



King County

1200 King County
Courthouse
516 Third Avenue
Seattle, WA 98104

Meeting Agenda

Transportation, Economy, and Environment Committee

Councilmembers:

De'Sean Quinn, Chair;

Rod Dembowski, Vice Chair;

Claudia Balducci, Sarah Perry, Pete von Reichbauer,

Lead Staff: Jake Tracy (206-263-0875)

Committee Clerk: Angelica Calderon (206 477-7470)

9:30 AM

Tuesday, May 20, 2025

Hybrid Meeting

Hybrid Meetings: Attend King County Council committee 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.

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.

HOW TO PROVIDE PUBLIC COMMENT: The Transportation, Economy and Environment Committee values community input and looks forward to hearing from you on agenda items.

The Committee will accept public comment on items on today's agenda in writing. You may do so by submitting your written comments to kcccomitt@kingcounty.gov. If your comments are submitted before 8:00 a.m. on the day of the meeting, your comments will be distributed to the committee members and appropriate staff prior to the meeting.



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.



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

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- 2) Watch King County TV on Comcast Channel 22 and 322(HD) and Astound Broadband Channels 22 and 711(HD).
- 3) Listen to the meeting by telephone.

Dial: 1 253 215 8782
Webinar ID: 828 3304 6944

To help us manage the meeting, please use the Livestream or King County TV options listed above, if possible, to watch or listen to the meeting.

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. **Approval of Minutes** p. 4

Minutes of April 15, 2025 meeting.

Briefing

4. Briefing No. 2025-B0077 p. 8

200-day Plan Emergency Management Briefing
Brendan McCluskey, Director, King County Emergency Management

Discussion and Possible Action

5. Proposed Ordinance No. 2025-0106 p. 9

AN ORDINANCE authorizing the county executive to renew an interlocal agreement between King County and the cities of Burien, Des Moines, Normandy Park, and SeaTac for stormwater education in the Highline Public School District.

Sponsors: Quinn

Erica Newman, Council staff



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6. Proposed Ordinance No. 2025-0122 **p. 34**

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

Sponsors: Quinn

Leah Krekel-Zoppi, Council staff

Other Business

Adjournment



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Meeting Minutes Transportation, Economy, and Environment Committee

Councilmembers:
De'Sean Quinn, Chair;
Rod Dembowski, Vice Chair;
Claudia Balducci, Sarah Perry, Pete von Reichbauer,

Lead Staff: Sherrie Hsu (206-477-7253)
Committee Clerk: Angelica Calderon (206 477-7470)

9:30 AM

Tuesday, April 15, 2025

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1. **Call to Order**

Chair Quinn called the meeting to order at 9:31 a.m.

2. **Roll Call**

Present: 5 - Balducci, Dembowski, Perry, von Reichbauer and Quinn

3. **Approval of Minutes**

Councilmember Perry moved approval of the March 18, 2025 meeting minutes. There being no objections, the minutes were approved.

Consent

34. **Proposed Motion No. 2025-0105**

A MOTION confirming the county executive's appointment of Carol Williams to the King Conservation District, as a representative of an organization that specifically promotes equity and social justice.

Sponsors: Quinn

A motion was made by Councilmember Perry that this Motion be Recommended Do Pass Consent. The motion carried by the following vote:

Yes: 5 - Balducci, Dembowski, Perry, von Reichbauer and Quinn

Briefing

5. Briefing No. 2025-B0049

Metro Transit Safety and Security Briefing

Mary Bourguignon, Council staff, briefed the committee on the legislation and answered questions from the members. Ernest Kandilige, Deputy General Manager, Metro Transit Department (MTD) and Rebecca Frankhouser, Director of Safety and Security, MTD, briefed the Committee via PowerPoint presentation and answered questions from the members.

This matter was Presented

Discussion and Possible Action

6. Proposed Ordinance No. 2025-0109

AN ORDINANCE authorizing the Metro transit department to file applications with the Federal Transit Administration, an operating administration of the United States Department of Transportation, for federal transportation assistance authorized by 49 U.S.C. chapter 53, Title 23 U.S.C., and other federal statutes administered by the Federal Transit Administration; and adding a new chapter to K.C.C. Title 28.

Sponsors: Quinn

Mary Bourguignon, Council staff, briefed the committee on the legislation and answered questions from the members. David Morrison, Manager of Accounting, Grants and Contracting, Metro Transit Department (MTD) David Matsumoto, Executive Secretary, (MTD), and Nyree Harper, Executive Secretary, (MTD), briefed the Committee and answered questions from the members.

Councilmember Dembowski moved amendment 1. The amendment was adopted.

This item was expedited to the April 22, 2025 Council Agenda.

A motion was made by Chair Dembowski that this Ordinance be Recommended Do Pass Substitute Consent. The motion carried by the following vote:

Yes: 4 - Balducci, Dembowski, Perry and Quinn

Excused: 1 - von Reichbauer

Other Business

There was no other business to come before the Committee

Adjournment

The meeting was adjourned at 10:14 a.m.

Approved this _____ day of _____

Clerk's Signature



TRANSPORTATION, ECONOMY AND ENVIRONMENT COMMITTEE

May 20, 2025

**Agenda Item No. 4
Briefing No. 2025-B0077**

200-day Plan Emergency Management Briefing

**Materials for this item will be available
Before the meeting.**



King County

Metropolitan King County Council Transportation, Economy, and Environment Committee

STAFF REPORT

Agenda Item:	5	Name:	Erica Newman
Proposed No.:	2025-0106	Date:	May 20, 2025

SUBJECT

Proposed Ordinance 2025-0106 would authorize the King County executive to renew an interlocal agreement with existing contract cities for “StormFest,” a stormwater education program in the Highline Public School District.

SUMMARY

The Proposed Ordinance would allow the Executive to renew an interlocal agreement (ILA) between King County and the cities of Burien, Des Moines, Normandy Park, and SeaTac for StormFest. StormFest is a stormwater education program, directed at 6th grade students in the Highline School District in South King County, and takes place in June of every year. The current ILA expired on December 31, 2024.

The ILA was specifically designed to accomplish the following:

- Engage underserved youth in hands-on science, technology, engineering, and math (STEM) education and activities with professionals, and build student confidence to develop and achieve long-term professional aspirations;
- Increase student understanding of environmental impacts of stormwater runoff and empower them to make personal changes to improve the health of local watersheds;
- Provide youth and community members paid (stipend) professional development opportunities to learn about environmental systems, leadership, and professional skills and ultimately apply them in transferring that knowledge to younger peers in an educational setting;
- Hire and train community educators and interpreters to support building job and education skills, and train city, County, and nonprofit staff and volunteers on best practices to engage students, and
- Provide a scalable model and toolkit that can be implemented across other communities and school districts within King County.

The term of the proposed ILA would be for years 2025-2029, with an option to extend the agreement upon mutual agreement of all parties. The proposed ILA includes notable changes to provisions regarding Joint Roles and Responsibilities, Budget, Insurance, Audits and Inspections, Finance and Budget, Property Acquisition and Disposition.

BACKGROUND

The Water and Lands Resources Division (WLRD) of the King County Department of Natural Resources and Parks (DNRP) consists of eight sections that aim to achieve and maintain clean water, agriculture, habitat restoration and protection, open space and healthy forests, and protecting public health and safety.

WLRD employs more than 450 employees that comprise the following sections:

- Director's Office
- Environmental Lab
- Finance & Administration
- Hazardous Waste Management Program
- River and Floodplain Management
- Rural and Regional Services
- Science and Technical Services
- Stormwater Services

The WLRD Stormwater Section manages the StormFest program, which operates the program under the Western Washington Municipal Stormwater Permit that is issued under the National Pollution Discharge Elimination System (NPDES) permit program.

The StormFest program supports King County and the city jurisdictions in their National Pollution Discharge Elimination System (NPDES) permit requirements for education and outreach, which require permittees to do the following:

- Build general awareness about methods to address and reduce impacts from stormwater runoff;
- Effect behavior change to reduce or eliminate behaviors and practices that cause or contribute to adverse stormwater impacts;
- Create stewardship opportunities that encourage community engagement in addressing the impacts from stormwater runoff.¹

In 2018, the city of Burien received a Washington State Department of Ecology grant for the purpose of implementing an annual outdoor, interactive stormwater education program called StormFest for sixth-grade students enrolled in Highline Public School District. The program was designed to strengthen student awareness of educational and professional opportunities, empower students to take interest and build awareness within diverse communities of environmental health, math, science, and engineering

¹ Western Washington Phase II Municipal Stormwater Permit S5.C.2 <https://ecology.wa.gov/Regulations-Permits/Permits-certifications/Stormwater-general-permits/Municipal-stormwater-general-permits/Western-Washington-Phase-II-Municipal-Stormwater>

careers and services that provide opportunities for public participants, including engagement with overburdened communities.

StormFest is an annual three-day event that takes place in June, and since 2018, the program has engaged an estimated 9,500 sixth-grade students, including seventh graders who missed the event due to COVID-19 restrictions, along with dozens of community members, interpreters, and professional staff.

Ordinance 19059. In March 2020, the Council adopted Ordinance 19059, which authorized the County Executive to enter into the first interlocal agreement between King County and the cities of Burien, Des Moines, Normandy Park, and SeaTac for stormwater education in the Highline Public School District.

According to the ILA, the agreement was for an initial four-year period (2020 – 2024) with the option to extend upon mutual agreement of all parties. The ILA defined the responsibilities of participants, in addition to the following provisions:

- Each jurisdiction was responsible for a share of project costs equal to the percentage-share of student enrollment in the Highline School District from that jurisdiction;
- The parties agreed to participate in a Project Management Team, with representation from each of the parties, whose function is to develop, implement, manage, and evaluate StormFest;
- The City of Burien served as the administrator of the agreement. Burien's administrative tasks will include providing leadership in organizing the StormFest event; providing day-to-day project management; scheduling and facilitating Team meetings, hiring consultants; processing monthly consultant invoices and similar tasks; and
- Total project costs included costs for educators, translators, consultant costs, interpreters' supplies, parking costs, and materials.

The ILA also included provisions for termination, modification, alternative dispute resolution, written notice, hold harmless, non-discrimination, and severability.

Also, the ILA included a Project Cost Allocation table that specified the costs share for each of the parties. For the 2019-2020 period, the cost shares were as follows:

TABLE 1.
Costs/Cost Shares in Previous ILA

JURISDICTION	ANNUAL COST SHARE	ESTIMATED COST SHARES *
Burien	28%	up to \$26,619.86
King County	27%	up to \$25,669.15
SeaTac	22%	up to \$20,915.61
Des Moines	20%	up to \$19,014.19
Normandy Park	3%	up to \$2,852.13
TOTAL	100%	up to \$95,070.94

ANALYSIS

Proposed Ordinance 2025-0106 would authorize the King County Executive to renew an interlocal agreement between King County and the cities of Burien, SeaTac, Des Moines, and Normandy Park for years 2025-2029. The proposed ILA is Attachment A to the proposed ordinance. The current ILA expired on December 31, 2024.

According to the transmittal letter, the proposed ILA would accomplish the following:

- Engage underserved youth in hands-on science, technology, engineering, and math (STEM) education and activities with professionals, and build student confidence to develop and achieve long-term professional aspirations;
- Increase student understanding of environmental impacts of stormwater runoff and empower them to make personal changes to improve the health of local watersheds;
- Provide youth and community members paid (stipend) professional development opportunities to learn about environmental systems, leadership, and professional skills and ultimately apply them in transferring that knowledge to younger peers in an educational setting;
- Hire and train community educators and interpreters to support building job and education skills, and train city, County, and nonprofit staff and volunteers on best practices to engage students, and
- Provide a scalable model and toolkit that can be implemented across other communities and school districts within King County.

The proposed ILA contains multiple changes from the current ILA, which are discussed below.

Joint Rules and Responsibilities. According to Executive staff, Section 3C of the joint rules and responsibilities section was proactively updated to provide clear guidance in the event that a consensus cannot be reached during a decision-making process. If a consensus cannot be reached during a decision-making process, the parties shall follow the steps to resolution as outlined under Section 9 of the ILA, which states that parties shall agree to first attempt to settle the dispute through mediation².

Budget. According to Executive staff, this section was not included under the expired ILA but was added to the proposed ILA to align with standard ILA provisions and to provide more context regarding cost sharing. It states that costs may increase annually due to inflation, but may not increase by more than 5% year over year. The amount each jurisdiction pays is based on the percentage of students in that jurisdiction. The table below shows the maximum total costs for each jurisdiction for years 2026-2029, assuming a 5% increase each year. Executive staff note that the increase in the proposed ILA reflects several project enhancements and updated cost estimates. Each year the team reviews the project changes, updates materials, evaluates the consultant and adds buffer cost for labor, food, stipends for station educators. In 2024, 34 educators were hired, with an emphasis on recruiting and training multilingual community members.

TABLE 2.
Maximum Cost Allocation 2025-2029

JURISDICTION	%STUDENTS	2025	2026	2027	2028	2029
Burien	29.47%	\$33,307.37	\$34,972.74	\$36,721.37	\$38,557.44	\$40,485.31
SeaTac	22.11%	\$24,980.53	\$26,229.55	\$27,541.03	\$28,918.08	\$30,363.99
King County	22.11%	\$24,980.53	\$26,229.55	\$27,541.03	\$28,918.08	\$30,363.99
Des Moines	23.16%	\$26,170.08	\$27,478.58	\$28,852.51	\$30,295.13	\$31,809.89
Normandy Park	3.16%	\$3,568.65	\$3,747.08	\$3,934.43	\$4,131.15	\$4,337.71
TOTAL	100%	\$113,007.14	\$118,657.50	\$124,590.37	\$130,819.89	\$137,360.89

Insurance. According to Executive staff, this section was not included under the expired ILA but was added to the proposed ILA to align with standard ILA provisions and to protect cities from casualty losses that occur as a result of the activities outlined under this agreement.

Audits and Inspection. According to Executive staff, this section was not included under the expired ILA but was added to align with standard ILA provisions and to provide clarity around protocols for record keeping and requests.

Finance and Budget. According to Executive staff, this section was not included under the expired ILA but was added to align with standard ILA provisions and to clarify that there will be no additional allocation requests.

Property Acquisition and Disposition. According to Executive staff, this section was not included under the expired ILA but was added to align with standard ILA provisions and to make clear that this agreement does not contemplate acquisition of property by the parties.

² The mediation will be administered by a mediator in accordance with JAMS Alternative Dispute Resolution service rules and procedures. The mediator may be selected either by mutual agreement of the parties or through Judicial Arbitration and Mediation Services (JAMS).

According to Executive staff, these updates followed a full legal review by all partners, including King County. The Council's legal counsel has reviewed the proposed ILA and did not identify any issues.

INVITED

- Mary Rabourn, Program Manager, Water Land and Resources
- Mike Graves, Sr. Deputy Prosecuting Attorney, Prosecuting Attorney's Office
- Angela Gallardo, Stormwater Manager, Water Land and Resources

ATTACHMENTS

1. Proposed Ordinance 2025-0106 (and its attachment)
2. Transmittal Letter
3. Fiscal Note



KING COUNTY

Signature Report

Ordinance

ATTACHMENT 1

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Proposed No. 2025-0106.1

Sponsors Quinn

1 AN ORDINANCE authorizing the county executive to
2 renew an interlocal agreement between King County and
3 the cities of Burien, Des Moines, Normandy Park, and
4 SeaTac for stormwater education in the Highline Public
5 School District.

6 STATEMENT OF FACTS:

7 1. In 2018, the city of Burien received a Washington state Department of
8 Ecology grant for the purpose of implementing an annual outdoor,
9 interactive stormwater education program called StormFest for all
10 Highline Public School District sixth grade students. StormFest partners
11 have annually hosted the event, including adaptations during COVID-19
12 restrictions.
13 2. City and partner staff host the three-day events in June. The events
14 include a volunteer and interpreter training day, followed by the main
15 three-day event a week later. The curriculum is adapted to accommodate
16 students' language, physical, and intellectual needs, featuring bilingual
17 education stations, a beach-accessible wheelchair, transportation support,
18 and special education accommodations.

19 3. Since 2018, the event has engaged approximately nine thousand five
20 hundred sixth-grade students, including seventh graders who missed the
21 event due to COVID-19 restrictions, along with dozens of community
22 members, interpreters, and professional staff.

23 4. The StormFest program for sixth graders of the Highline School
24 District helps the cities of Burien, Des Moines, Normandy Park, and
25 SeaTac, as well as unincorporated King County, meet National Pollution
26 Discharge Elimination System permit requirements for education and
27 outreach. The program also supports the development of programs and
28 opportunities for public participation, including engagement with
29 overburdened communities.

30 5. In 2025, the Highline Public Schools District serves over eighteen
31 thousand students, thirty-eight percent are English language learners,
32 sixteen percent are students with disabilities, and sixty percent eligible for
33 the school lunch program. Sixth grade is a key developmental period for
34 students to engage with STEM, which means science, technology,
35 engineering, and math, professionals and activities that motivate, model,
36 inspire, and trigger interest in those fields.

37 6. The first StormFest interlocal agreement was authorized by Ordinance
38 19059 and approved on March 3, 2020, for the years 2020 through 2024.
39 The new interlocal agreement will begin in 2025 and expire in 2029,
40 unless amended by the parties. Partner contributions are assessed annually
41 based on the percentage of students from their respective jurisdictions,

42 which King County's support is determined by the percentage of students
43 from unincorporated areas.

44 7. Post-event surveys of students, teachers, and community volunteers
45 consistently express appreciation for the outdoor event, particularly the
46 hands-on interactions with freshwater invertebrates as water quality
47 indicators and the increased understanding of clean water actions.

48 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

49 SECTION 1. The county executive is authorized to execute an agreement,
50 substantially in the form of Attachment A to this ordinance, with the cities of Burien, Des

- 51 Moines, Normandy Park, and SeaTac for stormwater education in the Highline Public
52 School District.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: A. Interlocal Agreement Between the Cities of Burien, Des Moines, Normandy Park and SeaTac and King County for Stormwater Education Program (Stormfest)

**INTERLOCAL AGREEMENT BETWEEN
THE CITIES OF BURIEN, DES
MOINES, NORMANDY PARK,
SEATAC AND KING COUNTY FOR
STORMWATER EDUCATION
PROGRAM (“STORMFEST”)**

Pursuant to the Interlocal Cooperation Act (RCW 39.34), the City of Burien, ("Burien"), the City of Des Moines, ("Des Moines"), the City of Normandy Park, ("Normandy Park"), the City of SeaTac, ("SeaTac"), and King County, (individually referred to as a “Party” and collectively referred to as “Parties”),, each of which is a Washington Municipal Corporation, hereby enter into this Agreement (“Agreement”)the Agreements set forth:

RECITALS

WHEREAS, Department of Ecology (Ecology) develops and administers Clean Water Act National Pollutant Discharge Elimination System (NPDES) municipal stormwater permits in Washington;

WHEREAS, NPDES Western Washington Phases I and Phase and II permits require local governments to manage and control stormwater runoff ensuring it does not pollute downstream waters;

WHEREAS, StormFest is an annual field-based stormwater learning event that engages 6th grade and/or middle school students in the Highline School District using and testing best practices for outdoor environmental education and equity;

WHEREAS, StormFest events engage students to learn about and experience their local watershed, sources of pollution, and engineering solutions to prevent stormwater pollution;

WHEREAS, this event involves teachers, families, community members, local government staff and educational nonprofits. This collaborative approach helps cities and counties meet National Pollutant Discharge Elimination System (NPDES) permit requirements;

WHEREAS, StormFest is aligned with many programs to meet NPDES permit requirements across the jurisdictions and is specifically used by SeaTac and Normandy Park to fulfill the Behavior Change campaign as outlined in the Western Washington Phase II permit;

WHEREAS, the Parties have previously entered a similar Interlocal Agreement (ILA) since 2019 which will expire on December 31, 2024;

WHEREAS, the Parties believe that a cooperative effort is the most effective method of meeting their common goals stated herein;

WHEREAS, the Parties intend by this Agreement to establish their respective rights, roles and responsibilities; and

NOW, THEREFORE, in consideration of the mutual promises, benefits, and covenants contained in this Agreement and other valuable consideration, the sufficiency of which is acknowledged, the Parties agree to the above Recitals and the following terms and conditions:

1) **Definitions:**

- A. "Project Cost Allocation" means the percentage of the total cost of StormFest assigned to each Party; the percentage assigned to each Party shall be equivalent to each Party's percentage-share of student enrollment provided by Highline School District for the prior year (i.e. the percentages for the 2024 StormFest event are based on the 2022-2023 school year enrollment numbers). By way of example, if 42% of all Highline School District students reside in Des Moines, then Des Moines' Project Cost Allocation shall be 42% of the total cost of StormFest.
- B. "Project Cost Allocation Document" means the document containing each Party's Project Cost Allocation for the calendar year. Once signed by the Party, the Project Cost Allocation Document represents that Party's financial obligation in support of the upcoming year's StormFest.
- C. "Project Management Team" and "Team" mean the group comprised of a representative of each city and whose function is to develop, implement, manage, and evaluate StormFest.
- D. "StormFest" means an annual education program for 6th graders in the Highline School District developed by the Parties and which assists the Parties in meeting NPDES Phase II permit requirements.

2) **Purpose.** The purpose of this Agreement is to outline the tasks to be completed by each Party and to define the responsibilities of the Project Management Team in support of StormFest. The goal is to implement a hands-on, interactive, stormwater education program ("StormFest") for Highline Public Schools in compliance with the Parties' NPDES Permit criteria.

3) **Joint Roles and Responsibilities.** Each Party shall be responsible for the following:

- A. Appoint one representative to the Team. Each Party will have only one vote regardless of the number of representatives representing each Part on the Team. Participation of additional staff from any of the Parties in support of the Team is encouraged.
- B. Each Party's representative will regularly attend Team meetings, attend the event, and otherwise support the Team as necessary to successfully execute the event.
- C. The Team will make decisions by consensus. If a consensus cannot be reached, dispute will be resolved according to the procedures outlined in Section 9 of this agreement.
- D. Each year the Team will agree to and sign the Project Cost Allocation Document for the upcoming year's StormFest event. The 2023 Project Cost Allocation Document for the 2024 StormFest event is attached to this agreement as an example.
- E. Burien will serve as the administrator of this Agreement. Burien's administrative tasks will include leading in the organization of StormFest events; providing day-to-day project management; scheduling and facilitating Team meetings, contracting with consultants; processing monthly consultant invoices and payments; invoicing other Parties to the Agreement; and providing periodic fiscal reports to the Parties in accordance with the requirements of 39.34 RCW.
- F. Des Moines will serve as the host Party for each StormFest event at Des Moines Beach Park

for the duration of this Agreement.

- G. The total project cost in the Project Cost Allocation will include, but not be limited to, the following: expenses for educators, translators, consultants, interpreters, supplies, parking fees at the Des Moines Marina and Beach Park, volunteers' stipends, event, and other cost associated with the event such as students' transportation and compensation for substitute teachers. The total project cost will also cover Des Moines (Host City) staff time and rental fees for supporting the use of the Des Moines Beach Park Facility during the event. No other Party staff charges will be included in the total project cost. The total project cost will exclude Burien's costs related with administering this agreement, and any Party's costs of participation on the Team.
- H. Burien will invoice the Parties for their share of the Project Cost Allocation approximately once each quarter. The Parties will submit their payment within 60 business days of receiving an invoice.

4) **Budget.** Costs may fluctuate from one year to another. If the budget must be increased to accommodate additional costs, the Team will utilize the consumer price index June to June inflation rate as the measure by which to increase the allocated budget, with a maximum year over year increase of 5%. Costs are shared based on allocation of the percentage of Highline School District's students enrolled in each jurisdiction. The Team shall, take reasonable measures to keep costs to a minimum where possible. Table 1 of the appendix shows the potential annual rate increases for all parties.

5) **Termination.** Any Party may withdraw from this Agreement at any time, upon thirty (30) days' written notice to the other Parties. However, once a Party signs and executes the Project Cost Allocation Document for a given year, termination will take effect only at the end of the following year. A Party's obligation to pay their share of a signed and executed Project Cost Allocation is contingent upon the occurrence of the StormFest event for that year and the fulfillment of all associated financial responsibilities.

6) **Duration.** This Agreement is effective upon execution by each Party and will remain in full force and effect until December 31, 2029. This Agreement may be extended upon mutual agreement of all Parties.

7) **Modification.** This Agreement may only be modified by further written agreement upon mutual acceptance by all Parties.

8) **Separate Legal Entity.** No separate legal entity or administrative entity is created by this Agreement.

9) **Dispute Resolution.** If a dispute arises from or relates to this Agreement or the breach thereof, and if the dispute cannot be resolved through direct discussions, the parties agree to first attempt to settle the dispute in amicably through mediation. The mediation will be administered by a mediator in accordance with JAMS Alternative Dispute Resolution service rules and procedures. The mediator may be selected either by mutual agreement of the parties or through JAMS.

10) **Written Notice.** All communications regarding this Agreement should be sent to the addresses listed on the signature page, unless otherwise notified. Any written notice will be considered effective three (3) business days after the date of transmittal. Such notice will be deemed properly given if sent to the address specified in this Agreement or to any other address subsequently provided in writing.

11) **Hold Harmless.** Each Party hereto shall protect, defend, hold harmless and indemnify the

other Parties, their officers, elected officials, directors, volunteers, agents and employees, from and against any and all claims (including demands, suits, penalties, liabilities, damages, costs, expenses, or losses of any kind or nature whatsoever) arising out of or in any way resulting from such Party's own acts or omissions related to such Party's participation and obligations under this Agreement. For this purpose, each Party, by mutual negotiation, hereby waives, with respect to the other Parties only, any immunity that would otherwise be available against such claims under the industrial insurance act provisions of Title 51 RCW. In the event that either Party incurs any judgment, award, and/or cost arising therefrom, including attorneys' fees, to enforce the provisions of this Section, all such fees, expenses, and costs shall be recoverable from the responsible Party to the extent of that Party's culpability. The provisions of this Section shall survive and continue to be applicable to Parties exercising the right of termination pursuant to Section 5 herein.

12) Insurance. Each Party shall provide and maintain suitable commercial general liability and auto liability insurance policies to protect it from casualty losses by reason of the activities contemplated by this Agreement. The limits of liability for each coverage shall be at least \$2,000,000 each occurrence. Each Party shall provide the other Party with a Certificate of Liability Insurance or Evidence of Coverage; provided, that if either Party is self-insured or part of a self-insurance risk pool, it will provide a letter of self-insurance as evidence of coverage.

13) Audits and Inspection. The records and documents with respect to all matters covered by this contract shall be subjected to inspection, review or audit by each Party at the requesting Party's sole expense during the term of this Agreement and three (3) years after expiration or termination. Such records shall be made available for inspection during regular business hours within a reasonable time of the request.

14) Finance and Budget. No special budget or funds are anticipated, nor shall any be created. The Parties are each responsible for their own finances in connection with this Agreement, and nothing in this Agreement shall be deemed or construed otherwise.

15) Property Acquisition and Disposition. The Agreement does not contemplate the joint acquisition of property by the parties. At termination, each Party will remain the sole owner of its own property

16) Non-Discrimination. The Parties shall not discriminate in any manner related to this Agreement on the basis of race, color, national origin, sex, religion, age, marital status, sexual orientation, gender preference, marital or family status, military or veteran status or mental, or physical disability or the use of a trained dog guide or service animal by a disabled person unless for cause.

17) Severability. If any provision of the Agreement shall be held invalid, the remainder of this Agreement shall not be affected thereby if such remainder would then continue to serve the purposes and objectives of the Parties.

18) Approval by Parties' Governing Bodies. The governing body of each Party must approve this Agreement before any representative of such Party may sign this Agreement.

19) Entire Agreement: This is the entire agreement between the Parties, and no other agreements, oral or otherwise, regarding the subject matter of this Agreement, shall be deemed to exist or bind any of the Parties.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the date last written below.

CITY OF SEATAC

CITY OF DES MOINES

By:

Date

APPROVED AS TO FORM:

Date

ATTEST/AUTHENTICATED:

City Clerk

Date

CITY OF BURIEN

By:

Date

APPROVED AS TO FORM:

Katherine Caffrey

11.22.24

Date

APPROVED AS TO FORM:

/s/ Tim George

Office of the City Attorney

11/22/2024

Date

ATTEST/AUTHENTICATED:

Date

CITY OF NORMANDY PARK

Date

APPROVED AS TO FORM:

Date





By:

12/9/24

Date

APPROVED AS TO FORM:



12/2/2024

Date

ATTEST/AUTHENTICATED:

City Clerk

Date

CITY OF BURIEN

By:

Date

APPROVED AS TO FORM:

Date

APPROVED AS TO FORM:

Office of the City Attorney

Date

ATTEST/AUTHENTICATED:

Date

CITY OF NORMANDY PARK

Date

APPROVED AS TO FORM:

Date

By:

Date

APPROVED AS TO FORM:

Date

ATTEST/AUTHENTICATED:

City Clerk

Date

CITY OF BURIEN



By:

12/13/2024

Date

APPROVED AS TO FORM:

Date

APPROVED AS TO FORM:

Office of the City Attorney

Date

ATTEST/AUTHENTICATED:

Date

CITY OF NORMANDY PARK

Date

APPROVED AS TO FORM:

Date

By:

Date

APPROVED AS TO FORM:

Date

ATTEST/AUTHENTICATED:

City Clerk

Date

CITY OF BURIEN

By:

Date

APPROVED AS TO FORM:

Date

APPROVED AS TO FORM:

Office of the City Attorney

Date

ATTEST/AUTHENTICATED:

Date

CITY OF NORMANDY PARK



11/22/24

Date

APPROVED AS TO FORM:



11/22/2024

Date

Date

ATTEST/AUTHENTICATED:

ATTEST/AUTHENTICATED:

Date

City Clerk

Date

KING COUNTY

Date

APPROVED AS TO FORM:

Date

ATTEST/AUTHENTICATED:

Date

Appendix:

Proposed potential cost breakdown, assuming 5% annual price increase.

Project Cost Allocation Break down based on 2021-2022 HSD 6th grade student roster		
Jurisdiction	% Students	Cost
Burien	29.47%	\$ 31,721.30
Seatac	22.11%	\$ 23,790.98
King County	22.11%	\$ 23,790.98
Des Moines	23.16%	\$ 24,923.88
Normandy Park	3.16%	\$ 3,398.71
TOTAL	100%	\$ 107,625.85

2025

Total \$ 113,007.14

Burien	29.47%	\$ 33,307.37
Seatac	22.11%	\$ 24,980.53
King County	22.11%	\$ 24,980.53
Des Moines	23.16%	\$ 26,170.08
Normandy Park	3.16%	\$ 3,568.65
TOTAL	100%	\$ 113,007.14

2026

Total \$ 118,657.50

Burien	29.47%	\$ 34,972.74
Seatac	22.11%	\$ 26,229.55
King County	22.11%	\$ 26,229.55
Des Moines	23.16%	\$ 27,478.58
Normandy Park	3.16%	\$ 3,747.08
TOTAL	100%	\$ 118,657.50

2027

Total \$ 124,590.37

Burien	29.47%	\$ 36,721.37
Seatac	22.11%	\$ 27,541.03
King County	22.11%	\$ 27,541.03
Des Moines	23.16%	\$ 28,852.51
Normandy Park	3.16%	\$ 3,934.43
TOTAL	100%	\$ 124,590.37

2028

Total \$ 130,819.89

Burien	29.47%	\$ 38,557.44
Seatac	22.11%	\$ 28,918.08
King County	22.11%	\$ 28,918.08
Des Moines	23.16%	\$ 30,295.13
Normandy Park	3.16%	\$ 4,131.15
TOTAL	100%	\$ 130,819.89

2029		
Total	\$ 137,360.89	
Burien	29.47%	\$ 40,485.31
Seatac	22.11%	\$ 30,363.99
King County	22.11%	\$ 30,363.99
Des Moines	23.16%	\$ 31,809.89
Normandy Park	3.16%	\$ 4,337.71
TOTAL	100%	\$ 137,360.89

*Interlocal Agreement between the Cities of Burien, Des Moines, Normandy Park,
and SeaTac and King County for StormFest*

**Project Cost Allocation Document - StormFest
January 1, 2025 – December 31, 2025**

The Project costs are allocated based on percent of Highline Public Schools 6th graders in each jurisdiction,
calculated from Highline Public Schools data.

Table 1. Costs/Cost Shares

Jurisdiction	Annual Cost Share	Estimated Cost Shares*
Burien	29%	\$31,211.50
Des Moines	25%	\$26,906.46
SeaTac	22%	\$23,677.69
King County	20%	\$21,525.17
Normandy Park	3%	\$3,228.78
TOTAL	100%	\$107,625.85

*Total costs for all tasks will not exceed \$107,625.85. Each jurisdiction's maximum cost share is as shown in Table 1.

Accepted by:

City of Burien

City of Des Moines

City of Normandy Park

City of SeaTac

King County



King County

Dow Constantine

King County Executive

401 Fifth Avenue, Suite 800

Seattle, WA 98104-1818

206-263-9600 Fax 206-296-0194

TTY Relay: 711

www.kingcounty.gov

March 25, 2025

The Honorable Girmay Zahilay
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Zahilay:

This letter transmits a proposed Ordinance that would, if enacted, authorize the renewal of an interlocal agreement (ILA) between King County and the cities of Burien, Des Moines, Normandy Park, and SeaTac to implement StormFest, a stormwater educational program for sixth graders in the Highline Public Schools District. The enclosed ILA has been approved by the cities of Burien, Des Moines, Normandy Park, and SeaTac.

The StormFest program supports King County and the city jurisdictions in their National Pollution Discharge Elimination System (NPDES) permit requirements for education and outreach. StormFest offers an outdoor, hands-on science and math experience to support and build both student and community awareness and understanding of our environment and health. The program strengthens student awareness of educational and professional opportunities, empowers them to take interest and excel within science, and builds awareness within diverse communities of environmental health, math, science, and engineering careers and services that provide opportunities and better support at-risk students.

Specifically, the ILA would accomplish the following:

- Engage underserved youth in hands-on science, technology, engineering, and math (STEM) education and activities with professionals, and build student confidence to develop and achieve long-term professional aspirations;
- Increase student understanding of environmental impacts of stormwater runoff and empower them to make personal changes to improve the health of local watersheds;
- Provide youth and community members paid (stipend) professional development opportunities to learn about environmental systems, leadership, and professional skills and ultimately apply them in transferring that knowledge to younger peers in an educational setting;

The Honorable Girmay Zahilay

March 25, 2025

Page 2

- Hire and train community educators and interpreters to support building job and education skills, and train city, County, and nonprofit staff and volunteers on best practices to engage students, and
- Provide a scalable model and toolkit that can be implemented across other communities and school districts within King County.

The proposed Ordinance furthers the goals of the King County Equity and Social Justice Strategic Plan and Strategic Climate Action Plan. The program provides translation and interpretation services to ensure equitable access among English language learners, and development of Spanish and other language curriculum materials to improve engagement and comprehension. The program also introduces students to potential climate change impacts on regional weather patterns, stormwater runoff, and associated environmental challenges and professions.

Thank you for your consideration of this proposed Ordinance. This important legislation will help King County students engage in outdoor environmental education regarding water quality and climate related science needed for future scientists, engineers, and educators, and provides new communities an opportunity to learn and participate.

If your staff have any questions, please contact Josh Baldi, Division Director, Water and Land Resource Division, Department of Natural Resources and Parks, at 206--477--9440.

Sincerely,



for

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
 ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
 Melani Hay, Clerk of the Council
Karan Gill, Chief of Staff, Office of the Executive
Penny Lipsou, Council Relations Director, Office of the Executive
John Taylor, Director, Department of Natural Resources and Parks (DNRP)
Josh Baldi, Division Director, Water and Land Resources Division, DNRP

2025 FISCAL NOTE

Ordinance/Motion:	2025-XXXX				
Title:	StormFest Interlocal Agreement with the cities of Burien, Des Moines, Normandy Park, and SeaTac				
Affected Agency and/or Agencies:	Water and Land Resources Division, Department of Natural Resources and Parks				
Note Prepared By:	Omar Ibrahim, Business & Finance Officer II, WLRD, DNRP				
Date Prepared:	2/10/2025				
Note Reviewed By:	Aaron Sommer Elena Davert, PSB				
Date Reviewed:	2/10/2025	3/10/2025			

Description of request:

An Interlocal Agreement between the cities of Burien, Des Moines, Normandy Park and SeaTac and King County's unincorporated area, each of which has students in the Highline School District. The Interlocal Agreement is a cost share agreement for an annual stormwater education program for sixth graders, who attend the Highline School District, that meets requirements in each jurisdiction for the National Pollutant Discharge Elimination System (NPDES) permit for outreach and education.

Revenue to:

Agency	Fund Code	Revenue Source	2025	2026-2027	2028-2029
Water & Land Resources	1211	SWM Fee	-24,981	-53,771	-59,282
TOTAL			-24,981	-53,771	-59,282

Expenditures from:

Agency	Fund Code	Department	2025	2026-2027	2028-2029
Water & Land Resources	1211	DNRP	24,981	53,771	59,282
TOTAL			24,981	53,771	59,282

Expenditures by Categories

	2025	2026-2027	2028-2029
Consultant services, material and supplies to implement stormwater educational programming.	24,981	53,771	59,282
TOTAL	24,981	53,771	59,282

Does this legislation require a budget supplemental? No.

Notes and Assumptions: Costs are based on the percentage assigned to each jurisdiction that is equivalent to each of the jurisdiction's students who attended Highline School District in the previous year. Any incorporations in out years will effect the County's cost share.



King County

Metropolitan King County Council Transportation, Economy, and Environment Committee

STAFF REPORT

Agenda Item:	6	Name:	Leah Krekel-Zoppi
Proposed No.:	2025-0122	Date:	May 20, 2025

SUBJECT

A proposed ordinance that would make changes to Priority Hire program requirements by changing the criteria of “economically distressed areas” as it relates to administration of the program.

SUMMARY

The Priority Hire Program helps King County increase workforce diversity and promote economic opportunities for economically disadvantaged areas through targeted priority recruitment for county public works construction jobs and contracting. The proposed ordinance would make changes to the King County code definition of “economically distressed areas” in order to reflect the county’s changing demographics and align with the City of Seattle Priority Hire Program. The proposed change would increase the number of Priority Hire ZIP Codes from 44 to 55 ZIP Codes. An analysis of the proposal found that it would significantly increase the percentage of the population of low income and unemployed people in King County who would be eligible to participate in the Priority Hire Program.

BACKGROUND

King County Priority Hire Program. The Priority Hire Program was created in 2018¹ to prioritize the recruitment and involvement of economically disadvantaged workers in county public works projects. The purpose of the Priority Hire Program, according to Ordinance 18672, was to “help address construction workforce shortages, diversify the construction workforce, and improve the well-being of individuals who live in geographic areas of economic distress.”

The Priority Hire Program is administered by the Finance and Business Operations Division (FBOD) through master community workforce agreements that determine the terms and conditions² for Priority Hire workers for county projects with estimated construction costs of \$5 million or more, including:

- The percentage of labor hours to be performed by Priority Hire workers;

¹ Ordinance 18672

² K.C.C.12.18A.020

- The percentage of apprentice labor hours by preferred entry candidates;
- Provisions to ensure a respectful, inclusive workplace;
- Provisions to increase access for women and minority-owned businesses, open shop contractors, and small contractors and suppliers; and
- Provisions for recruitment, retention, and mentoring of construction workers.

The Priority Hire Program uses criteria to determine ZIP Codes that fall into a designation of “economically distressed areas.”³ The list of ZIP Codes is determined by the Priority Hire Program Manager, in accordance with King County Code criteria, and is to be updated at least once every five years. Changes to the criteria for determining economically distressed areas must be approved by ordinance. A Priority Hire Advisory Committee has been established to advise the county on implementing, planning, administering, and reporting on the Priority Hire Program.⁴ The Priority Hire Program Manager is required to submit an annual report detailing the performance of the program.⁵

According to the Executive, data from Priority Hire annual reports shows that the Priority Hire Program has resulted in \$35 million in wages paid to local workers.

2024 Annual Apprenticeship and Priority Hire Report.⁶ In 2024, the King County Priority Hire Program resulted in \$10.5 million in wages paid to priority hire workers, and 1,017 workers being hired from priority hire ZIP Codes. The report states that Priority Hire participation rates exceeded hiring goals, including:

- **Apprenticeship participation:** 25.7% goal → 39.5% actual
- **Journey Worker participation:** 18.2% goal → 26.3% actual
- **Minority Worker participation:** 21% goal → 47.3% actual
- **Women Worker participation:** 12% goal → 15.1% actual

The report also states that in 2024, FBOD commissioned a study to update the designation of economically distressed areas. That study is the basis for Proposed Ordinance 2025-0122.

ANALYSIS

The proposed ordinance would make changes to the King County Code definition of “economically distressed area” within the Priority Hire Program. Table 1 shows a comparison between the current definition of “economically distressed area” and the proposed definition.

³ K.C.C.12.18A.030

⁴ K.C.C.12.18A.040

⁵ K.C.C.12.18A.050

⁶ 2025-RPT0046

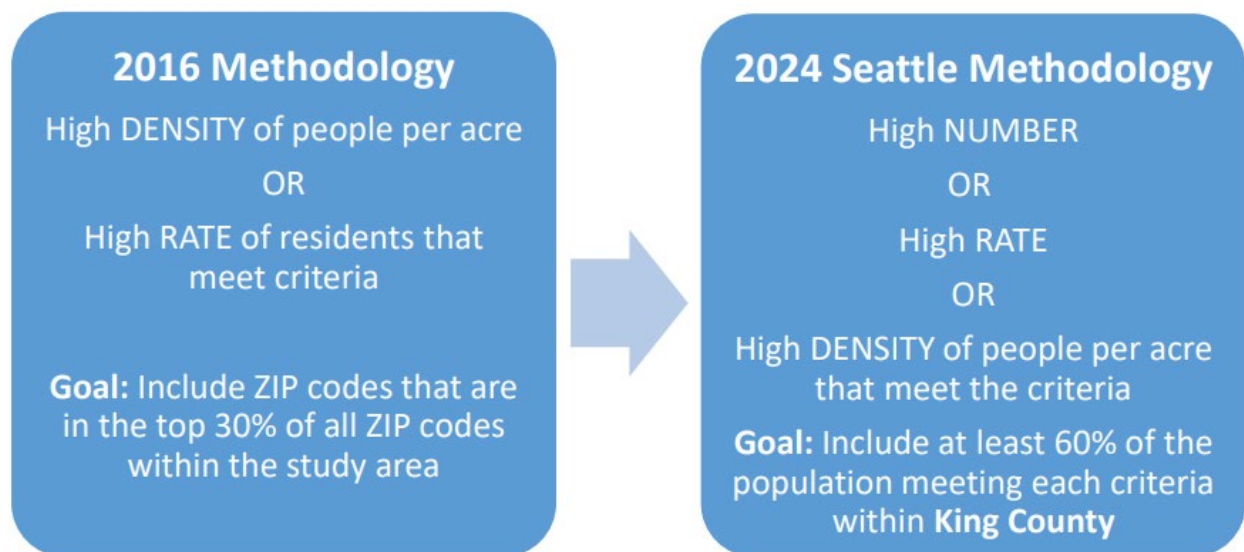
Table 1. Comparison of Current and Proposed Definitions of Priority Hire Economically Distressed Area

Definition	Current	Proposed
Applies to ZIP Codes	"In the top 30% of all ZIP Codes in King County"	That "include at least 60% of King County population of residents" that meet the criteria
Applies to	"Concentration of individuals" within the ZIP Code who meet at least 2 of the 3 criteria	"Population of residents in that ZIP Code that have a high absolute number, have a high share by percentage, or have a high density per acre of people" meeting at least 2 of the 3 criteria
Criteria (meets 2 of 3)	<ul style="list-style-type: none"> Have income at or below 200% of federal poverty, Are unemployed, or Are at least age 25 without a college degree 	<ul style="list-style-type: none"> Have income at or below 200% of federal poverty, Are unemployed, or Are at least age 25 <u>with less than a bachelor's degree</u>

According to the Executive, the purpose for the proposed change was to reflect the changing demographics and economic characteristics of the region and to enhance regional uniformity, since the proposed changes align with the "economically distressed areas" used by the City of Seattle Priority Hire Program.

The Priority Hire Program requires the list of ZIP Codes designated as "economically distressed areas" to be updated at a minimum of every five years. In 2024, FBOD engaged a consultant to analyze an update to the Priority Hire ZIP Code list. The resulting King County Priority Hiring Analysis (Attachment A to Proposed Ordinance 2025-0122) updated the service area and considered adjustments based on the 2024 City of Seattle Priority Hire criteria. The analysis found that the current King County "economically distressed area" methodology and the current City of Seattle methodology produced different results. The analysis included Figure 1 to depict the differences between the two methodologies ("2016 Methodology" refers to current King County Methodology).

Figure 1. Comparison of King County and Seattle Priority Hire Methodologies



The analysis also included Figure 2, which depicts a calculation using each methodology for a sample ZIP Code.

Figure 2.
Sample Calculation for ZIP Code 98106

2016 Methodology Update	2024 Seattle Methodology
Benchmarks for ZIP codes in the top 30% of all study area ZIP codes:	Benchmarks to capture at least 60% of criteria population in King County:
Density per 1,000 acres	Absolute (number)
<ul style="list-style-type: none">• 1,702 under 200% of the poverty line• 216 unemployed• 2,527 less than a college degree	<ul style="list-style-type: none">• 8,720 under 200% of the poverty line• 610 unemployed• 12,928 less than a bachelor's degree
OR	OR
Share of Population	Share of Population
<ul style="list-style-type: none">• 22% under 200% of the poverty line• 5% unemployed• 54% less than a college degree	<ul style="list-style-type: none">• 20% under 200% of the poverty line• 4% unemployed• 64% less than a bachelor's
OR	OR
Density per Acre	Density per Acre
<ul style="list-style-type: none">• 1,745 under 200% of the poverty line per acre• 228 unemployed per acre• 3,039 less than a bachelor's per acre	<ul style="list-style-type: none">• 1,745 under 200% of the poverty line per acre• 228 unemployed per acre• 3,039 less than a bachelor's per acre
ZIP code 98106:	ZIP code 98106:
<ul style="list-style-type: none">• 1,625 and 24% under 200% of the poverty line → above benchmark• 167 and 4% unemployed → below benchmark• 2,269 and 45% less than a college degree → below benchmark	<ul style="list-style-type: none">• 6,083, 24%, and 1,625 under 200% of the poverty line → above benchmark• 625, 4%, and 167 unemployed → above benchmark• 10,570, 56%, and 2,824 less than a bachelor's degree → below benchmark
One of three criteria are above the benchmark → Not a Priority Hire ZIP Code	Two of three criteria are above the benchmark → Tier I Priority Hire ZIP Code

The sample comparison shows that ZIP Code 98106 meets one out of three of the current criteria and two out of the three of the proposed criteria. That means that this particular area would not currently qualify as a King County Priority Hire area but would qualify under the proposed changes and under the City of Seattle Priority Hire Program.

The analysis undertaken on behalf of FBOD found that overall, King County's current methodology reaches 45 percent of the total population of residents who either 1) earn under 200 percent of the federal poverty rate, 2) are unemployed, or 3) have less than a bachelor's degree. By comparison, the proposed methodology would reach 72 percent of that total population.

According to the analysis, the number of Priority Hire ZIP Codes would change from 44 ZIP Codes currently to 55 ZIP Codes under this proposal. Table 2 shows how the Priority Hire ZIP Codes would change if this proposed ordinance were to be adopted.

**Table 2.
Change in Priority Hire ZIP Codes Under Proposal**

Would be added under proposal but not under current method	Would be removed under current method but retained under proposal	Would be added under either method	Would be added under current method but not under proposed	Would be removed under either proposal
98012	98056	98158	98119	98007
98022	98092	98372	98154	98043
98026	98106		98164	98321
98034	98134		98174	
98038			98195	
98042				
98052				
98058				
98166				
98354				
98390				
98391				

Legal Review. Council's legal counsel completed a legal review of the proposed ordinance and did not identify any issues.

INVITED

- Ken Guy, Director, Finance and Business Operations Division

ATTACHMENTS

1. Proposed Ordinance 2025-0122 (and its attachment)
2. Transmittal Letter



KING COUNTY

Signature Report

Ordinance

ATTACHMENT 1

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Proposed No. 2025-0122.1

Sponsors Quinn

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

7 STATEMENT OF FACTS:

- 8 1. King County established the priority hire program in 2018, designed to
9 prioritize the recruitment and placement of economically disadvantaged
10 local workers on designated King County public works projects. The
11 program is intended to help address construction workforce shortages,
12 diversify the construction workforce and improve the well-being of
13 individuals who live in geographic areas of economic distress.
- 14 2. The priority hire program focuses on workforce participation by
15 apprentices and journey level construction workers and is therefore
16 directly connected to the county's existing apprenticeship program. King
17 County is committed to achieving its apprenticeship hiring goals set in
18 county policy and remedying the disproportionately low involvement by
19 minority groups and women in the construction workforce.

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

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

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

41 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: A. King County Priority Hiring Analysis December 2024

King County Priority Hiring Analysis

SPATIAL ANALYSIS OF PRIORITY WORKERS AND DISTRESSED ZIP CODES

Project Manager:
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December 2024

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

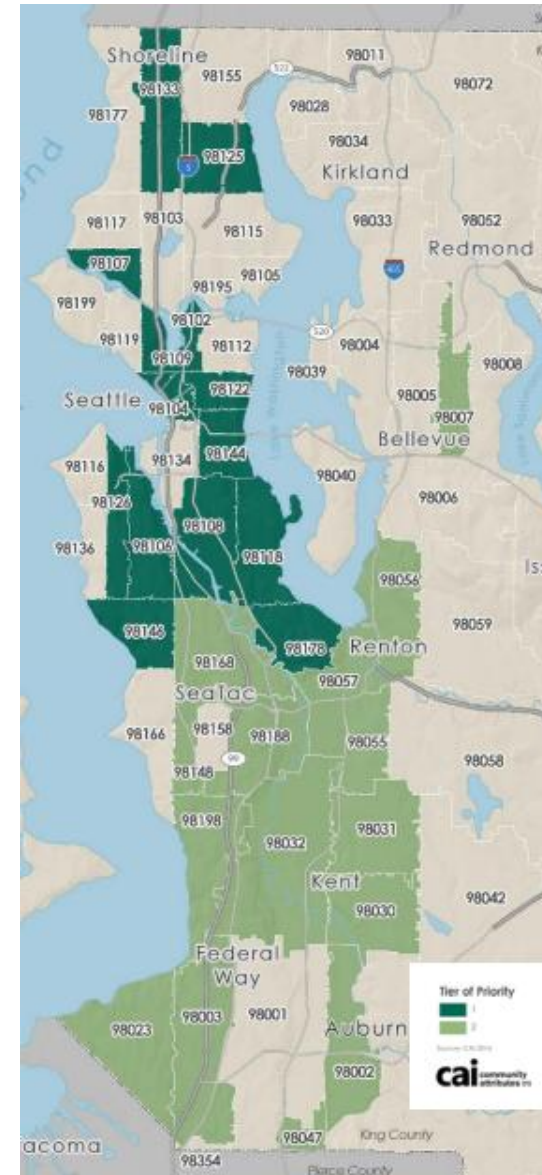
1. Introduction

Background and Purpose

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

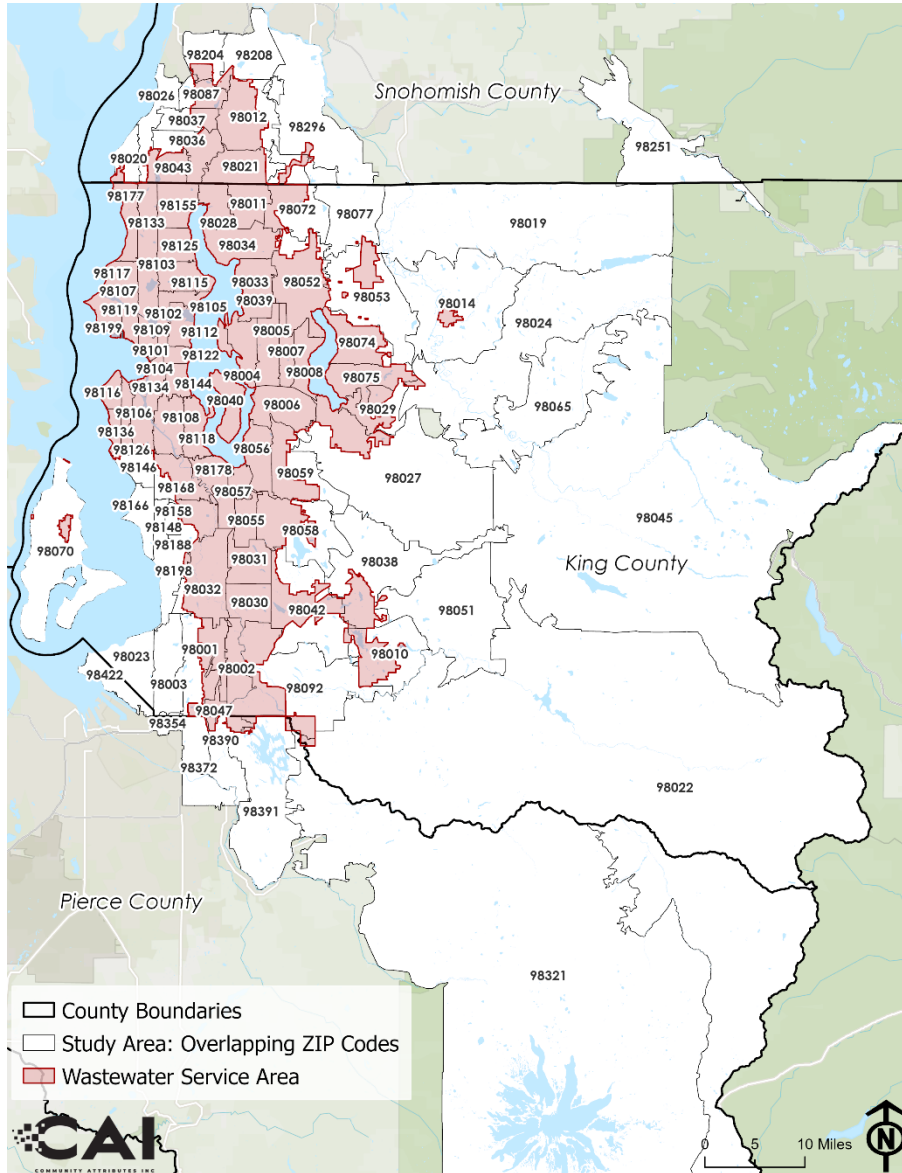
Given the ever-changing nature of the economy, the County requested an update to the ZIP code list to reflect the changing demographics and economic characteristics of the region. With this update, the County is also exploring aligning their methodology with updates to the City of Seattle's priority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

Exhibit 1. Current Priority Hire Zip Codes



2. Updated Study Area

Exhibit 2. Priority Hire ZIP Codes Updated Study Area



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

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

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

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

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

3. Updates to Study Area from Previous Analysis

King County PO Box ZIP Codes Removed

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

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

Downtown Seattle Zip Codes Added

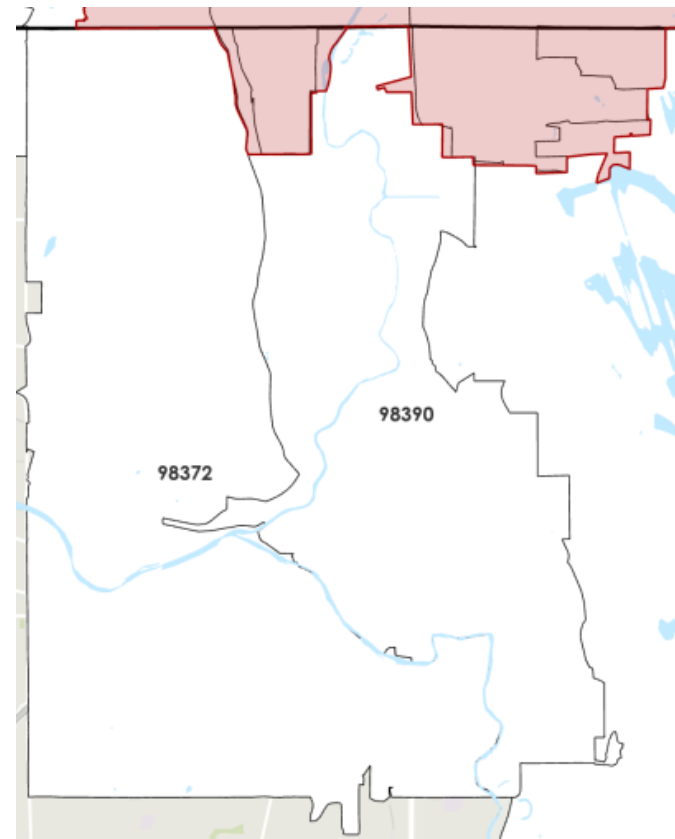
Three block-sized zip codes in downtown Seattle were added to the current study:

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

Pierce County Zip Codes Added

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

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



4. Potential Adjustments to Study Area for Discussion

Peripheral ZIP Codes

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

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

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

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

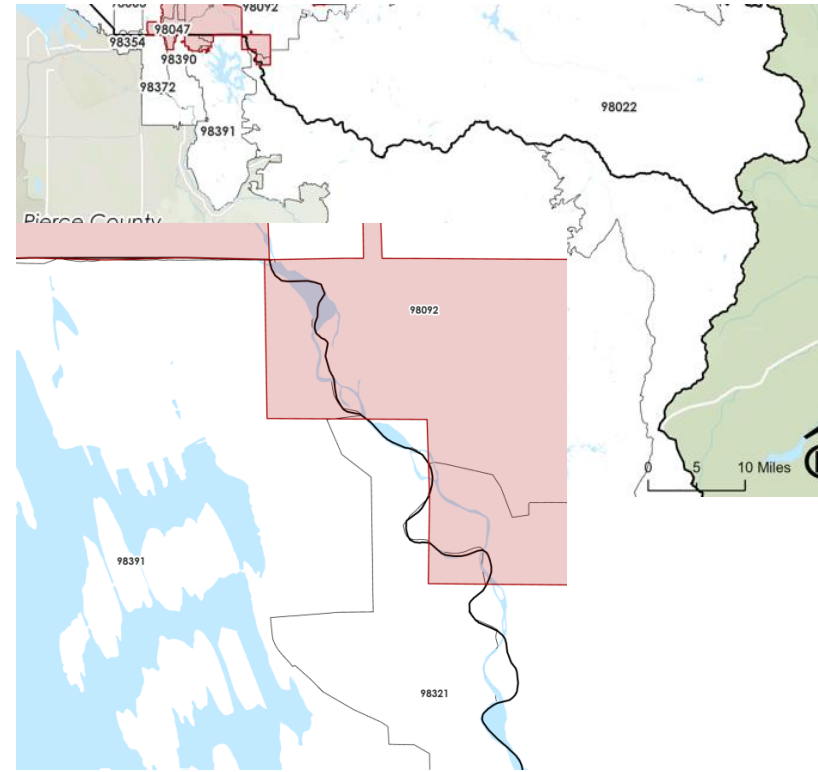


Exhibit 3. Population by Priority Hire Criteria

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

5. Analysis Results

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

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

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

5. Analysis Results

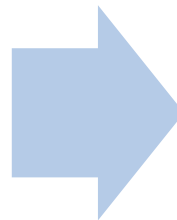
2016 Methodology

High DENSITY of people per acre

OR

High RATE of residents that
meet criteria

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



2024 Seattle Methodology

High NUMBER

OR

High RATE

OR

High DENSITY of people per acre
that meet the criteria

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

Existing and proposed methodologies use similar criteria:

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

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

5. Analysis Results

Sample Calculation for ZIP Code 98106

2016 Methodology Update

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

Density per 1,000 acres

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

OR

Share of Population

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

ZIP code 98106:

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

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

2024 Seattle Methodology

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

Absolute (number)

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

OR

Share of Population

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

OR

Density per Acre

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

ZIP code 98106:

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

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

5. Analysis Results

Priority Hire ZIP Codes Demographics

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

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

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

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

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

5. Analysis Results

Alternative Geographies for Analysis

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

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

5. Analysis Results

Exhibit 5. Priority Hire ZIP Codes by Tier

Tier I, Seattle, 2017 - 2021

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

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

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

Updated Tier I 2016 vs Old Tier I 2016

Added	Removed
98119	98106
98154	98134
98164	
98174	
98195	

5. Analysis Results

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

Tier II, 2017 - 2021

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

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

Updated Tier II 2016 vs Old Tier II 2016

Added	Removed
98158	98007
98372	98056
	98092
	98043
	98321

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

5. Analysis Results

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

Tier I, 2017 - 2021

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

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

5. Analysis Results

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

Tier I, 2017 - 2021

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

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

5. Analysis Results

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

Tier II, King County, 2017 - 2021

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

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

5. Analysis Results

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

Tier II, King County, 2017 - 2021

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

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

5. Analysis Results

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

Tier II, Snohomish and Pierce Counties, 2017 - 2021

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

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

5. Analysis Results

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

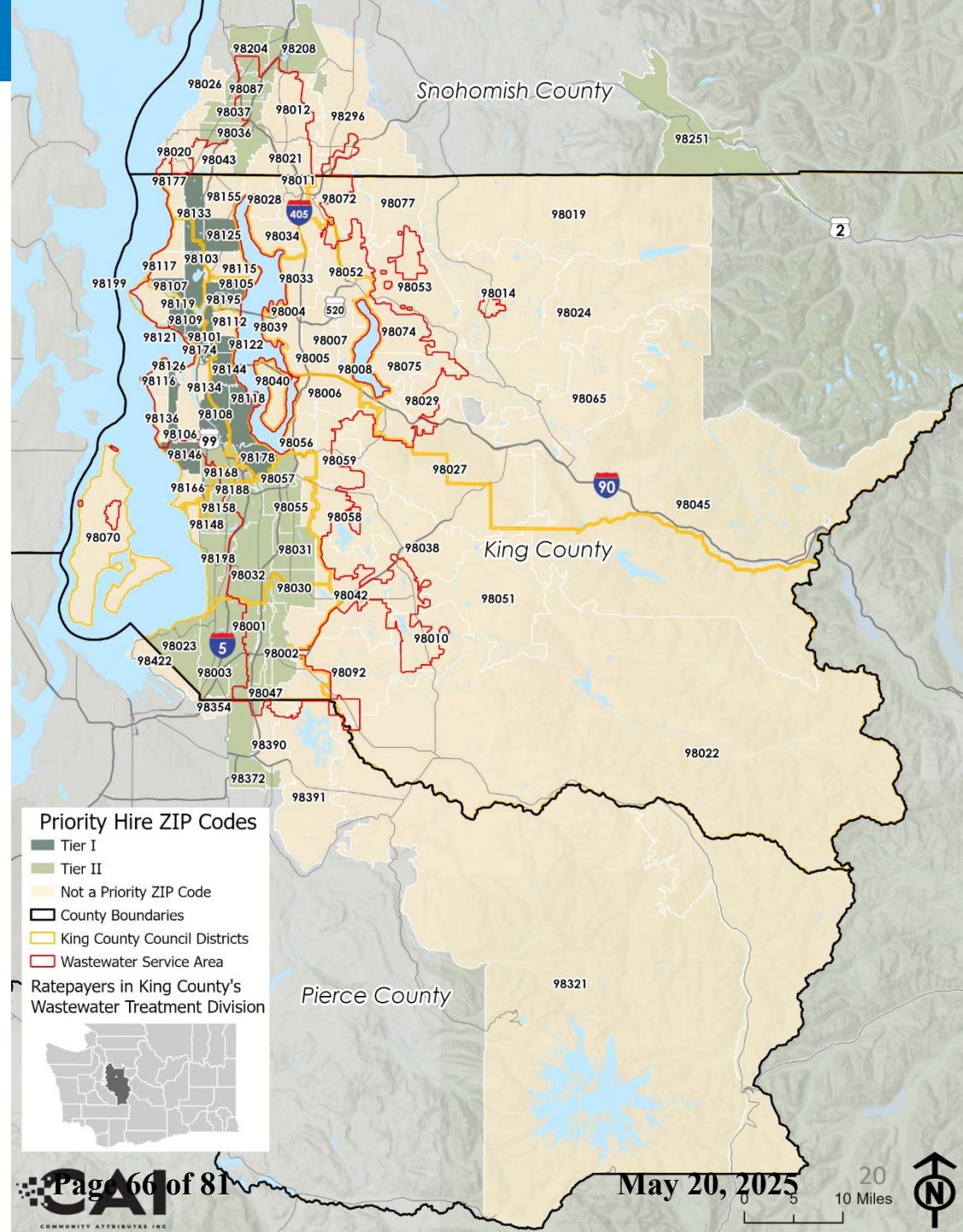
Tier II, Snohomish and Pierce Counties, 2017 - 2021

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

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

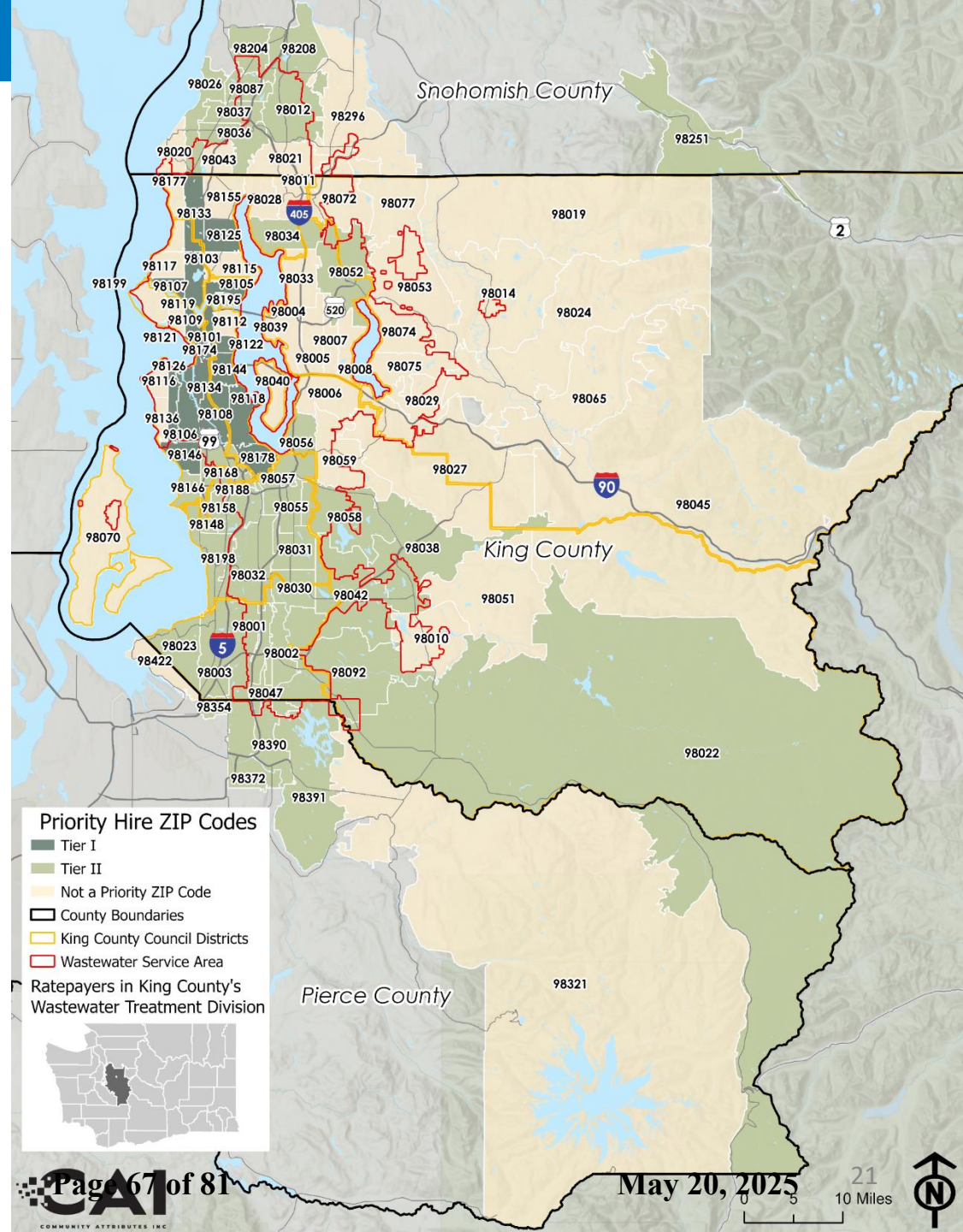
5. Analysis Results

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



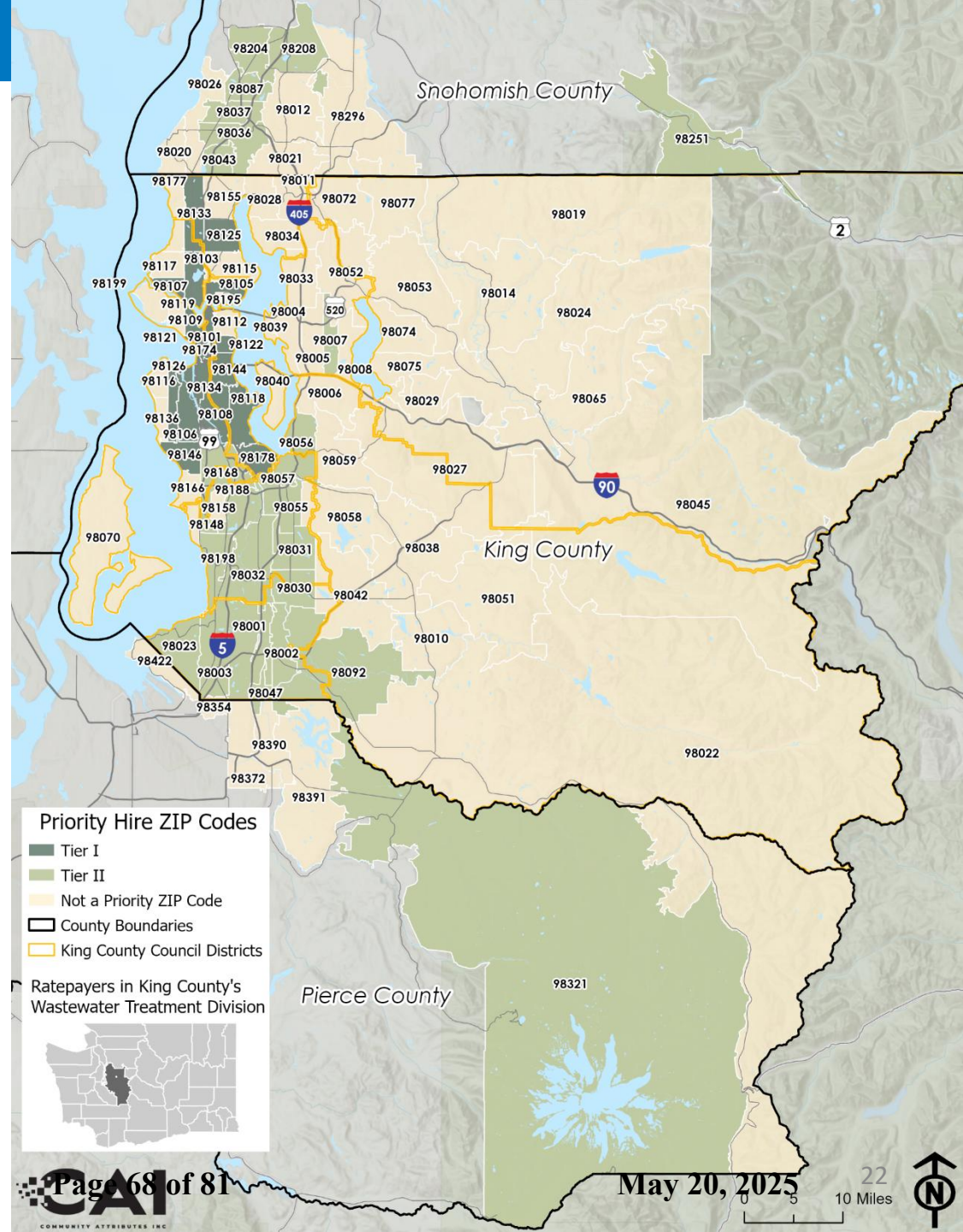
5. Analysis Results

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



5. Analysis Results

Exhibit 14. Priority Hire ZIP Codes by Tier, Current



5. Analysis Results

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

District 1, 2017 - 2021

District 1: Councilmember Dembowski

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

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

5. Analysis Results

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

District 2, 2017 - 2021

District 2: Councilmember Zahilay

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

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

5. Analysis Results

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

District 3, 2017 - 2021

District 3: Councilmember Perry

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

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

5. Analysis Results

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

District 4, 2017 - 2021

District 4: Councilmember Baròn

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

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

5. Analysis Results

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

District 5, 2017 - 2021

District 5: Councilmember Upthegrove

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

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

5. Analysis Results

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

District 6, 2017 - 2021

District 6: Councilmember Balducci

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

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

5. Analysis Results

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

District 7, 2017 - 2021

District 7: Councilmember von Reichbauer

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

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

5. Analysis Results

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

District 8, 2017 - 2021

District 8: Councilmember Mosqueda

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

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

5. Analysis Results

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

District 9, 2017 - 2021

District 9: Councilmember Dunn

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

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

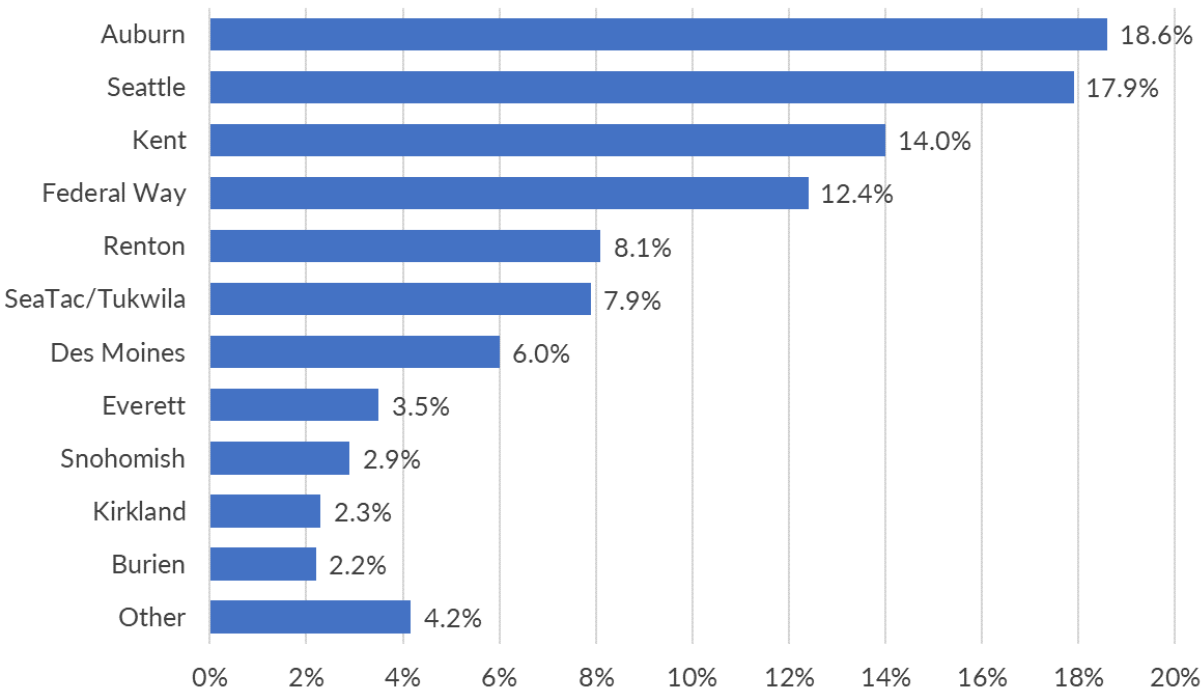
6. 2023 Priority Hire Employment Analysis

2023 Priority Hire Summary

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

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

Exhibit 24. Percentage of Priority Hires by City, 2023







King County

Shannon Braddock

King County Executive

401 Fifth Avenue, Suite 800
Seattle, WA 98104

206-296-9600 Fax 206-296-0194

TTY Relay: 711

www.kingcounty.gov

April 15, 2025

The Honorable Girmay Zahilay
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Zahilay:

I am pleased to transmit a proposed Ordinance that, if enacted, would update the current criteria used to identify economically distressed areas under King County's Priority Hire Program, which aims to prioritize the hiring of local workers from the County's economically distressed areas for inclusion on construction projects. The proposed change reflects a revised methodology to enhance regional uniformity and align with evolving economic and demographic shifts.

Data from annual reports submitted to the Council since 2019 shows that the Priority Hire Program has been successful in creating more jobs for local construction workers, diversifying the construction workforce, and creating family wage jobs and careers that uplift economically distressed communities. In the five-year period from 2020 through 2024, the Priority Hire Program has resulted in \$35 million in wages paid to local construction workers.

The Finance and Business Operations Division (FBOD) of the Department of Executive Services recommends updating the criteria because it will enable hiring more local construction workers and put more labor dollars into economically distressed communities. The proposed criteria will also promote regional uniformity with the City of Seattle's program, making it easier for union dispatchers and contractors to implement priority hiring placements for construction projects.

King County Code 12.18A sets forth the requirements of the Priority Hire Program and requires the Council to approve any change in the criteria used to determine economically distressed. Specifically, KCC 12.18.1.030 states that "Any changes proposed by the manager

The Honorable Girmay Zahilay
April 15, 2025
Page 2

for the criteria for determining economically distressed areas are subject to approval by Ordinance.”

Thank you for your consideration of the proposed Ordinance. If your staff have questions, please contact Ken Guy, Director of the Finance and Business Operations Division, at 206-263-9254.

Sincerely,

A handwritten signature in black ink, appearing to read "Shannon Braddock", written over a horizontal line.

for

Shannon Braddock
King County Executive

Enclosures

cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
Melani Hay, Clerk of the Council

Karan Gill, Deputy Executive, Chief of Staff, Office of the Executive

Penny Lipsou, Council Relations Director, Office of the Executive

Lorraine Patterson-Harris, Chief Administrative Officer, Department of Executive Services
(DES)

Ken Guy, Director, Finance and Business Operations Division (FBOD), DES

Danielle Hinz, Deputy Director, FBOD, DES

Sandy Hanks, Contract Compliance Manager, FBOD, DES