

King County



1200 King County
Courthouse
516 Third Avenue
Seattle, WA 98104

Meeting Agenda Employment and Administration Committee

*Councilmembers: Sarah Perry, Chair;
Jorge L. Barón, Vice-Chair; Claudia Balducci,
Rod Dembowski, Teresa Mosqueda*

*Staff: Stephanie Cirkovich, Chief of Staff (206-477-6023)
Melani Hay: Committee Clerk (206-477-1025)*

11:00 AM

Tuesday, December 2, 2025

Hybrid Meeting

SPECIAL MEETING

Hybrid Meetings: Attend the Employment and Administration Committee meetings in person in the Southwest Conference Room, 516 3rd Avenue in Seattle, or through remote access. Details on how to attend the meeting remotely are listed below.

CONNECTING TO THE WEBINAR

Webinar ID: 828 5993 8005

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.

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.

Pursuant to K.C.C. 1.24.035 A. and F., this meeting is also noticed as a meeting of the Metropolitan King County Council, whose agenda is limited to the committee business. In this meeting only the rules and procedures applicable to committees apply and not those applicable to full council meetings.

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



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.



Discussion and Possible Action

3. Proposed Motion No. 2025-0354 **pg 4**

A MOTION confirming the appointment of _____ to the citizens' elections oversight committee as a representative from the disability community.

Sponsors: Perry

Contingent on Referral to Committee

4. Proposed Motion No. 2025-0355 **pg 7**

A MOTION confirming the appointment of _____ to the citizens' elections oversight committee as a representative of the Vietnamese-speaking community.

Sponsors: Perry

Contingent on Referral to Committee

5. Proposed Motion No. 2025-0351 **pg 16**

A MOTION reappointing Kymber Waltmunson to the position of King County auditor.

Sponsors: Perry

Contingent on Referral to Committee

6. Proposed Motion No. 2025-0352 **pg 18**

A MOTION reappointing Tamer Abouzeid as the director of the office of law enforcement oversight.

Sponsors: Perry

Contingent on Referral to Committee



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Briefings

7. Human Resources Update

Deandra Stanley, Human Resources Manager

8. Chief of Staff Update

Stephanie Cirkovich, Chief of Staff

Adjournment



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KING COUNTY

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Signature Report

Motion

Proposed No. 2025-0354.1

Sponsors Perry

1 A MOTION confirming the appointment of _____
2 to the citizens' elections oversight committee as a
3 representative from the disability community.

4 WHEREAS, _____, has identified _____ to represent the
5 disability community on the citizens' elections oversight committee, and

6 WHEREAS, King County is committed to conducting open, accurate and fair
7 elections, and

8 WHEREAS, the citizens' elections oversight committee helps to ensure that
9 accountability and performance of the department of elections is provided in a transparent
10 manner that is meaningful to King County residents, and

11 WHEREAS, in accordance with K.C.C. 2.53.021, the employment and
12 administration committee appoints members to the citizens' elections oversight
13 committee, and

14 WHEREAS, in accordance with K.C.C. 2.53.021, appointments to the citizens'
15 elections oversight committee are subject to confirmation by the full council by motion,
16 and

17 WHEREAS, on December 2, 2025, in accordance with K.C.C. 2.53.021, the
18 employment and administration committee will appoint _____ to the citizens'
19 elections oversight committee to fill the vacant position for a representative of the

20 disability community for the remainder of that position's three-year term, to expire on
21 July 31, 2028;

22 NOW, THEREFORE, BE IT MOVED by the Council of King County:

23 The appointment of _____ to the citizens' elections oversight

- 24 committee as a representative from the disability community, for the remainder of that
25 position's three-year term, to expire on July 31, 2028, is confirmed.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

Attachments: None



KING COUNTY

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Signature Report

Motion

Proposed No. 2025-0355.1

Sponsors Perry

1 A MOTION confirming the appointment of _____
2 to the citizens' elections oversight committee as a
3 representative of the Vietnamese-speaking community.

4 WHEREAS, _____, has identified _____ to represent the
5 Vietnamese-speaking community on the citizens' elections oversight committee, and

6 WHEREAS, King County is committed to conducting open, accurate and fair
7 elections, and

8 WHEREAS, the citizens' elections oversight committee helps to ensure that
9 accountability and performance of the department of elections is provided in a transparent
10 manner that is meaningful to King County residents, and

11 WHEREAS, in accordance with K.C.C. 2.53.021, the employment and
12 administration committee appoints members to the citizens' elections oversight
13 committee, and

14 WHEREAS, in accordance with K.C.C. 2.53.021, appointments to the citizens'
15 elections oversight committee are subject to confirmation by the full council by motion,
16 and

17 WHEREAS, on December 2, 2025, in accordance with K.C.C. 2.53.021, the
18 employment and administration committee will appoint _____ to the citizens'
19 elections oversight committee to fill the vacant position for a representative of the
20 Vietnamese-speaking community for the remainder of that position's three-year term, to

21 expire on December 31, 2026, and to a new three-year term, to expire on December 31,
22 2029;

23 NOW, THEREFORE, BE IT MOVED by the Council of King County:

24 The appointment of _____ to the citizens' elections oversight committee
25 as a representative of the Vietnamese-speaking community, for the remainder of that

- 26 position's three-year term, to expire on December 31, 2026, and to a new three-year term,
27 to expire on December 3, 2029, is confirmed.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

Attachments: None



King County

Metropolitan King County Council Employment and Administration Committee

STAFF REPORT

Agenda Items:	3 & 4	Name:	Erica Newman
Proposed No.:	2025-0354 2025-0355	Date:	December 2, 2025

SUBJECT

The proposed motions would confirm the following appointments to the Citizens' Elections Oversight Committee (CEOC):

- Appointment of a candidate as a representative from the disability community, for the remainder of a three-year term ending July 31, 2028.
- Appointment of a candidate as a representative from the Vietnamese-speaking community for the remainder of a three- year term ending December 31, 2026, and then a new three-year term ending December 31, 2029.

BACKGROUND

In May 2006, Council adopted Ordinance 15453, which established the CEOC and added a new chapter King County Code (K.C.C.).¹ The ordinance allows the Chair and Vice Chair of the Council to solicit nominations to the Committee.

Ordinance 17273. In March 2012, the Council adopted ordinance 17273, to comply with the additional language requirement that was placed on King County by Section 203 of the federal Voting Rights Act, which required political subdivisions to provide alternate language ballots and voter education materials if there were more than ten thousand or over five percent of the total voting age citizens who were members of a single minority language group with limited English language proficiency. Following the results of the 2010 Census, the County amended the CEOC membership representation to include a representative of the Vietnamese-speaking community and a representative from each of any other language minority community for which the Director of the Bureau of the Census determines by publication in the Federal Register that King County is required to provide minority language assistance under Section 203 of the Voting Rights Act. The ordinance also outlined the process for filling vacancies on the CEOC.

¹ The ordinance allowed for twelve committee members and the CEOC duties and membership representation are outlined in K.C.C. 2.53

Ordinance 18795. In September 2018, the Council adopted ordinance 18795, which updated the CEOC's membership composition from twelve to sixteen members. In addition to increasing the number of and changing the composition of CEOC members, the ordinance changed the mission of the committee to "help King County maintain public confidence in elections". The ordinance also outlines the CEOC's tasks and support provided by staff within the Department of Elections.

Ordinance 19823. In June 2024, Council adopted ordinance 19823, which added new CEOC guidelines under the King County Code.² The new guidelines are as follows:

- At least twenty-eight days before any election, the department of elections shall request from the citizens' elections oversight committee a list of committee members designated as observers.
- At least a reasonable time before any election, the department of elections shall notify the citizens' elections oversight committee of when ballot processing will begin and shall request observers from the committee for the processing of ballots at the counting center. The absence of observers from the committee will not prevent the processing of ballots.
- The department of elections shall notify the citizens' elections oversight committee of opportunities to observe official logic and accuracy tests for each vote tallying system to be used at elections.
- The department of elections shall notify the citizens' elections oversight committee of opportunities to observe recounts.

The ordinance amended language regarding the CEOC's membership. The ordinance outlines the composition of the CEOC as listed below.

1. *One representative sponsored by a nonpartisan organization active in King County that evaluates candidates and ballot measures, such as the Municipal League;*
2. *One representative sponsored by a nonpartisan organization active in King County that provides elections information to the public, such as the League of Women Voters;*
3. *One representative from the disability community;*
4. *One representative sponsored by either a junior taxing district or a city with a population of under twenty thousand;*
5. *One representative of the Chinese-speaking community;*

² K.C.C. 2.16

6. *One representative of the Vietnamese-speaking community;*
7. *One representative of the Spanish-speaking community;*
8. *One representative from the Korean-speaking community;*
9. *One representative from each of any other language minority community for which the Director of the Bureau of the Census determines by publication in the Federal Register that King County is required to provide minority language assistance under Section 203 of the Voting Rights Act;*
10. *Two King County registered voters who are not representatives of any of the groups listed in subsection A.1. through 9. and 11. through 16. of this section;*
11. *One representative from the King County Democratic Party;*
12. *One representative from the King County Republican Party;*
13. *One ex officio, nonvoting representative from the Office of the Secretary of State;*
14. *One representative sponsored by an academic institution and has knowledge of elections;*
15. *One representative who has experience in technology; and*
16. *One representative sponsored by a nonpartisan organization in King County that promotes equality and the advancement of Black or African Americans, such as the Urban League of Metropolitan Seattle.*

Also, the ordinance updated the process for filling vacancies on the CEOC that included the following changes:

- Except the positions for the King County Democratic Party and the King County Republican Party, vacant positions shall be advertised at a minimum in the county's newspaper of record.
- Except for the ex officio position, members are required to reside in King County. However, members, who during their tenures on the committee temporarily live outside the United States but maintain King County as their residences, may continue to serve on the committee during their temporary absences from the county.
- The representative from the King County Democratic Party and the King County Republican Party are not eligible to serve as the chair of the committee.

ANALYSIS

Proposed motions 2025-0354 and 2025-0355 would confirm the appointments to the CEOC. As outlined under K.C.C. 2.53, appointments to the CEOC are subject to review by the Employment and Administration Committee, who make a recommendation to the full Council for final confirmation, via motion.

Table 1 below, lists the current membership of the CEOC and the organization or constituency they represent.

Table 1: CEOC Membership as of November 2025

MEMBER	ORGANIZATION/CONSTITUENCY
Mike Flood	representative sponsored by a nonpartisan organization active in King County that evaluates candidates and ballot measures, such as the Municipal League
Kathy Sakahara	representative sponsored by a nonpartisan organization active in King County that provides elections information to the public, such as the League of Women Voters
<i>Vacant</i>	Disability community
LeAnn Blanco	representative sponsored by either a junior taxing district or a city with a population under 20,000
Stanley Tsao	Chinese-speaking community
<i>Vacant</i>	Vietnamese-speaking community
John Rodriguez	Spanish-speaking community
Julie Kang	Korean-speaking community
<i>Vacant</i>	representative from each of any other language minority community for which the Director of the Bureau of the Census determines by publication in the Federal Register that King County is required to provide minority language assistance under Section 203 of the Voting Rights Act
Hillary De La Cruz	registered King County voters
Christopher Hays	
Hanna Floss	King County Democratic Party
Mathew Thomas Vice Chair, Election Monitoring	King County Republican Party
Stuart Holmes	ex officio, nonvoting representative from the Office of the Secretary of State
Jason Lambacher	representative sponsored by an academic institution and has knowledge of elections
Tyson Hartman	representative who has experience in technology
Latasha Mae	representative sponsored by a nonpartisan organization in King County

MEMBER	ORGANIZATION/CONSTITUENCY
	that promotes equality and the advancement of Black or African Americans, such as the Urban League of Metropolitan Seattle.

Appointments

Proposed Motion 2025-0354 would appoint a candidate to the CEOC as a representative from the disability community for the remainder of a three-year term ending July 31, 2028. The position has been vacant since September 2025. The Council provided notice of the vacancy and accepted applications to the position from September 30, 2025 through October 28, 2025, and one application was received. The Employment and Administration Committee intends to interview the candidate, Corin Goodwin, at the December 2, 2025 meeting.

Proposed Motion 2025-0355 would appoint a candidate to the CEOC as a representative of the Vietnamese-speaking community for the remainder of a three-year term ending December 31, 2026, and then to a new three-year term ending December 31, 2029. The position has been vacant since May 2022. The Council provided notice of the vacancy and accepted applications to fill the position from September 30, 2025 through October 28, 2025, and one application was received. The Employment and Administration Committee intends to interview the candidate, Minh Duc Nguyen, at the December 2, 2025 meeting.

AMENDMENT

Proposed Motion 2025-0354. An oral amendment would be required to insert the name of the appointee on line 4, line 18, and line 23 of the proposed motion, and to insert “King County Council’s Employment and Administration Committee” as the governing body that identified the candidate on line 4 of the proposed motion.

An oral title amendment would be required to insert the name of the appointee on line 1 of the proposed motion.

Proposed Motion 2025-0355. An oral amendment would be required to insert the name of the appointee on line 4, 18, and 24 of the proposed motion, and to insert “King County Council’s Employment and Administration Committee” as the governing body that identified the candidate on line 4 of the proposed motion.

An oral amendment would be required to insert the name of the appointee on line 1 of the proposed motion

INVITED

- Corin Goodwin, Applicant for appointment to the CEOC
- Minh Duc Nguyen, Applicant for appointment to the CEOC

ATTACHMENTS

1. Proposed Motion 2025-0354
2. Proposed Motion 2025-0355



Signature Report

Motion

Proposed No. 2025-0351.1

Sponsors Perry

1 A MOTION reappointing Kymber Waltnunson to the
2 position of King County auditor.

3 WHEREAS, Section 250 of the King County Charter directs the county council to
4 appoint the King County auditor by a majority vote of the county council, and

5 WHEREAS, K.C.C. 2.20.010 sets the King County auditor's initial term at four
6 years and requires the county council to consider reappointing the auditor at the end of
7 each term, and

8 WHEREAS, Kymber Waltnunson is the current King County auditor, and

9 WHEREAS, Kymber Waltnunson was initially appointed to the position of the
10 King County auditor by the council on July 15, 2013, and was most recently reappointed
11 to the position of King County auditor on June 1, 2021, and

12 WHEREAS, the council wishes to reappoint Kymber Waltnunson to serve an
13 additional four-year term in the position of the King County auditor;

14 NOW, THEREFORE, BE IT MOVED by the Council of King County:

15 Kymber Waltnunson is hereby reappointed as the King County auditor, for a
16 four-year term ending December 31, 2029.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

Attachments: None



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Signature Report

Motion

Proposed No. 2025-0352.1

Sponsors Perry

1 A MOTION reappointing Tamer Abouzeid as the director
2 of the office of law enforcement oversight.

3 WHEREAS, Section 265 of the King County Charter states that the director of the
4 office of law enforcement oversight ("OLEO") shall serve a four-year term and until a
5 successor is appointed, and

6 WHEREAS, K.C.C. 2.75.030 states that the director of OLEO shall be selected by
7 the council through a nationwide search using a merit-based selection process, and

8 WHEREAS, the council conducted an extensive and public merit-based selection
9 process, and as a result appointed Tamer Abouzeid to serve a four-year term as the
10 director of the officer of law enforcement oversight effective September 20, 2021, and

11 WHEREAS, the council wishes to reappoint Tamer Abouzeid to serve as director
12 of the office of law enforcement oversight for an additional four-year term; and

13 NOW, THEREFORE, BE IT MOVED by the Council of King County:

- 14 Tamer Abouzeid is hereby reappointed as the director of the office of law
15 enforcement oversight, to a four-year term ending December 31, 2029.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Hay, Clerk of the Council

Attachments: None