



# CITY OF SEATTLE

## City Council

### Agenda

Tuesday, June 20, 2023

2:00 PM

Council Chamber, City Hall  
600 4th Avenue  
Seattle, WA 98104

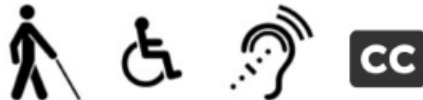
Debora Juarez, Council President  
Lisa Herbold, Member  
Andrew J. Lewis, Member  
Tammy J. Morales, Member  
Teresa Mosqueda, Member  
Sara Nelson, Member  
Alex Pedersen, Member  
Kshama Sawant, Member  
Dan Strauss, Member

Chair Info: 206-684-8805; [Debora.Juarez@seattle.gov](mailto:Debora.Juarez@seattle.gov)

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# CITY OF SEATTLE

## City Council Agenda

**June 20, 2023 - 2:00 PM**

### **Meeting Location:**

Council Chamber, City Hall, 600 4th Avenue, Seattle, WA 98104

### **Committee Website:**

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

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Members of the public may register for remote or in-person Public Comment to address the Council. Details on how to provide Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at <http://www.seattle.gov/council/committees/public-comment>. Online registration to speak will begin two hours before the 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.

In-Person Public Comment - Register to speak on the Public Comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. 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](mailto:Council@seattle.gov)

### **A. CALL TO ORDER**

### **B. ROLL CALL**

### **C. PRESENTATIONS**

### **D. 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.*

**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 398](#)

June 20, 2023

**Attachments:** [Introduction and Referral Calendar](#)

**F. APPROVAL OF THE AGENDA****G. APPROVAL OF CONSENT CALENDAR**

*The Consent Calendar consists of routine items. A Councilmember may request that an item be removed from the Consent Calendar and placed on the regular agenda.*

**Journal:**

1. [Min 432](#) June 13, 2023

**Attachments:** [Minutes](#)

**Bills:**

2. [CB 120603](#) AN ORDINANCE appropriating money to pay certain claims for the week of June 05, 2023 through June 09, 2023 and ordering the payment thereof; and ratifying and confirming certain prior acts.

**Appointments:**

**GOVERNANCE, NATIVE COMMUNITIES, AND TRIBAL GOVERNMENTS COMMITTEE:**

3. [Appt 02578](#) Appointment of David A. Perez as member, Seattle Ethics and Elections Commission, for a term to December 31, 2023.

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

**In Favor: 4 - Juarez, Pedersen, Mosqueda, Strauss  
Opposed: None**

**Attachments:** [Appointment Packet](#)

4. [Appt 02579](#) Appointment of Charlene MacMillan as member, Civil Service Commission, for a term to December 31, 2024.

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

**In Favor: 5 - Juarez, Pedersen, Mosqueda, Sawant, Strauss  
Opposed: None**

**Attachments:** [Appointment Packet](#)

## H. COMMITTEE REPORTS

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

### **LAND USE COMMITTEE:**

1. [Appt 02302](#) Appointment of Rico Quirindongo as Director of the Office of Planning and Community Development, for a term to July 1, 2027.

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

**In Favor: 5 - Strauss, Morales, Mosqueda, Nelson, Pedersen  
Opposed: None**

**Attachments:** [Appointment Packet v2](#)

2. [CB 120520](#) AN ORDINANCE relating to land use regulation of home occupations; amending Sections 23.42.050, 23.55.020, 23.55.022, 23.55.028, 23.55.030, and 23.55.036 of the Seattle Municipal Code to establish permanent provisions for home occupation businesses.

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

**In Favor: 4 - Strauss, Morales, Mosqueda, Nelson**

**Opposed: None**

**Abstain: 1 - Pedersen**

**Supporting**

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

3. [CB 120587](#) AN ORDINANCE relating to environmental review; amending Section 25.05.800 of the Seattle Municipal Code to update categorical exemptions for “infill” development consistent with changes to the State Environmental Policy Act.

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

**In Favor: 5 - Strauss, Morales, Mosqueda, Nelson, Pedersen**

**Opposed: None**

**Attachments:** [Att 1 - Summary of Environmental Protections](#)

**Supporting**

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

**PUBLIC SAFETY AND HUMAN SERVICES COMMITTEE:**

4. [Res 32094](#) A RESOLUTION concerning wage equity for non-profit human services workers; expressing the City Council's intent to consider increasing human services contracts to support wage equity in collaboration with other funders; and requesting information and action from the Executive to advance human services workers wage equity.

**The Committee recommends that City Council adopt the Resolution (Res).**

**In Favor: 3 - Herbold, Lewis, Mosqueda**

**Opposed: None**

**Abstain: 2 - Nelson, Pedersen**

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

**I. ITEMS REMOVED FROM CONSENT CALENDAR**

**J. ADOPTION OF OTHER RESOLUTIONS**

**K. OTHER BUSINESS**

**L. ADJOURNMENT**



Legislation Text

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**File #:** IRC 398, **Version:** 1

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June 20, 2023



## 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
<b><u>By: Mosqueda</u></b>		
1. <a href="#">CB 120603</a>	AN ORDINANCE appropriating money to pay certain claims for the week of June 05, 2023 through June 09, 2023 and ordering the payment thereof; and ratifying and confirming certain prior acts.	City Council
<b><u>By: Juarez</u></b>		
2. <a href="#">Appt 02590</a>	Appointment of Scheereen Dedman as City Clerk of the City of Seattle.	City Council
<b><u>By: Nelson</u></b>		
3. <a href="#">Res 32095</a>	A RESOLUTION authorizing commencement of cable franchise contract renewal proceedings in accordance with the provisions of 47 U.S.C. Section 546 and written request from Comcast Cable Communications Management, LLC.	Economic Development, Technology, and City Light Committee
<b><u>By: Mosqueda</u></b>		
4. <a href="#">Appt 02582</a>	Appointment of Saunatina A. Sanchez as member, Community Roots Housing Preservation and Development Authority Governing Council, for a term to March 31, 2025.	Finance and Housing Committee
<b><u>By: Mosqueda</u></b>		
5. <a href="#">Appt 02583</a>	Appointment of Kristin Winkel as member, Community Roots Housing Preservation and Development Authority Governing Council, for a term to March 31, 2024.	Finance and Housing Committee
<b><u>By: Mosqueda</u></b>		
6. <a href="#">Appt 02584</a>	Reappointment of Derrick Leonard Belgarde as member, Community Roots Housing Preservation and Development Authority Governing Council, for a term to March 31, 2025.	Finance and Housing Committee
<b><u>By: Mosqueda</u></b>		
7. <a href="#">Appt 02585</a>	Reappointment of Jillian Cronauer as member, Community Roots Housing Preservation and Development Authority Governing Council, for a term to March 31, 2026.	Finance and Housing Committee



**By: Mosqueda**

8. [Appt 02586](#) Reappointment of Sara Cubillos as member, Community Roots Housing Preservation and Development Authority Governing Council, for a term to March 31, 2026. Finance and Housing Committee

**By: Mosqueda**

9. [Appt 02587](#) Reappointment of Bob Fikso as member, Community Roots Housing Preservation and Development Authority Governing Council, for a term to March 31, 2026. Finance and Housing Committee

**By: Mosqueda**

10. [Appt 02588](#) Reappointment of Shalimar M. Gonzales as member, Community Roots Housing Preservation and Development Authority Governing Council, for a term to March 31, 2026. Finance and Housing Committee

**By: Mosqueda**

11. [Appt 02589](#) Reappointment of George M. Stagers as member, Community Roots Housing Preservation and Development Authority Governing Council, for a term to March 31, 2026. Finance and Housing Committee

**By: Lewis**

12. [CB 120604](#) AN ORDINANCE relating to the Seattle Center Department; authorizing the Seattle Center Director to execute, for and on behalf of The City of Seattle, an agreement with New Rising Sun for the presentation of the annual Bumbershoot Music & Arts Festival at the Seattle Center, and related events and activities throughout the year; superseding Resolution 29017; repealing Ordinance 117522; and ratifying and confirming certain prior acts. Public Assets and Homelessness Committee

**By: Lewis**

13. [Appt 02580](#) Appointment of Ashraf Hasham as member, Climate Pledge Arena Giving Council, for a term to June 30, 2026. Public Assets and Homelessness Committee

**By: No Sponsor Required**

14. [CF 314494](#) Council concept approval and waiver or modification of development standards for replacement of Fire Station 31 at 11302 Meridian Ave N (Project No. 3038025-LU, Type V). Public Assets and Homelessness Committee

**By: No Sponsor Required**

15. [CF 314499](#) Council waiver or modification of certain development standards to allow redevelopment of the South Park Community Center and to allow five light poles for athletic field lights (Project No. 3034063-LU, Type V). Public Assets and Homelessness Committee



Legislation Text

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**File #:** Min 432, **Version:** 1

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June 13, 2023

# SEATTLE CITY COUNCIL

600 Fourth Ave. 2nd Floor  
Seattle, WA 98104



## Journal of the Proceedings of the Seattle City Council

Tuesday, June 13, 2023

2:00 PM

**Council Chamber, City Hall**

**600 4th Avenue**

**Seattle, WA 98104**

**City Council**

*Debora Juarez, Council President*

*Lisa Herbold, Member*

*Andrew J. Lewis, Member*

*Tammy J. Morales, Member*

*Teresa Mosqueda, Member*

*Sara Nelson, Member*

*Alex Pedersen, Member*

*Kshama Sawant, Member*

*Dan Strauss, Member*

*Chair Info: 206-684-8805; [Debora.Juarez@seattle.gov](mailto:Debora.Juarez@seattle.gov)*

**A. CALL TO ORDER**

The City Council of The City of Seattle met in the Council Chamber in Seattle, Washington, on June 13, 2023, pursuant to the provisions of the City Charter. The meeting was called to order at 2:02 p.m., with Council President Juarez presiding.

**B. ROLL CALL**

**Present:** 9 - Juarez, Herbold, Lewis, Morales, Mosqueda, Nelson, Pedersen, Sawant, Strauss

**C. PRESENTATIONS**

There were none.

**D. PUBLIC COMMENT**

The following individuals addressed the Council:

Dr Jonathan Frodge  
Alex Tsimmerman  
William Harman  
Nicole Grant

**E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR:**

[IRC 397](#)      **June 13, 2023**

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

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

**Opposed:** None

**F. APPROVAL OF THE AGENDA**

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

**G. APPROVAL OF CONSENT CALENDAR**

Motion was made, duly seconded and carried, to adopt the Consent Calendar.

**Journal:****1. [Min 431](#) June 6, 2023**

**The item was adopted on the Consent Calendar by the following vote, and the President signed the Minutes:**

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

**Opposed:** None

**Bills:****2. [CB 120593](#) AN ORDINANCE appropriating money to pay certain claims for the week of May 29, 2023 through June 02, 2023 and ordering the payment thereof; and ratifying and confirming certain prior acts.**

**The item was passed on the Consent Calendar by the following vote, and the President signed the Council Bill (CB):**

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

**Opposed:** None

**H. COMMITTEE REPORTS****CITY COUNCIL:****1. [CB 120588](#) AN ORDINANCE relating to land use and zoning; adopting a moratorium on the filing, acceptance, processing, and/or approval of applications for the replacement of floating on-water residences that are vessels as defined by Section 23.60A.942 of the Seattle Municipal Code; adopting a work plan; and ratifying and confirming certain prior acts.**

Motion was made and duly seconded to pass Council Bill 120588.

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

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

**Opposed:** None

**SELECT COMMITTEE ON 2023 HOUSING LEVY:**

2. [CB 120584](#) **AN ORDINANCE** relating to low-income housing; requesting that a special election be held concurrent with the November 7, 2023 general election for submission to the qualified electors of the City of a proposition to lift the limit on regular property taxes under chapter 84.55 RCW in order to authorize the City to levy additional taxes for low-income housing for up to seven years; providing for interim financing pending tax receipts; creating a levy oversight committee; requiring annual progress reports; providing for implementation of programs with funds derived from the taxes authorized; exempting certain seniors, veterans with disabilities, and other people with disabilities who qualify under RCW 84.36.381; and ratifying and confirming certain prior acts.

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

In Favor: 8 - Mosqueda, Herbold, Lewis, Morales, Nelson, Pedersen, Sawant, Strauss

Opposed: None

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

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

Opposed: None

3. [Res 32093](#) **A RESOLUTION** relating to low-income housing; accompanying an ordinance requesting the 2023 Housing Levy Renewal and providing further direction regarding reporting and implementation of the programs to be funded by such levy and other housing funds.

The Committee recommends that City Council adopt as amended the Resolution (Res).

In Favor: 8 - Mosqueda, Herbold, Lewis, Morales, Nelson, Pedersen, Sawant, Strauss

Opposed: None

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

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

**Opposed:** None

**TRANSPORTATION AND SEATTLE PUBLIC UTILITIES COMMITTEE:**

- 4.     [CB 120585](#)   **AN ORDINANCE** granting King County Department of Natural Resources and Parks, Wastewater Treatment Division permission to construct, maintain, and operate a transformer and retaining wall at 63rd Avenue Southwest, intersecting with Beach Drive Southwest and Southwest Spokane Street, for an unlimited term; specifying the conditions under which this permit is granted; and providing for the acceptance of the permit and conditions.

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

**In Favor:** 4 - Pedersen, Herbold, Morales, Sawant

**Opposed:** None

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

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

**Opposed:** None

**I. ITEMS REMOVED FROM CONSENT CALENDAR**

There were none.

**J. ADOPTION OF OTHER RESOLUTIONS**

There were none.

**K. OTHER BUSINESS**

Motion was made, duly seconded and carried, to excuse Councilmember Mosqueda from the June 20, 2023 City Council meeting.

**L. EXECUTIVE SESSIONS\***

At 3:08 p.m., Council President Juarez announced that the Council would convene in Executive Session to discuss pending, potential, or actual litigation for an estimated length of 30 minutes. The Executive Session concluded at 3:26 p.m.

**M. ADJOURNMENT**

There being no further business to come before the Council, the meeting was adjourned at 3:26 p.m.

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**Linda Barron, Deputy City Clerk**

**Signed by me in Open Session, upon approval of the Council, on June 20, 2023.**

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**Debora Juarez, Council President of the City Council**

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**Anne Frantilla, Interim City Clerk**





Legislation Text

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**File #:** CB 120603, **Version:** 1

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**CITY OF SEATTLE**

**ORDINANCE \_\_\_\_\_**

**COUNCIL BILL \_\_\_\_\_**

AN ORDINANCE appropriating money to pay certain claims for the week of June 05, 2023 through June 09, 2023 and ordering the payment thereof; and ratifying and confirming certain prior acts.

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. Payment of the sum of \$14,103,379.61 on PeopleSoft 9.2 mechanical warrants numbered 4100692033 - 4100693758 plus manual or cancellation issues for claims, e-payables of \$151,289.96 on PeopleSoft 9.2 9100013446 - 9100013467, and electronic financial transactions (EFT) in the amount of \$55,994,946.33 are presented to the City Council under RCW 42.24.180 and approved consistent with remaining appropriations in the current Budget as amended.

Section 2. Payment of the sum of \$55,389,711.99 on City General Salary Fund mechanical warrants numbered 51383900 - 51384694 plus manual warrants, agencies warrants, and direct deposits numbered 240001 - 242902 representing Gross Payrolls for payroll ending date June 06, 2023, as detailed in the Payroll Summary Report for claims against the City that were reported to the City Council June 15, 2023, is approved consistent with remaining appropriations in the current budget as amended.

Section 3. RCW 35.32A.090(1) states, “There shall be no orders, authorizations, allowances, contracts or payments made or attempted to be made in excess of the expenditure allowances authorized in the final budget as adopted or modified as provided in this chapter, and any such attempted excess expenditure shall be void and shall never be the foundation of a claim against the city.”

Section 4. Any act consistent with the authority of this ordinance taken prior to its effective date is

ratified and confirmed.

Section 5. 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 20th day of June, 2023, and signed by me in open session in authentication of its passage this 20th day of June, 2023.

\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved / returned unsigned / vetoed this \_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Bruce A. Harrell, Mayor

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Anne Frantilla, Interim City Clerk

(Seal)



Legislation Text

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**File #:** Appt 02578, **Version:** 1

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Appointment of David A. Perez as member, Seattle Ethics and Elections Commission, for a term to December 31, 2023.

The Appointment Packet is provided as an attachment.



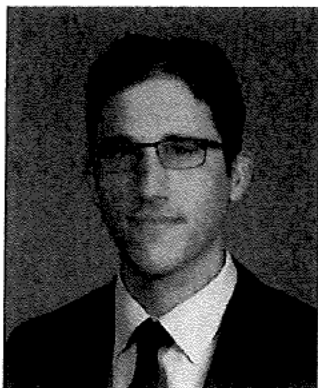
# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>David A. Perez</i>		
<b>Board/Commission Name:</b> <i>Seattle Ethics and Elections Commission</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Seattle Ethics and Elections Commission</i>	<b>Term of Position: *</b> 1/1/2021 to 12/31/2023  <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> <i>Queen Anne // Council District 7</i>	<b>Zip Code:</b> 98109	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b>  David Perez is the firmwide chair of Perkins Coie’s business litigation practice group. He is a recipient of the Washington State Bar Association’s Award of Merit and the ACLU’s Kathleen Taylor Civil Libertarian Award. An expert in campaign finance law, David holds a J.D. from Yale Law School, and clerked for the Ninth Circuit Court of Appeals. He lives in Queen Anne with his wife and family, and is a long time member of the Ballard Food Bank.		
<b>Authorizing Signature (original signature):</b>  <i>Debora Juarez</i> <b>Date Signed (appointed):</b> <i>6/5/23</i>		<b>Appointing Signatory:</b> <i>Debora Juarez, City Council President</i>

23 JUN - 5 AM 10: 53  
CITY CLERK

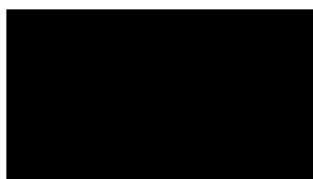
\*Term begin and end date is fixed and tied to the position and not the appointment date.

## Professional Biography



DAVID A. PEREZ | PARTNER

*Firmwide Chair, Business Litigation Practice; Firmwide Co-Chair, Real Estate Litigation*



David Perez is a trial attorney focused on contract disputes, intellectual property (IP), real estate, class action, constitutional law, and employment. He is the firmwide chair of the Business Litigation practice, and the co-chair of the Real Estate Litigation group.

Clients turn to David for their most complex, time-sensitive, and high-stakes disputes. David is a recipient of the Washington State Bar Association's Award of Merit, which is the Bar's "highest honor and is given to an individual for a recent, singular achievement ... thus bringing credit to the legal profession." No matter the dispute or issue, David can assemble the best team to drive an outstanding result.

In his IP practice, David represents plaintiffs and defendants asserting or defending against misappropriation or infringement claims, with a particular emphasis on trade secret litigation and other time-sensitive IP disputes that may require expedited briefing and oral argument. These claims often involve arguments in state and federal courts for and against temporary restraining orders and other injunctive relief. David recently co-authored the [Four Keys to Litigating a Modern Trade Secret Case](#) for the *Litigation Journal* of the American Bar Association.

In his real estate litigation practice, David represents clients with property and leaseholds throughout the country, and serves as the firmwide co-chair of the Real Estate Litigation group. These real estate matters run the gamut from routine lease issues to complex multiparty disputes involving guarantor liability, lender exposure, construction disputes, and veil piercing questions. Recently, David successfully represented a commercial tenant in a nationwide litigation portfolio to recover over \$41 million. David's real estate team is prepared to litigate in any jurisdiction, and has recently handled disputes in Atlanta, Boston, Chicago, Columbus, Dallas, District of Columbia, Denver, Kansas City, Los Angeles, Miami, New York, San Francisco, Seattle, and St. Louis.

As part of his constitutional and public law practice, David routinely advises individuals, including public officials, and companies on First Amendment issues, communications, media, and pending legislation, including at the appellate level. These cases often involve defamation and disparagement, civil rights claims, election law, or other issues of public significance. As part of this work, David served as outside general counsel to the Seattle Community Police Commission.

David also represents plaintiffs and defendants in complex business disputes, including post-closing litigation arising out of merger and acquisition (M&A) deals or earnout provisions, breaches of fiduciary duty, buyouts between partners and directors, nonsolicit and noncompete claims, and other commercial disputes that require experienced trial counsel.

As the client service partner for several large clients in the healthcare, manufacturing, real estate, retail, and technology industries, David manages the day-to-day relationships, while providing outside general counseling, particularly in employment, IP and litigation contexts. His representative clients include WeWork, Boeing, Microsoft, Hinge Health, Hughes Marino, and Zumiez, along with various startups and individuals.

David also maintains an active pro bono practice. The ACLU recently awarded David with its Kathleen Taylor Civil Libertarian Award for outstanding contributions to the cause of civil liberties and justice for his work as lead counsel in the *Black Lives Matter v. City of Seattle* litigation, which led to a federal injunction restricting the use of less lethal weapons, especially against peaceful demonstrators. The League of Women Voters named David a "Champion of Voting Rights" for his work in co-authoring the Washington Voting Rights Act (WVRA), which passed the Washington State Legislature in 2018. David is a longtime board member of the Ballard Food Bank and provides outside general counseling on a pro bono basis to the food bank.

After earning his J.D. from Yale Law School, David clerked on the U.S. Court of Appeals for the Ninth Circuit. He has been named a Washington "Super Lawyer."

#### PROFESSIONAL RECOGNITION

- Recognized by *Best Lawyers: Ones to Watch* for Commercial Litigation Law; Intellectual Property Law; Litigation - Antitrust; Litigation - Intellectual Property Law, 2021 – 2023
- Recipient of the "Award of Merit" from the Washington State Bar Association, "the Bar's highest honor" which "is given to an individual for a recent, singular achievement," 2021
- Selected as a "Washington Rising Star" in *Super Lawyers Magazine*, 2013 - 2020; Listed as a "Super Lawyer", 2021 – 2022
- Recipient of the ACLU's Kathleen Taylor Civil Libertarian Award for outstanding contributions to the cause of civil liberties and justice, 2021
- Recipient of the *Puget Sound Business Journal's* "40 under 40" Award, which recognizes the business community's most innovative leaders under 40 years old, 2019
- Named "Champion of Voting Rights" by the League of Women Voters of Seattle-King County, 2015
- Recipient of the Latino/a Bar Association of Washington's "President's Award," 2013

#### PROFESSIONAL LEADERSHIP

- King County Bar Association, Appellate and Intellectual Property sections
- Seattle Municipal Court Selection Committee, 2016
- Washington Attorney General-elect Bob Ferguson, Transition Team, 2012
- Fred T. Korematsu Center for Law & Equality, Fellow

#### COMMUNITY INVOLVEMENT

- King County Bar Association, Board Member, 2020 - present
- Leadership Tomorrow, Board Member, 2019 - 2021
- Washington Conservation Voters, Board Member, 2016 - 2020
- Ballard Food Bank, Board Member, 2012 - present
- Schools First, Past Board Member
- The Washington Bus, Past Board Member
- Leadership Tomorrow, Class of 2012
- Latino/a Bar Association of Washington (LBAW), Co-Chair, Judicial Evaluations Committee, 2010 - 2013; President-elect, 2015; President, 2016

#### RELATED EMPLOYMENT

- Fred T. Korematsu Center for Law and Equality, Seattle University School of Law, Seattle, WA, Assistant Director, 2011 - 2012
- Perkins Coie LLP, Seattle, WA, Summer Associate, 2009
- U.S. Attorney's Office, Seattle, WA, Law Clerk, 2008

#### CLERKSHIPS

- Hon. Robert Beezer, U.S. Court of Appeals for the Ninth Circuit, 2010 - 2011

# Seattle Ethics and Elections Commission

7 Members: Pursuant to Seattle Municipal Code 3.70.020, all members subject to City Council confirmation, 3-year terms:

- 3 Mayor- appointed
- 3 City Council- appointed
- 1 Other Appointing Authority: Commission

**Roster:**

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	F	7	1	Member	Kristin Hawes	1/1/21	12/31/23	1	Mayor
6	M	6	2	Member	Richard Shordt	1/1/22	12/31/24	2	City Council
2	F	2	3	Member	Chalia Stallings-Ala'ilima	1/1/22	12/31/24	1	Mayor
6	F	3	4	Member	Susan Taylor	1/1/22	12/31/24	1	Commission
5	M	6	5	Member	Hardeep Singh Rekhi	1/1/20	12/31/22	2	City Council
6	M	3	6	Member	Zach Pekelis Jones	1/1/23	12/31/25	1	Mayor
3	M	7	7	Member	David A. Perez	1/1/21	12/31/23	1	City Council

**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	1	2								2	1							
Council	3						1		1	1								
Other		1								1								
<b>Total</b>	<b>4</b>	<b>3</b>					<b>1</b>		<b>1</b>	<b>4</b>	<b>1</b>							

**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

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**File #:** Appt 02579, **Version:** 1

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Appointment of Charlene MacMillan as member, Civil Service Commission, for a term to December 31, 2024.

The Appointment Packet is provided as an attachment.





# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Charlene MacMillan		
<b>Board/Commission Name:</b> Civil Service Commission		<b>Position Title:</b> Commissioner
<input checked="" type="checkbox"/> Appointment <i>OR</i> <input type="checkbox"/> Reappointment	<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other:	<b>Term of Position:</b> 01/01/2022 to 12/31/2024  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
<b>Residential Neighborhood:</b> Bellevue	<b>Zip Code:</b> 98005	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Charlene MacMillan has worked in labor and employee relations since 1994. She currently has her own private arbitration practice, and has worked as a human resources professional, former City of Seattle labor negotiator and employee relations advisor. She holds a Master's degree in Public Administration, and has her Bachelor's degree in Business Administration, Human Resources Management. Ms. MacMillan will bring to the Civil Service Commission her understanding of City operations, education, training and experience in employee management and discipline, as well as her deep commitment to due process and equal justice in the adjudication of appeals heard by the Commission.		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> 6/5/23		<b>Appointing Signatory:</b> Debora Juarez, City Council President

RECEIVED  
 OFFICE OF THE  
 CITY CLERK  
 JUN -5 AM 10:53

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

## Charlene MacMillan, MPA, CLRP, SPHR

### PROFESSIONAL HIGHLIGHTS

#### ***Appeals and Dispute Resolution***

As a full-time neutral Arbitrator: Manage arbitration proceedings; conduct evidentiary hearings; prepare binding awards. Prior experience included:

- Hear administrative appeals and grievances; performed fact finding and wrote decisions.
- Formulated strategy in civil service appeals, grievances, grievance arbitration, unfair labor practice and state and federal agency proceedings.
- Facilitated implementation of remedies.
- Participated in mediation of contract and negotiations disputes, and disciplinary appeals.

#### ***Employment Relations***

- Provided advice and direction on complex employee and labor relations matters.
- Ensured consistent application of labor and employment laws, policy, and best practices.
- Conducted workplace investigations, authored investigation reports and provided recommendations, if necessary. Oversaw the work of independent investigators.
- Led, trained and oversaw the work of staff responsible for day-to-day administration of labor and employee relations functions.
- Produced related documents, including grievance responses, last chance agreements, letters of agreement, settlement agreements and memoranda of understanding.
- Developed and delivered labor relations training for management and labor, from basic through advanced levels.

#### ***Labor-Management Relations***

- Liaison between management and labor for the full spectrum of collective bargaining.
- Designed, planned and implemented labor relations policies, programs and practices.
- Technical advisor for contract interpretation and administration, and consistent application of labor and employment laws, policies and best practices.
- Led and facilitated labor-management forums.

#### ***Contract Negotiations***

- As chief spokesperson, led development of negotiation strategies, negotiated initial and successor collective bargaining agreements for bargaining units across multiple disciplines.
- Authored contract language. Analyzed proposals, costings and related data.
- Developed and managed strategy for communications with internal and external stakeholders.
- Developed and responded to requests for information.

## Charlene MacMillan, MPA, CLRP, SPHR

### EMPLOYMENT HISTORY

Arbitrator, Private Practice — January 2018 to present  
 Principal, Sound Labor Solutions — November 2017 to present  
 Labor Relations Program Manager, Puget Sound Energy — 2016 to 2018  
 Public Arbitrator, Financial Industry Regulatory Authority — 2016 to present  
 Labor Negotiator, City of Seattle — 2014 to 2016  
 Labor Relations Advisor, Seattle Public Utilities — 2007 to 2014  
 Senior HR Specialist, Seattle Human Services Department — 2006 to 2007  
 Human Resources Manager, The Home Depot — 2005 to 2006  
 Program/Project Manager, King County — 2001 to 2005  
 Human Resources Officer, National Petroleum Marketing Co. — 1994 to 1998

### QUALIFICATIONS

Masters, Public Administration (MPA)  
 Business Management & Labor Law, City University, Tacoma, WA  
 Bachelor of Science (B.Sc.)  
 Business Administration, Human Resources Management, City University, Tacoma, WA  
 Bachelor of Arts (inc.)  
 International Studies, York University, Toronto, CA  
  
 Federal Sector Arbitration Certification – FMCS, 2020  
 Advanced Labor Arbitrator Certification – AAA, 2019  
 Advanced Arbitrator Training, FINRA – 2017  
 Arbitrator Certification, FINRA – 2016  
 Becoming a Labor Arbitrator Certification (BALA), FMCS – 2015  
 Certified Labor Relations Professional (CLRP), NPELRA – 2015  
 Senior Professional in Human Resources (SPHR), HRCI – 2013  
 Labor-Management Negotiations Workshop, FMCS – 2012  
 Mediator Certification, King County ILCRG – 2010

### PUBLICATIONS

*Labor-Management Relations: A Handbook for Labor Relations Professionals* (2021)  
*The 7 Tests of Just Cause: Arbitral Standard or Labor-Management Tool?* (2016)

## Civil Service Commission

3 Members: Pursuant to SMC 4.04.250, 1 member subject to City Council confirmation, 3-year terms:

- 1 City Council- appointed
- 1 Mayor- appointed
- 1 Other Appointing Authority: Employee Elected

### Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	F		1.	Commissioner	Charlene MacMillan	01-01-22	12-31-24	1	Council
2	F	2	2.	Commissioner	Mary Wideman-Williams	01-01-20	12-31-23	1	Mayor
6	M		3.	Commissioner	Joshua Werner	01-01-22	12-31-24	1	Employee Elected

### SELF-IDENTIFIED DIVERSITY CHART

	<div style="display: flex; justify-content: space-around; font-weight: bold;"> <span>(1)</span> <span>(2)</span> <span>(3)</span> <span>(4)</span> <span>(5)</span> <span>(6)</span> <span>(7)</span> <span>(8)</span> <span>(9)</span> </div>													
	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		1				1								
Council		1				1								
Other	1									1				
<b>Total</b>	<b>1</b>	<b>1</b>				<b>1</b>				<b>1</b>				

### 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

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**File #:** Appt 02302, **Version:** 2

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Appointment of Rico Quirindongo as Director of the Office of Planning and Community Development, for a term to July 1, 2027.

The Appointment Packet is provided as an attachment.

# City of Seattle



**Director**

## **Office of Planning and Community Development**

**Confirmation Packet  
July 20, 2022**

**Rico Quirindongo**



July 20, 2022

The Honorable Debora Juarez  
President, Seattle City Council  
Seattle City Hall, 2<sup>nd</sup> Floor  
Seattle, WA 98104

Dear Council President Juarez:

It is my pleasure to transmit to the City Council the following confirmation packet for my appointment of Rico Quirindongo as Director of the Office of Planning & Community Development (OPCD).

The materials in this packet are divided into two sections:

**A. Rico Quirindongo**

This section contains Mr. Quirindongo's appointment and oath of office forms and his resume.

**B. Background Check**

This section contains the report on Mr. Quirindongo's background check.

At his core, Rico Quirindongo is a servant leader who uplifts the voices of community to inform Seattle's growth. As Rico guides his office through the *One Seattle* Comprehensive Plan Update, we have someone who sees the big picture and will seek the most creative, resourceful, and resilient ideas to help shape the city we want Seattle to become. Since serving as Acting Director, Rico has demonstrated an ability to facilitate challenging conversations, using a profound sense of empathy to bridge divides between people with different motivations and aspirations. It's a gift to have someone so able to bring disparate voices together to find common cause on issues ranging from industrial lands strategy to long-term planning.

Rico's qualifications are rooted in his depth and breadth of experience in the private, public and academic sectors. He earned his degree in Architecture from the University of Washington, where he would later return to facilitate the UW College of Built Environments Strategic Planning Process. He brings decades of experience practicing in both the architecture and planning fields, designing community assets like Seattle's Northwest African American Museum. As former Council Chair of the Pike Place Market Preservation & Development Authority, Rico was intensely focused on community building and finding consensus. As a former board member of the Historic Seattle PDA, he's committed to preserving Seattle's treasured places in the midst of Seattle's increasing population. Rico's diversity of experience and his commitment to embracing and managing growth while considering impacts to Seattle's people, neighborhood institutions, and intrinsic character is what makes him the clear and obvious choice for Director of Seattle's OPCD.

Mr. Quirindongo has served as Acting Director since March 2021, and I've been thoroughly impressed with the manner in the way he's managed his office and approached community engagement. To better

inform my perspective before nominating Rico for permanent appointment, my office consulted with stakeholders regarding his performance, including representatives from the Nehemiah Initiative, the University of Washington's College of the Built Environment, the Pike Place Market Preservation & Development Authority, the Seattle Planning Commission, Arte Noir, Historic Seattle, the Equitable Communities Initiative, and the Seattle Industrial & Maritime Strategy Council. The clear conclusion from stakeholders was that Rico is a respected, approachable leader with a positive disposition and strong personal integrity. Review of his community-centered and forward-thinking work since serving as head of OPCD and the strong support shown by the affected stakeholders is the process that informed my decision to advance Mr. Quirindongo for your consideration today.

Rico Quirindongo is committed to serving Seattle's culturally diverse communities through reinvesting in neighborhoods and addressing disproportionate impacts from Seattle's history and built environment. He looks to advance solutions to address displacement and support community resilience, like the Council-adopted legislation that provides additional density for affordable housing projects on land owned by faith-based organizations. Further, he demonstrates selflessness through his mentorship of both students and his peers, giving his time, expertise, and knowledge. In short, I believe we'd be fortunate to have Rico's continued leadership at OPCD.

I trust that after reviewing Rico's application materials, meeting with him, and following the diligent review of his credentials and vision through Councilmember Strauss' Land Use Committee, you will find that he is the right choice to serve as permanent Director of the Office of Planning & Community Development.

If you have any questions about the attached materials or need additional information, Deputy Mayor Tiffany Washington would welcome hearing from you. I appreciate your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Bruce A. Harrell". The signature is written in dark ink and is positioned above the printed name and title.

Bruce A. Harrell  
Mayor of Seattle



## **SECTION**

### **A**



# City of Seattle

Mayor Bruce Harrell

---

July 15, 2022

Rico Quirindongo  
Seattle, WA  
Transmitted via e-mail

Dear Rico,

It gives me great pleasure to appoint you to the position of Director of the Office of Planning and Community Development at an annual salary of \$189,570.

Your appointment as Director is subject to City Council confirmation; therefore, you will need to attend the Council's confirmation hearings. Once confirmed by the City Council, your initial term is until August 1, 2026.

Your contingent offer letter provided employment information related to the terms of your employment, benefits, vacation, holiday and sick leave.

I look forward to working with you in your role as Director and wish you success. We have much work ahead of us, and I am confident that the Office will thrive under your leadership.

Sincerely,


A handwritten signature in black ink that reads "Bruce A. Harrell". The signature is written in a cursive, flowing style.

Bruce A. Harrell  
Mayor of Seattle

cc: Seattle Department of Human Resources file



# City of Seattle Department Head Notice of Appointment

<b>Appointee Name:</b> <i>Rico Quirindongo</i>		
<b>City Department Name:</b> <i>Office of Planning and Community Development</i>		<b>Position Title:</b> <i>Director</i>
<input checked="" type="checkbox"/> <b>Appointment</b> <i>OR</i> <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Specify appointing authority</i>		<b>Term of Office:</b> <i>City Council Confirmation to July 1, 2027</i>
<b>Legislated Authority:</b> <i>Seattle Municipal Code Section 3.14.991</i>		
<b>Background:</b> Rico Quirindongo’s qualifications are rooted in his depth and breadth of experience in the private, public and academic sectors. He earned his degree in Architecture from the University of Washington, where he would later return to facilitate the UW College of Built Environments Strategic Planning Process. He brings decades of experience practicing in both the architecture and planning fields, designing community assets like Seattle’s Northwest African American Museum. As former Council Chair of the Pike Place Market Preservation & Development Authority, Rico was intensely focused on community building and finding consensus. As a former board member of the Historic Seattle PDA, he’s committed to preserving Seattle’s treasured places in the midst of Seattle’s increasing population. Rico’s diversity of experience and his commitment to embracing and managing growth while considering impacts to Seattle’s people, neighborhood institutions, and intrinsic character is what makes him the clear and obvious choice for Director of Seattle’s OPCD.		
<b>Date of Appointment:</b> <i>7/20/2022</i>	<b>Authorizing Signature (original signature):</b> 	<b>Appointing Signatory:</b> <i>Bruce A. Harrell</i> <i>Mayor</i>



CITY OF SEATTLE ▪ STATE OF WASHINGTON  
OATH OF OFFICE

---

State of Washington

County of King

I, Rico Quirindongo, swear or affirm that I possess all of the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of the Director of the Office of Planning and Community Development; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of The City of Seattle; and that I will faithfully conduct myself as the Director of the Office of Planning and Community Development.

---

Rico Quirindongo

Subscribed and sworn to before me

this \_\_\_\_ day of \_\_\_\_\_, 2022.

[Seal]

---

Elizabeth M. Adkisson, Interim City Clerk

# Rico Quirindongo, AIA

City of Seattle - Acting Director at Office of Planning and Community Development



Driven by the desire to have a meaningful impact on both the urban and natural landscape, **Rico works with community organizations to have a greater positive influence in their own neighborhoods through design.**

In his 27 years of professional experience as an architect, Rico developed a keen awareness of the special requirements for non-profit and public projects. His clients included Department of Social and Health Services, City of Seattle, and Seattle Public Schools.

As project architect for the Northwest African American Museum, he became well versed in the intricacies of adaptive reuse and historic renovation. Rico believes that buildings provide a rich context for our daily lives and that **investment in and care of our built environment are critical if we are to create sustainable and resilient communities.**

Rico is on the Bullitt Foundation Board and AIA National Strategic Council, was chair of the Pike Place Market Preservation and Development Authority Council, was a Downtown Seattle Association board member, and was AIA Seattle President in 2012-13. He was a mayoral appointee to the Historic Seattle Council, and a founding member of the National Organization of Minority Architects Northwest Chapter. Rico sat on the AIA+2030 national steering committee, a committee born out of AIA Seattle that has seen to it that 24 cities nationally provided curriculum to help designers and engineers reduce our national carbon footprint through high performance building design.

Rico's first Ted talk is called **Transforming Communities Through Architecture**. In both his professional and philanthropic activities, Rico places an emphasis on working with community leaders and youth because of his belief in the value and importance of their voice in shaping the future of our cities and our communities.

## Professional Highlights

Education	Registration & Licensing	Professional Affiliations
Master of Architecture, University of Washington, 1998 Bachelor of Arts in Architecture and African: Afro-American Studies, Washington University, 1993	Architect: WA	Member of the American Institute of Architects (AIA) Member of the American Planning Association (APA)

## Selected Articles / Presentations

- 2022 US Conf of Mayors-Reno, NV
- 2022 Civic Engagement in American Climate Policy: Collaborative Models- Civic Green, Tufts University
- 2022 American Planning Association National Planning Conference Equity Panel
- 2022 AIA Seattle Practicing Equity & Advocacy in Rapid Decarbonization
- 2022 AIA Grassroots panel: The World We Want: Designing for Economic, Racial, Climate, and Environmental Justice
- 2022 New Cities Masterclass on housing, public private partnerships, ecodistricts
- 2021 Indiana University SE Applied Research dept.- Lecture for Community class- Sustainability & Regenerative Studies.
- 2021 National Building Museum presentation and panel discussion: Equity in the Built Environment: Improving Racial Equity through Greener Design
- 2021 Design in Public Breakfast Keynote
- 2021 NOMA Conference- Changing the Narrative: The Black Architect-Removing Obstacles, Creating Opportunities
- 2020 TEDxSeattle presentation goes live <https://tedxseattle.com/>
- 2020 Emerging Trends / State of Seattle's Waterfront
- 2020 CREW Luncheon - Seattle Waterfront
- 2020 AIA Forefront: Civic Leadership & Empowerment- A Conversation With Mayors & Architects
- 2020 Learning from Others Session | AIA Seattle's Establishing Meaningful Relationships with Communities You Serve
- 2020 NOMA Panel discussion: Changing the Narrative
- 2020 AIA Oklahoma Conference - Keynote Speaker
- 2020 AIA NW+PR Virtual Leadership Summit- Event Leader

## Accomplishments since joining OPCD

- Rico joined the City of Seattle staff in January 2021, became Interim Director in March 2021, and since then has seen forth the following accomplishments:
- Through **EDI grants, the Strategic Investment Fund, and Strategic Land Acquisition budget**, OPCD has overseen community led decision making processes to allocate over \$47 million dollars to community-led development projects.
  - OPCD has increased efforts related to **Sound Transit 3** WSBL Community Engagement and Station Area planning.
  - OPCD grew the team, momentum, and strategy related to **Comprehensive Plan Major Update**, including launch of the One Seattle Plan community engagement strategy.
  - OPCD brought on a **Community Engagement** expert and began telling community stories that have allowed staff to celebrate successes with community, and advocate for greater resource for the long term planning work that is critical to the City's future success.
  - OPCD removed a longstanding log-jam in the City's **Industrial and Maritime Strategy** by getting consensus around 11 strategies with our stakeholder community in 2021 and saw forth the DEIS process in 2022.
  - Rico introduced the **Equitable Communities Framework** to the Capital Subcabinet and renewed a conversation around interdepartmental collaboration on behalf of community.
  - With the Mayor's Office and SDCI, OPCD launched the **Housing Subcabinet** to begin a conversation around collecting data, removing barriers, and developing strategic initiatives to increase all forms of housing in the City, particularly missing middle housing.
  - OPCD got **eight major pieces of legislation** passed in 2021, including legislation on Filling Vacant Storefronts in the downtown core, providing affordable housing on religious properties, and creating opportunity for development of an Interbay sports facility.
- Rico has been able to grow the momentum and impact of OPCD in the last year and a half, both as leader of the Office and as collaborator on a diverse, dynamic, and talented team.

## Selected Articles / Presentations (cont'd)

- 2020 Kansas State University Panel Discussion: Building Equity/ Confronting Racism Thru Practice & Design
- 2020 Design In Public AIA Diversity Roundtable Discussion: Architect's Role in the Civic Conversation for Design Justice
- 2020 AIA Turbulent Times Webinar - Changing the Narrative: The Black Architect – Removing Obstacles, Creating Opportunities
- 2020 Digital Design Series AIA Oregon Presents Rico Quirindongo
- 2020 Bisnow Seattle: Equity, Inclusion, & Urban Planning Webinar
- 2020 AIA Art of Project Management Panel
- 2020 AIA Seattle Racial Justice Town Hall
- 2020 BuildingGreen Sustainable Communities presentation
- 2020 AIA Seattle Path to Equitable Leadership
- 2020 ULI Rapid Adaptation Panel
- 2020 IGTV Community Space in the Public Realm
- 2020 Bisnow Seattle Architecture & Design Summit
- 2020 Art & Architecture in Sports Venues Panel
  
- 2019 PSMJ Resources Panelist: A/E/C Diversity and Inclusion Recruiting
- 2019 Waterfront Park Development Presentation for CoreNet
- 2019 New Arena at Seattle Center CREW Seattle Presentation and Panel Discussion
- 2017 Panel Moderator: 'Imagineering a Postcarbon Seattle'
- 2017 Presentation: 'The Power of Community Engagement in the Design of Our Urban Fabric'
- 2017 AIA Course: "Civic Engagement: Think Globally, Act Locally"
- 2016 Placemaking Leadership Forum: presenter and panelist for "City Conversation: Vancouver's Spectacular Waterfront Opportunity"
- 2016 Walk21 Hong Kong Conference Presentation: "Seattle Waterfront Symposium- Creating an Equitable Walkable Urban Neighborhood"
- 2015 AIA National Convention course presentation on the Business Case for the 2030 Commitment
- 2014 AIA National Webinar 'Business Case for the 2030 Challenge'
- 2013 ARCHITECT: Magazine of the AIA. AIA Voices article Titled "The Collaborator: Working Through Transition"
- 2012 GoGreen Conference- Panel discussion on Emerging Leaders: Trends and Culture Shifts as a New Generation Takes The Torch.
- 2011 BIM There, Done That - Presentation to 100 attendants discussing the business case for firm transition to BIM
  
- 2010 NOMA Conference- presentation on sustainability, affordable housing, and community planning
- 2010 Building Science Seminar Panelist - Aggressive Retrofits vs. Historic Preservation
- 2010 Seattle Green Festival Panelist - De-paving Seattle: Increasing Green/Open Space
- 2010 Built Green Conference Presentation 'Beyond Vanilla Green: Pushing the Affordable Housing Envelope'
- 2010 Puget Sound Business Journal - Article in The Green Report: "Built to Last"
- 2010 Daily Journal of Commerce Building Green 2010 Article "African-Americans and Sustainability"
- 2009 Puget Sound Business Journal Article "Benefits of Sustainable Design Must Spread"
- 2009 NOMA Magazine Article "The New Black is Green"
- 2008 Daily Journal of Commerce Article "A New Beginning for the Colman School"

## Radio Shows and Podcasts

- 2022 Rethink Real Estate For Good Podcast interview
- 2021 Morning Update Show interview- Midtown Square development
- 2020 KPTZ Interview RE: TEDxSeattle presentation
- 2020 KKNW Sustainability Sessions - Interview on Rebecca Sayre Radio
- 2020 KPTZ Interview: BlackSpace Manifesto, Board Service, SC Arena
- 2020 The AEC Leadership Today Podcast: Episode 031 Advancing AEC Equity, Diversity and Inclusion in 2020
- 2020 The AEC Leadership Today Podcast: Episode 007 Advancing Equity, Diversity and Inclusion

## Selected Experience

### Principal at DLR Group

Rico was Civic Design Leader for the Northwest Region at DLR Group. Since joining DLR Group in 2013, Rico had been project manager for over a dozen projects and design pursuits, including management of work at Google's Kirkland campus, preliminary design work for Seattle Center Arena, and the Master Use Permit Design Review process for a 244 unit student housing project east of University Village. He represented DLR Group on the local AIA 2030 Commitment Roundtable and the National 2030 Commitment working group and presented the business case for the 2030 Challenge at the AIA National Convention in 2015. Rico has been a mentor for dozens of the staff and annually creates events like Seattle Waterfront Symposium in 2015 and Pike St. Hillclimb Kiosk competition to provide young designers in the office engaging opportunities for civic design and community engagement locally. As Principal in Charge, Rico led DLR Group's efforts as local architect for the Seattle Center Arena project.

### 'Design Agency'

Rico led an initiative at DLR Group called 'Design Agency'. At its core, 'Design Agency' is intended to inspire staff at all levels of the practice to engage in their local community, invest in advocacy and pro bono efforts in which they are personally interested, and recognize that regardless of station, we all have agency to champion and affect social change through design.

### Community Engagement

Rico's community engagement and design work at DLR Group placed him in a primary role of facilitating user groups, client groups, design teams and assisting teams regarding messaging, prioritization, implementation planning. Rico has done extensive work related to public domain, public right-of way and community engagement, including sitting on the One Center City Advisory, Imagine Greater Downtown Advisory, and serving as the Chair of the Pike Place Market Preservation and Development Authority Council. For the Seattle Center Arena, Rico led the effort which culminated in community surveys, two open houses with over five hundred attendants each, and a community engagement report for the City of Seattle, the developer Oak View Group and the National Hockey League documenting community input on the process. Rico also led the community engagement, open houses, survey, and public reporting for the Midtown development, a 429 unit mixed use project at 23rd and Union for Lake Union Partners in concert with Africatown Community Land Trust.

### Principal at DKA Architecture

As former principal of a 28 person firm, Rico oversaw hiring, management, and evaluation of staff for over nine years, wrote the office human resource manual, and was in charge of staffing for all office projects. Rico was principal for five years and was a management team member for five years before becoming a principal. Rico ran management team and corporate board meetings, provided financial oversight for a firm that at its height grossed annual revenues in excess of \$5.8 million. Rico oversaw office management activities in addition to doing business development, marketing, design and project management of office architecture projects. Rico was a mentor for young staff and regularly engaged in studio critiques, AIA Young Architect gatherings, and AIA Diversity Roundtable events in order to meet, engage, and be a resource for students and young designers transitioning into practice. Rico worked alongside firm founder Donald King and Ted Sive to lead strategic planning efforts for the firm in 2009 and 2010.

### City Planning Charrettes and Committees

Rico was a member of the selection panel for the Center City Art Plan artist residency in winter quarter of 2016. Rico was a participant in the Seattle Center: What's Next all-day planning charrette convened by the Mayor's office in September of 2016. He was a standing member of the One Center City Advisory Group, Imagine Greater Downtown Advisory and the Pike and Pine Streetscape Project Sounding Board.

## Selected Experience (cont'd)

### Involvement with UW College of Built Environment Post Graduation

With an emphasis on connecting academia back to practice, Rico has maintained regular involvement with the University of Washington College of Built Environment (UW CBE) at multiple levels.

1. UW College of Real Estate class lecture on community-informed development and UW Urban Form Class lecture, both in 2021.
2. Co-facilitated development of CBE Strategic Plan 2019-2020 with Ted Sive, executive leadership, faculty, and student body.
3. Annual UW Graduate design studio & thesis juries 2008-2019.
4. Thesis advisor for Ishmael Nunez with Rachel Berney, thesis on The Black Spatial Imaginary in Urban Design Practice: Lessons for Creating Black-affirming Public Spaces.
5. UW CBE Professional Practice class annual guest lecturer 2012-2018 (with Sharon Sutton through 2015).
6. 2011 BIM and the Changing Nature of Practice - Presentation to students and practitioners hosted by AIAS UW.
7. Guest review for multiple CEP 460 classes 2015-2016.
8. Practitioner roundtable participant in UW Design Lab with Rob Corser 2014.
9. Collaborated with Carrie Dossick on Interdisciplinary Design studios 2008-2010.

### American Institute of Architects (AIA)

As a board member of AIA Seattle for six years and board president in 2013, Rico provided leadership on issues ranging from the fiduciary responsibility of the organization's \$1 million dollar annual budget to direction of the organization's goals and priorities. Rico was a founding committee member of the first Seattle Design Festival. He helped create AIA Seattle's partner not-for-profit, Design-In-Public, an organization focused on the betterment of design within the public realm. Rico helped drive creation of an AIA Seattle position paper on critical design values and issues related to redevelopment of Yesler Terrace, and engaged early meetings with Seattle Housing Authority leadership and Seattle City Council regarding development plans for the site. Rico developed strategic plans for both AIA Seattle and Design In Public in concert with Ted Sive and AIA Seattle Board members during his tenure as a board member.

### AIA Diversity Roundtable

Rico is an elder with the AIA Seattle Diversity Roundtable (DRT) which seeks to provide education, advocacy, and conversation around equity, diversity, and inclusion in the built environment professional landscape. Rico has been with the DRT since 1996 and has organized and participated in the convening of numerous diversity workshops with the DRT. Of note recently are the panel discussions he has convened with the DRT in the last three years as part of the Seattle Design Festival to engage the City of Seattle in how Office of Planning and Community Development are supporting communities of culture and providing opportunities for impactful input from a POC (people of color) community related to built environment issues. In 2019, Rico was a facilitator for two workshops on diversity in the workplace, a collaboration between the DRT and the AIA Seattle Women In Design Committee.

### Pike Place Market Preservation and Development Authority Council

Rico joined the Council in 2013 and became chair of the Marketfront Committee in 2015, the committee overseeing design and construction of a \$74 million project connecting the Market to the Seattle Waterfront. He provided management leadership related to the project design, budget, and programming. He was an integral member of Pike Place Market's leadership in development of this public asset in partnership with the City of Seattle and the Office of the Waterfront as the City develops and implements future Waterfront projects. Rico also chaired the 2017 Executive Director Hiring Committee, overseeing the Market's successful search for and hiring of a new executive director. He was Chair of the PDA 2018 to 2021 and worked with the new director and a planning consultant to develop a new strategic plan for the organization in 2018 and 2019.

### Historic Seattle Council

As a mayoral appointee to the Council for five years, Rico was a regular part of the conversation about adaptive reuse and restoration of the rich historic fabric of buildings in our local built environment. Rico played a leadership role on the Council working with grassroots not-for-profits providing arts and cultural programming at Washington Hall, the most recent addition to Historic Seattle's portfolio of projects. Rico assisted in the development of the Memorandum of Understanding guiding the development of Washington Hall as a new cultural institution, and engaging the not-for-profits in creation of an interim governance plan.

### Friends of Waterfront Seattle

Rico began working with Friends of Waterfront Seattle (FOWS) in 2015. Rico supported FOWS revitalization efforts for Pike Street Hillclimb, collaborated regarding programming efforts at the Hillclimb and Waterfront Park, and curated a design competition that resulted in the design and construction of a portable public outreach information kiosk for FOWS use. Rico also led the effort to create the 1st Annual Seattle Waterfront Symposium in 2015, a conversation crafted to inform stakeholders and the general public about public private partnerships, District Energy, and development opportunities in a Seattle Waterfront neighborhood, all through a lens of social equity and community engagement.

### Urban League Village at Colman School

As project architect at DKA Architecture, Rico oversaw the conversion of a 1907 four-story brick school building into 36 units of affordable housing situated over an 18,000 SF Northwest African American Museum at the ground floor. Rico engaged the Seattle Landmarks Board in multiple design work sessions and presentations to reach consensus regarding the design of the 3-story elevator addition at this historic landmark building. Rico collaborated with the Urban League, Seattle Parks Department, and WSDOT to create a shared access easement along a portion the adjacent property vacated by WSDOT after the I-90 Lid project was completed, and engaged the Parks Department in collaborative design of the park which replaced WSDOT's former construction site. He worked hand-in-hand with the GC/CM Contractor on iterative project cost exercises and construction cost estimates to be responsive to a dynamic fundraising process and project programming goals that evolved throughout the design and construction process.

### Seattle Office of Arts and Culture

Rico worked with leadership at the Office of Arts & Culture (ARTS) on preliminary feasibility, programming, and concept/schematic design work for their new offices, meeting, and gallery spaces at King Street Station. Rico was also one of the inaugural members of the BASE Cohort, a group created by ARTS to connect the dots between the development community and the artist community and ensure that affordable artist live, work, and exhibition spaces continue to be developed and maintained within the downtown core and remain available to artists and creatives at all income levels.

***"We greatly appreciate Rico's persistent and creative contributions to bringing highly efficient shared energy solutions to the Waterfront area. The Seattle 2030 District relies on committed members like Rico and DLR Group to help us achieve our ambitious sustainability goals for the built environment in downtown Seattle and surrounding neighborhoods."***

Susan Wickwire, Director of Seattle 2030 District

## Selected Experience (cont'd)

### Transportation Infrastructure

Rico has done numerous projects connecting communities. While an architect with DKA Architecture, Rico worked with Parsons Brinckerhoff and Hewitt Architects on design work at Rainier Station and Mercer Island, helping direct the conversation related to how stations would reflect the needs and culture of the neighborhoods being served. Rico worked on the Sounder commuter rail platform at King Street Station, and later, as a project manager for DLR Group, Rico oversaw a joint Olson Kundig / DLR Group design and engineering team through initial feasibility study for establishing the Seattle Office of Arts and Culture new headquarters at King Street Station, along with exhibit, culture, and community use spaces.

### Board & Civic Committee appointments

(selected list in order from most recent to least recent)

- Urban@UW External Advisory Board
- American Institute of Architects (AIA) National Strategic Council
- Building Green Sustainable Community Design Leaders
- Bullitt Foundation Board
- Seattle Fire Foundation (Founding Member)
- Downtown Seattle Association
- Pike Place Market Preservation and Development Authority
- Key Arena Advisory Group
- Imagine Greater Downtown
- One Center City Advisory Group
- Design in Public
- Historic Seattle Council
- National Organization of Minority Architects, Northwest Chapter (NOMA NW) (Founding Member)
- ARCADE Journal Board of Trustees
- AIA Seattle Board
- Tabor 100 Board

### Publications

- 2021 DIRT Community engagement is the foundation of equitable, built space
- 2020 BluePrint for Better: Improving Racial Equity Through Greener Design
- 2020 Architect Magazine: What Does Real Action Toward Achieving an Equitable Profession Look Like
- 2020 AIA ARCHITECT Article –A Seat at the Table

### Awards

- 2021 Commercial Real Estate Leadership Award as a Neighborhood Champion by the Puget Sound Business Journal
- 2020 AIA Citizen Architect Award
- 2020 Appointment to Strategic Council as NW+PR Strategic Council Representative
- 2014 AIA Seattle Young Architect Award
- 2011 AIA National Citizen Architect
- 2010 AIA National Diversity Best Practice Award AIA Seattle Diversity Roundtable Leader
- 2009 Puget Sound Business Journal's "40 Under 40"

### Awards Juries

- 2022 Bullitt Foundation Prize
- 2021 AIA ACSA Intersections Research Conference Co-Chair
- 2021 Office of Housing Rental Housing Awards
- 2020 AIA Utah ward jury chair
- 2020 AIA National Firm of the Year Award
- 2020 AIA Northwest and Pacific Region Student Awards
- 2016 AIA Georgia Honor Awards
- 2014 U.S. National WoodWorks Design Awards

***“Rico did a fantastic job of taking the design through the City of Seattle Landmarks Board design review and controls and incentives process. Rico also mediated the Section 106 design review at the State level that was required due to the HUD funding component to the project. In concert with the mediation of multiple funder and authorizing agency requirements, Rico leveraged adaptive reuse opportunities in the project design. The project (Colman School) has resulted in multiple awards of recognition, including the Award of Merit, by the National Association of Housing and Redevelopment Officials in 2008.”***

Vaughn McLeod, Director of Facilities and Construction,  
"Housing Resources Group"

### Summary of Positions Held

- 03/21 - Present Interim Director, Office of Planning & Community Development, City of Seattle (1 yr 5 mos)
- 01/21 - 03/21 Deputy Director, Office of Planning & Community Development, City of Seattle (2 mos)
- 12/13 - 01/21 Architect/Principal, DLR Group (7 yrs 2 mos)
- 08/02 - 11/13 Architect/Principal, DKA Architecture (11 yrs 5 mos)
- 01/00 - 08/02 Designer, HKIT Architects (2 yrs 8 mos)
- 08/99 - 01/00 Designer, BAR Architects (5 mos)
- 01/96 - 08/99 Project Designer and IT/CAD manager, Donald I King Architects dba DKA (3 yrs 8 mos)



## **SECTION**

### **B**



# City of Seattle

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## Seattle Department of Human Resources

Kimberly Loving, Interim Director

**June 23, 2022**

TO: Adam Schaefer, City Budget Office

FROM: Annie Nguyen, Seattle Department of Human Resources

SUBJECT: Background check for Rico Quirindongo

The Seattle Department of Human Resources has received a copy of **Rico Quirindongo's** background check provided by Global Screening Solutions. There were no findings that would impact their employment eligibility.

Cc: Personnel File

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Seattle Department of Human Resources

Seattle Municipal Tower, 700 5<sup>th</sup> Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028  
(206) 684-7999 • TTY:7-1-1 Fax: (206) 684-4157 • Employment Website: [www.seattle.gov/jobs](http://www.seattle.gov/jobs)

An equal employment opportunity employer. Accommodations for people with disabilities provided upon request.





Legislation Text

File #: CB 120520, Version: 1

CITY OF SEATTLE

ORDINANCE \_\_\_\_\_

COUNCIL BILL \_\_\_\_\_

AN ORDINANCE relating to land use regulation of home occupations; amending Sections 23.42.050, 23.55.020, 23.55.022, 23.55.028, 23.55.030, and 23.55.036 of the Seattle Municipal Code to establish permanent provisions for home occupation businesses.

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. Section 23.42.050 of the Seattle Municipal Code, last amended by Ordinance 126131, is amended as follows:

**23.42.050 Home occupations**

A home occupation of a person residing in a dwelling unit is permitted outright in all zones as an accessory use to any residential use permitted outright or to a permitted residential conditional use, subject to the following requirements:

A. The occupation is clearly incidental to the use of the dwelling unit as a dwelling.

~~((B. Commercial deliveries and pickups to the dwelling unit are limited to one per day Monday through Friday. No commercial deliveries or pickups are permitted on Saturday, Sunday or federal holidays.~~

~~C. Customer visits are by appointment only.~~

D)) B. The occupation may be conducted within any legal principal or accessory dwelling unit or structure, and in outdoor locations on the lot.

1. Home occupation businesses may be conducted by residents of a principal dwelling unit and/or an accessory dwelling unit.

2. The presence of one home occupation does not preclude a resident of another legally

established dwelling unit on the property from also conducting a home occupation.

3. Outdoor play areas for child care programs, and outdoor activities customarily incidental to the residential use, are permitted.

~~((E))~~ C. Parking of vehicles associated with the home occupation is permitted anywhere that parking is permitted on the lot, including required parking spaces.

~~((F. To preserve the residential appearance of the dwelling unit, there shall be no evidence of the home occupation visible from the exterior of the structure, provided that:))~~

D. Visual evidence of home occupations

~~((1. Outdoor play areas for child care programs and outdoor activities customarily incidental to the residential use are permitted;~~

~~2))~~ 1. Interior and exterior alterations and additions that comply with the development standards of the zone are permitted;

~~((3))~~ 2. Alterations and additions that are required by licensing or construction codes for child care programs are permitted; and

~~((4))~~ 3. Signs identifying the home occupation are permitted subject to compliance with Chapter 23.55, Signs.

~~((G))~~ E. No outdoor storage is permitted in connection with a home occupation.

~~((H. Except for child care programs, no more than two persons who are not residents of a dwelling unit on the lot may work in a home occupation, regardless of whether the persons work full or part time or are compensated.~~

~~I))~~ F. ~~((The))~~ An automotive retail sales and services home occupation shall not cause a substantial increase in on-street parking congestion or a substantial increase in traffic within the immediate vicinity.

~~((J))~~ G. A maximum of ~~((two))~~ three passenger vehicles, vans, and similar vehicles, associated with the home occupation, each not exceeding a gross vehicle weight of 10,000 pounds are permitted to ~~((operate in~~

~~connection with))~~ be at the home occupation site, independent of commercial deliveries and pickups. ((as provided for in subsection 23.42.050.B.)) For lots developed with a single-family dwelling in NR zones, this limit is in addition to the outdoor parking limit in subsection 23.44.016.C.3.

~~((K))~~ H. The home occupation shall be conducted so that noise, odor, smoke, dust, light and glare, and electrical interference and other similar ~~((impacts are not detectable by sensory perception))~~ types of spillover effects do not create negative impacts at or beyond the property line of the lot where the home occupation is located.

I. No portion of a home occupation shall be a drive-in business.

Section 2. Section 23.55.020 of the Seattle Municipal Code, last amended by Ordinance 126509, is amended as follows:

**23.55.020 Signs in neighborhood residential zones**

\* \* \*

D. The following signs are permitted in all neighborhood residential zones:

1. Electric, externally illuminated or nonilluminated signs bearing the name of the occupant of a dwelling unit, not exceeding 64 square inches in area;
2. Memorial signs or ~~((tables))~~ tablets, and the name of buildings and dates of building erection if cut into a masonry surface or constructed of bronze or other noncombustible materials;
3. Signs for public facilities indicating danger and/or providing service or safety information;
4. National, state, and institutional flags;
5. For any nonresidential use allowed in the zone except for elementary or secondary schools, one electric or nonilluminated double-faced identifying wall or ground sign not to exceed 15 square feet of area per sign face on each street frontage;
6. On-premises directional signs not exceeding 8 square feet in area. One such sign is permitted for each entrance or exit to a surface parking area or parking garage;

7. For elementary or secondary schools, one electric or nonilluminated double-faced identifying sign, not to exceed 30 square feet of area per sign face on each street frontage, provided that the signs shall be located and landscaped so that light and glare impacts on surrounding properties are reduced, and so that any illumination is controlled by a timer set to turn off by 10 p.m.

8. One nonilluminated sign bearing the name of a home occupation not exceeding (~~64 square inches~~) 5 square feet in area.

\* \* \*

Section 3. Section 23.55.022, of the Seattle Municipal Code, last amended by Ordinance 123046, is amended as follows:

**23.55.022 Signs in multifamily zones**

\* \* \*

D. The following signs are permitted in all multifamily zones:

1. Electric, externally illuminated or nonilluminated signs bearing the name of the occupant of a dwelling unit, not exceeding 64 square inches in area;
2. Memorial signs or tablets, and the names of buildings and dates of building erection if cut into a masonry surface or constructed of bronze or other noncombustible materials;
3. Signs for public facilities indicating danger and/or providing service or safety information;
4. National, state, and institutional flags;
5. One electric, externally illuminated or nonilluminated sign bearing the name of a home occupation not exceeding (~~64 square inches~~) 5 square feet in area;
6. One nonilluminated wall or ground identification sign for multifamily structures on each street or alley frontage in addition to signs permitted by subsection 23.55.022.D.2. For structures of 16 units or less, the maximum area of each sign face is 16 square feet. One square foot of sign area is permitted for each additional unit over 16, to a maximum area of 50 square feet per sign face;

7. For institutions other than elementary and secondary schools, one electric or nonilluminated double-faced identifying wall or ground sign on each street frontage, not to exceed 24 square feet of area per sign face;

8. One electric, externally illuminated or nonilluminated sign bearing the name of a bed and breakfast, not exceeding 64 square inches in area;

9. For elementary or secondary schools, one electric or nonilluminated double-faced identifying sign, not to exceed 30 square feet of area per sign face on each street frontage, provided that the signs shall be located and landscaped so that light and glare impacts on surrounding properties are reduced, and that any illumination is controlled by a timer set to turn off by 10 p.m.

\* \* \*

Section 4. Section 23.55.028 of the Seattle Municipal Code, last amended by Ordinance 123649, is amended as follows:

**23.55.028 Signs in NC1 and NC2 zones**

\* \* \*

**D. On-premises (~~(Signs.)~~) signs**

1. The following signs are permitted in addition to the signs permitted by subsections 23.55.028.D.2, 23.55.028.D.3, and 23.55.028.D.4:

a. Electric, externally illuminated or nonilluminated signs bearing the name of the occupant of a dwelling unit, not exceeding 64 square inches in area;

b. Memorial signs or tablets, and the names of buildings and dates of building erection if cut into a masonry surface or constructed of bronze or other noncombustible materials;

c. Signs for public facilities indicating danger and/or providing service or safety information;

d. National, state, and institutional flags;

e. One under-marquee sign that does not exceed 10 square feet in area;

f. One electric, externally illuminated or non-illuminated sign bearing the name of a home occupation, not exceeding (~~(64 square inches)~~) 5 square feet in area.

2. Number and (~~(Type of Signs Allowed for Business Establishments.)~~) type of signs allowed for business establishments

a. Each business establishment may have one ground, roof, projecting, or combination sign (Type A sign) for each 300 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys.

b. In addition to the signs permitted by subsection 23.55.028.D.2.a, each business establishment may have one wall, awning, canopy, marquee, or under-marquee sign (Type B sign) for each 30 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys.

c. In addition to the signs permitted by subsections 23.55.028.D.2.a and D.2.b, each multiple business center and drive-in business may have one pole sign for each 300 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys. Such pole signs may be for a drive-in business or for an individual business establishment located in a multiple business center, or may identify a multiple business center.

d. Individual businesses that are not drive-in businesses and that are not located in a multiple business center may have one pole sign in lieu of a Type A sign permitted by (~~(Section)~~) subsection 23.55.028.D.2.a for each 300 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys.

3. Maximum (~~(Area of Signs for Nonresidential Uses and Live-work Units)~~) area of signs for nonresidential uses and live-work units. The maximum area of all signs for each business establishment permitted in subsection 23.55.028.D.2 is 185 square feet, and the maximum area of any one Type A sign is 72 square feet, provided that the maximum area of pole signs for gas stations that identify the price of motor fuel being offered by numerals of equal size is 96 square feet.



4. Identification (~~(Signs for Multifamily Structures.)~~) signs for multifamily structures

- a. One identification sign bearing the name of a multifamily structure is permitted on each street or alley frontage of a residential use in addition to the signs permitted by subsection 23.55.028.D.1.
- b. Identification signs may be wall, ground, awning, canopy, marquee, under-marquee, or projecting signs.
- c. For structures of 24 units or less, the maximum area of each sign face is 24 square feet. One square foot of sign area is permitted for each additional unit over 24, to a maximum of 50 square feet per sign face.

5. Sign (~~(Height.)~~) height

- a. The maximum height for any portion of a pole, projecting, or combination sign is 25 feet.
- b. The maximum height for any portion of a wall or under-marquee sign is 20 feet or the height of the cornice of the structure to which the sign is attached, whichever is greater.
- c. Marquee signs may not exceed a height of 30 inches above the top of the marquee, and total vertical dimension shall not exceed 5 feet.
- d. No portion of a roof sign shall exceed a height of 25 feet above grade.

\* \* \*

Section 5. Section 23.55.030 of the Seattle Municipal Code, last amended by Ordinance 124457, is amended as follows:

**23.55.030 Signs in NC3, C1, C2, and SM zones**

\* \* \*

E. (~~(On-Premises Signs.)~~) On-premises signs

- 1. The following signs are permitted in addition to the signs permitted by subsections 23.55.030.E.2 and 23.55.030.E.3:

- a. Electric, externally illuminated or non-illuminated signs bearing the name of the occupant of a dwelling unit, not exceeding 64 square inches in area;
- b. Memorial signs or tablets, and the names of buildings and dates of building erection if cut into a masonry surface or constructed of bronze or other noncombustible materials;
- c. Signs for public facilities indicating danger and/or providing service or safety information;
- d. National, state, and institutional flags;
- e. One under-marquee sign that does not exceed 10 square feet in area;
- f. One electric, externally illuminated or non-illuminated sign bearing the name of a home occupation, not to exceed ~~((64 square inches))~~ 5 square feet in area.

2. Number and ~~((Type of Signs Allowed for Business Establishments.))~~ type of signs allowed for business establishments

- a. Each business establishment may have one ground, roof, projecting, or combination sign (Type A sign) for each 300 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys.
- b. In addition to the signs permitted by subsection 23.55.030.E.2.a, each business establishment may have one wall, awning, canopy, marquee, or under-marquee sign (Type B sign) for each 30 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys.
- c. In addition to the signs permitted by subsections 23.55.030.E.2.a and 23.55.030.E.2.b, each multiple business center and drive-in business may have one pole sign for each 300 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys. Such pole signs may be for a drive-in business or for an individual business establishment located in a multiple business center, or may identify a multiple business center.
- d. Individual businesses that are not drive-in businesses and that are not located in

multiple business centers may have one pole sign in lieu of a Type A sign permitted by subsection 23.55.030.E.2.a for each 300 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys.

e. If the principal use or activity on the lot is outdoor retail sales, banners and strings of pennants maintained in good condition are permitted in addition to the signs permitted by subsections 23.55.030.E.2.a, 23.55.030.E.2.b, and 23.55.030.E.2.c.

3. Maximum (~~(Area.)~~) area

a. NC3 and SM zones (~~(-)~~)

1) The maximum area of each face of a pole, ground, roof, projecting, or combination sign is 72 square feet plus 2 square feet for each foot of frontage over 36 feet on public rights-of-way, except alleys, to a maximum area of 300 square feet, provided that:

i. The maximum area for signs for multiple business centers, and signs for business establishments located within 100 feet of a state route right-of-way that is not designated in Section 23.55.042 as a landscaped or scenic view section, is 600 square feet; and

ii. The maximum area for pole signs for gas stations that identify the price of motor fuel being offered by numerals of equal size is 96 square feet.

2) There is no maximum area limit for awning, canopy, marquee, or under-marquee signs.

3) The maximum area for each wall sign is 672 square feet.

b. C1 and C2 Zones. There is no maximum area limit for on-premises signs for business establishments in C1 and C2 zones except the maximum area for each wall sign is 672 square feet.

4. Identification (~~(Signs for Multifamily Structures.)~~) signs for multifamily structures

a. One identification sign is permitted on each street or alley frontage of a multifamily structure.

b. Identification signs may be wall, ground, awning, canopy, marquee, under-marquee, or

projecting signs.

c. The maximum area of each sign is 72 square feet.

5. Sign (~~(Height.)~~) height

a. The maximum height for any portion of a projecting or combination sign is 65 feet above existing grade, or the maximum height limit of the zone, whichever is less.

b. The maximum height limit for any portion of a pole sign is 30 feet; except for pole signs for multiple business centers and for business establishments located within 100 feet of a state route right-of-way that is not designated in Section 23.55.042 as a landscaped or scenic view section, for which a maximum height of 40 feet is permitted.

c. The maximum height for any portion of a wall, marquee, under-marquee, or canopy sign is 20 feet or the height of the cornice of the structure to which the sign is attached, whichever is greater.

d. No portion of a roof sign shall:

1) Extend beyond the height limit of the zone;

2) Exceed a height above the roof in excess of the height of the structure on

which the sign is located; or

3) Exceed a height of 30 feet above the roof, measured from a point on the roof

line directly below the sign or from the nearest adjacent parapet.

\* \* \*

Section 6. Section 23.55.036 of the Seattle Municipal Code, last amended by Ordinance 124457, is amended as follows:

**23.55.036 Signs in IB, IC, IG1 and IG2 zones**

\* \* \*

D. On-premises (~~(Signs.)~~) signs

1. The following signs are permitted in addition to the signs permitted by subsections

23.55.036.D.2, 23.55.036.D.3, and 23.55.036.D.4:

- a. Electric, externally illuminated, or non-illuminated signs bearing the name of the occupant of a dwelling unit, not exceeding 64 square inches in area;
- b. Memorial signs or tablets, and the names of buildings and dates of building erection if cut into a masonry surface or constructed of bronze or other noncombustible materials;
- c. Signs for public facilities indicating danger and/or providing service or safety information;
- d. National, state, and institutional flags;
- e. One under-marquee sign not exceeding 10 square feet in area;
- f. One electric, externally illuminated, or non-illuminated sign bearing the name of a home occupation, not exceeding ~~((64 square inches))~~ 5 square feet in area.

2. Number and ~~((Type of Signs Allowed for Business Establishments.))~~ type of signs allowed for business establishments

- a. Except as further restricted in subsection 23.55.036.D.5, each business establishment may have one ground, roof, projecting, or combination sign (Type A sign) for each 300 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys.
- b. In addition to the signs allowed by subsection 23.55.036.D.2.a, each business establishment may have one wall, awning, canopy, marquee, or under-marquee sign (Type B sign) for each 30 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys.
- c. Multiple business centers may have one pole, ground, wall, marquee, under-marquee, projecting, or combination sign for each 300 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys.
- d. Individual businesses that are not drive-in businesses and that are not located in multiple business centers may have one pole sign in lieu of a Type A sign permitted by subsection

23.55.036.D.2.a for each 300 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys.

e. In addition to the signs allowed by subsections 23.55.036.d.2.a and 23.55.036.D.2.b, drive-in business establishments may have one pole sign for each 300 lineal feet, or portion thereof, of frontage on public rights-of-way, except alleys.

f. Where the principal use or activity on the lot is outdoor retail sales, banners and strings of pennants maintained in good condition shall be permitted in addition to the signs permitted by subsections 23.55.036.D.2.a and 23.55.036.D.2.b.

3. Maximum (~~(Area)~~) area. There is no maximum area limit for on-premises signs for business establishments, except as follows:

a. As set forth in subsection 23.55.036.D.5; and

b. The maximum area for each wall sign is 672 square feet except that the maximum area for each wall sign for spectator sports facilities with a seating capacity of 40,000 or greater shall be 3,000 square feet.

4. Identification (~~(Signs for Multifamily Structures.)~~) signs for multifamily structures

a. One (~~((1))~~) identification sign shall be permitted on each street or alley frontage of a multifamily structure.

b. Identification signs may be wall, ground, awning, canopy, marquee, under-marquee, or projecting signs.

c. The maximum area of each sign shall be (~~(seventy-two (72))~~) 72 square feet.

5. Sign (~~(Height.)~~) height

a. The maximum height for any portion of a projecting or combination sign shall be (~~(sixty-five (65))~~) 65 feet above existing grade, or the maximum height limit of the zone, whichever is less.

b. The maximum height limit for any portion of a pole sign shall be (~~(thirty (30))~~) 30 feet; except for pole signs for multiple business centers and for business establishments located within (~~(one~~

~~hundred (100))~~ 100 feet of a state route right-of-way which is not designated in Section 23.55.042 as a landscaped or scenic view section, which shall have a maximum height of (~~(forty (40))~~) 40 feet.

c. The maximum height for any portion of a wall, marquee, under-marquee, or canopy sign shall be (~~(twenty (20))~~) 20 feet or the height of the cornice of the structure to which the sign is attached, whichever is greater.

d. No portion of a roof sign shall:

(1) Extend beyond the height limit of the zone for office uses, except that spectator sports facilities with a seating capacity of (~~(forty thousand (40,000))~~) 40,000 or greater and more than one (~~(1))~~ roof level may have up to two (~~(2))~~ identification signs, with the vertical dimension of lettering or characters limited to (~~(twelve (12))~~) 12 feet and a maximum total area for both signs limited to (~~(three thousand (3,000))~~) 3,000 square feet; provided, the sign height does not exceed the highest roof level. One (~~(1))~~ additional identification sign may be applied to each surface of the highest roof level, provided it does not exceed the height of that roof level.

(2) Exceed a height above the roof in excess of the height of the structure on which the sign is located; or

(3) Exceed a height of (~~(thirty (30))~~) 30 feet above the roof measured from a point on the roof line directly below the sign or from the nearest adjacent parapet.

\* \* \*

Section 7. 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 \_\_\_\_\_, 2023, and signed by me in open session in authentication of its passage this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved / returned unsigned / vetoed this \_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Bruce A. Harrell, Mayor

Filed by me this \_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Elizabeth M. Adkisson, Interim City Clerk

(Seal)



**SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
LEG	Ketil Freeman / 48178	NA

*\* 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 land use regulation of home occupations; amending Sections 23.42.050, 23.55.020, 23.55.022, 23.55.028, 23.55.030, and 23.55.036 of the Seattle Municipal Code to establish permanent provisions for home occupation businesses.

**Summary and Background of the Legislation:** The proposed legislation would make permanent some of the interim development controls for home occupations temporarily codified during the COVID pandemic through Ordinance 126293.

Proposed amendments to Section 23.42.050, which governs home occupations, would:

1. Eliminate the requirement that customer visits are by appointment only;
2. Eliminate restrictions on the visibility of the home occupation from the exterior of a structure and allow interior and exterior alterations of structures that would accommodate home occupations so long as development standards are met;
3. Allow home occupations to be conducted in outdoor areas, while retaining provisions (with clarifications) that would continue to prohibit negative spillover impacts such as noise, odor, dust, light and glare;
4. Eliminate a limit of two employees who are not residents;
5. Allow for increases in on-street parking congestion or traffic in the vicinity related to home occupation uses, except for automotive retail sales and services uses;
6. Clarify that a home occupation-related vehicle may park anywhere that parking is permitted on the lot, including required parking spaces;
7. Prohibit a home occupation from being a drive-in business;
8. Increase the number of allowable vehicles for home-occupation use at the site from 2 to 3;
9. Clarify that the limit of number of vehicles refers to the number of vehicles at the home occupation site and not to other vehicles that are not at the site;
10. Eliminate a limit on the number of daily deliveries allowed to a site. The current limit is one per weekday and zero on weekends and holidays.

Proposed amendments to sign regulations in Chapter 23.55 would:

11. Allow one sign up to 5 square feet (720 square inches) bearing the name of the home occupation, an increase from the prior limit of 64 square inches.

## 2. CAPITAL IMPROVEMENT PROGRAM

**Does this legislation create, fund, or amend a CIP Project?**  Yes  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.

## 3. SUMMARY OF FINANCIAL IMPLICATIONS

**Does this legislation amend the Adopted Budget?**  Yes  No

If there are no changes to appropriations, revenues, or positions, please delete the table below.

**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 legislation provides more flexibility for home occupations. This could lead to an increase in home occupations. Home occupations are regulated by performance standards and do not require a land use permit. If conflicts arise between new and existing home occupations and near neighbors, there could be an increase in complaints and enforcement activity by the Seattle Department of Construction and Inspections (SDCI). Expenditures for investigations of complaints that do not lead to notices of violations are funded through the General Fund.

**Are there financial costs or other impacts of *not* implementing the legislation?**

No.

## 4. OTHER IMPLICATIONS

- a. **Does this legislation affect any departments besides the originating department?**  
Yes, the Seattle Department of Construction and Inspections and the Office of Economic Development.
- b. **Is a public hearing required for this legislation?**  
A public hearing is required with 30-days advance notice in the Land Use Information Bulletin and Daily Journal of Commerce.
- c. **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**  
Yes, hearing notice is required in the Daily Journal of Commerce.
- d. **Does this legislation affect a piece of property?**  
This legislation modifies regulations for home occupations, which are allowed in all residential zones.

- 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 proposed legislation may increase the number of home occupations. This could include increase business incubation and entrepreneurship by residents who are black, indigenous, or people of color.
- f. Climate Change Implications**
- 1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**  
No.
  - 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.**  
No.
- 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)?**  
Not applicable.

**Summary Attachments (if any):**



Legislation Text

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**File #:** CB 120587, **Version:** 1

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**CITY OF SEATTLE**

**ORDINANCE \_\_\_\_\_**

**COUNCIL BILL \_\_\_\_\_**

AN ORDINANCE relating to environmental review; amending Section 25.05.800 of the Seattle Municipal Code to update categorical exemptions for “infill” development consistent with changes to the State Environmental Policy Act.

WHEREAS, in 2003, regulations governing the State Environmental Policy Act (SEPA) categorical exemptions for infill development was enacted by the state of Washington to encourage growth consistent with the Growth Management Act (chapter 36.70A RCW); and

WHEREAS, RCW 43.21C.229 authorizes cities planning under RCW 36.70A.040 to establish categorical exemptions from the State Environmental Policy Act (RCW 43.21C) that differ from the exemptions in RCW 43.21.C.110(1)(a); and

WHEREAS, under RCW 43.21C.229, the infill development categorical exemptions are allowed to be applied by local governments within an urban growth area, when the environmental impacts of such exemptions have been considered, when the City’s comprehensive plan has received environmental review in the form of an environmental impact statement, and where current density and intensity for growth areas are lower than called for in the City’s comprehensive plan; and

WHEREAS, in 2016, pursuant to the provisions of RCW 43.21C.229, The City of Seattle adopted infill development exemptions for urban centers that were higher than the categorical exemptions that the Washington State Department of Ecology (Ecology) had promulgated pursuant to RCW 43.21C.110; and

WHEREAS, in 2022, Ecology adopted new and higher infill development exemptions by rule pursuant to RCW

43.21C.110 for urban areas, and The City of Seattle wishes to recognize those limits in its SEPA regulations; and

WHEREAS, development in Downtown Seattle has exceeded the growth estimates adopted for the Urban Center, and the current exemptions in Seattle's regulations are unreasonably low; and

WHEREAS, the City has the opportunity to update its regulations for Downtown Seattle to make sure that development in the Downtown Urban Center does not need to undertake lengthy and costly environmental review in cases where other regulations will appropriately mitigate impacts of that development; NOW, THEREFORE,

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. The City Council finds and declares:

A. Infill development categorical exemptions are authorized by the State, and have been effective as a factor to encourage new development to locate within urban areas consistent with the City's Comprehensive Plan.

B. Environmental analysis, protection, and mitigation for impacts to elements of the environment are adequately addressed through existing codes and regulations as demonstrated in Attachment 1 to this ordinance.

C. Seattle Municipal Code subsection 25.05.800.B.7 requires that buildings that may have historical significance be reviewed by the City's Department of Neighborhoods whether or not proposed development exceeds SEPA thresholds set forth elsewhere in Section 25.05.800.

Section 2. Section 25.05.800 of the Seattle Municipal Code, last amended by Ordinance 126509, is amended as follows:

**25.05.800 Categorical exemptions**

The proposed actions contained in this Section 25.05.800 are categorically exempt from threshold determination and environmental impact statement requirements, subject to the rules and limitations on categorical exemptions contained in Section 25.05.305.

A. Minor new construction; flexible thresholds

1. The exemptions in this subsection 25.05.800.A apply to all licenses required to undertake the construction in question. To be exempt under this Section 25.05.800, the project shall be equal to or smaller than the exempt level. For a specific proposal, the exempt level in subsection 25.05.800.A.2 shall control. If the proposal is located in more than one city or county, the lower of the agencies' adopted levels shall control, regardless of which agency is the lead agency. The exemptions in this subsection 25.05.800.A apply except when the project:

- a. Is undertaken wholly or partly on lands covered by water;
- b. Requires a license governing discharges to water that is not exempt under RCW

43.21C.0383;

- c. Requires a license governing emissions to air that is not exempt under RCW

43.21C.0381 or WAC 197-11-800(7) or 197-11-800(8); or

- d. Requires a land use decision that is not exempt under subsection 25.05.800.F.

2. The following types of construction are exempt, except when undertaken wholly or partly on lands covered by water:

- a. The construction or location of residential or mixed-use development containing no more than the number of dwelling units identified in Table A for 25.05.800 ((below)):

<b>Table A for 25.05.800 Exemptions for residential uses</b>			
<b>Zone</b>	<b>Number of exempt dwelling units</b>		
	<b>Outside urban centers and urban villages</b>	<b>Within urban centers and urban villages where growth estimates have not been exceeded</b>	<b>Within urban centers and urban villages where growth estimates have been exceeded</b>
NR and RSL	4	4	4
LR1	4	200 <sup>1</sup>	20
LR2	6	200 <sup>1</sup>	20
LR3	8	200 <sup>1</sup>	20

NC1, NC2, NC3, C1, and C2	4	200 <sup>1</sup>	20
MR, HR, and Seattle Mixed zones	20	200 <sup>1</sup>	20
MPC-YT	NA	30 <sup>1</sup>	20
Downtown zones	NA	250 <sup>1</sup>	<del>((20))</del> <u>200</u>
Industrial zones	4	4	4

Footnotes to Table A for 25.05.800 NA = not applicable Urban centers and urban villages are identified in the Seattle Comprehensive Plan <sup>1</sup> Pursuant to RCW 43.21C.229, new residential development or the residential portion of new mixed-use development located in an urban center or in an urban village is categorically exempt from the State Environmental Policy Act, unless the Department has determined that residential growth within the urban center or village has exceeded exemption limits for the center that the Department has established pursuant to subsection 25.05.800.A.2.i.

b. The construction of a barn, loafing shed, farm equipment storage building, produce storage or packing structure, or similar agricultural structure, covering 10,000 square feet or less, and to be used only by the property owner or the property owner's agent in the conduct of farming the property. This exemption does not apply to feed lots;

c. The construction of office, school, commercial, recreational, service, or storage buildings, containing no more than the gross floor area listed in Table B for 25.05.800 (~~below~~):

Zone	Exempt area of use (square feet of gross floor area)		
	Outside urban centers and hub urban villages	Within urban centers and hub urban villages where growth estimates have not been exceeded	Within urban centers and hub urban villages where growth estimates have been exceeded
NR, RSL, and LR1	4,000	4,000	4,000
LR2 and LR3	4,000	12,000 <sup>1</sup> or 30,000 <sup>2</sup>	12,000
MR, HR, NC1, NC2, and NC3	4,000	12,000 <sup>1</sup> or 30,000 <sup>2</sup>	12,000
C1, C2, and Seattle Mixed zones	12,000	12,000 <sup>1</sup> or 30,000 <sup>2</sup>	12,000
Industrial zones	12,000	12,000	12,000
MPC-YT	NA	12,000	12,000
Downtown zones	NA	<del>((12,000<sup>1</sup> or))</del> 30,000 <del>((<sup>2</sup>))</del>	<del>((12,000))</del> <u>30,000</u>

Footnotes to Table B for 25.05.800 NA = not applicable Urban centers and urban villages are identified in the Seattle Comprehensive Plan <sup>1</sup> New non-residential development that is not part of a mixed-use development and that does not exceed 12,000 square feet in size is categorically exempt from the State Environmental Policy Act (SEPA). <sup>2</sup> Pursuant to RCW 43.21C.229, new non-residential development that does not exceed 30,000 square feet and that is part of a mixed-use development located in an urban center or in a hub urban village is categorically exempt from SEPA, unless the Department has determined that employment growth within the urban center or village has exceeded exemption limits for the center that the Department has established pursuant to subsection 25.05.800.A.2.i.

d. The construction of a parking lot designed for 40 or fewer automobiles, as well as the addition of spaces to existing lots up to a total of 40 spaces;

e. Any fill or excavation of 500 cubic yards or less throughout the total lifetime of the fill or excavation; and any excavation, fill, or grading necessary for an exempt project in subsections 25.05.800.A.2.a, 25.05.800.A.2.b, 25.05.800.A.2.c, or 25.05.800.A.2.d shall be exempt;

f. Mixed-use construction, including but not limited to projects combining residential and commercial uses, is exempt if each use, if considered separately, is exempt under the criteria of subsections 25.05.800.A.2.a through 25.05.800.A.2.d, unless the uses in combination may have a probable significant adverse environmental impact in the judgment of an agency with jurisdiction (see subsection 25.05.305.A.2.b);

g. In zones not specifically identified in this subsection 25.05.800.A, the standards for the most similar zone addressed by this subsection 25.05.800.A apply;

h. For the purposes of this subsection 25.05.800.A, "mixed-use development" means development having two or more principal uses, one of which is a residential use comprising 50 percent or more of the gross floor area;

i. To implement the requirements of Table A for 25.05.800 and Table B for 25.05.800, the Director shall establish implementation guidance by rule for how growth is measured against exemption limits and how changes to thresholds will occur if exemption limits are reached. The exemption limits shall consist of the growth estimates established in the Comprehensive Plan for a given area, minus a "cushion" of ten percent



to assure that development does not exceed growth estimates without SEPA review; and

j. The Director shall monitor residential and employment growth and periodically publish a determination of growth for each urban center and urban village. Residential growth shall include, but need not be limited to, net new units that have been built and net new units in projects that have received a building permit but have not received a certificate of occupancy. Per implementation guidance established by rule, if the Director determines that exemption limits have been reached for an urban center or urban village subsequent development will be subject to the lower thresholds as set forth in Table A for 25.05.800 and Table B for 25.05.800.

\* \* \*

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 \_\_\_\_\_, 2023, and signed by me in open session in authentication of its passage this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved / returned unsigned / vetoed this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Bruce A. Harrell, Mayor

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

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Anne Frantilla, Interim City Clerk

(Seal)

**Attachments:**

Attachment 1 - Summary of environmental protections in other codes and rules for each of SEPA's elements of the environment

**Summary of environmental protections in other codes and rules for each of SEPA’s elements of the environment**

The bill adjusts State Environmental Policy Act (SEPA) thresholds to allow projects in Downtown Seattle to be categorically exempt from review under SEPA if they contain less than 200 residential units<sup>1</sup> or less than 30,000 square feet of non-residential space.<sup>2</sup> Projects of this size that include at least 40 parking spaces or are over water would still be subject to SEPA review.

Of the residential projects that applied for Master Use Permits in the last ten years in Downtown Seattle which proposed between 100 and 250 units, only one provided less than 40 parking spaces. All others were subject to SEPA. The one residential project with more than 100 units that did not include parking participated in the “[Living Building Challenge](#)” pursuant to Seattle Municipal Code (SMC) [23.40.060](#) and will exceed the City’s energy, wastewater, and other environmental requirements. Some other residential projects with fewer than 100 units proposed sufficient non-residential space to require environmental review under SEPA. The smallest projects did not exceed the threshold and therefore were not subject to SEPA. The only SEPA conditions applied to residential or mixed-use projects were related to construction impacts. The City did not impose any long-term SEPA conditions.

There were no solely non-residential projects in Downtown Seattle that included between 12,000 and 30,000 square feet of non-residential space over the last ten years. Looking at the projects with less than 100,000 square feet, most had no conditioning or mitigation under SEPA. The three that were conditioned only had conditions related to short-term construction impacts.

The following table shows how the elements of the environment that are analyzed under SEPA are addressed by other existing City, State and Federal codes and rules.

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<sup>1</sup> The current threshold is 20 units, a threshold of 250 units would apply if Downtown Seattle had not exceeded the amount of housing growth the Comprehensive Plan estimated to occur Downtown between 2015 and 2035.

<sup>2</sup> The current threshold is 12,000 square feet of non-residential space. A threshold of 30,000 square feet would apply if Downtown Seattle had not exceeded the amount of job growth the Comprehensive Plan estimated to occur Downtown between 2015 and 2035.

Table 1

<b>SEPA Authority by Element of the Environment</b> (from 25.05.444)	<b>How Addressed by Other Codes/Rules*</b>
<b>Air Quality</b>	<ul style="list-style-type: none"> <li>• Regional air quality oversight addresses policies and rules on air quality attainment status on a neighborhood or sub-area basis. Additional authority provided by Puget Sound Clean Air Agency (PSCAA), Environmental Protection Agency, Clean Air Act, and the state Department of Ecology. The energy code prohibits the use of natural gas heating in new buildings taller than three stories.</li> </ul>
<b>Construction Impacts - Air Quality</b>	<ul style="list-style-type: none"> <li>• Building code contains provisions for the removal of hazardous and combustible materials (Section 3303).</li> <li>• PSCAA rules and best practices apply to mitigate impacts from fugitive dust and other potentially hazardous demolition waste materials, such as lead.</li> <li>• PSCAA permit required for asbestos removal and includes survey and mitigation measures for dust control techniques and use of toxic air control technologies.</li> </ul>
<b>Construction Impacts – Noise</b>	<ul style="list-style-type: none"> <li>• Noise Code sets a limit of 7 PM on noisy work in most zones in or near residential areas (25.08.425), includes LR, MR, HR, NC, RC zones.</li> <li>• Noise Code includes daytime/nighttime noise level limits (25.08.410-425)</li> <li>• Major Public Project Construction Noise Variance (25.08.655)</li> </ul>
<b>Construction Impacts – Parking/Traffic/Streets/ Pedestrian Safety</b>	<ul style="list-style-type: none"> <li>• Street Use and Traffic Codes (Titles 15 &amp; 11) contain authority to regulate:               <ul style="list-style-type: none"> <li>○ Pedestrian safety measures,</li> <li>○ Street and sidewalk closures,</li> <li>○ Truck traffic timing and haul routes, and</li> <li>○ Any planned use of the street for construction purposes (material, equipment storage).</li> </ul> </li> <li>• Land Use Code (23.42.044) includes authority to manage construction-related parking.</li> </ul>
<b>Earth/Environmentally Critical Areas /Water Quality/ Drainage/ Plants and Animals</b>	<ul style="list-style-type: none"> <li>• Environmentally Critical Area Code includes mitigation for landslide hazards, steep slopes, unstable soils, wetlands, flood prone and fish/wildlife habitat areas (25.09). Consistent with RCW</li> </ul>

<b>SEPA Authority by Element of the Environment</b> (from 25.05.444)	<b>How Addressed by Other Codes/Rules*</b>
	<p>Ch. 36.70A and WAC Ch. 365-190 guidance (also ref: Wash. Dept. of Commerce 2018 Critical Areas Handbook).</p> <ul style="list-style-type: none"> <li>• Seattle’s Building and Construction codes include provisions that regulate development in seismic hazard areas.</li> <li>• In addition, the Stormwater, Grading &amp; Drainage ordinances and Shoreline regulations (Chapter 23.60A) include environmental &amp; water quality protections, to meet applicable State guidance that includes: the 2019 Stormwater Management Manual for Western Washington, and State Shoreline Master Program guidelines (WAC 173-26). Development over water is not categorically exempt, and SEPA will continue to apply to development in the Shoreline district.</li> </ul>
<b>Energy</b>	<ul style="list-style-type: none"> <li>• Energy Codes required by the City and the State mandate high levels of energy efficiency.</li> <li>• City Light utility system improvements, if any, are required to provide service to new development. This can include local improvements and at distances from sites if the needs warrant such improvements.</li> <li>• Various City policies, programs and rules address energy conservation and efficient building designs (LEED; Energy Star).</li> </ul>
<b>Environmental Health</b>	<ul style="list-style-type: none"> <li>• Federal, state and regional regulations are the primary means of mitigating risks associated with hazardous and toxic materials.</li> <li>• Regulations for telecommunications facilities in the Land Use Code also apply within this category.</li> </ul>
<p><b>Housing</b></p> <p><i>SEPA authority is narrowly defined: “Compliance with legally valid City ordinance provisions relating to housing relocation, demolition and conversion shall constitute compliance with this [SEPA] housing policy.” SMC 25.05.675.1.2.c.</i></p>	<ul style="list-style-type: none"> <li>• Land Use, housing and building maintenance, and other codes include provisions to encourage housing preservation, especially for low-income persons; as well as tenant relocation assistance, and incentives for affordable housing.</li> <li>• Low-income housing preservation is a high-priority for City public projects and programs, per SEPA policy (25.05.675.1.1.b.4).</li> <li>• “Mandatory Housing Affordability” affordable housing impact mitigation programs for commercial and residential development (Chapters 23.58B and 23.58C).</li> </ul>

<b>SEPA Authority by Element of the Environment</b> (from 25.05.444)	<b>How Addressed by Other Codes/Rules*</b>
<b>Historic Preservation/ Archaeological Sites</b>	<ul style="list-style-type: none"> <li>• Landmarks Preservation Ordinance remains in place for landmark preservation (Chapter 25.12)</li> <li>• Existing policy and practices are in place for SDCI to refer permit applicants to the City Historic Preservation Officer (CHPO) for potential survey and landmark nomination. These include requirements under Table A for Footnote (1) for 25.05.800.B.6. and 25.05.800.B.7 that require review by the CHPO when additions, modifications, demolition or replacement of structures in Downtown Seattle with more than 20 units or more than 4,000 square feet of non-residential space are proposed.</li> <li>• SDCI Director’s Rule 2-98: Clarification of State Environmental Policy Act (SEPA) Historic Preservation Policy for potential archaeologically significant sites and requirements for archeological assessments</li> <li>• Federal and state regulations address protection of cultural/archaeological resources (including RCW Chapters 27.34, 27.53, 27.44, 79.01 and 79.90 RCW; and WAC Chapter 25.48).</li> </ul>
<b>Land Use/Height, Bulk &amp; Scale/Shadows on Open Spaces</b>	<ul style="list-style-type: none"> <li>• Design Review process applies at various thresholds and provides the venue for addressing these topics (Chapter 23.41). With recent adjustments, Design Review now applies to a greater range of locations and developments, which may depend on surrounding property context. In the densest Downtown zones (DOC1, DOC2 and DMC) design review is required for buildings with at least 50,000 square feet, in other Downtown zones design review is required for buildings with at least 20,000 square feet. This is equivalent to a 40 unit or smaller building in the lower-density Downtown zones or 100 unit or smaller building in the higher-density Downtown zones.</li> <li>• Land Use Code development standards address the scale of development and other aspects related to compatibility.</li> </ul>
<b>Light and Glare</b>	<ul style="list-style-type: none"> <li>• Land Use Code screening and landscaping, lighting directional/shielding standards provide mitigation.</li> <li>• Design Review can address this topic as well.</li> </ul>
<b>Noise</b>	<ul style="list-style-type: none"> <li>• Noise Control Code provides for daytime and nighttime noise limits, and authority to mitigate impacts related to exceeding noise level limits and specific noise generating activities.</li> </ul>

<b>SEPA Authority by Element of the Environment</b> (from 25.05.444)	<b>How Addressed by Other Codes/Rules*</b>
<p><b>Public Services and Facilities/Utilities</b></p>	<ul style="list-style-type: none"> <li>• Authority for requiring utility improvements and using building features that reduce demand for utilities is identified in rules, codes and policies and are applied during permitting reviews. These include construction codes including the Seattle Building Code, Seattle Electrical Code, Seattle Energy Code, and Seattle Fuel Gas Code (see 22.101.010); the Seattle Plumbing Code (Chapter 22.502), and the Stormwater Code (Chapter 22.800) and rules promulgated by the Seattle Department of Construction and Inspections, Seattle Public Utilities, and Seattle City light pursuant to those codes. This includes water, sewer, storm drain &amp; electrical system improvements.</li> <li>• Permit applications are referred to other departments for input, if facilities or services might be affected, such as police or fire protection.</li> <li>• Public service and utility impact analyses to address growth impacts are addressed through area planning initiatives in conjunction with supporting area-wide SEPA reviews, as is done for subarea rezones.</li> </ul>
<p><b>Public View Protection</b></p> <p><i>Applies to public views from designated public viewpoints, parks, scenic routes and view corridors to features such as mountains, skyline &amp; water. Does not apply to views from private property.</i></p>	<ul style="list-style-type: none"> <li>• Design Review can address individual development view impact consideration and mitigation.</li> <li>• View considerations, such as along specific streets, are commonly addressed during area planning and rezoning efforts. Commonly used approaches include height limits and upper-level setbacks incorporated into new zoning. In Downtown Seattle setbacks are required to preserve key view corridors.</li> </ul>
<p><b>Traffic and Transportation</b></p>	<ul style="list-style-type: none"> <li>• Land Use Code requires transportation study &amp; mitigation (Chapter 23.52) for projects in Downtown Seattle with more than 81 residential units that are no longer subject to SEPA.</li> <li>• Per Section 23.52.004 citywide level-of-service standards, new development of certain size in certain locations must include action to help achieve single-occupant-vehicle reduction target, by geographic sector.</li> <li>• Street use permitting (15.04, 11.16) &amp; Right of Way Improvements Manual include mitigation authority for: access point control, street/ intersection configuration, bike parking and signage.</li> </ul>

<b>SEPA Authority by Element of the Environment</b> (from 25.05.444)	<b>How Addressed by Other Codes/Rules*</b>
	<ul style="list-style-type: none"> <li>• Projects with 40 parking spaces or more are required to be analyzed under SEPA.</li> </ul>

\*All citations are Seattle Municipal Code, unless indicated. RCW = Revised Code of Washington. WAC = Washington Administrative Code.



**SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
Legislative	Lish Whitson/206-615-1674	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 environmental review; amending Section 25.05.800 of the Seattle Municipal Code to update categorical exemptions for “infill” development consistent with changes to the State Environmental Policy Act.

**Summary and Background of the Legislation:** This bill amends the City’s Environmental Policies and Procedures to increase the size of development in Downtown Seattle that is exempt from review under the State Environmental Policy Act (SEPA) to reflect changes to State law. Because, Downtown Seattle has reached its 20-year estimated growth under the Comprehensive Plan, Seattle’s current SEPA regulations require environmental review for residential projects up to 20 units, or non-residential projects that are 12,000 square feet or smaller. Consistent with SEPA and its regulations, this bill would raise those levels to exempt projects up to 200 units, and non-residential projects that are 30,000 square feet or smaller. Attachment 1 to the bill summarizes how the environmental impacts of development Downtown are currently mitigated through other regulations.

**2. CAPITAL IMPROVEMENT PROGRAM**

**Does this legislation create, fund, or amend a CIP Project?**      \_\_\_ Yes \_\_\_ **X** No

**3. SUMMARY OF FINANCIAL IMPLICATIONS**

**Does this legislation amend the Adopted Budget?**      \_\_\_ Yes \_\_\_ **X** 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?**

If not approved, more housing projects in Downtown Seattle would have to submit environmental checklists as part of their application, increasing the time that the Seattle Department of Construction and Inspections (SDCI) takes to review the project. If the environmental documents are appealed, the time required to staff the appeal can be significant. Those costs would be reduced, as would permit fees collected to compensate staff for their time to review the checklist as part of the development application.

**Are there financial costs or other impacts of *not* implementing the legislation?**  
See above.

#### 4. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?**  
SDCI reviews SEPA environmental documents, as described above.
- b. Is a public hearing required for this legislation?**  
The Land Use Committee will hold a public hearing on June 14, 2023.
- c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**  
Notice was provided in the Daily Journal of Commerce (DJC).
- d. Does this legislation affect a piece of property?**  
This legislation affects all properties in the Downtown Urban Center where a residential project with up to 200 units or a non-residential project with up to 30,000 square feet of space is proposed.
- 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 Downtown Urban Center includes the Chinatown/International District (CID). The entire CID is within the International Special Review District (ISRD) and projects within the ISRD are reviewed by the community elected ISRD board. However, there would be less opportunity for review and comment on projects with between 21 and 200 units than under the current code. After reviewing recent development with up to 300 units in Downtown very few projects were required to provide mitigation beyond mitigation of construction impacts, which are addressed by the current building and construction codes.
- f. Climate Change Implications**
- 1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?** Households in dense neighborhoods are likely to produce less carbon on a per capita basis than households in less dense neighborhoods. Encouraging development in Downtown Seattle and other dense neighborhoods is one of the City's strategies for reducing carbon emissions.
  - 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.** No
- 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)?** Not applicable

Summary Attachments (if any): None



Legislation Text

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**File #:** Res 32094, **Version:** 1

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**CITY OF SEATTLE**

**RESOLUTION \_\_\_\_\_**

A RESOLUTION concerning wage equity for non-profit human services workers; expressing the City Council's intent to consider increasing human services contracts to support wage equity in collaboration with other funders; and requesting information and action from the Executive to advance human services workers wage equity.

WHEREAS, the Human Services Department (HSD) connects people with resources and solutions during times of need; and

WHEREAS, HSD contracts with more than 170 community-based partners that work together to build the infrastructure to provide services that strengthen Seattle's communities and achieve the vision of a just and thriving society; and

WHEREAS, partnerships with community-based organizations allow HSD to serve thousands of vulnerable neighbors every year, including to prepare youth for success, support affordability and livability, support safe communities, address homelessness, promote public health, and promote healthy aging; and

WHEREAS, non-profit and government leaders connect low wages to problems with hiring and retaining employees to perform crucial human services work; and

WHEREAS, the Seattle Human Services Coalition (SHSC) states that it is increasingly difficult for human services workers to live in our communities and stay in human services jobs due to low wages, resulting in high turnover, extreme difficulty in recruiting, additional recruitment and training costs, soaring costs in overtime, lost productivity, and the disruption of relationships between providers and program participants which are essential for successful outcomes; and

WHEREAS, the Five Year Plan for the King County Regional Housing Authority (Authority) states that an

informal survey of the five largest homelessness services providers revealed 300 vacant positions and that low wages paid to direct service staff are believed to be one of the most substantial reasons for the vacancies; and

WHEREAS, providers also reported to the Authority that recruitment and retention problems impact their ability to spend down contracted funds; and

WHEREAS, the Seattle Office of Housing reports that permanent supportive housing providers are seeing much higher rates of unfilled positions compared to all industries at a national and state level; and

WHEREAS, staffing shortages at non-profit organizations have been severe enough to restrict the City's capacity to open new housing units, including those serving people exiting homelessness; and

WHEREAS, in November 2015 the Mayor issued a Proclamation of Civil Emergency related to homelessness and the City must prioritize helping people experiencing homelessness to become housing-ready and moving them into temporary or permanent housing; and

WHEREAS, in 2019, the City enacted Ordinance 125865 establishing Seattle Municipal Code Section 3.20.060 to require annual inflationary adjustments for HSD-administered human services contracts to reflect actual operating costs (including wages), unless explicitly prohibited by or otherwise incompatible with requirements of the funding source, because the City found that human services agencies have challenges maintaining services due to vacancies, turnover rates, low wages, and increasing costs; and

WHEREAS, in the 2022 Adopted Budget, Council included \$600,000 to HSD for a study analyzing the comparable worth of human services jobs as compared to jobs in different fields that require similar skills, education and difficulty; and

WHEREAS, HSD contracted with the University of Washington to conduct a Wage Equity Study for non-profit human services workers; and

WHEREAS, beginning in August 2022 and continuing through February 2023, the University of Washington project team met regularly with a steering committee convened by the Seattle Human Services

Coalition, which included City stakeholders, leaders of Seattle and King County-based non-profit agencies that provide a range of human services, and local and national policy experts; and

WHEREAS, the University of Washington published the Wage Equity Study in February 2023; and

WHEREAS, the Wage Equity Study found that holding constant worker characteristics such as education level or age, median annual pay for human services workers in the non-profit sector is 37 percent lower than in non-care industries; and closing a 37 percent wage equity gap would require a 59 percent increase in wages; and

WHEREAS, the Wage Equity Study found that workers who leave the human services industry for a job in a different industry see a net pay increase of seven percent a year later (relative to workers who stay in human services) after accounting for observable worker and employer characteristics; and

WHEREAS, the Wage Equity Study included a job evaluation that demonstrated that the gaps revealed in the market analysis between human services workers and workers in other industries do not reflect lower pay because human services work is easier, less skilled, or less demanding than other jobs; and

WHEREAS, the Wage Equity Study found that just under half (48 percent) of human services workers in King County were employed in the non-profit sector and much of this work is performed under contracts with local, county, and state governments to deliver services to residents; and

WHEREAS, the Wage Equity Study found that women are over-represented in the human services industry, making up almost 80 percent of human services workers, and Black/African American workers are almost three times as likely to work in human services as they are to work in non-care industries; and

WHEREAS, the Wage Equity Study found that today's human services workers face lower wages because industry wages have carried forward historic gender and racial discrimination, including discrimination associated with cultural devaluation of skills and commitments of people of color that shows up in lower wages; and

WHEREAS, since 2022 the SHSC has convened a Wage Equity Funding Roundtable with the goal of bringing

public and private human services funders and providers together to collaboratively chart a path toward wage equity and includes representatives from HSD, King County Department of Community and Human Services, large philanthropic organizations such as Ballmer Group, Gates Foundation, Seattle Foundation and United Way and several small and midsize foundations; and

WHEREAS, King County's Best Starts for Kids Levy is providing \$5 million per year through 2027 to fund a Childcare Workforce Demonstration Project to increase the wages for 1,400 low-wage childcare workers and study the impacts of these wage boosts; and

WHEREAS, King County's proposed Veterans, Seniors, and Human Services Levy would require, if approved by King County voters, that the implementation plan identify and describe the levy strategies to stabilize the nonprofit regional health and human services workforce; and

WHEREAS, King County's Crisis Care Center (CCC) Levy has assumed operating CCC staff wages would be funded at 20 percent above the current average staff wage at King County's only comparable crisis facility and also assumes an additional \$20 million to invest in strategies such as subsidizing staff insurance costs, funding costs of certifications, or subsidizing caregiver costs like childcare or eldercare for staff; and

WHEREAS, the Seattle Office of Housing released a \$25 million Request for Interest for 2023 to pay for workforce stabilization, maintenance, and operating expenses in existing permanent supportive housing buildings; and

WHEREAS, the proposed 2023 Seattle Housing Levy would, if approved by Seattle voters, include \$122 million to pay for operating, maintenance and services expenses, including workforce stabilization, in new and existing permanent supportive housing buildings and the Executive has proposed \$282 million in Jumpstart Funding between 2024-2030 for the same purpose; and

WHEREAS, the 2023-2025 State Operating Budget increased homeless service provider contracts by \$45 million, a 6.5 percent increase, and prioritized the funds for stabilization of the homeless service

provider workforce; and

WHEREAS, the 2023-2025 State Operating Budget provided a 15 percent Medicaid rate increase for behavioral health providers to help address many of the state’s current behavioral health workforce issues; and

WHEREAS, the 2024 Endorsed Budget includes appropriations of \$209 million to HSD for human services contracts and reflects an inflationary adjustment of 6.7 percent; and

WHEREAS, approximately 80 to 100 percent of HSD-administered human services contracts are for human services worker wages; and

WHEREAS, the Council recognizes the following principles: when human services workers are paid well below the market rate for jobs with similar worth or value it becomes increasingly hard for such workers to live in Seattle’s communities and stay in human services jobs; pay inequities contribute to high turnover rates that in turn disrupt the relationships between human services workers and participants that are essential for successful outcomes; and equitable pay helps maintain a stable workforce and ensure that necessary services remain available to communities; NOW, THEREFORE,

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE THAT:**

Section 1. The Council acknowledges its inherent responsibility to make a meaningful contribution towards achieving wage equity for non-profit human services workers, who perform critical and essential work serving Seattle’s most vulnerable populations.

Section 2. The Council recognizes the short-term and long-term recommendations contained in the University of Washington’s (UW) Wage Equity Study, without committing itself to all of them.

A. The Wage Equity Study recommends that by 2025 non-profit human services organizations and their governmental and non-governmental funders should increase human services workers’ wages by at least seven percent beginning in the next one to two years. This amount represents a starting point for the minimum increase needed immediately to reduce the number of workers leaving human services posts for significantly

higher-paying jobs in other industries. Additionally, these same entities should make adjustments for inflation separate from wage equity adjustments, build in future inflation adjustments, maintain or improve non-wage benefits and job characteristics throughout the wage equity increase process and consider wage increases as a necessary part of ongoing racial and gender equity work in the City and King County.

B. The Wage Equity Study recommended that by 2030 there be substantial wage increases for non-profit human services workers to align with those of workers doing comparable work in other sectors and industries, that a salary grade system and minimum pay standards based on job characteristics be established and that public contracts be used to further wage equity.

Section 3. The Council recognizes that fully addressing the wage equity gap will take a combined effort from all funders, including Seattle, King County, Washington State, the federal government, and private philanthropy.

A. The Council requests that the Executive continue to participate in the Seattle Human Services Coalition's convening of public and private funders to develop strategies for addressing wage equity across all funding streams, with the goal of partner funders committing to wage equity goals by September 26, 2023, to assist Council's consideration of City funding contributions during 2024 budget deliberations, to the extent that sufficient revenues are available after considering revenue forecasts; and

B. The Council requests that the Executive work collaboratively with Council, external partners, and other jurisdictions to focus workforce investments on increasing worker wages, including those in the Crisis Care Center Levy, proposed Seattle Housing Levy, and proposed Veterans, Seniors, and Human Services Levy.

Section 4. The Council intends to consider recommendations to increase funding for contracts administered by the Human Services Department (HSD) by seven percent by 2025, including pass-through contracts to the King County Regional Homelessness Authority, for purposes of addressing the UW Wage Equity Study recommendation to take immediate action to reduce the wage equity gap for non-profit human services workers, to the extent sufficient revenues are available for this purpose.



Section 5. The Council may consider wage equity increases to HSD-administered contracts in 2026 and beyond to make additional progress on achieving wage equity.

Section 6. The Council intends to consider any wage equity increases to HSD-administered contracts to be in addition to inflationary adjustments required under Seattle Municipal Code (SMC) Section 3.20.060.

Section 7. The Council may consider additional actions for addressing the wage gap for human services workers upon reviewing HSD's response to Statement of Legislative Intent (SLI) HSD-300-A-002-2003, which is due on June 20, 2023. This SLI requested HSD to report on the impacts of the required annual inflationary adjustments under SMC 3.20.060, recommendations for changes, if any, to regulations requiring annual inflationary adjustments, recommendations for strategies to address the staffing shortage among human services providers; and recommendations for potential funding sources to increase human services wages for workers.

Section 8. The Council intends that any increase to contracts administered by HSD for purposes of wage equity would be used to increase worker wages. Therefore, the Council requests that HSD develop a plan for incorporating wage equity into the evaluation of Requests for Proposals received by HSD, executed contracts, reporting and annual contract monitoring.

Section 9. The Council understands that other City departments may administer human services contracts and requests those departments to consider wage equity increases and inflationary adjustments when renewing or renegotiating human services contracts. The Council requests that the City Budget Office work in collaboration with Central Staff, the Department of Early Learning, the Office of Labor Standards, the Department of Neighborhoods, the Office of Immigrant and Refugee Affairs, and any other departments that administer human services contracts to:

- A. Determine other contracts that meet the criteria for human services work, using SMC 3.20.050 as a starting point for determining the criteria for a human services contract;
- B. Determine the total number and amount of those contracts; and
- C. Submit a report with this information to the Council's committee overseeing human services by April

1, 2024.

Section 10. The Council recognizes that given the current economic forecast identifying funding for wage equity increases may require other policy and spending trade-offs.

Adopted by the City Council the \_\_\_\_\_ day of \_\_\_\_\_, 2023, and signed by me in open session in authentication of its adoption this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Anne Frantilla, Interim City Clerk

(Seal)

**SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
LEG	Jennifer LaBrecque	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:** A RESOLUTION concerning wage equity for non-profit human services workers; expressing the City Council’s intent to consider increasing human services contracts to support wage equity in collaboration with other funders; and requesting information and action from the Executive to advance human services workers wage equity.

**Summary and Background of the Legislation:**

***Wage Equity Study:***

In February 2023, the University of Washington’s (UW) School of Social Work published a Wage Equity Study, commissioned by the Human Services Department (HSD). The study consisted of two separate parts. The first part was a market analysis, which compared pay for human services workers and workers in other industries using local, state and federal quantitative employment data while controlling for observable worker characteristics such as age and education level. The second part was a job evaluation, which compared a subset of specific human services jobs to jobs in other industries using in-depth questionnaires and interviews. The job evaluation was a complement to the market analysis in order to determine if any differences in pay were attributable to the underlying nature of human services work as compared to other industries.

The market analysis found that there is a 37 percent wage gap between non-profit human service workers and workers in non-care industries, which it would take a 59 percent wage increase to close. It also found that workers who leave the human services industry for jobs in other industries see a net pay increase of 7 percent a year later. The job evaluation found that the gaps revealed in the market analysis between human services workers and workers in other industries do not reflect lower pay because human services work is easier, less skilled, or less demanding than other jobs.

***Wage Equity Resolution***

This Resolution would state the Council’s acknowledgement of its responsibility to make a meaningful contribution toward achieving wage equity for non-profit human services workers by:

1. Recognizing the short-term and long- term recommendations in the UW Wage Equity Study, which include a recommendation to increase human services worker wages by at least 7 percent by 2025 and to substantially increase wages for non-profit human services workers to align with those of workers doing comparable work in other sectors and industries by 2030.

2. Collaborating with private and public funders to make joint progress on wage equity.
3. Intending to consider recommendations to increase to HSD-administered contracts of 7 percent by 2025 and additional increases in 2026 and beyond, with wage equity adjustments to be in addition to inflationary adjustments.
4. Considering additional actions upon reviewing HSD’s response to Statement of Legislative Intent (SLI) HSD-300-A-002-2003, which is due on June 20, 2023.
5. Requesting a plan from HSD on how the department would incorporate wage equity into the application evaluation and contracting process, in order to help ensure that increases in contracts for purposes of wage equity were used to increase worker wages.
6. Requesting that the Executive consider wage equity increases for human service contracts administered by departments outside of HSD and provide a report with information on those contracts.

**2. CAPITAL IMPROVEMENT PROGRAM**

**Does this legislation create, fund, or amend a CIP Project?**       Yes  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 2028:

**3. SUMMARY OF FINANCIAL IMPLICATIONS**

**Does this legislation amend the Adopted Budget?**       Yes  No

If there are no changes to appropriations, revenues, or positions, please delete the table below.

Appropriation change (\$):	General Fund \$		Other \$	
	2023	2024	2023	2024
Estimated revenue change (\$):	Revenue to General Fund		Revenue to Other Funds	
	2023	2024	2023	2024
Positions affected:	No. of Positions		Total FTE Change	
	2023	2024	2023	2024

**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 Resolution states Council’s intent to consider increasing HSD-administered contracts by 7 percent by 2025 and to consider additional wage equity between 2026-2030 for purposes of advancing wage equity, both of which were recommendations in the UW Wage Equity Study. If the City were to provide a wage equity increase of 3.5 percent in 2024 and 3.5 percent in 2025 the total cumulative cost would be \$22.88 million (\$7.34 million in 2024 and \$15.54 million in 2025.) Costs impacts in 2026 and beyond would depend on the size of the wage equity increase.

**Are there financial costs or other impacts of *not* implementing the legislation?**

Low wages in the non-profit human services sector have multiple impacts, including high levels of staff vacancies and turnover, increased recruiting and retention costs, difficulty in expending contracted funds and providing services and disruption of relationships between workers and program participants which are essential for successful outcomes. These challenges can impede the City’s ability to effectively provide human services for the City’s most vulnerable communities and address critical issues, such as reducing homelessness. Increasing wages would increase the ability of providers to effectively deliver services.

**4. OTHER IMPLICATIONS**

**a. Does this legislation affect any departments besides the originating department?**

The Resolution requests collaboration with the Executive and specific deliverables from HSD and the City Budget Office, including requests that:

- HSD provide a plan on how the department would incorporate wage equity into the evaluation and contracting process,.
- The Executive continue to participate in the Seattle Human Services Coalition convening of public and private funders to develop strategies for addressing wage equity.
- The Executive work with Council to focus workforce investments on increasing worker wages, including those in the Crisis Care Center Levy, proposed Seattle Housing Levy and proposed Veterans, Seniors, and Human Services Levy.
- The City Budget Office consider wage equity increases for human services contracts administered outside of HSD and provide a report with information on those contracts.

**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?**

Raising wages of human services workers would disproportionately benefit Black workers and women who are overrepresented in this industry. Women comprise almost 80 percent of workers in human services. Black workers are almost three times as likely to work in human services as they are to work in non-care industries. Today's human services workers face lower wages because industry wages have carried forward historic gender and racial discrimination. Workers of color have historically experienced and still experience discrimination in employment that constricts their opportunities and reduces their bargaining power. Discrimination is also associated with a cultural devaluation of skills and commitments of people of color that shows up in lower wages. While the City cannot address wage equity issues alone – given that most non-profit human services organizations have multiple funding sources – it can help contribute its share towards addressing this issue and provide leadership in this area.

**f. Climate Change Implications**

**1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**

No

**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.**

No

**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)?**

The long-term goals of this Resolution are to increase human services worker wages, which would result in lower vacancies and less staff turnover and allow organizations to more effectively provide human services to Seattle's vulnerable populations. Under the resolution, Council would intend to consider increasing HSD-administered contracts by 7 percent by 2025 for purposes of wage equity.

**Summary Attachments (if any):**