



CITY OF SEATTLE

City Council

Agenda

Monday, January 25, 2021

2:00 PM

**Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or
Seattle Channel online.**

M. Lorena González, President

Lisa Herbold, Member

Debora Juarez, Member

Andrew J. Lewis, Member

Tammy J. Morales, Member

Teresa Mosqueda, Member

Alex Pedersen, Member

Kshama Sawant, Member

Dan Strauss, Member

Chair Info: 206-684-8809; Lorena.González@seattle.gov

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206-684-8888 (TTY Relay 7-1-1), email CouncilAgenda@Seattle.gov, or visit
<http://seattle.gov/cityclerk/accommodations>.**



CITY OF SEATTLE

City Council Agenda

January 25, 2021 - 2:00 PM

Meeting Location:

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or Seattle Channel online.

Committee Website:

<http://www.seattle.gov/council>

In-person attendance is currently prohibited per Washington State Governor's Proclamation 20-28.15, until the COVID-19 State of Emergency is terminated or Proclamation 20-28 is rescinded by the Governor or State legislature. Meeting participation is limited to access by telephone conference line and online by the Seattle Channel.

Register online to speak during the Public Comment period at the 2:00 p.m. City Council meeting at

<http://www.seattle.gov/council/committees/public-comment>.

Online registration to speak at the City Council meeting will begin two hours before the 2:00 p.m. meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Submit written comments to all Councilmembers at

Council@seattle.gov

Sign-up to provide Public Comment at the meeting at

<http://www.seattle.gov/council/committees/public-comment>

Watch live streaming video of the meeting at

<http://www.seattle.gov/council/watch-council-live>

Listen to the meeting by calling the Council Chamber Listen Line at 253-215-8782 Meeting ID: 586 416 9164

One Tap Mobile No. US: +12532158782,,5864169164#

A. CALL TO ORDER

B. ROLL CALL**C. PRESENTATIONS****D. APPROVAL OF THE JOURNAL**

[Min 316](#) January 19, 2021

Attachments: [Minutes](#)

E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR

Introduction and referral to Council committees of Council Bills (CB), Resolutions (Res), Appointments (Appt), and Clerk Files (CF) for committee recommendation.

[IRC 287](#) January 25, 2021

Attachments: [Introduction and Referral Calendar](#)

F. APPROVAL OF THE AGENDA**G. PUBLIC COMMENT**

Members of the public may sign up to address the Council for up to 2 minutes on matters on this agenda; total time allotted to public comment at this meeting is 20 minutes.

Register online to speak during the Public Comment period at the 2:00 p.m. City Council meeting at
<http://www.seattle.gov/council/committees/public-comment>.

Online registration to speak at the City Council meeting will begin two hours before the 2:00 p.m. meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

H. PAYMENT OF BILLS

These are the only Bills which the City Charter allows to be introduced and passed at the same meeting.

- [CB 119991](#) AN ORDINANCE appropriating money to pay certain audited claims for the week of January 11, 2021 through January 15, 2021 and ordering the payment thereof.

I. COMMITTEE REPORTS

Discussion and vote on Council Bills (CB), Resolutions (Res), Appointments (Appt), and Clerk Files (CF).

TRANSPORTATION AND UTILITIES COMMITTEE:

1. [CB 119980](#) AN ORDINANCE relating to the City Light Department; authorizing the acceptance of the Statutory Warranty Deed for the “Glacier View Ranch Property” in Skagit County, Washington; placing said land under the jurisdiction of the City Light Department; and ratifying and confirming certain prior acts.

The Committee recommends that City Council pass the Council Bill (CB).

In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales

Opposed: None

Attachments: [Att A - Statutory Warranty Deed](#)

Supporting

Documents:

[Summary and Fiscal Note](#)

[Summary Ex 1 - Glacier View Ranch Property Map](#)

2. [Appt 01720](#) Appointment of Anne Ayre as member, City Light Review Panel, for a term to September 30, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales

Opposed: None

Attachments: [Appointment Packet](#)

3. [Appt 01721](#) Reappointment of John Putz as member, City Light Review Panel, for a term to September 30, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales

Opposed: None

Attachments: [Appointment Packet](#)

4. [Appt 01722](#) Appointment of Sandro R. Pani as member, Seattle Transit Advisory Board, for a term to August 2, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales

Opposed: None

Attachments: [Appointment Packet](#)

5. [Appt 01723](#) Appointment of Emily Walton Percival as member, Seattle Transit Advisory Board, for a term to August 2, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales

Opposed: None

Attachments: [Appointment Packet](#)

6. [Appt 01724](#) Reappointment of Andrew P. Martin as member, Seattle Transit Advisory Board, for a term to August 2, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales

Opposed: None

Attachments: [Appointment Packet](#)

7. [Appt 01725](#) Reappointment of Kashina Groves as member, Seattle Bicycle Advisory Board, for a term to August 31, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales

Opposed: None

Attachments: [Appointment Packet](#)

8. [Appt 01726](#) Reappointment of Meredith Hall as member, Seattle Bicycle Advisory Board, for a term to August 31, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales

Opposed: None

Attachments: [Appointment Packet](#)

9. [Appt 01727](#) Reappointment of Patrick W. Taylor as member, Seattle Bicycle Advisory Board, for a term to August 31, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

**In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales
Opposed: None**

Attachments: [Appointment Packet](#)

10. [Appt 01728](#) Appointment of Jennifer Lehman as member, Seattle Pedestrian Advisory Board, for a term to March 31, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

**In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales
Opposed: None**

Attachments: [Appointment Packet](#)

11. [Appt 01729](#) Appointment of Emily A. Mannetti as member, Seattle Pedestrian Advisory Board, for a term to March 31, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

**In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales
Opposed: None**

Attachments: [Appointment Packet](#)

12. [Appt 01730](#) Appointment of Peaches Thomas as member, Seattle School Traffic Safety Committee, for a term to March 31, 2023.

The Committee recommends that City Council confirm the Appointment (Appt).

**In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales
Opposed: None**

Attachments: [Appointment Packet](#)

13. [Appt 01749](#) Appointment of Femi Adebayo as member, Community Technology Advisory Board, for a term to December 31, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

**In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales
Opposed: None**

Attachments: [Appointment Packet](#)

14. [Appt 01750](#) Appointment of Leah Shin as member, Community Technology Advisory Board, for a term to December 31, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

**In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales
Opposed: None**

Attachments: [Appointment Packet](#)

15. [Appt 01751](#) Reappointment of Rene J. Peters, Jr. as member, Community Technology Advisory Board, for a term to December 31, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

**In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales
Opposed: None**

Attachments: [Appointment Packet](#)

16. [Appt 01764](#) Appointment of Nicole Joy Espy as member, Community Technology Advisory Board, for a term to December 31, 2021.

The Committee recommends that City Council confirm the Appointment (Appt).

**In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales
Opposed: None**

Attachments: [Appointment Packet](#)

17. [Appt 01765](#) Reappointment of Brandon Lindsey as member, Community Technology Advisory Board, for a term to December 31, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

**In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales
Opposed: None**

Attachments: [Appointment Packet](#)

18. [Appt 01766](#) Reappointment of Lassana Magassa as member, Community Technology Advisory Board, for a term to December 31, 2022.

The Committee recommends that City Council confirm the Appointment (Appt).

**In Favor: 5 - Pedersen, Strauss, González , Herbold, Morales
Opposed: None**

Attachments: [Appointment Packet](#)

FINANCE AND HOUSING COMMITTEE:

19. [CB 119990](#) AN ORDINANCE relating to employment in Seattle; establishing labor standards requirements for additional compensation for grocery employees working in Seattle; amending Sections 3.02.125 and 6.208.020 of the Seattle Municipal Code; declaring an emergency; and establishing an immediate effective date; all by a 3/4 vote of the City Council.

The Committee recommends that City Council pass as amended the Council Bill (CB).

In Favor: 5 - Mosqueda, Herbold, González , Lewis, Strauss

Opposed: None

Supporting
Documents: [Summary and Fiscal Note](#)

J. ADOPTION OF OTHER RESOLUTIONS**K. OTHER BUSINESS****L. ADJOURNMENT**



Legislation Text

File #: Min 316, **Version:** 1

January 19, 2021

SEATTLE CITY COUNCIL

600 Fourth Ave. 2nd Floor
Seattle, WA 98104



Journal of the Proceedings of the Seattle City Council

Tuesday, January 19, 2021

2:00 PM

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or
Seattle Channel online.

City Council

M. Lorena González, President

Lisa Herbold, Member

Debora Juarez, Member

Andrew J. Lewis, Member

Tammy J. Morales, Member

Teresa Mosqueda, Member

Alex Pedersen, Member

Kshama Sawant, Member

Dan Strauss, Member

Chair Info: 206-684-8809; Lorena.González@seattle.gov

In-person attendance is currently prohibited per Washington State Governor's Proclamation No. 20-28.14, through January 19, 2021. Meeting participation is limited to access by telephone conference line and Seattle Channel online.

A. CALL TO ORDER

B. ROLL CALL

The City Council of The City of Seattle met remotely pursuant to Washington State Governor's Proclamation 20-28.14, and guidance provided by the Attorney General's Office, on January 19, 2021, pursuant to the provisions of the City Charter. The meeting was called to order at 2:00 p.m., with Council President González presiding.

The following Councilmembers were present and participating electronically:

Present: 8 - González , Herbold, Juarez, Lewis, Mosqueda, Pedersen, Sawant, Strauss

Late Arrival: 1 - Morales

C. PRESENTATIONS

Councilmember Morales joined the meeting at 2:02 p.m.

Council President González read a Proclamation honoring Martin Luther King, Jr., and proclaiming Tuesday, January 19, 2021 MLK Day and Unity Week 2021. By unanimous consent, the Council Rules were suspended to allow Natalie Hunter to address the Council.

By unanimous consent, the Council Rules were suspended to allow Councilmembers to participate and vote at City Council and Committee meetings by electronic means until the COVID-19 State of Emergency is terminated, or Proclamation 20-28 is rescinded by the Governor or State Legislature, whichever occurs first.

D. APPROVAL OF THE JOURNAL[Min 315](#)**January 11, 2021**

Motion was made, duly seconded and carried, to adopt the proposed Minutes by the following vote, and the President signed the Minutes:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR[IRC 286](#)**January 19, 2021**

Motion was made, duly seconded and carried, to adopt the proposed Introduction and Referral Calendar (IRC) by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

F. APPROVAL OF THE AGENDA

Motion was made, duly seconded and carried, to adopt the proposed Agenda.

G. PUBLIC COMMENT

The following individuals addressed the Council:

Howard Gale
Cindy Domingo
David McLanahan
John Waller
Kirk Robbins

H. PAYMENT OF BILLS

[CB 119988](#) **AN ORDINANCE appropriating money to pay certain audited claims for the week of January 4, 2021 through January 8, 2021 and ordering the payment thereof.**

Motion was made and duly seconded to pass Council Bill 119988.

The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

I. COMMITTEE REPORTS

CITY COUNCIL:

1. [Res 31984](#) **A RESOLUTION calling for U.S.-Cuban collaboration to save lives in the fight against COVID-19.**

ACTION 1:

Motion made was and duly seconded to adopt Resolution 31984.

ACTION 2:

Motion was made by Councilmember Mosqueda, duly seconded and carried, to amend Resolution 31984, by removing the Mayor's Concurrence on the "Be it Resolved" and signature lines.

ACTION 3:

Motion was made by Councilmember Mosqueda, duly seconded and carried, to amend Resolution 31984, Section 3, as shown in the underlined language below:

Section 3. The Seattle City Council calls on our U.S. Congress and the future Executive Administration of President-Elect Joe Biden and Vice-President-Elect Kamala Harris to reverse the recent State Department designation of Cuba as a terrorist state, restore full diplomatic relations with Cuba, end the decades-long economic blockade, and engage in all mutually beneficial areas of human endeavor.

ACTION 4:

Motion was made and duly seconded to adopt Resolution 31984 as amended.

The Motion carried, the Resolution (Res) was adopted as amended by the following vote, and the President signed the Resolution (Res):

In Favor: 8 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Sawant, Strauss

Opposed: 1 - Pedersen

2. [Appt 01741](#) **Reappointment of Scott S. Yasui as member, Seattle Chinatown International District Preservation and Development Authority Governing Council, for a term to December 31, 2021.**

Motion was made and duly seconded to confirm Appointment 01741.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

3. [Appt 01742](#) **Appointment of Jerilyn L.C. Young as member, Seattle Chinatown International District Preservation and Development Authority Governing Council, for a term to December 31, 2022.**

Motion was made and duly seconded to confirm Appointment 01742.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

4. [Appt 01743](#) **Reappointment of Casey Huang as member, Seattle Chinatown International District Preservation and Development Authority Governing Council, for a term to December 31, 2022.**

Motion was made and duly seconded to confirm Appointment 01743.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

5. [Appt 01744](#) **Reappointment of Phillip Sit as member, Seattle Chinatown International District Preservation and Development Authority Governing Council, for a term to December 31, 2022.**

Motion was made and duly seconded to confirm Appointment 01744.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda,
Pedersen, Sawant, Strauss

Opposed: None

6. [Appt 01745](#) **Appointment of Stephanie Young as member, Pike Place Market Historical Commission, for a term to December 1, 2021.**

Motion was made and duly seconded to confirm Appointment 01745.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda,
Pedersen, Sawant, Strauss

Opposed: None

7. [Appt 01746](#) **Appointment of Grace Leong as member, Pike Place Market Historical Commission, for a term to December 1, 2022.**

Motion was made and duly seconded to confirm Appointment 01746.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda,
Pedersen, Sawant, Strauss

Opposed: None

8. [Appt 01747](#) **Appointment of David Michael Moehring as member, Urban Forestry Commission, for a term to March 31, 2022.**

Motion was made and duly seconded to confirm Appointment 01747.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda,
Pedersen, Sawant, Strauss

Opposed: None

9. [Appt 01748](#) **Reappointment of David Yeaworth as member, Historic Seattle Preservation and Development Authority Governing Council, for a term to November 30, 2024.**

Motion was made and duly seconded to confirm Appointment 01748.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

LAND USE AND NEIGHBORHOODS COMMITTEE:

10. [CB 119978](#) **AN ORDINANCE relating to floodplains; extending interim regulations established by Ordinance 126113 for 12 months, to continue to rely on updated National Flood Insurance Rate Maps to allow individuals to continue to obtain flood insurance through FEMA's Flood Insurance Program; and adopting a work plan for studies needed to develop permanent regulations.**

The Committee recommends that City Council pass the Council Bill (CB).

In Favor: 5 - Strauss, Mosqueda, Juarez, Lewis, Pedersen

Opposed: None

The Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

PUBLIC SAFETY AND HUMAN SERVICES COMMITTEE:

11. [Appt 01753](#) **Reappointment of Alina Santillan as member, Community Police Commission, for a term to December 31, 2022.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Herbold, Lewis, Morales, Sawant

Opposed: None

The Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda,
Pedersen, Sawant, Strauss

Opposed: None

12. [Appt 01754](#) **Reappointment of Suzette Dickerson as member, Community Police Commission, for a term to December 31, 2023.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Herbold, Lewis, Morales, Sawant

Opposed: None

The Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda,
Pedersen, Sawant, Strauss

Opposed: None

13. [Appt 01755](#) **Reappointment of Erin B. Goodman as member, Community Police Commission, for a term to December 31, 2023.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Herbold, Lewis, Morales, Sawant

Opposed: None

The Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda,
Pedersen, Sawant, Strauss

Opposed: None

14. [Appt 01756](#) **Reappointment of Douglas E. Wagoner as member, Community Police Commission, for a term to December 31, 2023.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Herbold, Lewis, Morales, Sawant

Opposed: None

The Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda,
Pedersen, Sawant, Strauss

Opposed: None

15. [Appt 01758](#) **Reappointment of Prachi Vipinchandra Dave as member, Community Police Commission, for a term to December 31, 2023.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Herbold, Lewis, Morales, Sawant

Opposed: None

The Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

16. [Appt 01759](#) **Reappointment of La Rond Baker as member, Community Police Commission, for a term to December 31, 2023.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Herbold, Lewis, Morales, Sawant

Opposed: None

The Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

J. ADOPTION OF OTHER RESOLUTIONS

There were none.

K. OTHER BUSINESS

There was none.

L. ADJOURNMENT

There being no further business to come before the Council, the meeting was adjourned at 3:16 p.m.

Jodee Schwinn, Deputy City Clerk

Signed by me in Open Session, upon approval of the Council, on January 25, 2021.

M. Lorena González, Council President of the City Council

Monica Martinez Simmons, City Clerk



Legislation Text

File #: IRC 287, **Version:** 1

January 25, 2021



Introduction and Referral Calendar

List of proposed Council Bills (CB), Resolutions (Res), Appointments (Appt) and Clerk Files (CF) to be introduced and referred to a City Council committee

Record No.	Title	Committee Referral
<u>By: Mosqueda</u>		
1. CB 119991	AN ORDINANCE appropriating money to pay certain audited claims for the week of January 11, 2021 through January 15, 2021 and ordering the payment thereof.	City Council
<u>By: Strauss</u>		
2. CB 119992	AN ORDINANCE relating to Seattle's construction codes; adopting the Seattle Boiler Code, Building Code, Electrical Code, Existing Building Code, Fuel Gas Code, Mechanical Code, Plumbing Code, and Residential Code by reference, amending certain chapters of those codes, and adopting new chapters for those codes; correcting references to those codes in the Seattle Municipal Code; making technical corrections; adding a new Chapter 22.101 to the Seattle Municipal Code; amending the title of Subtitle I of Title 22, Sections 5.73.020, 6.410.070, 6.420.030, 22.170.010, 22.170.050, 22.206.090, 22.206.130, 22.206.160, 22.208.020, 22.502.016, 22.801.030, 25.09.100, 25.09.110, 25.09.120, 25.09.220, and 25.09.520 of the Seattle Municipal Code; repealing Chapters 22.100 and 22.110 and Subtitles IA, III, IV, IVA, and IVB of Title 22 of the Seattle Municipal Code; and repealing ordinances or sections of the following ordinances that adopted or amended older editions of construction codes: 117723, 118654, 119478, 121865, 125156, 125157, 125158, 125160, 125161, 125162, 125337, 125408, 125409, 125410, and 125588.	Land Use and Neighborhoods Committee
<u>By: Strauss</u>		
3. CB 119993	AN ORDINANCE relating to Seattle's construction codes; adopting the Seattle Energy Code and chapters of the Washington Administrative Code by reference and amending certain chapters of the Code; amending Section 22.101.010 of the Seattle Municipal Code; repealing Title 22, Subtitle VII of the Seattle Municipal Code; and repealing Sections 2 through 10 of Ordinance 125159 and Section 5 of Ordinance 125410.	Land Use and Neighborhoods Committee

By: Lewis

- | | | |
|------------------------------|--|---|
| 4. Res 31987 | A RESOLUTION sponsoring the King County Regional Homelessness Authority's application for membership to the Association of Washington Cities Risk Management Service Agency. | Select Committee on Homelessness Strategies and Investments |
|------------------------------|--|---|

By: Sawant

- | | | |
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| 5. Appt 01780 | Reappointment of ChrisTiana ObeySumner as member, Seattle Renters' Commission, for a term to February 28, 2021. | Sustainability and Renters' Rights Committee |
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By: Sawant

- | | | |
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| 6. Appt 01781 | Reappointment of Laurie Goff as member, Seattle Renters' Commission, for a term to February 28, 2021. | Sustainability and Renters' Rights Committee |
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By: Sawant

- | | | |
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| 7. Appt 01782 | Reappointment of Mercedes T. Taitt-Lamar as member, Seattle Renters' Commission, for a term to February 28, 2022. | Sustainability and Renters' Rights Committee |
|-------------------------------|---|--|



Legislation Text

File #: CB 119991, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE appropriating money to pay certain audited claims for the week of January 11, 2021 through January 15, 2021 and ordering the payment thereof.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Payment of the sum of \$40,216,631.42 on PeopleSoft 9.2 mechanical warrants numbered 4100423826- 4100427108 plus manual or cancellation issues for claims, E-Payables of \$198,336.91 on PeopleSoft 9.2 9100008226- 9100008297 and Electronic Financial Transactions (EFT) in the amount of \$55,090,148.74 are presented for ratification by the City Council per RCW 42.24.180.

Section 2. Any act consistent with the authority of this ordinance taken prior to its effective date is hereby ratified and confirmed.

Section 3. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the 25th day of January 2021 and signed by me in open session in authentication of its passage this 25th day of January 2021.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2021.

Jenny A. Durkan, Mayor

Filed by me this _____ day of _____, 2021.

Monica Martinez Simmons, City Clerk

(Seal)



Legislation Text

File #: CB 119980, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to the City Light Department; authorizing the acceptance of the Statutory Warranty Deed for the “Glacier View Ranch Property” in Skagit County, Washington; placing said land under the jurisdiction of the City Light Department; and ratifying and confirming certain prior acts.

WHEREAS, in connection with the relicensing of the Skagit River Hydroelectric Project by the Federal Energy

Regulatory Commission and pursuant to Resolution 28349, the City Light Department (“City Light”) entered into the Settlement Agreement Concerning Wildlife, incorporating by reference the Wildlife

Habitat Protection and Management Plan, (collectively, “Wildlife Agreement”), dated April 1991, with

the Washington Department of Wildlife (now, Washington Department of Fish and Wildlife); U.S. Department of the Interior, National Park Service, U.S. Fish and Wildlife Service, and Bureau of Indian

Affairs; U.S. Department of Agriculture, U.S. Forest Service; Upper Skagit Tribe; Sauk-Suiattle Tribe; Swinomish Indian Tribal Community; and the North Cascades Conservation Council; and

WHEREAS, Ordinance 118226 authorizes the General Manager and Chief Executive Officer of City Light to

negotiate for and purchase parcels of land pursuant to the principles and procedures of the Wildlife

Agreement; and

WHEREAS, under authority of Ordinance 118226, City Light has acquired land known as the “Glacier View

Ranch Property” (also known as the “Corkindale Creek Property”) in the Skagit River watershed, said property being consistent with the lands sought under the principles of the Wildlife Agreement; and

WHEREAS, The City of Seattle (“City”) is able to manage the acquired property in concert with the City’s existing wildlife habitat lands in a protected status; and

WHEREAS, this property acquisition adds approximately 140 acres of land to the wildlife habitat land holdings in the Skagit River basin that will be managed under the City's Skagit River Hydroelectric Project Wildlife Habitat Mitigation Program; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. The Statutory Warranty Deed executed by A. Cunningham, individually and as a partner of Glacier View Ranch, and by Cheryl A. Cunningham, individually and as a partner of Glacier View Ranch; and by Cheryl A. Cunningham as Personal Representative of the Estate of Robert J. Cunningham deceased and as Trustee of the Robert J. Cunningham Revocable Living Trust dated January 28, 1998, as a partner of Glacier View Ranch, and by Craig A. Holmquist, individually and as a partner of Glacier View Ranch, PO Box 153, Marblemount, WA 98267, as Grantor, recorded on October 11, 2019, under Skagit County Auditor's File Number 201910110064, conveying approximately 140 acres to The City of Seattle as legally described in said Deed, a copy of which is included as Attachment A to this ordinance, is hereby accepted; and the real property conveyed therein is placed under the jurisdiction of the City Light Department.

Section 2. Any acts pursuant to the authority and prior to the effective date of this ordinance are hereby ratified and confirmed.

Section 3. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the _____ day of _____, 2020, and signed by me in open session in authentication of its passage this _____ day of _____, 2020.

President _____ of the City Council

Approved by me this _____ day of _____, 2020.

Jenny A. Durkan, Mayor

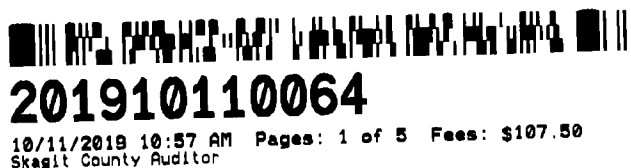
Filed by me this _____ day of _____, 2020.

Monica Martinez Simmons, City Clerk

(Seal)

Attachments:

Attachment A - Statutory Warranty Deed



When recorded return to:

City of Seattle
700 5th Avenue, Ste 3300
Seattle, WA 98104

STATUTORY WARRANTY DEED 18-1097
GUARDIAN NORTHWEST TITLE CO.

THE GRANTOR(S) Robert A. Cunningham, individually and as a partner of Glacier View Ranch, and by Cheryl A. Cunningham, individually and as a partner of Glacier View Ranch; and by Cheryl A. Cunningham as Personal Representative of the Estate of Robert J. Cunningham deceased and as Trustee of the Robert J. Cunningham Revocable Living Trust date January 28, 1998 as a partner of Glacier View Ranch; and by Craig A. Holmquist, individually and as a partner of Glacier View Ranch, PO Box 153, Marblemount, WA 98267, for and in consideration of **ten dollars and other valuable consideration** in hand paid, conveys, and warrants to City of Seattle, a municipal corporation of the State of Washington the following described real estate, situated in the County Skagit, State of Washington:

FOR PROPERTY DESCRIPTION SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF.

Abbreviated legal description: Portions of the SW 1/4 of Section 14 and of the SE 1/4 of Section 15 all in Township 35 North, Range 10 East, W.M.

This conveyance is subject to covenants, conditions, restrictions and easements, if any, affecting title, which may appear in the public record, including those shown on any recorded plat or survey as described in Exhibit "B" attached hereto

Tax Parcel Number(s): P45351 & 351014-3-001-0004 & P45354 & 351014-3-004-0001 & P45357 & 351015-4-001-0001 & as to easements P45359 & 351015-4-003-0009 & P45360 & 351015-4-004-0008 & P45361 & 351015-4-005-0007

The City of Seattle (Grantee) shall cooperate with the owner of the servient property to define the actual location of the non-exclusive non-residential 20-foot-wide easement for ingress and egress, described in the legal description of this deed, over tax parcels nos. P45359 and P35360, extending from the Northwest corner of Lot 3 of Skagit County Short Plat No. PL 06-1023 recorded as Auditor's File No 200811180001 northerly to the South line of the Northeast 1/4 of the Southeast 1/4 of Section 15, Township 35 North, Range 10 East, W.M. The easement location shall meet the needs of the Grantee as well as minimize the impact on the use of the servient property. Upon agreement on the easement location, a document shall be recorded with Skagit County Recorder's Office to describe and confirm the easement location. If the owner of the servient property (tax parcels P45360 and P45359) fails to construct a roadway reasonably adequate for grantee's agricultural or conservation purposes for Grantee's use, the Grantee may elect to construct a roadway within this easement. The Grantee shall have no obligation to maintain or repair the roadway, except for any damage caused by the Grantee's de minimus use of the roadway.

Accepted and Approved:

City of Seattle

William Devereaux, authorized agent

SKAGIT COUNTY WASHINGTON
REAL ESTATE EXCISE TAX

2019 4432
OCT 11 2019

Amount Paid \$ 3905.00
By Skagit Co. Treasurer
Deputy

Statutory Warranty Deed
LPB 10-05

Order No.: 18-1097-KH

Dated: Sept 30, 2019

Glacier View Ranch Partnership, a Partnership

By: Cheryl A Cunningham
Cheryl A. Cunningham, Partner

By: Craig A. Holmquist 9/28/19
Craig A. Holmquist, Partner

By: Robert A. Cunningham
Robert A. Cunningham, Partner

By: Cheryl A Cunningham
Cheryl A. Cunningham, Personal Representative of the Estate of Robert J. Cunningham deceased and as Trustee of the Robert J. Cunningham Revocable Living Trust dated January 28, 1998, Partner

By: Robert A. Cunningham
Robert A. Cunningham, individually

By: Cheryl A Cunningham
Cheryl A. Cunningham, individually

By: Craig A. Holmquist 9/28/19
Craig A. Holmquist, individually

STATE OF
COUNTY OF

I certify that I know or have satisfactory evidence that Cheryl A. Cunningham, individually, as Partner of the Glacier View Ranch Partnership and as Personal Representative of the Estate of Robert J. Cunningham and as Trustee of the Robert J. Cunningham Revocable Living Trust, Partner of Glacier View Ranch Partnership, Robert A. Cunningham, individually and as partner of the Glacier View Ranch Partnership, and by Craig A. Holmquist, individually and as partner of the Glacier View Ranch Partnership is the person who appeared before me, and said person acknowledged that he/she signed this instrument and acknowledged it to be his/her free and voluntary act for the uses and purposes mentioned in the instrument.

Dated: 7 day of ~~June~~ October, 2019

Patrick M. Hayden
Signature PATRICK M. HAYDEN

Notary Public
Title

My appointment expires: 4.27.21

EXHIBIT A
LEGAL DESCRIPTION

Parcel A:

The North $\frac{1}{2}$ of the Southwest $\frac{1}{4}$ and all that portion of the Southeast $\frac{1}{4}$ of the Southwest $\frac{1}{4}$, lying North and West of the Southeasterly line of the former 100 foot wide City of Seattle Railway right-of-way as condemned in Skagit County Superior Court Cause No. 9510. All in Section 14, Township 35 North, Range 10 East, W.M., EXCEPT that portion lying North and East of existing fence as delineated on the face of Survey recorded under Auditor's File No. 8102020023.

TOGETHER WITH easements for ingress, egress and utilities as conveyed on November 14, 2005 and December 14, 2005 under Auditor's File Nos. 200511140270 and 200512140133.

ALSO TOGETHER WITH a sixty (60) foot wide non-exclusive easement for ingress, egress and utilities, over across and through that portion of the East 60.00 feet of the Southeast $\frac{1}{4}$ of the Southeast $\frac{1}{4}$ of Section 15, Township 35 North, Range 10 East, W.M.

AND, FURTHER TOGETHER WITH a non-exclusive, non-residential 20-foot wide easement for ingress and egress over and across a Westerly portion of the Southeast $\frac{1}{4}$ of the Southeast $\frac{1}{4}$ of Section 15, Township 35 North, Range 10 East, W.M., being an extension of Liberty Bell Lane at the Northwest corner of Lot 3 of Skagit County Short Plat No. PL 06-1023 recorded as Auditor's File No. 200811180001 and extending Northerly to the South line of the Northeast $\frac{1}{4}$ of the Southeast $\frac{1}{4}$ of Section 15, Township 35 North, Range 10 East, W.M.

AND, FURTHER TOGETHER WITH a non-exclusive easement labelled "Easement No. 2" on that certain Easements document in favor of Glacier View Ranch Partnership dated September 9, 2019 and recorded as Auditor's File No. 201910110063.

EXCEPT that portion of the Southwest quarter of the Section 14, lying to the North and East of an existing fence thereon. Such excluded area is hereby quitclaimed, without any warranty whatsoever to Grantees. The Grantees and their heirs, successors and assigns hereby accept such excluded area with notice of adverse possession claims of third parties. Grantees and their heirs, successors and assigns hereby agree to indemnify, defend and hold Grantors and their heirs, successors and assigns harmless from and against any and all damages incurred by reason of such claims and further from and against any and all disputes, claims suits, costs, obligations and liabilities, known or unknown as may now or hereafter exist concerning the ownership use and possession of such excluded area.

Parcel B:

The Northeast $\frac{1}{4}$ of the Southeast $\frac{1}{4}$ of Section 15, Township 35 North, Range 10 East, Willamette Meridian.

TOGETHER WITH easements for ingress, egress and utilities as conveyed on November 14, 2005 and December 14, 2005 under Auditor's File Nos. 200511140270 and 200512140133.

ALSO TOGETHER WITH a sixty (60) foot wide non-exclusive easement for ingress, egress and utilities, over across and through that portion of the East 60.00 feet of the Southeast $\frac{1}{4}$ of the Southeast $\frac{1}{4}$ of Section 15, Township 35 North, Range 10 East, W.M.

AND, FURTHER TOGETHER WITH a non-exclusive, non-residential 20-foot wide easement for ingress and egress over and across a Westerly portion of the Southeast $\frac{1}{4}$ of the Southeast $\frac{1}{4}$ of Section 15, Township 35 North, Range 10 East, W.M., being an extension of Liberty Bell Lane at the Northwest corner of Lot 3 of Skagit County Short Plat No. PL 06-1023 recorded as Auditor's File No. 200811180001 and extending Northerly to the South line of the Northeast $\frac{1}{4}$ of the Southeast $\frac{1}{4}$ of Section 15, Township 35 North, Range 10 East, W.M.

AND, FURTHER TOGETHER WITH a non-exclusive easement labelled "Easement No. 2" on that certain Easements document in favor of Glacier View Ranch Partnership dated September 9, 2019 and recorded as Auditor's File No. 201910110063.

Statutory Warranty Deed
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EXHIBIT B
18-1097-KH

1. Easement, affecting a portion of subject property for the purpose of electric transmission system including terms and provisions thereof granted to City of Seattle recorded 10/22/1929 as Auditor's File No. 227885
 2. Easement, affecting a portion of subject property for the purpose of electric transmission system including terms and provisions thereof granted to City of Seattle recorded xxx as Auditor's File No. Condemned in Skagit Cause No. 13420
 3. Easement, affecting a portion of subject property for the purpose of electric transmission line including terms and provisions thereof granted to City of Seattle recorded xxx as Auditor's File No. Condemned in Skagit Cause No. 20724.
 4. Easement, affecting a portion of subject property for the purpose of transmission and distribution line facilities including terms and provisions thereof granted to City of Seattle recorded 8/20/1965 as Auditor's File No. 670628
 5. Any and all offers of dedications, conditions, restrictions, easements, fence line/boundary discrepancies and encroachments, notes, provisions and/or any other matters as disclosed and/or delineated on the face of the following plat/short plat/survey named Survey; recorded 02/02/1981 as Auditor's File No. 8102020023.
 6. Lot certification, including the terms and conditions thereof dated xxx, recorded 07/22/2002 as Auditor's File No. 200207220007. Reference to the record being made for full particulars. The company makes no determination as to its affects.
 7. Easement, affecting a portion of subject property for the purpose of electric transmission system including terms and provisions thereof granted to City of Seattle recorded 08/29/1929 as Auditor's File No. 229305. Affects: Parcel "B"
- Said easement was modified by document recorded as Auditor's File No. 295893.
8. Lot certification, including the terms and conditions thereof recorded 02/22/2002 as Auditor's File No. 200207220010. Reference to the record being made for full particulars. The company makes no determination as to its affects. Affects: Parcel "B".
 9. Easement, affecting a portion of subject property for the purpose of view including terms and provisions thereof granted to Thomas P. Hammond, et ux, recorded 08/05/2002 as Auditor's File No. 200208050161
 11. Any and all offers of dedications, conditions, restrictions, easements, fence line/boundary discrepancies and encroachments, notes, provisions and/or any other matters as disclosed and/or delineated on the face of the following plat/short plat/survey named Survey recorded 01/23/2012 as Auditor's File No. 201201230068.
 12. Easement affecting a portion of subject property for utility lines and related facilities and provisions therein, granted to Puget Sound Energy and/or its predecessors on 09/26/2011 and recorded 01/02/2014, as Auditor's File No. 201401020089.
 13. Grantors shall not pay any back taxes, interest or penalty for withdrawal of the property from open space or current use tax classification.

Statutory Warranty Deed
LPB 10-05

Order No.: 18-1097-KH

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Exhibit B, Continued.

14. The Easement referred to as "Easement No. 2" in favor of Glacier View Ranch Partnership dated September 9, 2019, on Exhibit A, is conveyed without warranty, and is subject to encumbrances of record, if any.

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
Seattle City Light	Tom DeBoer/684-4185	Greg Shiring/386-4085

** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to the City Light Department; authorizing the acceptance of the Statutory Warranty Deed for the “Glacier View Ranch Property” in Skagit County, Washington; placing said land under the jurisdiction of the City Light Department; and ratifying and confirming certain prior acts.

Summary and background of the Legislation: This legislation authorizes the General Manager and Chief Executive Officer to accept a Statutory Warranty Deed for the “Glacier View Ranch Property” in Skagit County, Washington, for wildlife habitat mitigation purposes. The property subject to this legislation was purchased as part of the Skagit Hydroelectric Project Mitigation under the authority of Ordinance 118226. In connection with the relicensing of the Skagit River Hydroelectric Project by the Federal Energy Regulatory Commission and pursuant to Resolution 28349, City Light entered into the Settlement Agreement Concerning Wildlife, incorporating by reference the Wildlife Habitat Protection and Management Plan, (collectively, "Wildlife Agreement"), dated April 1991, with several Federal, State, Tribal, and private non-profit parties. Ordinance 118226 authorizes the General Manager and Chief Executive Officer of City Light to negotiate for and purchase parcels of land pursuant to the principles and procedures of the Wildlife Agreement and requires a deed acceptance ordinance to comply with the City Charter. This legislation places the acquired properties under the jurisdiction of the City Light Department. The funding for these acquisitions was already budgeted and does not require a new appropriation.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? ☐ Yes ☒ No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ☐ Yes ☒ No

Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

The property will require monitoring to protect current habitat conditions. A land management plan was developed for the Skagit River Hydroelectric Project Wildlife Mitigation Lands and funding has been set aside for both management and monitoring of

these properties. Grant funds are pursued as needed to maintain or improve habitat conditions.

Is there financial cost or other impacts of *not* implementing the legislation?

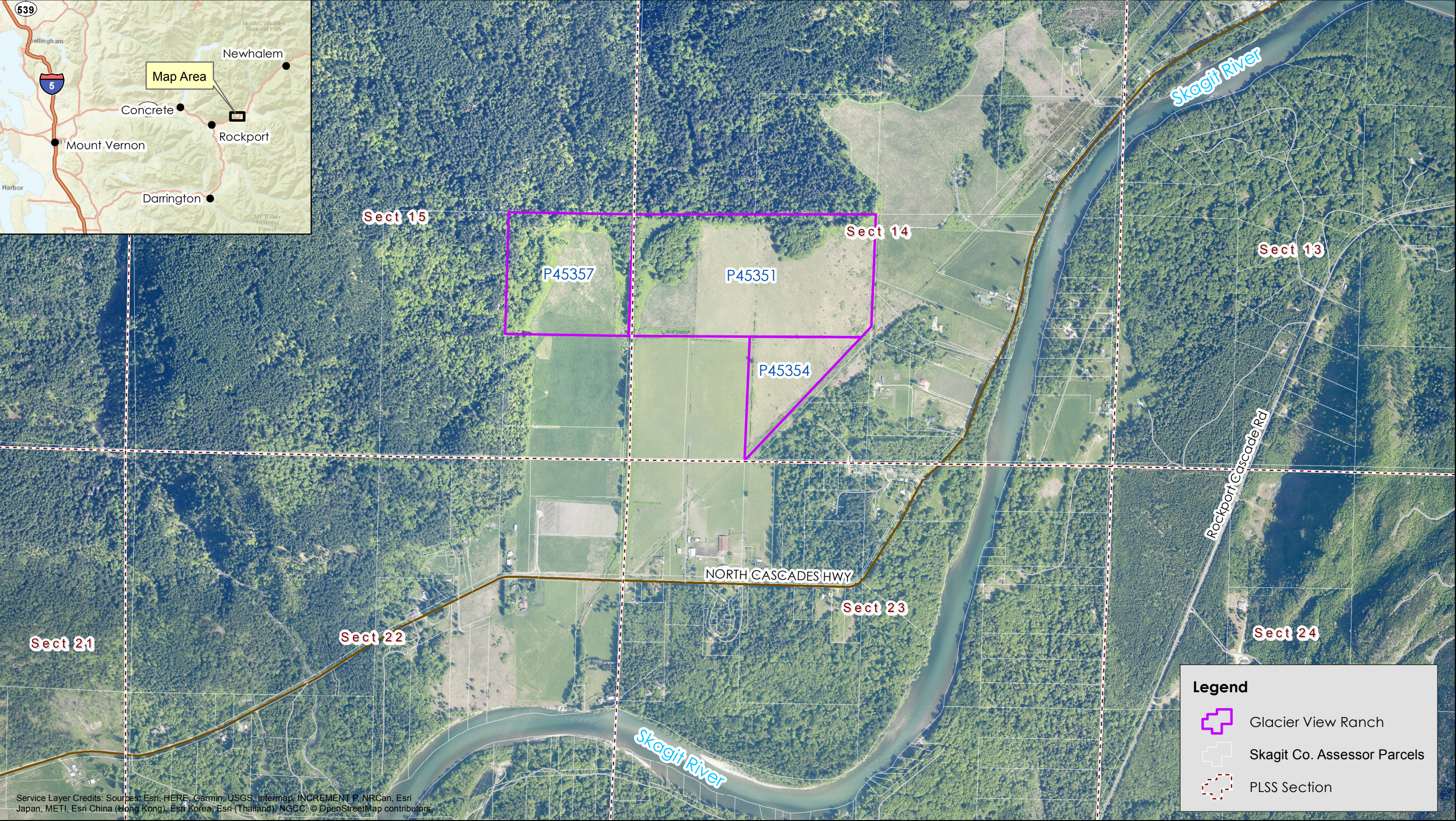
City Light would risk being out of compliance with the terms of the FERC license and signed Settlement Agreement for wildlife mitigation.

4. OTHER IMPLICATIONS

- a. **Does this legislation affect any departments besides the originating department?**
No.
- b. **Is a public hearing required for this legislation?**
No.
- c. **Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?**
No.
- d. **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No.
- e. **Does this legislation affect a piece of property?**
Yes, see attachment listed below.
- f. **Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?**
No impacts that City Light is aware of. However, protection of the property for habitat purposes would likely be supported by local tribe members. As this purchase involved willing private sellers, there have been no formal communications with the public regarding the purchase of the subject property.
- g. **If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)?**
N/A

List attachments/exhibits below:

Summary Exhibit 1 - Glacier View Ranch Property Map





Legislation Text


File #: Appt 01720, **Version:** 1

Appointment of Anne Ayre as member, City Light Review Panel, for a term to September 30, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Anne Ayre		
Board/Commission Name: <i>Seattle City Light Review Panel</i>		Position Title: <i>Industrial Customers Representative</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Appointing Authority: <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other	Term of Position: * 10/1/2019 to 9/30/2022 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
Residential Neighborhood: Broadview	Zip Code: 98177	Contact Phone No.: [REDACTED]
Background: Anne Ayre is Environmental Manager for CalPortland, concrete producer and distributor, one of City Light's large industrial customers. She specializes in environmental compliance based on her personal philosophy of providing necessary materials and services while minimizing environmental impacts.		
Authorizing Signature (original signature):  Date Signed (appointed): December 15, 2020		Appointing Signatory: Alex Pedersen, Councilmember and Chair Transportation and Utilities Committee

*Term begin and end date is fixed and tied to the position and not the appointment date.

Anne Ayre

Skills & Abilities

SPCC | SWPPP | WATER MANAGEMENT | ROCK/SOIL/WATER SAMPLING | TECHNICAL WRITING | EPCRA TIER II | RCRA | TRI | PERMITTING | PHASE 1 AND PHASE 2 | MAPPING | AUTOCAD | SEPA

ENVIRONMENTAL MANAGER | CALPORTLAND | 2017 - PRESENT | SEATTLE, WA

- Manage the environmental compliance and permitting for CalPortland's Northwest Region. This region spans twenty-six active facilities including ready mix plants, cement terminals and mines.
- Detailed knowledge of permitting actions through multiple agencies across several states including air permits, stormwater permits, and dredging permits. Experience in wetland delineation, noise mitigation and emissions modeling.
- Manage sampling programs and reporting including DMR and TRI, write stormwater and air management plans, draft facility maps and design water management plants.
- Develop new hire and ongoing training programs and tailor training according to position.

ENVIRONMENTAL SCIENTIST | ADAPT ENGINEERING | 2017 | SEATTLE, WA

- Collected rock, sock, and water samples, performed construction monitoring, wrote geotechnical reports, and completed phase 1 and 2 projects for clients.

ADJUNCT INSTRUCTOR | ROCKY MOUNTAIN COLLEGE | 2016-2017 | BILLINGS, MT

- Taught three semesters of college level Algebra and Statistics.
- Developed coursework for varying learning methods and levels to meet student needs.

GEOLOGIST | STILLWATER MINING COMPANY | 2012-2014 | NYE, MT

- Minimized dilution and guided mining.
- Drafted geologic maps, took representative samples, logged core, created drilling proposals and used 3D modeling software and AutoCAD to model subsurface geology.
- Communicated face geology with underground miners and shift supervisors to collaboratively develop drilling strategy.

Education

GRADUATE | GEOLOGY | 2013-2015 | INDIANA UNIVERSITY

- Major: Economic Geology
- Related coursework: Geochemistry, Hydrology
- Publications: *Sulfates in Indiana Substrates; Multiple S isotope studies of the Stillwater Complex and country rocks: An assessment of the role of crustal S in the origin of PGE enrichment found in the J-M Reef and related rocks*

UNDERGRADUATE | GEOLOGY | 2008-2012 | ROCKY MOUNTAIN COLLEGE

- Major: Geology
- Related coursework: GIS, Geologic Mapping, Field Course

City Light Review Panel

9 Members: Pursuant to Ordinance 123256, all members subject to City Council confirmation, 3-year terms:

- 4 City Council- appointed
- 5 Mayor- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	M	4	1.	Economist	Chris Medford	4/11/20	4/10/23	2	Mayor
6	M	4	2.	Financial Analyst	Scott Haskins	4/12/20	4/11/23	1	City Council
6	F		3.	Non-Profit Representative	Sara Patton	5/1/18	4/30/21	2	Mayor
6	M	6	4.	Residential Customer Representative	Thomas Buchanan	10/1/16	9/30/19	1	City Council
6	M		5.	Commercial Customer Representative	Mikel Hansen	4/13/18	4/12/21	1	Mayor
6	F	4	6.	Industrial Customer Representative	Anne Ayre	10/1/19	9/30/22	1	City Council
2	M	3	7.	Low-Income Customer Representative	Leon Garnett	4/12/19	4/12/21	2	Mayor
6	M	4	8.	Member at Large	John Putz	10/1/19	9/30/22	2	City Council
6	F		9.	Suburban Franchise Representative	Gail E. Labanara	5/1/18	4/30/21	2	Mayor

SELF-IDENTIFIED DIVERSITY CHART

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	3	2				1				4			
Council	3	1								4			
Other													
Total	6	3											

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary, O= Other, U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

File #: Appt 01721, **Version:** 1

Reappointment of John Putz as member, City Light Review Panel, for a term to September 30, 2022.

The Appointment Packet is provided as an attachment,



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>John Putz</i>		
Board/Commission Name: <i>City Light Review Panel</i>		Position Title: <i>At Large Customer, No. 8</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		Term of Position: * 10/1/2019 to 9/30/2022 <input type="checkbox"/> Serving remaining term of a vacant position
Neighborhood: <i>Maple Leaf</i>	Zip code: <i>98115</i>	Contact Phone No.:
Background: Dr. John Putz is a fifteen -year veteran of the energy, energy software and trading industries. John has experience in a wide variety of areas including strategic consulting, risk management, trading, energy software, asset and portfolio optimization, trade and asset valuation, and hydro-generation optimization. John received his PhD in experimental particle physics from the University of Washington. John is an experienced energy and energy software industry professional. PhD physicist with strong knowledge of power and gas markets. Varied experience as a principal quantitative analyst at a wholesale trading and risk management company for regional utilities and at a macro hedge fund. Managed an enterprise software team. Consultant to many Western and Texas-based utilities. Innovator with deep understanding of bilateral and organized energy markets.		
Authorizing Signature (original signature): Date Signed (appointed): December 15, 2020		Appointing Signatory: <i>Councilmember Alex Pedersen</i>

*Term begin and end date is fixed and tied to the position and not appointment date.

JOHN PUTZ



SUMMARY

Experienced energy and energy software industry professional. PhD physicist with strong knowledge of power and gas markets. Varied experience as a principal quantitative analyst at a wholesale trading and risk management company for regional utilities and at a macro hedge fund. Managed an enterprise software team. Consultant to many Western and Texas-based utilities. Innovator with deep understanding of bilateral and organized energy markets.

EXPERIENCE

The Energy Authority (2007-Present)

Research Scientist

Broad-based analysis, project management, procurement and strategic consulting as part of national energy company focused on Western power and gas markets. Projects include:

- ***Strategic Advising – Lead Consultant***
 - Project manager and designer of feasibility studies and consultant to California entities pursuing Community Choice Aggregation
 - Advising a California utility on long-term portfolio construction and managing non-standard risks related to renewables build-outs.
 - Advising a group of utilities in California on decision of whether and which organized market to join including developing self-build options.
- ***Renewables Procurement*** – Developed valuation methodology and worked with small team on RFP and procurement of two solar projects in California.
- ***Developed Thermal Delta Hedging Program*** – Created and implemented a dynamic delta hedging program for a thermal plant to extract extrinsic option value of plant.
- ***California Utility Analysis*** – Managed project to assist a California entity to join the CAISO market.
- ***Designed and Managed Development of Hydro Optimization System*** – Project managed and designed a state of the art serial hydro optimization solution to provide flexible, risk-adjusted hydro dispatch tool for Northwest utilities.
- ***Designed and Built Risk Management System*** – Designed and built system to deliver risk management services to NW utilities. Developed correlated Monte Carlo simulation for gas prices, market heat rates, hydro generation and customer load using R. Built cash flow model to calculate risk metric and portfolio valuations using VBA (currently converting to .Net).
- ***Structuring and Valuation*** – Experience valuing variety of spread positions – basis, calendar, spark – variable gen (wind, hydro) assets, as well as plain vanilla options.
- ***Trading Strategy Development and Analysis*** – Ongoing work with west coast forward traders to analyze strategies, identify opportunities, and develop tools to facilitate implementation.
- ***Trading*** – Developed tools and traded Henry Hub volatility (*vega* position). Also originated and developed profitable programmatic mean-reverting heat-rate trading strategy.
- ***Assorted Quantitative Analysis*** – Built variety of quantitative models and tools including: price forecast models and forward curve models.
- ***MRTU Lead*** – Wrote an overview White Paper comparing current and future market design and business practices.

- **Founded Quant Group** – Founded and lead a group to discuss quantitative topics relevant to power and gas markets across North America.
- **Originated Internal Think Tank / Incubator** – Originated and lead an internal incubator to develop proposals for new business opportunities, as well as to provide strategic guidance to senior TEA executives.

Tahoma Capital (2006)

Senior Analyst for Commodities, and Interest Rate and Credit Derivative Gamma/Vega Portfolios

- Senior analyst at macro / multi-strategy start-up hedge fund, for a wide-ranging commodities portfolio and an interest rate gamma-vega and credit derivatives portfolio.
- Primarily focused on analysis and trading on medium/long-term directional commodities portfolio. Conducted fundamental and technical market analysis.
- Assisted with research and StatArb modeling for the interest rate gamma-vega portfolios. Jointly responsible for coding, maintaining, and enhancing the functionality of the commodities, gamma-vega, and credit derivatives portfolios.

Sungard Energy Systems (2000-2005)

Chief Strategist and Architect for Power Scheduling (2005)

Led effort to strategize and scope out design for next generation physical power system. Solicited and incorporated feedback from large customer base, including leading large customer gathering in Houston to brainstorm requirements. Aggregated, formulated and presented design options to senior management team at Sungard for review and decision.

Director - Product Development (2003-2004)

Responsible for all aspects of the ACES wholesale power trading and asset management system. Led a team of 15. Primary point of contact for a widely diversified customer base including marketers, IOUs, municipalities, transmission providers and scheduling agencies. Managed remote office and interactions with senior management in Houston. Responsible for identifying and translating strategic direction based on customer interactions and communicating to and managing development team's efforts. Assisted sales team in positioning and pitching products to potential customers. Customer base almost exclusively west of the Rockies, including many California utilities.

Managing Consultant (2000-2003)

Managed large, six to eighteen-month long, enterprise-wide software system implementations for regulated and unregulated electricity marketers, and transmission providers. As project manager, worked to identify stakeholders, scope out requirements, manage team, timeline and budget, communicate project status, manage expectations and changes of scope, and deliver final product.

University of Washington (1990-1994; 1995-2000)

Researcher and Teaching Assistant

Research – Pursued research in high energy particle physics through the University of Washington at the European Center for Particle Physics Research (*CERN*) in Geneva, Switzerland. Research was on aspects of the electro-weak and nuclear forces. The data was collected at the Large Electron-Positron collider and consisted of 4 million electron-positron collisions.

Teaching – Served as teaching assistant for both introductory and advanced classes and laboratories.

EDUCATION

University of Washington, Department of Physics – PhD 2000

Thesis – “A Measurement of the Branching Fraction of the D_s Meson to a Muon and a Neutrino”

Additionally – Designed test system for new silicon vertex detector for the Aleph detector on the LEP collider at CERN.

University of Washington, Department of Physics – M.S. 1991

Research – Conducted research in theoretical condensed matter physics on the wetting phase transition in oil-water-amphiphile system. Also, assisted in research on a discrete grid theory of gravity.

University of Pennsylvania, B.A., Physics – 1988

City Light Review Panel

9 Members: Pursuant to Ordinance 123256, all members subject to City Council confirmation, 3-year terms:

- 4 City Council- appointed
- 5 Mayor- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	M	4	1.	Economist	Chris Medford	4/11/20	4/10/23	2	Mayor
6	M	4	2.	Financial Analyst	Scott Haskins	4/12/20	4/11/23	1	City Council
6	F		3.	Non-Profit Representative	Sara Patton	5/1/18	4/30/21	2	Mayor
6	M	6	4.	Residential Customer Representative	Thomas Buchanan	10/1/16	9/30/19	1	City Council
6	M		5.	Commercial Customer Representative	Mikel Hansen	4/13/18	4/12/21	1	Mayor
6	F	4	6.	Industrial Customer Representative	Anne Ayre	10/1/19	9/30/22	1	City Council
2	M	3	7.	Low-Income Customer Representative	Leon Garnett	4/12/19	4/12/21	2	Mayor
6	M	4	8.	Member at Large	John Putz	10/1/19	9/30/22	2	City Council
6	F		9.	Suburban Franchise Representative	Gail E. Labanara	5/1/18	4/30/21	2	Mayor

SELF-IDENTIFIED DIVERSITY CHART

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	3	2				1				4			
Council	3	1								4			
Other													
Total	6	3											

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary, O= Other, U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text


File #: Appt 01722, **Version:** 1

Appointment of Sandro R. Pani as member, Seattle Transit Advisory Board, for a term to August 2, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Sandro R. Pani		
Board/Commission Name: Seattle Transit Advisory Board		Position Title: Position No. 1
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority		Term of Position: * 8/3/2020 to 8/2/2022 <input type="checkbox"/> Serving remaining term of a vacant position
Neighborhood: First Hill	Zip code: 98101	Contact Phone No.: [REDACTED]
Background: Sandro is an experienced transit system engineer. He has worked on a broad range of projects in numerous cities. Sandro has worked on projects from early scoping and site selection through design and engineering along with construction mitigation planning. He prepared an asset risk register listing all infrastructure assets that are at risk to assist in prioritizing maintenance and capital funding for the Bay Area Rapid Transit (BART) system.		
Authorizing Signature (original signature):  Date Signed (appointed): December 18, 2020		Appointing Signatory: Councilmember Alex Pedersen

*Term begin and end date is fixed and tied to the position and not appointment date.

SANDRO R. PANI

Areas of Expertise:

*Program Management,
Project Management, Railway
Systems Engineering and
Integration, Transit Design
and Planning*

Chronology

*Aug. 2019 – Current
Lead Engineer / WSP USA /
Seattle, WA*

*Feb. 2018 – Aug. 2019
Lead Engineer / WSP USA /
San Francisco, CA*

*July 2013 – Feb. 2018
Rail Systems Eng. / HNTB
Corp. / San Francisco, CA*

*Sept. 2011 – June 2013
MSc. Post-graduate Student /
University of Birmingham /
Birmingham UK*

*June 2008 – Sept. 2011
Transportation Eng. / URS
Corp. / Rocky Hill, CT*

Registrations/Certifications

*Engineer-in-Training: MA,
2008 (22082)*

Training

*Post graduate course in
railway engineering at the
University of Hartford, CT.*

Software

*AutoCAD, MicroStation,
Microsoft Office*

Languages Spoken

English, Spanish

CAREER SUMMARY

Sandro Pani has ten years of experience in transit design, railway planning, project management and program management. He has completed a Master of Science degree in railway systems engineering and integration, which provides him with a broad background in all rail-related systems, including operations, infrastructure, signaling, and rolling-stock.

EDUCATION

M.S., Railway Systems Engineering and Integration, University of Birmingham, 2013
Birmingham, UK

B.S., Civil Engineering, Worcester Polytechnic Institute, Worcester, MA 2008

PROFESSIONAL EXPERIENCE

Pierce Transit Pacific Ave/SR7 Bus Rapid Transit (BRT) Project, Pierce County / Tacoma, WA (WSP) 2019-Current

Sandro is Utility Coordination Lead for final design services for the BRT project in the 14.4-mile Pacific Avenue/state Route 7 corridor. The Pierce Transit corridor-based bus rapid transit system will serve the Tacoma's Central Business District, Tacoma Dome Station, Parkland, and Spanaway. Sandro is responsible for leading communication with all public and private utilities impacted by the project, collecting utility facilities data, coordination utility relocation, and supporting application for required permits.

BART General Engineering Services (GES) Capital Asset Renewal Program Support, Oakland, CA (WSP) 2018-2019

Sandro was lead engineer for the on-call GES contract providing program management and technical support to BART's Maintenance and Engineering (M&E) Department. Sandro was responsible for delivering the monthly and quarterly M&E project review process, providing analysis and statistics of project status and performance for approximately 200 capital projects. Sandro led program management tasks including: M&E's annual project budget planning process and maintaining and improving state of good repair documents such as M&E's Asset Risk Register and unfunded Capital Needs Inventory.

California High-Speed Rail (CAHSR), San Francisco to Merced, CA (HNTB) 2016-2018

Sandro was systems design lead engineer on the San Francisco to Merced section of the CAHSR project. The 130-mile corridor is part of the larger 800-mile rail network throughout the state, that when completed will offer passenger rail services that will travel at speeds up to 220 mph connecting Northern and Southern California. Sandro is responsible for development of systems (ATC, communications, OCS, and traction power) preliminary design (30% level) in support of the environmental documents necessary to clear the two sections from San Francisco to San Jose, and San Jose to Merced, for the design-build procurement.

SANDRO R. PANI

LA Metro Crenshaw/LAX Transit Corridor Project, Los Angeles, CA (HNTB) 2013-2018

Sandro was the OCS engineer on the design-build project for the new 8.5-mile-long LA Metro light rail line connecting LA Metro's Green Line and Exposition lines, integrating the Los Angeles International Airport into the regional rail network. OCS included design of conductor rail system for underground structures and constant tension catenary for all other portions of the alignment. During design, Sandro was responsible for design of OCS pole placement, catenary layouts, and profiles. During post-design services, Sandro was responsible for managing and assisting in responding to systems related RFIs and submittals/shop drawings.

Metro-North Railroad (MNR) Station Modernization, New York, NY (HNTB) 2015-2016

Sandro was systems engineer for the development of communications designs to improve passenger information systems as well as upgrade the station network and security systems. This project included improvements for the majority MNR's 122 stations as part of a \$2.6B capital plan. Sandro assisted in developing the 30% design, locating new passenger information equipment, and developing CCTV coverage on platforms and in station buildings.

San Francisco Municipal Transportation Agency (SFMTA) Lifelines Study, San Francisco, CA (HNTB) 2015

As systems engineer on the Lifelines Study, Sandro was tasked with identifying vulnerabilities due to natural disasters in SFMTA transit infrastructure and facilities in the Financial District-Market Street corridor. He inspected traction power substations and related facilities to identify existing vulnerabilities and potential impacts to SFMTA's operations, and provided recommendations for mitigating the identified vulnerabilities.

Replacement of Wayside Electric Traction Substations on the New Haven Line, CT (URS) 2009-2011

Sandro was project engineer for the design and replacement of five railway wayside traction power substations serving the New Haven Main Line. During the design phase, he developed and drafted site and foundation drawings, quantity estimates, compiled and edited technical specifications, and drafted and reviewed contract drawings. During the construction phase he reviewed and responded to construction submittals, RFIs and change order initiators (COIs).

East Bridgeport Rail Yard Improvements Project, Bridgeport, CT (URS) 2008-2011

Sandro was project engineer for the design of overhead catenary systems for the East Bridgeport Rail Yard to provide additional storage for New Haven Rail commuter cars. Tasks during the design phase included field investigations, quantity and cost estimates, compiling and editing of technical specifications, and drafting and revising of contract drawings. Tasks during the construction phase included reviewing and responding to construction submittals/shop drawings, RFIs and COIs.

Metro-North Railway Bridge Replacement Feasibility Study, Stamford, CT (URS) 2010

Sandro was transportation engineer for the study to replacing five railway bridges in Stamford, CT, along the New Haven Line. He prepared construction staging plans, evaluated impact to railway service during construction, and developed alternatives of construction sequence.

Feasibility Study - Danbury Branch Electrification, CT (URS) 2008

Sandro was transportation engineer/planner for Phase II of the feasibility study, which consisted of Federal Transit Administration Alternatives Analysis and development of the Environmental Impact Statement. He collected data of existing conditions for rail simulations, conducted field investigations including Hi-Rail tour and walkthrough of the branch, and organized public scoping meetings.

POST-GRADUATE EXPERIENCE

Dissertation – Traveller Behaviour as part of the Generalised Cost Function

Determined the effect on the perception of time of passengers due to the use of mobile and wireless technologies while traveling by train. Conducted online survey research to reassess the weighting values used for the Generalized Cost Function and evaluate passengers' activities and their behavior during their rail journey.

Seattle Transit Advisory Board

12 Members: Pursuant to Resolution 31572, all members subject to City Council confirmation, 2-year terms:

- 7 Mayor- appointed
- 5 City Council- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
3	M	3	1.	Member	Sandro R. Pani	8/3/20	8/2/22	1	City Council
4	F	4	2.	Member	Emily Walton Percival	8/3/20	8/2/22	1	City Council
5	M	4	3.	Member	Andrew P. Martin	8/3/20	8/2/22	2	City Council
6	F	7	4.	Member	Michelle Zeidman	8/3/19	8/2/21	2	City Council
6	F	2	5.	Member	Jennifer Malley	8/3/19	8/2/21	2	City Council
1	F	3	6.	Member	Keiko Budech	8/3/20	8/2/22	2	Mayor
6	F	3	7.	Member	Barbara Wright	8/3/20	8/2/22	2	Mayor
1	M	1	8.	Member	Art Kuniyuki	8/3/20	8/2/22	1	Mayor
	F	7	9.	Member	Erin Tighe	8/3/19	8/2/21	3	Mayor
6	F	2	10.	Member	Alexandra Rouse	8/3/19	8/2/21	2	Mayor
5	F		11.	Member	Carla D. Saulter	8/3/19	8/2/21	3	Mayor
6	M	3	12.	Get Engaged Member	Andrew Parker	9/1/20	8/31/21	1	Mayor

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	5			1				1	3			
Council	2	3					1		1	2			
Other													
Total	4	8			1		1		2	5			

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

File #: Appt 01723, **Version:** 1

Appointment of Emily Walton Percival as member, Seattle Transit Advisory Board, for a term to August 2, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Emily Walton Percival</i>		
Board/Commission Name: <i>Seattle Transit Advisory Board</i>		Position Title: <i>Position No.2</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		Term of Position: * 8/3/2020 to 8/2/2022 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Neighborhood: <i>Fremont</i>	Zip code: <i>98103</i>	Contact Phone No.: 
Background: Emily is a Senior Financial Planner at Sound Transit. She is experienced at forecasting long-term costs and revenues of transit projects. She helps decision makers understand the full scope of tradeoffs. before them. She is also experienced in the private sector (Beak Consulting) and knows how to work with city governments, having worked for both Portland (Community Urban Forest Coordinator) and Seattle (Environmental Justice & Service Equity Intern). Emily is a multi-modal Seattle resident, relying on bicycle, transit, and pedestrian infrastructure.		
Authorizing Signature (original signature):  Date Signed (appointed): Dec 15, 2020		Appointing Signatory: <i>Councilmember Alex Pedersen</i>

*Term begin and end date is fixed and tied to the position and not appointment date.

Emily Walton Percival

Summary

Trusted financial and strategic advisor to the public sector, experienced in working with city, state, and other public agency leaders and executives to humanize finance for social impact. Builder of complex financial models to drive actionable financial and programmatic policies for agencies constrained by Washington's public finance mechanisms.

Professional Experience

SOUND TRANSIT – FINANCIAL PLANNING & ANALYSIS

Senior Financial Planner

January 2020 – Present

- Lead aspects of the annual financial planning process and provide ad-hoc business case analysis as needed on a variety of Agency programs and initiatives.
- Own, operate, and update operation and maintenance cost models and forecasts.
- Lead, develop, document, and provide strategy related to complex financial analysis.
- Evaluate financial alternatives and recommend appropriate action.
- Serve as the interface and liaison between the capital, operating cost, ridership, and revenue estimation activities to ensure that all modeling functions meet the needs of the Agency financial planning process.

BERK CONSULTING – FINANCE AND ECONOMICS PRACTICE

Associate III

April 2017 – December 2019

- Project manager and/or lead analyst on evaluation, finance, and economic studies for local and state-level authorities, including cost of service studies, financial modeling and economic analysis, program evaluation, and rate studies.
- Facilitate financial workshops with public authority leadership to align financial policies with desired outcomes.
- Develop polished summary reports communicating complex findings in plain text for executive-level decision-makers and general public audiences.
- Present methods and findings to city councils, commissions, and other governing bodies.

CITY OF SEATTLE – SEATTLE PUBLIC UTILITIES, SEATTLE, WA

Environmental Justice & Service Equity Graduate Intern

September 2015 – April 2017

- Delivered policy recommendations to Executive Team for Women and Minority Owned Business Enterprise program based on data research and analysis.
- Crafted rationale, evaluation strategy, and success metrics in pilot Community Partnerships program; tracked and reported data outcomes regularly to City executives.
- Provided strategic support and material development for new department-wide service equity initiative.

CITY OF PORTLAND – ENVIRONMENTAL SERVICES, TREE PROGRAM, PORTLAND, OR

Community Urban Forest Coordinator - Confluence Environmental Center AmeriCorps **September 2014 – July 2015**

- Fostered and maintained relationships with diverse community partners to increase awareness of utility services and constraints.
- Developed, marketed and managed planting projects in multi-family residences within the EPNO boundary.
- Provided equity analysis of environmental policy proposals for Urban Forestry Commission.

OREGON STATE LEGISLATURE – OFFICE OF REPRESENTATIVE KEN HELM, SALEM, OR*Legislative Intern***2015**

- Conducted and presented research on house bills and related issues: fracking, water rights transfers, land use provisions, HOA regulations, left lane use.
- Drafted newsletters, email correspondence on Representative's behalf, and internal documents.
- Managed constituent correspondence.

KENAI WATERSHED FORUM, SOLDOTNA, AK*Stream Watch Intern, Outreach and Program Coordinator***2013 – 2014, Seasonal**

- Coordinated Caring for the Kenai, a \$100,000 competition for Kenai Peninsula high school students.
- Garnered financial and in-kind support from local businesses; solicited grant funding; KWF staff representative at Soldotna/Kenai Chamber of Commerce meetings.
- Implemented and maintained habitat restoration and protection projects on the Kenai, Russian and Kasilof Rivers, including spruce tree revetments, fish passage barrier removal, fencing, and monofilament recycling.

FOREST PARK CONSERVANCY, PORTLAND, OR*Tree Ivy Removal Crew Member***2012 – 2013, Seasonal****KRAMER & ASSOCIATES, PORTLAND OR***Legal Worker***2010 – 2012, Seasonal****MESD OUTDOOR SCHOOL, PORTLAND, OR***Assistant Site Supervisor, Water Field Instructor***2010 – 2014, Seasonal****ALLSTATE STAFF COUNSEL OFFICE, PORTLAND, OR***Undergraduate Summer Legal Intern***2009****Education****UNIVERSITY OF WASHINGTON, SEATTLE, WA****2017****EVANS SCHOOL OF PUBLIC POLICY AND GOVERNANCE, Masters of Public Administration****FOSTER SCHOOL OF BUSINESS, Technology Entrepreneurship Certificate****WHITMAN COLLEGE, WALLA WALLA, WA***Bachelor of Arts with Honors in Politics, cum laude***2010****Recent Leadership and Service****18th & UNION***Board Member***2019****SEATTLE CHILDREN'S HOSPITAL PARK TO PARK SWIM***Guild Member and Volunteer***2018 – present****EVANS SOCIAL ENTERPRISE STUDENT INTEREST GROUP, SEATTLE, WA***Co-founder and Co-President***2016 – 2017****URBAN FORESTRY COMMISSION, PORTLAND, OR***Policy and Outreach and Education Subcommittees – Member***2014 – 2015****Technology**

- Advanced proficiency in Microsoft Office Suite, including Word, Excel, and PowerPoint
- Statistical and data analysis software: SPSS, STATA, Tableau
- Adobe InDesign

Seattle Transit Advisory Board

12 Members: Pursuant to Resolution 31572, all members subject to City Council confirmation, 2-year terms:

- 7 Mayor- appointed
- 5 City Council- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
3	M	3	1.	Member	Sandro R. Pani	8/3/20	8/2/22	1	City Council
4	F	4	2.	Member	Emily Walton Percival	8/3/20	8/2/22	1	City Council
5	M	4	3.	Member	Andrew P. Martin	8/3/20	8/2/22	2	City Council
6	F	7	4.	Member	Michelle Zeidman	8/3/19	8/2/21	2	City Council
6	F	2	5.	Member	Jennifer Malley	8/3/19	8/2/21	2	City Council
1	F	3	6.	Member	Keiko Budech	8/3/20	8/2/22	2	Mayor
6	F	3	7.	Member	Barbara Wright	8/3/20	8/2/22	2	Mayor
1	M	1	8.	Member	Art Kuniyuki	8/3/20	8/2/22	1	Mayor
	F	7	9.	Member	Erin Tighe	8/3/19	8/2/21	3	Mayor
6	F	2	10.	Member	Alexandra Rouse	8/3/19	8/2/21	2	Mayor
5	F		11.	Member	Carla D. Saulter	8/3/19	8/2/21	3	Mayor
6	M	3	12.	Get Engaged Member	Andrew Parker	9/1/20	8/31/21	1	Mayor

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	5			1				1	3			
Council	2	3					1		1	2			
Other													
Total	4	8			1		1		2	5			

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text


File #: Appt 01724, **Version:** 1

Reappointment of Andrew P. Martin as member, Seattle Transit Advisory Board, for a term to August 2, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Andrew P. Martin		
Board/Commission Name: Seattle Transit Advisory Board		Position Title: Member, position 3
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other		Term of Position: * 8/3/2020 to 8/2/2022 <input type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: Ravenna	Zip Code: 98105	Contact Phone No.: [REDACTED]
Background: Andrew has served one term on the Transit Advisory Board and served in a leadership role as Vice Chair. Andrew brings a strong background in civic engagement and volunteer experience, and has a professional background in statistics and informatics. Andrew is looking forward to important topics affecting transit in the next few years, including the Seattle Transportation Benefit District and responding to COVID-19. He is a Senior Manager of Machine Learning at Zillow.		
Authorizing Signature (original signature):  Date Signed (appointed):		Appointing Signatory: Seattle City Councilmember Alex Pedersen

*Term begin and end date is fixed and tied to the position and not the appointment date.

Civic Volunteering and Participation

- **Seattle Transit Advisory Board (Mar 2017 – present)**
 - Vice chair for 2018-2020 and head of the levy renewal sub-committee. Worked closely with city council members and SDOT to push for levy renewal and provide input on the renewal levy.
 - Drafted letters on many subjects including U-District station design, North Link restructure proposals, and ST3 plans.
- **Metro Transit Advisory Commission (Jan 2015 - Nov-2017):**
 - Chair of the commission in 2016
 - Drafted letters of feedback and/or support for ST3, Waterfront Seattle Sup. EIS, and Night Owl
- **Link Connects Sounding Board Member (Feb 2015-Oct-2015):**
 - Co-author of NE Seattle restructure recommendations sections of final report
 - Met with County Council legislative staff as well as testified at public hearing
- **South Whidbey Maker Space (2013-2015):**
 - Board member and Treasure for community maker space in Clinton, WA
- **Other Volunteer work and Memberships:** Mountaineers (2007-2016) and Washington Trails Association (2008-present): Guest lectures, trail work parties, hike leader

Abbreviated Work Experience:

- **Sr. Manager, Machine Learning, Zillow** (Jan 2017 – present)
 - Currently lead two teams of machine learning scientists with a focus on residential property valuation and remodel ROI. Models include assessing value of amenities such as transit access.
 - As lead for the Zestimate team, I designed a million-dollar AI competition called Zillow Prize and helped bring it to a successful conclusion which included working with outside partners to help manage and run competition logistics.
 - Experienced interviewer with hundreds of interview conducted to build out the Zestimate research team.

Education

Stanford University (2013)
Masters of Science in Statistics

University of Washington (2006)
Bachelor of Science in Informatics

Seattle Transit Advisory Board

12 Members: Pursuant to Resolution 31572, all members subject to City Council confirmation, 2-year terms:

- 7 Mayor- appointed
- 5 City Council- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
3	M	3	1.	Member	Sandro R. Pani	8/3/20	8/2/22	1	City Council
4	F	4	2.	Member	Emily Walton Percival	8/3/20	8/2/22	1	City Council
5	M	4	3.	Member	Andrew P. Martin	8/3/20	8/2/22	2	City Council
6	F	7	4.	Member	Michelle Zeidman	8/3/19	8/2/21	2	City Council
6	F	2	5.	Member	Jennifer Malley	8/3/19	8/2/21	2	City Council
1	F	3	6.	Member	Keiko Budech	8/3/20	8/2/22	2	Mayor
6	F	3	7.	Member	Barbara Wright	8/3/20	8/2/22	2	Mayor
1	M	1	8.	Member	Art Kuniyuki	8/3/20	8/2/22	1	Mayor
	F	7	9.	Member	Erin Tighe	8/3/19	8/2/21	3	Mayor
6	F	2	10.	Member	Alexandra Rouse	8/3/19	8/2/21	2	Mayor
5	F		11.	Member	Carla D. Saulter	8/3/19	8/2/21	3	Mayor
6	M	3	12.	Get Engaged Member	Andrew Parker	9/1/20	8/31/21	1	Mayor

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	5			1				1	3			
Council	2	3					1		1	2			
Other													
Total	4	8			1		1		2	5			

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text


File #: Appt 01725, **Version:** 1

Reappointment of Kashina Groves as member, Seattle Bicycle Advisory Board, for a term to August 31, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Kashina Groves</i>		
Board/Commission Name: <i>Seattle Bicycle Advisory Board</i>		Position Title: <i>Member 2</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment	Council Confirmation required? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Appointing Authority: <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Term of Position: * 9/1/2020 to 8/31/2022 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
Residential Neighborhood: <i>Beacon Hill</i>	Zip Code: <i>98144</i>	Contact Phone No.: <div style="background-color: black; width: 100px; height: 1.2em;"></div>
Background: <i>Kashina is a Beacon Hill biking mom and palliative care nurse practitioner. She first fell in love with biking in Seattle in 2008 and hasn't hit the brakes since. After being hit by a pickup truck while biking home one night through a notoriously dangerous intersection she got involved with Beacon Hill Safe Streets (BHSS), a volunteer group in her neighborhood organizing for safer transportation infrastructure. Through volunteering with BHSS and the city-wide Seattle Neighborhood Greenways in partnership with other government and grassroots organizations, she has witnessed transformations of dangerous routes into All Ages and Abilities routes while seeing other streets left behind. Kashina recognizes that there are many voices often left out of the mainstream bicycle movement including those of people of color, older adults, women/trans/femme/nonbinary, and children, and she hopes to center these voices in her second term on the Seattle Bicycle Advisory Board.</i>		
Authorizing Signature (original signature):  Date Signed (appointed):	Appointing Signatory: <i>Councilmember Alex Pedersen</i>	

*Term begin and end date is fixed and tied to the position and not appointment date.

Kashina Groves, MSN, GNP-BC, ARNP, ACHPN



Licenses and Certifications

- Washington State Advanced Registered Nurse Practitioner License, full prescriptive authority, first issued November 2011, current.
- Drug Enforcement Administration License, Schedules II-V, issued February 2012, current
- Geriatric Nurse Practitioner- Board Certified by American Nurses Credentialing Center, October 2011, current.
- Advanced Certified Hospice and Palliative Nurse, issued by the National Board for Certification of Hospice and Palliative Nurses. September 2012, current
- Basic Life Support, current.

Education

- Seattle University, Seattle, Washington June 2009 – August 2011
 - Master of Science in Nursing, Gerontological Nurse Practitioner Specialization
- University of Washington, Seattle, Washington September 2002 – June 2006
 - Bachelor of Arts in Philosophy and Environmental Health with a minor in Medical History and Ethics

Advanced Registered Nurse Practitioner Experience

Palliative Care Nurse Practitioner

Swedish Ambulatory Palliative Care Clinic | Seattle, Washington

May 2015 - Present

- Provide symptom management and goals of care discussions for seriously ill patients and their families.
- Provide palliative care services in the Swedish Neuroscience Institutes weekly multidisciplinary ALS clinic.
- Prepare and deliver lectures on palliative care topics including symptom management, advance care planning, communication, and death and dying to health care providers.

Geriatric Primary Care Nurse Practitioner

JADA Health Medical Housecalls | Seattle, Washington | January 2014 – January 2015

- Independently served as primary care practitioner for a panel of 50-60 homebound older adults in King County, including complete assessment and management of each patient's health needs within the scope of practice of the nurse practitioner.
- Collaborated with home health agencies, hospice agencies, pharmacies, and paid caregivers to deliver care to homebound older adults.
- Provided geriatric consultation services at Horizon House, a continuing care community in Seattle.

House Calls Practitioner

United HealthCare | King County, Washington | September 2013 – May 2014

- Independently performed 6-8 comprehensive wellness assessments per day for Medicare Advantage members in private residences.
- Provided health education focusing on geriatric syndromes.

Hospice and Palliative Care Nurse Practitioner

Hospice of Kitsap County | February 2012 — July 2013 | Kitsap County, Washington

- Independently acted as attending provider, medical management of a 15-bed freestanding hospice inpatient unit with average daily census of 3-5 acutely symptomatic hospice patients. Conducted family meetings to provide education and facilitate goals of care discussions. Develop and carry out care plans for patients in coordination with interdisciplinary team.
- Took on and improved quality of provider face-to-face visit program for hospice re-certification for compliance with Affordable Care Act, improving on-time completion to 100% since assuming responsibility of the program.
- Provided telephone and in-person consultation for nurses caring for complex patients with challenging symptoms across the agency, average daily census 60-80.
- Independently conducted home visits through palliative care house calls program, managed palliative care needs of patients with serious illnesses who were not on hospice services. Included conducting goals of care discussions and
- Founding member and interim chair of agency Medical Ethics Committee, participating in creating policies and procedures, providing case analysis and staff education.

Previous Work Experience

Patient Care Coordinator

Planned Parenthood of the Great Northwest | Seattle, Washington | July 2008 — May 2009

- Provided formal patient education and administrative support as part of a team of health care professionals in a busy reproductive health clinic
- Received extensive training in patient-centered, nonjudgmental communication and motivational interviewing.

Science Teacher

Pacific Science Center | Seattle, Washington | January 2007 — July 2008

- Traveled to Washington State elementary schools to delivery day-long science curriculum.
- Created and delivered staff continuing education modules.
- Authored curriculum revision for cellular biology lesson.

Professional Affiliations

- American Geriatrics Society, June 2013 – Present
- Hospice and Palliative Nurses Association, March 2012 – Present
- American Association of Nurse Practitioners, March 2013 – Present
- ARNPs United of Washington, December 2012 – Present

Seattle Bicycle Advisory Board

12 Members: Pursuant to Resolution 25534, all members subject to City Council confirmation, 2-year terms:

- 7 Mayor- appointed
- 5 City Council- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
		4	1.	Member	Yasir Alfarag	9/1/2019	8/31/2021	1	Mayor
2	F	5	2.	Member	Kashina Groves	9/1/2020	8/31/2022	2	City Council
1	M	3	3.	Member	Alexander Lew	9/1/2019	8/31/2021	2	Mayor
1	F	4	4.	Member	Andrea Lai	9/1/2019	8/31/2021	1	City Council
6	F	6	5.	Member	Emily Paine	9/1/2019	8/31/2021	2	Mayor
	M	7	6.	Member	Benjamin Estes	9/1/2019	8/31/2021	1	City Council
6	M	2	7.	Member	Andrew Dannenberg	9/1/2020	8/31/2022	2	Mayor
6	F	1	8.	Member	Meredith Hall	9/1/2020	8/31/2022	2	City Council
			9.	Member	Sarah Udelhofen	9/1/2020	8/31/2022	2	Mayor
6	M	2	10.	Member	Patrick W. Taylor	9/1/2020	8/31/2022	2	City Council
		3	11.	Member	Maimooma Rahim	9/1/2020	8/31/2022	1	Mayor
			12.	Get Engaged Member	Jose Ulises Nino Rivera	9/1/2020	8/31/2021	1	Mayor

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	1			1					2			
Council	2	3			1	1				2			
Other													
Total	4	4			2	1				4			

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text


File #: Appt 01726, **Version:** 1

Reappointment of Meredith Hall as member, Seattle Bicycle Advisory Board, for a term to August 31, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Meredith Hall</i>		
Board/Commission Name: <i>Seattle Bicycle Advisory Board</i>		Position Title: <i>Member 8</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment	Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Appointing Authority: <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Term of Position: * <i>9/1/2020</i> to <i>8/31/2022</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
Residential Neighborhood: <i>South Park</i>	Zip Code: <i>98108</i>	Contact Phone No.: <i>[REDACTED]</i>
Background: <i>Meredith Hall is a landscape architect and design activist who works to build strong communities connected to the natural environment. Meredith is an active community member in South Park and currently serves as board president of the South Park Area Redevelopment Committee, a group of businesses and residents working to promote a vital, equitable, and productive South Park, Seattle's most ethnically diverse neighborhood. Meredith is passionate about biking and improving bike infrastructure and has primarily commuted by bike her whole adult life. Meredith is excited to continue serving on the Seattle Bicycle Advisory Board for a second term.</i>		
Authorizing Signature (original signature):  Date Signed (appointed):	Appointing Signatory: <i>Councilmember Alex Pedersen</i>	

*Term begin and end date is fixed and tied to the position and not appointment date.

Area of Expertise

Landscape Architecture

Years of Experience –
15

- Karen Kiest Landscape Architects, 2016-
- Thomas Rengstorf and Associates, 2014-2016
- Harrison Design, 2012-2014
- Charles Anderson | Ateliers, 2011-2012
- Murase Associates, 2009-2010
- GGLO, 2007-2009
- Cascade Design Collaborative, 2006-2007
- Orange Street Studio, 2005-2006
- Meyer + Silberberg Land Architects, 2005

Education

- University of California, Berkeley, Master of Landscape Architecture, 2005
- Brown University, Bachelors of Arts, Environmental Studies, 2000

Certifications

Landscape Architect

- Washington

Activities

- Board, South Park Area Redevelopment Committee, 2013-present (President 2015-present)
- Duwamish Valley Safe Streets, 2017

Experience Summary

Meredith Hall is a landscape architect and design activist who works to build strong communities connected to the natural environment. Meredith currently serves as board president of the South Park Area Redevelopment Committee, businesses and residents working to promote a vital, equitable, and productive South Park, Seattle's most ethnically diverse neighborhood.

Meredith uses her practice to promote the use of native plants in modern landscape and urban design. In the Puget Sound region, her projects include the Seattle Seawall Project, public housing developments, schoolyards, parks, and rooftop courtyards. Beyond the Northwest, her experience includes contemporary residential gardens in Los Angeles, a botanic garden in Oklahoma, college campuses in Arizona, and a performing arts center plaza in Florida. She is currently working with Seattle Parks and her community on a design for a new open space called the South Park Plaza.

South Park Plaza, 2019-20

A new park design next to the South Park Bridge for Seattle Parks.

South Park Pump Station, 2016-18

Presentations to Seattle Design Commission, design development and coordination with Seattle Public Utilities.

12th and Elmgrove Open Space, South Park, 2016-2018

Community open space design

Roosevelt Blocks 1 & 3, 2016-2020

Project management and landscape design for two complete blocks of mixed-use housing and retail in the Roosevelt District.

McKinstry Seattle Campus updates, 2017-2020

Project management for facelift to corporate headquarters in industrial SoDo.

Seattle Children's Home Redevelopment, 2015-2016

Project management and landscape design for a 18 building town-house development in the heart of Queen Anne on a challenging site with many exceptional trees.

Elliott Bay Seawall, 2013

Landscape architectural project manager on a large engineering team; coordination with City of Seattle staff, ecological consultants, and engineers to design a beach and street improvements associated with a reconstructed seawall and improved salmon migration route.

Judkins Park P-Patch, 2013

Master plan for neighbourhood community garden

Central Arizona College Signal Peak & Aravaipa campus improvements, 2011

Project management and design for college campus projects

Meinders Garden at Myriad Botanic Garden, Oklahoma City, 2010

Native Ozarks planting design for botanic garden, construction documentation for custom stone waterfall

Dr Phillips Art Center plaza, Orlando, Florida

Presentation renderings

Seattle Bicycle Advisory Board

12 Members: Pursuant to Resolution 25534, all members subject to City Council confirmation, 2-year terms:

- 7 Mayor- appointed
- 5 City Council- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
		4	1.	Member	Yasir Alfarag	9/1/2019	8/31/2021	1	Mayor
2	F	5	2.	Member	Kashina Groves	9/1/2020	8/31/2022	2	City Council
1	M	3	3.	Member	Alexander Lew	9/1/2019	8/31/2021	2	Mayor
1	F	4	4.	Member	Andrea Lai	9/1/2019	8/31/2021	1	City Council
6	F	6	5.	Member	Emily Paine	9/1/2019	8/31/2021	2	Mayor
	M	7	6.	Member	Benjamin Estes	9/1/2019	8/31/2021	1	City Council
6	M	2	7.	Member	Andrew Dannenberg	9/1/2020	8/31/2022	2	Mayor
6	F	1	8.	Member	Meredith Hall	9/1/2020	8/31/2022	2	City Council
			9.	Member	Sarah Udelhofen	9/1/2020	8/31/2022	2	Mayor
6	M	2	10.	Member	Patrick W. Taylor	9/1/2020	8/31/2022	2	City Council
		3	11.	Member	Maimooma Rahim	9/1/2020	8/31/2022	1	Mayor
			12.	Get Engaged Member	Jose Ulises Nino Rivera	9/1/2020	8/31/2021	1	Mayor

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	1			1					2			
Council	2	3			1	1				2			
Other													
Total	4	4			2	1				4			

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text


File #: Appt 01727, **Version:** 1

Reappointment of Patrick W. Taylor as member, Seattle Bicycle Advisory Board, for a term to August 31, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Patrick Taylor</i>		
Board/Commission Name: <i>Seattle Bicycle Advisory Board</i>		Position Title: <i>Member 10</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment	Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Appointing Authority: <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Term of Position: * 9/1/2020 to 8/31/2022 <input type="checkbox"/> Serving remaining term of a vacant position	
Residential Neighborhood: <i>Othello</i>	Zip Code: <i>98118</i>	Contact Phone No.: <i>[REDACTED]</i>
Background: <i>Patrick is a daily commuter and recreational biker, holds a Master of Architecture from the University of Oregon and is a Project Engineer at Neiman Taber. In his first time on SBAB he has taken on leadership roles as Co-chair and as the SBAB representative on the Levy Oversight Committee. Along with these boards, Patrick also participates in the AIA Housing Task Force and the Othello Station Community Action Team. Patrick is excited to serve a second term on the Seattle Bicycle Advisory Board to make progress with SDOT and Council in adapting to the new fiscal reality and working to make the board more reflective of the city by looking at the barriers that people of color and economically marginalized folks face on the committee.</i>		
Authorizing Signature (original signature):  Date Signed (appointed):	Appointing Signatory: <i>Councilmember Alex Pedersen</i>	

*Term begin and end date is fixed and tied to the position and not appointment date.

Patrick W. Taylor

ABOUT

Extensive experience in design, construction and project management. Concept design through construction on single family, multifamily and tenant improvement projects. Responsible for project schedules, code/zoning research, drawing sets, coordinating consultants and construction administration. Work closely with clients, principles, other firm staff, consultants and city officials. Permitting including BP, MUP and Design Review. I am personally organized and have the ability to balance multiple competing project priorities. Prior to architecture I worked as a stonemason in Portland, OR and for many years in outdoor recreation and field biology.

EDUCATION

MASTERS OF ARCHITECTURE | University of Oregon, 2013

BACHELORS OF SCIENCE | Environmental Science, Western Washington University, 2001

SKILLS

DRAFTING: Revit | AutoCAD | Vectorworks

GRAPHIC DESIGN: Adobe Illustrator | InDesign | Photoshop

3D MODELLING: Google Sketchup | Exposure to Rhino

RENDERING: Kerkythea | Exposer to V-Ray

OFFICE UTILITY: Microsoft Word, Excel | Mac I Works

EXPERIENCE

NEIMAN TABER | Project Designer

May 2016 - December 2018 + April 2020 - Present, Seattle, WA

VIA ARCHITECTURE | Project Designer

January 2019 - March 2020, Seattle, WA

S + H WORKS | Designer

June 2013 - April 20, Seattle, WA

WORKS PARTNERSHIP ARCHITECTURE | Architecture Practicum Student

Spring 2012, Portland, OR

HOLST ARCHITECTURE | Architecture Practicum Student

Fall 2011, Portland, OR

PETE WILSON STONE WORKS | Stonemason

2007 - 2010, Portland, OR

SERVICE

SEATTLE BICYCLE ADVISORY BOARD, Fall 2018 to Present, Member and Co-Chair

MOVE SEATTLE LEVY OVERSIGHT COMMITTEE, Fall 2018 to Present, SBAB Representative

AIA HOUSING TASK FORCE, Spring 2018 to Present

THE URBANIST, Fall 2017 to Present. Education and Programming Director

OTHELLO STATION COMMUNITY ACTION TEAM, Fall 2016 to Present, Member

SEATTLE DESIGN FESTIVAL, 2014. Volunteer

FRIENDS OF TREES, 2003 to 2013. Volunteer Crew Leader, Natural Areas Program

GROWING GARDENS, 2002 - 2013. Volunteer Crew Leader, Garden Installation Program

MAZAMAS, 2005 to 2013. Basic Climbing Education Program Assistant

Seattle Bicycle Advisory Board

12 Members: Pursuant to Resolution 25534, all members subject to City Council confirmation, 2-year terms:

- 7 Mayor- appointed
- 5 City Council- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
		4	1.	Member	Yasir Alfarag	9/1/2019	8/31/2021	1	Mayor
2	F	5	2.	Member	Kashina Groves	9/1/2020	8/31/2022	2	City Council
1	M	3	3.	Member	Alexander Lew	9/1/2019	8/31/2021	2	Mayor
1	F	4	4.	Member	Andrea Lai	9/1/2019	8/31/2021	1	City Council
6	F	6	5.	Member	Emily Paine	9/1/2019	8/31/2021	2	Mayor
	M	7	6.	Member	Benjamin Estes	9/1/2019	8/31/2021	1	City Council
6	M	2	7.	Member	Andrew Dannenberg	9/1/2020	8/31/2022	2	Mayor
6	F	1	8.	Member	Meredith Hall	9/1/2020	8/31/2022	2	City Council
			9.	Member	Sarah Udelhofen	9/1/2020	8/31/2022	2	Mayor
6	M	2	10.	Member	Patrick W. Taylor	9/1/2020	8/31/2022	2	City Council
		3	11.	Member	Maimooma Rahim	9/1/2020	8/31/2022	1	Mayor
			12.	Get Engaged Member	Jose Ulises Nino Rivera	9/1/2020	8/31/2021	1	Mayor

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	1			1					2			
Council	2	3			1	1				2			
Other													
Total	4	4			2	1				4			

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text


File #: Appt 01728, **Version:** 1

Appointment of Jennifer Lehman as member, Seattle Pedestrian Advisory Board, for a term to March 31, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Jennifer Lehman		
Board/Commission Name: Seattle Pedestrian Advisory Board		Position Title: Member 1
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority		Term of Position: * 4/1/2020 to 3/31/2022 <input type="checkbox"/> Serving remaining term of a vacant position
Neighborhood: Dunlap/Rainier Beach	Zip code: 98118	Contact Phone No.: [REDACTED]
Background: Currently serves as the Parks Initiative Finance Modeler for the King County Parks Levy. She has a background in mathematics, economics, and sustainable transportation. Is well versed in allocating scarce resources among the endless needs within the public sector. She is also active in her local community and an avid bike rider.		
Authorizing Signature (original signature):  Date Signed (appointed):		Appointing Signatory: Councilmember Alex Pedersen

*Term begin and end date is fixed and tied to the position and not appointment date.

JENNIFER LEHMAN

PROFESSIONAL ACCOMPLISHMENTS and WORK EXPERIENCE

2013 - PRESENT	King County Parks	Seattle, WA
2017- Present	<i>Parks Initiatives Financial Modeler/Project Manager</i>	
	<ul style="list-style-type: none">• Design and build economic and financial models to determine sustainable municipal service delivery and develop/evaluate strategies for infrastructure and program funding:<ul style="list-style-type: none">○ King County Parks, Recreation, Open Space, and Trails Levy – a renewal of current operations and expanded service delivery○ Land Conservation Initiative – acquiring and steward 65,000 acres of land with high ecological value within 30 years• Develop policy proposals and alternatives in a fast-paced environment• Prepare briefing materials and deliver presentations on policy and economic analysis to senior leadership and external advisory groups	
2013 – 2017	<i>Lead Budget and Finance Officer</i>	
	<ul style="list-style-type: none">• Develop, defend, and monitor the agency's operating and capital budgets, working in partnership with agency leadership and county executive and legislative staff• Annually prepare and present financial and performance data to the agency's citizen oversight committee• Facilitate planning sessions with agency leadership including strategic workforce planning, strategic planning for the regional trail system, and budget retreats• Research and develop policy recommendations for fee waiver and discounts to remove barriers for accessing King County parks and recreation facilities• Analyze the cost of new or expanded events such as Trailhead Direct and CHOMP!• Create methodologies to prioritize and balance competing capital investments to develop budgets, manage cash flow, and include geographic and social equity• Improve the design and content of several financial documents to make technical information digestible to a variety of audiences including<ul style="list-style-type: none">○ a report on progress towards the commitments in the 2014-2019 Parks Levy○ quarterly report on the agency's ability to met business revenue targets• Streamline the distribution process and improve reporting of Parks Levy proceeds across the 39 cities within King County	
2008 – 2013	King County Office of Performance, Strategy, and Budget (PSB)	Seattle, WA
	<i>Budget Analyst</i>	
	<ul style="list-style-type: none">• Advise and consult executive-level leadership in the development of long-term financial and budget management plans for several transportation and natural resource programs and agencies	

EDUCATION

2017	Certificate, Sustainable Transportation and Livable Communities » UW
2008	MA, Economics » University of Washington (UW)
2006	BA, Mathematical Economics » Eastern Washington University

Seattle Pedestrian Advisory Board

11 Members: Pursuant to **Resolution 29532**, **all** members subject to City Council confirmation, **2**-year terms;

1 Get-Engaged Member: Pursuant to **Ordinance 120325**, **all** members subject to City Council confirmation, **1**-year terms:

- **5** City Council-appointed
- **7** Mayor-appointed
- **0** Other Appointing Authority-appointed (specify):

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
5	M	3	1.	Member	Jennifer Lehman	4/1/20	3/31/22	1	Council
6	M	3	2.	Member	David Seater	4/1/19	3/31/21	1	Council
			3.	Member	Emily A. Mannetti	4/1/20	3/31/22	1	Council
6	F	3	4.	Member	Anna Letitia Zivarts	4/1/19	3/31/21	2	Council
2	F	2	5.	Member	Han-Jung Ko	4/1/19	3/31/21	2	Council
1	M	2	6.	Member	Emily Davis	4/1/20	3/31/22	1	Mayor
6	F	3	7.	Member	Akshali Gandhi	4/1/19	3/31/21	1	Mayor
	F	7	8.	Member	Bianca Johnson	4/1/20	3/31/22	1	Mayor
	F		9.	Member	Vacant	4/1/20	3/31/22	1	Mayor
6	F	5	10.	Member	Maria Summer	4/1/19	3/31/21	1	Mayor
	F	4	11.	Member	Esti Mintz	4/1/20	3/31/22	1	Mayor
	M		12.	Get-Engaged Member	Ori Obrian	9/1/20	8/31/22	1	Mayor

SELF-IDENTIFIED DIVERSITY CHART

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Men	Women	Transgender	Other/ Unknown	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other (Specification Optional)	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	5		1	1				1	1			
Council	2	3				1			1	3			
Other													
Total	3	9			1	1			2	7			

Key:

***D** List the corresponding *Diversity Chart* number (1 through 9)

****G** List *gender*, **M** = Male, **F** = Female, **T** = Transgender, **U** = Unknown, **O** = Other

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text


File #: Appt 01729, **Version:** 1

Appointment of Emily A. Mannetti as member, Seattle Pedestrian Advisory Board, for a term to March 31, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Emily A. Mannetti		
Board/Commission Name: Seattle Pedestrian Advisory Board		Position Title: Member 3
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority		Term of Position: * 4/1/2020 to 3/31/2022 <input type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: Ravenna	Zip Code: 98115	Contact Phone No.: [REDACTED]
Background: Over fifteen years of experience in project management, strategic communications, and public involvement – a significant portion in the transportation sector. With a proven ability to work within communities, agencies and organizations to inform, engage and enhance public awareness and participation. An experienced advocate for smart transportation investments that enhance access to, and movement within, Seattle.		
Authorizing Signature (original signature): 		Appointing Signatory: Councilmember Alex Pedersen

*Term begin and end date is fixed and tied to the position and not appointment date.

Emily A. Mannetti



Overview

Over fifteen years of experience in project management, strategic communications and public involvement. Exceptional ability to work within communities, agencies and organizations to inform, engage and enhance public awareness and participation. Passionate advocate for smart transportation investments to enhance access to, and movement within, Seattle.

Work Experience

Downtown Seattle Association (DSA)	Seattle, WA
<i>Economic Development Manager – Transportation Policy & Advocacy Lead</i>	<i>November 2018 – Present</i>
<ul style="list-style-type: none">• Leads all strategy and implementation regarding transportation priorities and policy for the DSA• Serves as lead DSA staff to the Downtown Transportation Alliance (DTA), helping to craft agendas, develop presentations and facilitate conversations• Coordinated and led all efforts pertaining to the successful advocacy of the Seattle Streetcar Coalition – ultimately leading to the revival and full funding for the Center City Connector• Successfully developed guiding principles to further advocacy and policy efforts for Sound Transit’s West Seattle to Ballard Link Extension Project• Develops policy papers for DSA Board as emerging issues arise• Represented DSA in development of the Imagine Greater Downtown plan and associated stewardship of the plan through the DTA	
PRR, Inc.	Seattle, WA
<i>Senior Associate</i>	<i>October 2015 – August 2018</i>
<ul style="list-style-type: none">• Managed all strategic, executive and external communications for the Washington State Department of Transportation’s \$2 billion Puget Sound Gateway Program• Developed innovative ways to engage the public about project design, planning and construction• Worked closely with local elected officials and staff throughout the project corridors• Successfully planned and executed external committee programs to review project details and achieve consensus• Advised senior management from across WSDOT to execute flawless and timely communications• Planned and led special events including open houses and tours for legislators and staff	
Stepherson & Associates	Seattle, WA
<i>Project Manager</i>	<i>October 2013 – October 2015</i>
<ul style="list-style-type: none">• Managed multiple projects simultaneously, including budget, project staff, and all deliverables• Developed communications plans for projects, including demographic analysis and scheduling• Provided strategic guidance to clients regarding inter-agency and public communications• Created new and engaging public involvement materials to interest and solicit participation	
University of Washington	Seattle, WA
<i>Major Gift Officer, Michael G. Foster School of Business</i>	<i>January 2012 – February 2013</i>
<ul style="list-style-type: none">• Cultivated relationships and solicited gifts in excess of \$100,000• Managed a portfolio of over 150 donors• Developed new engagement strategies for alumni and friends of the school	

Emily A. Mannetti



Sound Transit

Seattle, WA

Community Outreach – East Link Light Rail

February 2010 – December 2011

- Created comprehensive communication materials to share information and gather feedback
- Worked with senior management to craft messaging for politically charged project
- Worked closely with cities along the alignment to ensure strong partnerships
- Developed the New and Social Media plan for the Community Outreach department
- Established and maintained relationships within the community to further Sound Transit's mission
- Planned and executed large public events, including logistics, materials and speaker preparations

EnviroIssues

Seattle, WA

Communications Consultant – Alaskan Way Viaduct Program

October 2007 – February 2010

- Managed stakeholder working groups, including all materials, presentations and relationships with businesses and elected officials
- Oversaw all aspects of the Stakeholder Advisory Committee - the group that ultimately selected and endorsed a bored tunnel as the replacement for the viaduct
- Created detailed communication and community outreach plans
- Established connections across agencies and within the public to develop greater participation
- Served as a trusted advisor to senior-level Washington State Department of Transportation staff

SRA, International

Arlington, VA

Communications Project Manager

December 2003 – October 2007

- Served as project manager/task lead on various tasks reporting directly to clients
- Created innovative electronic communication materials in order to comply with the Environmental Protection Agency's best practices
- Led all activities pertaining to the EPA National Conference, including collateral design, organization and logistics
- Created communications plans and branding strategies for EPA program offices

Education & Training

University of Delaware

Newark, DE

BS, Leaderships & Consumer Economics

December 2002

Seattle Pedestrian Advisory Board

11 Members: Pursuant to *Resolution 29532*, *all* members subject to City Council confirmation, **2**-year terms;

1 Get-Engaged Member: Pursuant to *Ordinance 120325*, *all* members subject to City Council confirmation, **1**-year terms:

- **5** City Council-appointed
- **7** Mayor-appointed
- **0** Other Appointing Authority-appointed (specify):

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
5	M	3	1.	Member	Jennifer Lehman	4/1/20	3/31/22	1	Council
6	M	3	2.	Member	David Seater	4/1/19	3/31/21	1	Council
			3.	Member	Emily A. Mannetti	4/1/20	3/31/22	1	Council
6	F	3	4.	Member	Anna Letitia Zivarts	4/1/19	3/31/21	2	Council
2	F	2	5.	Member	Han-Jung Ko	4/1/19	3/31/21	2	Council
1	M	2	6.	Member	Emily Davis	4/1/20	3/31/22	1	Mayor
6	F	3	7.	Member	Akshali Gandhi	4/1/19	3/31/21	1	Mayor
	F	7	8.	Member	Bianca Johnson	4/1/20	3/31/22	1	Mayor
	F		9.	Member	Vacant	4/1/20	3/31/22	1	Mayor
6	F	5	10.	Member	Maria Summer	4/1/19	3/31/21	1	Mayor
	F	4	11.	Member	Esti Mintz	4/1/20	3/31/22	1	Mayor
	M		12.	Get-Engaged Member	Ori Obrian	9/1/20	8/31/22	1	Mayor

SELF-IDENTIFIED DIVERSITY CHART

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Men	Women	Transgender	Other/ Unknown	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other (Specification Optional)	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	5		1	1				1	1			
Council	2	3				1			1	3			
Other													
Total	3	9			1	1			2	7			

Key:

***D** List the corresponding *Diversity Chart* number (1 through 9)

****G** List *gender*, **M** = Male, **F** = Female, **T** = Transgender, **U** = Unknown, **O** = Other

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

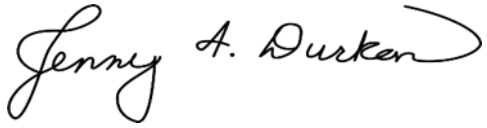
File #: Appt 01730, **Version:** 1

Appointment of Peaches Thomas as member, Seattle School Traffic Safety Committee, for a term to March 31, 2023.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Peaches Thomas		
Board/Commission Name: Seattle School Traffic Safety Committee		Position Title: Member At Large
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other		Term of Position: * 4/1/2020 to 3/31/2023 <input checked="" type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: Roxhill	Zip Code: 98106	Contact Phone No.: [REDACTED]
Background: Peaches is a mother of three Seattle Public School Students and a former SPS Crossing Guard. She understands that every student deserves a safe and accessible connection to get to and from school. She is the Lead Community Organizer at Duwamish Valley Safe Streets and her goal is to create a culture of walking and biking for youth. Peaches says that she wants "to use my voice to advocate for those that are often underrepresented in these conversations."		
Authorizing Signature (original signature): 		Appointing Signatory: Jenny A. Durkan Mayor of Seattle

*Term begin and end date is fixed and tied to the position and not the appointment date.

Peaches Thomas



EXPERIENCE

Duwamish Valley Safe Streets, Seattle, WA — *Lead Community Organizer*

May 2020– Present

Transportation advocate, Community engagement, Community outreach, Provide opportunities for walking and biking in the Duwamish Valley, Partner with local youth organizations to increase youth participation, Maximize annual budget, Fundraising, Secure local contractors for community projects, The ability to engage with diverse community members.

Seattle Neighborhood Greenways, Seattle, WA — *Community Outreach Liaison*

June 2019 – Present

Community outreach, Home Zone project consultant, Facilitate community meetings, Organize and lead outreach events, Inform residents about the City’s traffic safety proposals, Educate residents about grant procurement, Door to door outreach, Social Media Marketing, Prepare reports and analyze data, Work closely with local community organizations.

Seattle Public Schools, Seattle, WA— *Crossing Guard*

March 2017– Dec 2019

Modeled traffic safety for students and their families, Adhered to traffic safety regulations, Reported traffic and safety violations to the Seattle Public School district, Collaborated on upcoming traffic safety projects near my assigned school, Assessed traffic patterns, Established a report with the students and families of my assigned location.

Healthy King County Coalition, Seattle, WA—*Healthy Places Leadership Development Training*

May 2019

Advocacy, Inclusion, Racial Equity, Community outreach,

SKILLS

Adaptability
Analytical Skills
Conflict Resolution
Communication
Creativity
Integrity
Leadership
Networking
Active Listening
Collaboration
Time Management

AWARDS

Community Service Award
ARC (2014)

Volunteer Award Concord
Elementary (2016, 2017,
2018)

Excellent Service Award
Seattle Public Schools
(2017, 2018, 2019)

South Park Hero Award
South Park Neighborhood
Association (2020)

LANGUAGES

English

Community engagement, Networking, Leadership skills, Coalition building skills, Grant procurement, Strategies for working with diverse communities, Fundraising, Methods for partnering with local community organizations, Field observation.

EDUCATION

South Seattle Community College, Seattle, WA— *Sociology*

January 2019– Present

Complete courses relevant to my pursuant degree. Application of course knowledge.

Garfield High school, Seattle, WA — *High school Diploma*

September 2003 – June 2007

General course study which meets Washington state high school graduation requirements.

PROJECTS

Home Zone— *Seattle Department of Transportation, 2019*

Co-led outreach for SDOT pilot traffic calming in the neighborhood of South Park.

Georgetown to South Park Trail Advisory Board— *Duwamish Valley Safe Streets, 2019*

Advise and oversee community outreach for pedestrian/cyclist trail improvement in the Georgetown–South Park area.

Racial Equity, Diversity, and Inclusion– *Duwamish Valley safe Streets 2020*

Strategized efforts to build out a more diverse and inclusive coalition. Prioritized opportunities to support and engage underrepresented community members in South Park and Georgetown.

Seattle School Traffic Safety Committee

11 Members: Pursuant to Ordinance 124168, 6 members subject to City Council confirmation, 3-year terms:

- 6 Mayor- appointed
- 5 Other Appointing Authority: Seattle Police Department, Seattle Department of Transportation, Seattle Public Schools, King County Metro

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Seattle Police Department Representative		4/1/19	3/31/22	1	Chief of Police
6	F	3	2.	Seattle Transportation Representative	Jennifer Meulenberg	4/1/19	3/31/22	1	Director of Transportation
6	M	1	3.	Seattle Public School District No. 1 Representative	Richard Staudt	4/1/19	3/31/22	1	Superintendent of Seattle Public Schools
6	F	7	4.	Seattle Public School District No. 1 Representative	Yvonne Carpenter	4/1/19	3/31/22	1	Superintendent of Seattle Public Schools
6	F	6	5.	Representative of Parents	Mary Ellen Russell	4/1/19	3/31/22	2	Mayor
			6.	King County Metro Representative		4/1/18	3/31/21		Metro Transit General Manager
		1	7.	Member At Large	Peaches Thomas	4/1/20	3/31/23	1	Mayor
6	M	3	8.	Member At Large	Charlie Simpson	4/1/19	3/31/22	1	Mayor
	F	5	9.	Member At Large	Marilyn K Firman	4/1/18	3/31/21	1	Mayor
6	F	3	10.	Pedestrian Safety Representative	Margaret McCauley	4/1/20	3/31/23	2	Mayor
6	M	6	11.	Bicycle Safety Representative	Leland Bruch	4/1/20	3/31/23	2	Mayor

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor													
Council													
Other													
Total													

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary, O= Other, U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

File #: Appt 01749, **Version:** 1

Appointment of Femi Adebayo as member, Community Technology Advisory Board, for a term to December 31, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Femi Adebayo		
Board/Commission Name: Community Technology Advisory Board		Position Title: Member
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other:		Term of Position: * 1/1/2021 to 12/31/2022 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: N/A	Zip Code: 98037	Contact Phone No.: [REDACTED]
Background: Femi has in-depth experience across all core technology business functions and operations. Through his years of experience, he has developed strong leadership, communication, negotiation, creative and analytical skills. He is excited about the opportunity to work and learn from other board members. If selected, he will bring years of experience delivering products and solutions to customers in the financial services, mobile telecoms, energy and utilities, and technology industries to bear during my tenure on the board. In his current role at Microsoft, he works as a Program Manager responsible for driving Windows app experience for both consumer and enterprise users. He is also the chair of the diversity and inclusion community.		
Authorizing Signature (original signature):  Date Signed (appointed): 12/30/20		Appointing Signatory: Alex Pedersen Councilmember, City of Seattle

*Term begin and end date is fixed and tied to the position and not the appointment date.

FEMI ADEBAYO

Product Manager



EXPERIENCE

Senior Product Manager Windows Devices OS Strategy

Microsoft

08/2019 - Ongoing Redmond

- Currently, working as a Product Manager in Cloud + AI organization for application and device compatibility areas.

Product Manager-Xbox Royalties

Microsoft

07/2017 - 07/2017 Redmond

- Providing End to end product strategy/ roadmap for Xbox Live Marketplace Royalties payout process for 3rd party Intellectual Gaming Property exceeding \$400 million USD annually with 40% YoY growth for 350 vendors.
- Interacted with external customers (Gaming IP owners) and internal stakeholders (account managers, accounting, and finance) to drive enhancements to existing reporting and payout processes.
- Product Lead for driving feature scenarios, user experience, and use case requirements from inception to release for a new royalty payment application. The application currently saves Microsoft an average of \$133M in early monthly payment discount from our gaming partners. Saved over \$300,000 in the first quarter by resolving previous process flaws.
- Played a key role in data conversion and contract migration to the new application while managing a team of contingent staff and training them to work on routine processes.
- Product lead for a Blockchain proof of concept pilot that delivered royalty statements to Microsoft Xbox game publishers. Referenced Article - <https://customers.microsoft.com/en-us/story/microsoft-financialoperations-professional-services-azure>

Product Manager-Windows Universal Store Onboarding

Microsoft

07/2016 - 07/2017 Redmond

Microsoft

- Conceptualized, designed, and delivered more than 5 features by coordinating efforts across different stakeholder teams such as engineering, marketing, support, and business development
- Led end to end delivery of developer and partner onboarding tools from inception to public launch leveraging Windows Azure API services, increasing user base to ~100,000 users.
- Worked on Windows app to articulate AuthN/AuthZ, Telemetry to measure and enhance user behaviors, Integration with Toast/Push notifications for state changes and user (re)-engagement.
- Coordinated, payment strategy development, and gap analysis across the Xbox business, Microsoft Studios, third-party publishing, Xbox engineering, and finance teams.
- Led the modern engineering practices such as test automation, automated builds, and continuous integration/delivery are considered in the backlog in an effort to avoid technical debt and introduce efficiencies into the software development and delivery process

EDUCATION

Master of Business Administration

Washington State University

Management Information Systems

Chicago State University

CERTIFICATION

Metrics for Product Managers

LinkedIn.com/learning

University of Washington

Certificate In Product Management

SKILLS

Technologies

Azure DevOps SQL HTML

Tools

JIRA MS Visio MS Project

Confluence CA Agile Central (Rally)

HPQC

INDUSTRY EXPERTISE

Product Management



Agile Development



EXPERIENCE

Product Manager (Accenture Consultant Role)

Walt Disney Parks & Resorts

11/2015 - 07/2016 Seattle

- Product owner for Walt Disney Parks & Resorts Technology PhotoPass experience for the Disney World app allowing guests to more conveniently view and purchase their in-park photos directly from their mobile phones. IOS and Android).
- Successfully submitted the mobile PhotoPass experience in Apple and Google Play Store which since it's launch has become one of the most used features in the Disney World app with more than 1M unique photos viewed per week and 1.1M in sales from photo purchases.
- Worked closely with vertical Product Managers in Orlando to align the mobile strategy with MyDisneyExperience.com, the in-park kiosks, and back-end services.
- Created Epics, User Stories, Acceptance Criteria, and Business Requirements in a Scrum/Agile environment.
- Analysis and research for the product roadmap including an improved Dining reservations flow (Dining Optimization), ability to book FP for restaurant experiences (GFF), improved FP modify functions, etc.

Project Manager Lead (Accenture Consultant Role)

T-Mobile

09/2014 - 10/2015 Seattle

- Managed vision, strategy, roadmap creation, capacity planning, change control and status communications to deliver an \$11M program, providing integrated wireless and wireline e-commerce experience for T-Mobile small business customers.
- Authored business case which, upon implementation, resulted in a 2% increase in device revenue as well as an increase in customer satisfaction score of .5%.
- Decreased development rework saving ~15% in vendor costs and improved delivery timelines through effective vendor management while ensuring highest quality product and stakeholder satisfaction
- Engage leadership and business stakeholders to define, align, and drive the roadmap strategy for the T-Mobile Cloud Services customer care portal.
- Created user stories, acceptance criteria and API specifications, as a product owner delegate, to execute online contract acceptance capability for a call recording feature estimated to generate annual revenue of \$2M.

Senior Associate- Product Management, Digital Payments

JP Morgan

07/2011 - 07/2014 Chicago

- Responsible for managing product development from idea to production, for an Electronic Bill Payment Systems, which includes Collections, Disbursements, Receivables and Tax payment services
- Created product roadmap and usecase scenarios and analyzed workflows for over \$25 million-dollar revenue generating projects by effectively collaborating with both global and local implementations, operations, and development team
- Led Reporting and Supportability Feature teams supporting a \$10M/year global initiative to build a next generation "online collections and mobile disbursements" transnational platform for JP Morgan 2.3B Treasury services business.

INDUSTRY EXPERTISE

Business Analysis



Project Management



IT Strategy



Process Improvement



Community Technology Advisory Board

10 Members: Pursuant to Ordinance 124736, all members subject to City Council confirmation, 2-year terms:

- 4 City Council- appointed
- 6 Mayor- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	F		1.	Member at Large	Leah Shin	1/1/21	12/31/22	1	City Council
3	F	3	2.	Member at Large	Camille Malonzo	1/1/20	12/31/21	1	Mayor
6	M	7	3.	Member at Large	John C. Krull	1/1/20	12/31/21	1	Mayor
2	M	3	4.	Member at Large	Rene J. Peters	1/1/21	12/31/22	2	City Council
2	M	7	5.	Education Member	Lassana Magassa	1/1/21	12/31/22	2	Mayor
6	M	4	6.	Get Engaged Member	David Kirichenko	9/1/20	8/31/21	1	Mayor
2	M	7	7.	Member at Large	Tyrone Grandison	1/1/20	12/31/21	1	City Council
2	F	7	8.	Member at Large	Nicole Espy	1/1/20	12/31/21	1	Mayor
2	M		9.	Member at Large	Femi Adebayo	1/1/21	12/31/22	1	City Council
6	M	3	10.	Public Access Member	Brandon Lindsey	1/1/21	12/31/22	2	Mayor

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	4	2				2	1			3			
Council	3	1			1	3							
Other													
Total	7	3											

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text


File #: Appt 01750, **Version:** 1

Appointment of Leah Shin as member, Community Technology Advisory Board, for a term to December 31, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Leah Shin		
Board/Commission Name: Community Technology Advisory Board		Position Title: Member
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other:		Term of Position: * 1/1/2021 to 12/31/2022 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: N/A	Zip Code: 98204	Contact Phone No.: [REDACTED]
Background: As a lifelong Washingtonian and Seattle native, Leah grew fascinated by people and is human-centered in everything she does. As a University of Washington Bothell alumni, she continues to build products that are inclusive, interactive, and have the core mission to make lives easier in every aspect of my daily life. She built her professional skillset and experience in a variety of roles and projects locally. An innovator at heart, she created my Gender Vender team, a vending machine pop-up, which received a grant from the Seattle Pacific Science Center to support Seattle womxn-owned businesses and raised money for Girls & Women in STEM. Leah has work experience at T-Mobile, BCW Global, Jumpstart, Peach, and now Microsoft in roles such as Product Management, Technology Solutions Management, Marketing & Operations Communications Management, Technology Product Management, Cybersecurity Policy and Governance Management, Public Relations, Market Research, and Product Development.		
Authorizing Signature (original signature):  Date Signed (appointed): 12/30/20		Appointing Signatory: Alex Pedersen Councilmember, City of Seattle

*Term begin and end date is fixed and tied to the position and not the appointment date.

Leah Shin

Tech, Design & Business for Good.

I tell brand stories through creative marketing, design strategy, and product management. Fascinated by people and technology, and human-centered in everything I do.

Greater Seattle Area

Education

University of Washington

Jun '19

Bothell, WA

B.A. in Interactive Media Design & Business

GPA 3.61 Husky 100, Stanford Future Leader, Harvard Peek Scholar

Coursework

Microeconomics/Macroeconomics/Managerial Economics
Calculus/Statistics/Computer Programming I/Data Visualization
Financial Accounting/Managerial Accounting/Design Contexts
Business Law/Research Writing/Management of Organizations

Work Experience

Product Marketing Manager

Sep '19-Present

M365 Consumer Research, Windows, MLS&D at Microsoft

- Two-year full-time rotational program for Microsoft MCB
- Lead an 18 million Windows beta testing program world-wide
- Use HCD and insights to inform early-stage concepts in CVT Program
- Lead ideation and design sprints with five Modern Life PMM teams
- Execute qualitative and quantitative research on Family Research
- Design and present research reports to influence product roadmap

Public Relations & Communications Intern

Jun '19-Aug '19

Direct Impact at BCW Global

- DC Account focused in grassroots PR campaigns with Fortune 500 financial and automotive clients supporting PM and comms strategy
- Copywriting for 20 bylines, press releases, and media lists
- Managed media tracker for Central region to land 30 placements
- Participated in five crisis management reporting sessions
- Designed slides for BCW executives to tell our media strategy

Technology Product Manager & Cybersecurity Intern

Oct '18-Jun '19

Integration Technology & Digital Security at T-Mobile

- Supported SVPs and VPs across TMO and Sprint to discuss the merger from a product rationalization lens
- Help facilitate conversation for walk the wall merger discussions
- Led weekly scrum meetings for cybersecurity policy and governance
- Grew cybersecurity toolkit in logging, monitoring, and data security

Marketing Operations Comms Management Intern

Jun '18-Sep '18

Central Marketing Organization at Microsoft

- Led weekly cross-functional sync on a digital transformation HoloLens AI/VR/MR pop-up experience for B2B clients
- Developed digital transformation story hub collecting over 100+ partner and consumer solution stories supporting demo creation
- Designed customer journey flow for five strategic accounts
- Created strategy for launch and collected stakeholder feedback

Product Manager & Technology Manager Intern

Jun '17-Jun '18

Coverage Solutions & Digital Technology Dev at T-Mobile

- Created journey maps via slide deck format; presenting customer flow and highlighting pain points based on product testing results for Care and Retail
- Led Friendly User Trial (FUT) with 200 individuals to aggregate user feedback to improve CX for T-Mobile and MPCS Coverage Devices
- Managed backlog and daily syncs of design, EIT, web, and engineering changes for Coverage and Personal Comparison maps

Skills & Competences

Digital Marketing & Social Media

Customer Market Research

Storytelling with PowerPoint & Excel

HTML/CSS/JAVA

Project Management

Projects

Co-Founder at Now Spoke

Sep '19-Present

- Empowering students to discover their career path through classroom visits and case studies
- Piloted talks with first generation and students of color with three classroom visits and virtual sessions upcoming

Co-Founder at Gender Vender

Sep '18-Present

- Interactive pop-up vending machine where 100% of items are woman-owned and 100% funds donated to women
- Lead a team of five amazing developers and designers to tell the stories of 10 women-entrepreneurs

Strategy & Marketing at Eventplora

Mar '19-Feb '20

- A centralized platform to connect college students to events on their campus and build community
- Led outreach and growth strategy by launching giveaway campaigns increasing total sign-ups to over 1,000

Past Projects

- +**Student Body President:** Led a team of 15 student leaders to launch initiatives that represented the student voice
- +**Jumpstart:** Supported Jumpstart.me creative design & marketing strategy for social and digital media
- +**AAPI Social Movement:** BeSpoken is partnered with 14+ universities to empower AAPIs for AAPI Heritage month
- +**Peach Campus Ambassadors:** Worked with food delivery service to increase sales and pilot streamline PCA Program
- +**Literacy for Love:** Launching social marketing campaign collecting \$55,000 worth of books for ELL students

Honors & Awards

- The LAGRANT Foundation Scholarship
- Phil & American Dream Foundation Scholarship
- BECU Foundation Scholarship
- Prudential Spirit of Community Scholarship
- Sorooptimist International Scholarship
- Diversity Makes a Difference Scholarship
- AXA Achievement Scholarship
- Seed Funding: 1st Place D&I, CBC and Lavin Seed Fund.
- Patent: July 2020 geofencing for family members.

Community Technology Advisory Board

10 Members: Pursuant to Ordinance 124736, all members subject to City Council confirmation, 2-year terms:

- 4 City Council- appointed
- 6 Mayor- appointed

Roster:

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6	M	7	3.	Member at Large	John C. Krull	1/1/20	12/31/21	1	Mayor
2	M	3	4.	Member at Large	Rene J. Peters	1/1/21	12/31/22	2	City Council
2	M	7	5.	Education Member	Lassana Magassa	1/1/21	12/31/22	2	Mayor
6	M	4	6.	Get Engaged Member	David Kirichenko	9/1/20	8/31/21	1	Mayor
2	M	7	7.	Member at Large	Tyrone Grandison	1/1/20	12/31/21	1	City Council
2	F	7	8.	Member at Large	Nicole Espy	1/1/20	12/31/21	1	Mayor
2	M		9.	Member at Large	Femi Adebayo	1/1/21	12/31/22	1	City Council
6	M	3	10.	Public Access Member	Brandon Lindsey	1/1/21	12/31/22	2	Mayor

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	4	2				2	1			3			
Council	3	1			1	3							
Other													
Total	7	3											

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text


File #: Appt 01751, **Version:** 1

Reappointment of Rene J. Peters, Jr. as member, Community Technology Advisory Board, for a term to December 31, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Rene J. Peters		
Board/Commission Name: Community Technology Advisory Board		Position Title: Member
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other		Term of Position: * 1/1/2021 to 12/31/2022 <input type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: Capitol Hill	Zip Code: 98122	Contact Phone No.: [REDACTED]
Background: René Peters is a Product Manager at NVIDIA, where he leads development of augmented and virtual reality products and platforms. He has worked within multiple cloud computing areas including mixed reality and artificial intelligence during his time within the tech industry. René has a background in Chemical Engineering, having graduated from The Massachusetts Institute of Technology with a Bachelor of Science in the field. Upon graduation, René worked as a Technical Engineering Manager for paper products at Procter & Gamble, where he led engineering projects at P&G's largest American manufacturing plant (Mehoopany, PA). Seeking to learn more about product development, René pursued a dual-degree through The Kellogg School of Management (Master of Business Administration) and The McCormick School of Engineering (Master of Science in Design Innovation) at Northwestern University. During his graduate study, René developed skill in human-centered design of products, services, and experiences. Before his current role, he worked at Microsoft as a Product Marketing Manager for mixed reality. Through his career and other activities, René is focused on using his engineering, business, and product design skill-sets to create high social impact. In the future, he is interested in continuing to impact domestic or national policies at the intersection of science, technology, and equity.		
Authorizing Signature (original signature):  Date Signed (appointed): 12/30/20		Appointing Signatory: Alex Pedersen Councilmember, City of Seattle

*Term begin and end date is fixed and tied to the position and not the appointment date.

René J. Peters, Jr.

EDUCATION

Kellogg School of Management, MMM Program (McCormick School of Engineering) **Evanston, IL**
M.B.A & M.S., Design Innovation – F.C. Austin Scholar (Kellogg's highest merit scholarship) **06/16-06/18**

Massachusetts Institute of Technology **Cambridge, MA**
B.S., Chemical Engineering **08/09-06/13**

PROFESSIONAL EXPERIENCE

NVIDIA **Seattle, WA**
Product Manager – Augmented Reality/Virtual Reality **10/20-Present**

Leading ideation and development of AR/VR products and platforms with advanced AI applications across multiple industries. Working between multiple stakeholders, including engineering resources and marketing, to forge product vision, function, and development process. Directs and carries out qualitative and quantitative research on customers (end users, developers, and ecosystem partners) within markets of interest to inform product design decisions.

Microsoft **Redmond, WA**
Product Marketing Manager (PMM) – Mixed Reality Business Applications **07/19-10/20**

- Led go-to-market for incubation-stage augmented reality applications (D365 Connected Store, D365 Guides). Collaborated closely with engineering teams to translate product functionality into cohesive outbound marketing strategy including value proposition, messaging frameworks, naming, launch approach, strategy/roadmap planning, web presence, customer acquisition, customer engagement, industry events, partner engagement, and field/sales enablement.
- Matured Connected Store to Public Preview status through a multifaceted event strategy, such as a virtual launch event, 600+ executive demonstrations at National Retail Federation, 20+ online seminars, and tutorials with 500+ field sellers.

PMM / Business Planner / Integrated Marketer – Cloud Marketing (OnRamp Rotational Program) **07/18-07/19**

- Carried out research on internal and external AI, ML, and DL workload utilization across industry. Determined short and long-term plans for Microsoft cloud infrastructure (CPU, GPU, ASIC, etc.) management based on industry trends.
- Curated industry-specific customer stories featuring Azure AI products by developing deep technical understanding of AI solutions architectures, such as machine learning models, bot interfaces, and five-senses perception. Collaborated with a network of account executives, cloud architects, sales experts, external partners, and engineers.
- Improved Azure AI value communication by building pitch decks for several key industry use-cases and revamping the Azure AI webpage. Materials include detailed information on solutions architectures for technical audiences.

Cloud Platform – Azure Product Marketing Management Intern, Serverless **06/17-09/17**

- Executed market research to define growth & go-to-market opportunities by developing a detailed document that included a landscape description of 'serverless' field, and competitive analysis of key competitors (AWS, GCP).
- Curated a dataset from top 20 Azure consumers by interviewing them on their adoption, use-cases, and feedback.
- Researched, designed, and launched marketing email reach-out experimentation to 3,500+ Azure customers.

Procter & Gamble **Mehoopany, PA**
Family Care Engineering - Technical Engineering Manager, Papermaking **06/13-06/16**

- Led full engineering project lifecycle: feasibility, capital estimation, funding, contractor bid, construction, and post-construction checks, including direct technical support as engineering single point of contact to 2 of 8 paper machines.
- Completed projects carrying total of \$1.7M in capital and delivering over \$198K in annual savings to the plant.
- Managed and coordinated \$11M of Mehoopany scope within \$22M total scope for multi-site safety initiative.

Community Technology Advisory Board

10 Members: Pursuant to Ordinance 124736, all members subject to City Council confirmation, 2-year terms:

- 4 City Council- appointed
- 6 Mayor- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	F		1.	Member at Large	Leah Shin	1/1/21	12/31/22	1	City Council
3	F	3	2.	Member at Large	Camille Malonzo	1/1/20	12/31/21	1	Mayor
6	M	7	3.	Member at Large	John C. Krull	1/1/20	12/31/21	1	Mayor
2	M	3	4.	Member at Large	Rene J. Peters	1/1/21	12/31/22	2	City Council
2	M	7	5.	Education Member	Lassana Magassa	1/1/21	12/31/22	2	Mayor
6	M	4	6.	Get Engaged Member	David Kirichenko	9/1/20	8/31/21	1	Mayor
2	M	7	7.	Member at Large	Tyrone Grandison	1/1/20	12/31/21	1	City Council
2	F	7	8.	Member at Large	Nicole Espy	1/1/20	12/31/21	1	Mayor
2	M		9.	Member at Large	Femi Adebayo	1/1/21	12/31/22	1	City Council
6	M	3	10.	Public Access Member	Brandon Lindsey	1/1/21	12/31/22	2	Mayor

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	4	2				2	1			3			
Council	3	1			1	3							
Other													
Total	7	3											

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

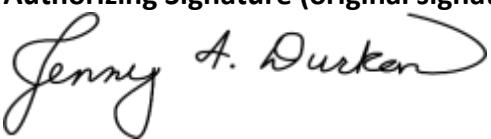
File #: Appt 01764, **Version:** 1

Appointment of Nicole Joy Espy as member, Community Technology Advisory Board, for a term to December 31, 2021.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Nicole Joy Espy		
Board/Commission Name: Community Technology Advisory Board		Position Title: Member
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other:		Term of Position: * 1/1/2020 to 12/31/2021 <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: Lower Queen Anne	Zip Code: 98109	Contact Phone No.: [REDACTED]
Background: Nicole is a HIV Diagnostic Project Manager at Fred Hutch. She brings an extraordinary wealth of knowledge of medical and health technology that is only more critical as the CTAB seeks to find ways that technology can equitably respond to public health crises such as Covid-19. According to Nicole, in light of our collective experience of the Covid epidemic and the continuing inequity experienced by black people in Seattle and the United States, she would like to use my experience as a black scientist to improve the lives of my neighbors and herself. Nicole has been an active member with the CTAB and is the Co-Chair of the CTAB's Privacy Subcommittee. The entirety of the CTAB board including the Chair and Vice-Chair strongly recommend Nicole's appointment.		
Authorizing Signature (original signature):  Date Signed (appointed): 1/8/2021		Appointing Signatory: Jenny A. Durkan Mayor, City of Seattle

*Term begin and end date is fixed and tied to the position and not the appointment date.

NICOLE JOY ESPY

Education

Harvard Graduate School of Arts and Sciences/ Harvard T.H. Chan School of Public Health

Ph.D. Biological Sciences in Public Health, 2011-2017.

Dissertation: “Effects of scarce CCR5 on HIV-1 Envelope infectivity and immunogenicity.”

Yale College

B.S. Molecular Biophysics and Biochemistry, 2009.

Research Experience

HIV Diagnostics Project Manager | HIV Vaccine Trials Network, Frederick Hutchinson Cancer Research Center; Seattle, WA. Aug 2018 – Present.

- Drafted and will implement Work Practice Guidelines for laboratory operations in 4 international HIV Diagnostics labs.
- Managed the update of HIV diagnostic algorithms to ensure data quality for an essential endpoint in HVTN vaccine Phase I and Phase 2b/3 trials.
- Fielded ongoing issues in specimen processing, data management, HIV status determinations, and software updates.

Postdoctoral Research Fellow | United States Army Medical Research Institute of Infectious Diseases; Frederick, MD. Feb 2017 – Jul 2018.

- Lead a team of three in the viral genomic analysis of antiviral efficacy trials for private and government partners and generated reports for Investigational New Drug applications to the FDA.
- Instituted novel and efficient methods for the characterization of Ebola, Marburg, and Alphavirus viral populations in clinical samples.
- Published a first author manuscript describing the analysis of a pharmaceutical compound’s mechanism of action in clinical samples.

Graduate Research Fellow | Harvard School of Public Health; Boston, MA. Sept 2011 – Jan 2017.

- Identified structural determinants of HIV adaptation to infection. Results were described in a first authored article published in a peer-reviewed journal.
- Developed syllabus and organized graduate-level classes on tuberculosis, global health, and human rights lead by subject matter experts.
- Awarded the NIH F31 Predoctoral Individual National Research Service Award amounting to ~\$35,000 tuition and research support per year for three years.

Intramural Research Training Awardee | National Institute of Allergy and Infectious Diseases, Washington, DC. Aug 2009 – Aug 2011.

- Initiated collaborations with technical experts for the evaluation of HIV protein-protein interactions.
- Awarded the NIH Intramural AIDS Research Fellowship, 2009.

Development Experience

Health of Urban Displaced Populations in Post-conflict Colombia | Graduate student, Medellin, Jan 2016.

- Used community based participatory research methods to identify the resource needs of displaced communities in Bello and Medellin, Colombia, and to write a policy memo that was presented to the mayor of Bello, national legislators, and members of the US State Department.

International Humanitarian Response Field Simulation, Harvard School of Public Health | Graduate student, 2015.

- Served as WASH leader in 3-day immersive field simulation of a humanitarian crisis.
- Trained in Sphere standards in humanitarian response and obtained relevant certificates for humanitarian action.

Pan American Health Organization | Emergency Operations Center Intern, Washington, DC. Summer 2009.

- Monitored and tracked natural disasters and emergencies in the Americas and assisted in the deployment of resources and expertise during H1N1 Influenza outbreak in Argentina.

- Prepared materials and coordinated logistics for interagency meetings attended by Organization of American States ambassadors.
- Initiated and completed the revision of departmental standard operating procedures.

International Rescue Committee | Atlanta Resettlement Office Intern, Atlanta, GA. Summer 2008.

- Assisted Case Managers with the resettlement of refugee families, which included preparing Medicaid and WIC applications and completing all necessary immigration documents.

Leadership/Teamwork Experience

SamataRadio.org | Co-Founder and Podcast Host; 2015-2016.

- Finalist in the Tufts \$100k New Ventures Competition.
- Created the “Retitled” audio series, involving six interviews with academicians, global health policy makers, and government health workers.

Policylab.org | Editor and writer, 2013-2014.

- Editor and treasurer of student-led science policy blog in which I secured funding for on-campus activities linked to published articles.
- Contributed 2 articles on global cancer prevalence and community-based organizations for HIV care.

Science by the Pint | Event Coordinator, 2012-2014.

- Directed monthly science outreach events featuring local scientists, attracting audiences of 50-150 people.

Additional Skills

Computer: Python, R, Microsoft Office, Graphpad Prism, and other Bioinformatic tools.

Foreign Language: Spanish (conversational)

Publications

Espy N,* Pérez-Sautu U*, Ramírez de Arellano E, Negredo A, Wiley M, Bavari S, Díaz Menendez M, Sánchez-Seco M, Palacios G. (2018) *Ribavirin Had Demonstrable Effects on the Crimean-Congo Hemorrhagic Fever Virus (CCHFV) Population and Load in a Patient With CCHF Infection*. The Journal of Infectious Diseases, jiy163, <https://doi.org/10.1093/infdis/jiy163>.

Espy N, Pacheco B, Sodroski JG. (2017) *Adaptation of HIV-1 to cells with low expression of the CCR5 coreceptor*. Virology, 508: 90-107.

“21st International AIDS Conference: how do we unify and fund the future of HIV prevention?” PLOS Translational Global Health Blog, Contributor, 2016.

Johnson J, Zhai Y, Salimi H, **Espy N**, Eichelberger N, DeLeon O, O'Malley Y, Courter J, Smith AB 3rd, Madani N, Sodroski J, Haim H. (2017) *Induction of a Tier-1-Like Phenotype in Diverse Tier-2 Isolates by Agents That Guide HIV-1 Env to Perturbation-Sensitive, Nonnative States*. J Virol. 91(15). pii : e00174-17.

Witt KC, Castillo-Menendez L, Ding H, **Espy N**, Zhang S, Kappes JC, Sodroski J. (2015) *Antigenic characterization of the human immunodeficiency virus (HIV-1) envelope glycoprotein precursor incorporated into nanodiscs*. Cell Host Microbe 8;18(1):49-60.

Paul AS, Saha S, Engelberg K, Jiang RH, Coleman B, Kosber A, Chen CT, Ganter M, **Espy N**, Gilberger T, Gubbels M, Duraisingh, M. (2015) *Parasite calcineurin regulates host cell recognition and attachment by apicomplexans*. Cell Host Microbe 18: 49-60.

Herschhorn A, Gu C, **Espy N**, Richard J, Finzi A, Sodroski JG. (2014) *A broad HIV-1 inhibitor blocks envelope glycoprotein transitions critical for entry*. Nat. Chem. Bio. 10: 845-852.

McGee K, Haim H, Koriath-Schmitz B, **Espy N**, Javanbakht H, Letvin N and Sodroski J. (2014) *Selection of low envelope glycoprotein reactivity to soluble CD4 and cold during Simian-Human Immunodeficiency Virus infection of rhesus macaques*. J. Virol 88: 21-40.

Community Technology Advisory Board

10 Members: Pursuant to Ordinance 124736, all members subject to City Council confirmation, 2-year terms:

- 4 City Council- appointed
- 6 Mayor- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	F		1.	Member at Large	Leah Shin	1/1/21	12/31/22	1	City Council
3	F	3	2.	Member at Large	Camille Malonzo	1/1/20	12/31/21	1	Mayor
6	M	7	3.	Member at Large	John C. Krull	1/1/20	12/31/21	1	Mayor
2	M	3	4.	Member at Large	Rene J. Peters	1/1/21	12/31/22	2	City Council
2	M	7	5.	Education Member	Lassana Magassa	1/1/21	12/31/22	2	Mayor
6	M	4	6.	Get Engaged Member	David Kirichenko	9/1/20	8/31/21	1	Mayor
2	M	7	7.	Member at Large	Tyrone Grandison	1/1/20	12/31/21	1	City Council
2	F	7	8.	Member at Large	Nicole Joy Espy	1/1/20	12/31/21	1	Mayor
2	M		9.	Member at Large	Femi Adebayo	1/1/21	12/31/22	1	City Council
6	M	3	10.	Public Access Member	Brandon Lindsey	1/1/21	12/31/22	2	Mayor

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	4	2				2	1			3			
Council	3	1			1	3							
Other													
Total	7	3											

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

File #: Appt 01765, **Version:** 1

Reappointment of Brandon Lindsey as member, Community Technology Advisory Board, for a term to December 31, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Brandon Lindsey		
Board/Commission Name: Community Technology Advisory Board		Position Title: Public Access Member
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other		Term of Position: * 1/1/2021 to 12/31/2022 <input type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: Mt. Baker	Zip Code: 98144	Contact Phone No.: [REDACTED]
Background: Brandon has served the past year as the Public Access Member for the CTAB. He has greatly contributed to work on ensuring City technology is accessibly and equitably distributed by improving the CTAB's relationships with the Seattle community. Brandon had previously served on the CTAB's Digital Equity Advisory Committee as well as Seattle's Digital Equity and Planning Committee. Brandon works for Seattle Goodwill where he has extensive experience developing, implementing, and managing learning programs for diverse groups in our community. With Goodwill's digital literacy initiative, he conducted research and published concept papers, lead the implementation of an iPad program in our ESL and GED classes.		
Authorizing Signature (original signature):  Date Signed (appointed): 1/8/2021		Appointing Signatory: Jenny A. Durkan Mayor, City of Seattle

*Term begin and end date is fixed and tied to the position and not the appointment date.

CAREER PROFILE

- 9 years program planning, development, and project management expertise from analysis, design, development, and implementation through evaluation
- Over 10 years facilitating learning programs in diverse, multicultural environments
- Proven ability to work independently and collaboratively in a project oriented position
- Effectively facilitate projects between multicultural, virtual, cross-departmental and inter-agency teams
- Manage staff to deliver programs and meet internal and external funder expectations
- Data-driven program analysis using Survey Monkey, SQL, Excel, and Tableau

PROFESSIONAL EXPERIENCE

Program Development Manager (2014-present)

Seattle Goodwill, Seattle WA

- Manage staff and consultants to design, develop, and implement job training and education programs for youth, immigrants, job seekers, and Goodwill employees
- Create presentations, reports, dashboards, proposals for internal and external stakeholders related to program design, program outcomes, and potential partnerships
- Collaborate with department staff as a member of the Equity Team to design and implement strategic goals related to cultural responsiveness
- Serve as a member various community groups including the Regional Re- engagement Network, Youth Maritime Collaborative to improve service integration across the region
- Lead staff learning communities and regularly deliver presentations and trainings to over 100 department staff

Key Achievements

- Partnered with United Way, Workforce Development Council, and Kent School District to deliver career connected learning opportunities to opportunity youth
- Partnered with South Seattle College to integrate a 3 quarter certificate into a program serving disengaged youth
- Developed and implemented a cashiering and customer service job training program tailored to meet the work-readiness needs of low level English speakers
- Developed a digital literacy integrated ESOL program serving over 3000 non-native speakers annually

Program and Curriculum Development Coordinator (2011-2014)

Seattle Goodwill, Seattle WA

- Developed curriculum and policies and procedures for Goodwill's youth program portfolio including the Youth Aerospace Program, Youth Year Round Program, and Youth Green Corps
- Led the curriculum redesign of the 160 hour Retail Customer Service Training Program
- Developed workshops on work readiness, job search, financial literacy, college access which served over 1500 community members from partner organizations annually
- Developed and managed the Employee Education program in which participation outcomes exceeded 150% of target in the first year of program operation

Instructor (2007-2011)

Seattle Goodwill, Shoreline, WA

- Performed training, recruitment, registration, and assessment duties -including ESOL, Computer Literacy, Job Search, Soft Skills and Retail
- Conducted soft skills and workplace readiness trainings for diverse clientele for 12 three month sessions of the Retail Customer Service Training Program
- Conducted outreach to generate partnerships with multiple business, social and educational organizations thereby increasing student enrollment, service access, and job placements

Teacher (2003-2006)

Japanese Exchange and Teaching (JET) Program, Nagano, Japan

- Designed curriculum and lesson plans for high school English classes
- Taught students about cultural differences and world affairs
- Delivered various presentations about English teaching techniques to teachers
- Planned and participated in multi-day English workshops for students

EDUCATION

Certificate in Data Analytics

Galvanize (2018)

Certificate in E-Learning Design and Development

University of Washington, Seattle WA (2013)

Master of Arts in Intercultural Service, Leadership, and Management

School for International Training, Brattleboro, VT

Bachelor of Arts in Foreign Affairs

University of Virginia, Charlottesville, VA

PROFESSIONAL AFFILIATIONS

Youth Maritime Collaborative (2017-present)

CCER Regional Re-Engagement Network (2014-present)

Community Volunteer Training Planning Group (2014-present)

Central King County WorkFirst Local Planning Area (LPA) (2011-2015)

Society of Intercultural Education Training and Research (SIETAR) Northwest (2011-12)

Community Technology Advisory Board

10 Members: Pursuant to Ordinance 124736, all members subject to City Council confirmation, 2-year terms:

- 4 City Council- appointed
- 6 Mayor- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	F		1.	Member at Large	Leah Shin	1/1/21	12/31/22	1	City Council
3	F	3	2.	Member at Large	Camille Malonzo	1/1/20	12/31/21	1	Mayor
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6	M	4	6.	Get Engaged Member	David Kirichenko	9/1/20	8/31/21	1	Mayor
2	M	7	7.	Member at Large	Tyrone Grandison	1/1/20	12/31/21	1	City Council
2	F	7	8.	Member at Large	Nicole Joy Espy	1/1/20	12/31/21	1	Mayor
2	M		9.	Member at Large	Femi Adebayo	1/1/21	12/31/22	1	City Council
6	M	3	10.	Public Access Member	Brandon Lindsey	1/1/21	12/31/22	2	Mayor

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	4	2				2	1			3			
Council	3	1			1	3							
Other													
Total	7	3											

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

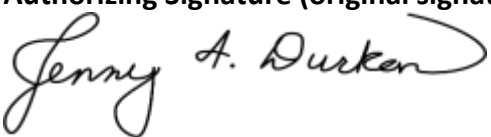
File #: Appt 01766, **Version:** 1

Reappointment of Lassana Magassa as member, Community Technology Advisory Board, for a term to December 31, 2022.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Lassana Magassa		
Board/Commission Name: Community Technology Advisory Board		Position Title: Education Member
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other		Term of Position: * 1/1/2021 to 12/31/2022 <input type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: Lake City	Zip Code: 98125	Contact Phone No.: [REDACTED]
Background: Lassana has served the past year as the Education Member for the CTAB. He has greatly contributed to work on ensuring City technology is accessibly and equitably distributed. Over the past few years, Lassana worked as a Research Assistant with a few University of Washington Information School faculty members. His research was on engaging underrepresented communities in discussions about how they use technology, where they struggle with technology and how they imagine technology will change their lives in the future.		
Authorizing Signature (original signature):  Date Signed (appointed): 1/8/2021		Appointing Signatory: Jenny A. Durkan Mayor, City of Seattle

*Term begin and end date is fixed and tied to the position and not the appointment date.



SUMMARY OF RESEARCH AND TECHNICAL SKILLS

User research approaches: A/B testing, card sort, data analysis, field study, focus group, persona creation
 5+ years managing technical and non-technical projects
 10+ years translating ideas between technical and non-technical audiences
 Data Analysis: Microsoft Access, SQL, SPSS, Atlas.ti, Dedoose
 Data Visualization: Microsoft Excel, PowerPoint, & Publisher; Adobe Illustrator
 Web Development: CSS, HTML, PHP, JavaScript

EDUCATION

UNIVERSITY OF WASHINGTON, PhD in Information Science	Seattle, WA	2018
<i>Dissertation: Develop and validate a framework of digital literacy</i>		
QUEENS COLLEGE, Masters in Library and Information Studies	Queens, NY	June 2007
SAINT PAUL'S COLLEGE, Bachelor of Science in Computer Science	Lawrenceville, VA	June 2003

RESEARCH

UNIVERSITY OF WASHINGTON TECH POLICY LAB, **Research Assistant** Seattle, WA Oct 2014 – Present

- Analyzed 20+ national technology policies and presented the results of analysis to a team of 4 researchers interested in constructing more robust technology policies.
- Interviewed 20+ people using a method I designed to solicit and incorporate the viewpoints of underrepresented groups into the technology policymaking process
- Used qualitative methods to collect, analyze and synthesize the viewpoints about an augmented reality policy regulation paper from 12 people representing currently and formerly incarcerated people, people with disabilities, and women
- Solicited and examined the opinions of unmanned vehicles policy paper from 9 people stakeholders representing people with extremely low income, non-car owners, and youth.
- Co-published a guide for parties interested in employing a method to investigate and improve current and future technology policies.
- Submitted article for publication describing the method the findings derived from using the method

PROJECT INFORMATION MEDIARIES (InfoMe), **Research Assistant** Seattle, WA Oct 2012 – Sep 2015

Project InfoMe is research effort investigating immigrant and refugee young peoples' information mediaries behaviors.

- Designed 15+ design thinking training modules that are being used the U.S., Europe and the Middle East to conduct user research that increases our understanding about immigrant and refugee youths interactions with information in its various formats.
- Led 100's of youth in research activities led to the development of 25 user journeys that were accompanied with prototypes of information systems to support the immigrant population.
- Developed, administered and analyzed the results of a user questionnaire that revealed youths' technology use patterns.

LEAD PUBLICATIONS

Magassa, L., Young, M., Friedman, B. (2017) *Diverse Voices: A How-To Guide for Facilitating Inclusive Tech Policy Documents.*

Magassa, L. (2011). Applying a Community Informatics Approach as Part of Rehabilitation in US Prisons. *The Journal of Community Informatics*, 6(3).

For additional publications visit <http://www.lassanamagassa.com/research/publications/>

WORK EXPERIENCE

DELTA AIR LINES Seattle, WA Jun 2015 – Oct 2016

Cargo Customer Support Agent

- Accepted, checked, and verified 100's freight import and export documentation.
- Performed daily audits of 50+ customer transactions.
- Ensured compliance to WA State and US federal safety and security regulations.
- Assisted over 300 customers every week with completing transactions.
- Audited a fleet of 15 vehicles including tugs and forklifts every evening.
- Carefully transported 100,000lbs of cargo between warehouse and tarmac daily.

UNIVERSITY OF WASHINGTON UPWARD BOUND Seattle, WA Jun 2015 – Aug 2015

Web development Instructor

- Developed 10 week curriculum focusing on HTML5, CSS, and UI design basics.
- Taught 25 students about the basics of web development.
- Educated students about techniques programmers use to overcome hurdles.
- Managed 6 teams of students from the beginning to the end of the web development project.

ASSOCIATION OF NATIONAL ADVERTISERS New York, NY Jul 2007 – Sep 2009

Web Content Specialist

- Led the migration of 1500+ articles into an in-house content management system.
- Employed user-centered design techniques to make incremental website updates used by 1,000s of people every days.
- Established and actively monitored the department's Twitter account.
- Collaborated with the IT Department to develop a dashboard of 10 web analytic reports.
- Used Microsoft Excel to produce weekly and monthly reports that was distributed to 10+ employees.

OTHER WORK EXPERIENCE

NORTHWEST PROTECTIVE SERVICES, Unarmed Patrol Officer Seattle, WA Aug 2011 – May 2015

NEW YORK CITY DEPARTMENT OF EDUCATION, School Library New York, NY Sep 2005 – June 2007

Media Specialist (Intern)

CENTER FOR COURT INNOVATION, Web Developer & Mediation New York, NY Mar 2005 – Aug 2006

Specialist

COMMUNITY MEMORIAL HOSPITAL, Network Engineer (Intern) South Hill, VA Dec 2002 – May 2003

SKILLS, ACTIVITIES, HOBBIES

-
- Fluent in English, Bambara and Soninke; Conversational French
 - Member of the Value Sensitive Design Lab
 - Member of Association of Internet Researchers
 - Member of the Aerospace & Info Tech Committee at the French-American Chamber of Commerce
 - Former Chair of Diversity with the Special Libraries Association's New York Chapter
 - Self-taught crocheter

Community Technology Advisory Board

10 Members: Pursuant to Ordinance 124736, all members subject to City Council confirmation, 2-year terms:

- 4 City Council- appointed
- 6 Mayor- appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	F		1.	Member at Large	Leah Shin	1/1/21	12/31/22	1	City Council
3	F	3	2.	Member at Large	Camille Malonzo	1/1/20	12/31/21	1	Mayor
6	M	7	3.	Member at Large	John C. Krull	1/1/20	12/31/21	1	Mayor
2	M	3	4.	Member at Large	Rene J. Peters	1/1/21	12/31/22	2	City Council
2	M	7	5.	Education Member	Lassana Magassa	1/1/21	12/31/22	2	Mayor
6	M	4	6.	Get Engaged Member	David Kirichenko	9/1/20	8/31/21	1	Mayor
2	M	7	7.	Member at Large	Tyrone Grandison	1/1/20	12/31/21	1	City Council
2	F	7	8.	Member at Large	Nicole Joy Espy	1/1/20	12/31/21	1	Mayor
2	M		9.	Member at Large	Femi Adebayo	1/1/21	12/31/22	1	City Council
6	M	3	10.	Public Access Member	Brandon Lindsey	1/1/21	12/31/22	2	Mayor

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	4	2				2	1			3			
Council	3	1			1	3							
Other													
Total	7	3											

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

File #: CB 119990, **Version:** 2

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to employment in Seattle; establishing labor standards requirements for additional compensation for grocery employees working in Seattle; amending Sections 3.02.125 and 6.208.020 of the Seattle Municipal Code; declaring an emergency; and establishing an immediate effective date; all by a 3/4 vote of the City Council.

WHEREAS, the new coronavirus 19 (COVID-19) disease is caused by a virus that spreads easily from person to person and may result in serious illness or death, and is classified by the World Health Organization as a worldwide pandemic; and

WHEREAS, COVID-19 has broadly spread throughout Washington State and remains a significant health risk to the community, especially members of our most vulnerable populations; and

WHEREAS, the Brookings Metropolitan Policy Program has reported that the United States' top retail companies, including grocery businesses, have earned record-breaking profits during the pandemic; and

WHEREAS, grocery employees have been supporting grocery businesses' operations and facilitating community access to food during the pandemic, despite facing a clear and present danger of workplace exposure to COVID-19 and receiving limited or inconsistent additional pay in recognition of this hazard; and

WHEREAS, the dangers of working during the pandemic are especially significant for Black, Indigenous, and People of Color (BIPOC) employees who are overrepresented among the retail frontline workforce and who are disproportionately impacted by COVID-19; and

WHEREAS, establishing a requirement for grocery employees to receive hazard pay for work performed in

Seattle during the COVID-19 emergency will promote job retention, compensate them for the risks of working on the frontlines of a global pandemic, improve their financial ability to access resources for protecting themselves and their families from catching or spreading the virus or coping with illness caused by the virus, and support the welfare of the greater community that depends on grocery employees for safe and reliable access to food; and

WHEREAS, the City Council (Council) intends to consider modifying or eliminating hazard pay requirements after four or months of implementation and review of the current health, safety, and economic risks of frontline work during the COVID-19 emergency; and

WHEREAS, the City encourages employers of essential frontline workers to help facilitate the distribution of COVID-19 vaccines to their employees as vaccines become available; and

WHEREAS, on June 15, 2020, the City Council (Council) passed emergency legislation, Ordinance 126094 (Premium Pay for Gig Workers Ordinance), requiring food delivery network companies to provide gig workers with premium pay, which is a form of hazard pay, to compensate them for the hazards of working during the COVID-19 emergency; and

WHEREAS, the Premium Pay for Gig Workers Ordinance went into effect upon the Mayor's signature on June 26, 2020; and

WHEREAS, recognizing the ongoing threat to frontline grocery employees, several California cities, including Berkeley, Long Beach, Los Angeles, and San Francisco, as well as Los Angeles County, have announced legislative efforts to require hazard pay of \$4 to \$5 per hour for grocery employees during the COVID-19 emergency, and more cities are expected to announce similar legislation in 2021; and

WHEREAS, the City is a leader on wage, labor, and workforce practices that improve workers' lives, support economic security, and contribute to a fair, healthy, and vibrant economy; and

WHEREAS, establishing a labor standard that requires hazard pay for grocery employees is a subject of vital and imminent concern to the community and requires appropriate action by the City Council; NOW,

THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. The City Council (Council) finds and declares that:

A. In the exercise of The City of Seattle’s police powers, the City is granted authority to pass regulations designed to protect and promote public health, safety, and welfare.

B. This ordinance protects and promotes public health, safety, and welfare during the new coronavirus 19 (COVID-19) emergency by requiring grocery businesses to provide hazard pay for grocery employees performing work in Seattle, thereby increasing retention of employees who provide essential services on the frontlines of a global pandemic and paying additional compensation to those employees for the hazards of working with significant exposure to an infectious disease.

C. On January 30, 2020, the World Health Organization (WHO) declared that COVID-19 constituted a public health emergency of international concern, WHO’s highest level of alarm.

D. On February 29, 2020, Washington Governor Jay Inslee issued proclamation 20-05, proclaiming a state of emergency for all counties throughout the state of Washington in response to new cases of COVID-19, and directing state agencies to use all resources necessary to prepare for and respond to the outbreak.

E. On March 3, 2020, Mayor Jenny Durkan proclaimed a civil emergency in response to new cases of COVID-19, authorizing the Mayor to exercise the emergency powers necessary to take extraordinary measures to prevent death or injury of persons and to protect the public peace, safety and welfare, and alleviate damage, loss, hardship or suffering.

F. On March 23, 2020, Washington Governor Jay Inslee issued Proclamation 20-25, a “Stay Home - Stay Healthy” order closing all non-essential workplaces, requiring people to stay home except to participate in essential activities or to provide essential business services, and banning all gatherings for social, spiritual, and recreational purposes. This order was extended through May 31, 2020. The “Stay Home - Stay Healthy” proclamation identified grocery employees as “Essential Critical Infrastructure Workers” performing work to

protect communities and ensure continuity of functions critical to public health and safety, as well as economic and national security.

G. On May 4, 2020, Washington Governor Jay Inslee announced a “Safe Start” plan to start on June 1, 2020 to reopen Washington’s economy in phases with adequate social distancing measures and health standards in place.

H. On June 19, 2020, Washington State Secretary of Health John Wiesman approved King County to move to Phase 2 of the “Safe Start” plan.

I. On June 26, 2020, Seattle Ordinance 126094 (Premium Pay for Gig Workers Ordinance), went into effect for gig workers working in Seattle for food delivery network companies during the COVID-19 emergency. This emergency legislation requires food delivery network companies to provide gig workers with additional compensation, “premium pay,” for each online order that results in the gig worker making a work-related stop in Seattle. The premium pay, which is a form of hazard pay, compensates gig workers for the risks of working for food delivery network companies during the COVID-19 emergency and for the costs of taking preventative safety measures to protect themselves and others from spreading the virus.

J. In October 2020, The British Medical Journal, *Occupational & Environmental Medicine*, reported that grocery employees face a serious risk of COVID-19 infection and associated psychological distress. A study of 104 grocery employees at a grocery store in Boston, Massachusetts found that 20 percent tested positive for COVID-19 despite 91 percent of employees reporting wearing a face mask at work and 77 percent of employees reporting wearing masks outside of work. The positive rate of infection among grocery employees was five times as likely for those who interacted with customers than for those who did not. Additionally, the study found that 76 percent of employees had no symptoms, suggesting that these employees could be an important reservoir of asymptomatic infection. Further, 24 of the 99 employees who filled out a related medical health questionnaire also reported experiencing anxiety, and eight employees were deemed depressed from their questionnaire answers.

K. In November 2020, the Brookings Metropolitan Policy Program reported that the profits of top retail companies, including grocery businesses, soared during the pandemic while their employees earned low wages and, with few exceptions, failed to receive consistent or meaningful additional compensation for performing life threatening work. The report found that the top retail companies in their analysis earned on average an extra \$16.7 billion in profit compared to the previous year - a 40 percent increase. Frontline retail employees experienced little of this windfall, averaging a 10 percent pay increase on top of wages that were often too low to meet a family's basic needs.

L. On January 3, 2021, the Center for Disease Control (CDC) reported that multiple COVID-19 variants are circulating globally that appear to spread more easily and quickly than other variations.

M. Studies show that a variant first detected in the United Kingdom (UK) in September 2020, known as B.1.1.7, is 50 to 70 percent more transmissible than the previously circulating form of the COVID-19 virus and is responsible for more than half of new infections in the UK. The B.1.1.7 variant is now prevalent in 40 countries, and cases in the United States have been identified in nine states: California, Colorado, Connecticut, Georgia, Florida, Minnesota, New York, Pennsylvania, and Texas.

N. Studies show that a highly contagious COVID-19 variant first detected in South Africa may pose a risk to COVID antibody treatments.

O. The Washington State Department of Health (DOH) reports that two vaccines are authorized for emergency use by United States Food & Drug Administration. In December 2020, the DOH published a COVID-19 vaccine estimated timeline beginning in December 2020 with a "Phase 1a" for high-risk health care workers in healthcare settings, high-risk first responders, long term care facility residents, and continuing for other identified high-risk individuals through April 2021. The timeline stated that future phases would be announced for May through December 2021.

P. Initially, DOH's COVID vaccine timeline indicated that all grocery employees would be eligible for

vaccination in February 2021. A modified timeline, published in January 2021, clarified that only grocery employees 50 years or older would be eligible in February 2021 and grocery employees under 50 years would be eligible in April 2021.

Q. Across the country, states have widely varied in their administration of the vaccine and logistical problems have put efforts to vaccinate the country behind schedule.

R. As of January 11, 2021, the CDC reported that about nine million people received the first dose of the COVID vaccine, far short of the federal goal of administering the first dose for at least 20 million people by the end of 2020. In Washington state, the DOH reported that only one third of the 624,975 vaccine doses distributed to the state had been administered by this same date. Some of the gap for Washington state may be attributable to data lags and logistical issues in the federal partnership with clinics administering the vaccine.

S. On January 5, 2021, Governor Jay Inslee announced the “Healthy Washington-Roadmap to Recovery,” a COVID-19 phased recovery plan beginning on January 11, 2021 that starts with every region in Phase 1, prohibiting indoor gatherings with people outside the household and limiting business activity. Regions may reopen when they meet certain metrics around hospitalization and case data.

T. Dr. Jeff Duchin, Health Officer for Public Health - Seattle & King County, has stated that the target for COVID-19 activity is a downward trend of fewer than ten new cases for every 100,000 residents over a two-week period, which translates to about 16 cases or fewer per day over 14 days.

U. On January 13, 2020, Public Health - Seattle & King County reported that the current status in King County is 352 positive cases per 100,000 residents.

V. As of January 13, 2021, Public Health - Seattle & King County reported a total of 70,094 positive cases including 1,151 deaths. The Washington DOH reported a total of 281,202 positive cases including 3,838 deaths and the WHO reported a total of 90,759,370 cases including 1,963,169 deaths.

W. Throughout the entirety of the COVID-19 emergency, grocery businesses have been operating in Seattle and relying upon the work of grocery employees who are highly vulnerable to health and safety risks.

X. Grocery employees are essential workers performing services that are fundamental to the economy and health of the community during the COVID-19 crisis. They face clear and present dangers at their jobs and continue to risk their lives and the health of their families to keep the community's food supply chain operating.

Y. Grocery employees cannot choose to work from home and must come to work to perform their jobs, which can involve substantial interaction with customers and/or ventilation systems that could potentially spread the virus. They are wearing masks, trying as much as possible to social distance, performing safety protocols, and learning new skills to decrease transmission of the virus to protect themselves and the public.

Z. The risks of working during the pandemic are especially significant for BIPOC employees because they are overrepresented among the retail frontline workforce and are disproportionately impacted by COVID-19. Data shows that people of color are disproportionately experiencing hospitalization and dying of COVID-19.

AA. The CDC reports that Black and Indigenous people, followed by Pacific Islanders and Latinx people, are disproportionately affected by COVID-19 due to long-standing inequities in social determinants of health, including overrepresentation in jobs that require customer contact such as grocery stores; lower incomes and barriers to wealth accumulation; lack of access to quality healthcare and fair treatment in the healthcare system; difficulties in finding affordable and quality housing; and inequities in access to high-quality education. The CDC reports that these determinants may increase risk of COVID-19 exposure, illness, hospitalization, long-term health and social consequences, and death. To stop the spread of COVID-19, the CDC states that resources must be equitably available for everyone to maintain physical and mental health.

BB. Science in the News (SITN), a graduate student group at the Harvard Graduate School of the Arts and Sciences, reports that it is more difficult for BIPOC communities to stay safe during the pandemic and notes the importance of keeping these vulnerable populations in mind as the country slowly reopens the economy. SITN states that social distancing is a privilege that many people of color cannot afford because they work and reside in situations with higher risk of exposure to the virus: people of color are more likely to live in

densely populated areas; reside in multigenerational and multifamily households; and use public transportation. Furthermore, SITN reports that many inequalities that pre-dated the pandemic have worsened, including limited access for Black and Latinx communities to primary care physicians, medical facilities, and COVID testing.

CC. Grocery businesses are profiting during the pandemic from the labor of employees who are working under dangerous conditions.

DD. Hazard pay, paid in addition to regular wages, is an established type of additional compensation for employees performing hazardous duties or work involving physical hardship that can cause extreme physical discomfort and distress.

EE. Grocery employees working during the COVID-19 emergency merit hazard pay because they are performing hazardous duty or work involving physical hardship that can cause extreme physical discomfort and distress due to the significant risk of exposure to the COVID-19 virus.

FF. Grocery employees have been working under hazardous conditions month after month. They are working in these hazardous conditions now and will continue to face safety risks as the virus presents an ongoing threat, including the threat of more contagious variants, for an uncertain period. In the best-case scenario, grocery employees can expect to be vaccinated from the virus within four months. However, state and national delays in vaccination efforts suggest the potential for a longer timeline. In the meantime, the crisis of the pandemic continues unabated and presents extreme risks for grocery employees.

GG. Ensuring that grocery employees are compensated for the substantial risks of working during the COVID-19 emergency promotes retention of these vital workers. Retention of grocery employees is fundamental to protecting the health of the community as these employees directly support public purchase of groceries and facilitate community access to food.

HH. This ordinance is immediately necessary in response to the COVID-19 emergency because the health threats that grocery employees face are as significant now as when this crisis began and are growing exponentially as community transmission is already surging, COVID-19 variants may further increase

transmission of the virus and reduce therapeutic treatments, and vaccinations are destined for a gradual roll-out that could take four months or more for grocery employees and much longer for the general public. This is a rapidly evolving situation, with disproportionate risks and adverse impacts for BIPOC communities, that must be addressed without delay.

II. Grocery employees are necessary to protect the public health because their work sustains access to groceries; hazard pay is one step to recognize the dangers facing these employees as they support our community, encourage them to continue their vital work, and provide them with additional financial resources.

JJ. An immediate requirement to provide grocery employees with hazard pay promotes retention of essential workers, improves the financial ability of grocery employees to access resources they need to stay safe and healthy, and ultimately supports the greater community that depends on grocery employees for consistent, safe and reliable access to food.

Section 2. As the substantive effects of this ordinance are not permanent, this ordinance is not intended to be codified. Section numbers are for ease of reference within this ordinance, and section and subsection references refer to numbers in this ordinance unless stated otherwise.

HAZARD PAY FOR GROCERY EMPLOYEES

100.005 Short title

This ordinance shall constitute the “Hazard Pay for Grocery Employees Ordinance” and may be cited as such.

100.010 Definitions

For purposes of this ordinance:

“Adverse action” means reducing compensation, garnishing gratuities, denying a job or promotion, demoting, terminating, failing to rehire after a seasonal interruption of work, threatening, penalizing, retaliating, engaging in unfair immigration-related practices, filing a false report with a government agency, or otherwise discriminating against any person for any reason prohibited by Section 100.050. “Adverse action” for an employee may involve any aspect of employment, including compensation, work hours, responsibilities, or

other material change in the terms and conditions of employment. “Adverse action” also encompasses any action by the employer or a person acting on the employer’s behalf that would dissuade a reasonable person from exercising any right afforded by this ordinance.

“Agency” means the Office of Labor Standards and any division therein.

“Aggrieved party” means an employee or other person who suffers tangible or intangible harm due to an employer or other person's violation of this ordinance.

“City” means The City of Seattle.

“Compensation” means the payment owed to an employee by reason of employment, including but not limited to, salaries, wages, tips, service charge distributions, overtime, commissions, piece rate, bonuses, rest breaks, promised or legislatively required pay or paid leave, and reimbursement for employer expenses.

“Director” means the Director of the Office of Labor Standards or the Director's designee.

“Director rules” means: (1) rules the Director or Agency may promulgate pursuant to subsection 100.060.B or 100.060.C; or (2) other rules that the Director identifies, by means of an Agency Q&A, previously promulgated pursuant to authority in Seattle Municipal Code Title 14. Rules the Director identifies by means of an Agency Q&A shall have the force and effect of law and may be relied on by employers, employees, and other parties to determine their rights and responsibilities under this ordinance.

“Employ” means to suffer or permit to work;

“Employee” means “employee” as defined under Seattle Municipal Code Section 12A.28.200, including but not limited to full-time employees, part-time employees, and temporary workers. An alleged employer bears the burden of proof that the individual is, as a matter of economic reality, in business for oneself (i.e., an independent contractor) rather than dependent upon the alleged employer.

“Employer” means any individual, partnership, association, corporation, business trust, or any entity, person or group of persons, or a successor thereof, that employs another person and includes any such entity or person acting directly or indirectly in the interest of the employer in relation to the employee. More than one

entity may be the “employer” if employment by one employer is not completely disassociated from employment by any other employer.

“Franchise” means an agreement by which:

1. A person is granted the right to engage in the business of offering, selling, or distributing goods or services under a marketing plan prescribed or suggested in substantial part by the grantor or its affiliate;
2. The operation of the business is substantially associated with a trademark, service mark, trade name, advertising, or other commercial symbol; designated, owned by, or licensed by the grantor or its affiliate; and
3. The person pays, agrees to pay, or is required to pay, directly or indirectly, a franchise fee.

“Franchisee” means a person to whom a franchise is offered or granted.

“Franchisor” means a person who grants a franchise to another person.

“Front pay” means the compensation the employee would earn or would have earned if reinstated to the employee's former position.

“Grocery business” means a retail store operating in Seattle that is either:

1. Over 10,000 square feet in size and that is primarily engaged in retailing groceries for offsite consumption, including but not limited to the sale of fresh produce, meats, poultry, fish, deli products, dairy products, canned and frozen foods, dry foods, beverages, baked foods, and/or prepared foods. Other household supplies or other products shall be secondary to the primary purpose of groceries sales; or
2. Over 85,000 square feet and with 30 percent or more of its sales floor area dedicated to sale of groceries, including but not limited to the sale of fresh produce, meats, poultry, fish, deli products, dairy products, canned and frozen foods, dry foods, beverages, baked foods, and/or prepared foods.

“Grocery business” does not include convenience stores or food marts primarily engaged in retailing a limited line of goods that generally includes milk, bread, soda, and snacks. “Grocery business” also does not

include farmers' markets as defined by the City's Multi-Departmental Administrative Rule 09-01 for the Farmers Markets Pilot Program or its successor rule.

"Grocery employee" means an employee covered by this ordinance.

"Hazard pay" means additional compensation owed to an employee on top of the employee's other compensation, including but not limited to salaries, wages, tips, service charge distributions, overtime, commissions, piece rate, bonuses, rest breaks, promised or legislatively required pay or paid leave, and reimbursement for employer expenses. For the purposes of compensating an employee for paid sick and paid safe time under Seattle Municipal Code Chapter 14.16, hazard pay is considered a premium rate and is not included in the employee's normal hourly compensation.

"Primary language" means the language in which the employee feels most comfortable communicating.

"Rate of inflation" means 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bellevue Area Consumer Price Index for Urban Wage Earners and Clerical Workers, termed CPI-W, for the 12-month period ending in August, provided that the percentage increase shall not be less than zero.

"Respondent" means an employer or any person who is alleged or found to have committed a violation of this ordinance.

"Successor" means any person to whom an employer quitting, selling out, exchanging, or disposing of a business sells or otherwise conveys in bulk and not in the ordinary course of the employer's business, a major part of the property, whether real or personal, tangible or intangible, of the employer's business. For purposes of this definition, "person" means an individual, receiver, administrator, executor, assignee, trustee in bankruptcy, trust, estate, firm, corporation, business trust, partnership, limited liability partnership, company, joint stock company, limited liability company, association, joint venture, or any other legal or commercial entity.

"Tips" means a verifiable sum to be presented by a customer as a gift or gratuity in recognition of some service performed for the customer by the employee receiving the tip.

“Written” or “writing” means a printed or printable communication in physical or electronic format, including but not limited to a communication that is transmitted through email, text message, or a computer or mobile system, or that is otherwise sent and maintained electronically.

100.015 Employee coverage

For the purposes of this ordinance:

A. Covered employees are limited to those who perform work for a covered employer at a retail location in Seattle.

B. Time spent by an employee in Seattle solely for the purpose of travelling through Seattle from a point of origin outside Seattle to a destination outside Seattle, with no employment-related or commercial stops in Seattle except for refueling or the employee's personal meals or errands, is not covered by this ordinance.

C. Employees who are gig workers under Ordinance 126094 are not covered employees under this ordinance. Employers must pay all compensation owed to such gig workers in accordance with their obligations under Ordinance 126094.

100.020 Employer coverage

A. For the purposes of this ordinance, covered employers are limited to grocery businesses that employ 500 or more employees worldwide regardless of where those employees are employed, including but not limited to chains, integrated enterprises, or franchises associated with a franchisor or network of franchises that employ 500 or more employees in aggregate.

B. To determine the number of employees for the current calendar year:

1. The calculation is based upon the average number per calendar week of employees who worked for compensation during the preceding calendar year for any and all weeks during which at least one employee worked for compensation. For employers that did not have any employees during the preceding calendar year, the number of employees(s) for the current calendar year is calculated based upon the average number per calendar week of employees who worked for compensation during the first 90 calendar days of the

current year in which the employer engaged in business.

2. All employees who worked for compensation shall be counted, including but not limited to:

a. Employees who are not covered by this ordinance;

b. Employees who worked in Seattle;

c. Employees who worked outside Seattle; and

d. Employees who worked in full-time employment, part-time employment, joint

employment, temporary employment, or through the services of a temporary services or staffing agency or similar entity.

C. Separate entities that form an integrated enterprise shall be considered a single employer under this ordinance. Separate entities will be considered an integrated enterprise and a single employer under this ordinance where a separate entity controls the operation of another entity. The factors to consider in making this assessment may include, but are not limited to:

1. Degree of interrelation between the operations of multiple entities;

2. Degree to which the entities share common management;

3. Centralized control of labor relations;

4. Degree of common ownership or financial control over the entities; and

5. Use of a common brand, trade, business, or operating name.

D. The Agency is authorized to make a reasonable inference as to whether an employer meets the definition of “grocery business” under Section 100.010, and an alleged employer bears the burden of proof to show that the employer is not a “grocery business” as defined in Section 100.010.

E. When determining whether an employer is “primarily engaged in retailing groceries” according to the definition of “grocery business” under Section 100.010, the Agency may consider any number of factors, including but not limited to the following examples: grocery sales as a percentage of the retail store’s overall sales; sales floor area dedicated to grocery sales; marketing or promotional materials from the employer; or

other public statements from representatives of the employer.

100.025 Hazard pay requirements

A. Employers shall provide each employee with hazard pay at a rate of four dollars per hour for each hour worked in Seattle.

1. No employer shall, as a result of this ordinance going into effect, take steps to reduce employee compensation so as to prevent, in whole or in part, employees from receiving hazard pay at a rate of four dollars per hour for each hour worked in Seattle in addition to those employees' other compensation. Employers shall maintain records to establish the reason(s) for any reduction in employee compensation pursuant to Section 100.040.

2. Employers providing hazard pay, as defined under Section 100.010, on the effective date of this ordinance may use the hourly rate of that hazard pay to offset the amount due under this subsection 100.025.A.

a. Employers shall comply with requirements for providing compensation in Section 100.025.B for the entire amount due under Section 100.025.A.

b. Employers bear the burden the proof to show that the additional compensation is hazard pay for the purposes of working during the COVID-19 emergency.

B. Employers shall comply with the requirements for providing compensation in the Wage Theft Ordinance, Seattle Municipal Code Chapter 14.20, including but not limited to the following:

1. Employers shall provide revised written notice of employment information that includes notice of hazard pay pursuant to Seattle Municipal Code subsection 14.20.025.D, provided that such notice is due by 30 days after the effective date of this ordinance. The revised notice of employment information shall include notice of any hazard pay offset available under subsection 100.025.A.2.

2. Employers shall provide payment for hazard pay on the established, regular pay day on which wages are paid pursuant to Seattle Municipal Code Section 14.20.020.

3. Employers shall provide written itemization of the hazard pay separately from payment for wages and other compensation pursuant to Seattle Municipal Code subsection 14.20.025.E.

C. Employers shall comply with the hazard pay requirements in this Section 100.025 for the duration of the civil emergency proclaimed by the Mayor on March 3, 2020.

100.030 Notice and posting

A. Within 30 days of the effective date of this ordinance, employers shall display a written notice of rights established by this ordinance in a conspicuous and accessible place at any workplace or job site where any of their employees' work. Employers shall display the notice of rights in English and in the primary language(s) of the employee(s) at the workplace or job site. Employers shall make a good faith effort to determine the primary languages of the employees at the workplace or job site. If display of the notice of rights is not feasible, including situations when the employee works remotely or does not have a regular workplace or job site, employers may solely provide the notice of rights on an individual basis in the employee's primary language in a physical or electronic format that is reasonably conspicuous and accessible.

B. The notice of rights shall provide information on:

1. The right to hazard pay guaranteed by this ordinance;
2. The right to be protected from retaliation for exercising in good faith the rights protected by this ordinance; and
3. The right to file a complaint with the Agency or bring a civil action for a violation of the requirements of this ordinance, including an employer's denial of hazard pay as required by this ordinance and an employer or other person's retaliation against an employee or other person for asserting the right to hazard pay or otherwise engaging in an activity protected by this ordinance.

C. The Agency may create and distribute a model notice of rights in English and other languages. However, employers are responsible for providing employees with the notice of rights required by subsection 100.030.A and 100.030.B in a form and manner sufficient to inform employees of their rights under this

ordinance, regardless of whether the Agency has created and distributed a model notice of rights.

100.040 Employer records

A. Employers shall retain records that document compliance with this ordinance for each employee.

B. Employers shall retain the records required by subsection 100.040.A for a period of three years.

C. If an employer fails to retain adequate records required under subsection 100.040.A, there shall be a presumption, rebuttable by clear and convincing evidence, that the employer violated this ordinance for the periods and for each employee for whom records were not retained.

100.050 Retaliation prohibited

A. No employer or any other person shall interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right protected under this ordinance.

B. No employer or any other person shall take any adverse action against any person because the person has exercised in good faith the rights protected under this ordinance. Such rights include, but are not limited to, the right to make inquiries about the rights protected under this ordinance; the right to inform others about their rights under this ordinance; the right to inform the person's employer, the person's legal counsel, a union or similar organization, or any other person about an alleged violation of this ordinance; the right to file an oral or written complaint with the Agency or bring a civil action for an alleged violation of this ordinance; the right to cooperate with the Agency in its investigations of this ordinance; the right to testify in a proceeding under or related to this ordinance; the right to refuse to participate in an activity that would result in a violation of city, state or federal law; and the right to oppose any policy, practice, or act that is unlawful under this ordinance.

C. No employer or any other person shall communicate to a person exercising rights protected in this Section 100.050, directly or indirectly, the willingness to inform a government worker that the person is not lawfully in the United States, or to report, or to make an implied or express assertion of a willingness to report, suspected citizenship or immigration status of an employee or family member of an employee to a federal, state, or local agency because the employee has exercised a right under this ordinance.

D. It shall be a rebuttable presumption of retaliation if an employer or any other person takes an adverse action against a person within 90 days of the person's exercise of rights protected in this Section 100.050. However, in the case of seasonal work that ended before the close of the 90-day period, the presumption also applies if the employer fails to rehire a former employee at the next opportunity for work in the same position. The employer may rebut the presumption with clear and convincing evidence that the adverse action was taken for a permissible purpose.

E. Proof of retaliation under this Section 100.050 shall be sufficient upon a showing that an employer or any other person has taken an adverse action against a person and the person's exercise of rights protected in this Section 100.050 was a motivating factor in the adverse action, unless the employer can prove that the action would have been taken in the absence of such protected activity.

F. The protections afforded under this Section 100.050 shall apply to any person who mistakenly but in good faith alleges violations of this ordinance.

G. A complaint or other communication by any person triggers the protections of this Section 100.050 regardless of whether the complaint or communication is in writing or makes explicit reference to this ordinance.

100.060 Enforcement power and duties

A. The Agency shall have the power to investigate violations of this ordinance and shall have such powers and duties in the performance of these functions as are defined in this ordinance and otherwise necessary and proper in the performance of the same and provided for by law.

B. The Agency is authorized to coordinate implementation and enforcement of this ordinance and may promulgate appropriate guidelines or rules for such purposes.

C. The Director is authorized to promulgate rules consistent with this ordinance and Chapter 3.02 of the Seattle Municipal Code. Any guidelines or rules promulgated by the Director shall have the force and effect of law and may be relied on by employers, employees, and other parties to determine their rights and

responsibilities under this ordinance.

100.070 Violation

The failure of any respondent to comply with any requirement imposed on the respondent under this ordinance is a violation.

100.080 Investigation

A. The Agency shall have the power to investigate any violations of this ordinance by any respondent. The Agency may initiate an investigation pursuant to Director rules, including but not limited to situations when the Director has reason to believe that a violation has occurred or will occur, or when circumstances show that violations are likely to occur within a class of employers or businesses because the workforce contains significant numbers of employees who are vulnerable to violations of this ordinance or the workforce is unlikely to volunteer information regarding such violations. An investigation may also be initiated through the receipt by the Agency of a report or complaint filed by an employee or other person.

B. An employee or other person may report to the Agency any suspected violation of this ordinance. The Agency shall encourage reporting pursuant to this Section 100.080 by taking the following measures:

1. The Agency shall keep confidential, to the maximum extent permitted by applicable laws, the name and other identifying information of the employee or person reporting the violation. However, with the authorization of such person, the Agency may disclose the employee's or person's name and identifying information as necessary to enforce this ordinance or for other appropriate purposes.
2. Employers shall provide employees with written notice of an investigation. Employers shall provide the notice in a format that is readily accessible to employees. The Agency shall create the notice in English and other languages.
3. The Agency may certify the eligibility of eligible persons for "U" Visas under the provisions of 8 U.S.C. § 1184.p and 8 U.S.C. § 1101.a.15.U. This certification is subject to applicable federal law and regulations, and Director rules.

C. The Agency's investigation shall commence within three years of the alleged violation. To the extent permitted by law, the applicable statute of limitations for civil actions is tolled during any investigation under this ordinance and any administrative enforcement proceeding under this ordinance based upon the same facts. For purposes of this ordinance:

1. The Agency's investigation begins on the earlier date of when the Agency receives a complaint from a person under this ordinance, or when the Agency provides notice to the respondent that an investigation has commenced under this ordinance.

2. The Agency's investigation ends when the Agency issues a final order concluding the matter and any appeals have been exhausted; the time to file any appeal has expired; or the Agency notifies the respondent in writing that the investigation has been otherwise resolved.

D. The Agency's investigation shall be conducted in an objective and impartial manner.

E. The Director may apply by affidavit or declaration in the form allowed under RCW 9A.72.085 to the Hearing Examiner for the issuance of subpoenas requiring a hiring entity to produce the records required by Section 100.040, or for the attendance and testimony of witnesses, or for the production of documents required to be retained under Section 100.040, or any other document relevant to the issue of whether any employee or group of employees has been or is afforded the proper amount of hazard pay required by this ordinance and/or to whether an employer has violated any provision of this ordinance. The Hearing Examiner shall conduct the review without hearing as soon as practicable and shall issue subpoenas upon a showing that there is reason to believe that: a violation has occurred, a complaint has been filed with the Agency, that circumstances show that violations are likely to occur within a class of businesses because the workforce contains significant numbers of employees who are vulnerable to violations of this ordinance, the workforce is unlikely to volunteer information regarding such violations, or the Agency has gathered preliminary information indicating that a violation may have occurred.

F. An employer that fails to comply with the terms of any subpoena issued under subsection 100.080.E

in an investigation by the Agency under this ordinance before the issuance of a Director's Order issued pursuant to subsection 100.090.C may not use such records in any appeal to challenge the correctness of any determination by the Agency of liability, damages owed, or penalties assessed.

G. In addition to other remedies, the Director may refer any subpoena issued under subsection 100.080.E to the City Attorney to seek a court order to enforce any subpoena.

H. Where the Director has reason to believe that a violation has occurred, the Director may order any appropriate temporary or interim relief to mitigate the violation or maintain the status quo pending completion of a full investigation or hearing, including but not limited to a deposit of funds or bond sufficient to satisfy a good-faith estimate of compensation, interest, damages, and penalties due. A respondent may appeal any such order in accordance with Section 100.210.

100.090 Findings of fact and determination

A. Except when there is an agreed upon settlement, the Director shall issue a written determination with findings of fact resulting from the investigation and statement of whether a violation of this ordinance has or has not occurred based on a preponderance of the evidence before the Director.

B. If the Director determines that there is no violation of this ordinance, the Director shall issue a “Determination of No Violation” with notice of an employee or other person’s right to appeal the decision, pursuant to Director rules.

C. If the Director determines that a violation of this ordinance has occurred, the Director shall issue a “Director's Order” that shall include a notice of violation identifying the violation or violations.

1. The Director’s Order shall state with specificity the amounts due under this ordinance for each violation, including payment of unpaid compensation, liquidated damages, civil penalties, penalties payable to aggrieved parties, fines, and interest pursuant to Section 100.200.

2. The Director's Order may specify that civil penalties and fines due to the Agency can be mitigated for respondent's timely payment of remedy due to an aggrieved party pursuant to subsection

100.200.A.4.

3. The Director's Order may specify that civil penalties and fines are due to the aggrieved party rather than due to the Agency pursuant to subsection 100.200.E or 100.200.F.

4. The Director's Order may direct the respondent to take such corrective action as is necessary to comply with the requirements of this ordinance, including but not limited to monitored compliance for a reasonable time period.

5. The Director's Order shall include notice of the respondent's right to appeal the decision pursuant to Section 100.210.

100.200 Remedies

A. The payment of unpaid compensation, liquidated damages, civil penalties, penalties payable to aggrieved parties, fines, and interest provided under this ordinance is cumulative and is not intended to be exclusive of any other available remedies, penalties, fines, and procedures.

1. The amounts of all civil penalties, penalties payable to aggrieved parties, and fines contained in this Section 100.200 shall be increased annually to reflect the rate of inflation and calculated to the nearest cent on January 1 of each year thereafter. The Agency shall determine the amounts and file a schedule of such amounts with the City Clerk.

2. If a violation is ongoing when the Agency receives a complaint or opens an investigation, the Director may order payment of unpaid compensation plus interest that accrues after receipt of the complaint or after the investigation opens and before the date of the Director's Order.

3. Interest shall accrue from the date the unpaid compensation was first due at 12 percent annum, or the maximum rate permitted under RCW 19.52.020.

4. If there is a remedy due to an aggrieved party, the Director may waive part or all civil penalties and fines due to the Agency based on timely payment of the full remedy due to the aggrieved party.

a. The Director may waive the total amount of civil penalties and fines due to the Agency

if the Director determines that the respondent paid the full remedy due to the aggrieved party within ten days of service of the Director's Order.

b. The Director may waive half the amount of civil penalties and fines due to the Agency if the Director determines that the respondent paid the full remedy due to the aggrieved party within 15 days of service of the Director's Order.

c. The Director shall not waive any amount of civil penalties and fines due to the Agency if the Director determines that the respondent has not paid the full remedy due to the aggrieved party after 15 days of service of the Director's Order.

5. When determining the amount of liquidated damages, civil penalties, penalties payable to aggrieved parties, and fines due under this Section 100.200 for a settlement agreement or Director's Order, including but not limited to the mitigation of civil penalties and fines due to the Agency for timely payment of remedy due to an aggrieved party under subsection 100.200.A.4, the Director may consider:

- a. The total amount of unpaid compensation, liquidated damages, penalties, fines, and interest due;
- b. The nature and persistence of the violations;
- c. The extent of the respondent's culpability;
- d. The substantive or technical nature of the violations;
- e. The size, revenue, and human resources capacity of the respondent;
- f. The circumstances of each situation;
- g. The amount of penalties in similar situations; and
- h. Other factors pursuant to Director rules.

B. A respondent found to be in violation of this ordinance shall be liable for full payment of unpaid compensation due plus interest in favor of the aggrieved party under the terms of this ordinance and other equitable relief. If the precise amount of unpaid compensation cannot be determined due to a respondent's

failure to produce records or if a respondent produces records in a manner or form which makes timely determination of the amount of unpaid compensation impracticable, the Director may designate a daily amount of \$50 for unpaid compensation due to aggrieved party. For any violation of this ordinance, the Director may assess liquidated damages in an additional amount of up to twice the unpaid compensation.

C. A respondent found to be in violation of this ordinance for retaliation under Section 100.050 shall be subject to any appropriate relief at law or equity including, but not limited to reinstatement of the aggrieved party, front pay in lieu of reinstatement with full payment of unpaid compensation plus interest in favor of the aggrieved party under the terms of this ordinance, and liquidated damages in an additional amount of up to twice the unpaid compensation. The Director also shall order the imposition of a penalty payable to the aggrieved party of up to \$5,565.10.

D. A respondent found to be in violation of hazard pay requirements under subsection 100.025.A shall be subject to all remedies available under this Section 100.200.

E. The Director is authorized to assess civil penalties and may specify that civil penalties are due to the aggrieved party rather than due to the Agency.

1. For a first violation of this ordinance, the Director may assess a civil penalty of up to \$556.30 per aggrieved party.

2. For a second violation of this ordinance, the Director shall assess a civil penalty of up to \$1,112.60 per aggrieved party, or an amount equal to ten percent of the total amount of unpaid compensation, whichever is greater.

3. For a third or any subsequent violation of this ordinance, the Director shall assess a civil penalty of up to \$5,565.10 per aggrieved party, or an amount equal to ten percent of the total amount of unpaid compensation, whichever is greater.

4. For purposes of this Section 100.200, a violation is a second, third, or subsequent violation if the respondent has been a party to one, two, or more than two settlement agreements, respectively, stipulating

that a violation has occurred; and/or one, two, or more than two Director's Orders, respectively, have issued against the respondent in the ten years preceding the date of the violation; otherwise, it is a first violation.

F. The Director is authorized to assess fines and may specify that fines are due to the aggrieved party rather than due to the Agency. The Director is authorized to assess fines as follows:

Violation	Fine
Failure to display written notice of rights under Section 100.030	\$556.30
Failure to retain employer records for three years under subsections 100.040.A and 100.040.B	\$556.30 per missing record
Failure to comply with prohibitions against retaliation for exercising rights protected under Section 100.050	\$1,112.60 per aggrieved party
Failure to provide notice of investigation to employees under subsection 100.080.B.2	\$556.30
Failure to post or distribute public notice of failure to comply with final order under subsection 100.240.A.1	\$556.30

The maximum amount that may be imposed in fines in a one-year period for each type of violation listed above is \$5,565.10 unless a fine for retaliation is issued, in which case the maximum amount is \$22,259.36.

G. A respondent who willfully hinders, prevents, impedes, or interferes with the Director or Hearing Examiner in the performance of their duties under this ordinance shall be subject to a civil penalty of not less than \$1,112.60 and not more than \$5,565.10.

H. In addition to the unpaid compensation, penalties, fines, liquidated damages, and interest, the Agency may assess against the respondent in favor of the City the reasonable costs incurred in enforcing this ordinance, including but not limited to reasonable attorneys' fees.

I. A respondent that is the subject of a settlement agreement stipulating that a violation has occurred shall count for debarment, or a final order for which all appeal rights have been exhausted, shall not be permitted to bid, or have a bid considered, on any City contract until such amounts due under the final order have been paid in full to the Director. If the respondent is the subject of a final order two times or more within a five-year period, the employer shall not be allowed to bid on any City contract for two years. This subsection

100.200.I shall be construed to provide grounds for debarment separate from, and in addition to, those contained in Seattle Municipal Code Chapter 20.70 and shall not be governed by that chapter provided that nothing in this subsection 100.200.I shall be construed to limit the application of Seattle Municipal Code Chapter 20.70. The Director shall notify the Director of Finance and Administrative Services of all respondents subject to debarment under this subsection 100.080.I.

100.210 Appeal period and failure to respond

A. An employee or other person who claims an injury as a result of an alleged violation of this ordinance may appeal the Determination of No Violation, pursuant to Director rules.

B. A respondent may appeal the Director's Order, including all remedies issued pursuant to Section 100.200, by requesting a contested hearing before the Hearing Examiner in writing within 15 days of service of the Director's Order. If a respondent fails to appeal the Director's Order within 15 days of service, the Director's Order shall be final. If the last day of the appeal period so computed is a Saturday, Sunday, or federal or City holiday, the appeal period shall run until 5 p.m. on the next business day.

100.220 Appeal procedure and failure to appear

A. Contested hearings shall be conducted pursuant to the procedures for hearing contested cases contained in Section 3.02.090 of the Seattle Municipal Code and the rules adopted by the Hearing Examiner for hearing contested cases. The hearing shall be conducted de novo and the Director shall have the burden of proving by a preponderance of the evidence that the violation or violations occurred. Upon establishing such proof, the remedies and penalties imposed by the Director shall be upheld unless it is shown that the Director abused discretion. Failure to appear for a contested hearing shall result in an order being entered finding that the respondent committed the violation stated in the Director's Order. For good cause shown and upon terms the Hearing Examiner deems just, the Hearing Examiner may set aside an order entered upon a failure to appear.

B. In all contested cases, the Hearing Examiner shall enter an order affirming, modifying or reversing the Director's Order, consistent with Ordinance 126068.

100.230 Appeal from Hearing Examiner order

A. The respondent may obtain judicial review of the decision of the Hearing Examiner by applying for a Writ of Review in the King County Superior Court within 30 days from the date of the decision in accordance with the procedure set forth in chapter 7.16 RCW, other applicable law, and court rules.

B. The decision of the Hearing Examiner shall be final and conclusive unless review is sought in compliance with this Section 100.230.

100.240 Failure to comply with final order

A. If a respondent fails to comply within 30 days of service of any settlement agreement with the Agency, or with any final order issued by the Director or the Hearing Examiner for which all appeal rights have been exhausted, the Agency may pursue, but is not limited to, the following measures to secure compliance:

1. The Director may require the respondent to post or distribute public notice of the respondent's failure to comply in a form and manner determined by the Agency.

2. The Director may refer the matter to a collection agency. The cost to the City for the collection services will be assessed as costs, at the rate agreed to between the City and the collection agency, and added to the amounts due.

3. The Director may refer the matter to the City Attorney for the filing of a civil action in King County Superior Court, the Seattle Municipal Court, or any other court of competent jurisdiction to enforce such order or to collect amounts due. In the alternative, the Director may seek to enforce a Director's Order or a final order of the Hearing Examiner under Section 100.250.

4. The Director may request that the City's Department of Finance and Administrative Services deny, suspend, refuse to renew, or revoke any business license held or requested by the hiring entity or person until such time as the hiring entity complies with the remedy as defined in the settlement agreement or final order. The City's Department of Finance and Administrative Services shall have the authority to deny, refuse to renew, or revoke any business license in accordance with this subsection 100.240.A.4.

B. No respondent that is the subject of a final order issued under this ordinance shall quit business, sell

out, exchange, convey, or otherwise dispose of the respondent's business or stock of goods without first notifying the Agency and without first notifying the respondent's successor of the amounts owed under the final order at least three business days before such transaction. At the time the respondent quits business, or sells out, exchanges, or otherwise disposes of the respondent's business or stock of goods, the full amount of the remedy, as defined in a final order issued by the Director or the Hearing Examiner, shall become immediately due and payable. If the amount due under the final order is not paid by respondent within ten days from the date of such sale, exchange, conveyance, or disposal, the successor shall become liable for the payment of the amount due, provided that the successor has actual knowledge of the order and the amounts due or has prompt, reasonable, and effective means of accessing and verifying the fact and amount of the order and the amounts due. The successor shall withhold from the purchase price a sum sufficient to pay the amount of the full remedy. When the successor makes such payment, that payment shall be deemed a payment upon the purchase price in the amount paid, and if such payment is greater in amount than the purchase price the amount of the difference shall become a debt due such successor from the hiring entity.

100.250 Debt owed The City of Seattle

A. All monetary amounts due under the Director's Order shall be a debt owed to the City and may be collected in the same manner as any other debt in like amount, which remedy shall be in addition to all other existing remedies, provided that amounts collected by the City for unpaid compensation, liquidated damages, penalties payable to aggrieved parties, or front pay shall be held in trust by the City for the aggrieved party and, once collected by the City, shall be paid by the City to the aggrieved party.

B. If a respondent fails to appeal a Director's Order to the Hearing Examiner within the time period set forth in subsection 100.210.B, the Director's Order shall be final, and the Director may petition the Seattle Municipal Court, or any court of competent jurisdiction, to enforce the Director's Order by entering judgment in favor of the City finding that the respondent has failed to exhaust its administrative remedies and that all amounts and relief contained in the order are due. The Director's Order shall constitute prima facie evidence

that a violation occurred and shall be admissible without further evidentiary foundation. Any certifications or declarations authorized under RCW 9A.72.085 containing evidence that the respondent has failed to comply with the order or any parts thereof, and is therefore in default, or that the respondent has failed to appeal the Director's Order to the Hearing Examiner within the time period set forth in subsection 100.210.B, and therefore has failed to exhaust the respondent's administrative remedies, shall also be admissible without further evidentiary foundation.

C. If a respondent fails to obtain judicial review of an order of the Hearing Examiner within the time period set forth in subsection 100.230.A, the order of the Hearing Examiner shall be final, and the Director may petition the Seattle Municipal Court to enforce the Director's Order by entering judgment in favor of the City for all amounts and relief due under the order of the Hearing Examiner. The order of the Hearing Examiner shall constitute conclusive evidence that the violations contained therein occurred and shall be admissible without further evidentiary foundation. Any certifications or declarations authorized under RCW 9A.72.085 containing evidence that the respondent has failed to comply with the order or any parts thereof, and is therefore in default, or that the respondent has failed to avail itself of judicial review in accordance with subsection 100.230.A, shall also be admissible without further evidentiary foundation.

D. In considering matters brought under subsections 100.250.B and 100.250.C, the Municipal Court may include within its judgment all terms, conditions, and remedies contained in the Director's Order or the order of the Hearing Examiner, whichever is applicable, that are consistent with the provisions of this ordinance.

100.260 Private right of action

A. Any person or class of persons that suffers financial injury as a result of a violation of this ordinance, or is the subject of prohibited retaliation under Section 100.050, may bring a civil action in a court of competent jurisdiction against the employer or other person violating this ordinance and, upon prevailing, may be awarded reasonable attorney fees and costs and such legal or equitable relief as may be appropriate to

remedy the violation including, without limitation: the payment of any unpaid compensation plus interest due to the person and liquidated damages in an additional amount of up to twice the unpaid compensation; and a penalty payable to any aggrieved party of up to \$5,565.10 if the aggrieved party was subject to prohibited retaliation. Interest shall accrue from the date the unpaid compensation was first due at 12 percent per annum, or the maximum rate permitted under RCW 19.52.020.

B. For purposes of this Section 100.260, “person” includes any entity a member of which has suffered financial injury or retaliation, or any other individual or entity acting on behalf of an aggrieved party that has suffered financial injury or retaliation.

C. For purposes of determining membership within a class of persons entitled to bring an action under this Section 100.260, two or more employees are similarly situated if they:

1. Are or were hired for the same employer or employers, whether concurrently or otherwise, at some point during the applicable statute of limitations period,
2. Allege one or more violations that raise similar questions as to liability, and
3. Seek similar forms of relief.

D. For purposes of subsection 100.260.C, employees shall not be considered dissimilar solely because the employees’:

1. Claims seek damages that differ in amount, or
2. Job titles or other means of classifying employees differ in ways that are unrelated to their claims.

E. An order issued by the court may include a requirement for an employer to submit a compliance report to the court and to the Agency.

100.265 Waiver

Any waiver by an individual of any provisions of this ordinance shall be deemed contrary to public policy and shall be void and unenforceable.

100.270 Encouragement of more generous policies

A. Nothing in this ordinance shall be construed to discourage or prohibit an employer from the adoption or retention of hazard pay policies more generous than the one required herein.

B. Nothing in this ordinance shall be construed as diminishing the obligation of the employer to comply with any contract, collective bargaining agreement, employment benefit plan, or other agreement providing more generous hazard pay policies to an employee than required herein.

100.280 Other legal requirements

This ordinance provides minimum requirements for hazard pay for covered employees during the COVID-19 emergency and shall not be construed to preempt, limit, impose additive requirements, or otherwise affect the applicability of any other law, regulation, requirement, policy, or standard that provides for hazard pay, or that extends other protections to employees; and nothing in this ordinance shall be interpreted or applied so as to create any power or duty in conflict with federal or state law. Nor shall this ordinance be construed to preclude any person aggrieved from seeking judicial review of any final administrative decision or order made under this ordinance affecting such person. Nothing in this Section 100.280 shall be construed as restricting an employee's right to pursue any other remedies at law or equity for violation of their rights.

100.290 Severability

The provisions of this ordinance are declared to be separate and severable. If any clause, sentence, paragraph, subdivision, section, subsection, or portion of this ordinance, or the application thereof to any employer, employee, person, or circumstance, is held to be invalid, it shall not affect the validity of the remainder of this ordinance, or the validity of its application to other persons or circumstances.

Section 3. Section 3.02.125 of the Seattle Municipal Code, last amended by Ordinance 126189, is amended as follows:

3.02.125 Hearing Examiner filing fees

A. The filing fee for a case before the City Hearing Examiner is \$85, with the following exceptions:

Basis for Case	Fee in dollars
* * *	
Fair Employment Practices Ordinance (Chapter) 14.04))	No fee
Floating Home Moorages (Chapter) 7.20))	85 per petitioner 255 maximum
Hazard Pay for Grocery Employees Ordinance (Ordinance XXXXX)	No fee
Land Use Code Citation (Chapter) 23.91))	No fee
* * *	

* * *

Section 4. Subsection 6.208.020.A of the Seattle Municipal Code, which section was last amended by Ordinance 126108, is amended as follows:

6.208.020 Denial, revocation of, or refusal to renew business license

A. In addition to any other powers and authority provided under this Title 6, the Director, or the Director's designee, has the power and authority to deny, revoke, or refuse to renew any business license issued under the provisions of this Chapter 6.208. The Director, or the Director's designee, shall notify such applicant or licensee in writing by mail of the denial, revocation of, or refusal to renew the license and on what grounds such a decision was based. The Director may deny, revoke, or refuse to renew any license issued under this Chapter 6.208 on one or more of the following grounds:

1. The license was procured by fraud or false representation of fact.
2. The licensee has failed to comply with any provisions of this Chapter 6.208.
3. The licensee has failed to comply with any provisions of Chapters 5.32, 5.35, 5.38, 5.39, 5.40, 5.45, 5.46, 5.48, 5.50, or 5.52.
4. The licensee is in default in any payment of any license fee or tax under Title 5 or Title 6.
5. The property at which the business is located has been determined by a court to be a chronic nuisance property as provided in Chapter 10.09.
6. The applicant or licensee has been convicted of theft under subsection 12A.08.060.A.4 within

the last ten years.

7. The applicant or licensee is a person subject within the last ten years to a court order entering final judgment for violations of chapters 49.46, 49.48, or 49.52 RCW, or 29 U.S.C. 206 or 29 U.S.C. 207, and the judgment was not satisfied within 30 days of the later of either:

a. The expiration of the time for filing an appeal from the final judgment order under the court rules in effect at the time of the final judgment order; or

b. If a timely appeal is made, the date of the final resolution of that appeal and any subsequent appeals resulting in final judicial affirmation of the findings of violations of chapters 49.46, 49.48, or 49.52 RCW, or 29 U.S.C. 206 or 29 U.S.C. 207.

8. The applicant or licensee is a person subject within the last ten years to a final and binding citation and notice of assessment from the Washington Department of Labor and Industries for violations of chapters 49.46, 49.48, or 49.52 RCW, and the citation amount and penalties assessed therewith were not satisfied within 30 days of the date the citation became final and binding.

9. Pursuant to subsections 14.16.100.A.4, 14.17.075.A, 14.19.100.A.4, 14.20.080.A.4, 14.22.115.A.4, 14.23.115.A.4, 14.26.210.A.4, 14.27.210.A.4, 14.28.210.A.4, 14.30.180.A.4, and 14.33.210.A.4, subsection 100.240.A.4 of Ordinance 126091, ~~((and))~~ subsection 100.240.A.4 of Ordinance 126094, and subsection 100.240.A.4 of Ordinance XXXXXX, the applicant or licensee has failed to comply, within 30 days of service of any settlement agreement, with any final order issued by the Director of the Office of Labor Standards, or any final order issued by the Hearing Examiner under Chapters 14.16, 14.17, 14.19, 14.20, 14.22, 14.23, 14.26, 14.27, 14.28, 14.29, 14.30, and 14.33, Ordinance 126091 ((, ~~((and))~~) Ordinance 126094, and Ordinance XXXXXX for which all appeal rights have been exhausted, and the Director of the Office of Labor Standards has requested that the Director deny, refuse to renew, or revoke any business license held or requested by the applicant or licensee. The denial, refusal to renew, or revocation shall remain in effect until such time as the violation(s) under Chapters 14.16, 14.17, 14.19, 14.20, 14.22, 14.23, 14.26, 14.27, 14.28,

14.29, 14.30, and 14.33, Ordinance 126091, ((and)) Ordinance 126094, and Ordinance XXXXXX are remedied.

10. The business is one that requires an additional license under this Title 6 and the business does not hold that license.

11. The business has been determined under a separate enforcement process to be operating in violation of law.

* * *

Section 5. This ordinance shall be automatically repealed without subsequent Council action three years after the termination of the civil emergency proclaimed by the Mayor on March 3, 2020.

Section 6. Based on the findings of fact set forth in Section 1 of this ordinance, the Council finds and declares that this ordinance is a public emergency ordinance, which shall take effect immediately and is necessary for the protection of the public health, safety, and welfare.

Section 7. By reason of the findings set forth in Section 1, and the emergency that is hereby declared to exist, this ordinance shall become effective immediately upon its passage by a 3/4 vote of the Council and its approval by the Mayor, as provided by Article 4, subsection 1.1 of the Charter of the City.

Passed by a 3/4 vote of all the members of the City Council the _____ day of _____, 2020, and signed by me in open session in authentication of its passage this _____ day of _____, 2021.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2021.

Jenny A. Durkan, Mayor

Filed by me this _____ day of _____, 2021.

Monica Martinez Simmons, City Clerk

(Seal)

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
LEG	Karina Bull /x6-0078	n/a

** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to employment in Seattle; establishing labor standards requirements for additional compensation for grocery employees working in Seattle; amending Sections 3.02.125 and 6.208.020 of the Seattle Municipal Code; declaring an emergency; and establishing an immediate effective date; all by a 3/4 vote of the City Council.

Summary and background of the Legislation: To protect public health, safety, and welfare, this legislation would declare an emergency in response to COVID-19 and require grocery businesses to provide employees with hazard pay for work performed in Seattle during the civil emergency proclaimed by the Mayor on March 3, 2020. The hazard pay would compensate grocery employees for the risks of working on the frontlines of a global pandemic, improve their financial ability to access resources to stay safe and healthy, encourage them to continue their vital work, and support the welfare of the greater community that is depending on grocery employees for safe and reliable access to food.

The legislation would apply to employees covered by Seattle’s Minimum Wage Ordinance, [Seattle Municipal Code \(SMC\) Chapter 14.19](#)¹, working for employers that meet the definition of “grocery business” with 500 or more employees worldwide.

A “grocery business” would include a retail store operating in Seattle that is either:

1. Over 10,000 square feet in size and that is primarily engaged in retailing groceries for offsite consumption, including but not limited to the sale of fresh produce, meats, poultry, fish, deli products, dairy products, canned and frozen foods, dry foods, beverages, baked foods, and/or prepared foods. Other household supplies or other products shall be secondary to the primary purpose of groceries sales; or
2. Over 85,000 square feet and with 30 percent or more of its sales floor area dedicated to sale of groceries, including but not limited to the sale of fresh produce, meats, poultry, fish, deli products, dairy products, canned and frozen foods, dry foods, beverages, baked foods, and/or prepared foods.

“Grocery business” would not include convenience stores or food marts primarily engaged in retailing a limited line of goods that generally includes milk, bread, soda, and snacks.

¹ In this ordinance, “employee” means “employee” as defined under [SMC 12A.28.200](#). This is the same definition of “employee” in Seattle’s Minimum Wage Ordinance, [SMC 14.19.010](#).

Employers would provide each employee with hazard pay, on top of their other compensation, at a rate of four dollars per hour for work performed in Seattle and would be prohibited from reducing an employee's compensation in response to hazard pay requirements.

Pursuant to the Wage Theft Ordinance, [SMC Chapter 14.20](#), employers would be required to (1) provide revised written notice of information that includes notice of hazard pay within 30 days of the effective date of the ordinance; (2) provide payment for hazard pay on the employee's established regular pay day; and (3) provide written itemization of the hazard pay separately from payment for wages and other compensation.

Employers would also be responsible for displaying a notice of rights in the workplace within 30 days of the effective date of the ordinance, retaining records showing compliance for three years, and complying with anti-retaliation prohibitions.

The Office of Labor Standards (OLS) would implement and enforce hazard pay requirements. As with the City's other labor standards, OLS would be required to commence any investigation within three years of the alleged violation. Aggrieved parties would also have a private right of action.

The hazard pay requirement would be in effect until the termination of the civil emergency proclaimed by the Mayor on March 3, 2020. However, the recitals state the Council's intention to consider modifying or eliminating the hazard pay requirement after four or more months of implementation and review of the health, safety, and economic risks of frontline work during the pandemic at that time.

The rest of the legislation would be in effect three years after the termination of the civil emergency proclaimed by the Mayor on March 3, 2020 and then would automatically be repealed without subsequent action by the Council.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? ___ Yes **x** No

If yes, please fill out the table below and attach a new (if creating a project) or marked-up (if amending) CIP Page to the Council Bill. Please include the spending plan as part of the attached CIP Page. If no, please delete the table.

Project Name:	Project I.D.:	Project Location:	Start Date:	End Date:	Total Project Cost Through 2026:

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes **x** No

If there are no changes to appropriations, revenues, or positions, please delete the table below.

Appropriation change (\$):	General Fund \$		Other \$	
	2021	2022	2021	2022
Estimated revenue change (\$):	Revenue to General Fund		Revenue to Other Funds	
	2021	2022	2021	2022
Positions affected:	No. of Positions		Total FTE Change	
	2021	2022	2021	2022

Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

Yes. There could be financial implications for the Office of Labor Standards (e.g., cost of conducting outreach and enforcement) and the Hearing Examiner (e.g., cost of conducting hearings on appeals from respondents and aggrieved parties).

Is there financial cost or other impacts of *not* implementing the legislation?

There are no financial costs to the City of not implementing the legislation. However, not implementing would not compensate grocery employees for the risks they are undertaking to provide essential services during the COVID-19 emergency.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

Yes. OLS would implement and enforce this legislation. The Hearing Examiner would conduct hearings on appeals from respondents and aggrieved parties. There also could be an undetermined number of legal referrals to the City Attorney.

b. Is a public hearing required for this legislation?

No.

c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No.

d. Does this legislation affect a piece of property?

No.

e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged

communities? What is the Language Access plan for any communications to the public?

The City's Race and Social Justice Initiative seeks to achieve racial equity in key areas: jobs, health, community development, education, criminal justice, housing, and the environment. This legislation would support jobs, health, as well as financial well-being, for Black, Indigenous, and People of Color (BIPOC) workers by requiring employers to provide hazard pay for the substantial risks of working on the frontlines of grocery businesses during the COVID-19 emergency. The risks of working during the pandemic are especially significant for the BIPOC community because they are overrepresented among the retail frontline workforce, more likely to earn lower incomes, and disproportionately impacted by COVID-19. Data shows that people of color are disproportionately experiencing hospitalization and dying of COVID-19.

Regarding language access, this legislation would require employers to display a written "notice of rights" in English and in the primary language(s) of the employee(s) at the workplace. OLS would be authorized to create and distribute a model "notice of rights" in English and other languages.

f. Climate Change Implications

1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?

N/A.

2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.

N/A.

g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).

OLS could publicly share information on outreach and enforcement efforts on their [on-line, interactive dashboard](#). The same metrics publicized for other local labor standards could apply for this legislation (e.g., number of inquiries, number of investigations, amount of remedies). OLS also could contract with community and business organizations to conduct measurable outreach and education efforts on employee rights and employer responsibilities.

List attachments/exhibits below: