of

the central employee services division may, under extenuating circumstances, schedule the adjudicative hearing at a time that is more than forty-five days after the receipt of the request for a hearing. The manager of the central employee services division shall set the time and place of the hearing and give not less than fifteen business days advance written notice to all parties; notice to the nonrepresented employee shall be by certified mail, return receipt requested;

6. At the hearing, evidence may be presented by the nonrepresented employee, the agency, and the benefits, payroll and retirement operations section of the central employee services division, but any documents must be provided to the other parties at least five business days before the hearing;

7. If the nonrepresented employee fails to attend or participate in the hearing, upon a showing of valid service, the manager of the central employee services division may enter an administrative order declaring the amount claimed, in the notice sent to the employee after the employer's review of the employee's challenge to the overpayment determination, to be assessed against the employee and subject to collection action by the employer as provided in RCW 49.48.200;

8. Within thirty business days after the hearing, the manager of the central employee services division shall issue an administrative order that determines the final amount of the overpayment, if any, received by the nonrepresented employee. The manager of the central employee services division shall send a copy of the administrative order, by certified mail, return receipt requested, to the nonrepresented employee at the employee's last known address, to the agency, and to the manager of benefits, payroll and retirement operations section of the central employee services division; however, the

880 manager of the central employee services division may, under extenuating circumstances,
881 issue an administrative order more than thirty days after the hearing;

882 9. The administrative order issued by the manager of the central employee
883 services division shall be final;

884 10. Once a final administrative order determining the final overpayment amount
885 owed by the nonrepresented employee has been entered, a payroll deduction to recover the
886 overpayment may begin as authorized by state law;

887 11. Nothing in this section precludes an agency or the benefits, payroll and
888 retirement operations section of the central employee services division from entering into a
889 voluntary agreement with a nonrepresented employee to repay any overpayment of wages,
890 consistent with state law; and

891 12. The manager of the central employee services division may be recused from
892 conducting an adjudicative hearing, at the manager's discretion, to avoid any real conflict of
893 interest. If this occurs, the director of the department of human resources or designee shall
894 assume responsibility for the hearing.

895 SECTION 15. Ordinance 12014, Section 34, as amended, and K.C.C. 3.12.123
896 are each hereby amended to read as follows:

897 ~~((The council desires to continue the weapons policy established by the~~
898 ~~Municipality of Metropolitan Seattle prior to assumption of metropolitan functions on~~
899 ~~January 1, 1994, by the county and continued by the council during the 1994–1995~~
900 ~~transition period.))~~ The council recognizes that employees in the Metro transit department
901 interact daily with the public in providing public transportation services, are expected to
902 avoid any potentially volatile situation or confrontation, and are required to contact the

appropriate authority for assistance when necessary. In conjunction with the behavior expected of such employees, it is also the policy that the use, threatened use, or possession of a weapon concealed, licensed or otherwise, by such an employee while in the performance of the employee's official duties or while on county property is strictly prohibited and ~~((will))~~ shall result in termination. This policy does not apply to commissioned police officers under contract with or employed by the county for investigatory, undercover or enforcement reasons.

SECTION 16. Ordinance 12077, Section 3, as amended, and K.C.C. 3.12.125 are each hereby amended to read as follows:

A. Notwithstanding any other provision of this chapter, in the event the number of hours in the standard work week of a position occupied by a full-time regular employee, part-time regular employee, or ~~((;))~~ term-limited temporary employee is increased, the sick leave and vacation leave accruals of such employee at the time of the increase shall be adjusted upward so as to insure that the equivalent number of sick leave and vacation leave days accrued does not change. For example, if the standard work week of such a position is increased from thirty-five to forty hours, and if at the time of such change the employee occupying the position had accrued seven hours of sick leave, the sick leave accrual of that employee would be adjusted upward to eight hours. ~~((This section shall apply to all employees eligible for comprehensive leave benefits occupying positions where the standard work week of the position was increased on or after July 1, 1991.))~~ After such an increase, such employees shall accrue vacation and sick leave in accordance with the otherwise applicable provisions ~~((of K.C.C.))~~ this chapter ~~((3.12))~~.

925 B. Separate accounts shall be maintained for any vacation or sick leave accrued
926 before an increase in the number of work-week hours. The "adjusted leave account" shall
927 be used for leave accrued before an increase in the number of work-week hours. The
928 "unadjusted leave account" shall be used for leave accrued subsequent to an increase in the
929 number of work-week hours. Leave in the adjusted leave account shall be used first.

930 C. In the event the number of work-week hours is reduced for any employee whose
931 vacation and sick leave accruals have been adjusted upward under the terms of this section,
932 the remaining hours in the adjusted leave account shall be reduced in the same proportion
933 as the work-week hours are reduced. Under no circumstances shall the adjusted leave
934 account be reduced by a greater proportion than the proportion of the previous upward
935 adjustment. Any leave accrued in the unadjusted leave account shall not be affected by this
936 reduction.

937 D. No adjustment to reduce sick leave or vacation accruals for a furloughed
938 employee shall be made as a result of a budgetary furlough.

939 SECTION 17. Ordinance 12014, Section 16, and K.C.C. 3.12.130 are hereby
940 repealed.

941 SECTION 18. Ordinance 4324, Section 38, and K.C.C. 3.12.140 are each hereby
942 amended to read as follows:

943 ~~((Cost of living))~~ General wage increases as passed by the council annually for
944 county employees shall include elected officials whose salaries are not set by the state.

945 SECTION 19. The following are hereby repealed:

946 A. Ordinance 4324, Section 37, and K.C.C. 3.12.150;

947 B. Ordinance 4324, Section 34, and K.C.C. 3.12.160; and

948 C. Ordinance 12014, Section 17, as amended, and K.C.C. 3.12.170.

949 SECTION 20. Ordinance 12014, Section 18, as amended, and K.C.C. 3.12.180

950 are each hereby amended to read as follows:

951 A. For purposes of this section:

952 1. "County work force" means persons employed by King County executive
953 departments;

954 2. "Job group" means a grouping of jobs as defined by the United States
955 Department of Labor;

956 3. "Labor force availability rate" means the percentage of persons of color or
957 women with requisite job skills in King County as reported by the United States Census
958 Bureau;

959 4. "Persons of color" means persons in each of the following groups: Blacks;
960 Hispanics; Asian/Pacific Islanders; and Native Americans; and

961 5. "Placement goal" shall equal the labor force availability rate.

962 B. The county is an equal opportunity employer and shall carry out federal, state
963 and local laws and regulations prohibiting discrimination in employment on the basis of
964 race, color, religion, religious affiliation, creed, national origin, ancestry, sex, sexual
965 orientation, gender identity or expression, age (except by minimum age and retirement
966 provisions), marital status, honorably discharged veteran or military status, or the presence
967 of a sensory, mental or physical disability. Further, it is the intent of the county to ensure
968 that employment is based on the principle of equal opportunity and that such a principle
969 shall be implemented in all county personnel-related actions including, but not limited to,

970 recruitment, hiring, testing, training, promotion, compensation, transfer and all other terms
971 and conditions of employment in all job classifications.

972 C. In order to comply with federal contracting requirements and to ensure equal
973 opportunity for all persons, all county departments shall establish and maintain an
974 effective equal employment opportunity affirmative action plan, as adopted by the
975 council by ordinance. Such an equal employment opportunity affirmative action plan
976 shall promote the objectives of public policy set forth in applicable federal and state laws
977 relating to nondiscrimination, equal employment opportunity, affirmative action and civil
978 rights. Specifically, the plan shall promote the objectives of the State Law Against
979 Discrimination, chapter 49.60 RCW (applicable parts), and provisions of the Washington
980 Administrative Code adopted thereunder. As part of the county's equal employment
981 opportunity affirmative action plan, the executive shall submit by June 1 of every fourth
982 year, commencing with 2018, a proposed ordinance for the approval of an equal
983 employment opportunity affirmative action plan pertaining to executive county
984 departments and agencies to be approved, or modified, by the council by ordinance, or
985 rejected by the council, by January 1 following the plan's submittal to council. The equal
986 employment opportunity affirmative action plan shall include:

987 1. Information related to county work force statistics, which shall include:

988 a. a comparison of labor force availability for women and persons of color to
989 the county's actual labor force for women and persons of color as a summary across all
990 departments. The plan shall also compare labor force availability for women and persons
991 of color to the county's actual labor force for women and persons of color by departments

992 and job group. The plan shall also summarize the percentage of total goal setting areas
993 which meet or exceed the labor force availability rate;

994 b. a summary of the county work force by job group and by race and gender;

995 c. a discussion of the methodology by which the labor force availability and
996 county work force data is developed and a listing of the county job classifications that are
997 included in each job group;

998 d. the total number of persons with disabilities in each job group within the
999 county work force and the total number of persons with disabilities by department
1000 voluntarily reported by individuals for equal employment opportunity affirmative action
1001 purposes. The plan shall include the number of positions for which an accommodation is
1002 currently in effect;

1003 e. the total number and percentage of employees by salary range and by race
1004 and gender. Salary ranges shall be reported in a manner consistent with the equal
1005 employment opportunity data reported by the United States Census Bureau. The plan
1006 shall include data reported by the United States Census Bureau on the total number and
1007 percentage of the labor force working in King County by salary range and by race and
1008 gender;

1009 f. an analysis by race and gender of the positions filled by promotion during
1010 the prior plan period. For the purposes of this subsection, "promotions" means those
1011 instances in which an individual advances in salary level because the individual changed
1012 to a position with a higher pay range assignment either through a competitive process or
1013 through a reclassification;

1014 g. a summary by year for the prior plan period on executive_branch
1015 discrimination complaints by basis of complaint and complaint status. The summary
1016 shall also include data by department on the number of complaints filed by complaint
1017 type and the number of people filing complaints; and

1018 h. historical data on the county work force by race and gender. Historical data
1019 before 2014 is required only to the extent it is readily available;

1020 2. Placement goals for the plan period. For those job groups within departments
1021 where the actual number of women and persons of color employed is less than projected
1022 by labor force availability, a placement goal by race and gender shall be established for
1023 the entire plan period. A placement goal shall equal the labor force availability rate.
1024 Placement goals are used to measure progress toward achieving equal employment
1025 opportunity. Placement goals may not be quotas, which must be met, nor do they create
1026 set-asides for specific groups. Placement goals may not be used to supersede merit
1027 selection principles. Further, existence of a placement goals does not constitute evidence
1028 of discrimination. If a placement goal has been established, the plan shall identify the
1029 labor force availability rate;

1030 3. Implementation plans for departments. Each implementation plan shall:

1031 a. identify the activities proposed each year during the plan period to meet the
1032 department's placement goals. The plan shall discuss how the proposed activities will
1033 help the department achieve its placement goals;

1034 b. identify the activities proposed during the plan period by year to recruit,
1035 retain and promote women and persons of color in the work force; and

1036 c. identify the specific activities during the plan period, by year, that each
1037 department will undertake to increase its hiring, retention, and promotion of persons with
1038 disabilities; and

1039 4. A summary of the results of the prior equal employment opportunity
1040 affirmative action plan, which shall include:

1041 a. a description of the progress of each department in completing the activities
1042 listed in subsection C.3. a. through c. of this section proposed in the previous
1043 implementation plan. The outcomes of each activity shall be reported. The department
1044 of human resources shall provide an evaluation of the effectiveness of each department's
1045 implementation activities during the plan period;

1046 b. the status of each placement goal established in the prior equal employment
1047 opportunity affirmative action plan. For each identified placement goal, the status report
1048 shall report the:

1049 (1) labor force availability rate;

1050 (2) total number of positions filled for the corresponding job group within a
1051 department;

1052 (3) of the total number reported under subsection C.4.b.(2) of this section, the
1053 number of positions that were filled by each race and gender category; and

1054 (4) an actual hiring rate for each race and gender category calculated by
1055 dividing the number of positions filled by the number of positions filled by each race and
1056 gender category; and

1057 c. a separate listing of those placement goals for the plan period that were not
1058 achieved. Placement goals are considered not achieved when the actual hiring rate is less

than the availability rate for the overall plan period. For each placement goal not achieved, the plan shall provide an analysis of why the goals were not met including whether the planned implementation activities were completed. Placement goals shall only be considered not achieved in those instances in which the total number of hires is large enough such that it is statistically reasonable to expect under conditions of equal employment opportunity that the number of hires by race and gender will reflect work force availability.

D. The executive shall submit a proposed ordinance approving a new four-year equal employment opportunity affirmative action plan to the council within twelve months of the publication of the appropriate data from the ten-year United States Census.

SECTION 21. Ordinance 18572, Section 1, as amended, and K.C.C. 3.12.184 are each hereby amended to read as follows:

A. The Ruth Woo emerging leaders fellowship is hereby created. The fellowship shall be a paid, full-time, term-limited temporary position and shall be awarded to a person who has demonstrated a commitment to public service. Priority in selection will be given to economically disadvantaged college graduates from backgrounds that have historically lacked equitable access to education, employment, and professional development opportunities. There shall be at least five fellows at a time in county employment, who shall serve for a term of one year.

B. The fellow ~~((shall))~~ may be an employee of the department of human resources. The fellow ~~((shall))~~ may be assigned to work in various county agencies ~~((for periods of three to four months at a time))~~ during the one-year term with the written approval of the presiding elected official or designee of such agency. The assignments

1082 ((shall)) may include periods with the council and with executive_branch agencies.

1083 While assigned to an agency the fellow shall be subject to the administrative supervision
1084 of that agency.

1085 C. The Ruth Woo fellow ((shall)) may have the following responsibilities:

1086 1. Assignments may include following a piece of legislation through the
1087 legislative process, preparing briefings, correspondence, or other documents,
1088 communicating with constituents and other county departments, assisting in outreach, and
1089 executive_branch policy administration;

1090 2. The work in the branches and departments ((shall)) may include:

1091 a. ((working)) work on projects related to each branch or department and
1092 seeing them to completion;

1093 b. ((experiencing buy directly)) experience working on how policies are
1094 developed and implemented and how they relate to the communities served by the
1095 county;

1096 c. ((participating)) participation in internship orientations, workshops, and
1097 policy exercises; and

1098 d. ((maintaining)) professional, nonpartisan conduct.

1099 D. Each agency shall ((reimburse the department of human resources)) be
1100 responsible for the cost of the fellow for the period assigned to the agency.

1101 E. Annually, a committee to review applicants for the fellowship shall be formed,
1102 composed of members appointed by the executive and the chair of the council. The
1103 committee shall recommend to the department of human resources criteria for the

1104 selection of applicants, shall screen, interview, and score the applicants and shall
1105 recommend to the department of human resources appointment of the fellow.

1106 SECTION 22. Ordinance 11149, Sections 1-4, as amended, and K.C.C. 3.12.187
1107 are hereby repealed.

1108 SECTION 23. Ordinance 12014, Section 36, as amended, and K.C.C. 3.12.188
1109 are each hereby amended to read as follows:

1110 A. Employees eligible for comprehensive leave benefits under this chapter,
1111 administrative interns, volunteer interns, work study students, AmeriCorps members, and
1112 eligible department of transportation or Metro transit department retirees shall be issued a
1113 ~~((transit))~~ transportation pass entitling the holder to ride without payment of fare on
1114 public transportation services operated by or under the authority of the county. In
1115 addition, those ~~((employees))~~ persons shall be entitled to use the ~~((transit))~~ transportation
1116 pass to ride without payment of fare on public transportation services operated by or
1117 under the authority of Pierce Transit, Kitsap Transit, Sound Transit, Everett Transit, and
1118 Community Transit, subject to agreements with such agencies as may be entered into by
1119 the executive. Use of ~~((transit))~~ transportation passes shall be restricted to such
1120 employees, administrative interns, volunteer interns, work study students, AmeriCorps
1121 members, and department of transportation or Metro transit department retirees and any
1122 unauthorized use shall, at a minimum, result in forfeiture of the passes. With the
1123 exception of administrative interns, volunteer interns, work study students, and
1124 AmeriCorps members, employees not eligible for comprehensive leave benefits under
1125 this chapter shall not receive ~~((transit))~~ transportation passes or any ~~((transit))~~
1126 transportation pass subsidy.

1127 B. The executive shall cause an appropriate survey to be conducted biennially of
1128 the use of public transportation services by county employees and volunteer interns.
1129 Based on the results of the survey, the projected usage of public transportation services
1130 by county employees, the county's commute trip reduction objectives and other factors
1131 determined appropriate by the executive, the executive shall recommend in the annual
1132 budget an amount to be paid to the public transportation operating account for ((~~transit~~))
1133 transportation passes. The amount recommended by the executive shall not include any
1134 payment for ((~~transit~~)) transportation passes for commissioned police officers, eligible
1135 department of transportation or Metro transit department retirees and employees whose
1136 positions are determined by the director of the Metro transit department to be dedicated
1137 exclusively to the public transportation function. The final amount to be transferred to
1138 the public transportation operating account for ((~~transit~~)) transportation passes shall be
1139 determined by the council as part of the annual budget and appropriation process
1140 consistent with the requirements of the King County Charter and applicable state law.

1141 C. For purposes of this section, "eligible department of transportation or Metro
1142 transit department retiree" means an employee eligible for comprehensive leave under
1143 this chapter who:

1144 1. Separates from employment with the county before January 1, 2019, while
1145 holding a position in the department of transportation determined by the director of the
1146 department of transportation to be dedicated exclusively to the public transportation
1147 function or separates from employment with the county on or after January 1, 2019, while
1148 holding a position in the Metro transit department determined by the director of the Metro
1149 transit department to be dedicated exclusively to the public transportation function; and

1150 2. On the date of the separation is eligible to receive benefits from a retirement
1151 system established pursuant to state law.

1152 SECTION 24. Ordinance 12014, Section 19, as amended, and K.C.C. 3.12.190
1153 are each hereby amended to read as follows:

1154 A. Employees eligible for comprehensive leave benefits shall accrue vacation
1155 leave benefits as described in and further qualified by this section. Elected officials are
1156 not employees and are therefore not entitled to vacation leave benefits.

Months of Service	Hourly Accrual Rate	Approximate Days/Year
0	0.04620	12.01200
60	0.05770	15.00200
96	0.06160	16.01600
120	0.07700	20.02000
192	0.08080	21.00800
204	0.08470	22.02200
216	0.08850	23.01000
228	0.09240	24.02400
240	0.09620	25.01200
252	0.10010	26.02600
264	0.10390	27.01400
276	0.10780	28.02800
288	0.11160	29.01600
300	0.11540	30.00400

1157 B. Vacation accrual rates for an employee who works other than the full-time
1158 schedule standard to the employee's work unit shall be prorated to reflect the employee's
1159 normally scheduled work week. No adjustment to vacation accrual rates for a furloughed
1160 employee shall be made as a result of a budgetary furlough.

1161 C. Employees eligible for ~~((vacation))~~ comprehensive leave benefits shall accrue
1162 vacation leave from their date of hire into a comprehensive leave benefit eligible position.

1163 D.1. Employees hired before December 31, 2017, who are eligible for vacation
1164 leave may accrue up to four hundred eighty hours of vacation leave, prorated to reflect
1165 their normally scheduled work ~~((schedule))~~ week.

1166 2. Employees hired January 1, 2018, or thereafter, who are eligible for vacation
1167 leave may accrue up to three hundred twenty hours of vacation leave, prorated to reflect
1168 their normally scheduled work ~~((schedule))~~ week.

1169 3. All employees shall use vacation leave beyond the employee's maximum
1170 accrual amount before the end of the pay period that includes December 31 ~~((of each))~~
1171 every year. Failure to use vacation leave beyond the employee's maximum accrual
1172 amount before the end of the pay period that includes December 31 shall result in
1173 forfeiture of the accrued vacation leave beyond the employee's maximum accrual amount
1174 unless the appointing authority has approved a carryover of the vacation leave because of
1175 cyclical workloads, work assignments, or other reasons ~~((as may be))~~ in the best interests
1176 of the county.

1177 E. Employees eligible for comprehensive leave benefits may use vacation leave
1178 hours in the pay period after they are accrued. Employees who leave county employment

1179 before successfully completing their first six months of county service shall forfeit their
1180 vacation leave hours and are excluded from the payout provisions in this section.

1181 ~~((F. A furloughed employee shall not be eligible to take or be paid for vacation in
1182 lieu of taking a budgetary furlough day.~~

1183 ~~G. In lieu of the remuneration for fifty percent of unused accrued vacation leave
1184 at retirement, the director may, with equivalent funds and in accordance with the
1185 procedures in K.C.C. 3.12.220.G.2.b, provide eligible employees with a voluntary
1186 employee beneficiary association plan that provides for reimbursement of retiree and
1187 other qualifying medical expenses.~~

1188 ~~H.))~~ F. An employee who is eligible for comprehensive leave benefits shall be
1189 paid for accrued vacation leave to the employee's date of separation up to the employee's
1190 maximum accrual amount if the employee has successfully completed the employee's
1191 first six months of county service and is in good standing. ~~((Except with the written
1192 approval of the executive, the position, if vacated by a nonrepresented employee, shall
1193 not be filled until salary savings for the position are accumulated in an amount sufficient
1194 to pay the cost of the cash out.))~~ Payment shall be the accrued vacation leave multiplied
1195 by the employee's base rate of pay in effect upon the date of leaving county employment
1196 less mandatory withholdings.

1197 ~~((F.))~~ G. In lieu of payment for fifty percent of unused accrued vacation leave at
1198 retirement, the director may, with equivalent funds and in accordance with the procedures
1199 in K.C.C. 3.12.220.E.2.b., provide eligible employees with a voluntary employee
1200 beneficiary association plan that provides for reimbursement of retiree and other

1201 qualifying medical expenses. The remaining fifty percent of eligible unused accrued
1202 vacation leave at retirement shall be paid as outlined in subsection F. of this section.

1203 H. Employees shall not work for compensation for the county in any capacity
1204 during the time that the employees are on vacation leave.

1205 ~~((J. For employees covered by the overtime requirements of the Fair Labor~~
1206 ~~Standards Act, vacation leave may be used in fifteen minute increments, at the discretion~~
1207 ~~of the appointing authority.~~

1208 ~~K. In cases of separation from county employment by death of an~~) I. When a
1209 current employee dies with accrued vacation leave and ~~((who))~~ the employee has
1210 successfully completed the employee's first six months of county service, payment of the
1211 unused vacation leave up to the employee's maximum accrual amount shall be made to
1212 the employee's estate, or, in applicable cases, as provided for by state law, Title 11 RCW.

1213 ~~((Except with the written approval of the executive, the position, if vacated by a~~
1214 ~~nonrepresented employee, shall not be filled until salary savings for the position are~~
1215 ~~accumulated in an amount sufficient to pay the cost of the cashout.~~

1216 ~~L.))~~ J. If an employee resigns, is laid off, or is separated for nondisciplinary
1217 reasons from a ~~((full-time))~~ regular or ~~((part-time regular))~~ term-limited temporary
1218 position with the county in good standing ~~((or is laid off))~~ and subsequently returns to
1219 county employment within two years from the resignation, ~~((or))~~ layoff, ~~((as applicable))~~
1220 or nondisciplinary separation, the employee's prior county service shall be counted in
1221 determining the vacation leave accrual rate under subsection A. of this section.

1222 SECTION 25. Ordinance 12052, Section 1, as amended, and K.C.C. 3.12.210 are
1223 each hereby amended to read as follows:

1224 A. Employees eligible for comprehensive leave benefits shall be entitled take to
1225 up to five working days of bereavement leave, with a maximum of forty hours, for each
1226 qualifying death of the employee's immediate family members. Part-time employees'
1227 bereavement leave benefits shall be prorated to reflect the employee's work week.

1228 Bereavement leave shall be used within eighteen months of the death. For purposes of
1229 this subsection, "immediate family members" are any of the following:

1230 1. The employee's spouse or domestic partner;

1231 2. The employee's ward, or any person whom the employee has legal
1232 guardianship or custody of; and

1233 3. The following family members of the employee, the employee's spouse, or
1234 the employee's domestic partner:

1235 a. a parent, be the person a biological parent, adoptive parent, foster parent,
1236 stepparent, legal guardian, or a person who stood or stands in loco parentis;

1237 b. a, grandparent;

1238 c. a child, including an unborn child lost due to a stillbirth or miscarriage;

1239 d. a child's spouse;

1240 e. a grandchild; or

1241 f. a sibling.

1242 B. ~~((A furloughed employee shall not be eligible to take or be paid for~~
1243 ~~bereavement leave in lieu of taking a budgetary furlough day.~~

1244 C.)) Employees who are not eligible for comprehensive leave benefits may be
1245 granted leave without pay or be allowed to use compensatory time, if available, for
1246 bereavement leave.

1247 ~~((D.))~~ C. ~~((In the application of subsections A. or B. of this section, h))~~ Holidays
1248 or regular days off falling within the prescribed period of absence shall not be charged
1249 against the bereavement leave entitlement.

1250 ~~((E.))~~ D. ~~((Any a))~~ Additional accrued paid leave to be used as bereavement leave
1251 may be approved by mutual agreement between the county and the employee.

1252 SECTION 26. Ordinance 12014, Section 20, as amended, and K.C.C. 3.12.215
1253 are each hereby amended to read as follows:

1254 ~~((A.1.))~~ The appointing authority shall allow an employee eligible for
1255 comprehensive leave benefits who is voluntarily participating as a donor in a life-giving
1256 or life-saving procedure such as, but not limited to, a bone marrow transplant, kidney
1257 transplant, or blood transfusion to take five days of paid organ donor leave ~~((without~~
1258 ~~having the leave charged to family leave, sick leave, vacation leave or leave of absence~~
1259 ~~without pay))~~, but only if the employee:

1260 ~~((a.))~~ A. ~~((g))~~ Gives the appointing authority reasonable advance notice of the
1261 need to take time off from work for the donation of bone marrow, a kidney, or other
1262 organs or tissue where there is a reasonable expectation that the employee's failure to
1263 donate may result in serious illness, injury, pain, or the eventual death of the identified
1264 recipient; and

1265 ~~((b.))~~ B. ~~((p))~~ Provides written proof from an accredited medical institution,
1266 organization, or individual as to the need for the employee to donate bone marrow, a
1267 kidney, or other organs or tissue, or to participate in any other medical procedure where
1268 the participation of the donor is unique or critical to a successful outcome.

1269 ~~((2. A furloughed employee shall not be eligible to take or be paid for an organ~~
1270 ~~donor leave in lieu of taking a budgetary furlough day.~~

1271 ~~B. Time off from work for the purposes set out above in excess of five working~~
1272 ~~days shall be subject to existing leave policies in this chapter or in any applicable~~
1273 ~~collective bargaining agreement.))~~

1274 SECTION 27. Ordinance 14591, Section 2, as amended, and K.C.C. 3.12.218 are
1275 hereby repealed.

1276 SECTION 28. Ordinance 18408, Section 2, as amended, and K.C.C. 3.12.219 are
1277 each hereby amended to read as follows:

1278 A. Employees eligible for comprehensive leave benefits who have been
1279 employed with the county for at least six months of continuous service at the time of a
1280 birth, adoption, or foster-to-adopt placement of a minor child, and are either
1281 nonrepresented or represented by a union that has signed a paid parental leave
1282 memorandum of agreement with the county, are eligible for up to twelve weeks of paid
1283 parental leave.

1284 B. If both parents work for King County, then each employee is entitled to up to
1285 twelve weeks of paid parental leave.

1286 C. An employee's supplemental paid parental leave benefit shall be calculated
1287 based on the employee's accrued paid leave balances at the time of the qualifying event.
1288 The employee shall receive the equivalent of the employee's full salary for up to a total of
1289 twelve weeks, when combined with the employee's accrued leaves, except for one week
1290 of sick leave and one week of vacation leave, or the equivalent for benefit time off. For
1291 example, if an employee has two weeks of accrued vacation and three weeks of accrued

1292 sick leave at the time of the qualifying event, the employee shall be granted nine weeks
1293 of supplemental paid leave, bringing the total available paid parental leave to twelve
1294 weeks.

1295 D. An employee may use supplemental paid leave and accrued paid leave in any
1296 order and is not required to use any of the accrued paid leave as paid parental leave.

1297 E. An employee on paid parental leave shall be compensated at the employee's
1298 base rate of pay.

1299 F. An employee should provide notice to the designated representative of the
1300 employee's department that the employee intends to participate in the program. The
1301 notice should meet the notice requirements for taking family and medical leave under
1302 federal law.

1303 G. Paid parental leave must begin and end within twelve months after the
1304 qualifying event. In the case of adoption or foster-to-adopt placement, leave must be
1305 taken within one year of the child's birth or placement in the employee's home. The
1306 department of human resources shall have the discretion to administer paid parental leave
1307 in a way that supports the employee and child, including allowing use of leave after more
1308 than one year of the child's birth or placement in the employee's home to address special
1309 circumstances in the case of adoption or foster-to-adopt placement.

1310 H. The employee and the employee's supervisor shall agree upon a schedule for
1311 taking paid parental leave that is consistent with the county's operational needs. An
1312 employee may use the paid parental leave on a part-time or intermittent basis as long as it
1313 is consistent with the county's operational needs and is approved in writing by the
1314 supervisor before the leave begins.

1315 I. Paid parental leave shall run concurrently with King County family and
1316 medical leave, as well as federal and state family and medical leave, to the extent
1317 permitted by law.

1318 J. During the time that an employee is on leave in the program, the employee's
1319 job shall be protected to the same extent that an employee's job is protected while the
1320 employee is on family or medical leave under federal or state law. No retaliatory action
1321 may be taken against an employee for participating or planning to participate in the
1322 program or for exercising the employee's rights under Ordinance 18408. In particular,
1323 permission to use accrued paid leave shall not be denied or delayed on the basis that the
1324 employee intends to participate in the program. This is a general statement of county
1325 policy that cannot form the basis of a private right of action.

1326 K. Taking leave under the paid parental leave program shall not affect an
1327 employee's health benefits or an employee's accrual of paid leave, which shall continue
1328 during the period of paid parental leave.

1329 L. Employees shall not be compensated in any manner for not using the
1330 supplemental paid parental leave.

1331 M. An employee who does not return to work for at least six months of
1332 continuous service following the paid parental leave, shall be required to reimburse King
1333 County for the supplemental paid parental leave funds received. This does not apply to
1334 an employee whose employment ends involuntarily, such as if the employee is laid off or
1335 medically separated.

1336 If an employee is taking paid parental leave intermittently, the six months begins
1337 after the last day the employee used paid parental leave. An employee whose position is

1338 scheduled to end in a timeframe that would not enable the employee to return to work for
1339 six months following the leave, is not entitled to take paid parental leave.

1340 SECTION 29. Ordinance 12014, Section 21, as amended, and K.C.C. 3.12.220
1341 are each hereby amended to read as follows:

1342 A.1. Except for employees covered by subsection A.3. of this section, employees
1343 eligible for comprehensive leave benefits and district court judges shall accrue sick leave
1344 ~~((benefits))~~ at the rate of 0.04616 hours for each hour in pay status exclusive of overtime
1345 up to a maximum of eight hours per month~~((; except that if an hourly employee works in~~
1346 ~~excess of seventy-four hours in one week, the employee shall accrue sick leave at the rate~~
1347 ~~of 0.025 hours for each hour worked in excess of seventy-four))~~. The monthly maximum
1348 for employees whose work schedule is less than a forty-hour work week shall be
1349 prorated. For example, the maximum for an employee with a thirty-five-hour work week
1350 would be seven hours per month. In limited circumstances, an employee may receive
1351 additional sick leave accruals at the rate of 0.025 hours for each hour in pay status to
1352 ensure compliance with Washington state's paid sick leave law. Except for district court
1353 judges, elected officials do not accrue sick leave. No adjustment to reduce sick leave
1354 accruals for furloughed employee shall be made as a result of a budgetary furlough.

1355 2. Short-term temporary employees and administrative interns shall accrue sick
1356 leave at the rate of 0.025 hours for each hour in pay status.

1357 3. Employees who are members of the Law Enforcement Officers and
1358 Firefighters (LEOFF) 1 retirement system, judges pro-tem, commissioners, and short-
1359 term temporary employees who are employed in social service programs designed to help
1360 youth gain basic work training skills, such as Work Experience (WEX) participants and

1361 Division of Youth Services (DYS) youth employment workers, shall not accrue sick
1362 leave.

1363 B. Employees are entitled to use sick leave after it is accrued.

1364 C. ~~((For employees covered by the overtime requirements of the Fair Labor~~
1365 ~~Standards Act, sick leave may be used in fifteen minute increments.~~

1366 ~~D.))~~ There shall be no limit to the number of sick leave hours accrued and carried
1367 over to the following year by employees eligible for comprehensive leave benefits.

1368 Short-term temporary employees and administrative interns may carry over forty hours of
1369 unused sick leave to the following year, all other unused accrued sick leave shall be
1370 forfeited.

1371 ~~((E. For employees covered by the overtime requirements of the Fair Labor~~
1372 ~~Standards Act, sick leave may be used in fifteen minute increments.~~

1373 ~~F.))~~ D.1. Separation from or termination of county employment except ~~((by~~
1374 ~~reason of retirement or layoff due to lack of work, funds, efficiency reasons or separation~~
1375 ~~for medical reasons))~~ for circumstances outlined in subsection E.1. of this section, shall
1376 cancel all sick leave accrued to employees ~~((eligible for comprehensive leave benefits))~~
1377 as of the date of separation or termination.

1378 ~~((2. Separation from, retirement from or termination of county employment~~
1379 ~~shall cancel all sick leave accrued to short term temporary employees and administrative~~
1380 ~~interns as of the date of the separation, retirement or termination.~~

1381 ~~—3.))~~ 2. Should an employee, other than an employee who cashed out sick leave
1382 under subsection E.1. of this section, return to county employment within two years,
1383 accrued sick leave shall be restored. If a retiree cashed out sick leave under subsection

1384 E.1. of this section and is rehired within one year, that employee is ((not)) entitled to have
1385 ((any)) the remaining sixty-five percent of their sick leave restored. If a retiree cashed
1386 out sick leave under subsection E.1. of this section and is rehired after one year, no sick
1387 leave is restored.

1388 ((G-)) E.1. Except for short-term temporary employees, administrative interns,
1389 and employees covered by the Law Enforcement Officers and Firefighters (LEOFF) 1
1390 retirement system, employees eligible to accrue sick leave who have successfully
1391 completed at least five years of county service and who retire as a result of length of
1392 service or who ~~((terminate by reason of death))~~ die while employed shall be paid, or their
1393 estates paid or as provided for by Title 11 RCW, as applicable, an amount equal to thirty-
1394 five percent of their unused, accumulated sick leave multiplied by the employee's base
1395 rate of pay in effect upon the date of leaving county employment less mandatory
1396 withholdings. ~~((This provision is predicated on the requirement that, except with the~~
1397 ~~written approval of the executive, the position, if vacated by a nonrepresented employee,~~
1398 ~~shall not be filled until salary savings for the position are accumulated in an amount~~
1399 ~~sufficient to pay the cost of the cash out.))~~ For the purposes of this subsection ((G-)) E.1.,
1400 "retire as a result of length of service" means an employee is eligible, applies for and
1401 begins drawing a pension from the Law Enforcement Officers and Firefighters (LEOFF),
1402 Public Employees' Retirement System (PERS), Public Safety Employees' Retirement
1403 System (PSERS),² or the city of Seattle Retirement Plan immediately upon terminating
1404 county employment. An employee is only eligible to cash out thirty-five percent of the
1405 employee's sick leave balance one time, even if the employee subsequently returns to
1406 county employment.

1407 2.a. In lieu of ~~((the remuneration for unused sick leave at retirement))~~ payment
1408 for thirty-five percent of unused sick leave, the director may~~((, with equivalent funds,))~~
1409 also provide eligible employees with a voluntary employee beneficiary association plan
1410 that provides for reimbursement of retiree and other qualifying medical expenses. Under
1411 K.C.C. 3.12.190.G., in lieu of ~~((the remuneration))~~ payment for fifty percent of unused
1412 vacation leave at retirement, the director may also fund the voluntary employee
1413 beneficiary association plan.

1414 b. The director shall adopt procedures for the implementation of all voluntary
1415 employee beneficiary association plans. At a minimum, the procedures shall provide
1416 that:

1417 (1) each group of employees hold an election to decide whether to implement
1418 a voluntary employee beneficiary association plan for a defined group of employees. The
1419 determination of the majority of voting employees in a group shall bind the remainder
1420 consistent with regulatory requirements. Elections for represented employees shall be
1421 conducted by the appropriate bargaining representative. Elections for nonrepresented
1422 employees shall be conducted in accordance with procedures established by the director
1423 or designee;

1424 (2) the director or designee has discretion to determine the scope of employee
1425 groups voting on whether to adopt a voluntary employee beneficiary association plan.
1426 The director shall consult with bargaining representatives and elected officials in
1427 determining the scope of voting groups; and

1428 (3) any voluntary employee beneficiary association plan implemented in
1429 accordance with this subsection ~~((G.))~~ E.2. complies with federal tax law. Disbursements

1430 in accordance with this subsection ~~((G.))~~ E.2. shall be exempt from withholdings~~((;))~~ to
1431 the extent permitted by law~~((; and~~

1432 ~~(4) employees shall forfeit remuneration under subsection G.1. and 2. of this~~
1433 ~~section if the employee belongs to a group that has voted to implement a voluntary~~
1434 ~~employee beneficiary association plan and the employee fails to execute forms that are~~
1435 ~~necessary to the proper administration of the plan within twelve months of retirement by~~
1436 ~~reason of length of service, as defined in subsection G.1. of this section.~~

1437 ~~H.1. An employee must use all of the employee's accrued sick leave and any~~
1438 ~~donated sick leave before taking unpaid leave for the employee's own health reasons)).~~

1439 3. If the employee has an injury or illness that is compensable under the
1440 county's workers compensation program, then the employee has the option to augment or
1441 not augment wage replacement pay with the use of accrued sick leave. ~~((A furloughed~~
1442 ~~employee shall not be eligible to take or be paid for sick leave in lieu of taking a~~
1443 ~~budgetary furlough day.~~

1444 ~~2. For a leave for family reasons, the employee shall choose at the start of the~~
1445 ~~leave whether the particular leave would be paid or unpaid, but when an employee~~
1446 ~~chooses to take paid leave for family reasons the employee may set aside a reserve of up~~
1447 ~~to eighty hours of accrued sick leave.))~~

1448 4. A furloughed employee who is on county family medical leave as provided
1449 for in this section shall retain county benefits during furlough days.

1450 ~~((3.))~~ 5. An employee who has exhausted all of the employee's accrued sick
1451 leave may use accrued vacation leave before going on leave of absence without pay, if
1452 approved by the employee's appointing authority. ~~((A furloughed employee shall not be~~

1453 ~~eligible to take or be paid for vacation leave in lieu of sick leave in lieu of taking a~~
1454 ~~furlough day.))~~ If caring for a family member, use is at the employee's discretion and is
1455 not subject to approval by the appointing authority.

1456 ((F.)) F. Paid ((S.)) sick leave may be used for the following reasons:

1457 1. ~~((An absence))~~ For self-care or to care for a family member:

1458 a. ~~((resulting from the employee's))~~ due to a mental or physical illness, injury,
1459 or health condition;

1460 b. to ~~((accommodate the employee's need for))~~ obtain medical diagnosis, care,
1461 or treatment of a mental or physical illness, injury, or health condition; or

1462 c. ~~((for the employee's need for))~~ to receive preventive medical care;

1463 2. ~~((To allow the employee to provide care:~~

1464 a. ~~for a family member with a mental or physical illness, injury or health~~
1465 ~~condition;~~

1466 b. ~~for a family member who needs medical diagnosis, care or treatment of a~~
1467 ~~mental or physical illness, injury or health condition; or~~

1468 c. ~~for a family member who needs preventive medical care;~~

1469 3.)) When a King County facility is closed by order of public official for any
1470 health-related reason, or when an employee's child's school or place of care is closed by
1471 order of a public official for a health-related reason, by declaration of an emergency by a
1472 local or state government or agency, or by the federal government;

1473 ((4.)) 3. For absences that qualify for leave under the domestic violence leave
1474 act, chapter 49.76 RCW;

1475 ~~((5.))~~ 4. For absences to increase the safety of the employee or a family member
1476 when the employee or a family member has been a victim of trafficking under RCW
1477 9A.40.100;

1478 ~~((6.))~~ 5. For family and medical leave available under federal law, state law, or
1479 King County ordinance. Sick leave may not be used to supplement partial day wage
1480 replacement available under Washington state paid family and medical leave; and

1481 ~~((7.))~~ 6. When an employee has been exposed to a contagious disease and must
1482 quarantine.

1483 ~~((I.))~~ G. For purposes of sick leave, "family member" means any of the
1484 following:

1485 1. A child ~~((, including a biological, adopted or foster child, a stepchild or a child~~
1486 ~~to whom the employee stands in loco parentis, is a legal guardian or is a de facto parent,~~
1487 ~~regardless of age or dependency status, or the child))~~ of the employee or of the
1488 employee's domestic partner;

1489 2. The parent of an employee, employee's spouse, or employee's domestic
1490 partner. Parent includes:

- 1491 a. a biological parent;
- 1492 b. an adoptive parent;
- 1493 c. a de facto parent;
- 1494 d. a foster parent;
- 1495 e. a stepparent;
- 1496 f. a legal guardian; or

1497 g. a person who stood or stands in loco parentis to the employee, employee's
1498 spouse, or employee's domestic partner;

1499 3. A spouse;

1500 4. A domestic partner;

1501 5. A grandparent;

1502 6. A grandchild; ~~((or))~~

1503 7. A sibling; or

1504 8. Any individual who regularly resides in the employee's home or where the
1505 relationship creates an expectation that the employee care for the person, and that
1506 individual depends on the employee for care.

1507 ~~((K-))~~ H.1. An employee injured on the job may not simultaneously collect sick
1508 leave and workers' compensation payments in a total amount greater than the net regular
1509 pay of the employee, though an employee who chooses not to augment the employee's
1510 workers' compensation wage replacement pay through the use of sick leave shall be
1511 deemed on unpaid leave status.

1512 2. An employee who chooses to augment workers' compensation payments with
1513 the use of accrued sick leave shall notify the safety and workers' compensation program
1514 office in writing at the beginning of the leave.

1515 3. An employee may not collect sick leave and workers' compensation wage
1516 replacement pay for physical incapacity due to any injury or occupational illness that is
1517 directly traceable to employment other than with the county;

1518 ~~((L-))~~ I. Management of the employee's department is responsible for the proper
1519 administration of sick leave benefits. Management of the employee's department may

require an employee to provide reasonable notice of an absence from work, so long as the notice does not interfere with an employee's lawful use of sick leave.

~~((M-))~~ J. Verification that an hourly employee's use of sick leave is for an authorized purpose may be required for absences exceeding three days. Verification may not result in an unreasonable burden or expense on the hourly employee and may not exceed privacy or verification requirements otherwise established by law. A salaried employee may be asked to provide verification of the need for paid sick leave at the discretion of the employee's supervisor or department.

SECTION 30. Ordinance 18191, Section 4, and K.C.C. 3.12.221 are each hereby amended to read as follows:

A. An employee who has been employed by the county for twelve months or more and has worked a minimum of nine hundred ten hours for a thirty-five-hour employee and one thousand forty hours for a forty-hour employee in the preceding twelve-month period, may take a total of up to eighteen weeks of King County family and medical leave within a twelve-month period for ~~((either))~~:

1. ((†))The employee's own serious health condition ((or));
2. ((†))To care for a family member with a serious health condition((, if the employee has been employed by the county for twelve months or more and has worked a minimum of nine hundred ten hours for a thirty-five-hour employee and one thousand forty hours for a forty-hour employee, and:));

3. To bond with a new minor child within the first twelve months following the child's birth or placement with the employee for adoption or foster care;

1542 4. For certain qualifying exigencies related to military service covered by the
1543 federal Family and Medical Leave Act, 29 U.S.C. Sec. 2601 et seq.; or

1544 5. Any qualifying reason under the federal Family and Medical Leave Act, 29
1545 U.S.C. Sec. 2601 et seq.

1546 ~~((1.))~~ B. ((The)) Qualifying family members ((is)) include the employee's spouse
1547 or domestic partner, the employee's child, a child of the employee's spouse or domestic
1548 partner, the parent of the employee or the employee's spouse or domestic partner, or an
1549 individual who stood in loco parentis to the employee or the employee's spouse or
1550 domestic partner.~~((; and~~

1551 ~~2. The reason for the leave is one of the following:~~

1552 ~~a. the birth of a son or daughter and care of the newborn child, or placement~~
1553 ~~with the employee of a son or daughter for adoption or foster care, if the leave is taken~~
1554 ~~within twelve months of the birth, adoption or placement;~~

1555 ~~b. the care of the employee's child or child of the employee's spouse or~~
1556 ~~domestic partner whose illness or health condition requires treatment or supervision by~~
1557 ~~the employee;~~

1558 ~~c. the care of a family member with a serious health condition; or~~

1559 ~~d. any qualifying reason under federal family and medical leave law, 29 U.S.C.~~
1560 ~~Sec. 2601 et seq., or state family and medical leave law, chapter 49.78 RCW.~~

1561 ~~B.))~~ C. King County family and medical leave may be taken intermittently to the
1562 same extent permitted under federal ~~((and state))~~ family and medical leave laws.

1563 ~~((C.1.))~~ D. King County family and medical leave shall run concurrently with
1564 leave ~~((under 29 U.S.C. Sec. 2601 et seq., and chapter 49.78 RCW,))~~ taken in conjunction

1565 with an occupational injury or illness for which the employee is receiving workers'
1566 compensation wage replacement payments, and any other leaves ~~((that are))~~ available
1567 under federal or state law to the extent permissible by law.

1568 ~~((2. When leave is taken for the serious health condition of the employee in~~
1569 ~~conjunction with an occupational injury or illness for which the employee is receiving~~
1570 ~~workers' compensation wage replacement payments, the leave shall run concurrently with~~
1571 ~~leave under the federal and state family and medical leave and King County family and~~
1572 ~~medical leave.~~

1573 ~~D. The department is responsible for the proper administration of the King~~
1574 ~~County family and medical leave benefit.)) E. Verification from a health care provider~~
1575 may be required to certify the health condition of the employee or family member for
1576 King County family and medical leave or federal Family and Medical Leave Act, 29
1577 U.S.C. Sec. 2601 et seq. requests.

1578 ~~((F.))~~ F. The county shall continue its contribution toward health care benefits
1579 when an employee is on King County family and medical leave, regardless of whether
1580 the employee is in a paid or unpaid status during the leave.

1581 ~~((F.))~~ G. An employee who returns from King County family and medical leave
1582 within the time provided in this section is entitled to the same job protection as an
1583 employee returning from leave under the federal Family and Medical Leave Act, 29
1584 U.S.C. Sec. 2601 et seq., subject to reductions-in-force provisions as specified in K.C.C.
1585 3.12.300.

1586 ~~((G.))~~ H. Failure of an employee to return to work by the expiration date of a
1587 leave of absence may be cause for termination of the employee from county service.

1588 SECTION 31. Ordinance 15558, Section 2, as amended, and K.C.C. 3.12.222 are
1589 each hereby amended to read as follows:

1590 A. ~~((Annually, from the first business day in October through the last business~~
1591 ~~day in November))~~ During the annual giving drive, an employee eligible for
1592 comprehensive leave benefits may sign a written authorization subject to approval by the
1593 employee's department director to convert accrued vacation, benefit time off, or
1594 accumulated compensatory hours, or ~~((both))~~ any combination thereof, into cash to
1595 benefit up to three nonprofit organizations participating in the King County employee
1596 annual drive in accordance with K.C.C. chapter 3.36, of the employee's choice.

1597 B. Notwithstanding K.C.C. 3.12.190, an employee eligible for comprehensive
1598 leave benefits may convert accrued vacation, benefit time off, or accumulated
1599 compensatory hours, or ~~((both))~~ any combination thereof, into cash to benefit emergency
1600 or disaster relief efforts. Upon the occurrence of an emergency or disaster, such as fire,
1601 flood, explosion, storm, earthquake, or epidemic, that results in the loss of either life or
1602 property, or both, and with the exception of the employee annual drive-related period
1603 designated under subsection A. of this section, the executive may authorize a period of up
1604 to forty-five days ~~((opportunity))~~ for employees eligible for comprehensive leave benefits
1605 to sign a written authorization to convert accrued vacation, benefit time off, or
1606 accumulated compensatory hours, or ~~((both))~~ any combination thereof, into cash to
1607 benefit up to three nonprofit organizations designated by the executive. The employee's
1608 written authorization is subject to approval by the employee's department director. The
1609 designated nonprofit organization must be a King County employee annual drive

1610 participant in accordance with K.C.C. chapter 3.36. This section shall be administered in
1611 accordance with K.C.C. chapter 3.36.

1612 C. The hours converted under subsection A. or B. of this section must be in full-
1613 hour increments. The employee's donation must be a minimum of four hours and no
1614 more than forty hours per calendar year with the exception of the conditions described in
1615 subsection D. of this section.

1616 D. An employee eligible for comprehensive leave benefits who earned excess
1617 vacation leave, benefit time off, or compensatory hours, or ~~((both))~~ any combination
1618 thereof, beyond the amount that may be carried over into the next fiscal year may donate
1619 greater than forty hours under subsection A. or B. of this section with approval from the
1620 employee's department director.

1621 E. All King County employees eligible for comprehensive leave benefits may
1622 donate voluntarily in accordance with this section ~~((voluntarily))~~.

1623 F. The department of human resources shall value the hours donated under this
1624 section based on the employee's base rate of pay in effect at the time the approved
1625 conversion authorization is processed. The department of human resources shall process
1626 leave donations authorized under subsection A. of this section within the first two full
1627 weeks in December. The department of human resources shall process leave donations
1628 authorized under subsection B. of this section within the first two full weeks after the
1629 ~~((forty-five day))~~ period designated in accordance with subsection B. of this section.

1630 G. The net cash value of the accrued vacation, benefit time off, or accumulated
1631 compensatory hours, or ~~((both))~~ any combination thereof, after all mandatory
1632 withholdings, including, but not limited to, withholding in accordance with retirement

plans, federal income tax, and the Federal Insurance Contributions Act((;)) have been deducted must be distributed by the department of human resources to the designated nonprofit organization or organizations.

SECTION 32. Ordinance 12014, Section 22, as amended, and K.C.C. 3.12.223 are each hereby amended to read as follows:

A.1. An employee eligible for comprehensive leave benefits may donate a portion of the employee's accrued vacation leave to another employee eligible for comprehensive leave benefits to be used for any qualifying reason in accordance with King County family and medical leave under K.C.C. 3.12.221, or under the federal ((f))Family and ((m))Medical ((l))Leave ((law)) Act, 29 U.S.C. Sec. 2601 et seq. Such a donation may only occur upon written request to and approval of the donating and receiving employees' department director or directors.

2. The number of hours donated shall not exceed the donor's accrued vacation leave as of the date of the request. No donation of vacation hours shall be permitted where it would cause the employee receiving the transfer to exceed that employee's maximum vacation accrual.

3. ~~((A furloughed employee shall not be eligible to take or be paid for donated vacation in lieu of taking a furlough day, except as provided in K.C.C. 3.12F.040.~~

4.)) Donated vacation leave hours shall be converted to donated sick leave hours and remain with the recipient. Donated ((vacation)) sick leave hours shall be excluded from the ((vacation)) sick leave payoff provisions and sick leave restoration provisions contained in this chapter. Employees do not accrue additional leave hours while utilizing donated ((vacation)) sick leave hours.

1656 B.1. An employee eligible for comprehensive leave benefits may donate a portion
1657 of the employee's accrued sick leave to another employee eligible for comprehensive
1658 leave benefits to be used for any qualifying reason in accordance with King County
1659 family and medical leave under K.C.C. 3.12.221, or under the federal ~~((f))~~Family and
1660 ~~((m))~~Medical ~~((l))~~Leave ~~((law))~~ Act, 29 U.S.C. Sec. 2601 et seq. Such a donation may
1661 only occur upon written request to and approval of the donating and receiving employees'
1662 department director or directors.

1663 2. No donation of sick leave hours shall be permitted unless the donating
1664 employee's sick leave accrual balance immediately subsequent to the donation is one
1665 hundred hours or more. No employee may donate more than twenty-five hours of the
1666 employee's accrued sick leave in a calendar year.

1667 3. Donated sick leave hours remain with the recipient. Donated sick leave hours
1668 shall be excluded from the sick leave payoff provisions contained in this chapter, and sick
1669 leave restoration provisions contained in this chapter. Employees do not accrue
1670 additional leave hours while utilizing donated sick leave hours.

1671 C.1. Employees receiving donated leave must have exhausted all paid leave
1672 accruals before using donated leave.

1673 2. The leave for which the employee is requesting donations must be for a
1674 prolonged absence. A prolonged absence is three or more consecutive days. An
1675 employee may use donated leave intermittently after the employee's prolonged absence.

1676 D. All donations of vacation and sick leave made under this chapter are strictly
1677 voluntary. Employees shall not ask for anything of value, or offer or receive anything of
1678 value, in exchange for donation of vacation or sick leave hours.

1679 E. All vacation and sick leave hours donated shall be converted to a dollar value
1680 based on the donor's base rate of pay at the time of donation. ~~((Such))~~ The dollar value
1681 shall then be divided by the receiving employee's hourly rate to determine the actual
1682 number of hours received and placed in the receiving employee's donated leave bank.
1683 Vacation leave donated to a furloughed employee, who is designated by a department
1684 director and confirmed by the director of human resources as eligible to use donated
1685 leave on a furlough day, is donated on an hour-for-hour basis, without an hourly rate
1686 conversion.

1687 SECTION 33. Ordinance 13743, Section 1, as amended, and K.C.C. 3.12.224 are
1688 each hereby amended to read as follows:

1689 Notwithstanding K.C.C. 3.12.190, if an employee dies while engaged within the
1690 scope of the employee's employment, the executive may implement a process providing a
1691 one-time opportunity to allow employees eligible for comprehensive leave benefits to
1692 convert either accrued vacation or ~~((accumulated))~~ compensatory time hours, or both, to
1693 cash to benefit any children of the deceased employee who are under twenty-three years
1694 old at the time of the employee's death. This process must conform to the following
1695 requirements:

1696 A. The executive shall establish a forty-five-day period during which time
1697 employees may sign a written request, subject to approval by the executive, to convert
1698 either accrued vacation or ~~((accumulated))~~ compensatory time hours, or both, to cash and
1699 to authorize a payroll deduction of the cash to benefit the children of the deceased
1700 employee who are under twenty-three years old at the time of the employee's death. The
1701 hours must be in full-hour increments, with a minimum of four;

1702 B. The executive shall determine the maximum hours that any employee can
1703 convert to cash, but the maximum may not be greater than a total of forty by each
1704 employee;

1705 C. The value of the hours must be determined based on ~~((the regular hourly rate~~
1706 ~~of))~~ the employee's base rate of pay in effect at the time the approved conversion request
1707 is received by the county's payroll office;

1708 D. If employees elect to convert either accrued vacation or accumulated
1709 compensatory time hours, or both, to cash as set forth in this section, the executive shall
1710 identify one or more support accounts or programs to which the cash may be paid for the
1711 benefit of the children. Unless the executive determines that another support account or
1712 program is more suitable given the circumstances of the children, the executive shall first
1713 ~~((insure))~~ ensure the establishment of a Washington state college tuition prepaid
1714 program-guaranteed education tuition (GET) account with the state of Washington
1715 treasury to benefit the children of the deceased employee. In addition to or in lieu of the
1716 GET program, the executive may direct that some or all of the cash collected under this
1717 section be paid to other support accounts or programs that the executive has determined:

1718 1. Are established in the names of the children or their legal guardian for the
1719 benefit of the children;

1720 2. Are held by a governmental agency, nonprofit organization, bank, trust or
1721 lawful entity other than an individual;

1722 3. Contain adequate safeguards against theft, diversion, loss or wasting of the
1723 funds paid under this section; and

4. Restrict the permissible use of funds paid under this section to paying for minimal, if any, administrative expenses and providing for the children's reasonable food, shelter, and educational expenses; and

E. The cash resulting from converted accrued vacation or compensatory time hours, or both, net of all mandatory deductions, including, but not limited to, deductions for retirement plans, ~~((and))~~ federal income tax, and the Federal Insurance Contributions Act, must be transmitted to the Washington state college tuition prepaid program-guaranteed education tuition (GET) account established by the executive, or such other accounts or programs as may be determined by the executive, under subsection D. of this section~~((; and))~~.

SECTION 34. Ordinance 7956, Section 6, as amended, and K.C.C. 3.12.225 are each hereby amended to read as follows:

A. Division managers shall allow the division's employees who are eligible for comprehensive leave benefits the use of up to three days of accrued sick leave, not to include donated sick leave, each calendar year to perform volunteer services at a local school or at a nonprofit organization on the approved list for the employee giving program. During a calendar year, an employee may use accrued sick leave for volunteer service for both school and nonprofit organization participation. The aggregate number of sick leave days used for those purposes shall not exceed three ~~((days))~~ occasions in a calendar year.

~~B. ((A furloughed employee shall not be eligible to take or be paid for volunteer sick leave in lieu of taking a furlough day.~~

~~€.))~~ Employees requesting to use accrued sick leave for this purpose shall submit ~~((such))~~ a request in writing specifying the name of the school or organization and the

1747 nature of the volunteer services to be performed. The employee's supervisor may request in
1748 advance that the employee obtain written proof of the service from the school or
1749 organization.

1750 SECTION 35. Ordinance 19563, Section 7, as amended, and K.C.C. 3.12.227 are
1751 each hereby amended to read as follows:

1752 A. There is hereby created a King County emergency medical leave donation
1753 program, which shall be activated or deactivated at the director's discretion based on the
1754 county's current need for such a program.

1755 B. Emergency medical leave donations may only occur upon the employee's
1756 request to the department of human resources with written approval of the donating and
1757 receiving employees' department director or directors.

1758 C.1. An employee eligible for comprehensive leave benefits may donate a portion
1759 of the employee's accrued vacation or sick leave hours to the emergency medical leave
1760 program.

1761 2. An employee is limited to donating no more than eighty hours of vacation
1762 leave to the program per calendar year unless the employee's department director approves
1763 a greater amount. The number of donated hours shall not exceed the donor's accrued
1764 vacation leave as of the date of the request.

1765 3. An employee is limited to donating no more than twenty-five hours of sick
1766 leave to the program per calendar year. A donation of sick leave hours shall not be
1767 permitted unless the donating employee's sick leave accrual balance immediately
1768 subsequent to the donation is one hundred hours or more.

1769 4. All vacation and sick leave hours donated shall be converted to a dollar value
1770 based on the donor's base rate of pay at the time of donation and transferred to the
1771 emergency medical leave program.

1772 D.1. Donated hours shall be distributed by the department of human resources on a
1773 first come first serve basis and shall only be awarded prospectively.

1774 2. The maximum donation that an employee eligible for comprehensive leave
1775 benefits may receive is eighty hours per calendar year, prorated to reflect the employee's
1776 normally scheduled work week.

1777 3. The number of donated hours distributed to the receiving employee and the
1778 receiving employee's base rate of pay shall determine the dollar value to withdraw from the
1779 emergency medical leave program.

1780 4. The receiving employee may only use emergency medical leave for a
1781 qualifying reason in accordance with King County family and medical leave under K.C.C.
1782 3.12.221, or under the federal ~~((f))~~Family and ~~((m))~~Medical ~~((l))~~Leave ~~((law))~~ Act, 29
1783 U.S.C. Sec. 2601 et seq.

1784 5. The leave for which the employee is requesting donations must be for a
1785 prolonged absence. "A prolonged absence" means three or more consecutive days. An
1786 employee may use donated leave intermittently after the employee's prolonged absence.

1787 6. The receiving employee must have exhausted all of the employee's paid leave
1788 accruals prior to utilizing emergency medical leave hours.

1789 7. Donated leave hours shall be excluded from the vacation and sick leave payoff
1790 provisions in this chapter.

1791 8. Employees do not accrue additional leave hours while utilizing emergency
1792 medical leave donated hours.

1793 9. If donated hours are not utilized by the donee within sixty calendar days of
1794 being awarded, the hours shall be returned to the emergency medical leave program and do
1795 not revert to the donor.

1796 SECTION 36. Ordinance 12014, Section 23, as amended, and K.C.C. 3.12.230
1797 are each hereby amended to read as follows:

1798 A. All employees eligible for comprehensive leave benefits shall be granted the
1799 following designated holidays with pay:

- 1800 1. January 1, New Year's Day;
- 1801 2. Third Monday in January, Martin Luther King, Jr. Day;
- 1802 3. Third Monday in February, President's Day;
- 1803 4. Last Monday in May, Memorial Day;
- 1804 5. June 19, Juneteenth;
- 1805 6. July 4, Independence Day;
- 1806 7. First Monday in September, Labor Day;
- 1807 8. Second Monday in October, Indigenous Peoples' Day;
- 1808 9. November 11, Veterans Day;
- 1809 10. Fourth Thursday in November, Thanksgiving Day;
- 1810 11. Friday after Thanksgiving, Day after Thanksgiving;
- 1811 12. December 25, Christmas Day; and
- 1812 13. Two personal holidays, for employees who are employed on February 1,
- 1813 which shall be added to the employee's vacation bank on the paycheck that includes

February 1. New employees eligible for comprehensive leave benefits hired between February 2 and November 15 shall be awarded two personal holidays upon hire. New employees eligible for comprehensive leave benefits hired after November 15 shall not receive two personal holidays for that calendar year.

B. For holidays falling on a Saturday, the Friday before shall be a paid holiday. For holidays falling on a Sunday, the Monday following shall be a paid holiday.

C. An employee must be eligible for comprehensive leave benefits and in a pay status on the day before and the day following a holiday to be eligible for holiday pay. However, an employee who has successfully completed at least five years of county service and who retires at the end of a month in which the last regularly scheduled working day is observed as a holiday, shall be eligible for holiday pay if the employee is in a pay status the day before the day observed as a holiday. An employee otherwise eligible for holiday pay shall not be ineligible as a result of not being in a pay status on the day before or after the holiday due to budgetary furlough or for taking an unpaid holiday for religious purposes.

D. When a holiday falls on the scheduled day off of a full time employee entitled to comprehensive leave benefits who works other than a five-day, eight-hour schedule, the employee shall be given a deferred holiday. The employee and the employee's supervisor shall jointly select another day, preferably within the same pay period, for the employee to take as holiday. Deferred holidays for a part-time hourly employee eligible for comprehensive leave benefits shall be prorated to the employee's schedule.

SECTION 37. Ordinance 12077, Section 5, as amended, and K.C.C. 3.12.240 are each hereby amended to read as follows:

1836 A. An employee eligible for comprehensive leave benefits who is ordered on a jury
1837 shall be entitled to the employee's regular county pay but only if any fees received for jury
1838 duty are rejected by the employee when the employee is called to jury service or deposited,
1839 exclusive of mileage, with the finance and business operations division of the department
1840 of executive services.

1841 B. An employee who is not eligible for comprehensive leave benefits shall be
1842 released, unpaid, from work duties for the duration of the employee's jury duty, and may
1843 retain any fees paid for jury service.

1844 C. ~~((A furloughed employee shall not be eligible to take or be paid for jury duty~~
1845 ~~leave in lieu of taking a furlough day.~~

1846 ~~D.))~~ Employees shall report to their work supervisor when dismissed from jury
1847 service.

1848 SECTION 38. Ordinance 12014, Section 24, as amended, and K.C.C. 3.12.247
1849 are hereby repealed.

1850 SECTION 39. Ordinance 12014, Section 25, as amended, and K.C.C. 3.12.250
1851 are each hereby amended to read as follows:

1852 A. An employee eligible for comprehensive leave benefits may take a leave of
1853 absence without pay for thirty calendar days or less if authorized in writing by the
1854 employee's division manager.

1855 B. An employee eligible for comprehensive leave benefits may take a leave of
1856 absence without pay for more than thirty calendar days for nonmedical reasons if
1857 authorized in writing by the employee's division manager.

1858 C. An employee eligible for comprehensive leave benefits may take a leave of
1859 absence without pay for more than thirty days for medical reasons if authorized in writing
1860 by the director.

1861 D. An employee lawfully using Washington paid family and medical leave,
1862 including providing King County appropriate notice, does not need to request approval for
1863 the employee's unpaid leave of absence from King County.

1864 E. Leaves of absence without pay shall ~~((be for periods))~~ not ~~((to))~~ exceed one year
1865 except that the director may, in special circumstances, grant an extension beyond one year.

1866 ~~((E.))~~ E. Other employee benefits as provided in this chapter shall not be provided
1867 to or accrue to the employee while on leave of absence without pay, except as provided in
1868 K.C.C. 3.12.220 or K.C.C. 3.12.040.

1869 ~~((F.))~~ G. If a leave of absence without pay was granted for purposes of recovering
1870 health, the employee shall be required to submit a physician's statement concerning the
1871 employee's ability to resume duties prior to return to work.

1872 ~~((G.))~~ H. An employee on leave of absence without pay may return from the leave
1873 before its expiration date if the employee provides the division manager with a written
1874 request to that effect at least fifteen days prior to resuming duties.

1875 ~~((H.))~~ I. Failure to return to work by the expiration date of a leave of absence
1876 without pay shall be cause for removal and shall result in ~~((automatic))~~ termination of the
1877 employee from county service.

1878 ~~((I.))~~ J. A leave of absence without pay may be revoked by the employee's
1879 division manager or the director upon evidence submitted to the director by the division
1880 manager of the employee indicating that such leave was requested and granted under false

pretenses, or that the need for such leave has ceased to exist.

SECTION 40. Ordinance 12014, Section 26, as amended, and K.C.C. 3.12.260

are each hereby amended to read as follows:

A.1. A leave of absence shall be granted, in accordance with applicable provisions of state or federal law, to any employee who voluntarily or upon demand by ~~((the))~~ Washington state or the United States government leaves the employee's position with the county, either to determine the employee's physical fitness to enter or to actually enter active duty or training in the United States Uniformed Services, which includes, but is not limited to, the Armed Services and their reserve components, the Washington National Guard and the United States Public Health Service Commissioned Corps and its reserve. Under the Uniform Services Employment and Reemployment Rights Act of 1994, 38 U.S.C. Secs. 4301 through 4335, Uniformed Services may also include an appointee when the National Disaster Medical System is activated.

2. The leave of absence shall continue until the employee has exhausted the employee's employment and reemployment rights under the Uniform Services Employment and Reemployment Rights Act of 1994, 38 U.S.C. Secs. 4301 through 4335, which is generally up to five years, subject to certain exceptions provided under federal law.

B. Employees are required to give their employing county agency advance notice of the need for military leave, preferably in writing, though oral notification is sufficient. Notice should be provided as soon as is reasonable under the circumstances, and, if feasible to do so, service members should provide thirty days advance notice; however, advance notice is not required if prevented by military necessity or otherwise impossible or

1904 unreasonable under the circumstances, to the extent provided in federal law and
1905 regulations. Written notice should be accompanied by a validated copy of the military
1906 orders. Oral notice should be supplemented as soon as is reasonable with a validated copy
1907 of the military orders.

1908 C. An employee who is eligible for comprehensive leave benefits under K.C.C.
1909 3.12.040 and volunteers or is ordered to serve in the United States Uniformed Services, as
1910 described in subsection A.1. of this section, or to receive associated training that requires a
1911 leave of absence from the employee's county position, and has exhausted annual military
1912 leave provided pursuant to state and federal law or a collective bargaining agreement, shall
1913 be granted a paid leave of absence from the employee's county position at the employee's
1914 ~~((regular))~~ county base rate of ~~((county))~~ pay less the amount of the employee's regular
1915 base rate of military pay to which the employee is entitled. The paid leave of absence shall
1916 continue until the lesser of the conclusion of the employee's service in the United States
1917 Uniformed Services, or until the employee has exhausted the employee's employment and
1918 reemployment rights under the Uniform Services Employment and Reemployment Rights
1919 Act of 1994, 38 U.S.C. Secs. 4301 through 4335, which is generally up to five years,
1920 subject to certain exceptions provided under federal law.

1921 D. Receipt of the pay provided for in the preceding section is contingent upon the
1922 employee providing the employing county agency with supporting documentation
1923 verifying:

- 1924 1. The employee's rank;
1925 2. That the employee is on active duty; and

1926 3. The employee's military pay grade statement and military pay grade change
1927 statement.

1928 E. The employee is required to notify the employee's employing county department
1929 whenever there is a change to the employee's military rank or pay grade.

1930 SECTION 41. Ordinance 9967, Section 2, as amended, and K.C.C. 3.12.262 are
1931 each hereby amended to read as follows:

1932 A. An employee who is eligible for comprehensive leave benefits under K.C.C.
1933 3.12.040 and who volunteers or is ordered to serve in the United States Uniformed
1934 Services, as described in K.C.C. 3.12.260.A.1., or to receive associated training that
1935 requires a leave of absence from the employee's county position, shall continue to receive
1936 medical, dental, vision, and life insurance benefits, and shall continue to accrue vacation
1937 and sick leave. Receipt of medical, dental, vision, and life insurance benefits, and vacation
1938 and sick leave accruals shall continue until the lesser of the conclusion of the employee's
1939 service in the United States Uniformed Services, or until the employee has exhausted the
1940 employee's employment and reemployment rights under the Uniform Services
1941 Employment and Reemployment Rights Act of 1994, 38 U.S.C. Secs. 4301 through 4335,
1942 which is generally up to five years, subject to certain exceptions provided under federal
1943 law.

1944 B. Receipt of medical, dental, vision, and life insurance benefits, and leave accruals
1945 is contingent upon the employee providing the employing county agency with supporting
1946 documentation verifying that the employee is in service. The documentation shall be
1947 provided by the employee upon commencing military leave, annually in September and
1948 upon leaving military service.

1949 SECTION 42. Ordinance 12014, Section 27, as amended, and K.C.C. 3.12.270

1950 are each hereby amended to read as follows:

1951 A. A career service employee may be disciplined by the appointing authority for
1952 any of the following ~~((causes))~~ reasons, or for any other ~~((justifiable))~~ just cause:

1953 1. Dishonesty, including but not limited to dishonesty in securing appointment;

1954 2. Harassment, discrimination, inappropriate conduct, or retaliation in violation
1955 of federal, state, or local laws, or county policy;

1956 3. Failing to be respectful of coworkers or the public;

1957 4. Incompetency;

1958 ~~((3-))~~ 5. Inefficiency;

1959 ~~((4-))~~ 6. Unauthorized absence, including patterns of continual tardiness;

1960 7. Inaccurate or fraudulent timekeeping;

1961 ~~((5-))~~ 8. Neglect of duty;

1962 ~~((6-))~~ 9. Insubordination;

1963 ~~((7- Consumption of alcoholic beverages or use of illegal drugs while on duty~~

1964 ~~during the workday))~~ 10. Drug or alcohol use or possession in violation of county policy;

1965 11. Use of county time, equipment, or facilities for private gain or other

1966 noncounty purpose;

1967 12. Committing an act of workplace violence, including but not limited to

1968 verbal assault, threatening behavior, or physical assault;

1969 13. Wearing, transporting or storing firearms or other dangerous weapons

1970 within county buildings or facilities, in a county vehicle, or on their person while on

1971 county business, except as authorized by county policy;

1972 ~~((8-))~~ 14. Conviction of a crime;

1973 ~~((9-))~~ 15. Disorderly conduct while on duty;

1974 ~~((10-))~~ 16. Negligent, reckless, or knowing damage to or waste of public

1975 property;

1976 17. Theft of county property;

1977 ~~((11-))~~ 18. Violation of any of the provisions of applicable federal or state law

1978 relating to political activities;

1979 ~~((12-))~~ 19. Negligent, reckless, or knowing violation of any of the provisions of

1980 the personnel guidelines; or

1981 ~~((13-))~~ 20. Violation of any lawful order, directive, or policy, ~~((of a superior,~~

1982 ~~including but not limited to the executive, department directors, and division managers,))~~

1983 or a violation of the employee code of ethics, K.C.C. chapter 3.04.

1984 B. Prior to the disposition of any suspension or discharge, a career service

1985 employee shall be advised of the employee's right to seek assistance through the county's

1986 employee assistance program as described in the personnel guidelines.

1987 C. Disciplinary action shall be the primary responsibility of the appointing

1988 authority and may include, but is not limited to, reduction in rank or pay, suspension

1989 without pay, ~~((and/))~~ or discharge of the employee from county employment, or a

1990 combination thereof. The appointing authority shall consult with the director prior to the

1991 discharge of any career service or exempt employee.

1992 D. In any disciplinary action against a career service employee, pertinent

1993 information shall be reduced to written form by the appointing authority and a copy

1994 provided to the employee (~~and to the director~~). Such written notice shall state the
1995 following:

1996 1. The reason for discipline;
1997 2. The facts supporting the discipline;
1998 3. The form of discipline to be imposed;
1999 4. The effective date of the discipline;
2000 5. (~~Unless otherwise provided in an applicable collective bargaining agreement,~~
2001 ~~€~~)The right of the employee to appeal the following disciplinary action to the personnel
2002 board:

2003 a. Suspension of more than sixty days;
2004 b. Reduction in rank or pay; or
2005 c. Discharge;
2006 6. (~~Unless otherwise provided in an applicable collective bargaining agreement,~~
2007 ~~€~~)The right of the employee to appeal any disciplinary action to appropriate authorities
2008 through the initiation of grievance procedures, as authorized by or approved under this
2009 chapter.

2010 E. Written notice of the discipline shall be delivered to the career service
2011 employee, emailed to the employee's work or home address, mailed to the employee, or
2012 mailed to the employee's last known address by certified mail, return receipt requested.

2013 An employee shall be deemed notified of the disciplinary action on the date the notice
2014 was (~~delivered~~) sent to the employee (~~or the date on the return receipt, as applicable~~)).

2015 SECTION 43. Ordinance 12014, Section 28, and K.C.C. 3.12.280 are each
2016 hereby amended to read as follows:

A. The county recognizes the importance and desirability of settling grievances of career service employees promptly and fairly in the interest of continued good employee relations and morale. To accomplish this, every effort ~~((will))~~ shall be made to settle grievances at the lowest possible level of supervision.

B. Employees shall be unimpeded and free from restraint, interference, coercion, discrimination, or reprisal in seeking adjudication of their grievances.

C. Appropriate grievance procedures designed to accomplish the intent of this section shall be developed and incorporated by the director into the personnel guidelines authorized by this chapter. Such grievance procedures shall apply to career service employees only.

SECTION 44. Ordinance 12014, Section 29, as amended, and K.C.C. 3.12.290 are each hereby amended to read as follows:

A. In the case of an appeal by a career service employee to the board following completion of the grievance appeal process outlined in the personnel guidelines, written notice of appeal shall be filed by the employee with the chair of the board and the director ~~((within thirty calendar days of the employee having been notified of the disciplinary action as provided for by this chapter or))~~ within ~~((ten))~~ thirty calendar days of completion of the grievance or appeal process ~~((contained in this chapter or any applicable collective bargaining agreement. For appeals not involving disciplinary action, the applicable period shall be fourteen calendar days from the action from which the appeal is taken, or fourteen calendar days from the time the employee should reasonably have known of the action, whichever is longer))~~. The written notice of appeal shall contain a statement of the following:

1. The action or alleged action from which the appeal is taken;
2. The grounds for appeal; and
3. The relief requested.

The board may only hear appeals which are within its jurisdiction, as set forth by Section 540 of the charter.

B. All decisions of the personnel board shall be final unless appealed to a court of competent jurisdiction within fourteen calendar days of the board's decision.

~~C. ((The personnel board or the court shall award a career service employee reasonable attorney's fees incurred in any appeal in which the employee is the prevailing party, provided, that the employee shall be considered the prevailing party only where the county has a written settlement offer in effect thirty calendar days prior to the hearing of the personnel board or court and the award obtained by the employee exceeds the terms of that settlement offer; provided further, that such reasonable attorney's fees shall not exceed the actual fees paid by the employee.~~

~~D.))~~ Upon request, the director shall provide the council with a status report of appeals filed with the personnel board.

SECTION 45. Ordinance 12014, Section 30, as amended, and K.C.C. 3.12.300 are each hereby amended to read as follows:

In the event of a reduction in force due to lack of work, lack of funds, or considerations of efficiency, layoffs shall be conducted at a department, division, or section level. The order of layoff shall be conducted by ~~((class))~~ classification on the basis of merit. Where two or more career service employees within a class are of equal merit, county seniority shall determine the order of layoff as between those employees.

Where there is an applicable collective bargaining agreement, the order of layoff shall be determined by the collective bargaining agreement. In lieu of laying off a career service employee, the director may reassign the employee to a comparable, vacant position, when the director determines the reassignment to be in the best interests of the county.

SECTION 46. Ordinance 4324, Section 9, and K.C.C. 3.12.310 are each hereby amended to read as follows:

The tenure of each employee shall be subject to the rendering of efficient service. Career service employees may be removed ~~((only))~~ for just cause, as specified by this chapter~~((; provided, that such))~~, although the just cause need not be demonstrated where an employee is retired or is laid off in accordance with ~~((the provisions of))~~ this chapter. Career service ~~((E))~~ exempt employees serve at the pleasure of the appointing authority. Nothing in this section shall derogate from the county's power to abolish positions and lay off employees because of lack of work, lack of funds, or considerations of efficiency.

SECTION 47. Ordinance 4324, Section 33, as amended, and K.C.C. 3.12.320 are hereby repealed.

SECTION 48. Ordinance 12014, Section 31, as amended, and K.C.C. 3.12.330 are each hereby amended to read as follows:

The executive shall be responsible for the administration of the county personnel system in accordance with the policies and standards established by this chapter, which shall constitute the personnel rules of the county. The director as the executive's designee shall be responsible to administer the personnel system ~~((and directly related affairs of the county to include collective bargaining; provided, that such a role will not infringe on the authority of the county administrative officer to exercise supervisory authority on~~

those matters not directly relating to the formal administration of the county's personnel system; provided further, that the equal employment officer and program, to include the affirmative action program, shall be directly responsible to the county administrative officer in all applicable affairs in which there has not been a formally defined relationship, by virtue of council action or personnel guideline, between said office and the director)).

SECTION 49. Ordinance 12498, Sections 1, 4-7, and K.C.C. 3.12.335 are each hereby amended to read as follows:

A. It is the policy of King County to provide paid opportunities ((for paid, competitive employment)) for individuals with developmental disabilities, as defined in this chapter, in integrated work settings. The executive shall seek the cooperation, assistance, and participation of all county departments in the successful implementation of this policy.

B. Persons with developmental disabilities as defined in RCW 71A.10.020(((5)))(6), as amended, shall be eligible for supported employment pursuant to this section.

C. The department of human resources, or its successor agency, is designated as the lead agency responsible for the management of the supported employment program, with technical support provided by the developmental disabilities and early childhood supports division of the department of community and human services, or its successor agency.

((D. The executive is authorized to adopt administrative rules to implement this section pursuant to K.C.C. 3.12.350.))

2109 SECTION 50. Ordinance 4324, Section 4, and K.C.C. 3.12.340 are hereby
2110 repealed.

2111 SECTION 51. Ordinance 12014, Section 32, as amended, and K.C.C. 3.12.350
2112 are each hereby amended to read as follows:

2113 A. The director (~~((shall))~~) may adopt personnel guidelines for the purpose of
2114 implementing the directives, policies, and standards contained in this chapter and in
2115 Article 5 of the charter.

2116 (~~((Such personnel guidelines shall be subject to approval by the executive. Before
2117 adoption, amendment or repeal of any guideline, the department shall give at least forty-
2118 five days' notice of its intended action by filing notice with the clerk of the council and
2119 mailing notice of the intended action to each member of the council, each department
2120 director and agency head, each collective bargaining unit that has a collective bargaining
2121 agreement with the county, the chief of staff of the council and the council policy staff
2122 director, or their successors.))~~ After adoption, amendment, or repeal of (~~((the))~~) any
2123 guideline, the department shall post (~~((all))~~) the updated guidelines to the Internet, and the
2124 department will notify each department and the office of labor relations may notify the
2125 collective bargaining units.

2126 B. The personnel guidelines (~~((shall))~~) may include, but not be limited to, the
2127 following subjects:

- 2128 1. Purpose, objectives and intent;
- 2129 2. Definitions;
- 2130 3. Preemployment administration:
- 2131 a. role of the director and the department;

- 2132 b. recruitment procedures;
- 2133 c. application procedures;
- 2134 d. examinations;
- 2135 e. employment lists;
- 2136 f. ~~((certification;~~
- 2137 ~~g.))~~ appointment; and
- 2138 ~~((h.))~~ g. process requirements of equal employment opportunity;
- 2139 4. Postemployment administration:
- 2140 a. role of the department of human resources;
- 2141 b. probationary periods;
- 2142 c. classification system;
- 2143 d. employee performance evaluation;
- 2144 e. disciplinary procedures;
- 2145 f. separation, including reductions in force;
- 2146 g. employee relations; and
- 2147 h. process requirements of equal employment opportunity;
- 2148 5. Special duty;
- 2149 6. Grievance and appeals procedures:
- 2150 a. role of the department of human resources and other departments, including
- 2151 relationship and processes of the equal employment program;
- 2152 b. role of the director;
- 2153 c. grievance procedures;
- 2154 d. appeals procedures; and
-

- 2155 e. role of the personnel board;
- 2156 7. Conditions of employment;
- 2157 8. Employee benefits;
- 2158 9. Procedures for leaves of absence; and
- 2159 10. Procedures for salary and administration.

2160 SECTION 52. Ordinance 12014, Section 33, and K.C.C. 3.12.360 are each

2161 hereby amended to read as follows:

2162 A. When a collective bargaining agreement establishes a condition of employment,

2163 benefit, or procedure (~~((which conflicts))~~) that differs with a condition, benefit, or procedure

2164 established by this chapter (~~((or otherwise by ordinance))~~), the collective bargaining

2165 agreement shall take precedence with respect to those employees covered by the

2166 agreement, so long as the following conditions are met:

2167 ~~((A.))~~ 1. The condition of employment, benefit, or procedure created by the

2168 agreement is lawful; and

2169 ~~((B.))~~ 2. The agreement has been adopted by the council by ordinance.

2170 B. Adoption of the agreement by ordinance shall be deemed an amendment of this

2171 chapter only with respect to the affected employees and subject condition, benefit, or

2172 procedure.

2173 SECTION 53. Ordinance 9498, Section 14, and K.C.C. 3.12.365 are hereby

2174 repealed.

2175 SECTION 54. Ordinance 16640, Section 3, as amended, and K.C.C. 3.12.400 are

2176 each hereby amended to read as follows:

2177 A. It is the policy of the county to support the endeavors of volunteers for the
2178 county in a manner that benefits the community ~~((and))~~₂ is in the best interest of the county,
2179 and provides scope of work direction to its volunteers.

2180 B. Volunteers for the county are expected to act within the scope of assigned
2181 volunteer work responsibilities. Volunteers for the county are authorized agents of the
2182 county only when acting within the scope of their assigned volunteer work responsibilities.
2183 Volunteers for the county are entitled to defense and indemnification as provided in K.C.C.
2184 chapter 2.21.

2185 C. Volunteers for the county shall be administered as follows:

2186 1. A county employee may be a volunteer for the county only if the service as a
2187 volunteer for the county is not the same type of services that the employee is employed to
2188 perform for the county;

2189 2. A volunteer for the county may be asked by an agency to enter into a volunteer
2190 agreement, waiver₂ or other type of liability mitigation protection agreement;

2191 3. The county retains the sole right to accept, decline₂ or terminate the services of
2192 a volunteer for the county for any reason. A volunteer for the county is expected to comply
2193 with all federal, state₂ and local laws and to adhere to all county policies and procedures
2194 related to workplace conduct and use of county resources, including all those applicable to
2195 the specific department, division, section₂ and ~~((work place))~~ workplace that oversees their
2196 volunteer work. If the volunteer for the county violates any law, county policy or
2197 procedure, or any workplace expectation, including those related to workplace conduct or
2198 the use of county resources₂ the county, at its sole discretion, may impose corrective
2199 measures upon the volunteer for the county. Such corrective measures may include, but

2200 not be limited to, verbal counseling in an effort to achieve acceptable compliance, up to and
2201 including, dismissal of the volunteer for the county. Progressive measures are not required
2202 and there shall be no formal right of appeal for any corrective action taken by the county.

2203 The services of a volunteer for the county may be terminated at any time by either the
2204 volunteer for the county or by the county for any reason without cause or notice;

2205 4. The use of county resources and property by a volunteer for the county is
2206 limited to the conduct appropriately required to deliver the volunteer services within the
2207 scope of work identified for the volunteer and uses that are available to the general public
2208 as provided in K.C.C. 3.04.020;

2209 5. For each program that uses volunteers for the county, departments shall
2210 develop a code of conduct. The department shall provide volunteers for the county with a
2211 copy of the relevant code of conduct or post the code of conduct in an area where
2212 volunteers report for work. Codes of conduct shall include the principles of behaving with
2213 respect toward other volunteers for the county, behaving with respect toward members of
2214 the public, behaving with respect toward county employees and behaving with respect for
2215 individuals, animals or property that are the focus of the program using volunteers for the
2216 county. Individuals who violate the code of conduct shall be subject to the corrective
2217 measures in subsection C.3. of this section; and

2218 6. The departments, in consultation with the director of the department of human
2219 resources, shall be responsible for the administration of volunteer programs and the
2220 management of volunteers for the county in accordance with the policies and standards
2221 established by this chapter.

2222 SECTION 55. Ordinance 12943, Section 13, and K.C.C. 3.12A.010 are each
2223 hereby amended to read as follows:

2224 The council finds that both operational efficiency and fair and equitable
2225 employment practices are advanced by the use of regular, career service employees where
2226 appropriate. Therefore, it is the policy of King County to have ongoing, relatively stable,
2227 and predictable bodies of work necessary to the provision of services to the public
2228 performed by career service employees, and to minimize its use of part-time and temporary
2229 employees. This is not meant to limit the number of employees employed in part-time
2230 regular positions or to contract out work in appropriate situations. To achieve that goal, the
2231 council hereby adopts the procedures set forth in this chapter.

2232 SECTION 56. Ordinance 12943, Section 14, as amended, and K.C.C. 3.12A.020
2233 are each hereby amended to read as follows:

2234 The definitions set forth in K.C.C. chapter 3.12 are hereby incorporated in this
2235 chapter. Words not defined in K.C.C. chapter 3.12 or in this chapter shall have their
2236 ordinary and usual meanings. In the event of conflict, the specific definitions set forth in
2237 this chapter shall presumptively, but not conclusively, prevail.

2238 A. "Committee" means the career service review committee, which shall consist
2239 of:

2240 1. The following three permanent members:

2241 a. the county executive or designee;

2242 b. the chief officer of the office of performance, strategy, and budget or

2243 successor organizational unit or designee; and

2244 c. the director of the department of human resources or successor organizational
2245 unit or designee; and

2246 2. One member representing the department whose body of work or employees
2247 are then under review.

2248 SECTION 57. Ordinance 12943, Section 15, and K.C.C. 3.12A.030 are each
2249 hereby amended to read as follows:

2250 The executive shall conduct an annual review as described herein. By March 1 of
2251 each year, ~~((beginning March 1, 1999,))~~ each executive department and administrative
2252 office shall prepare and submit to the committee a comprehensive report documenting its
2253 use of part-time and temporary employees, other than probationary and provisional
2254 employees, in the preceding calendar year.

2255 Within ~~((60))~~ sixty days of submission of the ~~((above))~~ reports required under this
2256 section, the committee shall make a factual determination as to whether an ongoing,
2257 relatively stable, and predictable body of work on an annualized basis has been identified.
2258 If the committee determines that such a body of work exists, the committee may
2259 recommend: (1) the creation of any new part-time or full-time regular career service
2260 position(s); or (2) the filling of an existing vacant career service position in which the
2261 work is being performed by a temporary or part-time employee(s); or (3) the creation of a
2262 term-limited temporary employee position; or (4) the cessation of the work. If the
2263 committee identifies such a body of work, but the committee does not make any of the
2264 recommendations described ~~((above))~~ in this section, the department must discontinue the
2265 use of part-time or temporary employees to perform that work. If the committee
2266 recommends creation of a regular career service position, but the executive does not

2267 recommend or the council does not create such a position, the department shall discontinue
2268 performance of the pertinent body of work by temporary or part-time employees.

2269 Any regular career service position created as a result of this process ~~((will))~~ shall
2270 be filled by a competitive hiring process.

2271 The reports of each department and of the committee and the records of ~~((their))~~ the
2272 committee's proceedings shall be considered disclosable public records and shall also be
2273 made available to the council upon request.

2274 SECTION 58. Ordinance 12943, Section 16, and K.C.C. 3.12A.040 are each
2275 hereby amended to read as follows:

2276 Part-time and temporary employees, other than probationary, provisional, and term-
2277 limited temporary employees, who exceed the calendar year working hour thresholds set
2278 forth in the definitions contained in K.C.C. chapter 3.12 shall receive pay in lieu of benefits
2279 as provided in K.C.C. chapter 3.12. ~~((Provided, that))~~ However, exceeding the threshold
2280 hours does not confer career service status on any employee.

2281 SECTION 59. Ordinance 12943, Section 17, as amended, and K.C.C. 3.12A.050
2282 are each hereby amended to read as follows:

2283 A.1. Part-time and temporary employees, other than probationary and provisional
2284 employees, who exceed the ~~((calendar-year))~~ working-hour thresholds set forth in the
2285 definitions contained in K.C.C. chapter 3.12 may seek conversion of a body of work ~~((in~~
2286 ~~which))~~ they perform into a part-time or full-time regular career service position by appeal
2287 to the committee. Conversion decisions shall be based on whether the work performed by
2288 the employee is an ongoing, relatively stable, and predictable body of work that is half time
2289 or more, even though the work was not perceived as such previously, and whether it should

be performed by a regular part-time or full-time career service employee. The committee shall also decide, if the body of work does not warrant a career service position, whether the position should be converted to a term-limited temporary employee position. The committee shall determine whether the work performed by the employee shall:

~~((1-))~~ a. ~~((R))~~ remain outside career service as part-time or temporary;
~~((2-))~~ b. ~~((B))~~ be converted to a term-limited temporary employee position that receives benefits; or

~~((3-))~~ c. ~~((B))~~ be converted to a part-time or full-time regular career service position.

B. The committee shall make its determination within forty-five days of the employee's request. In the event of a tie vote by the committee, where half the committee finds that the body of work should be converted, the appeal shall be deemed to have prevailed. The committee shall make a recommendation to the executive for recommendation to the council. The executive's recommendation shall be submitted to the council if the executive decides the body of work should be performed by a career service employee and that further position authority is required. If the council does not approve the additional position, the work shall promptly be discontinued and not performed by temporary or part-time employees.

If the committee finds that the work performed by the employee should remain part-time or temporary, the employee may appeal within ten days from the date of receipt of the committee's finding by filing a notice of appeal with the committee. The committee shall direct the appeal to be considered by a hearing examiner of the county or, at its option, the committee may direct the appeal be considered by an independent, neutral

2313 arbitrator who ((will)) shall make a final determination. The arbitrator shall be chosen by
2314 the director and the appellant, and shall be paid by the employing department or
2315 administrative office.

2316 The hearing examiner's or arbitrator's decision shall be limited to either upholding
2317 the committee's finding or overturning the committee's finding. The decision shall be
2318 based on whether the work performed by the employee is an ongoing, relatively stable, and
2319 predictable body of work and is half-time or more, under the same standards applicable to
2320 the committee, or on whether the work meets the definition of term-limited temporary
2321 position. Employees covered by a grievance procedure contained in a collective bargaining
2322 agreement may elect either to use the grievance procedure, if the applicable collective
2323 bargaining agreement permits it, or to use the appeal procedure described above, but not
2324 both procedures.

2325 If the hearing examiner or arbitrator overturns the committee's findings, any new
2326 career service or term-limited temporary position must be absorbed by the department
2327 within its authorized position level, or within funds available for term-limited temporary
2328 position work, provided that the department may request additional position or budget
2329 authority. The appealing employee ((will)) shall be placed in the career service position as
2330 a provisional appointee, with insured benefits and comprehensive leave benefits, until a
2331 competitive hiring process, which substantially takes into account and weighs the
2332 experience of the employee performing the tasks of the position, is completed. If the
2333 appealing employee is selected for the position, the employee's start date ((will)) shall be
2334 the date of the provisional appointment for all purposes, including seniority and/or a
2335 probationary period, except that those employees covered by a collective bargaining

2336 agreement the date of the appointment shall be determined in accordance with the
2337 collective bargaining agreement or by the collective bargaining process. If the employee is
2338 placed in a term-limited temporary position, the employee's start date ~~((will))~~ shall be the
2339 date of the employee's appointment to the term-limited temporary position for all purposes,
2340 except for those employees covered by collective bargaining agreements, whose start date
2341 ~~((will))~~ shall be determined by the collective bargaining agreement or by the collective
2342 bargaining agreement process.

2343 ~~((B:))~~ C. Appeal Procedure ~~((F))~~ for Term-Limited Temporary Employees. A term-
2344 limited temporary employee who exceeds the employee's term may appeal to the
2345 committee to have the body of work converted to a career service position. The committee
2346 shall decide whether the body of work still warrants a term-limited temporary position
2347 designation or should be converted to a career service position. If a majority of the
2348 committee finds that the body of work should continue as a term-limited temporary
2349 position, the employee may appeal within ten days from the date of receipt of the
2350 committee's finding by filing a notice of appeal with the committee. In the event of a tie
2351 vote, the appeal shall be deemed to prevail. The appeal process shall be the same as for
2352 part-time and temporary employees ~~((F))~~₂ other than probationary and provisional
2353 employees~~((, provided,))~~₁; however, if the employee prevails in the appeal, the employee
2354 shall be placed in a career service position, not a provisional appointment, and the
2355 employee shall not be required to serve a probationary period.

2356 SECTION 60. Ordinance 12943, Section 18, and K.C.C. 3.12A.060 are each
2357 hereby amended to read as follows:

2358 Nothing in this chapter shall restrict King County's ability to terminate part-time
2359 and temporary employees who exceed the calendar year working hour thresholds or term-
2360 limited temporary employees who exceed the calendar years threshold set forth in the
2361 definitions contained in K.C.C. chapter 3.12; (~~((provided,))~~) however, (~~((that))~~) if an employee
2362 seeks conversion of (~~((their))~~) the employee's position by appeal to the committee,
2363 termination of that employee for reasons related to the appeal shall be deferred until the
2364 conclusion of the appeal process described (~~((herein))~~) in this chapter. If the employee's
2365 appeal is successful, the employee shall not be terminated but rather be assigned to a
2366 position as required by the appeal process described herein.

2367 SECTION 61. Ordinance 18696, Section 2, and K.C.C. 3.12S.010 are each
2368 hereby amended to read as follows:

2369 A. The executive is hereby authorized to establish a program in agencies
2370 identified by the executive that incentivizes retirement-eligible employees to voluntarily
2371 leave county employment, but only if:

2372 1. The voluntary separation program will enable the agency to avoid a budget
2373 shortfall that would result in program cuts or reductions in force, or the voluntary
2374 separation program will result in labor cost savings; and

2375 2. The agency will not fill the separating employee's position or will fill the
2376 position at a lower wage rate that is expected to result in a net twenty percent annual
2377 salary cost savings.

2378 B. The executive is further authorized to enter into or extend agreements with
2379 labor organizations to provide the same incentive program as provided for
2380 nonrepresented employees under this chapter. If such an agreement addresses no other

subject or additional terms, it shall have the force of law upon execution by the parties, without enactment by ordinance.

C.1. ~~((In order to))~~ To be eligible for the program, the employee must:

a. have at least five years of current continuous regular county service(~~(;~~
~~must))~~;

b. not be a temporary employee (~~and must~~);

c. be eligible to apply for a pension from the Law Enforcement Officers and Firefighters Retirement System, Public Employees Retirement System, Public Safety Employees Retirement System, or the ~~((city of Seattle Retirement Plan))~~ Seattle City Employees' Retirement System, before December 31 of the calendar year in which the employee applies for the program; and

d. have not previously retired from King County government.

2. While the employee must be retirement-eligible and must separate from the county, the employee need not actually begin drawing a pension to be considered eligible for the program. An employee who has resigned, retired, or submitted written notification of the employee's intent to do so before the employee's employing agency has announced its intention to participate in the program, is ineligible to participate in the program.

D. Participation in the program by employees is entirely voluntary.

E. As a financial incentive, the county shall pay to currently employed, retirement-eligible employees who request, and are authorized by the executive, to voluntarily separate from county service, a one-time payment equal to twenty-six-weeks of the Washington state employment security department's maximum weekly

2404 unemployment benefit amount in effect as of January 1 of each calendar year. This one-
2405 time payment amount issued to the eligible participant (~~((will))~~) shall be in the amount
2406 effective for the year the participant was approved for the program and separates from the
2407 county. For part-time employees, this one-time payment (~~((will))~~) shall be prorated based
2408 on the percentage that employee works as measured against a full-time employee.

2409 F. The program shall require that participating employees enter into a written
2410 agreement with King County that sets forth the terms and conditions of their voluntary
2411 separation, including but not limited to:

2412 1. Any employee approved to participate in the program must leave county
2413 employment by written resignation or retirement no later than December 31 of the year in
2414 which the employee applies for the program. Agencies may establish deadlines and
2415 procedures, which may vary by agency for employee participation in the program;

2416 2. The employee (~~((will))~~) shall not seek reemployment with the county in any
2417 county position;

2418 3. The employee agrees that the employee is not eligible for, and (~~((will))~~) shall
2419 not apply for, unemployment compensation and signs a waiver of any claim for
2420 unemployment compensation; and

2421 4. The employee must sign a waiver or release of any claim under the Age
2422 Discrimination in Employment Act and the Older Worker Benefit Protection Act.

2423 G. The executive's approval of any employee request to participate in the
2424 program is discretionary, and consideration will be given to the impact to service
2425 delivery, retention of a skilled employee or employees, cost of refilling a position or

2426 positions, short-term and long-term budget savings, and the employee's length of service
2427 with the county.

2428 H. All decisions to approve or deny the requests of individual employees to
2429 participate in the program shall be in writing and shall report the savings impacts, either
2430 short-term or long-term, or both, if the request is approved or denied. Decisions to
2431 approve or deny a request shall not be the subject of a grievance.

2432 I. The executive shall include, as part of the program, a clear designation of who
2433 is authorized in each agency to approve or deny employee requests to participate in the
2434 program. Employees of agencies headed by elected officials, other than the executive,
2435 are ineligible to participate in the program unless their request is approved by both the
2436 executive and the head of the applicable agency.

2437 SECTION 62. Ordinance 12014, Section 46, as amended, and K.C.C. 3.14.010 are
2438 each hereby amended to read as follows:

2439 The powers and duties of the ~~((sheriffs))~~ civil service commission under chapter
2440 41.14 RCW are hereby assigned to the department of human resources except those powers
2441 and duties set forth in RCW 41.14.120 and outlined in K.C.C. 3.14.020.

2442 SECTION 63. Ordinance 8179, Section 2, and K.C.C. 3.14.020 are each hereby
2443 amended to read as follows:

2444 The ~~((sheriffs))~~ civil service commission shall ~~((continue to))~~ hear and decide cases
2445 regarding removals, suspensions, and demotions as provided in RCW 41.14.120.

2446 SECTION 64. Ordinance 12014, Section 47, as amended, and K.C.C. 3.14.030
2447 are each hereby amended to read as follows:

2448 The ~~((position of secretary/chief examiner of the sheriff's civil service commission~~
2449 ~~is hereby abolished as of January 1, 1996. Any functions that have heretofore been~~
2450 ~~performed by)) functions of the secretary/chief examiner are ~~((hereby assigned to))~~
2451 performed by the director of the department of human resources.~~

2452 SECTION 65. Ordinance 12014, Section 48, as amended, and K.C.C. 3.14.040
2453 are each hereby amended to read as follows:

2454 ~~((A.)) Rules and regulations for the administration of the ~~((sheriffs))~~ civil service~~
2455 ~~personnel system shall be ~~((adopted))~~ drafted and amended by the ~~((county council by~~
2456 ~~ordinance. The director of the department of human resources is directed to promulgate~~
2457 ~~administrative guidelines for the purpose of implementing such rules and regulations and~~
2458 ~~the requirements of chapter 41.14 RCW.~~~~

2459 ~~B. Except to the extent they are inconsistent with the provisions of this chapter,~~
2460 ~~the current rules and regulations of the sheriff's civil service commission, which are on~~
2461 ~~file with the clerk of the council, are hereby incorporated by this reference and made a~~
2462 ~~part hereof and adopted for the administration of the sheriff's personnel system. The~~
2463 ~~executive shall review such rules and regulations and report periodically to the council~~
2464 ~~proposing such amendments thereto as may be appropriate to bring such rules into~~
2465 ~~substantial conformance with general county personnel rules insofar as permitted by~~
2466 ~~chapter 41.14 RCW)) director.~~

2467 SECTION 66. K.C.C. 3.15.060, as amended by this ordinance, is hereby
2468 recodified to follow K.C.C. 3.15.005.

2469 SECTION 67. Ordinance 1282, Section 6, as amended, and K.C.C. 3.15.060 are
2470 each hereby amended to read as follows:

2471 The administration of the pay provisions set forth herein ~~((will))~~ shall be the
2472 responsibility of the county executive and shall apply to all employees and positions in the
2473 executive branch.

2474 NEW SECTION. SECTION 68. There is hereby added to K.C.C. chapter 3.15 a
2475 new section to read as follows:

2476 Unless another branch of county government is specifically referenced, this chapter
2477 shall only apply to employees and positions in the executive branch.

2478 SECTION 69. Ordinance 12014, Section 50, as amended, and K.C.C. 3.15.020
2479 are each hereby amended to read as follows:

2480 ~~((This section applies to all positions in the executive branch, noncommissioned~~
2481 ~~positions in the office of the sheriff and the department of assessments allocated to a~~
2482 ~~classification approved by the council.~~

2483 ~~A.1.))~~ Except as otherwise provided by ordinance, the ~~((schedule of pay ranges))~~
2484 salary table shall consist of ninety-nine pay ranges, each containing ten steps as approved
2485 by ordinance annually.

2486 ~~((2. On a continuing three-year cycle, the executive shall assess market conditions~~
2487 ~~and determine whether to make adjustments, if any, to pay ranges assigned to existing~~
2488 ~~classifications.~~

2489 ~~B.1. The director may reassign pay ranges to existing classifications.~~

2490 ~~2. When the director adjusts the pay range of a classification, the incumbent~~
2491 ~~employee shall be placed at the same step in the new pay range as the employee was in the~~
2492 ~~previous pay range.~~

2493 3. ~~Implementation of any pay range adjustment shall be prospective and shall take~~
2494 ~~effect at the start of the pay period following the approval by the director or, if required by~~
2495 ~~K.C.C. 3.15.040, by the appropriate council committee.~~

2496 C. ~~Consistent with K.C.C. 3.12.350, the director shall establish guidelines for pay~~
2497 ~~increases in accordance with the following:~~

2498 1. ~~Employees may receive within range increases from one step to the next higher~~
2499 ~~step upon satisfactory completion of the probationary period. All probationary period pay~~
2500 ~~increases must be supported by documented performance appraisal. Probationary period~~
2501 ~~pay increases exceeding Step 5 must have prior written approvals by the department~~
2502 ~~director and the director. When a division of human resources employee completes the~~
2503 ~~employee's probationary period, the county administrative officer must provide prior~~
2504 ~~written approval for probationary period pay increases exceeding Step 5;~~

2505 2. ~~Employees may be eligible to receive increases annually in accordance with the~~
2506 ~~following principles:~~

2507 a. ~~An incentive increase must be supported by an annual documented~~
2508 ~~performance appraisal approved by the department director and the documented~~
2509 ~~performance appraisal must be maintained in the employee's personnel file. Incentive~~
2510 ~~increases shall be prospective only and shall be effective on January 1 following the year~~
2511 ~~on which the appraisal was based;~~

2512 b. ~~For employees currently in Steps 1 through 4 in the pay range, the appointing~~
2513 ~~authority may grant an increase of a single step for standard performance and may grant an~~
2514 ~~increase exceeding a single step for above standard or outstanding performance, as defined~~
2515 ~~by the director;~~

2516 ~~e. For employees currently in Steps 5 through 7 in the pay range, the appointing~~
2517 ~~authority may grant an increase of one or more steps for above standard performance; and~~

2518 ~~d. For employees currently in Steps 8 through 9 in the pay range, the appointing~~
2519 ~~authority may grant an increase of one step, not to exceed the top of the pay range, for~~
2520 ~~outstanding performance;~~

2521 ~~3. An appointing authority may grant an employee incentive pay up to five~~
2522 ~~percent above the top step of the range for a period of twelve months, if all of the following~~
2523 ~~conditions are met:~~

2524 ~~a. the employee is not a department director;~~

2525 ~~b. the employee has been at the top step of the prior or current range for two~~
2526 ~~years before the award of the increase; and~~

2527 ~~c. the employee has demonstrated continuous outstanding performance;~~

2528 ~~4. All incentive increases are subject to the availability of funds. Within range~~
2529 ~~incentive increases are not automatic but shall be given only upon the written direction of~~
2530 ~~the appointing authority, as defined in K.C.C. 3.12.010.B., within the guidelines established~~
2531 ~~by the director.))~~

2532 SECTION 70. K.C.C. 3.15.110, as amended by this ordinance, is hereby
2533 recodified to follow K.C.C. 3.15.020, as recodified by this ordinance.

2534 SECTION 71. Ordinance 12014, Section 54, and K.C.C. 3.15.110 are each
2535 hereby amended to read as follows:

2536 Except for annual step ~~((incentive))~~ merit increases provided for in this chapter or
2537 as otherwise provided by ordinance, no employee's salary shall be greater than the amount
2538 applicable to the top step of the pay range assigned to the employee's classification.

2539 SECTION 72. Ordinance 12014, Section 51, as amended, and K.C.C. 3.15.025
2540 are each hereby amended to read as follows:

2541 A. The director of the department of human resources shall develop and maintain a
2542 classification plan for all executive branch positions (~~((within the career service system))~~).
2543 The plan shall provide that all positions that are substantially similar as to kind, difficulty,
2544 and responsibility of work are included in the same classification.

2545 B. The classification plan should set forth for each career service classification a
2546 title, a (~~((definition))~~) summary of the work performed, distinguishing characteristics,
2547 representative examples of (~~((work))~~) duties, and the (~~((knowledge and skills))~~) requirements
2548 necessary to perform the work.

2549 C. The director of the department of human resources:

2550 1. May create, amend, or abolish classifications;

2551 2. (~~((§))~~) Should (~~((, on a continuing three-year cycle,))~~) periodically review the
2552 classification plan(~~((;))~~); and (~~((may add, combine, abolish or revise the specifications or~~
2553 ~~establish new classifications, as provided in K.C.C. 3.12.040))~~)

2554 3. Should assess market conditions and determine whether to make adjustments,
2555 if needed, to pay ranges assigned to existing classifications.

2556 D. (~~((Whenever reorganization, change in job content or council action causes the~~
2557 ~~duties of a position to change, or a position appears to have been incorrectly classified, the~~
2558 ~~director of the department of human resources may reclassify the position to a more~~
2559 ~~appropriate classification))~~) 1. The director may assign pay ranges to new classifications
2560 and change the pay ranges of existing classifications.

2561 2. Implementation of any pay range adjustment shall be prospective and shall take
2562 effect at the start of the pay period following the approval by the director.

2563 3. When the pay range of a classification is increased, the incumbent employee
2564 shall be placed at the same step in the new pay range as the employee was in the previous
2565 pay range.

2566 4. If the pay range of the classification decreases due to a pay range adjustment,
2567 and the pay is the same or less than the top step of the new range, the incumbent employee
2568 shall be placed at the step closest to their current pay rate that is not lower than their current
2569 pay rate. If the employee's pay rate is greater than the highest step of the new pay range,
2570 the incumbent employee shall be placed at the top step of the new range.

2571 SECTION 73. K.C.C. 3.15.120, as amended by this ordinance, is hereby
2572 recodified to follow K.C.C. 3.15.025, as recodified by this ordinance.

2573 SECTION 74. Ordinance 14233, Section 5, as amended, and K.C.C. 3.15.120 are
2574 each hereby amended to read as follows:

2575 A.1. New ((~~county~~)) employees shall start at the first step of the pay range. If
2576 necessary for recruitment, however, a department director may authorize an offer of a
2577 higher pay step.

2578 2. At least one of the following criteria must be met to hire an employee above
2579 the first step:

2580 a. The candidate's relevant education and experience are significantly above
2581 the minimum requirements for the position; or

2582 b. The candidate has an especially desirable relevant skill, talent, knowledge,
2583 or ability((;

2584 e. ~~The candidate has a current salary that is above the first step of the of the~~
2585 ~~salary range; or~~

2586 d. ~~The candidate has a competing written, formal offer of employment that is~~
2587 ~~above the first step of the salary range)).~~

2588 3. If a department director determines it is necessary to hire an employee above
2589 the first step, ~~((a copy of the appointment letter, together with))~~ a statement of the reason
2590 for hiring the employee above the first step~~((s))~~ must be provided to the ~~((director of))~~
2591 compensation and classification services manager in the department of human resources
2592 at the time of hire.

2593 B. ~~((The director of))~~ The hiring of an employee above Step 5 requires approval
2594 by the compensation and classification services manager in the department of human
2595 resources ~~((may approve the hiring of an employee above Step 5. In such cases, the~~
2596 ~~director of the department of human resources must issue prior written approval to the~~
2597 ~~department director and send a copy of the written notification to the executive))~~ before
2598 the hire.

2599 NEW SECTION. SECTION 75. There is hereby added to K.C.C. chapter 3.15 a
2600 new section to read as follows:

2601 Consistent with K.C.C. 3.12.350, the director shall establish guidelines for pay
2602 increases in accordance with the following:

2603 A. Employees may receive within-range increases from one step to the next higher
2604 step upon satisfactory completion of the probationary period. All probationary period pay
2605 increases must be supported by a documented performance appraisal.

2606 B. Employees may be eligible to receive increases annually in accordance with the
2607 following principles:

2608 1. A merit increase must be supported by an annual documented performance
2609 appraisal approved by the department director, and it must be maintained in the employee's
2610 personnel file. Merit increases shall be prospective only and shall be effective on January 1
2611 following the year that the appraisal was based;

2612 2. For employees currently in Steps 1 through 4 in the pay range, the appointing
2613 authority may grant an increase of a single step for standard performance, and may grant an
2614 increase exceeding a single step for above-standard or outstanding performance, as defined
2615 by the director;

2616 3. For employees currently in Steps 5 through 7 in the pay range, the appointing
2617 authority may grant an increase of one or more steps for above-standard performance; and

2618 4. For employees currently in Steps 8 or 9 in the pay range, the appointing
2619 authority may grant an increase of one step, not to exceed the top of the pay range, for
2620 outstanding performance.

2621 C. An appointing authority may grant an employee merit pay up to five percent
2622 above the top step of the range for a period of twelve months, if both of the following
2623 conditions are met:

2624 1. The employee has been at the top step of the prior or current range for two
2625 years before the award of the increase; and

2626 2. The employee has demonstrated continuous outstanding performance.

2627 D. All merit increases are subject to the availability of funds. Within-range merit
2628 increases are not automatic but shall be given only upon the written direction of the

2629 appointing authority, as defined in K.C.C. 3.12.010.C., within the guidelines established by
2630 the director.

2631 SECTION 76. Ordinance 12014, Section 52, as amended, and K.C.C. 3.15.030
2632 are each hereby amended to read as follows:

2633 A. The director may reclassify any position to an existing or new classification.

2634 B. An employee or a group of employees may request that a position or
2635 group of positions be reclassified for the following reasons:

2636 1. The employee's position is not assigned to the appropriate
2637 classification;

2638 2. A significant or gradual change has occurred in the employee's on-
2639 going duties or responsibilities over a period of at least one-year; or

2640 3. A departmental reorganization or council action has caused the duties
2641 of the position to change.

2642 C.1. An employee is not eligible to submit a reclassification request if:

2643 a. it has been less than twelve months since the date of a previous
2644 classification determination for the position;

2645 b. the employee is on probation;

2646 c. the employee is on a performance improvement plan; or

2647 d. the employee is asking for the reclassification of a special duty
2648 position.

2649 2. Temporary and term-limited temporary employees may not request a
2650 position reclassification, except as noted in subsection D. of this section.

2651 3. When an employee is no longer in the position for which the

2652 employee is seeking reclassification, the department of human resources shall
2653 either deny the employee's reclassification request or cancel the employee's
2654 appeal, or both.

2655 D. Group classifications may be submitted if all of the employees'
2656 positions are in the same classification in the same section of a division. Term-
2657 limited temporary employees may be reclassified as part of a group classification,
2658 but only if the group includes at least one regular employee. The director shall
2659 evaluate each position individually, reserving the right to place individual
2660 positions into different classifications.

2661 E. When the director reclassifies a position to a higher classification, the
2662 rate of pay of the incumbent employee shall be increased to the first step of the
2663 pay range of the new classification or the step that is at least five percent above
2664 the former rate of pay, whichever is greater.

2665 F. When the director reclassifies a position to a lateral classification, rate
2666 of pay of the incumbent employee shall remain at the same step of the pay range.

2667 G. When the director reclassifies a position to a lower classification, the
2668 rate of pay of the incumbent employee shall be the highest step in the new pay
2669 range that does not exceed the employee's current rate of pay.

2670 H. A pay increase as a result of a reclassification may not exceed the top
2671 step of the new range, unless the employee's former pay includes above-Step-10
2672 merit pay. If the employee's former pay includes above-Step-10 merit pay, the
2673 employee's new pay is calculated using the above-Step-10 amount. If the increase
2674 from reclassification results in pay that is above the top step of the new range, the

2675 pay shall be reduced to the top step of the new range at the end of the incentive
2676 period, unless the employee requalifies for above-Step-10 merit award.

2677 I. Implementation of a reclassification and any related pay change shall be
2678 effective at the start of the pay period following receipt of the completed
2679 reclassification request form at compensation and classification services in the
2680 department of human resources, except a reclassification to a lower pay grade
2681 shall be effective at the start of the pay period at least thirty calendar days after
2682 notification of the classification determination from the department of human
2683 resources.

2684 J. A reclassified employee shall not serve a probationary period in the
2685 new classification.

2686 K.1. When an employee's position is reclassified retroactively into a
2687 classification with a different Fair Labor Standards Act (~~of 1938~~) status, the
2688 change in status shall be prospective only.

2689 2. When an employee's position is reclassified from a Fair Labor
2690 Standards Act (~~of 1938~~) exempt classification to a Fair Labor Standards Act (~~of~~
2691 ~~1938~~) non-exempt classification, the employee shall be paid overtime pay
2692 prospectively from the date of the reclassification decision.

2693 3. When an employee's position is reclassified from a Fair Labor
2694 Standards Act (~~of 1938~~) non-exempt classification to a Fair Labor Standards Act
2695 (~~of 1938~~) exempt classification, the employee shall receive a cash out of all
2696 accrued compensatory time.

2697 SECTION 77. The following are hereby repealed:

2698 A. Ordinance 1282, Section 5, as amended, and K.C.C. 3.15.040; and

2699 B. Ordinance 1282, Section 7, as amended, and K.C.C. 3.15.070.

2700 SECTION 78. K.C.C. 3.15.130, as amended by this ordinance, is hereby

2701 recodified to follow K.C.C. 3.15.030, as amended by this ordinance.

2702 SECTION 79. Ordinance 14233, Section 6, as amended, and K.C.C. 3.15.130 are

2703 each hereby amended to read as follows:

2704 A. If a promotion results from something other than a reclassification, the pay
2705 rate of the incumbent employee shall be increased to the first step of the pay range of the
2706 new classification or the step that is at least five percent above the former rate of pay,
2707 whichever is greater. The promoted employee may be placed at a higher step in the pay
2708 range if the employee's department director determines the action is warranted, if the
2709 criteria and procedures in K.C.C. 3.15.120, as recodified by this ordinance, are met and if
2710 funds are available in the agency.

2711 B. A pay increase as a result of a promotion may not exceed the top step of the new
2712 range, unless the employee's former pay includes an above-Step-10 amount as a result of an
2713 ~~((incentive))~~ merit increase. If the employee's former pay includes above-Step-10
2714 ~~((incentive))~~ merit pay, the employee's new pay is calculated upon the above-Step-10
2715 amount. If the increase from a promotion results in pay that is above the top step of the
2716 new range, the pay shall be reduced to the top step of the new range at the end of the
2717 ~~((incentive))~~ merit period unless the employee requalifies for an above-Step-10
2718 ~~((incentive))~~ merit award.

2719 C. Implementation of a promotion and any related pay change shall be prospective
2720 and is effective when the promotion is approved by the director.

2721 SECTION 80. K.C.C. 3.15.140, as amended by this ordinance, is hereby
2722 recodified to follow K.C.C. 3.15.130, as recodified by this ordinance.

2723 SECTION 81. Ordinance 19738, Section 10, is hereby expired.

2724 SECTION 82. Ordinance 14233, Section 7, as amended, and K.C.C. 3.15.140 are
2725 each hereby amended to read as follows:

2726 A.1. A department director and, when required, the director of the department of
2727 human resources, may assign an employee in a regular position to an existing
2728 classification for a limited term when the duties and responsibilities of the other
2729 classification comprise the majority of the work performed for a minimum of thirty
2730 calendar days. This is called a special duty assignment.

2731 2. Temporary employees, including term-limited temporary employees, are not
2732 eligible for special duty assignments.

2733 B.1. Depending upon the type of special duty assignments needed for business
2734 operations, special duty assignments may be made for up to a maximum of five years.

2735 2. Assignments may be approved for up to a term of twelve months if
2736 authorized in advance by the department director to backfill for a vacant regular position,
2737 or to provide additional staffing needed:

2738 a. due to work that exceeds either the volume or complexity, or both, than what
2739 is routinely expected, but the work is of a limited duration;

2740 b. due to work that is unanticipated due to unique circumstances that are not
2741 expected to reoccur; or

2742 c. to either develop or implement, or both, a new function, system, or proposal.

2743 3. Assignments may be approved for up to a term of up to three years if

2744 authorized in advance by the director to perform a significant or substantial body of
2745 work, such as a nonroutine project or work related to the initiation or cessation of a
2746 county function, project, or department.

2747 4. Assignments may be approved for up to a term of five years if authorized in
2748 advance in writing by the director:

2749 a. to backfill a regular position, when:

2750 (1) an employee is absent because of an extended leave of absence for a
2751 medical reason;

2752 (2) an employee is absent because of military service; or

2753 (3) an employee is absent because of a special duty or another assignment;

2754 and

2755 b. to staff or backfill staff on a clearly defined grant-funded, capital
2756 improvement or information systems technology project.

2757 5. A special duty backfill assignment may not exceed the term of the incumbent
2758 employee's absence.

2759 6. Special duty assignments to salaried classifications shall be made in full-
2760 week increments, from Saturday through Friday.

2761 7. An employee's special duty assignment shall end when management becomes
2762 aware that the employee's absence will exceed thirty calendar days or at the conclusion of
2763 a thirty-day absence, whichever occurs first.

2764 C. A special duty assignment must be made in writing to the employee before the
2765 beginning of the assignment. The written notice must provide the classification title and
2766 description and must list the specific duties that the employee is to perform and the

2767 duration of the assignment. The written notice must also include a statement that the
2768 assignment does not confer on the employee any new privilege, right of appeal, right of
2769 position, transfer, demotion, promotion, or reinstatement. A special duty assignment may
2770 be revoked at any time at the discretion of the appointing authority. Special duty pay
2771 may not be assigned retroactively.

2772 D. If the special duty assignment is to a higher-level classification, the pay
2773 increase shall be to the first step of the pay range of the higher-level job classification or
2774 a flat five percent above the base rate of pay, whichever is greater.

2775 E. If the employee was receiving above-Step-10 merit pay, the pay for the special
2776 duty assignment is calculated using the merit pay and may result in merit pay while in the
2777 special duty assignment.

2778 F. If an assignment is to a lateral or lower-paying classification, the
2779 employee shall continue to receive their current rate of pay for the assignment.

2780 G. While on special duty assignment, the employee shall continue to be
2781 eligible for step increases in the employee's regular position. If the employee is at
2782 Step-10 in the employee's regular position, the employee shall be eligible for step
2783 increases in the special duty classification.

2784 H. Any accrued compensatory time shall be cashed out before an hourly
2785 employee begins a salaried special duty assignment, and before an employee in an hourly
2786 special duty assignment returns to a salaried regular position.

2787 I. When the special duty assignment is completed, the employee's pay shall revert
2788 to the rate of pay the employee would have received if the employee had not been
2789 assigned to special duty.

2790 J. Special duty pay shall not be considered part of an employee's base rate of pay
2791 for purposes of placement within a salary range as a result of promotion or
2792 reclassification, for purposes of cashing out vacation or sick leave, or when making
2793 vacation or sick leave donations. If the special duty position is converted to a regular
2794 position while the employee is serving in the special duty assignment, and the employee
2795 is promoted into the regular position, the employee's rate of pay shall not be lower than
2796 the rate of pay the employee received during the special duty assignment. The promoted
2797 employee may be placed at a higher step in the pay range if the employee's department
2798 director determines the action is warranted based on the criteria in K.C.C. ~~((3.12.130))~~
2799 3.15.120, as recodified by this ordinance.

2800 K. When the special duty assignment is hourly, the employee's special
2801 duty pay shall be used for the computation of overtime and compensatory time.

2802 L. If the special duty position is converted to a regular position and the
2803 employee who served in the special duty position is hired into the regular position
2804 within one year of serving in the special duty assignment, the time served in the
2805 special duty position shall count toward any required probationary period. If the
2806 time served in the special duty position was longer than the required probationary
2807 period, the employee's probationary period shall be considered served.

2808 ~~((M. The executive shall notify the council each year in writing of the~~
2809 ~~total number of county employees on special duty assignment by department.~~
2810 ~~The executive shall file an electronic copy of each memorandum with the clerk of~~
2811 ~~the council, who shall retain a copy and provide an electronic copy to all~~
2812 ~~councilmembers and the lead staff for the government accountability and~~

~~oversight committee or its successor.))~~

SECTION 83. K.C.C. 3.15.145 is hereby recodified to follow K.C.C. 3.15.140, as recodified by this ordinance.

SECTION 84. Ordinance 1780, Section 3, as amended, and K.C.C. 3.15.050 are each hereby amended to read as follows:

An employee who has a valid Washington State Professional Civil Engineering license, a registered architect's license, or a professional designation of CPA, MAI, RM, SSA, CPM, or SR/WA, shall be paid an additional twenty-five dollars per month if such a designation or professional license is a requirement of the job assignment.

SECTION 85. K.C.C. 3.15.135, as amended by this ordinance, is hereby recodified to follow K.C.C. 3.15.050, as recodified by this ordinance.

SECTION 86. The following are hereby repealed:

- A. Ordinance 8299, Section 1, and K.C.C. 3.15.080;
- B. Ordinance 12014, Section 53, as amended, and K.C.C. 3.15.100;
- C. Ordinance 16818, Section 1, and K.C.C. 3.15.150;
- D. Ordinance 16818, Section 2, as amended, and K.C.C. 3.15.160;
- E. Ordinance 16818, Section 3, and K.C.C. 3.15.170; and
- F. Ordinance 16818, Section 4, as amended, and K.C.C. 3.15.180.

NEW SECTION. SECTION 87. There is hereby added to K.C.C. chapter 3.15 a new section to read as follows:

- A. When a collective bargaining agreement establishes a condition of employment, benefit, or procedure that differs with a condition, benefit, or procedure established by this chapter, the collective bargaining agreement shall take precedence

2836 with respect to those employees covered by the agreement, so long as the following
2837 conditions are met:

2838 1. The condition of employment, benefit, or procedure created by the agreement
2839 is lawful; and

2840 2. The agreement has been adopted by the council by ordinance.

2841 B. Adoption of the agreement by ordinance shall be deemed an amendment of
2842 this chapter only with respect to the affected employees and subject condition, benefit, or
2843 procedure.

2844 SECTION 88. Ordinance 197, Section 1, as amended, and K.C.C. 3.16.010 are
2845 each hereby amended to read as follows:

2846 In accordance with Section((s)) 890 ((and 898)) of the King County Charter, the
2847 King County executive is the designated bargaining agent for King County.

2848 SECTION 89. Ordinance 11480, Section 5, and K.C.C. 3.16.012 are each hereby
2849 amended to read as follows:

2850 The mission of the council and the bargaining agent shall be to develop labor
2851 relations policy and other policies affecting county employees in accordance with the
2852 following principles ((and consistent with the philosophy, objectives, and guidelines found
2853 in King County council Motion 9182)):

2854 A. Provide a positive climate in King County government where employees feel
2855 their contributions are valued, their ideas are heard, and their desires to serve the public are
2856 fulfilled((-));

2857 B. Help county employees view King County government as a desirable place to
2858 work and as a place where the public business is conducted in a cost-effective manner((-));

2859 C. Allow the council an adequate and meaningful opportunity to provide policy
2860 direction to the bargaining agent before the collective bargaining process begins(());

2861 D. Cause King County management to plan, prepare, and be accountable for
2862 obtaining agreements at the bargaining table concerning operating improvements necessary
2863 to best serve the public interest and improve the working conditions for employees(());

2864 E. Create and maintain a collective bargaining and employee relations climate in
2865 King County government that encourages cooperative efforts and joint problem-solving
2866 among bargaining representatives, the bargaining agent, employees, and management to
2867 address ways to better serve the public, increase productivity, reduce waste, improve safety,
2868 improve morale, and recruit and retain quality employees(()); and

2869 F. Acknowledge, encourage, and continue the efforts of bargaining units and
2870 management to engage in collaborative or interest-based bargaining, ~~((which))~~ that has had
2871 the positive effects of reducing the adversarial nature of traditional bargaining and
2872 enhancing consensus-making in labor relations.

2873 SECTION 90. Ordinance 10631, Section 2, as amended, and K.C.C. 3.16.015 are
2874 each hereby amended to read as follows:

2875 Unless the text clearly indicates otherwise, as used in this chapter, the following
2876 words shall have the meanings set forth in this section:

2877 A. ~~((("Corrections officer" means any full-time, fully compensated uniformed~~
2878 ~~correctional officer or sergeant who works for the department of adult detention (King~~
2879 ~~County jail).~~

2880 ~~B. "Bargaining representative" means any lawful organization which has as one of~~
2881 ~~its primary purposes the representation of employees in their employment relations with~~
2882 ~~King County.~~

2883 ~~€.)) "Bargaining agent" means the designated bargaining agent as determined~~
2884 ~~under K.C.C. 3.16.010.~~

2885 ~~((D. "Public employer" means King County.~~

2886 ~~E.))~~ B. "Bargaining representative" means any lawful organization which has as
2887 one of its primary purposes the representation of employees in their employment relations
2888 with King County.

2889 C. "Commission" means the Public Employment Relations Commission.

2890 D. "Corrections officer" means any full-time, fully compensated uniformed
2891 correctional officer or sergeant who works for the department of adult and juvenile
2892 detention.

2893 ~~((F.))~~ E. "Executive director" means the executive director of the ((€))commission.

2894 ~~((G. "911 operator" means any full time, fully compensated communications~~
2895 ~~specialist or communications specialist supervisor who works for the department of public~~
2896 ~~safety.~~

2897 ~~H. "Labor policy committee" or "policy committee" means the King County~~
2898 ~~council.~~

2899 ~~I.))~~ F. "Labor policy" or "policy" means those general principles that work to
2900 implement the intent of this chapter and guide negotiations for wages, benefits, working
2901 conditions, and other terms of employment.

2902 G. "Labor policy committee" or "policy committee" means the King County
2903 council.

2904 H. "911 operator" means any full-time, fully compensated communications
2905 specialist or communications specialist supervisor who works for the department of public
2906 safety.

2907 I. "Public employer" means King County.

2908 SECTION 91. Ordinance 197, Section 2, as amended, and K.C.C. 3.16.020 are
2909 each hereby amended to read as follows:

2910 The bargaining agent is authorized on behalf of King County to meet, confer, and
2911 negotiate with bargaining representatives of the public employees of King County for the
2912 purpose of collective bargaining as contemplated by chapter 41.56 RCW and Section 890
2913 of the King County Charter, and to timely recommend to the King County council
2914 proposed wages, hours, and ~~((employee benefits and))~~ other conditions of county
2915 employment for the purpose~~((s))~~ of ~~((county budgets and))~~ such a collective bargaining
2916 agreement or agreements as may be required and authorized by ordinance. For the purpose
2917 of this section, "wages" includes leaves and employee benefits. The bargaining agent shall
2918 not negotiate new collective bargaining agreements prior to preparing for bargaining and
2919 conferring with the labor policy committee as required in K.C.C. 3.16.012, 3.16.025, and
2920 3.16.050.

2921 SECTION 92. Ordinance 11480, Section 7, as amended, and K.C.C. 3.16.025 are
2922 each hereby amended to read as follows:

2923 A. The bargaining agent shall establish and conduct a process to prepare for
2924 negotiations that performs at least the following functions:

2925 1. The bargaining agent should continue to use collaborative or interest-based
2926 bargaining where both parties agree, and this chapter shall not be construed to restrict or
2927 inhibit such bargaining;

2928 2. The bargaining agent shall cause to be developed and maintained a database of
2929 information within King County government on wages, hours, employee benefits, vacation
2930 and other leave, job classifications, and substantial and factual information to provide
2931 knowledge of working conditions necessary to conduct effective negotiations. Such
2932 information shall be made available to the bargaining representatives to the extent provided
2933 by RCW 41.56.030(4), in the Public Employees' Collective Bargaining ((law of the state of
2934 ~~Washington)) Act((, as set forth by the collaborative process identified in King County~~
2935 ~~council Motion 9182))~~; and

2936 3. The labor policy committee shall confer with the bargaining agent to develop
2937 necessary guidelines for the implementation of this section, consistent with this chapter
2938 ~~((and King County council Motion 9182))~~.

2939 B. The bargaining agent shall be the sole negotiator for King County government
2940 and shall bargain in good faith as provided by law. The bargaining agent shall commence
2941 and complete collective bargaining negotiations in a timely manner and in accordance with
2942 the overall principles and intent of this chapter.

2943 SECTION 93. Ordinance 8658, Section 1, as amended, and K.C.C. 3.16.040 are
2944 each hereby amended to read as follows:

2945 A. Any collective bargaining agreement between King County and a recognized
2946 bargaining representative as defined in RCW 41.56.030 which has been ~~((ratified by both~~
2947 ~~parties))~~ signed by the union shall be transmitted to the King County council no later than

2948 ~~((seven))~~ fourteen days after ~~((the tentative agreement has been reached))~~ receipt by the
2949 office of labor relations.

2950 B. Failure to meet ~~((this))~~ the deadline in subsection A. of this section shall result
2951 in the payment of interest on the retroactive amount of any negotiated salary or wage
2952 increase equal to interest earned on ~~((F))~~federal ~~((90))~~ninety-day treasury bills from the
2953 first day following the deadline through the date the ~~((tentative))~~ signed agreement is
2954 transmitted to the King County council, unless the ~~((seven))~~ fourteen days have been
2955 extended by mutual agreement by both parties in writing.

2956 C. The interest accrued, if any, shall be divided among the county employees
2957 represented by the collective bargaining unit, based upon each employee's individual
2958 retroactive wage rate increase. The computed interest shall be included in the first ~~((pay~~
2959 ~~check which))~~ paycheck that pays out the rate of pay negotiated in the tentative collective
2960 bargaining agreement.

2961 SECTION 94. Ordinance 12014, Section 55, as amended, and K.C.C. 3.16.050
2962 are each hereby amended to read as follows:

2963 A. The labor policy committee shall meet as it deems necessary to obtain the
2964 testimony of members of the public, the bargaining agent, bargaining representatives or
2965 their designees, county department management, and others in order to consider such
2966 testimony in policy decisions before the committee. The labor policy committee shall not
2967 engage in bargaining with bargaining representatives or represented employees. The labor
2968 policy committee shall also meet to consider matters referred to it by the council in
2969 accordance with K.C.C. chapter 1.24.

2970 B. The labor policy committee shall provide an opportunity for bargaining
2971 representatives or their designees to address the committee before the adoption of overall
2972 policy. Overall policy, and all amendments to adopted policies, shall be established only
2973 upon an affirmative vote by a majority of the members of the labor policy committee.

2974 C. The bargaining agent shall recommend to the labor policy committee overall
2975 changes to adopted policies that would be required to implement the changes proposed in
2976 K.C.C. 3.16.055.C., and an overall estimate of the monetary value, if any, of these changes,
2977 including both costs and benefits.

2978 D. Following the establishment of overall policy, and before commencing
2979 negotiations, the labor policy committee shall meet to hear the bargaining agent's
2980 recommended strategies for implementing adopted policies. The labor policy committee
2981 shall confer with the bargaining agent as it deems necessary to ensure compliance with this
2982 chapter and good-faith collective bargaining. The bargaining agent's strategies shall be
2983 generally consistent with the principals contained in this chapter and the overall policy
2984 direction established by the labor policy committee.

2985 E. The bargaining agent may seek further clarification of adopted policies from the
2986 labor policy committee at any time during the negotiations.

2987 F. By June 30 of each year, the executive shall report to the labor policy committee
2988 regarding employment policies applicable to nonrepresented employees.

2989 G. For the purpose of maintaining an effective collective bargaining process, the
2990 strategies and related information presented by the bargaining agent shall be maintained as
2991 confidential. In addition, proposed or adopted policies designated as confidential shall be
2992 considered policy formulation documents and be maintained as confidential and exempt

2993 from public disclosure as provided in RCW 42.56.280. The labor policy committee shall
2994 develop guidelines to assist in accomplishing such confidentiality.

2995 H. Any councilmember may propose the adoption, amendment, or repeal of any
2996 labor policy by filing with the clerk of the council a memorandum that includes the
2997 proposed policy. Any proposed amendment shall set for the existing policy and show
2998 proposed changes as in the form required for ordinances by K.C.C. 1.24.075. The clerk
2999 shall provide a copy of the proposal to the executive, each councilmember, and the lead
3000 staff for the labor policy committee. The proposal shall be designated by the
3001 councilmember either as public or as confidential pending action by the committee on the
3002 policy. Adopted policies may be designated as confidential by an affirmative vote of a
3003 majority of the members of the policy committee.

3004 I. The clerk of the council shall maintain a compilation of adopted policies. The
3005 clerk shall make publicly available all public policies, and shall maintain as confidential all
3006 labor policies designated as confidential policy formulation documents.

3007 SECTION 95. Ordinance 14287, Section 5, as amended, and K.C.C. 3.16.055 are
3008 each hereby amended to read as follows:

3009 A.1. A bargaining representative may at any time during negotiations forward to
3010 the ~~((director))~~ manager of the ~~((department of human resources))~~ office of labor relations,
3011 or its successor, a written complaint that the collective bargaining process is not being
3012 conducted in a timely manner or is not being conducted in a manner consistent with good
3013 faith bargaining. The ~~((director))~~ manager of the office of labor relations shall, within
3014 fifteen calendar days, respond in writing to the complaint and propose such remedies as
3015 may address the complaint.

3016 2. If the bargaining representative is not satisfied with the written response of the
3017 director, or if a written response to the complaint is not received within fifteen calendar
3018 days, the bargaining representative may forward the written complaint to the King County
3019 executive, as the bargaining agent, who shall, within fifteen calendar days, respond to it in
3020 writing and propose such remedies as may address the complaint.

3021 3. If the bargaining representative is not satisfied with the written response of the
3022 bargaining agent, or if a written response is not received from the bargaining agent within
3023 fifteen calendar days, the bargaining representative may request that the bargaining agent
3024 forward the written complaint to the council.

3025 4. If the bargaining agent receives a written request to have the complaint
3026 forwarded to the council, including an explanation of reasons for the request, the
3027 bargaining agent shall forward the request, together with the bargaining agent's written
3028 response, to the council within five calendar days from the receipt of the request. These
3029 materials or any discussion thereof shall remain confidential to the extent allowed by law.

3030 5. The council may request that the bargaining agent meet with the council for
3031 the purpose of reviewing the status of negotiations with regard to the principles contained
3032 in this chapter and the overall policy direction established by the labor policy committee,
3033 but the council shall take no action that would interfere with the lawful role of the
3034 bargaining agent.

3035 B. By June 30 of each year, the prosecuting attorney, in conjunction with
3036 bargaining agent, shall report to the council on all pending unfair labor practice charges and
3037 all pending arbitration involving represented employees.

3038 C. By June 30 of each year, or, in the case of agreements expiring other than
3039 December 31, at least ninety days before the commencement of negotiations, in
3040 preparation for collective bargaining the bargaining agent shall report to the council the
3041 agreements expiring that calendar year. The bargaining agent shall also generally explain
3042 existing policies that, if changed, would further the principles and intent established by
3043 this chapter. County department management concerned with the collective bargaining
3044 process, with the advice of other relevant county departments, shall assist the bargaining
3045 agent in reporting to the ~~((implementation committee))~~ council.

3046 D. By June 30 of each year or, for agreements expiring other than December 31, at
3047 least ninety days before commencing negotiations, the ~~((implementation committee))~~
3048 council shall meet with the bargaining agent to review the schedule of collective bargaining
3049 agreements expiring in that calendar year and the key issues related to the collective
3050 bargaining process. Methods of consultation with unions, management rights, and
3051 eliminating the causes of employee grievances shall also be considered.

3052 E. For the purpose of maintaining an effective collective bargaining process, the
3053 strategies and related information presented by the bargaining agent shall be maintained
3054 as confidential. The council shall develop guidelines to assist in accomplishing such
3055 confidentiality.

3056 SECTION 96. Ordinance 13000, Section 2, as amended, and K.C.C. 3.16.060 are
3057 each hereby amended to read as follows:

3058 The chair of the King County council shall annually convene a summit between the
3059 county's elected officials ~~((and))~~, the local labor leadership, and the leadership of all
3060 collective bargaining units representing the county's work force. Such a labor summit shall

take place between January 1 and July 1 of each given year. The intent of convening an annual labor summit shall be to: increase communication between King County elected officials and the leadership and membership of local labor organizations and of all the county's collective bargaining units; identify issues and problems of mutual concern; identify solutions to problems affecting the memberships of the county's collective bargaining units; delineate ways in which the county's elected officials may more closely and effectively work with the county's collective bargaining units and local labor organizations to attain mutual goals; and foster a spirit of cooperation in working to serve the public.

Meeting minutes at the summit shall be recorded and adopted by the King County council at a subsequent regular meeting of the council.

SECTION 97. Ordinance 1902, Section 1, as amended, and K.C.C. 3.28.010 are each hereby amended to read as follows:

The executive, legislative, and judicial branches of county government may, at their individual option, establish a system of reimbursement on a monthly allotment basis for use of privately owned vehicles used in connection with county business in lieu of ~~((permanently))~~ assigned county vehicles.

SECTION 98. Ordinance 12077, Section 12, as amended, and K.C.C. 3.30.010 are each hereby amended to read as follows:

The purpose of this chapter is to ensure the proper use of public funds with regard to the county's practice of allowing employees to commute ~~((to and from work))~~ in county owned vehicles. The intent of this chapter is to:

A. Restrict the number of county owned vehicles being used by employees to

3084 commute (~~to and from work~~);

3085 B. Establish criteria and policies for evaluating and authorizing take-home vehicle
3086 assignments;

3087 C. Require the fleet services division of the department of executive services to
3088 document the number of current take-home vehicle assignments;

3089 D. Require the fleet services division of the department of executive services to
3090 develop administrative rules for implementing the provisions of this chapter; and

3091 E. Require the fleet services division of the department of executive services to
3092 reevaluate all take-home vehicle assignments in accordance with the policies and criteria
3093 established in this section.

3094 SECTION 99. Ordinance 11183, Section 1, and K.C.C. 3.30.020 are each hereby
3095 amended to read as follows:

3096 For purposes of this chapter, the following terms shall have the meanings set forth
3097 below:

3098 A. "Assigned take-home vehicle" means a county-owned vehicle which is used by
3099 a county employee for county business and for regularly commuting to and from the
3100 employee's home and (~~(work station)~~) their first and last workplace of the day.

3101 B. "Assigned vehicle" means a county-owned vehicle assigned to a department or
3102 county employee for county business, but not for employee commuting to and from the
3103 employee's home and (~~(work station)~~) workplace.

3104 C. "Commute" or "commuting" means the trip from an employee's home to their
3105 first workplace before the start of their workday, or the trip departing from the employee's
3106 last workplace following the end of the workday.

3107 D. "Emergency ~~((R))~~response" means when an employee ~~((response to an~~
3108 ~~emergency situation requiring immediate attention for the protection of))~~ has a primary
3109 responsibility to respond immediately to protect life or property, or both.

3110 ~~((D:))~~ E. "Motor pool dispatch vehicle" means a vehicle issued from a central
3111 motor pool for a single trip or for less than three working days.

3112 ~~((E:))~~ F. "Occasional overnight ~~((usage of county-owned))~~ vehicle~~((s))~~ use" means
3113 when a county employee~~((s taking home))~~ takes a county-owned vehicle~~((s))~~ home after
3114 attending night meetings or other county business activities that occur outside an
3115 employee's normally scheduled work hours. Occasional overnight ~~((usage of a county-~~
3116 ~~owned))~~ vehicle use shall mean no more than twelve times per quarter on average.

3117 ~~((F. "Work station"))~~ G. "Workplace" means the office or site a county employee
3118 reports to perform normally scheduled work.

3119 SECTION 100. Ordinance 10930, Sections 3-4, as amended, and K.C.C. 3.30.030
3120 are each hereby amended to read as follows:

3121 The ~~((C))~~council wishes to restrict the number of take-home vehicles provided to
3122 county employees. To accomplish this objective, the following policies and criteria shall
3123 be used as the basis for authorizing take-home vehicle assignments:

3124 A.1. For county business before or after normal working hours, providing short-
3125 term motor pool dispatch vehicles or travel reimbursement is preferred over the assignment
3126 of take-home vehicles.

3127 2. The assignment of a take-home vehicle is neither a privilege, nor a right of any
3128 county employee.

3129 3. Take-home vehicle assignments shall not be made based on employee merit or
3130 employee status.

3131 4. Wherever possible, county vehicles shall be picked up and dropped off at
3132 designated county parking areas, thereby avoiding the assignment of take-home
3133 vehicles~~((:)); and~~

3134 B. ~~((Take-home vehicle assignment criteria:))~~

3135 1.a. Take-home vehicles may be assigned to county employees who:

3136 (1) have primary responsibility to respond to emergency situations that require
3137 immediate response to protect life or property;

3138 (2) respond to emergencies at least twelve times per quarter;

3139 (3) cannot use alternative forms of transportation to respond to emergencies;

3140 and

3141 (4) cannot pick up county-owned assigned vehicles at designated sites.

3142 b. Emergency response assignments shall be supported by data demonstrating
3143 the actual number and nature of emergency responses in the prior year, and estimates of
3144 future emergency responses. In addition, there must be an explanation why an employee
3145 cannot use alternative forms of transportation to respond to the emergencies or pick up
3146 county owned assigned vehicles at designated parking areas.

3147 ~~((b.))~~ 2. Take-home vehicles may be assigned if employee travel reimbursement
3148 costs are consistently greater than the commuting costs associated with overnight vehicle
3149 usage. ~~((Lost productivity costs, the cost of the time it takes an employee to travel from a
3150 designated county parking facility to the employee's work station, shall not be included in
3151 the calculation of economic benefit to the county.))~~ In addition, there must be an

3152 explanation why an employee cannot use alternative forms of transportation or pick up
3153 county owned vehicles at designated parking areas.

3154 ~~((3. Take home vehicles may be assigned if an employee needs specialized
3155 equipment or a special vehicle to perform county work outside an employee's normally
3156 scheduled work day. Employees taking a county vehicle home must have primary
3157 responsibility to respond to emergencies. Special equipment vehicle assignments shall be
3158 supported by information describing the special equipment needed to perform the county
3159 work. The need for communication access, such as car radio, telephone and similar
3160 devices, shall not be considered adequate justification for a take home vehicle assignment.~~

3161 ~~4. Special clean transportation technology demonstration vehicles may be
3162 assigned to county employees for a limited duration in order to promote and demonstrate
3163 the viability of low emission, energy efficient technologies and fossil fuel alternatives. To
3164 encourage the maximum public visibility of clean technology demonstration vehicles,
3165 employees authorized to use the vehicles may also use them both before or after normal
3166 working hours, and may use them as a take home vehicle to encourage such visibility as an
3167 official public use. Incidental personal benefit or convenience from such a public use does
3168 not constitute personal use.))~~

3169 NEW SECTION. SECTION 101. There is hereby added to K.C.C. chapter 3.30 a
3170 new section to read as follows:

3171 Commuting in a county-owned vehicle, whether assigned or occasional use, is a
3172 taxable benefit for the employee.

3173 SECTION 102. Ordinance 12077, Section 14, as amended, and K.C.C. 3.30.050
3174 are each hereby amended to read as follows:

3175 The fleet services division of the department of executive services shall develop
3176 and maintain central records of all county take-home vehicle assignments. The records
3177 shall be maintained in one location and shall be readily available ~~((to the council and the
3178 public))~~ upon request. At a minimum, the record-keeping should contain:

- 3179 A. Vehicle assignment by department, division, position title, and employee name;
3180 B. Mileage including a breakdown of commuting mileage and ~~((work-related))~~
3181 county business mileage based on a trip log;
3182 C. Number and nature of emergency ~~((related calls))~~ response assignments, if the
3183 take-home vehicle is assigned based on an emergency response justification; and
3184 D. A calculation of savings if take-home vehicle assignment is based on an
3185 economic justification.

3186 SECTION 103. Ordinance 12077, Section 15, as amended, and K.C.C. 3.30.060
3187 are each hereby amended to read as follows:

3188 The fleet services division of the department of executive services shall,
3189 semiannually, reevaluate and update all executive department take-home vehicle
3190 assignments. ~~((By June 30 and December 31 of each year))~~ Biannually, the fleet services
3191 division shall make available to the council and the public an updated list of take-home
3192 vehicle assignments. The updated list shall identify each take-home vehicle assignment by
3193 department, division, and position title. In addition, there should be written documentation
3194 for each take-home vehicle assignment which describes how each assignment meets the
3195 policies and criteria set forth in this chapter.

3196 SECTION 104. Ordinance 10930, Section 11, as amended, and K.C.C. 3.30.070
3197 are each hereby amended to read as follows:

3198 A. ~~((Commissioned Police Officers. All vehicles assigned to commissioned police~~
3199 ~~officers including commissioned roads use investigators, and arson investigators shall be~~
3200 ~~exempt from the provisions of this chapter.~~

3201 B.)) Occasional Overnight Usage. Occasional overnight usage of county-owned
3202 vehicles is permitted. Occasional overnight usage may involve:

3203 1. Taking a county vehicle home before or after attending a meeting away from
3204 the employee's ~~((normal place of work))~~ workplace; and

3205 2. Taking a county vehicle home when an employee has primary responsibility to
3206 respond to emergencies caused by inclement weather, such as, flooding or heavy ~~((snow~~
3207 ~~storms))~~ snowstorms.

3208 ~~((C.))~~ B. Collective Bargaining Agreement. ~~((A))~~ The terms and conditions of a
3209 collective bargaining agreement that provide for take home vehicle assignments shall
3210 supersede this chapter for represented employees ~~((whose collective bargaining agreement~~
3211 ~~specifically provides for take home vehicle assignments are exempt from the provisions of~~
3212 ~~this chapter))~~.

3213 SECTION 105. Ordinance 8575, Section 1, as amended, and K.C.C. 3.36.010 are
3214 each hereby amended to read as follows:

3215 A. This chapter is intended to establish uniform guidance, consistent with state law
3216 governing salary and wage deductions, for the efficient administration of county employee
3217 charitable contributions and volunteering to qualified nonprofit organizations, donated via
3218 the annual drive, ~~((natural))~~ emergency or disaster relief solicitations, and other charitable
3219 solicitations. This chapter shall be liberally construed to accomplish this intention.

3220 B. The purpose of this chapter is to provide a convenient and effective channel
3221 through which county employees may contribute to qualified nonprofit organizations, while
3222 minimizing disruption to the county workplace and the costs to the taxpayer that multiple
3223 charitable fund drives cause; and to enhance government and community efforts to meet
3224 charitable needs.

3225 C. The program shall provide guidance, quality control, and disbursement of
3226 employee donations to qualified nonprofit organizations and federations as provided by this
3227 chapter, in accordance with rules for the program.

3228 SECTION 106. Ordinance 8575, Section 2, as amended, and K.C.C. 3.36.020 are
3229 each hereby amended to read as follows:

3230 The definitions in this section apply throughout this chapter unless the context
3231 clearly requires otherwise.

3232 A. "Annual drive" means the annual solicitation of contributions from county
3233 employees by representatives of qualified nonprofit organizations and federations through
3234 oral presentations, printed materials, audio or video media, or other similar means.

3235 B. "Committee" means the county employee giving program committee
3236 established under K.C.C. 3.36.030.

3237 C. "Emergency or disaster relief solicitation" means the opportunity to donate, in
3238 accordance with K.C.C. 3.12.222, in response to the occurrence of an emergency or
3239 disaster, such as fire, flood, explosion, storm, earthquake, or epidemic, that results in the
3240 loss of either life or property, or both.

3241 D. "Employee giving program" or "the program" means the year-round King
3242 County sanctioned, employee-based program that provides the process and infrastructure

for administration of employee-directed giving and volunteering to qualified nonprofit organizations and federations and is administered by the committee in accordance with this chapter and any rules adopted for the program.

~~((D.))~~ E. "Federation" means a nonprofit organization that solicits and distributes contributions on behalf of its member nonprofit organizations.

~~((E.))~~ F. "Qualified nonprofit organization" means a nonprofit organization or federation that applies to participate in the ~~((annual drive))~~ program and meets the eligibility criteria as provided in this chapter and any rules adopted for the program.

SECTION 107. Ordinance 8575, Section 3, as amended, and K.C.C. 3.36.030 are each hereby amended to read as follows:

A. A county employee giving program committee is established consisting of fifteen members nominated by the committee, appointed by the executive, and confirmed by the council.

1. The committee shall strive in its nominations to include members representing the diversity of the county work force, including union representation.

2. The term of committee members shall be two years.

3. A committee member who serves as a federation or nonprofit organization board member or director, or in a decision-making capacity for a federation or nonprofit organization, shall not vote on that federation or nonprofit organization's eligibility if that federation or nonprofit organization applies to participate in the program.

4. The committee shall annually elect a chair and other officers as established in the committee's bylaws.

B. In order to operate the program, the committee may:

- 3266 1. Adopt rules and bylaws consistent with this chapter that are necessary to the
3267 conduct of the program, based upon the following principles:
- 3268 a. seek operational efficiencies;
 - 3269 b. enhance program effectiveness;
 - 3270 c. use innovative best practices;
 - 3271 d. promote equitable access for nonprofit participation; and
 - 3272 e. maintain standards to ensure nonprofit fiscal responsibility and stability;
- 3273 2. Establish and apply eligibility rules by which a nonprofit organization may
3274 participate in the program;
- 3275 3. Coordinate and facilitate the program consistent with this chapter and any rules
3276 adopted for the program. If the committee determines that a federation or nonprofit
3277 organization is not eligible to participate in the program, the federation or nonprofit
3278 organization may apply to the committee for reconsideration of the eligibility decision;
- 3279 4. Guide fiscal stewardship of the program;
- 3280 5. ~~((Serve voluntarily without additional wages, including no additional~~
3281 ~~compensation for working beyond normal working hours, and shall be reimbursed by their~~
3282 ~~employing departments for travel, lodging and meals in accordance with county laws and~~
3283 ~~regulations. Committee members shall be given release time from regular work hours to~~
3284 ~~serve on the committee. Employees covered by the overtime requirements of the Fair~~
3285 ~~Labor Standards Act or state law who are serving as committee members should ensure~~
3286 ~~that their working hours, including hours worked for the committee, do not exceed~~
3287 ~~approved hours;~~

3288 ~~6.))~~ Assist the executive or the executive's designee in the selection of a program
3289 administrator; and

3290 ~~((7.))~~ 6. Solicit and accept from the general public and business communities and
3291 all other persons, gifts, bequests, and donations to the county in support of the program.

3292 C. Committee members serve voluntarily and with the approval of their employing
3293 department. Committee members shall be given release time from regular work hours to
3294 serve on the committee and shall be reimbursed by their employing department for any
3295 applicable travel, lodging, and meals in accordance with county laws and regulations.
3296 Employees covered by the overtime requirements of the Fair Labor Standards Act or state
3297 law who volunteer to serve as committee members shall track and submit all hours worked
3298 for the committee, and shall ensure that their working hours, including hours worked for
3299 the committee, are approved by their supervisors in advance.

3300 SECTION 108. Ordinance 17332, Section 4, and K.C.C. 3.36.035 are each
3301 hereby amended to read as follows:

3302 The program administrator shall be responsible for the operational details of the
3303 program, including the annual drive and ~~((natural))~~ emergency or disaster ~~((response))~~
3304 relief solicitations, under the general oversight of the committee. The cost of the program
3305 administrator shall be included as part of the administrative cost of the program.

3306 SECTION 109. Ordinance 16035, Section 5, as amended, and K.C.C. 3.36.045
3307 are each hereby amended to read as follows:

3308 A. A federation or nonprofit organization may participate in the ~~((annual drive))~~
3309 program if the federation or nonprofit organization submits a timely application for
3310 participation to the committee and meets all eligibility ~~((standards))~~ requirements as

established by this chapter and any rules adopted for the program. An official of the federation or nonprofit organization must certify on the ~~((annual drive))~~ program application that the federation, each nonprofit organization represented by the federation, or the nonprofit organization:

1. Is formally recognized by the United States Internal Revenue Service as complying with Section 501(c)(3) of the Internal Revenue Code of 1986 or is a governmental unit of the state of Washington, and for which all contributions to the nonprofit organization are eligible to be deductible for federal income tax purposes under Section 170 of the Internal Revenue Code of 1986;

2. Is registered with the Washington state Secretary of State as provided by RCW 19.09.065 and is in compliance with Washington state laws governing charities to the best of the knowledge of the individual certifying the application;

3.a. Does not discriminate against any person on the basis of race, color, religious affiliation, sex, age, national origin, marital status, sexual orientation, disability, or gender identity or expression or qualifies for an exemption under Title VII of the Civil Rights Act of 1964 as amended. An affirmation of a participating organization's adherence to this subsection A.3.a, or a statement of exemption from this subsection A.3.a, must be included in the organization's application. A federation must affirm in the federation's application the adherence to this subsection A.3.a, or a legal exception from this subsection A.3.a, for each nonprofit organization the federation represents.

b. Nothing in this subsection A.3. denies eligibility to a federation or nonprofit organization that is otherwise eligible to participate in the ~~((annual drive))~~ program merely because the federation or nonprofit organization is organized by, on behalf of or to serve

persons of a particular race, color, religious affiliation, sex, national origin, age, marital status, sexual orientation, disability, or gender identity or expression.

B. Participating organizations' responses provided under subsection A. of this section may be noted in ~~((campaign))~~ program materials.

SECTION 110. Ordinance 16035, Section 6, as amended, and K.C.C. 3.36.055 are each hereby amended to read as follows:

A. Employees may be solicited for program contributions in accordance with this chapter.

B. Solicitations and events related to the program must be conducted on county property or online using county resources during normal county business hours.

C. Employees may use county property for the purposes of solicitations for the promotion of the program.

D. ~~((As provided in RCW 41.06.250(1) and 42.17.130, county property, county equipment and county employees' working time may not be used during a campaign for partisan political purposes, to assist in an individual's election to political office or for the promotion of or opposition to any ballot proposition.~~

~~E.))~~ A county employee shall not be coerced or required to participate in any ~~((presentation))~~ program activities or to make any donation to a qualified nonprofit organization. A county employee shall not be penalized for failing to participate in the program. Departments and offices may authorize time for department employees to attend ~~((presentations about the))~~ program-related activities.

SECTION 111. Ordinance 16035, Section 7, as amended, and K.C.C. 3.36.065 are each hereby amended to read as follows:

3357 A. Donations under this chapter may include payroll deductions, checks, money
3358 orders, cash, electronic payments, and time donations in accordance with K.C.C.

3359 3.12.222.

3360 B. The county shall make deductions from county employees' salary warrants and
3361 pay the moneys collected to the qualified nonprofit organizations and federations
3362 designated by county employees when the deductions and payments are authorized by
3363 county employees in accordance with this chapter.

3364 SECTION 112. Ordinance 16035, Section 8, as amended, and K.C.C. 3.36.075
3365 are each hereby amended to read as follows:

3366 A. After program costs have been paid, all payroll deductions must be fully
3367 disbursed by the county to the designated qualified nonprofit organizations by the end of
3368 the first quarter following the deduction year. Federations shall make distributions to
3369 their member charitable organizations as designated by contributors.

3370 B. Any undesignated contributions shall be distributed proportionately to the
3371 participating organizations.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: None



King County

Metropolitan King County Council Government Accountability and Oversight Committee

STAFF REPORT

Agenda Item:	6	Name:	Gene Paul
Proposed No.:	2025-0085	Date:	June 10, 2025

SUBJECT

Proposed Ordinance 2025-0085 would amend nine of the 21 chapters in King County Code Title 3, which pertains to personnel.

SUMMARY

Article 5 of the King County Charter requires the County to "establish and maintain an effective personnel system."¹ The Charter further directs that the Executive shall administer the personnel system in accordance with the rules adopted by the Council by ordinance. These personnel rules shall provide for, among other things, the classification of employees, a pay plan, the methods for determining appointment and promotion, removal of employees, hours of work, vacation and sick leaves, and procedures for grievances and disciplinary actions.²

Title 3 of the King County Code contains 21 chapters that pertain to personnel. Proposed Ordinance (PO) 2025-0085 would make numerous policy and technical changes to the following nine chapters to align those chapters with current state and federal law as well as current County business practices:

- 3.12 Personnel System
- 3.12A Career Service Review
- 3.12S Voluntary Separation Program
- 3.14 Civil Service Commission
- 3.15 Pay Plan and Classification of Positions
- 3.16 Labor and Employee Relations
- 3.28 Compensation for Use of Privately Owned Vehicles
- 3.30 Use of County Vehicles to Commute
- 3.36 Charitable Contributions from County Employees

¹ Section 510, King County Charter

² Section 530, King County Charter

BACKGROUND

Article 5 of the King County Charter requires the County to "establish and maintain an effective personnel system."³ The Charter further directs that the Executive shall administer the personnel system in accordance with the rules adopted by the Council by ordinance. These personnel rules shall provide for, among other things, the classification of employees, a pay plan, the methods for determining appointment and promotion, removal of employees, hours of work, vacation and sick leaves, and procedures for grievances and disciplinary actions.⁴

Title 3 of the King County Code contains 21 chapters that pertain to personnel. Chapter 3.12, the Personnel System, and Chapter 3.15, Pay Plan and Classification of Positions, are two chapters that are particularly impactful. Much of the language used in the King County Personnel Guidelines, which implements personnel policies for employees assigned to Executive agencies, is quoted directly from these two chapters.⁵ Other chapters in Title 3 provide the rules for things such as the Employee Code of Conduct, the Personnel Board, the Civil Service Commission, labor relations, work-related travel, and employee charitable contributions.

Although there have been changes to Title 3 over time, such as to align the code with Coalition Labor Agreements⁶ or establish new policies like the County paid parental leave⁷ or the voluntary separation program,⁸ the Executive has transmitted a proposed ordinance that would more thoroughly update nine chapters in Title 3.⁹ Because portions of these chapters retain their original language from when they were enacted 30-40 years ago, the proposed ordinance would more holistically update these chapters to align with current state and federal law as well as current County business practices. Assuming passage of this proposed Title 3 update, the Personnel Guidelines, which became effective in April 2005, could then also be comprehensively updated.

ANALYSIS

Proposed Ordinance (PO) 2025-0085 would make numerous policy and technical changes to the personnel code found in King County Code Title 3. This staff report provides analysis of the proposed changes to each of the following chapters:

- 3.12 Personnel System
- 3.12A Career Service Review
- 3.12S Voluntary Separation Program
- 3.14 Civil Service Commission
- 3.15 Pay Plan and Classification of Positions

³ Section 510, King County Charter

⁴ Section 530, King County Charter

⁵ Introduction to King County Personnel Guidelines, page 1. [\[Link\]](#)

⁶ Ordinance 19563, File No. [2022-0313](#)

⁷ Ordinance 18408, File No. [2016-0463](#)

⁸ Ordinance 18696, File No. [2017-0373](#)

⁹ Proposed Ordinance 2024-0143, the first proposed update to Title 3 that was transmitted by the Executive, was introduced in May 2024 but lapsed in February 2025. Proposed Ordinance 2025-0085 is largely the same ordinance with a few technical updates. The technical updates are noted by highlighted text in the Summary of Proposed Changes, Attachment 4.

- 3.16 Labor and Employee Relations
- 3.28 Compensation for Use of Privately Owned Vehicles
- 3.30 Use of County Vehicles to Commute
- 3.36 Charitable Contributions from County Employees

The Title 3 Update Matrix, which is Attachment 5 to this staff report, provides a table that combines the summary of changes that was transmitted along with the proposed ordinance with the existing code and proposed changes to the code.

3.12 Personnel System. Chapter 3.12, which currently contains 57 sections, governs the personnel system. The chapter contains an extensive list of over 70 definitions that apply to the personnel system. The chapter also has provisions for, among other things, the selection and training of employees, employee benefits like holidays and leave, working conditions, the disciplinary process, and the general administration of the personnel system.

The PO includes about 140 proposed changes to Chapter 3.12, which amounts to roughly two-thirds of the total modifications in the Title 3 update. The following items are the more substantive changes proposed in the ordinance for this chapter.

Statement of Intent (Section 1 of PO, Change #1 in Attachment 5).¹⁰ The PO would update the statement of intent for Chapter 3.12 currently found in K.C.C. 3.12.005. The existing statement was written in 1989, and Executive staff indicated that the proposed version articulates a more positive statement about the County's commitment to equity and social justice, including that "King County is determined to be a leader in the implementation of equitable, and racially and socially just employment programs and policies." The updated language would also ensure compliance with state laws enacted after 1989 and with recent Supreme Court decisions that pertain to discrimination and preferential treatment.¹¹

Definitions (Section 2 of PO, Changes #2-37 in Attachment 5). The PO would update or add new entries for 35 definitions in the chapter. While the majority of these definition updates are technical in nature, there are also some substantive and clarifying changes proposed. These include:

- Updating "administrative interns" (Change #2) to add participants in the Lift Every Youth program and reflect the policy decision to extend ORCA card benefits to program participants.
- Updating definitions such as "appointing authority," "career service employee," "career service exempt employee," and "employee" to clarify that these terms

¹⁰ The Title 3 Update Matrix, Attachment 5, preserves the numbering system from the "Summary of Proposed Changes," Attachment 4, that the Executive transmitted with the PO. The Update Matrix, Attachment 5, also includes the line numbers in the PO, the code references, and the proposed changes to the current code in legislative markup.

¹¹ Revised Code of Washington (RCW) 49.60.400 requires that the state and public entities like King County "not discriminate against or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity or national origin in the operation of public employment..." ([Link](#)) Additionally, the 2023 Supreme Court decision in *Students for Fair Admissions v. Harvard* held that race-based affirmative action programs in college admissions violate the Equal Protection clause of the Fourteenth Amendment. ([Link](#))

only apply to the Executive branch. Executive staff have indicated that the rare inclusion of non-Executive branch personnel in specific portions of the Chapter 3.12 has created the misperception that other sections of the chapter may pertain to employees outside of the Executive branch. Executive staff indicated these updates are intended to address the potential confusion.

- Updating "employed at least half time or more," "part-time position," "part-time regular position, and "short-term temporary position" to use a rolling 12-month period instead of a calendar year when determining the hours worked threshold. According to Executive staff, the rolling 12-month period has been in use since 2007, and this change would reflect the current County business practice.

General Provisions – conflicts of interest (Section 3 of PO, Change #39). The PO would update the language in the conflicts of interest section to make it clear that it is not permissible for an employee to supervise or make employment-related decisions, including hiring decisions, about a family member or close relative.

Benefits (Section 5 of PO, Changes #42-44 in Attachment 5). The PO would update the language regarding back benefits to clarify that they would only apply to short-term temporary employees who exceed the working hours threshold in a rolling 12-month period. For those employees, the percentage of gross pay used in calculating back benefits would be 12.5 percent instead of the 15 percent in the current Code. Finally, the payments would be retroactive for three years unless there was a six-month break in service. In that situation, the payment would be retroactive to the most recent hire date. Executive staff have indicated that these changes clarify language to reflect the current County practice and the actual cost of lost benefits and align retroactive payments with the statute of limitations established from a Washington State Supreme Court decision.¹²

Probationary period (Section 12 of PO, Change #49 in Attachment 5). The PO would update language regarding probationary periods for career service positions by adding three instances when a probationary period is either not permitted or may be waived. These instances, which align with the current Coalition Labor Agreement (CLA) and current County practice, include following a reclassification, moving from a special duty capacity to a career service position doing substantially similar work, or moving from a temporary position into a career service position.¹³ According to Executive staff, a significant portion of County employees are already governed by this CLA and it has been a past practice to align the Code with the CLA.

Ruth Woo Emerging Leaders Fellowship (Section 21 of PO, Changes #68-70 in Attachment 5). The PO would make several updates to the Ruth Woo Fellowship. The first change would update language regarding how fellows are assigned to various County agencies throughout their one-year fellowship. The new language would no longer require a fellow to be reassigned to a new County agency every three to four months and would modify the assignments from "shall" include periods with the Council

¹² The Washington State Supreme Court decision was *Seattle Professional Engineering Employees Ass'n v. Boeing Co.*, from April 2000.

¹³ [Ordinance 19810](#) approved the memorandum of agreement that extended the 2021-2024 Coalition Labor Agreement through 2025. [Ordinance 19498](#) approved the 2021-2024 Coalition Labor Agreement.

and Executive branch agencies to "may." The second change would update the list of responsibilities for fellows during their tenure to allow for more flexibility. The third change would make agencies with fellows directly responsible for funding the fellowship instead of reimbursing the Department of Human Resources (DHR). Collectively, Executive staff indicated that these changes would support a more impactful experience for fellows and reflect current County practices.

Apprenticeship training programs (Section 22 of the PO, Changes #71-74 in Attachment 5). The PO would repeal the entirety of K.C.C. 3.12.187, which pertains to the apprenticeship training program. According to Executive staff, this program is not needed in the Code because Washington State regulates apprentice programs through RCW 49.04 and the State Apprenticeship and Training Council. The four existing County apprenticeship programs are managed according to these state rules. Moreover, the language in the current Code, which states that persons enrolled in apprenticeship programs and employed by the County shall be classified as temporary employees, is outdated and not reflective of current County business practices. Executive staff indicated that the current practice is that apprenticeship programs are part of bargaining and governed by labor contracts.

Vacation leave (Section 24 of PO, Changes #77-86 of Attachment 5). The PO would make several changes in the section governing vacation leave. The majority of these changes are technical in nature but there are a few substantive or clarifying proposed updates. The first clarifying update is that elected officials are not employees and therefore not entitled to vacation leave benefits. The second more substantive update is to eliminate a prohibition on filling a vacated nonrepresented position until the salary savings from any vacation cash out are achieved. Executive staff indicated that this is not the current County practice, that there is no similar requirement for represented employees, and that Executive staff in the Office of Performance, Strategy, and Budget support the proposed change. The next update removes the requirement for employees to take vacation in 15-minute increments as Executive staff consider it an outdated requirement that was put in place for a previous payroll system. Finally, the PO would add language that allows employees separated for nondisciplinary reasons to count their prior service towards vacation accrual rates if they return to County service within two years. Executive staff indicated that employees fitting these criteria are most often separated for medical reasons so they believe they should not be penalized if they are capable of returning to County service.

Leave – smallpox vaccinations (Section 27 of PO, Change #92 of Attachment 5). The PO would repeal K.C.C. 3.12.218 regarding leave for smallpox vaccinations. According to Executive staff, leave for medical reasons related to smallpox immunization is no longer utilized and Public Health—Seattle & King County supports removing the section.

Parental leave (Section 28 of PO, Changes #93-96 of Attachment 5). The PO would clarify language for the County parental leave program to reflect current County practices. These proposed clarifications include that:

- The program only applies for adoption or foster-to-adopt placement of a minor child;

- An employee whose employment ends involuntarily and cannot fulfill the required six months of work following paid parental leave is not required to reimburse the County for utilizing the program;
- If an employee takes paid parental leave intermittently, the required six months of work following the use of leave begins after the last day that employee used paid parental leave;
- If an employee's position is scheduled to end in a timeframe that would not enable them to return to work for six months following leave, that employee is not entitled to paid parental leave.

Sick leave and time off for medical and family reasons (Section 29 of PO, Changes #97-110 of Attachment 5). The PO would make multiple changes to the Code governing sick leave. Most of these edits are to align the Code with state law or for clarity. The first of these updates to comply with state law is that District Court judges shall accrue sick leave but judges pro-tem and commissioners shall not.¹⁴ The next proposed change would remove the requirement to take sick leave in 15-minute increments that was in place for the previous payroll system. Next, proposed language would update the Code governing the cancelation of sick leave when an employee separates or terminates and regarding sick leave restoration should an employee return to County service. An additional proposed change to comply with state law is the removal of language requiring an employee to use all sick leave before taking unpaid leave for selfcare reasons.¹⁵ After that, the subsection requiring an employee to choose between paid or unpaid leave at the start of caring for a family member would also be removed to comply with state law.¹⁶ Next, the eligible uses of sick leave would be adjusted to comply with state law to include when a County facility, school, or place of childcare is closed by a government declaration of emergency. The definition of "family member" would also be expanded to comply with state law and include any individual who regularly resides in the employee's home and depends on the employee for care. Finally, the PO would clarify the Code to align with state law that verification for absences exceeding three days only applies to hourly employees and that salaried employees may be asked to provide verification for any amount of leave at the discretion of the employee's supervisor.¹⁷

Emergency medical leave donation program (Section 35 of PO, Change #118 of Attachment 5). The PO would add language that permits the DHR Director to activate or deactivate the emergency medical leave donation program at their discretion based on the County's perceived need for a program. Executive staff have expressed that this proposed change would provide flexibility and efficiency to the program. The program, which is different than the program allowing employees to donate leave directly to specific individual employees, was created during the COVID-19 pandemic. Although heavily utilized during 2022, Executive staff have indicated that there are now only one or two employees donating to this specific program and that the administrative burden

¹⁴ RCW 3.34.100 requires that District Court judges accrue sick leave.

¹⁵ According to Executive staff, the practice of requiring an employee use all sick leave prior to unpaid leave for selfcare conflicted with both the Washington Paid Sick Leave Act and the Washington Paid Family Medical Leave Act.

¹⁶ The practice in Code currently conflicts with the Washington Paid Sick Leave Act.

¹⁷ The updated language would comply with the Washington Paid Sick Leave Act.

to maintain it is significant. The proposed change would allow DHR to keep the program for the future but minimize the administrative burden when it is not being utilized.

Limited duty assignment policy due to pregnancy (Section 38 of the PO, Changes 122 in Attachment 5) The PO would repeal the current Code governing limited duty assignments due to pregnancy. Executive staff have indicated that the current Code language, which largely dates back to 1995, is outdated and that both state and federal laws enacted since that time are more generous in accommodations for pregnant employees.¹⁸

Disciplinary action (Section 42 of the PO, Changes 125 in Attachment 5) The PO would expand the list of reasons for which an employee may be disciplined. These proposed additions include:

- Harassment, discrimination, inappropriate conduct, or retaliation in violation of federal, state, or local laws or county policy;
- Failing to be respectful to coworkers or the public;
- Fraudulent timekeeping;
- Drug or alcohol use or possession in violation of County policy;
- Use of County time, equipment or facilities for private gain or other non-County purpose;
- Committing an act of workplace violence, including but not limited to verbal assault, threatening behavior, or physical assault;
- Wearing, transporting, or storing firearms or other dangerous weapons within County facilities or vehicles, or on their person while on County business, except as authorized by County policy;
- Theft of County property.

According to Executive staff, almost all of these reasons were examples of just cause discipline that already existed in either labor contracts or personnel policies.

Personnel Board appeals (Section 44 of the PO, Changes 127 & 128 in Attachment 5) The PO would add language to clarify the employee grievance process, make timelines more consistent, and eliminate outdated language concerning attorney fees. The first proposed change would clarify the process by requiring an employee to go through the grievance process in the Personnel Guidelines, which is a distinct process from the grievance process in bargaining agreements, prior to appealing to the Personnel Board. Executive staff have expressed that this change would clarify the grievance process and increase the chances of issues being handled at lower levels. The PO would also standardize the three existing separate timelines of 10, 14, and 30 days currently in the Code to 30 days for consistency. Finally, an outdated subsection addressing the recovery of attorney's fees would be removed and allow state law to apply to the situation.¹⁹

¹⁸ The laws include the Washington State pregnancy accommodations found in RCW 43.10.005, first enacted in 2017, and the federal Pregnant Workers Fairness Act, which went into effect in June 2023.

¹⁹ The Washington Court of Appeals ruled in the 2008 decision *King County v. King County Personnel Board* that the existing Code language was unenforceable. RCW 49.48.030 governs the recovery of attorney's fees for employees succeeding in recovery of wages or salary owed to them.

Administration – Personnel Guidelines (Section 51 of the PO, Change 135 in Attachment 5) The PO would update to whom and how changes to the Personnel Guidelines would be communicated. The current Code requires Executive approval of the guidelines, 45-day notice of intent to change the Personnel Guidelines, and notification to the Council, Executive department directors, collective bargaining units, and specific Council staff. Executive staff have expressed that this level of oversight is difficult, and as a result the Personnel Guidelines have not been updated since 2005. In the proposed language, the DHR Director would be authorized to adopt Personnel Guidelines to implement the Code and Charter, without the existing prior notification. In the proposed language, only after changes to the Guidelines would the department post the updated Guidelines, notify departments and the Office of Labor Relations may notify bargaining units. Executive staff have expressed that this change would allow DHR the flexibility to be more responsive to the needs of employees and changing laws to make changes to the Personnel Guidelines more regularly. Executive staff also indicated a belief that the legislation that created DHR in 2018 provided DHR the authority to develop and administer policies like the Personnel Guidelines.

Technical changes for Chapter 3.12. The PO contains many other proposed changes for Chapter 3.12 that are solely technical. Because there are about 140 proposed changes, the majority of the technical changes are not described in this staff report. Every change, including the technical changes, are described in more detail in Attachment 5. For brevity, the proposed changes considered technical are those that include:

- Updates to reflect current County practices;
- Updates to modernize language or remove outdated terms and subsections that are no longer applicable;
- Clarifications to ensure the Code is explicit and understandable;
- Updates to make definitions consistent throughout the Code;
- Updates to make definitions and Code sections compliant with federal and state laws like the Fair Labor Standards Act and Washington Paid Sick Leave Act.

3.12A Career Service Review. Chapter 3.12A is a relatively brief chapter in K.C.C. Title 3 that pertains to an annual review on whether the work of part-time and temporary employees is determined to be ongoing and stable enough to be performed by career service employees. There is only one substantive proposed change for Chapter 3.12A. In Section 55 of the PO (and change 138 in Attachment 5), there is new proposed language for the findings and policy statement that clarifies that the policy statement is not meant to limit the number of employees employed in part-time regular positions nor to limit the contracting out of work in appropriate situations. Executive staff expressed that this proposed change would clear up the misconception that the Code prohibits Executive departments from hiring regular part-time employees or contracting out work when appropriate.

Technical changes for 3.12A. The remainder of the changes proposed for this chapter are technical in nature. These proposed changes include:

- Correcting the name of the Office of Performance, Strategy, and Budget;

- Making clarifying edits to ensure references for reports and chapters of Code are clear and that the previous calendar year timeframe for working-hour thresholds is updated to a rolling 12-month period to reflect County practice;
- Making technical changes for grammar such as changing "will" to "shall."

3.12S Voluntary Separation Program. Chapter 3.12A consists of only one section. The chapter provides for the program that incentivized retirement-eligible employees to voluntarily leave County employment and provide labor cost savings. There are only technical changes proposed for this chapter in the PO. Those technical changes include:

- Clarifying that the five years of service required for eligibility must be current and continuous to reflect County practice;
- Clarifying that prior retirees are not eligible to participate to reflect County practice;
- Correcting the name of the Seattle City Employees' Retirement System;
- Making technical changes for grammar such as changing "will" to "shall."

3.14 Civil Service Commission. Chapter 3.14 is another brief chapter in K.C.C. Title 3 that contains four sections and governs the Civil Service Commission. That commission helps ensure employment decisions in the King County Sheriff's Office (KCSO) are consistent with civil service rules.

The substantive changes proposed in the ordinance concern the rules and regulations for the Commission. The current Code requires that the rules and regulations to administer the civil service personnel system be adopted and amended by the Council through an ordinance. The current Code also requires that the Executive periodically review the rules and regulations for the commission and propose amendments to the Council when appropriate.

The PO would make changes that would allow the DHR Director to draft and amend the civil service personnel system rules without Council action. The PO would also remove the subsection requiring Executive review and proposal of amendments to the Council. Executive staff indicated that these changes would make the Code consistent with state law, which empowers the Civil Service Commission to make rules and regulations for the administration of the civil service personnel system.²⁰ Executive staff also provided that state law allows the Commission to assign the powers and duties of the commission to County agencies.²¹ In the existing Code, the powers of the commission, except for those pertaining to removals, suspensions, and demotions, have been assigned to DHR.²² Finally, Executive staff shared that Executive review of the rules has not been performed since the original code was adopted in 1995.

Technical changes for 3.14. Besides the changes to the rules and regulations, the PO would make several technical changes to the chapter. These include:

²⁰ RCW 41.14.060

²¹ RCW 41.14.065

²² K.C.C. 3.14.010

- Removing the word "sheriff's" when referring to the "sheriff's civil service commission" as the word "sheriff's" is redundant;
- Adding language and recommending a change to the subsection title to make it clear that the Civil Service Commission handles removal, suspensions, and demotions;
- Removing outdated language from 1995 that abolished the position of secretary/chief examiner and clarifies that the functions of the secretary/chief examiner are still performed by the DHR Director.

3.15 Pay Plan and Classification of Positions. Chapter 3.15 currently has 21 sections and governs the pay plan and classification of positions. The pay plan is not only the schedule of numbered pay ranges with their minimum, maximum, and intermediate steps of pay amounts but also the assignment of each classification to numbered pay ranges, and the rules for administering the plan.

The PO includes about 30 proposed changes to Chapter 3.15. This is the second largest proposed update to Title 3 after the updates to Chapter 3.12. As previously noted, most of the Personnel Guidelines are based on Chapters 3.12 and 3.15. The following items are the more substantive changes proposed in the ordinance for this chapter.

Reorganization of entire chapter (Sections 66, 68, 70, 73, 75, 77, 78, 80, 83, 85-87 of PO, Changes #149, 151, 156, 167, 172, 173, 177-181 in Attachment 5). The first substantive change proposed in the ordinance is a reorganization of the entire chapter. Executive staff indicated that these changes would provide more clarity and better flow by putting like items together. While the changes will subsequently be described in greater detail in this staff report, the following table provides the existing order of sections in Chapter 3.15 and the proposed new order after all proposed updates to the chapter.

Table 1.
Existing Section Order and Proposed Section Order for K.C.C. Chapter 3.15

Existing Section Order	New Proposed Section Order
3.15.005 Definitions	Definitions
3.15.020 Procedures—schedule of pay ranges—salary schedule— within-range pay increases	Administration
3.15.025 Classification plan	Applicability (New section)
3.15.030 Reclassification and resulting pay	Procedures—schedule of pay ranges— salary schedule— within-range pay increases
3.15.040 Classification changes	Salary limitations
3.15.050 Designations or professional licenses	Classification plan
3.15.060 Administration	Pay on initial employment
3.15.070 Confirmation	Merit increases (New section)

3.15.080 Court Commissioners and Administrators	Reclassification and resulting pay
3.15.100 Minimum wages	Pay on promotion
3.15.110 Salary limitations	Assignment to special duty
3.15.120 Pay on initial employment	Working out of classification
3.15.130 Pay on promotion	Designations or professional licenses
3.15.135 Reduction of salaried employee's salary during emergency budget crisis or financial emergency	Reduction of salaried employee's salary during emergency budget crisis or financial emergency.
3.15.140 Assignment to special duty	Effect of collective bargaining (New section)
3.15.145 Working out of classification	Chapter not a contract
3.15.150 Biweekly pay cycle - transition	
3.15.160 Biweekly pay cycle - transition payments	
3.15.170 Biweekly pay cycle - transition payment amount	
3.15.180 Biweekly pay cycle - transition payment amount – repayment by deductions - recourse	
3.15.200 Chapter not a contract	

Applicability (Section 68 of PO, Change #151 in Attachment 5). The PO would add a new section to Chapter 3.15 that would clarify that unless another branch of County government is specifically referenced, the chapter would only apply to employees and positions in the Executive branch. Executive have expressed that this change, like similar changes elsewhere in Title 3, is for clarity.

Classification plan (Section 72 of PO, Changes #157-162 in Attachment 5). The PO would make several changes to the section on the classification plan. While many of these changes are technical, there are a couple of more substantive proposed changes. The first of these changes would reorganize and update the language related to the DHR Director's authority and responsibilities around classifications. The new language would maintain the Director's ability to create, amend, or abolish classifications but it would remove the current Code requirement to review the classification plan on a continuing three-year cycle and remove the requirement for a review of market conditions, which is also required by Code on a three-year cycle. Instead, the Director would "periodically" review the plan and "should assess market conditions." Executive staff indicated that three-year review cycle is not the current practice nor is it feasible. The Executive staff has 2,300 classes and the 4-person team in DHR doesn't have the capacity to review them every three years. Instead, the business practice is that targeted reviews happen upon request. Additionally, the market conditions are assessed through the collective bargaining process for the 85% of the County workforce that is represented.

The second substantive change related to the classification plan would remove the current Code requirement for Council confirmation of specific classification changes. In the existing Code, creating a classification for a "regular exempt position or any pay

range adjustments for classifications exceeding Range 54 or movements of four or more pay ranges for an existing pay range or any pay range adjustment affecting two or more classifications in a classification series” are required to be confirmed by the “labor, operations, and technology committee, or its successor committee.”²³ The Government Accountability and Oversight Committee currently confirms these actions.²⁴ Executive staff expressed a belief that these committee briefings are neither necessary nor desired.

Pay on initial employment (Section 74 of PO, Changes #163-166 in Attachment 5). The PO would make several changes regarding the pay for an employee at the beginning of their employment. The list of reasons in Code which allow for an employee to begin at a step higher than the first step would be updated to remove the candidate’s current salary from consideration in order to comply with state law.²⁵ The list would also no longer include a competing higher offer as consideration for a higher step in the salary range. Executive staff expressed that removing this consideration would eliminate internal equity concerns and reflect current County practice.

In addition to these changes, the PO would also update the procedure for submitting notice to DHR when hiring an employee above the first step. Currently, the Code requires a department director to provide their reasoning to the DHR Director. It also requires the DHR Director to approve the hiring of an employee above step 5. The PO would update the language to require directors to provide their reasoning to the Compensation and Classification Services Manager in DHR as well as require the approval of the Compensation and Classification Services Manager before an employee could be hired above step 5. Executive staff indicated that these changes would increase efficiency and reflect current County practice. They also shared that in 2024, there were 4,158 new hires for the County. Roughly 2,300 new employees (55%) of these were hired at step 1, but 946 employees were hired between steps 2-5 and 907 were hired above step 5. The practice reflected for these hires was for the DHR Director to work with the Compensation and Classification Services Manager, who was considered the subject matter expert, for the roughly 1,850 employees hired above step 1.

Merit increases (Section 74 of PO, Changes #167-169 in Attachment 5). The PO would add a new section to Chapter 3.15 relating to merit increases. A merit increase is the term that would replace what was previously known as an “incentive increase” and it refers to an increase to an employee’s base salary that is supported by demonstrated performance. Most of this new section was existing Code that was reorganized into this new section but there are a few changes to the existing language. The first change would remove the requirement for departments to notify DHR when granting a probationary step increase above step 5. Executive staff indicated that this change would increase efficiency and reflect current County practice.

The second more substantive change regarding merit increases would remove the current language in the Code that prohibits department directors from receiving merit pay above the top step of the pay range. Executive staff have expressed that removing

²³ K.C.C. 3.15.040

²⁴ 2024-B0126 was the most recent compensation request briefing. [\[Link\]](#)

²⁵ The Washington Equal Pay and Opportunity Act

this language would eliminate potential pay compression issues within departments. Because deputy directors, division directors, and deputy division directors are currently eligible for this merit increase, it is theoretically possible that department directors could be paid the same or less than employees with less authority or responsibilities.

Court Commissioners and Administrators (Section 86 of PO, Change #178 in Attachment 5). Among the sections that the ordinance proposes to repeal is K.C.C. 3.15.080, the section that pertains to salaries for Superior Court Commissioners and Administrators for both the Superior and District Courts. Executive staff have indicated that the Courts have the authority to set salaries for Commissioners and Administrators and that the current Code is outdated and not reflective of the Courts' practice for setting salaries.

Bi-weekly pay cycle—transition (Section 86 of PO, Change #180 in Attachment 5). The PO would also repeal the four sections in the Code that pertain to transitioning to biweekly pay cycles. Since the County completed the transition to biweekly pay in 2011, these sections are no longer necessary.

Effect of collective bargaining (Section 86 of PO, Changes #180 in Attachment 5). The PO would add a new section related to collective bargaining. The proposed language would replicate language found in Chapter 3.12 which reiterates that collective bargaining agreements that are adopted by the Council take precedence over the Code in the event of any conflict.

Technical changes for 3.15. The remainder of the changes proposed for this chapter are technical in nature. These proposed changes include:

- Clarifying that the provisions only apply to employees of the Executive branch unless the chapter specifically says otherwise;
- Updating language for clarity and consistency;
- Removing a subsection that was intended to be removed in a previous amendment of the subsection;
- Making technical changes for grammar such as changing "will" to "shall."

3.16 Labor and Employee Relations. Chapter 3.16 contains 12 sections and governs labor and employee relations. Among the provisions in the chapter are the designation of the bargaining agent for the County and description of their authorized powers, a mission statement for relations, time limits for ratifying bargaining agreements, the labor policy committee, and the complaint process for negotiations.

The PO would make one primary substantive change for Chapter 3.16. The current language around time limits for transmitting a ratified bargaining agreement requires transmittal to the Council within seven days of the agreement being reached. The PO would amend this language to provide 14 days for the agreement to be transmitted to the Council once it has been signed by the union and received by the Office of Labor Relations (OLR). Executive staff expressed that this reflects current County practice and that seven days is usually not enough time to prepare all the necessary documentation.

Technical changes for 3.16. The remainder of the changes proposed for this chapter are technical in nature. These proposed changes include:

- Removing references to an outdated Council motion and a repealed section of the County Charter;
- Rearranging definitions to place them in alphabetical order;
- Clarifying that for the purpose of bargaining, the term “wages” includes leaves and employee benefits;
- Updating the name of the entity for complaints during the negotiation process from DHR to OLR.

3.28 Compensation for Use of Privately Owned Vehicles. Chapter 3.28 is an extremely brief chapter in Title 3. It consists of two sections, each composed of only one sentence. There is only one proposed change for this chapter. The first section currently provides that the branches of County government may reimburse for use of privately owned vehicles used for County business in lieu of "permanently assigned county vehicles."²⁶ The PO would remove the word "permanently" from this section to clarify that vehicles are not assigned on a permanent basis and that assignments can be changed or revoked by departments or agencies.

3.30 Use of County Vehicles to Commute. Chapter 3.30 contains seven sections and has the stated purpose of ensuring "the proper use of public funds with regard to the county's practice of allow employees to commute to and from work in county owned vehicles."²⁷ The following items are the more substantive changes proposed in the ordinance for this chapter.

Take-home vehicles assignment policies and criteria (Section 100 of PO, Changes #197-200 in Attachment 5). The PO would update language related to take-home vehicle assignments and the economic benefits to the County of such assignments. Specifically, the proposed update would remove the current language that excludes the cost of lost productivity and time to travel from designated parking facilities to an employee's work station. The PO would also eliminate the subsections currently in the Code related to taking home special equipment vehicles and clean transportation technology demonstration vehicles. Executive staff indicated that these updates are being requested for efficiency purposes, to enable departments to consider assigning a take-home vehicle if it would maximize an employee's productive time, and to eliminate subsections that are no longer needed.

Usage and reporting requirements (Section 101 of PO, Change #201 in Attachment 5). The PO would add a new section which states that commuting in a County-owned vehicle is a taxable benefit. While this is not a new policy, Executive indicated that adding a new section would align the Code with the Internal Revenue Service's taxable benefit regulations.

Semiannual reevaluation and update of take-home vehicle assignments (Section 103 of PO, Change #203 in Attachment 5). The PO would update the timing for reports from

²⁶ K.C.C. 3.28.010

²⁷ K.C.C. 3.30.010

the Fleet Services Division in the Code. Currently, a semi-annual evaluation of all take-home vehicles is required with a subsequent reporting of the vehicle assignments available to the Council and the public by June 30 and December 31 of each year. The proposed change would remove the June and December deadlines and allow the Fleet Services Division the flexibility to reevaluate the assignments "biannually." Executive staff have indicated that because take home vehicles tend to be seasonal, the Fleet Services Division tends to evaluate assignments in April and October. This change would allow them the flexibility to continue this practice and also prevent future Code updates to adjust dates.

Exemption (Section 104 of PO, Changes #204-205 in Attachment 5). The PO would update the exemptions for this chapter. First, the PO would remove the exemption for "commissioned police officers."²⁸ Executive staff have indicated that this exemption is no longer necessary because take-home provisions are covered in the collective bargaining agreements with King County Sheriff's Office. The PO would also clarify the existing exemption language around bargaining agreements to state that an "agreement that provides for take home vehicle assignments shall supersede this chapter."

Technical changes for 3.30. The remainder of the changes proposed for this chapter are technical in nature. These proposed changes are to update and clarify definitions and terms to conform with terminology used in other County vehicle and travel-related policies.

3.36 Charitable Contributions from County Employees. Chapter 3.36 establishes the guidelines for the administration of County employee charitable contributions to qualified nonprofit organizations. These contributions normally occur through the Employee Giving Program but may also occur during other charitable solicitations, such as natural disaster relief. The following items are the more substantive changes proposed in the ordinance for this chapter.

Employee giving program committee (Section 104 of PO, Change #210 in Attachment 5). The PO would update the existing subsection around committee membership and pay practices.²⁹ The proposed updates include making that content a new standalone subsection, that committee members serve voluntarily and with new addition of the approval of their department, and that committee members covered by the overtime requirements of the Fair Labor Standards Act shall ensure that their working hours, including hours worked for the committee, are approved by their supervisors in advance. Executive staff indicated that these changes reflect current County practices.

Technical changes for 3.36. The remainder of the changes proposed for this chapter are technical in nature. These proposed changes include:

- Updating terminology for clarity, consistency, and to reflect the year-round activities of the Employee Giving Program;
- Updating terms and charitable giving options to conform with existing language in K.C.C. 3.12.222 and 3.12.225;

²⁸ K.C.C. 3.30.080.A.

²⁹ K.C.C. 3.36.030.B.5.

- Adding the use of County resources "online" to allow employees who work remotely to participate in program events;
- Removing a subsection that restates the sections of the Revised Code of Washington.

UPDATE

At the May 13, 2025, meeting of the Government Accountability and Oversight Committee, the proposed ordinance was briefed by Council staff. Both Council staff and Executive staff answered questions from the Committee members. The proposed ordinance was then deferred until the next Committee meeting in June.

INVITED

- Jay Osborne, Director, Department of Human Resources
- Denise Pruitt, Chief of Policy & Legislation, Department of Human Resources

ATTACHMENTS

1. Proposed Ordinance 2025-0085
2. Transmittal Letter
3. Fiscal Note
4. Summary of Proposed Changes
5. Title 3 Update Matrix



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance

Proposed No. 2025-0118.3

Sponsors Dunn, Dembowski, Quinn and
Balducci

1 AN ORDINANCE accepting and approving the Medic
2 One/Emergency Medical Services 2026-2031 Strategic
3 Plan submitted by the executive.

4 PREAMBLE:

5 Emergency medical services are among the most important services
6 provided to county residents. Those services include basic and advanced
7 life support, regional medical control and quality improvement,
8 emergency medical technician training, emergency medical dispatch
9 training, cardiopulmonary resuscitation and defibrillation training,
10 paramedic continuing education, injury prevention education, and related
11 services. In combination, those services have made the emergency
12 medical services network in King County an invaluable lifesaving effort
13 and an important part of the quality of life standards afforded residents of
14 the county.

15 The Medic One/emergency medical services system in King County is
16 recognized as one of the best emergency medical services program in the
17 country. With an international reputation for innovation and excellence, it
18 offers uniform medical care regardless of location, incident circumstances,
19 day of the week, or time of day. It serves over 2.2 million people

20 throughout the region and provides life-saving services on average every
21 two minutes.

22 The King County regional system has among the finest of medical
23 outcomes in the world for out-of-hospital cardiac arrest. In 2023, the
24 system achieved a fifty-one-percent survival rate for cardiac arrest, which
25 is among the highest-reported rates in the nation. Compared to other
26 communities, Seattle and King County cardiac arrest victims are two to
27 three times more likely to survive.

28 The system's success can be traced to its unique design that is built upon
29 the following components:

- 30 1. Regional, collaborative, cross jurisdictional, and coordinated
31 partnerships that allow for "seamless" operations;
- 32 2. Emergency medical services that are derived from the highest
33 standards of medical training, practices and care, scientific evidence, and
34 close supervision by physicians experienced in emergency medical
35 services care;
- 36 3. A commitment to equitable medical care that uplifts and safeguards
37 the well-being of all King County communities;
- 38 4. Programmatic leadership and innovative strategies that allow the
39 system to obtain superior medical outcomes and meet the needs and
40 expectations of its varied communities and users;

41 5. Sustained regional focus on operational and financial efficiencies that
42 have led to the system's financial viability and stability, even throughout
43 the economic recession; and

44 6. Stable funding by a voter approved levy that makes the services it
45 provides less vulnerable, though not immune, to fluctuations in the
46 economy.

47 King County should continue to exercise leadership and assume
48 responsibility for assuring the consistent, standardized, effective, and cost-
49 efficient development and provision of emergency services throughout the
50 county.

51 The emergency medical services advisory task force reconvened in 2024
52 to develop interjurisdictional agreement on an emergency medical services
53 strategic plan and financing package for the 2026-2031 levy funding
54 period.

55 Beginning in February 2024, the emergency medical services advisory
56 task force worked collaboratively with emergency medical services
57 partners to review system needs and regional priorities and develop
58 programmatic and financial recommendations that ensure the integrity of
59 the world-class Medic One/emergency medical services system is
60 maintained. On September 26, 2024, the emergency medical services
61 advisory task force endorsed its Programmatic Needs Recommendations,
62 which became the foundation of the Medic One/Emergency Medical
63 Services 2026-2031 Strategic Plan.

64 The Medic One/Emergency Medical Services 2026-2031 Strategic Plan
65 outlines how the region will execute the operational and financial
66 recommendations that the emergency medical services advisory task force
67 endorsed on September 26, 2024. It is the primary policy and financial
68 document that directs the emergency medical services network into the
69 future.

70 The policies embedded within the Medic One/Emergency Medical
71 Services 2026-2031 Strategic Plan ensure that the emergency medical
72 services system serving Seattle and King County: remains an adequately
73 funded, regional tiered system; reflects the existing successful medical
74 model; and continues to provide state of the art science-based strategies,
75 programs and leadership.

76 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

77 SECTION 1. The council hereby accepts and approves the Medic
78 One/Emergency Medical Services 2026-2031 Strategic Plan, dated June 11, 2025, which
79 is Attachment A to this ordinance. The recommendations contained in the Medic
80 One/Emergency Medical Services 2026-2031 Strategic Plan shall inform and update the

- 81 provision of emergency medical services throughout King County during the 2026-2031
82 time span.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: A. Medic One/Emergency Medical Services 2026-2031 Strategic Plan, dated June 11, 2025

In an effort to save paper we have created a link to the 62 pages that make up 2025-0118 A, please click on any of the images below:

ATTACHMENT A

June 11, 2025



MEDIC ONE/ EMERGENCY MEDICAL SERVICES

2026-2031

STRATEGIC PLAN



King County

Metropolitan King County Council Regional Policy Committee

REVISED STAFF REPORT

Agenda Item:	5 & 6	Name:	Gene Paul Olivia Brey
Proposed No.:	2025-0118 2025-0119	Date:	June 11, 2025

COMMITTEE ACTION

Proposed Substitute Ordinance 2025-0119.2, which would place a property tax levy to fund the Emergency Medical Services (EMS) system on the November 2025 ballot, passed out of the Budget and Fiscal Management committee on May 28, 2025, with a "Do Pass" recommendation. The Proposed Ordinance was amended in committee with Amendment 1 to make technical corrections for spelling and to update terminology in the levy ordinance. Proposed Substitute Ordinance 2025-0119.2 passed out of the Regional Policy Committee on June 11, 2025 with a "Do Pass" recommendation, without further amendment.

Proposed Substitute Ordinance 2025-0118.2, which would accept and approve the proposed 2026-2031 Medic One/EMS Strategic Plan, passed out of the Budget and Fiscal Management committee on May 28, 2025, with a "Do Pass" recommendation. The Proposed Ordinance was amended in committee with Amendment 1 to add missing commas in the ordinance and replace the 2026-2031 Strategic Plan attachment with an amended version that made technical corrections for punctuation, spelling, and terminology.

Proposed Substitute Ordinance 2025-0118.3 passed out of the Regional Policy committee on June 11, 2025, with a "Do Pass" recommendation. The Proposed Ordinance was amended in committee with Amendment 1 to replace the Strategic Plan attachment with an amended version that provides additional specifications for the annual report and allows members of the Regional Policy Committee to request additional data in the annual report.

SUBJECT

Proposed Ordinance 2025-0119: An Ordinance relating to the placement of a proposition on the November 4, 2025, ballot to authorize a six-year property tax levy to

support countywide Medic One/Emergency Medical Services to residents of Seattle and King County through a regional response system.

Proposed Ordinance 2025-0118: An Ordinance to accept and approve the 2026-2031 Medic One/Emergency Medical Services Strategic Plan.

SUMMARY

The King County Medic One/Emergency Medical Services (EMS) system is primarily funded with a countywide, voter-approved EMS levy. The current levy expires at the end of 2025.

Proposed Ordinance 2025-0119, if approved by Council,¹ would place on the November 4, 2025, ballot a proposition authorizing a six-year property tax levy that would generate approximately \$1.4 billion (including Seattle) in levy proceeds during the levy period to support the King County Medic One/EMS system.

The initial levy rate is proposed at \$0.250 per \$1,000 assessed value (AV) based on the August 2024 economic forecast. For the owner of a home with a \$844,000 AV,² the annual levy cost would be \$211 in 2026.³

Proposed Ordinance 2025-0118, if approved, would accept and approve the proposed 2026-2031 Medic One/EMS Strategic Plan. The proposed EMS Strategic Plan is the primary policy and financial document that would direct the Medic One/EMS system from 2026 to 2031, and it forms the basis for the levy renewal proposal, Proposed Ordinance 2025-0119, that the Council would ask voters to approve.

Proposed Ordinance 2025-0119, as amended, and Proposed Ordinance 2025-0118, as amended, were passed out of the Budget and Fiscal Management (BFM) Committee on May 28, 2025. See the "Summary of Adopted BFM Amendments" section of this staff report for details on the changes made between Versions 1 and 2.

Updates to the staff report since the May 14, 2025, meeting are in blue font.

BACKGROUND

King County EMS System. King County's Medic One/Emergency Medical Services (EMS) system provides residents of Seattle and King County with life-saving pre-hospital emergency care through an internationally recognized, tiered regional response system. This system relies upon coordinated partnerships with fire departments, paramedic agencies, dispatch centers, hospitals, and education programs.

¹ Per [RCW 82.52.069](#), for countywide levies, a majority of at least 75% of cities over 50,000 in population must approve the levy proposal in order for a countywide EMS levy to be placed on the ballot.

² The assessed value of a median valued home in 2024 is \$844,000, according to the [King County Assessor's Office](#).

³ For comparison, at the current EMS levy rate in 2025 (\$0.265 per \$1,000 AV) the cost for the same homeowner would be \$223 for 2026.

The City of Seattle operates and funds a Medic One emergency services program that is separate from the County program but is part of the regional EMS delivery system. All EMS levy proceeds collected from taxable property within the City of Seattle are reimbursed and transferred to the City, per an interlocal agreement between the County and the City,⁴ and used solely for the Seattle Medic One EMS program, which is coordinated through Seattle Fire Department.

The use of a tiered response system ensures the most appropriate care provider responds to each 9-1-1 call. The tiered regional Medic One/EMS system consists of five major components:

1. *Access to EMS System:* A patient or bystander accesses the Medic One/EMS system by calling 9-1-1 for medical assistance. Bystanders' reactions and rapid responses to the scene can greatly impact the chances of patient survival. The EMS Division offers programs to King County residents to train them to administer life-saving treatments on the patient until providers arrive.
2. *Triage by Dispatcher:* Calls to 9-1-1 are received and triaged by professional dispatchers at one of four dispatch centers, who determine the most appropriate level of care needed. Dispatchers are trained to provide pre-arrival instructions for most medical emergencies and guide the caller through providing life-saving steps, including cardiopulmonary resuscitation (CPR) and using an automated external defibrillator (AED) until the Medic One/EMS provider arrives.
3. *First Tier of Response – Basic Life Support (BLS) Services:* BLS personnel, usually first to arrive on scene, provide immediate basic life support medical care that includes advanced first aid and CPR/AED to stabilize the patient.⁵ Emergency medical technicians (EMTs) are staffed by firefighters and receive 190 hours of BLS training. EMTs are certified by the state and are required to complete ongoing training to maintain their certification.
4. *Second Tier of Response – Advanced Life Support (ALS) Services:* Paramedics provide out-of-hospital emergency care and usually arrive second on the scene to provide emergency care for life-threatening injuries and illness. Regional paramedic services are provided by five agencies⁶ operating 27 medic units throughout King County.^{7, 8} Paramedics receive more than 2,500 hours of

⁴ The current ILA with the City of Seattle ([King County – File #: 2019-0472](#)) expires in 2025. According to Executive staff, the City of Seattle is aware and working on a renewal of the current ILA. The transmittal date is unknown.

⁵ Some non-emergent calls may be referred to a nurse line for medical advice and additional care instructions in lieu of dispatching EMS resources.

⁶ Bellevue Medic One, King County Medic One, Northeast King County Medic One (Redmond), Seattle Medic One, and Shoreline Medic One.

⁷ ALS services are provided to the Skykomish and King County Fire District 50 area, from Baring to Stevens Pass, through a contract with Sky Valley Fire (formerly known as Snohomish Fire District #26).

⁸ [Ordinance 18479](#), enacted in March 2017, approved a Memorandum of Agreement (MOA) regarding the merger of Vashon Island's advanced life support paramedic services into the KCM1 program, and [Ordinance 18495](#), enacted in April 2017, approved a corresponding transition MOA.

intensive training through the University of Washington/Harborview Medical Center Paramedic Training Program.

5. *Additional Medical Care:* Once a patient is stabilized, it is determined whether transport to a hospital or clinic for further medical attention is needed. Transport is most often provided by an ALS or BLS agency, private ambulance, or taxi/ride-share options for lower-acuity situations.

In addition to these components of the system, the EMS Division of Public Health – Seattle King County (PHSKC) oversees strategic initiatives and regional services. These core programs and services provide for regional coordination and consistent quality across all jurisdictions in King County. Regional services include program supervision, BLS EMT staff training, dispatch training, medical data collection and analysis, financial oversight, contract administration, and division management. The EMS Division regularly integrates strategic initiatives that are aimed at preventing/reducing emergency calls and improving the quality of the services.

Additionally, the EMS Advisory Committee, which has provided guidance to the EMS Division since 1997 on regional Medic One/EMS policies and practices in King County, monitors the implementation of strategic initiatives and medic unit recommendations.

Funding of EMS Services. The Medic One/EMS system is primarily funded with a countywide, voter-approved EMS levy. State law authorizes EMS levies and stipulates that revenues collected may only be used for EMS operations and support purposes.⁹ This type of levy is considered an excess levy and is collected outside the \$1.80 limit for county taxing authority and the \$5.90 limit for the maximum aggregate rate of \$5.90 per \$1,000 of assessed value for counties, cities, fire districts, library districts, and certain other junior taxing districts.¹⁰ In other words, an EMS levy does not impact (i.e., through prorationing) the capacity of taxing districts whose levies are collected within the \$5.90 limit.

Under RCW 84.52.069, EMS levies are permitted to be approved for six years, ten years, or on a permanent basis. EMS levies in King County have typically been approved for six-year periods. Past levy periods and rates are shown in Table 1.

⁹ [RCW 84.52.069\(5\)](#) states that “Any tax imposed under this section [RCW 84.52.069] may be used only for the provision of emergency medical care or emergency medical services, including related personnel costs, training for such personnel, and related equipment, supplies, vehicles and structures needed for the provision of emergency medical care or emergency medical services.”

¹⁰ [RCW 84.52.043](#)

Table 1. EMS Levy History

Levy Period	Starting Rate per \$1,000 AV
2019 – 2025	\$0.265
2014 – 2019	\$0.335
2008 – 2013	\$0.300
2002 – 2007	\$0.250
1999 – 2001 ¹¹	\$0.290
1992 – 1997	\$0.250
1986 – 1991	\$0.250
1980 – 1985	\$0.210

2020-2025 EMS Levy. The current EMS levy rate was approved by voters in the November 2019 General Election at a levy rate not to exceed \$0.265 per \$1,000 AV. Levy revenues for the 2020-2025 are anticipated to total approximately \$1.1 billion over the six-year collection period, providing annual revenues of approximately \$169 million (2020 collections) to \$192 million (2025 projections, based on March 2025 Office of Economic and Financial Analysis [OEFA] forecast). Annual levy amounts and rates for the current levy are identified in Table 2.¹²

**Table 2. 2020-2025 EMS Levy Annual Tax Collections
Per the March 2025 OEFA Forecast**

	2020	2021	2022	2023	2024	2025
Amount	\$169,415,530	\$173,903,481	\$178,625,807	\$183,314,814	\$187,581,907	\$191,836,242
Rate¹³	\$0.265	\$0.265	\$0.24841	\$0.20922	\$0.22678	\$0.22146
2020-2025 Projected Net Total EMS Levy Proceeds						
\$1,084,677,781						

The 2020-2025 EMS levy expires December 31, 2025.

EMS Levy Renewal Planning. Overseeing the development and vetting of the Medic One/EMS levy is the EMS Advisory Task Force. This 20-body group consists of elected officials from the county, cities, and fire districts, representing those who administer, authorize, and are served by the system.^{14, 15} The Task Force was charged with reviewing and endorsing the Medic One/EMS program recommendations and a supporting levy rate. The EMS Advisory Task Force convened on February 15, 2024, beginning the levy renewal planning process.

The Task Force formed four subcommittees to conduct the bulk of the program and cost analyses. The subcommittees concentrated on the different program areas of ALS,

¹¹ In the fall of 1997, voters failed to approve a six-year levy for Medic One. In February 1998, a three-year EMS levy was approved by the voters, which provided for the second half of 1998 expenditures and for the ensuing three years (1999-2001).

¹² These calculations exclude the City of Milton, as the portion of the city within King County is excluded from the county's EMS levy through an exemption in state law ([RCW 84.52.069\(10\)](#)).

¹³ Actual rate values are shown from the King County Assessor [Annual Statistical Reports](#).

¹⁴ According to Executive staff, the EMS Advisory Task Force was originally created in 2007 through [Ordinance 15862](#) and modified most recently through Executive Order PHL-9-1-EO in 2017.

¹⁵ A list of the task force members can be found on page 3 of the EMS Strategic Plan, which is contained in Attachment 1 to this staff report.

BLS, Regional Services, and Finance. Each subcommittee, chaired by an EMS Advisory Task Force member, included additional subject matter experts from all aspects of the Medic One/EMS system. The subcommittees met regularly to determine system needs and priorities. Subcommittee reports were submitted back to the Task Force every two or three months.

On September 26, 2024, the Task Force endorsed the programmatic and financial recommendations that informed the proposed Strategic Plan and renewal levy proposal transmitted to Council by the Executive.

Task Force Recommendations. The recommended financial plan from the Task Force, based on the August 2024 financial forecast, would support a six-year EMS budget (2026-2031) with a levy rate of \$0.250 per \$1,000 AV and was forecasted to generate approximately \$1.5 billion during the levy period.

An overview of the Task Force subcommittee recommendations is provided in Table 3.

Table 3. Task Force Subcommittee Recommendations¹⁶

Subcommittee	Recommendation
ALS	<ol style="list-style-type: none"> 1. Continue the unit allocation to fund ALS and maintain the current level of ALS service 2. Establish a placeholder in the financial plan to potentially fund an additional unit if needed 3. Continue to use reserves and contingencies to cover costs outside the allocation 4. Continue contracting with Sky Valley Fire 5. Continue support for ALS-based programs that support the region
BLS	<ol style="list-style-type: none"> 6. Increase BLS funding to offset costs of providing EMS services, including Mobile Integrated Healthcare (MIH) 7. Inflate funding annually 8. Incorporate the BLS training and quality improvement program funding into the BLS Basic Allocation 9. Distribute new BLS funding and annual increases using a more equitable methodology 10. Support mental wellness and Diversity, Equity, Inclusion (DEI)/Equity, Racial and Social Justice effort (ERSJ) 11. Develop exceptions for the use of MIH restricted funds
Regional Services & Strategic Initiatives	<ol style="list-style-type: none"> 12. Continue delivering programs that provide essential support to the system 13. Enhance programs to meet regional needs 14. Maintain and develop strategic initiatives that leverage previous investments to improve patient care
Finance	<ol style="list-style-type: none"> 15. Conduct a risk analysis to determine the appropriate

¹⁶ [Notes and presentations](#) from September 26, 2024, Task Force Meeting

	reserve funding 16. Support the programmatic recommendations developed by the other subcommittees 17. Support the level of supplemental/economic reserves in the financial plan 18. Support forwarding the Updated Initial Proposed Financial Plan
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ANALYSIS

2026-2031 EMS Renewal Levy Proposal (PO 2025-0119) - Overview

The transmitted 2026-2031 levy proposal (Proposed Ordinance 2025-0119) puts forward a levy of 25-cents or less per \$1,000 of assessed valuation for six years. The forecast and levy rates for subsequent years projected for the proposed levy were expected to generate approximately \$1.47 billion in property tax over the six-year collection period.¹⁷ This estimate was based on the August 2024 OEFA forecast, which was the latest available while the EMS Advisory Task Force was working on the levy plan. The OEFA forecast from March 2025 projects \$46.9 million less during that same six-year period for an estimated total of \$1.42 billion in property tax.¹⁸

Due to the limitations of state law,¹⁹ total property tax collections in the county cannot exceed an increase of more than one percent per year plus new construction; if assessed values were to grow at a rate higher than one percent, as is projected over the life of the proposed levy, the levy rate would reduce to not exceed the allowed amount under state law. The estimated annual net levy amounts and rates for each of the six years are identified in Table 4. The table includes the data in the proposed Strategic Plan, which used the August 2024 OEFA forecast, and data from the March 2025 OEFA forecast.²⁰

Table 4. Estimated Property Tax Collections for Proposed EMS Levy at 25 Cents per August 2024 and March 2025 Economic Forecasts

	2026	2027	2028	2029	2030	2031	Total
Aug. 2024 Estimated Levy Rate	\$0.2500	\$0.24502	\$0.23994	\$0.23488	\$0.22918	\$0.22414	--
Aug. 2024 Estimated Revenues	\$231.146 M	\$237.046 M	\$242.415 M	\$247.862 M	\$253.383 M	\$259.008 M	\$1.470 B
March 2025 Estimated Revenues	\$225.090 M	\$230.462 M	\$235.080 M	\$239.706 M	\$244.406 M	\$249.183 M	\$1.423 B

¹⁷ Based on the August 2024 OEFA forecast and levy rates varying from .245 to .224 cents (Page 63 of proposed Strategic Plan).

¹⁸ March 2025 OEFA EMS Property Tax Forecast.

¹⁹ [RCW 84.55](#).

²⁰ These calculations exclude the City of Milton, as the portion of the city within King County is excluded from the county's EMS levy through an exemption in state law ([RCW 84.52.069\(10\)](#)).

Summary of Levy Proposal Sections. Proposed Ordinance 2025-0119 consists of twelve sections as follows:

SECTION 1. Approval of cities over 50,000 in population. Per RCW 84.52.069, approval to place this countywide EMS levy proposal on the November 4, 2025, ballot will be obtained from the legislative authority of a majority of at least three-fourths of cities over 50,000 in population. ²¹, ²² As of June 3, 2025, nine of the 11 cities with populations over 50,000 have approved resolutions endorsing placing the levy on the ballot. This meets the 75 percent threshold.

SECTION 2. Definitions. The following are defined terms in the proposed ordinance, which were defined the same way for the previous levy:

County: Refers to King County.

Levy: The levy of regular property taxes, for the specific purpose and term provided in this ordinance and authorized by the electorate in accordance with state law.

Levy Proceeds: The principal amount of monies raised by the levy, any interest earnings on the funds and the proceeds of any interim financing following authorization of the levy.

SECTION 3. City of Seattle reimbursement.²³ Section 3 identifies that the City of Seattle's Medic One emergency services program is separate from the County program but part of the regional delivery system, and directs that all EMS levy proceeds collected within the legal boundaries of the City of Seattle shall be reimbursed and transferred to the city and used solely for the Seattle Medic One EMS program in accordance with RCW 84.52.069.

SECTION 4. Levy submittal to voters. Section 4 specifies the levy period as six consecutive years, with collection beginning in 2026 at a rate not to exceed \$0.25 per \$1,000 AV. This section also states that this levy is exempt from the \$5.90 limit under RCW 84.52.043, but that it is subject in years two through six to the limitations imposed under RCW 84.55 (i.e., one percent plus the value of new construction).

SECTION 5. Deposit of levy proceeds. Except for the levy proceeds transferred to the City of Seattle, all levy proceeds would be deposited into the County EMS Fund.

²¹ Prior to a 2018 change in state law (Chapter 136, Laws of 2018), approval to place a countywide EMS levy proposal on the ballot was required from every city in the county with a population in excess of 50,000.

²² Cities in King County with a population over 50,000: Auburn, Bellevue, Burien, Federal Way, Kent, Kirkland, Redmond, Renton, Sammamish, Seattle and Shoreline.

²³ Of historical note, all levy proceeds collected in Seattle are reimbursed and transferred to the city per an agreement with the County in place since the establishment of the countywide EMS levy. All other levy proceeds are deposited into the County Emergency Medical Services Fund, which is also identified in Section 5 of PO 2025-0119 (Deposit of Levy Proceeds).

SECTION 6. Eligible Expenditures. If approved by voters, all proceeds of the levy authorized in this ordinance would be used in accordance with RCW 84.52.069 (Emergency Medical Care and Service Levies).

SECTION 7. Call for special election. Section 7 calls for a special election to be held in conjunction with the general election on November 4, 2025. This section also includes draft ballot measure language.

SECTION 8. Interlocal agreement. Section 8 authorizes and directs the County Executive to enter into an Interlocal Agreement (ILA) with the City of Seattle relating to the Medic One program, to implement the provisions of Section 3 of this ordinance. Of note, the current ILA expires at the end of 2025, so a new ILA is expected to be transmitted for County Council approval (subsequent to Seattle City Council approval).

SECTION 9. Local voters' pamphlet. Section 9 indicates that the Director of Elections is authorized and requested to prepare and distribute a local voters' pamphlet, pursuant to King County Code 1.10.010, for the special election called for in the ordinance. This section specifies that the cost of the pamphlet is included as part of the election cost.

SECTION 10. Exemption. Section 10 states that the property taxes authorized by the levy would be included in the real property tax exemption program authorized by RCW 84.36.381, which exempts some seniors, disabled individuals, and veterans.

SECTION 11. Ratification. Section 11 ratifies and confirms certification of the proposition by the Council Clerk to the Director of Elections.

SECTION 12. Severability. Section 12 states that if any provision of the ordinance is held invalid, the remaining provisions or the application of the provisions to other persons or circumstances would not be affected.

2026-2031 Proposed EMS Strategic Plan (PO 2025-0118) - Overview

Proposed Ordinance 2025-0118 would accept and approve the proposed 2026-2031 Medic One/EMS Strategic Plan, which is the primary policy and financial document for the EMS system. The plan defines the roles, responsibilities, and programs for the system and establishes a levy rate to fund these approved functions. It is based on the planning efforts and recommendations of the EMS Advisory Task Force. As stated in the proposed ordinance, the recommendations contained in the Strategic Plan would inform and update the provision of emergency medical services throughout King County until 2031. Throughout the levy period, if approved by voters, members of the EMS Advisory Committee would convene on a quarterly basis to review implementation of the Strategic Plan and other proposals, including strategic initiatives and medic unit recommendations.

The following table summarizes how the 2020-2025 and 2026-2031 Strategic Plans recommended allocating the County EMS levy funds:

**Table 5. Comparison of 2020-2025 and 2026-2031 EMS Strategic Plan
Expenditure Allocations**

Program Area	2020-2025 Percentage of EMS Expenditures	2026-2031 Percentage of EMS Expenditures
Advanced Life Support (ALS) Services	59	56
Basic Life Support Services (BLS), including Mobile Integrated Healthcare (MIH)	27	30
Regional Support Services	13	13
Strategic Initiatives	1	1

The following sections describe the program areas and recommended spending allocations in greater detail.

Advanced Life Support (ALS). As of 2024, there are 27 medic units in Seattle and King County managed by five area agencies.²⁴ Four of the agencies are fire-based with firefighters trained as paramedics; King County Medic One operates as a paramedic-only agency. A paramedic unit is typically staffed by two paramedics and provides service 24-hours per day, 365 days per year.

The standard unit allocation is the basis for funding each full-time, 24-hour medic unit and is based on fully covering eligible ALS-related expenses to prevent cost-shifting to agencies. During the 2020-2025 levy planning process, the unit allocation methodology was revised to accommodate different types of costs and is divided into four parts: Medic Unit Allocation, Program/Supervisory Allocation, ALS System Allocation, and Equipment Allocation. This methodology was maintained in the development of the 2026-2031 Strategic Plan, with slight adjustments, to ensure fair and equitable distribution of funds across agencies.

Total projected ALS service expenses for the County EMS fund during the 2026-2031 levy period are approximately \$511.8 million.

Basic Life Support (BLS). The EMS levy, since the first levy, has provided BLS agencies²⁵ with an allocation to offset costs of providing EMS services and was never intended to fully fund BLS. Agencies use the allocation to pay for a variety of EMS-specific items including personnel, equipment, and supplies.

For the 2026-2031 levy period, the proposed EMS Strategic Plan includes a recommendation to increase the first year's allocation by \$3 million, in addition to the standard Consumer Price Index inflator, to reflect the growth in inflation, population, and BLS responsibilities. Additionally, a change to the allocation methodology for the first

²⁴ Units may respond to areas where the municipal boundaries or the fire agency's response district crosses into neighboring counties. According to the proposed Strategic Plan, if service into these areas exceeds established levels, the receiving jurisdictions reimburses for such services as outlined in EMS policies.

²⁵ There are 23 fire agencies that provide BLS services throughout the region; however, the levy provides partial funding to 21 BLS agencies and does not provide funding to the City of Seattle and the Port of Seattle Fire Departments.

year's increased funding and future annual increases was recommended to more equitably distribute funding towards agencies with higher call volumes, based on the experiences during the current levy period.²⁶

Total projected BLS service expenses for the County EMS fund during the 2026-2031 levy period are approximately \$223.9 million.

Mobile Integrated Healthcare (MIH). The MIH program, for individuals who are referred by dispatched BLS units, deploys multidisciplinary teams to connect those individuals with appropriate local area health and social services for non-emergency 9-1-1 calls. The teams focus on identifying the root causes of frequent non-urgent use of emergency medical services and aims to reduce unnecessary emergency department visits and alleviate BLS agency responses for non-emergency calls. According to Executive staff, there are currently 11 MIH programs in operation that cover much of King County and each program is uniquely tailored to the communities it serves.

The proposed EMS Strategic Plan strongly recommended the need to maintain support for the MIH program during the 2026-2031 levy period and increase the first year's funding allocation by \$2 million to support increasing connections with service providers, expanding MIH's role in mitigating the opioid epidemic's impact on communities, supporting personnel mental health, and refining data collection. A total of \$50 million for the 6-year levy period is proposed to be allocated to the MIH program, an increase of 92 percent of funding from the previous levy period. Like the BLS allocation, a change to the allocation methodology was also recommended to more equitably distribute funding towards programs with higher call volumes.

Total projected MIH service expenses during the 2026-2031 levy period are approximately \$50 million.

Regional Services & Strategic Initiatives. Regional Services are programs that support the direct service and key elements of the Medic One/EMS system. Examples of regional services include EMT and dispatch training, EMT and paramedic continuing education, collective paramedic service planning, and administrative support and financial management of the regional EMS Levy Fund.²⁷

Strategic Initiatives are innovative pilot programs and operations aimed to improve the quality of Medic One/EMS services. Strategic Initiatives are continually assessed, may be reconfigured based on emergent needs, and may be transitioned into regional services as ongoing programs if proven successful. Strategic Initiatives that were funded in prior levy periods and are recommended to continue include EMS Community

²⁶ The current distribution methodology, in use since the 2008-2013 levy span, allocates funding to agencies based 50% on call volume, and 50% on AV. In developing the new methodology, it was identified that call volumes are associated with need, and need is often a reflection of inequitable access to care in the community. The new distribution will be based on 60% call volume and 40% AV.

²⁷ The EMS Division of PHSKC is responsible for managing the levy fund in accordance with the EMS Strategic Plan, the EMS Financial Plan, EMS financial policies, and ordinances and motions as adopted by the County Council. EMS Division responsibilities include the review and evaluation of allocations and management of the Regional Services and Strategic Initiatives, contingencies, and reserves as reflected in EMS Strategic Plan, the EMS Financial Plan, and associated County ordinances.

Health Outreach (ECHO)²⁸ and Pioneering Research for Improved Medical Excellence (PRIME).²⁹

Total projected expenses during the 2026-2031 levy period are approximately \$124.8 million for Regional Services expenses and approximately \$8.4 million for Strategic Initiatives expenses. A list of Regional Services activities planned for the 2026-2031 levy, if approved, is provided in Appendix A of the proposed Strategic Plan.

A summary of programmatic recommendations from the proposed 2026-2031 EMS Strategic Plan is provided in Table 6.

Table 6. Proposed 2026-2031 EMS Strategic Plan Programmatic Recommendations Summary

ALS Program Allocations	Consistent with Task Force Recommendation in Table 3
Maintain current level of ALS Service (19 medic units for King County; 8 medic units for Seattle)	1, 4
Zero additional units planned	
\$15.8 million "placeholder" reserve to fund a 12-hour medic unit during the last 2 years of the levy span, if needed ³⁰	1, 2
Determine costs using the unit allocation methodology, consisting of: <ul style="list-style-type: none"> • Medic Unit Allocation includes direct paramedic service costs (paramedic salaries, benefits, medical supplies, pharmaceuticals, vehicle operations and maintenance, etc.) • Program/Supervisory Allocation includes costs related to the management and supervision of direct paramedic services (administration, finances, analysis, etc.). • ALS System Allocation addresses costs that can vary during the levy period (paramedic student costs, dispatch, whole blood, medical direction, etc.) • Equipment Allocation includes equipment with a lifespan of more than a year (medic units, staff vehicles, defibrillators, stretchers, etc.) 	1
Average Unit Allocation over span of levy: \$4.1 million ³¹	
2 Reserve/Contingency categories to cover ALS-specific unanticipated, one-time expenses:	3, 17

²⁸ Formerly called Vulnerable Populations, which aimed to improve interactions between EMS and historically underserved communities.

²⁹ Formerly called Accelerating Evaluation and Innovation: an Opportunity for Unprecedented Quality Improvement (AEIOU), which focused on technological work between regional partners.

³⁰ This is a \$4.2 million increase for the "placeholder" medic unit compared to the 2020-2025 EMS levy. Executive staff noted that the increase is primarily due to inflation, as well as fully funding equipment costs.

³¹ This is a \$0.9 million increase in the average unit allocation from the 2020-2025 EMS levy. As indicated by Executive staff, the increase above inflation includes funding to cover increased number of paramedic students and equipment.

<ul style="list-style-type: none"> Operational Contingencies includes PTO amounts, other cost increases, and unplanned expenses Programmatic Reserves includes ALS equipment reserves and capacity reserves (new unit, facility reservations, etc.) 	
Support two ALS-based programs that benefit the regional system: <ul style="list-style-type: none"> ALS support of BLS activities Having paramedics guide and train students at Harborview's Paramedic Training Program 	5

BLS Program Allocations	Consistent with Task Force Recommendation in Table 3
Consolidate BLS training and quality improvement funding into the Basic BLS allocation; remove requirements that it be spent on quality improvement activities	8
Allocate new funding and annual increases to BLS agencies using methodology that is based on 60% call volumes and 40% assessed valuation	6, 9

MIH Program Allocations	Consistent with Task Force Recommendation in Table 3
Provide \$50 million over the levy period for MIH	6
Distribute new funding in the first year across all agencies using new BLS allocation methodology of 60% call volumes and 40% assessed valuation	9, 11

Regional Service and Strategic Initiative Program Allocations	Consistent with Task Force Recommendation in Table 3
Fund regional services that focus on superior medical training, oversight, and improvement; innovative programs and strategies; regional leadership, effectiveness and efficiencies; and strengthening community interactions and partnerships	12
Enhance programs to meet regional needs	13
Support existing and new strategic initiatives that leverage previous investments made to improve patient care and outcomes including: <ul style="list-style-type: none"> Continue implementing next stages of ECHO (formerly Vulnerable Populations) and PRIME (formerly AEIOU) Develop 1 new initiative focused on Emergency Medical Dispatch 	12, 14
Support King County Fire Chiefs Association proposals promoting mental wellness and ERSJ/DEI	10

Inflator	Consistent with Task Force Recommendation in Table 3
All programs, except for the ALS equipment allocation , are proposed to be increased by the local CPI-W + 1%. ³² ALS equipment allocation inflator is proposed as the Producer Price Index.	7

Finance – Overview

Planning Forecast and Assumptions. The EMS Levy financial plan was prepared in 2024 and based on "a post-pandemic economic recovery, which stabilized the economy after a period of high inflation and increased mortgage rates."³³ The financial plan, based on OEFA forecasting from that time, assumed lower inflation with rates stabilizing at less than three percent in 2027 and 2028 and the gradual lowering of mortgage rates. Additionally, the financial plan assumed that residential assessed values would continue to increase at rates higher than commercial properties and that commercial assessed value outside of Seattle would remain more stable, which had the combined result of reducing Seattle's percentage of the property tax.

Finance Subcommittee Recommendations on Risk and Reserves. Because the 2020-2025 levy period was one of high inflation and dynamic assessed values, the Finance Subcommittee recommended that the levy's financial plan continue to include economic/supplemental reserves to cover for potential reduced tax revenues or increased expenses. These economic/supplemental reserves are in addition to programmatic and rainy day reserves consistent with County financial policies.

To determine the amount of economic/supplemental reserves, the Finance Subcommittee examined three potential ways that property tax revenues could be reduced: reduced AV, reduced new construction, and a change in the proportion of revenues between Seattle and the County EMS Fund. The subcommittee also considered increased inflation for expenses. The combined range of least to most pessimistic impacts for these four factors on the King County EMS Fund was a decrease of roughly \$32 million to a decrease of roughly \$77 million.³⁴ Consequently, the subcommittee recommended that the financial plan include \$47 million for economic/supplemental reserves.

Although the March 2025 OEFA forecast projected \$46.9 million less in total levy property tax collections over the 2026-2031 time period, the decreased revenues are expected to be offset by carrying more reserves forward from the 2020-2025 levy. The net impact of decreased revenues and increased 2025 reserves is a decrease of \$26.4 million in the supplemental/economic reserves and an expected supplemental/economic reserve balance of \$20.4 million at the end of the levy period. Executive staff have

³² Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) plus 1%. The CPI assumptions used in the financial plan were provided by King County's Office of Economic Forecast. The 1% added to CPI acknowledges expenses, such as step increases, benefits, and other expenses such as pharmaceuticals that typically increase at rates higher than the inflationary assumptions included in the regional CPI-W.

³³ "Economic Forecast," Strategic Plan, page 39.

³⁴ The City of Seattle sets its own separate reserves for its portion of the EMS levy.

expressed confidence that the \$20.4 million in supplemental reserves is sufficient. This \$20.4 million, roughly equivalent to 45 days of operating expenses, is again in addition to the other contingencies or reserves typically required for County funds.

Table 7: Total Reserves for 2026-2031 Levy Period

	Financial Plan using August 2024 Forecast	Update using March 2025 Forecast
Contingencies & Programmatic Reserves ³⁵	\$26.5M	\$26.5M
Rainy Day Reserve ³⁶	\$41.2M	\$41.2M
Total Regular Reserves	\$67.7M	\$67.7M
Supplemental/Economic Reserves	\$47.0M	\$20.4M

Finance Subcommittee Recommendation on Expenditures. The Finance Subcommittee recommended the proposed budget that included \$1.5 billion in projected expenditures over the six-year levy. The programmatic budget, based on the recommendations of the other Task Force subcommittees, would maintain funding for key services and reflect increases in BLS and MIH funding to address inflation, population growth, and enhanced support for MIH. The recommended program budgets were increased annually with an inflation factor, which was generally the local CPI-W plus one percent.³⁷ As previously described, the reserves and contingencies in the budget are based on programmatic needs and compliance with current County financial policies.

The revenues were planned to cover the expenditures across the levy period. The property tax revenue needs were reduced by carrying forward an expected \$64.4 million from the 2020-2025 levy. Based on the March 2025 update, this carryforward amount is actually expected to be \$81.8 million. At the conclusion of the 2024 planning process, the Finance Subcommittee ultimately recommended the levy rate of 25 cents per \$1,000 of AV. The anticipated revenues and expenditures to support EMS programs and reserves for 2026-2031 are summarized in Table 8.

³⁵ Contingencies reserves include funding for significant operating costs that cannot be accommodated by normal program allocations. Programmatic reserves include funding for unplanned equipment costs, a placeholder for a new ALS unit, and costs to move to a new location.

³⁶ King County Financial Management Policy sets the reserve for special levy funds as 90-days of operating expenses.

³⁷ Only the ALS equipment budget uses a different inflation factor, which is a constant 3%. The additional 1% in CPI-W +1% accommodates benefits and other costs, such as pharmaceuticals, that often increase at rates higher than CPI-W.

Table 8. 2026-2031 EMS Projected Revenues, Expenditures, and Reserves per March 2025 OEFA forecast, (in millions; using 25 cents levy rate)

Revenues	Seattle³⁸	County	Total
2026-2031 Property tax forecast	\$502.5	\$921.4	\$1,423.9
Other revenue (KC EMS Fund)		\$20.6	\$20.6
Carryforward reserves from 2020-2025		\$81.8	\$81.8
Total Revenues	\$502.5	\$1023.8	\$1,526.3
Expenditures			
ALS		\$511.8	\$511.8
BLS & MIH		\$273.9	\$273.9
Regional Services		\$124.9	\$124.9
Strategic Initiatives		\$8.4	\$8.4
Total Expenditures	\$518.9	\$919.1	\$1,438.0
Reserves³⁹			
Programmatic Reserves		\$26.5	\$26.5
Rainy day fund (90-day operating expenses)		\$41.2	\$41.2
Total Programmatic Reserves		\$67.7	\$67.7
2026-2031 TOTAL (Expenditures w/ Reserves)	\$518.9	\$986.8	\$1,505.9
Supplemental Reserves/Revenue		\$20.4	\$20.4

Other revenue considerations besides the levy rate include the division of property tax revenues between the City of Seattle and the County EMS Levy Fund (shown in Table 9), interest income on fund balance, and other revenues⁴⁰ received by property tax funds at King County. As previously mentioned, the assumption that residential assessed values would continue to increase at rates higher than commercial properties and that commercial assessed values outside of Seattle would remain more stable had the combined result of reducing Seattle's percentage of the property tax for the 2026-2031 period to around 35 percent of the total property tax revenues. From 2018 to 2022, Seattle's percentage of the property tax was closer to 40 percent.

³⁸ The City of Seattle, as described in the proposed Strategic Plan, places all funds not targeted for ALS into BLS; other city funds are used for programs (e.g. Health One Pilot Program) similar to those in the KC EMS Fund.

³⁹ Note: Reserves roll over year-to-year during the levy period.

⁴⁰ In addition to income on the KC EMS Fund balance, other miscellaneous revenues include County revenues distributed proportionately to property tax funds, such as lease and timber tax revenues.

**Table 9. 2026-2031 Forecast Property Tax Revenue per March 2025 OEFA
Forecast, (in millions; 25 cents levy rate)**

	2026	2027	2028	2029	2030	2031	Total
City of Seattle	\$78.6	\$80.8	\$82.8	\$84.9	\$86.7	\$88.8	\$502.5
<i>Proportion</i>	34.9%	35.1%	35.2%	35.4%	35.5%	35.6%	-
KC EMS Fund	\$146.5	\$149.7	\$152.3	\$154.9	\$157.7	\$160.4	\$921.4
<i>Proportion</i>	65.1%	64.9%	64.8%	64.6%	65.5%	65.4%	-
Total	\$225.1 M	\$230.5 M	\$235.1 M	\$239.7 M	\$244.4 M	\$249.1 M	\$1,423.9
Annual Growth in Total Levy	-	2.39%	2.00%	1.97%	1.96%	1.95%	-

SUMMARY OF BFM ADOPTED AMENDMENTS

On May 28, 2025, the BFM Committee passed Proposed Ordinance 2025-0119, as amended, and Proposed Ordinance 2025-0118, as amended.

Proposed Ordinance 2025-0119 was amended to make technical corrections for spelling and to update terminology in the levy ordinance.

Proposed Ordinance 2025-0118 was amended to add missing commas in the ordinance and replace the 2026-2031 Strategic Plan attachment with an amended version. The 2026-2031 Strategic Plan amendments included a technical correction to remove a duplicate page and adjustments for punctuation, spelling, and terminology.

Next Steps and Key Dates

Proposed Ordinance 2025-0119, the EMS levy ordinance, [was originally](#) referred only to the Budget and Fiscal Management Committee. It has since been rereferred as a mandatory, dual referral first to the Budget and Fiscal Management Committee and second to the Regional Policy Committee. Proposed Ordinance 2025-0118, the Strategic Plan ordinance, has been dually referred first to the Budget and Fiscal Management Committee and second to the Regional Policy Committee. Additionally, due to a cancellation of a Full Council meeting in June, the date for possible action in Full Council has been shifted to July 1, 2025. The BFM and RPC chairs have agreed to the schedules below:

EMS Levy Ordinance (PO 2025-0119) and EMS Levy Strategic Plan (PO 2025-0118) Schedule – MANDATORY DUAL REFERRAL TO RPC AND BFM

Action	Committee/ Council	Date	Amendment Deadlines
Transmittal		4/10/2025	
Exec Staff Briefing	BFM	4/30/2025	

Discussion only	BFM	5/14/25	
Briefing (Legislation in BFM control)	RPC	5/14/25	
Discussion and Possible Action	BFM	5/28/25	Striker Direction: End of Day 5/16 Striker Distribution: End of Day 5/21 Line Amd direction: End of Day 5/22
Discussion and Possible Action	RPC	6/11/2025	Striker Direction: End of Day 5/30 Striker Distribution: End of Day 6/4 Line Amd direction: End of Day 6/5
Possible Final Action	Full Council	7/1/2025	Striker Direction: End of Day 6/13 Striker Distribution: End of Day 6/18 Line Amd direction: End of Day 6/20
<i>If rereferred to RPC</i>	RPC	7/9/2025	No striker amendment planned Line Amd direction: End of Day 7/3
Final Action	Full Council	7/22/2025	

The following are key full Council meeting deadlines⁴¹ to place this measure on the November 4, 2025, ballot for voter approval⁴²:

- Last regular Council meeting with maximum processing time (25 days) is July 8, 2025.
- Last regular Council meeting with minimum processing time (10 days) and to pass the ordinance as an emergency is July 22, 2025.
- Last special Council meeting to pass as emergency is August 5, 2025.⁴³
- Deadline for King County Elections to receive effective ordinance: August 5, 2025.

It is important to again note that current state law requires that a majority of at least three-fourths of cities over 50,000 in population must approve the levy proposal in order for a countywide EMS levy to be placed on the ballot.⁴⁴ This requirement is usually accomplished by each city passing a resolution endorsing the levy; the City of Seattle usually supports the levy by passing legislation approving an Interlocal Agreement with King County to provide EMS services. Executive staff have indicated that they will work with the cities on this process, and that this work is done concomitantly with the legislative process at the County Council.

⁴¹ Council Clerk's memorandum on Deadlines for Adoption of Ballot Measures in 2025 (Attachment 10).

⁴² State law ([RCW 84.52.069](#)) requires a simple majority (no less than 51%) voter approval for renewal of a six-year or ten-year EMS levy.

⁴³ Council recess is August 4-15, 2025.

⁴⁴ [RCW 84.52.069\(6\)](#).

AMENDMENT

Amendment 1 to Proposed Ordinance 2025-0118.2 would replace the 2026-2031 Strategic Plan with an amended version that provides additional specifications for the annual report including providing an update on the next levy development, as appropriate, and allowing for members of the Regional Policy Committee to request data on levy expenditures, services provided, needs, revenues by city, or other information three months prior to due date of the annual report. It also directs transmission of the annual report to the Regional Policy Committee, in addition to the King County Council.



Signature Report

Ordinance

Proposed No. 2025-0119.2

Sponsors Dunn, Dembowski, Quinn and
Balducci

1 AN ORDINANCE relating to the funding and provision of
2 Medic One emergency medical services; providing for the
3 submission to the qualified electors of King County, at
4 special election on November 4, 2025, of a proposition to
5 fund the countywide Medic One emergency medical
6 services by authorizing the continuation of a regular
7 property tax levy for a consecutive six year period, for
8 collection beginning in 2026, at a rate of \$0.25 or less per
9 \$1,000 of assessed valuation, to provide for Medic One
10 emergency medical services.

11 PREAMBLE:

12 The Medic One Emergency Medical Services ("EMS") system of King
13 County, publicly known as Medic One, is an integrated publicly funded
14 partnership between the county, cities, fire districts, regional fire
15 authorities, hospitals, and the University of Washington.

16 Medic One/EMS is a tiered response system that is based on the regional
17 medical model and collaborative partnerships. The services that EMS
18 personnel provide are derived from the highest standards of medical
19 training, practices and care, scientific evidence, and close supervision by

20 physicians experienced in EMS care. It includes basic life support by city,
21 fire district, and regional fire authority emergency medical technicians,
22 advanced life support by University of Washington/Harborview Medical
23 Center trained paramedics, and regional support programs that provide
24 resident and EMS personnel training, regional medical control, and quality
25 improvement.

26 The Medic One/EMS system of King County is recognized as one of the
27 best emergency medical services programs in the country. It saves
28 thousands of lives every year, providing life-saving services on average
29 every two minutes. Compared to other communities, cardiac arrest
30 victims are two to three times more likely to survive in King County. In
31 2023, King County achieved a fifty-one-percent survival rate for cardiac
32 arrest, which is among the highest reported rate in the nation.

33 The provision of Medic One emergency medical services on a countywide
34 basis is a public purpose of King County. King County supports Medic
35 One emergency medical services as a regional service that requires a
36 continuing leadership role for the county. The county should continue to
37 exercise its leadership and assume responsibility for assuring the orderly
38 and comprehensive development and provision of Medic One emergency
39 medical services throughout the county.

40 The concern for assuring the continuance of a countywide Medic
41 One/EMS program is shared by King County cities, fire protection

42 districts, and regional fire authorities that participate in the Medic One
43 emergency medical services programs.

44 Sustained funding for the regional Medic One/EMS system is needed to
45 continue this essential service for the residents of King County.

46 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

47 **SECTION 1. Approval of cities over 50,000 in population.** Pursuant to RCW
48 84.52.069, before submission to the electors of King County at a special election on
49 November 4, 2025, approval to place this countywide levy proposal on the ballot will be
50 obtained from the legislative authority of a majority of at least seventy-five percent of all
51 cities in the county over 50,000 in population.

52 **SECTION 2. Definitions.** The definitions in this section apply throughout this
53 ordinance unless the context clearly requires otherwise.

54 A. "County" means King County.

55 B. "Levy" means the levy of regular property taxes, for the specific purpose and
56 term provided in this ordinance and authorized by the electorate in accordance with state
57 law.

58 C. "Levy proceeds" means the principal amount of moneys raised by the levy,
59 any interest earnings on the funds and the proceeds of any interim financing following
60 authorization of the levy.

61 **SECTION 3. City of Seattle reimbursement.** It is recognized that the city of
62 Seattle operates and funds a Medic One emergency medical services program that is
63 separate from the county program but part of the regional delivery system. All levy
64 proceeds collected pursuant to the levy authorized in this ordinance from taxable property

located within the legal boundaries of the city of Seattle shall be reimbursed and transferred to the city of Seattle and used solely for the Seattle Medic One emergency medical services program in accordance with RCW 84.52.069.

SECTION 4. Levy submittal to voters. To provide necessary funding for the Medic One/EMS system under the authority of RCW 84.52.069, the county council shall submit to the qualified electors of the county a proposition authorizing a regular property tax levy for six consecutive years, with collection commencing in 2026, at a rate not to exceed \$0.25 per one thousand dollars of assessed value. As provided under state law, this levy shall be exempt from the rate limitations under RCW 84.52.043, but subject in years two through six to the limitations imposed under chapter 84.55 RCW.

SECTION 5. Deposit of levy proceeds. Except for the levy proceeds transferred to the city of Seattle under section 3 of this ordinance, all levy proceeds shall be deposited into the county emergency medical services fund.

SECTION 6. Eligible expenditures. If approved by the qualified electors of the county, all proceeds of the levy authorized in this ordinance shall be used in accordance with RCW 84.52.069.

SECTION 7. Call for special election. In accordance with RCW 29A.04.321, a special election is called for November 4, 2025, to consider a proposition authorizing an additional regular property tax levy for the purposes described in this ordinance. The director of elections shall cause notice to be given of this ordinance in accordance with the state constitution and general law and to submit to the qualified electors of the county, at the said special election, the proposition hereinafter set forth. The clerk of the council

87 shall certify that proposition to the director of elections, in substantially the following
88 form:

89 PROPOSITION ONE: The King County Council adopted Ordinance
90 _____ concerning continuation of funding for the county-wide Medic One
91 emergency medical services system. Should King County be authorized
92 to replace an expiring levy by imposing regular property taxes of \$0.25 or
93 less per thousand dollars of assessed valuation for each of six consecutive
94 years, with collection beginning in 2026, as provided in King County
95 Ordinance ____, to continue paying for Medic One emergency medical
96 services:

97 Yes _____

98 No _____

99 SECTION 8. Interlocal agreement. The county executive is hereby authorized
100 and directed to enter into an interlocal agreement with the city of Seattle relating to the
101 Medic One program, to implement the provisions of section 3 of this ordinance.

102 SECTION 9. Local voters' pamphlet. The director of elections is hereby
103 authorized and requested to prepare and distribute a local voters' pamphlet, pursuant to
104 K.C.C. 1.10.010, for the special election called for in this ordinance, the cost of the
105 pamphlet to be included as part of the cost of the election.

106 SECTION 10. Exemption. The additional regular property taxes authorized by
107 this ordinance shall be included in any real property tax exemption authorized by RCW
108 84.36.381, if that statute is amended by the state legislature during the term of this levy.

109 **SECTION 11. Ratification.** Certification of the proposition by the clerk of the
110 county council to the King County director of elections in accordance with law before the
111 election on November 4, 2025, and any other act consistent with the authority and before
112 the effective date of this ordinance are hereby ratified and confirmed.

113 **SECTION 12. Severability.** If any provision of this ordinance or its application

- 114 to any person or circumstance is held invalid, the remainder of the ordinance or the
115 application of the provision to other persons or circumstances is not affected.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: None



King County

Metropolitan King County Council Regional Policy Committee

REVISED STAFF REPORT

Agenda Item:	5 & 6	Name:	Gene Paul Olivia Brey
Proposed No.:	2025-0118 2025-0119	Date:	June 11, 2025

COMMITTEE ACTION

Proposed Substitute Ordinance 2025-0119.2, which would place a property tax levy to fund the Emergency Medical Services (EMS) system on the November 2025 ballot, passed out of the Budget and Fiscal Management committee on May 28, 2025, with a "Do Pass" recommendation. The Proposed Ordinance was amended in committee with Amendment 1 to make technical corrections for spelling and to update terminology in the levy ordinance. Proposed Substitute Ordinance 2025-0119.2 passed out of the Regional Policy Committee on June 11, 2025 with a "Do Pass" recommendation, without further amendment.

Proposed Substitute Ordinance 2025-0118.2, which would accept and approve the proposed 2026-2031 Medic One/EMS Strategic Plan, passed out of the Budget and Fiscal Management committee on May 28, 2025, with a "Do Pass" recommendation. The Proposed Ordinance was amended in committee with Amendment 1 to add missing commas in the ordinance and replace the 2026-2031 Strategic Plan attachment with an amended version that made technical corrections for punctuation, spelling, and terminology.

Proposed Substitute Ordinance 2025-0118.3 passed out of the Regional Policy committee on June 11, 2025, with a "Do Pass" recommendation. The Proposed Ordinance was amended in committee with Amendment 1 to replace the Strategic Plan attachment with an amended version that provides additional specifications for the annual report and allows members of the Regional Policy Committee to request additional data in the annual report.

SUBJECT

Proposed Ordinance 2025-0119: An Ordinance relating to the placement of a proposition on the November 4, 2025, ballot to authorize a six-year property tax levy to

support countywide Medic One/Emergency Medical Services to residents of Seattle and King County through a regional response system.

Proposed Ordinance 2025-0118: An Ordinance to accept and approve the 2026-2031 Medic One/Emergency Medical Services Strategic Plan.

SUMMARY

The King County Medic One/Emergency Medical Services (EMS) system is primarily funded with a countywide, voter-approved EMS levy. The current levy expires at the end of 2025.

Proposed Ordinance 2025-0119, if approved by Council,¹ would place on the November 4, 2025, ballot a proposition authorizing a six-year property tax levy that would generate approximately \$1.4 billion (including Seattle) in levy proceeds during the levy period to support the King County Medic One/EMS system.

The initial levy rate is proposed at \$0.250 per \$1,000 assessed value (AV) based on the August 2024 economic forecast. For the owner of a home with a \$844,000 AV,² the annual levy cost would be \$211 in 2026.³

Proposed Ordinance 2025-0118, if approved, would accept and approve the proposed 2026-2031 Medic One/EMS Strategic Plan. The proposed EMS Strategic Plan is the primary policy and financial document that would direct the Medic One/EMS system from 2026 to 2031, and it forms the basis for the levy renewal proposal, Proposed Ordinance 2025-0119, that the Council would ask voters to approve.

Proposed Ordinance 2025-0119, as amended, and Proposed Ordinance 2025-0118, as amended, were passed out of the Budget and Fiscal Management (BFM) Committee on May 28, 2025. See the "Summary of Adopted BFM Amendments" section of this staff report for details on the changes made between Versions 1 and 2.

Updates to the staff report since the May 14, 2025, meeting are in blue font.

BACKGROUND

King County EMS System. King County's Medic One/Emergency Medical Services (EMS) system provides residents of Seattle and King County with life-saving pre-hospital emergency care through an internationally recognized, tiered regional response system. This system relies upon coordinated partnerships with fire departments, paramedic agencies, dispatch centers, hospitals, and education programs.

¹ Per [RCW 82.52.069](#), for countywide levies, a majority of at least 75% of cities over 50,000 in population must approve the levy proposal in order for a countywide EMS levy to be placed on the ballot.

² The assessed value of a median valued home in 2024 is \$844,000, according to the [King County Assessor's Office](#).

³ For comparison, at the current EMS levy rate in 2025 (\$0.265 per \$1,000 AV) the cost for the same homeowner would be \$223 for 2026.

The City of Seattle operates and funds a Medic One emergency services program that is separate from the County program but is part of the regional EMS delivery system. All EMS levy proceeds collected from taxable property within the City of Seattle are reimbursed and transferred to the City, per an interlocal agreement between the County and the City,⁴ and used solely for the Seattle Medic One EMS program, which is coordinated through Seattle Fire Department.

The use of a tiered response system ensures the most appropriate care provider responds to each 9-1-1 call. The tiered regional Medic One/EMS system consists of five major components:

1. *Access to EMS System:* A patient or bystander accesses the Medic One/EMS system by calling 9-1-1 for medical assistance. Bystanders' reactions and rapid responses to the scene can greatly impact the chances of patient survival. The EMS Division offers programs to King County residents to train them to administer life-saving treatments on the patient until providers arrive.
2. *Triage by Dispatcher:* Calls to 9-1-1 are received and triaged by professional dispatchers at one of four dispatch centers, who determine the most appropriate level of care needed. Dispatchers are trained to provide pre-arrival instructions for most medical emergencies and guide the caller through providing life-saving steps, including cardiopulmonary resuscitation (CPR) and using an automated external defibrillator (AED) until the Medic One/EMS provider arrives.
3. *First Tier of Response – Basic Life Support (BLS) Services:* BLS personnel, usually first to arrive on scene, provide immediate basic life support medical care that includes advanced first aid and CPR/AED to stabilize the patient.⁵ Emergency medical technicians (EMTs) are staffed by firefighters and receive 190 hours of BLS training. EMTs are certified by the state and are required to complete ongoing training to maintain their certification.
4. *Second Tier of Response – Advanced Life Support (ALS) Services:* Paramedics provide out-of-hospital emergency care and usually arrive second on the scene to provide emergency care for life-threatening injuries and illness. Regional paramedic services are provided by five agencies⁶ operating 27 medic units throughout King County.^{7, 8} Paramedics receive more than 2,500 hours of

⁴ The current ILA with the City of Seattle ([King County – File #: 2019-0472](#)) expires in 2025. According to Executive staff, the City of Seattle is aware and working on a renewal of the current ILA. The transmittal date is unknown.

⁵ Some non-emergent calls may be referred to a nurse line for medical advice and additional care instructions in lieu of dispatching EMS resources.

⁶ Bellevue Medic One, King County Medic One, Northeast King County Medic One (Redmond), Seattle Medic One, and Shoreline Medic One.

⁷ ALS services are provided to the Skykomish and King County Fire District 50 area, from Baring to Stevens Pass, through a contract with Sky Valley Fire (formerly known as Snohomish Fire District #26).

⁸ [Ordinance 18479](#), enacted in March 2017, approved a Memorandum of Agreement (MOA) regarding the merger of Vashon Island's advanced life support paramedic services into the KCM1 program, and [Ordinance 18495](#), enacted in April 2017, approved a corresponding transition MOA.

intensive training through the University of Washington/Harborview Medical Center Paramedic Training Program.

5. *Additional Medical Care:* Once a patient is stabilized, it is determined whether transport to a hospital or clinic for further medical attention is needed. Transport is most often provided by an ALS or BLS agency, private ambulance, or taxi/ride-share options for lower-acuity situations.

In addition to these components of the system, the EMS Division of Public Health – Seattle King County (PHSKC) oversees strategic initiatives and regional services. These core programs and services provide for regional coordination and consistent quality across all jurisdictions in King County. Regional services include program supervision, BLS EMT staff training, dispatch training, medical data collection and analysis, financial oversight, contract administration, and division management. The EMS Division regularly integrates strategic initiatives that are aimed at preventing/reducing emergency calls and improving the quality of the services.

Additionally, the EMS Advisory Committee, which has provided guidance to the EMS Division since 1997 on regional Medic One/EMS policies and practices in King County, monitors the implementation of strategic initiatives and medic unit recommendations.

Funding of EMS Services. The Medic One/EMS system is primarily funded with a countywide, voter-approved EMS levy. State law authorizes EMS levies and stipulates that revenues collected may only be used for EMS operations and support purposes.⁹ This type of levy is considered an excess levy and is collected outside the \$1.80 limit for county taxing authority and the \$5.90 limit for the maximum aggregate rate of \$5.90 per \$1,000 of assessed value for counties, cities, fire districts, library districts, and certain other junior taxing districts.¹⁰ In other words, an EMS levy does not impact (i.e., through prorationing) the capacity of taxing districts whose levies are collected within the \$5.90 limit.

Under RCW 84.52.069, EMS levies are permitted to be approved for six years, ten years, or on a permanent basis. EMS levies in King County have typically been approved for six-year periods. Past levy periods and rates are shown in Table 1.

⁹ [RCW 84.52.069\(5\)](#) states that “Any tax imposed under this section [RCW 84.52.069] may be used only for the provision of emergency medical care or emergency medical services, including related personnel costs, training for such personnel, and related equipment, supplies, vehicles and structures needed for the provision of emergency medical care or emergency medical services.”

¹⁰ [RCW 84.52.043](#)

Table 1. EMS Levy History

Levy Period	Starting Rate per \$1,000 AV
2019 – 2025	\$0.265
2014 – 2019	\$0.335
2008 – 2013	\$0.300
2002 – 2007	\$0.250
1999 – 2001 ¹¹	\$0.290
1992 – 1997	\$0.250
1986 – 1991	\$0.250
1980 – 1985	\$0.210

2020-2025 EMS Levy. The current EMS levy rate was approved by voters in the November 2019 General Election at a levy rate not to exceed \$0.265 per \$1,000 AV. Levy revenues for the 2020-2025 are anticipated to total approximately \$1.1 billion over the six-year collection period, providing annual revenues of approximately \$169 million (2020 collections) to \$192 million (2025 projections, based on March 2025 Office of Economic and Financial Analysis [OEFA] forecast). Annual levy amounts and rates for the current levy are identified in Table 2.¹²

**Table 2. 2020-2025 EMS Levy Annual Tax Collections
Per the March 2025 OEFA Forecast**

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
Amount	\$169,415,530	\$173,903,481	\$178,625,807	\$183,314,814	\$187,581,907	\$191,836,242
Rate¹³	\$0.265	\$0.265	\$0.24841	\$0.20922	\$0.22678	\$0.22146
2020-2025 Projected Net Total EMS Levy Proceeds						
\$1,084,677,781						

The 2020-2025 EMS levy expires December 31, 2025.

EMS Levy Renewal Planning. Overseeing the development and vetting of the Medic One/EMS levy is the EMS Advisory Task Force. This 20-body group consists of elected officials from the county, cities, and fire districts, representing those who administer, authorize, and are served by the system.^{14, 15} The Task Force was charged with reviewing and endorsing the Medic One/EMS program recommendations and a supporting levy rate. The EMS Advisory Task Force convened on February 15, 2024, beginning the levy renewal planning process.

The Task Force formed four subcommittees to conduct the bulk of the program and cost analyses. The subcommittees concentrated on the different program areas of ALS,

¹¹ In the fall of 1997, voters failed to approve a six-year levy for Medic One. In February 1998, a three-year EMS levy was approved by the voters, which provided for the second half of 1998 expenditures and for the ensuing three years (1999-2001).

¹² These calculations exclude the City of Milton, as the portion of the city within King County is excluded from the county's EMS levy through an exemption in state law ([RCW 84.52.069\(10\)](#)).

¹³ Actual rate values are shown from the King County Assessor [Annual Statistical Reports](#).

¹⁴ According to Executive staff, the EMS Advisory Task Force was originally created in 2007 through [Ordinance 15862](#) and modified most recently through Executive Order PHL-9-1-EO in 2017.

¹⁵ A list of the task force members can be found on page 3 of the EMS Strategic Plan, which is contained in Attachment 1 to this staff report.

BLS, Regional Services, and Finance. Each subcommittee, chaired by an EMS Advisory Task Force member, included additional subject matter experts from all aspects of the Medic One/EMS system. The subcommittees met regularly to determine system needs and priorities. Subcommittee reports were submitted back to the Task Force every two or three months.

On September 26, 2024, the Task Force endorsed the programmatic and financial recommendations that informed the proposed Strategic Plan and renewal levy proposal transmitted to Council by the Executive.

Task Force Recommendations. The recommended financial plan from the Task Force, based on the August 2024 financial forecast, would support a six-year EMS budget (2026-2031) with a levy rate of \$0.250 per \$1,000 AV and was forecasted to generate approximately \$1.5 billion during the levy period.

An overview of the Task Force subcommittee recommendations is provided in Table 3.

Table 3. Task Force Subcommittee Recommendations¹⁶

Subcommittee	Recommendation
ALS	<ol style="list-style-type: none"> 1. Continue the unit allocation to fund ALS and maintain the current level of ALS service 2. Establish a placeholder in the financial plan to potentially fund an additional unit if needed 3. Continue to use reserves and contingencies to cover costs outside the allocation 4. Continue contracting with Sky Valley Fire 5. Continue support for ALS-based programs that support the region
BLS	<ol style="list-style-type: none"> 6. Increase BLS funding to offset costs of providing EMS services, including Mobile Integrated Healthcare (MIH) 7. Inflate funding annually 8. Incorporate the BLS training and quality improvement program funding into the BLS Basic Allocation 9. Distribute new BLS funding and annual increases using a more equitable methodology 10. Support mental wellness and Diversity, Equity, Inclusion (DEI)/Equity, Racial and Social Justice effort (ERSJ) 11. Develop exceptions for the use of MIH restricted funds
Regional Services & Strategic Initiatives	<ol style="list-style-type: none"> 12. Continue delivering programs that provide essential support to the system 13. Enhance programs to meet regional needs 14. Maintain and develop strategic initiatives that leverage previous investments to improve patient care
Finance	<ol style="list-style-type: none"> 15. Conduct a risk analysis to determine the appropriate

¹⁶ [Notes and presentations](#) from September 26, 2024, Task Force Meeting

	reserve funding 16. Support the programmatic recommendations developed by the other subcommittees 17. Support the level of supplemental/economic reserves in the financial plan 18. Support forwarding the Updated Initial Proposed Financial Plan
--	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

ANALYSIS

2026-2031 EMS Renewal Levy Proposal (PO 2025-0119) - Overview

The transmitted 2026-2031 levy proposal (Proposed Ordinance 2025-0119) puts forward a levy of 25-cents or less per \$1,000 of assessed valuation for six years. The forecast and levy rates for subsequent years projected for the proposed levy were expected to generate approximately \$1.47 billion in property tax over the six-year collection period.¹⁷ This estimate was based on the August 2024 OEFA forecast, which was the latest available while the EMS Advisory Task Force was working on the levy plan. The OEFA forecast from March 2025 projects \$46.9 million less during that same six-year period for an estimated total of \$1.42 billion in property tax.¹⁸

Due to the limitations of state law,¹⁹ total property tax collections in the county cannot exceed an increase of more than one percent per year plus new construction; if assessed values were to grow at a rate higher than one percent, as is projected over the life of the proposed levy, the levy rate would reduce to not exceed the allowed amount under state law. The estimated annual net levy amounts and rates for each of the six years are identified in Table 4. The table includes the data in the proposed Strategic Plan, which used the August 2024 OEFA forecast, and data from the March 2025 OEFA forecast.²⁰

Table 4. Estimated Property Tax Collections for Proposed EMS Levy at 25 Cents per August 2024 and March 2025 Economic Forecasts

	2026	2027	2028	2029	2030	2031	Total
Aug. 2024 Estimated Levy Rate	\$0.2500	\$0.24502	\$0.23994	\$0.23488	\$0.22918	\$0.22414	--
Aug. 2024 Estimated Revenues	\$231.146 M	\$237.046 M	\$242.415 M	\$247.862 M	\$253.383 M	\$259.008 M	\$1.470 B
March 2025 Estimated Revenues	\$225.090 M	\$230.462 M	\$235.080 M	\$239.706 M	\$244.406 M	\$249.183 M	\$1.423 B

¹⁷ Based on the August 2024 OEFA forecast and levy rates varying from .245 to .224 cents (Page 63 of proposed Strategic Plan).

¹⁸ March 2025 OEFA EMS Property Tax Forecast.

¹⁹ [RCW 84.55](#).

²⁰ These calculations exclude the City of Milton, as the portion of the city within King County is excluded from the county's EMS levy through an exemption in state law ([RCW 84.52.069\(10\)](#)).

Summary of Levy Proposal Sections. Proposed Ordinance 2025-0119 consists of twelve sections as follows:

SECTION 1. Approval of cities over 50,000 in population. Per RCW 84.52.069, approval to place this countywide EMS levy proposal on the November 4, 2025, ballot will be obtained from the legislative authority of a majority of at least three-fourths of cities over 50,000 in population. ²¹, ²² As of June 3, 2025, nine of the 11 cities with populations over 50,000 have approved resolutions endorsing placing the levy on the ballot. This meets the 75 percent threshold.

SECTION 2. Definitions. The following are defined terms in the proposed ordinance, which were defined the same way for the previous levy:

County: Refers to King County.

Levy: The levy of regular property taxes, for the specific purpose and term provided in this ordinance and authorized by the electorate in accordance with state law.

Levy Proceeds: The principal amount of monies raised by the levy, any interest earnings on the funds and the proceeds of any interim financing following authorization of the levy.

SECTION 3. City of Seattle reimbursement.²³ Section 3 identifies that the City of Seattle's Medic One emergency services program is separate from the County program but part of the regional delivery system, and directs that all EMS levy proceeds collected within the legal boundaries of the City of Seattle shall be reimbursed and transferred to the city and used solely for the Seattle Medic One EMS program in accordance with RCW 84.52.069.

SECTION 4. Levy submittal to voters. Section 4 specifies the levy period as six consecutive years, with collection beginning in 2026 at a rate not to exceed \$0.25 per \$1,000 AV. This section also states that this levy is exempt from the \$5.90 limit under RCW 84.52.043, but that it is subject in years two through six to the limitations imposed under RCW 84.55 (i.e., one percent plus the value of new construction).

SECTION 5. Deposit of levy proceeds. Except for the levy proceeds transferred to the City of Seattle, all levy proceeds would be deposited into the County EMS Fund.

²¹ Prior to a 2018 change in state law (Chapter 136, Laws of 2018), approval to place a countywide EMS levy proposal on the ballot was required from every city in the county with a population in excess of 50,000.

²² Cities in King County with a population over 50,000: Auburn, Bellevue, Burien, Federal Way, Kent, Kirkland, Redmond, Renton, Sammamish, Seattle and Shoreline.

²³ Of historical note, all levy proceeds collected in Seattle are reimbursed and transferred to the city per an agreement with the County in place since the establishment of the countywide EMS levy. All other levy proceeds are deposited into the County Emergency Medical Services Fund, which is also identified in Section 5 of PO 2025-0119 (Deposit of Levy Proceeds).

SECTION 6. Eligible Expenditures. If approved by voters, all proceeds of the levy authorized in this ordinance would be used in accordance with RCW 84.52.069 (Emergency Medical Care and Service Levies).

SECTION 7. Call for special election. Section 7 calls for a special election to be held in conjunction with the general election on November 4, 2025. This section also includes draft ballot measure language.

SECTION 8. Interlocal agreement. Section 8 authorizes and directs the County Executive to enter into an Interlocal Agreement (ILA) with the City of Seattle relating to the Medic One program, to implement the provisions of Section 3 of this ordinance. Of note, the current ILA expires at the end of 2025, so a new ILA is expected to be transmitted for County Council approval (subsequent to Seattle City Council approval).

SECTION 9. Local voters' pamphlet. Section 9 indicates that the Director of Elections is authorized and requested to prepare and distribute a local voters' pamphlet, pursuant to King County Code 1.10.010, for the special election called for in the ordinance. This section specifies that the cost of the pamphlet is included as part of the election cost.

SECTION 10. Exemption. Section 10 states that the property taxes authorized by the levy would be included in the real property tax exemption program authorized by RCW 84.36.381, which exempts some seniors, disabled individuals, and veterans.

SECTION 11. Ratification. Section 11 ratifies and confirms certification of the proposition by the Council Clerk to the Director of Elections.

SECTION 12. Severability. Section 12 states that if any provision of the ordinance is held invalid, the remaining provisions or the application of the provisions to other persons or circumstances would not be affected.

2026-2031 Proposed EMS Strategic Plan (PO 2025-0118) - Overview

Proposed Ordinance 2025-0118 would accept and approve the proposed 2026-2031 Medic One/EMS Strategic Plan, which is the primary policy and financial document for the EMS system. The plan defines the roles, responsibilities, and programs for the system and establishes a levy rate to fund these approved functions. It is based on the planning efforts and recommendations of the EMS Advisory Task Force. As stated in the proposed ordinance, the recommendations contained in the Strategic Plan would inform and update the provision of emergency medical services throughout King County until 2031. Throughout the levy period, if approved by voters, members of the EMS Advisory Committee would convene on a quarterly basis to review implementation of the Strategic Plan and other proposals, including strategic initiatives and medic unit recommendations.

The following table summarizes how the 2020-2025 and 2026-2031 Strategic Plans recommended allocating the County EMS levy funds:

**Table 5. Comparison of 2020-2025 and 2026-2031 EMS Strategic Plan
Expenditure Allocations**

Program Area	2020-2025 Percentage of EMS Expenditures	2026-2031 Percentage of EMS Expenditures
Advanced Life Support (ALS) Services	59	56
Basic Life Support Services (BLS), including Mobile Integrated Healthcare (MIH)	27	30
Regional Support Services	13	13
Strategic Initiatives	1	1

The following sections describe the program areas and recommended spending allocations in greater detail.

Advanced Life Support (ALS). As of 2024, there are 27 medic units in Seattle and King County managed by five area agencies.²⁴ Four of the agencies are fire-based with firefighters trained as paramedics; King County Medic One operates as a paramedic-only agency. A paramedic unit is typically staffed by two paramedics and provides service 24-hours per day, 365 days per year.

The standard unit allocation is the basis for funding each full-time, 24-hour medic unit and is based on fully covering eligible ALS-related expenses to prevent cost-shifting to agencies. During the 2020-2025 levy planning process, the unit allocation methodology was revised to accommodate different types of costs and is divided into four parts: Medic Unit Allocation, Program/Supervisory Allocation, ALS System Allocation, and Equipment Allocation. This methodology was maintained in the development of the 2026-2031 Strategic Plan, with slight adjustments, to ensure fair and equitable distribution of funds across agencies.

Total projected ALS service expenses for the County EMS fund during the 2026-2031 levy period are approximately \$511.8 million.

Basic Life Support (BLS). The EMS levy, since the first levy, has provided BLS agencies²⁵ with an allocation to offset costs of providing EMS services and was never intended to fully fund BLS. Agencies use the allocation to pay for a variety of EMS-specific items including personnel, equipment, and supplies.

For the 2026-2031 levy period, the proposed EMS Strategic Plan includes a recommendation to increase the first year's allocation by \$3 million, in addition to the standard Consumer Price Index inflator, to reflect the growth in inflation, population, and BLS responsibilities. Additionally, a change to the allocation methodology for the first

²⁴ Units may respond to areas where the municipal boundaries or the fire agency's response district crosses into neighboring counties. According to the proposed Strategic Plan, if service into these areas exceeds established levels, the receiving jurisdictions reimburses for such services as outlined in EMS policies.

²⁵ There are 23 fire agencies that provide BLS services throughout the region; however, the levy provides partial funding to 21 BLS agencies and does not provide funding to the City of Seattle and the Port of Seattle Fire Departments.

year's increased funding and future annual increases was recommended to more equitably distribute funding towards agencies with higher call volumes, based on the experiences during the current levy period.²⁶

Total projected BLS service expenses for the County EMS fund during the 2026-2031 levy period are approximately \$223.9 million.

Mobile Integrated Healthcare (MIH). The MIH program, for individuals who are referred by dispatched BLS units, deploys multidisciplinary teams to connect those individuals with appropriate local area health and social services for non-emergency 9-1-1 calls. The teams focus on identifying the root causes of frequent non-urgent use of emergency medical services and aims to reduce unnecessary emergency department visits and alleviate BLS agency responses for non-emergency calls. According to Executive staff, there are currently 11 MIH programs in operation that cover much of King County and each program is uniquely tailored to the communities it serves.

The proposed EMS Strategic Plan strongly recommended the need to maintain support for the MIH program during the 2026-2031 levy period and increase the first year's funding allocation by \$2 million to support increasing connections with service providers, expanding MIH's role in mitigating the opioid epidemic's impact on communities, supporting personnel mental health, and refining data collection. A total of \$50 million for the 6-year levy period is proposed to be allocated to the MIH program, an increase of 92 percent of funding from the previous levy period. Like the BLS allocation, a change to the allocation methodology was also recommended to more equitably distribute funding towards programs with higher call volumes.

Total projected MIH service expenses during the 2026-2031 levy period are approximately \$50 million.

Regional Services & Strategic Initiatives. Regional Services are programs that support the direct service and key elements of the Medic One/EMS system. Examples of regional services include EMT and dispatch training, EMT and paramedic continuing education, collective paramedic service planning, and administrative support and financial management of the regional EMS Levy Fund.²⁷

Strategic Initiatives are innovative pilot programs and operations aimed to improve the quality of Medic One/EMS services. Strategic Initiatives are continually assessed, may be reconfigured based on emergent needs, and may be transitioned into regional services as ongoing programs if proven successful. Strategic Initiatives that were funded in prior levy periods and are recommended to continue include EMS Community

²⁶ The current distribution methodology, in use since the 2008-2013 levy span, allocates funding to agencies based 50% on call volume, and 50% on AV. In developing the new methodology, it was identified that call volumes are associated with need, and need is often a reflection of inequitable access to care in the community. The new distribution will be based on 60% call volume and 40% AV.

²⁷ The EMS Division of PHSKC is responsible for managing the levy fund in accordance with the EMS Strategic Plan, the EMS Financial Plan, EMS financial policies, and ordinances and motions as adopted by the County Council. EMS Division responsibilities include the review and evaluation of allocations and management of the Regional Services and Strategic Initiatives, contingencies, and reserves as reflected in EMS Strategic Plan, the EMS Financial Plan, and associated County ordinances.

Health Outreach (ECHO)²⁸ and Pioneering Research for Improved Medical Excellence (PRIME).²⁹

Total projected expenses during the 2026-2031 levy period are approximately \$124.8 million for Regional Services expenses and approximately \$8.4 million for Strategic Initiatives expenses. A list of Regional Services activities planned for the 2026-2031 levy, if approved, is provided in Appendix A of the proposed Strategic Plan.

A summary of programmatic recommendations from the proposed 2026-2031 EMS Strategic Plan is provided in Table 6.

Table 6. Proposed 2026-2031 EMS Strategic Plan Programmatic Recommendations Summary

ALS Program Allocations	Consistent with Task Force Recommendation in Table 3
Maintain current level of ALS Service (19 medic units for King County; 8 medic units for Seattle)	1, 4
Zero additional units planned	
\$15.8 million "placeholder" reserve to fund a 12-hour medic unit during the last 2 years of the levy span, if needed ³⁰	1, 2
Determine costs using the unit allocation methodology, consisting of: <ul style="list-style-type: none"> • Medic Unit Allocation includes direct paramedic service costs (paramedic salaries, benefits, medical supplies, pharmaceuticals, vehicle operations and maintenance, etc.) • Program/Supervisory Allocation includes costs related to the management and supervision of direct paramedic services (administration, finances, analysis, etc.). • ALS System Allocation addresses costs that can vary during the levy period (paramedic student costs, dispatch, whole blood, medical direction, etc.) • Equipment Allocation includes equipment with a lifespan of more than a year (medic units, staff vehicles, defibrillators, stretchers, etc.) 	1
Average Unit Allocation over span of levy: \$4.1 million ³¹	
2 Reserve/Contingency categories to cover ALS-specific unanticipated, one-time expenses:	3, 17

²⁸ Formerly called Vulnerable Populations, which aimed to improve interactions between EMS and historically underserved communities.

²⁹ Formerly called Accelerating Evaluation and Innovation: an Opportunity for Unprecedented Quality Improvement (AEIOU), which focused on technological work between regional partners.

³⁰ This is a \$4.2 million increase for the "placeholder" medic unit compared to the 2020-2025 EMS levy. Executive staff noted that the increase is primarily due to inflation, as well as fully funding equipment costs.

³¹ This is a \$0.9 million increase in the average unit allocation from the 2020-2025 EMS levy. As indicated by Executive staff, the increase above inflation includes funding to cover increased number of paramedic students and equipment.

<ul style="list-style-type: none"> Operational Contingencies includes PTO amounts, other cost increases, and unplanned expenses Programmatic Reserves includes ALS equipment reserves and capacity reserves (new unit, facility reservations, etc.) 	
Support two ALS-based programs that benefit the regional system: <ul style="list-style-type: none"> ALS support of BLS activities Having paramedics guide and train students at Harborview's Paramedic Training Program 	5

BLS Program Allocations	Consistent with Task Force Recommendation in Table 3
Consolidate BLS training and quality improvement funding into the Basic BLS allocation; remove requirements that it be spent on quality improvement activities	8
Allocate new funding and annual increases to BLS agencies using methodology that is based on 60% call volumes and 40% assessed valuation	6, 9

MIH Program Allocations	Consistent with Task Force Recommendation in Table 3
Provide \$50 million over the levy period for MIH	6
Distribute new funding in the first year across all agencies using new BLS allocation methodology of 60% call volumes and 40% assessed valuation	9, 11

Regional Service and Strategic Initiative Program Allocations	Consistent with Task Force Recommendation in Table 3
Fund regional services that focus on superior medical training, oversight, and improvement; innovative programs and strategies; regional leadership, effectiveness and efficiencies; and strengthening community interactions and partnerships	12
Enhance programs to meet regional needs	13
Support existing and new strategic initiatives that leverage previous investments made to improve patient care and outcomes including: <ul style="list-style-type: none"> Continue implementing next stages of ECHO (formerly Vulnerable Populations) and PRIME (formerly AEIOU) Develop 1 new initiative focused on Emergency Medical Dispatch 	12, 14
Support King County Fire Chiefs Association proposals promoting mental wellness and ERSJ/DEI	10

Inflator	Consistent with Task Force Recommendation in Table 3
All programs, except for the ALS equipment allocation , are proposed to be increased by the local CPI-W + 1%. ³² ALS equipment allocation inflator is proposed as the Producer Price Index.	7

Finance – Overview

Planning Forecast and Assumptions. The EMS Levy financial plan was prepared in 2024 and based on "a post-pandemic economic recovery, which stabilized the economy after a period of high inflation and increased mortgage rates."³³ The financial plan, based on OEFA forecasting from that time, assumed lower inflation with rates stabilizing at less than three percent in 2027 and 2028 and the gradual lowering of mortgage rates. Additionally, the financial plan assumed that residential assessed values would continue to increase at rates higher than commercial properties and that commercial assessed value outside of Seattle would remain more stable, which had the combined result of reducing Seattle's percentage of the property tax.

Finance Subcommittee Recommendations on Risk and Reserves. Because the 2020-2025 levy period was one of high inflation and dynamic assessed values, the Finance Subcommittee recommended that the levy's financial plan continue to include economic/supplemental reserves to cover for potential reduced tax revenues or increased expenses. These economic/supplemental reserves are in addition to programmatic and rainy day reserves consistent with County financial policies.

To determine the amount of economic/supplemental reserves, the Finance Subcommittee examined three potential ways that property tax revenues could be reduced: reduced AV, reduced new construction, and a change in the proportion of revenues between Seattle and the County EMS Fund. The subcommittee also considered increased inflation for expenses. The combined range of least to most pessimistic impacts for these four factors on the King County EMS Fund was a decrease of roughly \$32 million to a decrease of roughly \$77 million.³⁴ Consequently, the subcommittee recommended that the financial plan include \$47 million for economic/supplemental reserves.

Although the March 2025 OEFA forecast projected \$46.9 million less in total levy property tax collections over the 2026-2031 time period, the decreased revenues are expected to be offset by carrying more reserves forward from the 2020-2025 levy. The net impact of decreased revenues and increased 2025 reserves is a decrease of \$26.4 million in the supplemental/economic reserves and an expected supplemental/economic reserve balance of \$20.4 million at the end of the levy period. Executive staff have

³² Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) plus 1%. The CPI assumptions used in the financial plan were provided by King County's Office of Economic Forecast. The 1% added to CPI acknowledges expenses, such as step increases, benefits, and other expenses such as pharmaceuticals that typically increase at rates higher than the inflationary assumptions included in the regional CPI-W.

³³ "Economic Forecast," Strategic Plan, page 39.

³⁴ The City of Seattle sets its own separate reserves for its portion of the EMS levy.

expressed confidence that the \$20.4 million in supplemental reserves is sufficient. This \$20.4 million, roughly equivalent to 45 days of operating expenses, is again in addition to the other contingencies or reserves typically required for County funds.

Table 7: Total Reserves for 2026-2031 Levy Period

	Financial Plan using August 2024 Forecast	Update using March 2025 Forecast
Contingencies & Programmatic Reserves ³⁵	\$26.5M	\$26.5M
Rainy Day Reserve ³⁶	\$41.2M	\$41.2M
Total Regular Reserves	\$67.7M	\$67.7M
Supplemental/Economic Reserves	\$47.0M	\$20.4M

Finance Subcommittee Recommendation on Expenditures. The Finance Subcommittee recommended the proposed budget that included \$1.5 billion in projected expenditures over the six-year levy. The programmatic budget, based on the recommendations of the other Task Force subcommittees, would maintain funding for key services and reflect increases in BLS and MIH funding to address inflation, population growth, and enhanced support for MIH. The recommended program budgets were increased annually with an inflation factor, which was generally the local CPI-W plus one percent.³⁷ As previously described, the reserves and contingencies in the budget are based on programmatic needs and compliance with current County financial policies.

The revenues were planned to cover the expenditures across the levy period. The property tax revenue needs were reduced by carrying forward an expected \$64.4 million from the 2020-2025 levy. Based on the March 2025 update, this carryforward amount is actually expected to be \$81.8 million. At the conclusion of the 2024 planning process, the Finance Subcommittee ultimately recommended the levy rate of 25 cents per \$1,000 of AV. The anticipated revenues and expenditures to support EMS programs and reserves for 2026-2031 are summarized in Table 8.

³⁵ Contingencies reserves include funding for significant operating costs that cannot be accommodated by normal program allocations. Programmatic reserves include funding for unplanned equipment costs, a placeholder for a new ALS unit, and costs to move to a new location.

³⁶ King County Financial Management Policy sets the reserve for special levy funds as 90-days of operating expenses.

³⁷ Only the ALS equipment budget uses a different inflation factor, which is a constant 3%. The additional 1% in CPI-W +1% accommodates benefits and other costs, such as pharmaceuticals, that often increase at rates higher than CPI-W.

Table 8. 2026-2031 EMS Projected Revenues, Expenditures, and Reserves per March 2025 OEFA forecast, (in millions; using 25 cents levy rate)

Revenues	Seattle³⁸	County	Total
2026-2031 Property tax forecast	\$502.5	\$921.4	\$1,423.9
Other revenue (KC EMS Fund)		\$20.6	\$20.6
Carryforward reserves from 2020-2025		\$81.8	\$81.8
Total Revenues	\$502.5	\$1023.8	\$1,526.3
Expenditures			
ALS		\$511.8	\$511.8
BLS & MIH		\$273.9	\$273.9
Regional Services		\$124.9	\$124.9
Strategic Initiatives		\$8.4	\$8.4
Total Expenditures	\$518.9	\$919.1	\$1,438.0
Reserves³⁹			
Programmatic Reserves		\$26.5	\$26.5
Rainy day fund (90-day operating expenses)		\$41.2	\$41.2
Total Programmatic Reserves		\$67.7	\$67.7
2026-2031 TOTAL (Expenditures w/ Reserves)	\$518.9	\$986.8	\$1,505.9
Supplemental Reserves/Revenue		\$20.4	\$20.4

Other revenue considerations besides the levy rate include the division of property tax revenues between the City of Seattle and the County EMS Levy Fund (shown in Table 9), interest income on fund balance, and other revenues⁴⁰ received by property tax funds at King County. As previously mentioned, the assumption that residential assessed values would continue to increase at rates higher than commercial properties and that commercial assessed values outside of Seattle would remain more stable had the combined result of reducing Seattle's percentage of the property tax for the 2026-2031 period to around 35 percent of the total property tax revenues. From 2018 to 2022, Seattle's percentage of the property tax was closer to 40 percent.

³⁸ The City of Seattle, as described in the proposed Strategic Plan, places all funds not targeted for ALS into BLS; other city funds are used for programs (e.g. Health One Pilot Program) similar to those in the KC EMS Fund.

³⁹ Note: Reserves roll over year-to-year during the levy period.

⁴⁰ In addition to income on the KC EMS Fund balance, other miscellaneous revenues include County revenues distributed proportionately to property tax funds, such as lease and timber tax revenues.

**Table 9. 2026-2031 Forecast Property Tax Revenue per March 2025 OEFA
Forecast, (in millions; 25 cents levy rate)**

	2026	2027	2028	2029	2030	2031	Total
City of Seattle	\$78.6	\$80.8	\$82.8	\$84.9	\$86.7	\$88.8	\$502.5
<i>Proportion</i>	34.9%	35.1%	35.2%	35.4%	35.5%	35.6%	-
KC EMS Fund	\$146.5	\$149.7	\$152.3	\$154.9	\$157.7	\$160.4	\$921.4
<i>Proportion</i>	65.1%	64.9%	64.8%	64.6%	65.5%	65.4%	-
Total	\$225.1 M	\$230.5 M	\$235.1 M	\$239.7 M	\$244.4 M	\$249.1 M	\$1,423.9
Annual Growth in Total Levy	-	2.39%	2.00%	1.97%	1.96%	1.95%	-

SUMMARY OF BFM ADOPTED AMENDMENTS

On May 28, 2025, the BFM Committee passed Proposed Ordinance 2025-0119, as amended, and Proposed Ordinance 2025-0118, as amended.

Proposed Ordinance 2025-0119 was amended to make technical corrections for spelling and to update terminology in the levy ordinance.

Proposed Ordinance 2025-0118 was amended to add missing commas in the ordinance and replace the 2026-2031 Strategic Plan attachment with an amended version. The 2026-2031 Strategic Plan amendments included a technical correction to remove a duplicate page and adjustments for punctuation, spelling, and terminology.

Next Steps and Key Dates

Proposed Ordinance 2025-0119, the EMS levy ordinance, [was originally](#) referred only to the Budget and Fiscal Management Committee. It has since been rereferred as a mandatory, dual referral first to the Budget and Fiscal Management Committee and second to the Regional Policy Committee. Proposed Ordinance 2025-0118, the Strategic Plan ordinance, has been dually referred first to the Budget and Fiscal Management Committee and second to the Regional Policy Committee. Additionally, due to a cancellation of a Full Council meeting in June, the date for possible action in Full Council has been shifted to July 1, 2025. The BFM and RPC chairs have agreed to the schedules below:

EMS Levy Ordinance (PO 2025-0119) and EMS Levy Strategic Plan (PO 2025-0118) Schedule – MANDATORY DUAL REFERRAL TO RPC AND BFM

Action	Committee/ Council	Date	Amendment Deadlines
Transmittal		4/10/2025	
Exec Staff Briefing	BFM	4/30/2025	

Discussion only	BFM	5/14/25	
Briefing (Legislation in BFM control)	RPC	5/14/25	
Discussion and Possible Action	BFM	5/28/25	Striker Direction: End of Day 5/16 Striker Distribution: End of Day 5/21 Line Amd direction: End of Day 5/22
Discussion and Possible Action	RPC	6/11/2025	Striker Direction: End of Day 5/30 Striker Distribution: End of Day 6/4 Line Amd direction: End of Day 6/5
Possible Final Action	Full Council	7/1/2025	Striker Direction: End of Day 6/13 Striker Distribution: End of Day 6/18 Line Amd direction: End of Day 6/20
<i>If rereferred to RPC</i>	RPC	7/9/2025	No striker amendment planned Line Amd direction: End of Day 7/3
Final Action	Full Council	7/22/2025	

The following are key full Council meeting deadlines⁴¹ to place this measure on the November 4, 2025, ballot for voter approval⁴²:

- Last regular Council meeting with maximum processing time (25 days) is July 8, 2025.
- Last regular Council meeting with minimum processing time (10 days) and to pass the ordinance as an emergency is July 22, 2025.
- Last special Council meeting to pass as emergency is August 5, 2025.⁴³
- Deadline for King County Elections to receive effective ordinance: August 5, 2025.

It is important to again note that current state law requires that a majority of at least three-fourths of cities over 50,000 in population must approve the levy proposal in order for a countywide EMS levy to be placed on the ballot.⁴⁴ This requirement is usually accomplished by each city passing a resolution endorsing the levy; the City of Seattle usually supports the levy by passing legislation approving an Interlocal Agreement with King County to provide EMS services. Executive staff have indicated that they will work with the cities on this process, and that this work is done concomitantly with the legislative process at the County Council.

⁴¹ Council Clerk's memorandum on Deadlines for Adoption of Ballot Measures in 2025 (Attachment 10).

⁴² State law ([RCW 84.52.069](#)) requires a simple majority (no less than 51%) voter approval for renewal of a six-year or ten-year EMS levy.

⁴³ Council recess is August 4-15, 2025.

⁴⁴ [RCW 84.52.069\(6\)](#).

AMENDMENT

Amendment 1 to Proposed Ordinance 2025-0118.2 would replace the 2026-2031 Strategic Plan with an amended version that provides additional specifications for the annual report including providing an update on the next levy development, as appropriate, and allowing for members of the Regional Policy Committee to request data on levy expenditures, services provided, needs, revenues by city, or other information three months prior to due date of the annual report. It also directs transmission of the annual report to the Regional Policy Committee, in addition to the King County Council.



Signature Report

Ordinance

Proposed No. 2025-0147.2

Sponsors Quinn

1 AN ORDINANCE establishing the Locally Preferred
2 Alternative including the alignment and station locations of
3 the RapidRide K Line.

4 STATEMENT OF FACTS:

- 5 1. Via Ordinance 18449, enacted February 1, 2017, the King County
6 council adopted the Metro Connects long-range transit service and capital
7 plan, which identified an expanded network of bus rapid transit lines, also
8 known as RapidRide lines, for future implementation, including the
9 RapidRide K Line connecting Kirkland and Bellevue.
- 10 2. Via Motion 14956, passed September 18, 2017, the council approved a
11 report on the implementation of new RapidRide lines as required by
12 Ordinance 18409, Section 132, Proviso P5, titled Implementation of New
13 RapidRide Lines/Metro Connects RapidRide Expansion, which identified
14 the K Line as one of the next-generation RapidRide lines to be
15 implemented.
- 16 3. Via Ordinance 18835, enacted November 14, 2018, the council
17 adopted, and the executive signed the 2019-2020 Biennial Budget
18 Ordinance, which included capital project 1134292 to implement the
19 RapidRide K Line.

20 4. Via Ordinance 19210, enacted November 30, 2020, the council
21 adopted, and the executive signed the 2021-2022 Biennial Budget
22 Ordinance, which removed project 1134292 from the capital improvement
23 program and paused all planning and development efforts for the
24 RapidRide K Line due to the impacts of the pandemic on the Metro transit
25 department.

26 5. Via Ordinance 19367, enacted December 15, 2021, the council adopted
27 an update to the Metro Connects long-range transit service and capital
28 plan, which stated that the K Line had been prioritized for investment as
29 one of the next RapidRide lines to be implemented and identified the K
30 Line in the Metro Connects interim network maps as beginning operations
31 in the 2030s.

32 6. Via Motion 16153, passed July 5, 2022, the council approved a report
33 on efforts to restart planning for the RapidRide lines that had been paused
34 in response to the pandemic as required by Ordinance 19210, Section 113,
35 Proviso P1, as amended by Ordinance 19364, Section 86, Proviso P1,
36 titled RapidRide Restart Report, which stated that the Metro transit
37 department had resumed some planning efforts for the K Line during
38 2021, including alternatives analysis and design.

39 7. Via Ordinance 19546, enacted November 29, 2022, the council
40 adopted, and the executive signed the 2023-2024 Biennial Budget
41 Ordinance, which restored capital project 1134292 to the capital
42 improvement program to implement the RapidRide K Line.

43 8. Via Motion 16659, passed September 3, 2024, the council approved the
44 RapidRide prioritization plan, as required by Ordinance 19367, Section
45 6.B, and Ordinance 19546, Section 114, Proviso P4, which stated that the
46 RapidRide K Line had been included in the Metro transit department's
47 capital improvement program, with delivery planned for as early as 2030,
48 and which outlined a potential timeline for community engagement,
49 design, planning, environmental review, grant applications, and
50 construction for the K Line.

51 9. Via Ordinance 19861, enacted December 2, 2024, the council adopted,
52 and the executive signed the 2025 Annual Budget Ordinance, which
53 included additional appropriation for capital project 1134292 to implement
54 the RapidRide K Line.

55 10. As documented in the RapidRide K Line Community Engagement
56 Summary Reports, the Metro transit department conducted community
57 engagement concerning the proposed alignment and station locations for
58 the RapidRide K Line in the communities in which it will operate,
59 including Kirkland and Bellevue. As part of the community engagement,
60 the Metro transit department consulted the cities of Kirkland and Bellevue
61 to accommodate city priorities regarding station locations and proposed
62 right-of-way improvements, street and facility design, and proposed transit
63 priority treatments, consistent with bus rapid transit concepts.

64 11. The RapidRide K Line will apply to receive grant funding from the
65 Federal Transit Administration's Small Starts grant program, with the goal
66 of entering into a Small Starts grant agreement.

67 12. The Federal Transit Administration requires that Small Starts grant-
68 funded projects operate transit service at the level specified in the grant
69 agreement for a period of five years. The period of performance for such
70 service level commitments is at the discretion of the Federal Transit
71 Administration and is a prescribed condition of receiving federal financial
72 assistance.

73 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

74 SECTION 1. The RapidRide K Line Locally Preferred Alternative that
75 establishes the alignment and general station locations, substantially as set forth in
76 Attachment B to this ordinance, is hereby approved to allow design and construction of
77 RapidRide infrastructure and facilities design and construction to proceed.

78 SECTION 2. Before implementation of RapidRide K Line service, the executive
79 shall notify King County council and the cities of Kirkland and Bellevue of any
80 substantial changes to station locations. The notice to the King County council shall be
81 filed in the form of a paper original and an electronic copy with the clerk of the council,
82 who shall retain the original and provide an electronic copy with the clerk of the council,
83 who shall retain the original and provide an electronic copy to all councilmembers.
84 Following the implementation of RapidRide K Line service, the Metro transit department
85 shall consult with the cities of Kirkland and Bellevue before making any changes to the
86 routing or station locations.

87 SECTION 3. Before the start of RapidRide K Line service, the executive shall
88 transmit to the council a service change ordinance in accordance with K.C.C 28.94.020
89 that identifies hours of operation and service levels by period of the day.

90 SECTION 4. For the purpose of securing federal financial assistance for the
91 development and implementation of RapidRide K Line capital projects as documented in
92 the six-year capital improvement program, the executive or designee is authorized to
93 enter into a RapidRide K Line project agreement that includes defined service level
94 commitments as a prescribed condition of receiving federal funds, but only if the
95 following conditions are met:

96 A. The contractual service commitment does not exceed the period of
97 performance specified in the federal grant agreement; and

98 B. The contractual service commitment does not exceed five years from the
99 opening of revenue service.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: A. K Line Locally Preferred Alternative Report, B. K Line Station Locations Exhibit

In an effort to save paper we have created a link to the 46 pages that make up 2025-0147 A, please click on the Title below:



RAPIDRIDE

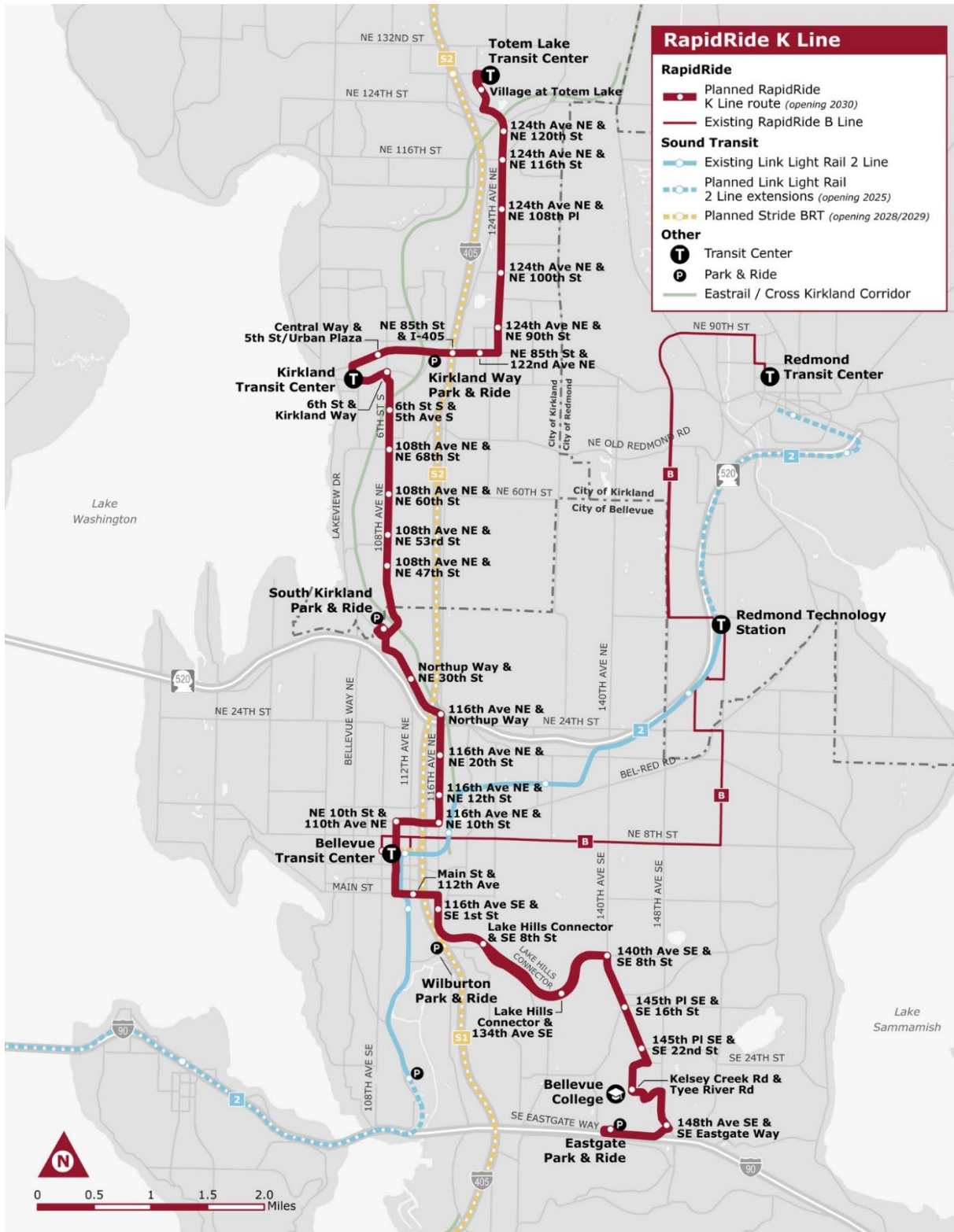


K Line Locally Preferred Alternative Report

King County Metro Transit

April 2025

Attachment B: K Line Station Locations Exhibit



List of RapidRide K Line Station Locations

Station pairs at each location (one northbound and one southbound), unless otherwise noted

1. Totem Lake Transit Center – *one station only*
2. Village at Totem Lake
3. 124th Ave NE & NE 120th St
4. 124th Ave NE & NE 116th St
5. 124th Ave NE & NE 108th Pl
6. 124th Ave NE & NE 100th St
7. 124th Ave NE & NE 90th St
8. NE 85th St & 122nd Ave NE
9. NE 85th St & I-405
10. Central Way & 5th St/Urban Plaza
11. Kirkland Transit Center – *one station only*
12. 6th St & Kirkland Way
13. 6th St S & 5th Ave S
14. 108th Ave NE & NE 68th St
15. 108th Ave NE & NE 60th St
16. 108th Ave NE & NE 53rd St
17. 108th Ave NE & NE 47th St
18. South Kirkland Park & Ride
19. Northup Way & NE 30th St
20. 116th Ave NE & Northup Way
21. 116th Ave NE & NE 20th St
22. 116th Ave NE & NE 12th St
23. 116th Ave NE & NE 10th St
24. NE 10th St & 110th Ave NE
25. Bellevue Transit Center
26. Main St & 112th Ave NE
27. 116th Ave SE & SE 1st St
28. Lake Hills Connector & SE 8th St
29. Lake Hills Connector & 134th Ave SE
30. 140th Ave SE & SE 8th St
31. 145th Pl SE & SE 16th St
32. 145th Pl SE & SE 22nd St
33. Kelsey Creek Rd & Tyee River Road
34. 148th Ave SE & SE Eastgate Way
35. Eastgate Park & Ride – *one station only*



King County

Metropolitan King County Council Transportation, Economy, and Environment Committee

REVISED STAFF REPORT

Agenda Item:	7	Name:	Mary Bourguignon
Proposed No.:	2025-0147	Date:	June 17, 2025

Proposed Ordinance 2025-0147, which would establish the Locally Preferred Alternative (LPA) for Metro's RapidRide K Line, passed out of the Transportation, Economy, and Environment Committee on June 17, 2025, with a "Do Pass" recommendation. The motion was amended to add more detail to the Statement of Facts section, including references to the adopted 2021 Metro Connects long-range plan.

SUBJECT

Proposed Ordinance 2025-0147 would establish the Locally Preferred Alternative (LPA), including the alignment and station locations, for Metro's RapidRide K Line between Kirkland and Bellevue, and would authorize a service level commitment for the line.

SUMMARY

Metro currently operates eight RapidRide lines (A-H), and is working to develop four more lines (I, J, K, R) for planned openings between 2027 and 2031.

Prior to construction of each RapidRide line, the County establishes a Locally Preferred Alternative (LPA), which sets the alignment (pathway) and station locations. An adopted LPA is needed for Metro to apply for federal grant funding, as well as to work with local jurisdictions on capital investments for a new RapidRide line.

Proposed Ordinance 2025-0147 would establish an LPA for the RapidRide K Line. The LPA would follow an approximately 16-mile north south corridor parallel to I-405 between Bellevue and Kirkland, connecting Totem Lake Transit Center, Kirkland Way Park & Ride, Kirkland Transit Center, South Kirkland Park & Ride, Bellevue Transit Center / Bellevue Downtown Station, Bellevue College, and Eastgate Park & Ride, following portions of existing routes 239, 245, 250, 255, and 271.¹ The LPA would identify locations for 70 stations along the route (one northbound and one southbound

¹ Route 271 will be deleted when the East Link transit restructure (Ordinance 19899) is implemented.

at each of 35 intersections). See Attachment B to Proposed Ordinance 20215-0147 for a map of the proposed alignment and station locations.

Proposed Ordinance 2025-0147 would also authorize service level commitment for the first five years of service on the K Line, if required for federal grant funding.

Amendment 1 would add more detail to the Statement of Facts section, including references to the adopted 2021 Metro Connects long-range plan.²

BACKGROUND

RapidRide Implementation. RapidRide is the name of Metro’s bus rapid transit service. RapidRide lines offer high frequency service; faster, more reliable trip times using speed and reliability improvements, such as exclusive lanes and/or transit signal priority at intersections; improved stations, with shelters and real-time information signs; all-door boarding; and red/gold branded buses and facilities.

Metro currently operates eight RapidRide lines (A-H), and is working to develop four more lines (I, J, K, R) for planned openings between 2027 and 2031. For each RapidRide line, the Council establishes a Locally Preferred Alternative (LPA) prior to construction to identify the alignment (pathway) and station locations for the new line; and adopts a service change ordinance prior to the line’s opening to approve the span and frequency of service, as well as the allocation of service hours to the route.³

Table 1 lists the existing RapidRide lines, as well as those currently under development, showing the LPA and service change ordinance numbers for each.

Table 1. Rapid Ride Lines (Operating and Planned)

Line	Pathway	LPA Ordinance	Service Change Ordinance	Start Date
A	Federal Way to Tukwila	16725	16844	Oct 2010
B	Bellevue to Redmond	16725	17100	Oct 2011
C	Westwood Village to South Lake Union	16725	17320	Sept 2012
D	Crown Hill to Downtown Seattle	16725	17320	Sept 2012
E	Aurora Village to Downtown Seattle	17391	17584	Feb 2014
F	Burien to Renton	17391	17584	June 2014
G	Madison Valley to Downtown Seattle	19012	19750	Sept 2024
H	Burien to Downtown Seattle	18894	19422	Mar 2023
I	Renton to Auburn	19098	--	2027
J	Downtown Seattle to U District	19312	--	2027
K	Kirkland to Bellevue	PO 2025-0147	--	2030

² Ordinance 19367

³ KCC 28.94.020.B requires that any service change that changes 25% or more of a route’s weekly service hours or moves a stop location by ½ mile or more must be approved by the Council.

Line	Pathway	LPA Ordinance	Service Change Ordinance	Start Date
R	Rainier Beach to Downtown Seattle	<i>TBD</i>	--	<i>2031</i>

Metro Connects, Metro’s long-range plan,⁴ indicated that Metro would be operating 10 RapidRide lines (A-J) by 2026;⁵ 13 to 15 lines (including the K and R lines) by the mid- to late-2030s;⁶ and 19 to 23 lines by 2050. Metro Connects required the development of a RapidRide Prioritization Plan⁷ to organize in tier order the lines to follow K and R.

K Line early planning. In 2014, after opening the first six RapidRide lines, Metro began working with local jurisdictions and partner agencies to develop a plan for the next set of RapidRide lines to be developed. This planning effort informed the 2017 Metro Connects long-range plan.⁸ The Metro Connects *RapidRide Expansion Report*⁹ (Appendix G to the 2017 Metro Connects) summarized the process by which potential RapidRide lines were assessed based on productivity, social equity, and geographic value; identified 24 candidate lines; and, from the list of candidate lines, proposed 13 new RapidRide lines for development as part of the Metro Connects 2025 Network.¹⁰

That list of 13 future RapidRide lines included corridor #1027 (later named the K Line), which covered Totem Lake, Bellevue, and Eastgate, and was served by Routes 234, 235, and 271.

Later in 2017, in response to provisos¹¹ in the County’s 2017-2018 biennial budget ordinance requiring Metro to describe the process for implementing the next set of RapidRide lines, the Executive transmitted a report¹² that described plans for the 13 RapidRide lines to be developed by 2025. The report stated that the G¹³ and H¹⁴ lines would be the first to be developed and that the remaining 11 lines would follow, with all 13 lines in service by the end of 2026, and with service for the K Line (corridor #1027) targeted for 2023.

In 2018, Metro revised its RapidRide development timeline, submitting a technical memo¹⁵ during the Council’s deliberations on the Executive’s proposed 2019-2020 biennial budget that outlined plans to implement seven new RapidRide lines by 2027, with 13 to be delivered later. Start of service for the K Line was targeted for 2025.

⁴ Ordinance 19367

⁵ Since Metro Connects was adopted, the start date for the RapidRide J has moved from 2026 to 2027.

⁶ The Metro Connects Interim Network is envisioned for the completion of the Ballard and West Seattle Link light rail extensions (for costing purposes, estimated at 2035).

⁷ Motion 16659

⁸ Ordinance 18449 (Metro Connects was updated in 2021 via Ordinance 19367. The updated Metro Connects commits to the development of the K Line.)

⁹ Ordinance 18449, Attachment A, Appendix G

¹⁰ The 2017 Metro Connects identified two future bus networks: a 2025 Network and a 2040 Network. The 2021 Metro Connects identifies an Interim Network (mid- to late 2030s) and a 2050 Network.

¹¹ Ordinance 18409, Section 132, Provisos P4 and P5

¹² Motion 14956

¹³ The G Line opened for service in September 2024.

¹⁴ The H Line opened for service in March 2023.

¹⁵ Revised Program Delivery Schedule Technical Memo, 10-12-18, presented to Council 2019-2020 budget panel “Move King County” ([link](#))

As part of the 2019-2020 budget, the K Line received an appropriation of \$3 million for preliminary design work. Metro's capital improvement plan (CIP) identified future planned requests for development of the K Line, including \$4.5 million expected to be proposed for the 2021-2022 biennium and \$57.9 million expected to be proposed for the 2023-2024 biennium. The CIP noted that Metro anticipated beginning K Line construction in 2024 for a planned start of service in 2025.¹⁶

Pandemic-era pause on K Line planning. In September 2020, the Executive transmitted a proposed 2021-2022 biennial budget that reflected the significant declines in revenue, ridership, and fare recovery Metro had experienced during the first year of the pandemic. The proposed budget included a reduction in both operating and capital expenditures for Metro, including a reconsideration of the status and schedule for the RapidRide lines that were being planned. For the K Line, the 2021-2022 budget proposed that, because preliminary design work had been only partially completed prior to the onset of the pandemic (work on the K Line had reached 1% design) and because of the uncertainty around future capital funding, the K Line would be removed from the CIP, work on the K Line would be paused, and no further capital appropriations would be made until a new implementation timeline could be developed.

In response to the proposal to pause work on several of the planned RapidRide lines, including the K Line, the Council added a proviso requirement to the 2021-2022 budget ordinance that asked Metro to transmit a RapidRide Restart Report by March 30, 2022.¹⁷

Restart of K Line planning. In December 2021, the Council adopted an update to the Metro Connects long-range plan.¹⁸ The 2021 Metro Connects indicated that 10 RapidRide lines (A-J) would be expected to be in operation by 2026;¹⁹ 13 to 15 lines, including the K Line,²⁰ to be in operation by the time of the Metro Connects Interim Network (mid to late 2030s);²¹ and 19 to 23 lines to be in operation by the time of the 2050 Network.

In March 2022, the Executive transmitted the RapidRide Restart Report²² the Council had requested by proviso. The report stated that, prior to pausing work on the K Line, Metro had drafted a tentative preferred alignment from Totem Lake Transit Center to Eastgate Park & Ride in coordination with the cities of Bellevue and Kirkland and local community members. As part of this effort, Metro had begun to identify capital investments that would be needed, including station locations, roadway upgrades, intelligent transportation system elements, and access to transit improvements. The

¹⁶ Ordinance 18835, Fund 3641, Project 1134292

¹⁷ Ordinance 19210, Section 113, Proviso P1, as amended by Ordinance 19364, Section 86, Proviso P1

¹⁸ Ordinance 19367

¹⁹ Since Metro Connects was adopted, the start date for the RapidRide J has moved from 2026 to 2027.

²⁰ Ordinance 19367, Attachment C, pp. 23, 100.

²¹ The Interim Network is envisioned for the completion of the Ballard and West Seattle Link light rail extensions (for costing purposes, estimated at 2035). Metro staff have stated that the Interim Network was intentionally associated with transit expansion milestones, rather than specific dates, because these milestones are what prompt major Metro service restructures. Updates to reflect changes in Sound Transit's plans will be made through future updates to Metro Connects, as well as service change proposals.

²² Motion 16153

report stated that Metro's plan had been to move toward 10% conceptual design, but that work was paused at the 1% stage after the pandemic began.

The RapidRide Restart Report stated that, after pausing work, Metro had resumed some planning efforts for the K Line during 2021, allocating \$600,000 for alternatives analysis and design, including identifying key improvements along the corridor, conducting initial assessments of conformity with local jurisdictions' code and regulatory requirements, and developing capital cost estimates (\$80-\$103 million in 2021 dollars²³). The report concluded with the recommendation that Metro wait to proceed with additional planning work until funding could be programmed into Metro's budget and CIP for both capital and future operating costs, as proceeding in a segmented manner might require work to be redone.

In November 2022, during its review of the 2023-2024 biennial budget,²⁴ the Council appropriated \$7 million for K Line development, with the stated goal that the K Line would proceed with project design with the aim of starting service as soon as possible. To track progress, the Council added a proviso requirement²⁵ requiring Metro to brief the Regional Transit Committee (RTC) no later than November 30, 2023, on progress on the planning and design of the K Line, and that K Line progress be included in the RapidRide Prioritization Plan²⁶ that was due to the RTC and Council by June 30, 2024.

In October 2023, Metro briefed the RTC²⁷ on K Line progress as required, stating that the K Line had been included in Metro's 10-year financial plan at \$120 million, and that work on the K Line was underway to advance to 10% design, re-engage with community partners, develop a constrained scope and budget, identify funding sources including possible grant funding, and establish a delivery schedule and methodology. Metro stated that it was developing a proposed LPA in advance of applying for federal grant funding. Metro affirmed the goal of opening the K Line as early as 2030.

In June 2024, Metro transmitted the RapidRide Prioritization Plan,²⁸ which stated that the K Line had been included in Metro's six-year Capital Improvement Program at \$120 million, with delivery planned for as early as 2030. The RapidRide Prioritization Plan also responded to the requests for information about the K Line's development included in the 2023-2024 budget proviso, stating that, during 2024 and 2025, Metro would:

- Re-engage with the community to build on 2019-2020 engagement efforts;
- Select preferred speed and reliability improvements and multimodal connections and develop a proposed LPA;
- Submit the LPA to the Council for review and approval;
- Complete 10% design deliverables;

²³ The RapidRide Restart Report stated that the capital cost estimates developed in 2021 would need to be updated because of construction cost inflation.

²⁴ Ordinance 19546

²⁵ Ordinance 10546, Section 114, Proviso P4

²⁶ Ordinance 19367 required Metro to develop a RapidRide Prioritization Plan to identify the tiers of RapidRide Lines to be developed. It was transmitted in June 2024 and accepted via Motion 16659.

²⁷ 2023-B0102 ([link](#))

²⁸ Motion 16659

- Apply for FTA Small Starts²⁹ grant funding; and
- Begin the federal environmental review process.³⁰

The RapidRide Prioritization Plan stated that Metro's goal was for final design for the K Line to be completed by 2027, with construction between 2028 and 2030.

ANALYSIS

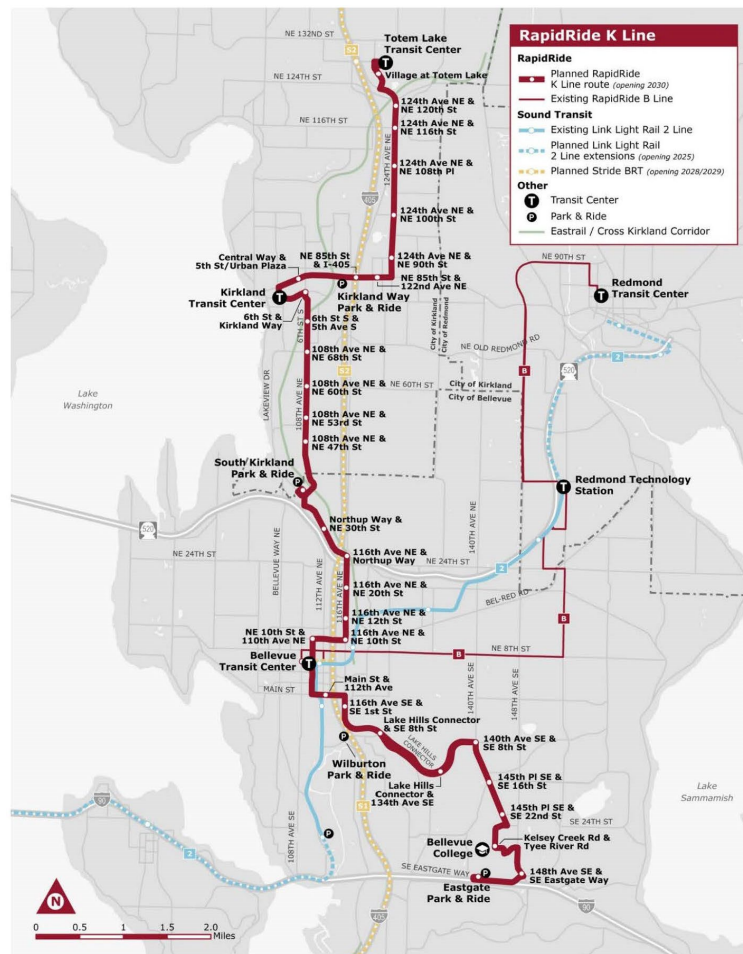
Proposed K Line Locally Preferred Alternative. Proposed Ordinance 2025-0147 would establish the Locally Preferred Alternative (LPA), including the alignment and station locations, for the K Line.

Approval of the LPA would allow Metro to complete design of the capital improvements proposed for the K Line, prepare grant applications, begin environmental review and permitting, and plan for construction. Service on the RapidRide K Line would be established by the Council through a service change ordinance approximately six months prior to the opening of the line.

As proposed, the K Line would travel 16 miles from Totem Lake Transit Center to the Kirkland Way Park & Ride, Kirkland Transit Center, South Kirkland Park & Ride, Bellevue Transit Center / Bellevue Downtown Station, Bellevue College, and Eastgate Park & Ride following portions of existing routes 239, 245, 250, 255, and 271.³¹

The LPA would identify 70 station locations along the route (one northbound and one southbound at each of 35 identified intersections).

The map to the right shows the proposed K Line alignment and station locations. More detailed information can be found in Attachments A and B to Proposed Ordinance 2025-0147, in Attachment 1 to this staff report.



²⁹ Federal Transit Administration, Capital Investment Grants Program (New Starts, Small Starts, and Core Capacity Improvements) ([link](#))

³⁰ United States Environmental Protection Agency, National Environmental Policy Act Review Process ([link](#))

³¹ Route 271 will be deleted when the East Link transit restructure (Ordinance 19899) is implemented.

Proposed Ordinance 2025-0147 would also authorize a commitment to service levels for the first five years of service on the K Line, if required for federal grant funding.

The K Line Locally Preferred Alternative Report, which is Attachment A to Proposed Ordinance 2025-0147, describes the proposed RapidRide project, including the routing (described above), service plan, corridor improvements, community engagement, major decision points, and estimated capital costs.

Service Plan. The K Line Locally Preferred Alternative Report notes that the K Line is expected to operate in alignment with RapidRide standards. The span of service would be from 4:30 am to 12:30 am on weekdays and 5:30 am to 12:30 am on weekends. Frequency would be every 10 minutes during weekday peak hours; 15 minutes during middays, evenings, and weekends; and 30 minutes during late evening hours.

Section 4 of Proposed Ordinance 2025-0147 authorizes the Executive to enter into a service level commitment if required as a condition of federal funding. The service level commitment would be limited to the first five years of service on the K Line. Previous RapidRide line LPAs also authorized service level commitments as a requirement of applying for federal grant funding.

Proposed corridor improvements. The K Line Locally Preferred Alternative Report identifies potential capital investments along the route. These corridor improvements include a variety of smaller proposed changes, such as curb modifications and signal coordination, but primarily focus on more significant investments to improve speed and reliability for buses (19 locations), to improve access to transit for passengers (11 locations), and to develop improvements at the route's stations (70 locations).

- **Speed and reliability improvements** include converting a traffic lane to a bus-only lane, installing transit queue jumps or transit signal priority at intersections, or widening streets to allow buses to travel and turn more easily. The report notes that the goal in making these improvements is a 15 to 30% travel time reduction compared to running a local transit service on the same streets during the pm peak period without these improvements. With improvements proposed at 19 locations, the report estimates a total travel time reduction of 45.7 minutes along the 16-mile length of the K Line's route.³²
- **Access to transit improvements** include installing sidewalks or protected bicycle lanes along the K Line route; upgrading street crossings with crosswalks, curb ramps, or reduced turning radii; or installing beacons or other signals to help people safely cross the street. The K Line LPA proposes a total of 11 locations for access to transit improvements: five in Kirkland and six in Bellevue.
- **Station improvements** will result in a total of 70 stations for the K Line (one northbound and one southbound at each of 35 identified intersections, with 18 in Kirkland and 17 in Bellevue). This will require adding 16 new stations and

³² The K Line Locally Preferred Alternative Report estimates round trip travel time of 139 minutes, which translates to an estimated 69.5 minutes on average to travel from one end of the route to the other.

upgrading or consolidating more than 50 additional stops or stations. Each RapidRide station will include accessibility features, a shelter, destination signs, lighting, all-door boarding, and safe street crossings. The report notes that each station will be designed in coordination with the local jurisdiction, meaning that, in some cases, a station would be integrated into an existing structure rather than developed as a stand-alone facility.

Community Engagement. The K Line Locally Preferred Alternative Report summarizes three phases of community engagement that occurred between late 2019 and early 2025. More detailed information can be found in the K Line Community Engagement Summaries.³³

- **Phase 1 (Fall 2019)** focused on an assessment of community needs and priorities for RapidRide service between Kirkland and Bellevue. This phase built on engagement efforts that had been conducted as part of the North Eastside Mobility Project (NEMP) restructure of transit service in East King County that was implemented at the Spring 2020 service change.³⁴ Community feedback during this phase led to preliminary routing concepts within Bellevue and Kirkland, as well as preliminary proposals for K Line station locations, speed and reliability investments, and access to transit improvements.
- **Phase 2 (Summer 2024)** focused on conceptual planning for the new RapidRide line. During this phase, Metro reintroduced the project after its pandemic-era pause and gathered feedback on station locations, as well as priorities for access to transit and roadway improvements. This phase of community engagement included discussions about routing choices (such as the decision to locate service on 110th Avenue NE in Downtown Bellevue), station locations, and the level of transit priority to be achieved with planned speed and reliability improvements.
- **Phase 3 (Winter 2025)** focused on sharing a draft LPA with local partners and community members prior to transmittal to Council. Engagement focused on the specific alignment and station location recommendations to be included in the proposed LPA, as well as the location and magnitude of speed and reliability investments and access to transit improvements.

The cities of Kirkland and Bellevue have submitted letters of support for the proposed LPA. These letters can be found at Attachment 5 to this staff report.

Major decision points. The K Line Locally Preferred Alternative Report summarizes the major geographic areas for which routing or capital investment recommendations were made following community engagement and coordination with the cities of Bellevue and Kirkland. These include the LPA recommendations for:

³³ K Line Community Engagement Summary Phase 1 ([link](#)), K Line Community Engagement Summary Phase 2 ([link](#)), K Line Community Engagement Summary Phase 3 ([link](#))

³⁴ Ordinance 18944. The NEMP restructure was approved by the Council in July 2019.

- The recommended K Line routing through the Village at Totem Lake, including the location of the northern terminus of the line and the modifications that are recommended to address pinch points and parking conflicts on 120th Avenue NE.
- Speed and reliability improvements to be implemented on NE 85th Street and 124th Avenue NE, as well as along 108th Avenue NE in Kirkland.
- Routing decisions in Downtown Bellevue, with the proposal that the K Line travel along 110th Avenue NE to maximize connections to light rail, the RapidRide B Line, and future I-405 Stride bus rapid transit.

Estimated capital costs. The K Line Locally Preferred Alternative Report provides an estimated capital cost to construct the proposed LPA at \$105.9 million in 2025 dollars. This capital estimate includes stations, speed and reliability investments, access to transit improvements, and communication system improvements (such as real-time-arrival signs at stations). The capital estimate does not include fleet costs.³⁵

Table 2 shows the funding plan currently proposed to meet the estimated capital costs for K Line development:

Table 2. RapidRide K Line Funding Plan (as of 2025)

Funding Source	Amount
Metro and local funding partners	\$45.8 million
FTA Small Starts grant	\$51.9 million
Other Federal (CMAQ) ³⁶	\$8.2 million
Total	\$105.9 million

The fiscal note submitted with Proposed Ordinance 2025-0147 (see Attachment 4 to this staff report) indicates that the 2026-2027 budget is anticipated to propose \$14.1 million in appropriation authority for the project and that the 2028-2029 budget is anticipated to propose \$8.9 million in appropriation authority. As noted above, construction is anticipated to begin in 2028.

Metro states that the remaining \$19.5 million of local funding is anticipated to be proposed for appropriation in 2030-2031, which is not shown in the fiscal note. Metro notes that this remaining funding would be used for the completion of construction and closeout, which often extends beyond the start of revenue service.

Next steps. Establishing an LPA with alignment and station locations for the RapidRide K Line, along with a service level commitment, would be consistent with the Council's actions for prior RapidRide lines. Establishing an LPA is also a requirement to apply for federal funding for the capital investments proposed for the K Line. As with other

³⁵ According to the K Line Locally Preferred Alternative Report, "With an estimated round trip travel time of 139 minutes and 28 minutes for layover and recovery, K Line's cycle time will be approximately 167 minutes. The K Line will require 17 buses in operation. An additional four buses may be needed to serve as spares, for a total of 21 vehicles."

³⁶ CMAQ = Congestion Mitigation and Air Quality Improvement Program ([link](#))

RapidRide lines that have relied on Federal grant funding, implementation of the K Line would be dependent on Metro's successful application for an FTA Small Starts grant.

AMENDMENTS

Amendment 1 would add information to the Statement of Facts section, including references to the adopted 2021 Metro Connects long-range plan,³⁷ as well as to the pause and then restart of work on the K Line in response to the pandemic.

³⁷ Ordinance 19367



Signature Report

Ordinance

Proposed No. 2025-0185.1

Sponsors Zahilay

1 AN ORDINANCE relating to appointing qualified persons
2 to serve as examiners pro tempore; amending Ordinance
3 263, Article 5, Section 2, as amended, and K.C.C.
4 20.22020, establishing an expiration date, and declaring an
5 emergency.

6 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

7 SECTION 1. Findings:

8 A. Section 896 of the King County Charter requires that the council shall an
9 opportunity for an administrative appeal to a hearing examiner or other body for appeals
10 from the granting or rejecting of an application for zoning variance or conditional use
11 permit.

12 B. The office of hearing examiner was originally established by the county
13 council in 1969 to fulfill the charter-based function. Over the years, the council has
14 expansively broadened the hearing examiner's role to act on behalf of the council in
15 considering and applying county policies and regulations. Under K.C.C. 20.22.040, the
16 hearing examiner hears appeals from a variety of department decisions, as well as under
17 K.C.C. 20.22.050 makes recommendations to the council on various matters.

18 C. To efficiently process the variety of matters that now come before the hearing
19 examiner, K.C.C. 20.22.020 empowers the hearing examiner, or the deputy hearing
20 examiner in the event of the absence or inability of the hearing examiner to act, to

21 appoint hearing examiners pro tempore. Over the years, the hearing examiner has
22 appointed several examiners pro tempore, some serving for just one matter, some serving
23 for a matters that arise in a particular area, such as land use.

24 C. With the positions of hearing examiner and deputy hearing examiner currently
25 vacant, additional hearing examiners pro tempore are urgently needed to process the
26 current and expected hearings.

27 D. Without the council's ability to appoint examiners pro tempore under these
28 unique circumstances, hearings will be delayed, timelines will be missed, and the rights
29 of residents to expeditious determination will be compromised, leading to unintended
30 consequences and risks to the county.

31 E. This ordinance is necessary to authorize the council to appoint examiners pro
32 tempore only under the unique circumstances currently present, which will support the
33 ongoing operations of the office of hearing examiner and preserve the of public peace,
34 health or safety for all the residents of the county.

35 SECTION 2. Ordinance 263 Article 5, Section 2, as amended, and K.C.C.
36 20.22.020 are each hereby amend to read as follows:

37 A. The office of hearing examiner is created and shall act on behalf of the council
38 in considering and applying adopted county policies and regulations. The examiner shall
39 separate the application of regulatory controls from the legislative planning process,
40 protect, and promote the public and private interests of the community, and expand the
41 principles of fairness, due process, openness, and equity in public hearings.

42 B.1. The council shall appoint the hearing examiner to serve for a term of four
43 years.

44 2. The council may authorize the hearing examiner to hire a deputy examiner to
45 assist the hearing examiner with the powers and duties described in subsection D. of this
46 section.

47 3. The council may authorize the hearing examiner to create a roster of qualified
48 persons to serve as examiner pro tempore, with the powers and duties described in
49 subsection E. of this section.

50 C. Examiners shall be appointed solely based on their qualifications for the duties
51 of their offices and shall have such training or experience as will qualify them to conduct
52 administrative or quasi-judicial hearings on regulatory enactments and to discharge their
53 other functions. They shall not hold another appointive or elective public office or
54 position in county government except as authorized by the council by motion.

55 D. A deputy examiner shall assist the hearing examiner in performing the duties
56 conferred upon the hearing examiner by ordinance and, in the event of the absence or the
57 inability of the hearing examiner to act, has all the duties and powers of the hearing
58 examiner.

59 E. The hearing examiner may appoint an examiner pro tempore to a case from the
60 roster created in accordance with subsection B.3. of this section. Once appointed to a
61 case, an examiner pro tempore has the same duties and powers as the hearing examiner.

62 F. The hearing examiner may be removed from office for just cause at any time
63 by the affirmative vote of at least six members of the council.

64 G. Individual councilmembers, county officials, or any other persons, shall not
65 interfere with, or attempt to interfere with, the performance of the designated duties of the
66 examiner.

67 H. Notwithstanding any other provision in this section, in the event of a vacancy
68 in the hearing examiner and deputy hearing examiner positions, the council may appoint
69 by motion qualified persons to serve as examiners pro tempore with the powers and
70 duties described in the motion.

71 SECTION 3. The county council finds as a fact and declares that an emergency
72 exists and that this ordinance is necessary for the immediate preservation of public peace,
73 health or safety or for the support of county government and its existing public

74 institutions.

75 SECTION 4. This ordinance expires January 1, 2026.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: None



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Motion

Proposed No. 2025-0102.1

Sponsors von Reichbauer

- 1 A MOTION confirming the executive's appointment of
- 2 Crystal Goodwin, who resides in council district seven, to
- 3 the King County Library System board of trustees.
- 4 BE IT MOVED by the Council of King County:
- 5 The county executive's appointment of Crystal Goodwin, who resides in council
- 6 district seven, to the King County Library System board of trustees, for the remainder of

- 7 a five-year term to expire on January 1, 2029, is hereby confirmed.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

Attachments: Goodwin - Transmittal Letter



King County

Metropolitan King County Council Government Accountability and Oversight Committee

STAFF REPORT

Agenda Item:	5	Name:	Gene Paul
Proposed No.:	2025-0102	Date:	June 10, 2025

SUBJECT

Proposed Motion 2025-0102 would confirm the Executive's appointment of Crystal Goodwin, who resides in Council District 7, to the King County Library System Board of Trustees for the remainder of the term expiring on January 1, 2029.

BACKGROUND

The King County Library System (KCLS) was established as a rural county library district following a vote of King County residents on November 3, 1942. Over the years, cities and towns throughout the county have voted to annex into KCLS. Currently, KCLS has 49 library branches and serves all of King County except Yarrow Bay and Hunts Point. The City of Seattle has a separate library system, but residents of Seattle are allowed to access KCLS collections under reciprocal agreements between the library systems.

The KCLS is governed by the Board of Trustees in accordance with state law. Trustees are appointed by the County Executive and confirmed by the County Council. No member may serve more than two consecutive terms and members of the Board must represent "the geographic diversity of the library district."¹

Some of the responsibilities of the Board include:

- Hiring and oversight of the KCLS Executive Director, who manages the system's operations;
- Adoption of the annual budget;
- Adoption of long-term strategic plans; and
- Adoption of a capital improvement plan.

The members of the Board serve without compensation.

¹ RCW 27.12.192 ([Link](#))

APPOINTEE INFORMATION

Crystal Goodwin is a curriculum developer for the Statewide Proficiency Initiative for Languages and Learning Program in Washington State's Office of Superintendent of Public Instruction. She has master's degrees in both instructional design and curriculum and instruction. According to her application materials, she is a huge proponent of the KCLS, the wealth of knowledge and information available through KCLS, and she expressed appreciation for KCLS's mission and vision. Ms. Goodwin has also served on several other boards for the Office of Superintendent of Public Instruction, the Association of Washington School Principals, and several other nonprofit organizations.

ANALYSIS

Proposed Motion 2025-0102 would confirm the Executive's appointment of Crystal Goodwin to the King County Library System Board of Trustees for the remainder of the term expiring on January 1, 2029.

Staff has not identified any issues with the proposed appointment. It appears to be consistent with the requirements of the KCLS Board of Trustees.

INVITED

- Crystal Goodwin, Appointee, King County Library System Board of Trustees
- Heidi Daniel, Executive Director, King County Library System
- John Sheller, Government Relations Manager, King County Library System

ATTACHMENTS

1. Proposed Motion 2025-0102
2. Transmittal Letter



Signature Report

Motion

Proposed No. 2025-0168.1

Sponsors Quinn

1 A MOTION relating to public transportation, approving the
2 2025 King County Metro Transit Title VI Program Report.

3 WHEREAS, Federal Transit Administration ("FTA") regulations in 49 C.F.R.
4 Section 21.9(b), require all direct and primary recipients of FTA funds to submit a Title
5 VI program report every three years to the FTA regional office, and

6 WHEREAS, updated regulations in Circular FTA C 4702.1B require that "the
7 Title VI program be approved by a recipient's board of directors or appropriate governing
8 entity or official or officials responsible for policy decisions prior to submission to the
9 FTA," and

10 WHEREAS, the King County Metro transit department, as a transit provider and
11 direct recipient of FTA funds, developed the 2025 Title VI Program Report in
12 compliance with applicable federal regulations;

13 NOW, THEREFORE, BE IT MOVED by the Council of King County:

14 The council hereby approves the 2025 King County Metro Transit Title VI
15 Program Report, which is Attachment A to this motion. The council requests that the
16 executive transmit a copy of Attachment A to this motion, with a copy of the final, signed

- 17 Signature Report of this motion attached as Appendix J, to the Federal Transit
- 18 Administration.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

Attachments: A. 2025 King County Metro Transit Title VI Program Report

In an effort to save paper we have created a link to the 709 pages that make up 2025-0168 A, please click on the Title below:

2025 King County Metro Transit Title VI Program Report

July 2022–June 2025 Report to the Federal Transit Administration
in Accordance with FTA Circular 4702.1B, *Title VI Program Guidelines for
Federal Transit Administration Recipients*

June 2025



Metro Transit Department
Office of the General Manager
201 S Jackson St
Seattle, WA 98104

Contact: Chris Bhang, cbhang@kingcounty.gov

Alternative Formats Available

206-263-5277 TTY Relay: 711



King County

Metropolitan King County Council Transportation, Economy & Environment Committee

STAFF REPORT

Agenda Items:	5	Name:	Mary Bourguignon
Proposed No.:	2025-0168	Date:	June 17, 2025

SUBJECT

Proposed Motion 2025-0168 would approve the 2025 King County Metro Transit Title VI Program Report.

SUMMARY

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, and national origin, including people with limited English proficiency. The Federal Transit Administration (FTA) requires transit agencies that receive federal funding to prepare a Title VI equity analysis for any major service change and for all fare changes. In addition, each transit agency must prepare a Title VI program report every three years,¹ summarizing how its actions during that time have complied with Title VI.

Proposed Motion 2025-0168 would approve Metro's 2025 Title VI program report, which covers the reporting period from July 2022 through June 2025. The program report must be approved by the Council by motion before being submitted to the Federal Transit Administration (FTA) by the deadline of October 1, 2025.

Metro's Title VI program report does not propose new policies or services. Rather, it provides FTA-required metrics on Metro's service profile, facilities, public participation activities, and language assistance services, and summarizes the actions Metro has taken since July 2022 in terms of how those actions comply with Title VI requirements.

As transmitted, Metro's 2025 Title VI program report appears to accurately describe Metro's actions since July 2022 and to document compliance with federal Title VI requirements and with Metro's adopted Service Guidelines.²

BACKGROUND

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, and national origin, including people with limited English proficiency. The Federal Transit Administration (FTA) requires transit agencies that receive federal funding to evaluate their services and fares for compliance with Title VI requirements to:

¹ Metro's 2022 Title VI Program Report was approved through Motion 16179

² Ordinance 19367

- Ensure that the level and quality of public transportation service is provided in a nondiscriminatory manner;
- Promote full and fair participation in public transportation decision-making without regard to race, color, or national origin; and
- Ensure meaningful access to transit-related programs and activities by persons with limited English proficiency.³

To meet the FTA's Title VI requirements, transit agencies that receive federal funding must prepare a Title VI equity analysis for any "major" service change and for all fare changes, regardless of the amount of increase or decrease.⁴ In addition, transit agencies must prepare a program report every three years⁵ to summarize how they have complied with Title VI requirements.

Metro's Service Guidelines⁶ define "major" service changes as those that are subject to approval by the Council. Under the King County Code, Metro's General Manager has the authority to make administrative service changes to change a route's established weekly service hours by 25% or less; change a route's location by less than one-half mile from any existing stop; change route numbers; or make necessary service changes in response to an emergency. All other changes require Council approval⁷ and are therefore classified as "major" service changes. Major service changes are typically made twice a year, in the spring and the fall, with Council approval sought approximately six months in advance.

As required, Metro completes a Title VI analysis for each proposed major service change or fare change and transmits that analysis as supporting documentation with the legislation that would approve the service or fare change. The 2025 Title VI program report compiles and summarizes the Title VI analyses from the service and fare changes that were implemented between July 2022 and June 2025. It also provides additional FTA-required summary information about Metro's service profile, facilities, public participation, and language assistance during the reporting period.

ANALYSIS

Proposed Motion 2025-0168 would approve the 2025 King County Metro Transit Title VI Program Report. The FTA provides guidance on the requirements transit agencies must meet to comply with Title VI and to document their actions.⁸ That guidance features a list of required elements that must be included in a Title VI program report. Table 1 lists these required elements and shows their location in Metro's 2025 Title VI program report, which is Attachment A to Proposed Motion 2025-0168.

³ US Department of Transportation, Federal Transit Administration, Circular FTA C 4702.1B, "Title VI Requirements and Guidelines for Federal Transit Administration Recipients," (https://www.transit.dot.gov/sites/fta.dot.gov/files/docs/FTA_Title_VI_FINAL.pdf)

⁴ FTA Circular FTA C 4702.1B

⁵ Metro's 2022 Title VI Program Report was approved through Motion 16179

⁶ Ordinance 19367, Attachment B

⁷ KCC 28.94.020.B

⁸ Federal Transit Administration, Title VI Guidance ([link](#))

Table 1.
Required Elements for a Title VI Program Report

Required Element	Description	Location in Att A to PM 2025-0168
Notice to the public	Copy of the notice to the public that informs the public of their protections	p. 6
Title VI complaints	Information on the process for complaints, the complaint form, and any complaints filed during the program report period	p. 7 & Appendix A
Public participation plan	Summary of how Metro provides opportunities for public participation, including a summary of public participation during the program report period	p. 8
Membership of committees	Demographics of membership of boards and committees	p. 9
Language assistance plan	Summary of how Metro provides language assistance to LEP populations, including a summary of translation and interpretation services provided during the reporting period	p. 22
Subrecipient compliance	Summary of compliance by agencies and jurisdictions to which Metro provided federal grant funds during the reporting period	p. 23
Review of facilities	Title VI analysis for qualifying capital facilities constructed during the reporting period	p. 25
Documentation of governing body review and approval	Proof that County Council has approved the Title VI Program Report	p. 25 & Appendix J
Service standards and service policies	<ul style="list-style-type: none"> • Vehicle loads (crowding) • Vehicle headway • On-time performance • Service availability • Vehicle assignment • Distribution of transit amenities 	p. 26
Demographic and service profile maps	Maps showing minority and low-income Census tracts overlaid with routes and facilities	p. 39
Demographic ridership and travel patterns	Information on the demographics of riders and non-riders based on surveys	p. 43
Equity analysis for individual service or fare changes	Information about approved transit service changes or changes to fares, including the equity analysis that was conducted	p. 44 & Appendices F-I

Notice to the public. Each transit agency must provide a notice to the public that indicates the agency complies with Title VI and informs members of the public of the protections against discrimination afforded to them by Title VI. Metro's notice to the public provisions are summarized beginning on page 6 of the program report.

Title VI complaints. A copy of the transit agency's instructions to the public regarding how to file a Title VI discrimination complaint, including a copy of the complaint form, must be included in the program report. Metro's complaint procedures are described on

page 7 of the program report and the complaint form is included in Appendix A. The program report states that Metro was not subject to any Title VI-related lawsuits or civil rights investigations during the reporting period.

Public Participation Plan. Title VI program reports must include a public participation plan that includes an outreach plan to engage minority and limited English proficient populations, as well as a summary of outreach efforts made since the last Title VI Program submission. Metro’s public participation plan discussion begins on page 8 and summarizes the County’s guidelines for public participation and language assistance as found in the King County Strategic Plan,⁹ Metro’s Strategic Plan for Public Transportation,¹⁰ the King County Equity and Social Justice Strategic Plan,¹¹ the King County Executive Order on Translation,¹² and King County Code requirements for language assistance plans.¹³

The program report then summarizes Metro’s ongoing engagement efforts through the Transit Advisory Commission, Access Paratransit Advisory Committee,¹⁴ and Mobility Equity Cabinet,¹⁵ and project-specific engagement processes that have been used to develop major service changes.

Membership of committees. The program report must provide demographic information of the members of boards and committees. Metro’s 2025 program report provides this information for the Transit Advisory Commission, Access Paratransit Advisory Committee, and Mobility Equity Cabinet beginning on page 9. The program report also provides examples of other, project-specific committees, such as mobility boards, partner review boards, community-based organization engagement, and broader community engagement efforts.

Language Assistance Plan. The program report must summarize how the transit agency provides language assistance to persons with limited English proficiency, including a summary of translation and interpretation services provided during the reporting period. Metro’s 2025 program report summarizes language assistance efforts beginning on page 22. The program report describes Metro’s current practices and its compliance with the Executive’s written order on translation.

Subrecipient compliance. The FTA requires transit agencies to summarize compliance by agencies and jurisdictions to which Metro provided federal grant funds during the reporting period. Metro’s program report on page 23 describes the responsibilities of Metro’s grants staff and project managers in coordinating subrecipient compliance. The program report then lists Metro’s subrecipients of federal funding

⁹ King County Strategic Plan [\[Link\]](#)

¹⁰ Ordinance 19367

¹¹ King County Equity and Social Justice Strategic Plan [\[Link\]](#)

¹² Written Language Translation Process [\[Link\]](#)

¹³ KCC 2.15.030

¹⁴ KCC 2.124.010

¹⁵ Metro’s Mobility Equity Cabinet is comprised of 23 members who represent people countywide who are Black, Indigenous, or of color, people with low or no-incomes, linguistically diverse people, immigrants and refugees, and people with disabilities. The Equity Cabinet worked with Metro staff to develop the 2019 Mobility Framework (Motion 15618) and the 2021 updates to Metro’s policy documents (Ordinance 19367).

during the reporting period: the cities of Bellevue, Kirkland, Redmond, Seattle, and Tukwila, as well as Washington State Ferries.

Review of capital facilities. Program reports must provide Title VI analysis for qualifying capital facilities constructed during the reporting period. Metro's program report states on page 25 that Metro did not construct any new facilities during the reporting period.

Documentation of governing body review and approval. The FTA requires that a transit agency's governing body approve the program report before it is submitted to the FTA. For Metro, the King County Council is the governing body. Proposed Motion 2025-0168 would approve Metro's 2025 program report. The text of the motion instructs Metro to include a copy of the approved, signed motion as Appendix J to the program report to document its approval, and states on page 25 that this will be done.

System-Wide Service Standards and Policies. The program report must include summary metrics on the transit agency's service profile to identify routes that predominantly serve low-income or minority riders and to determine if the same service levels are found on these routes as for the overall system. The reporting on service standards begins on page 26 of the program report using data from Metro's Spring 2024 service change (March 2024 to September 2024) and the 2024 System Evaluation report.¹⁶ The program report describes the methodology Metro uses to identify minority and low-income routes.

- **Vehicle load.** Metro's adopted Service Guidelines define how overcrowding is calculated. The program report states that Metro's 2024 System Evaluation report did not identify any routes as needing additional trips to reduce crowding based on the Service Guidelines' criteria. The program report notes that the addition of trips to reduce overcrowding is the first investment priority in Metro's Service Guidelines. It goes on to state that loads and load factors increased in the years following the pandemic, that loads and load factors are generally lower for minority routes than for nonminority, that loads and load factors during the midday period are slightly higher on routes predominantly serving minority communities, and that loads and load factors for low-income and non-low-income routes are generally the same in the AM peak inbound and PM peak outbound trips, but markedly higher for low-income routes during the midday period.
- **Vehicle headways.** Metro's adopted Service Guidelines define service levels, specifically headways, or the time between buses, for each type of route. The program report notes that, in Spring 2024, average headways were lower (that is, service was more frequent) for minority routes than for non-minority routes during most time periods on weekdays and weekends, except for late nights on weekdays and Saturdays. One reason for this is because minority routes had longer spans of service on weekdays, meaning they ran later into the night (when service is generally less frequent) than non-minority routes. Low-income routes also had lower headways than non-low-income routes except on weekday nights, also because of longer average spans of service.

¹⁶ Motion 16733

- **On-time performance.** Metro's Service Guidelines define on-time as service passing a scheduled time point between one minute before and five minutes after the scheduled time, with a goal of 80% on-time performance. The program report states that, for service during Spring 2024, on-time performance for minority routes was slightly lower than non-minority routes on weekdays, Saturdays, and Sundays. Low-income routes were slightly more on-time than non-low-income routes.

The adopted Service Guidelines make routes with reliability problems the second priority for investment. The 2024 System Evaluation report identified 61 routes needing service investments to improve their reliability, including 33 minority routes, 29 low-income routes, and 22 that are both minority and low-income. The program report states that, among routes needing investment to improve reliability, the proportion of minority and low-income routes is roughly equal to the number of non-minority and non-low-income routes, respectively.

- **Service availability.** The program report states that, based on 2024 data, 48% of the total population, 64% of the low-income population, and 49% of the minority population lived within one-half mile of frequent transit service; and 67% of the total population, 77% of the low-income population, and 70% of the minority population lived within one-quarter mile of all transit service.
- **Vehicle assignment.** The program report notes that Metro's fleet includes hybrid, battery-electric, and trolley buses, and that, as of Spring 2024, the average age of vehicles assigned to minority routes was 0.5 years newer than vehicles assigned to non-minority routes; but that the average age of vehicles assigned to weekday low-income routes was 0.4 years older than those assigned to non-low-income routes.
- **Distribution of transit amenities.** Metro's Service Guidelines set standards for bus stop spacing and bus shelters, including the amenities (such as seating, waste receptacles, lighting, informational signs, maps, and schedules) provided at each type of shelter. The program report notes that, as of Spring 2024, census tracts classified as low-income or minority have higher percentages of an amenity or are within three percentage points of census tracts classified as non-low-income or non-minority.

Demographic and service profile maps. The FTA requires transit agencies to provide maps of their service areas showing minority and low-income census tracts. Metro's 2025 program report provides these maps beginning on page 39. The program report states that the maps were developed based on 2023 American Community Survey data.

Demographic ridership and travel patterns collected by surveys. The program report notes that Metro conducts ongoing surveys of riders and non-riders using address-based sampling. Respondents can participate online or by telephone in English, Spanish, Mandarin, Cantonese, Vietnamese, or Somali. The program report provides summaries beginning on page 43. It notes that the 2024 Rider/Non-Rider Survey found that minority riders are more likely to use public transit for work trips than non-minority riders (57.5% compared to 48.2%), but more likely to be dissatisfied or

somewhat dissatisfied with Metro's service (24.5% compared to 21.4%). The survey captures demographic data but not income data.

Service and fare equity analyses. The program report includes, beginning on page 44 and in Appendices F-I, the Title VI equity analyses conducted for:

- **Service changes:** 2022 service change, Lynnwood Link transit restructure, RapidRide G Line restructure, 2024 service change suspensions (approved by Metro's General Manager), and East Link transit restructure (this has been approved by Council but not yet fully implemented).¹⁷
- **Fare changes:** 2022 zero youth fare, 2022 \$1 LIFT fare pilot, 2023 \$1 LIFT fare change, 2024 low-income water taxi fare reduction, 2024 adult water taxi fare change, 2024 adult bus fare change, 2024 LIFT bus fare reduction, 2025 day pass fare reduction (still in process).¹⁸

The transmitted Title VI program report appears to accurately describe Metro's actions since July 2022 and to document compliance with federal Title VI requirements and with Metro's adopted Service Guidelines.

ATTACHMENTS

1. Proposed Motion 2025-0168

Note that due to size, Attachment A can be found here:

<https://mkcclegisearch.kingcounty.gov/View.ashx?M=F&ID=14269019&GUID=8590B0B3-C12D-4941-9212-64BA9B717B1C>

2. Transmittal Letter

¹⁷ Ordinances 19422, 19751, 19750, 19899

¹⁸ Ordinances 19474, 19532, 19705, 19852, 19853, 19854, 19858



Signature Report

Motion

Proposed No. 2025-0183.1

Sponsors Zahilay

1 A MOTION relating to the organization of the council; and
2 amending Motion 11122, Section H, as amended, and OR
3 2-050.

4 WHEREAS, the council has specified by motion the chairs, vice-chairs and
5 members of council committees and provided for any changes to these positions to be
6 made by adoption for a formal legislative motion;

7 NOW, THEREFORE, BE IT MOVED by the Council of King County:
8 Motion 11122, Section H as amended, and OR 2-050 are each amended to read as
9 follows:

10 **OR 2-050. Memberships.** The council designates the following
11 councilmembers, in addition to the chairs and vice-chairs, as members of the standing
12 committees created in this motion and the regional committees established in the King
13 County Charter.

14 Budget and fiscal management committee:

15 Members: Claudia Balducci, Teresa Mosqueda, Sarah Perry, De'Sean
16 Quinn, Girmay Zahilay.

17 Committee of the whole:

18 Members: All councilmembers.

19 Employment and administration committee:

20 Members: Jorge L. Barón, Teresa Mosqueda.

- 21 Government accountability and oversight committee:
- 22 Members: Teresa Mosqueda, Sarah Perry.
- 23 Health, housing, and human services committee:
- 24 Members: Jorge Barón, De'Sean Quinn.
- 25 Law and justice committee:
- 26 Members: Rod Dembowski, Teresa Mosqueda.
- 27 Local services and land use committee:
- 28 Members: Reagan Dunn, Teresa Mosqueda.
- 29 Transportation, economy, and environment committee:
- 30 Members: Claudia Balducci, Sarah Perry, Pete von Reichbauer.
- 31 Regional policy committee:
- 32 Members: Rod Dembowski, Girmay Zahilay.
- 33 Alternate: Sarah Perry.
- 34 Regional transit committee:
- 35 Members: De'Sean Quinn.
- 36 Alternate:

37 Regional water quality committee:

38 Members: Reagan Dunn, De'Sean Quinn.

39 Alternate:

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

Attachments: None



Signature Report

Motion

Proposed No. 2025-0187.1

Sponsors Dunn

1 A MOTION appointing a qualified person to a vacant
2 position on the fire district No. 10 board of commissioners.
3 WHEREAS, fire district No. 10 is a special purpose district, and
4 WHEREAS, fire district No. 10's governing body is a three member board of
5 commissioners ("the board"), and
6 WHEREAS, Position 1 on the board became vacant when the former
7 commissioner resigned effective November 1, 2024, and
8 WHEREAS, under RCW 42.12.080, the board had ninety days from the
9 occurrence of the vacancy, or until January 29, 2025, to appoint a qualified person to fill
10 the vacancy, after which the county legislative authority of the county in which the
11 special purpose district is located or primarily located shall appoint a qualified person to
12 fill the vacancy, and
13 WHEREAS, the board appointed Di Irons to fill Position 1 on February 6, 2025,
14 which did not meet the ninety-day timeline specified in RCW 42.12.080, and
15 WHEREAS, fire district No. 10 is located in King County;
16 NOW, THEREFORE, BE IT MOVED by the Council of King County:
17 In accordance with RCW 42.12.080 the King County council hereby

- 18 appoints Di Irons to fill Position No. 1 on the fire district No. 10 board of
19 commissioners.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

Attachments: None



King County

Office of Performance, Strategy and Budget

Chinook Building
401 Fifth Avenue, Suite 810
Seattle, WA 98104

June 20, 2025

The Honorable Girmay Zahilay
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Zahilay:

Consistent with the requirements of King County code 4A.100.080 Emergent need contingency project, this letter represents the exception notification form for transfer in excess of twenty-five percent of total project costs. Specifically:

D.2. For transfers of twenty-five percent or more of total project costs, the director of the office of performance, strategy and budget or its successor shall be responsible for electronically filing a capital project exception notification with the clerk of the council, who shall retain an electronic copy and provide an electronic copy to all councilmembers and the lead staff for the budget and fiscal management committee or its successor. The notification must be sent and authorized as set forth in subsection E. of this section in accordance with this section before any transfer may occur.

E. When the clerk of the council receives a capital project exception notification, the clerk of the council shall list the capital project exception notification under other business on the next two council agenda. Councilmembers may object to the proposed transfer of emergent need contingency expenditure authority to another project in the same fund at either of those two council meetings. If an objection is not made at either council meeting, the transfer may proceed. If an objection to the transfer of emergent need contingency is made at a council meeting, the transfer may not proceed. The clerk of the council shall notify the director of the office of performance, strategy and budget or its successor of the council's action.

(Ord. 19534§ 3, 2022).

Details of the proposed transfer are noted below:

Capital Fund Name: Public Transportation Infrastructure Capital

Capital Fund: 3641

Emergent Need Contingency Project Number: 1111770

Justification for Transfer: Funds will be used for security camera infrastructure at Metro bases, including local video archivers needed for business continuity, network security enhancements, and power infrastructure upgrades. Metro will not be able to progress in 2025 on the relevant sub-project (1146868 Facility Access Video System Replacement) without the contingency transfer; delaying until the 2026-2027 budget would require pausing the project mid-effort.

Receiving Project Number	Receiving Project Name	Original Project Budget (1/1/25 Balance)	Transfer Amount	Final Project Budget
1141996	TDC FAC SECURITY IMPRVMNT BUD	\$2,977,221	\$1,724,231	\$4,701,452

If you have any questions, please feel free to contact Dwight Dively, PSB Director, at 206.263.9687.

Sincerely,



Dwight Dively
Director, Office of Performance, Strategy and Budget

Enclosures

cc: Melani Hay, Clerk of the Council
Michelle Allison, General Manager, Metro Transit Department
Mark Ellerbrook, Division Director, Metro Transit Capital Division
Stephanie Pure, Executive Office
T.J. Stutman, Executive Analyst, Office of Performance, Strategy and Budget