CITY OF SEATTLE

City Council

Agenda

Tuesday, July 28, 2026
2:00 PM

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

Joy Hollingsworth, Council President
Dionne Foster, Member
Debora Juarez, Member
Robert Kettle, Member
Eddie Lin, Member
Alexis Mercedes Rinck, Member
Maritza Rivera, Member
Rob Saka, Member
Dan Strauss, Member

Chair Info: 206-684-8803; Joy.Hollingsworth@seattle.gov

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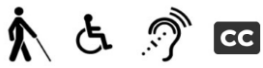

CITY OF SEATTLE

City Council
Agenda

July 28, 2026 - 2:00 PM

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

Committee Website:
http://www.seattle.gov/council

Members of the public may register for remote or in-person Public Comment to address the Council. Speakers must be registered in order to be recognized by the Chair. Details on how to register for Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at https://www.seattle.gov/council/committees/public-comment. Online registration to speak will begin one hour before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting.

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.

Written comments must be submitted prior to 10 a.m. to ensure that they are distributed to Councilmembers prior to the start of the meeting. Comments may be submitted at Council@seattle.gov or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104. Comments received after 10 a.m. will be distributed after the meeting to Councilmembers and included as part of the public record.

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; Introduction and Referral Calendar; and Council's Work Program; and total time allotted to public comment at this meeting is up to one hour.

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 533 July 28, 2026

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 577 July 21, 2026

Attachments: Minutes

Bills:

2. CB 121260 An ordinance appropriating money to pay certain claims for the week of July 13, 2026, through July 17, 2026, and ordering the payment thereof; and ratifying and confirming certain prior acts.

Supporting Documents: Summary and Fiscal Note

HUMAN SERVICES, LABOR, AND ECONOMIC DEVELOPMENT COMMITTEE:

3. CB 121225 An ordinance relating to City employment; establishing the new Information Technology (IT) Talent Modernization classification title structure and corresponding rates of pay for IT positions across City departments.

The Committee recommends that City Council pass the Council Bill (CB).
In Favor: 3 - Rinck, Juarez, Saka
Opposed: None

Attachments: Att 1 – Information Technology Talent Modernization Classification Program
Att 2 – Information Technology Talent Modernization Compensation Grade Structure

Supporting Documents: Summary and Fiscal Note

Appointments:

HOUSING, ARTS, AND CIVIL RIGHTS COMMITTEE:

4. Appt 03547 Appointment of Zoe Bailey Stylianides as member, Seattle Human Rights Commission, for a term to July 22, 2027.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

5. Appt 03548 Appointment of Terry Lin as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Committee recommends that City Council the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

6. Appt 03549 Reappointment of Katie Sophie Gonser as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

7. Appt 03550 Reappointment of Phillip Lewis as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

8. Appt 03551 Reappointment of Nicholas G. Leydon as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

9. Appt 03552 Reappointment of Brandon Monson as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

10. Appt 03553 Reappointment of Beverly Smith as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

11. Appt 03554 Reappointment of Kyle Tibbs as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

12. Appt 03555 Appointment of Adekunbi Ajiboye as member, Seattle Disability Commission, for a term to April 30, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

13. Appt 03556 Appointment of Rashaad O'Neal as member, Seattle Disability Commission, for a term to April 30, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

14. Appt 03557 Appointment of Daniel Ramier as member, Seattle Disability Commission, for a term to April 30, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

15. Appt 03558 Reappointment of Balvina E. Cortez as member, Seattle Disability Commission, for a term to April 30, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

16. Appt 03559 Reappointment of Shelby Dey as member, Seattle Disability Commission, for a term to April 30, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

17. Appt 03560 Reappointment of Naomi Snow as member, Seattle Disability Commission, for a term to April 30, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

18. Appt 03561 Reappointment of Sawyer Stearns as member, Seattle Disability Commission, for a term to April 30, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

19. Appt 03562 Appointment of Sawyer McCrabb as member, Seattle LGBTQ Commission, for a term to April 30, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

20. Appt 03563 Appointment of Cadence Sagan as member, Seattle LGBTQ Commission, for a term to April 30, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

21. Appt 03564 Reappointment of Andrew Ashiofu as member, Seattle LGBTQ Commission, for a term to April 30, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

22. Appt 03565 Reappointment of Ashley E. Ford as member, Seattle LGBTQ Commission, for a term to April 30, 2028.

The Committee recommends that City Council confirm the Appointment (Appt).
In Favor: 4 - Foster, Lin, Hollingsworth, Rinck
Opposed: None

Attachments: Appointment Packet

H. COMMITTEE REPORTS

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

SELECT COMMITTEE ON THE FAMILIES, EDUCATION, PRESCHOOL, AND PROMISE LEVY 6-YR. IMPLEMENTATION AND EVALUATION PLAN:

1. CB 121240 An ordinance relating to the 2025 Families, Education, Preschool, and Promise Levy; approving an implementation and evaluation plan as required by Ordinance 127238; and ratifying and confirming certain prior acts.

The Committee recommends that City Council pass as amended the Council Bill (CB).
In Favor: 8 - Rivera, Hollingsworth, Foster, Juarez, Kettle, Lin, Rinck, Strauss
Opposed: 1 - Saka

Attachments: Att 1 - FEPP Implementation and Evaluation Plan v3a

Supporting Documents:
Summary and Fiscal Note
Summary Att 1 - Racial Equity Toolkit - Childcare Workforce Payments
Summary Att 2 - Racial Equity Toolkit - Safety
Summary Att 3 - Racial Equity Toolkit - Path to Trades
Summary Att 4 - Stakeholder Engagement Summary
Proposed Substitute to Attachment 1
Amendment A

LAND USE AND SUSTAINABILITY COMMITTEE:

2. CB 121215

An ordinance relating to Council land use decisions; amending Sections 23.76.050, 23.76.062, 25.05.070, 25.05.340, 25.05.455, 25.05.460. 25.05.502, and 25.05.680 of the Seattle Municipal Code to clarify processes for Council land use decisions.

The Committee recommends that City Council pass as amended the Council Bill (CB).
In Favor: 3 - Lin, Foster, Rinck
Opposed: None
Abstain: 2 - Strauss, Hollingsworth

Supporting Documents:

Summary and Fiscal Note v2
Amendment A
Amendment B
Amendment D
Amendment E
Amendment F

CITY COUNCIL:

3. CB 121256

An ordinance relating to City employment; authorizing execution of a Memorandum of Agreement between The City of Seattle and the Professional and Technical Employees, Local 17; regarding the accretion of the Fire Protection Engineer classification series; and ratifying and confirming certain prior acts.

Attachments: Att 1 - SDHR PROTEC17 Fire Service Engineers Accretion MOA

Supporting Documents:

Summary and Fiscal Note
Summary Att 1 - SDHR PROTEC17 Fire Service Engineers Accretion
Central Staff Memo to CBs 121256, 121257, & 121258

4. CB 121257 An ordinance relating to City employment; authorizing execution of a collective bargaining agreement between The City of Seattle and Seattle City Light and the International Brotherhood of Electrical Workers, Local 77; and ratifying and confirming certain prior acts.

Attachments: Att 1 - Agreement Between The City, SCL, and Local No. 77

Supporting Documents:
Summary and Fiscal Note
Summary Att 1 - Draft Agreement By and Between The City, SCL, and Local No. 77

5. CB 121258 An ordinance relating to City employment; authorizing the execution of a Memorandum of Understanding that modifies a collective bargaining agreement between The City of Seattle and the Professional and Technical Employees Local 17; and ratifying and confirming certain prior acts.

Attachments: Att 1 – MOU By and Between City of Seattle and PROTEC17

Supporting Documents:
Summary and Fiscal Note
Summary Att 1 - PROTEC17 MOU Bridge Maintenance Supervisor Costing

I. ITEMS REMOVED FROM CONSENT CALENDAR

J. ADOPTION OF OTHER RESOLUTIONS

K. OTHER BUSINESS

L. ADJOURNMENT

Legislation Text

File #: IRC 533, **Version:** 1

July 28, 2026

SEATTLE CITY COUNCIL

July 28, 2026

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
By: Strauss		
1. CB 121260	An ordinance appropriating money to pay certain claims for the week of July 13, 2026, through July 17, 2026, and ordering the payment thereof; and ratifying and confirming certain prior acts.	City Council
By: Rinck		
2. CB 121262	An ordinance relating to City employment; adopting a 2026 Citywide Position List.	City Council
By: Saka		
3. CB 121264	An ordinance relating to parking payment devices coin revenue collection; amending Section 11.16.480 of the Seattle Municipal Code to transfer responsibility for the physical collection of coin revenue from parking payment devices from the Department of Finance and Administrative Services to the Seattle Department of Transportation.	City Council
By: Strauss		
4. Appt 03566	Reappointment of Derrick Belgarde as member, Indigenous Advisory Council, for a term to July 31, 2028.	Finance, Native Communities, and Tribal Governments Committee
By: Strauss		
5. Appt 03567	Reappointment of Luther F. Mills as member, Indigenous Advisory Council, for a term to July 31, 2028.	Finance, Native Communities, and Tribal Governments Committee
By: Strauss		
6. Appt 03568	Reappointment of Suzanne Sailto as member, Indigenous Advisory Council, for a term to July 31, 2028.	Finance, Native Communities, and Tribal Governments Committee

By: Juarez

7.	CB 121261	An ordinance relating to the City Light Department; amending Sections 21.49.084 and 21.49.087 of the Seattle Municipal Code to update the Voluntary Green Power Programs and Community Solar Program.	Parks and City Light Committee

By: Saka

8.	CB 121263	AN ORDINANCE granting Swedish Health Services permission to continue maintaining and operating an existing pedestrian skybridge over and across 16th Avenue, north of East Jefferson Street; repealing Section 2 and Section 8 of Ordinance 124099; and providing for the acceptance of the permit and conditions.	Transportation, Waterfront, and Seattle Center Committee

By: No Sponsor Required

9.	CF 314550	Request for modification of conditional approval of a petition of Swedish Health Services to vacate the alley in Block 95, Terry's Second Addition to the City of Seattle (CF 314304 and CF 314477).	Transportation, Waterfront, and Seattle Center Committee

Legislation Text

File #: Min 577, **Version:** 1

July 21, 2026

SEATTLE CITY COUNCIL

600 Fourth Ave. 2nd Floor
Seattle, WA 98104

Journal of the Proceedings of the Seattle City Council

Tuesday, July 21, 2026

2:00 PM

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

City Council

Joy Hollingsworth, Council President
Dionne Foster, Member
Debora Juarez, Member
Robert Kettle, Member
Eddie Lin, Member
Alexis Mercedes Rinck, Member
Maritza Rivera, Member
Rob Saka, Member
Dan Strauss, Member

Chair Info: 206-684-8803; Joy.Hollingsworth@seattle.gov

A. CALL TO ORDER

The City Council of The City of Seattle met in the Council Chamber in City Hall in Seattle, Washington, on July 21, 2026, pursuant to the provisions of the City Charter. The meeting was called to order at 2:04 p.m., with Council President Hollingsworth presiding.

B. ROLL CALL

Present: 9 - Foster, Hollingsworth, Juarez, Kettle, Lin, Rinck, Rivera, Saka, Strauss

C. PRESENTATIONS

D. PUBLIC COMMENT

The following individuals addressed the Council:
Yvette Dinish
Roberto Daniel Smith
Pauline Van Senus
Greg Woodfill
Kirk Hovenkotter
Clive Hayward
Cesar Sanchez
Keith Miller
Jason Li
Bennett Haselton
Sarah Gaspard
Eric Githui
Magdalena Ware
Rose Legionaires
David Haines

E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR:

IRC 532 **July 21, 2026**

By unanimous consent, the Introduction & Referral Calendar (IRC) was adopted.

In Favor: 9 - Foster, Hollingsworth, Juarez, Kettle, Lin, Rinck, Rivera, Saka, Strauss

Opposed: None

F. APPROVAL OF THE AGENDA

By unanimous consent, the Agenda was adopted.

G. APPROVAL OF CONSENT CALENDAR

Motion was made by Council President Hollingsworth, duly seconded and carried, to adopt the Consent Calendar.

Journal:

1. Min 576 **July 14, 2026**

The Minutes were adopted on the Consent Calendar by the following vote, and the President signed the Minutes (Min):

In Favor: 9 - Foster, Hollingsworth, Juarez, Kettle, Lin, Rinck, Rivera, Saka, Strauss

Opposed: None

Bills:

2. CB 121255 **An ordinance appropriating money to pay certain claims for the week of July 6, 2026, through July 10, 2026, and ordering the payment thereof; and ratifying and confirming certain prior acts.**

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

In Favor: 9 - Foster, Hollingsworth, Juarez, Kettle, Lin, Rinck, Rivera, Saka, Strauss

Opposed: None

PARKS AND CITY LIGHT COMMITTEE:

3. CB 121249 **An ordinance relating to the City Light Department; authorizing ten-year agreements with customers eligible for transportation electrification programs.**

The Committee recommends that City Council pass the Council Bill (CB).
In Favor: 5 - Juarez, Kettle, Rivera, Saka, Strauss
Opposed: None

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

In Favor: 9 - Foster, Hollingsworth, Juarez, Kettle, Lin, Rinck, Rivera, Saka, Strauss

Opposed: None

4. CB 121250 **An ordinance relating to City-owned real property known as Lake City Garage and Plaza; transferring jurisdiction and management authority from the Department of Finance and Administrative Services to Seattle Parks and Recreation for municipal purposes; and ratifying and confirming certain prior acts.**

The Committee recommends that City Council pass the Council Bill (CB).
In Favor: 5 - Juarez, Kettle, Rivera, Saka, Strauss
Opposed: None

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

In Favor: 9 - Foster, Hollingsworth, Juarez, Kettle, Lin, Rinck, Rivera, Saka, Strauss

Opposed: None

H. COMMITTEE REPORTS

SELECT COMMITTEE ON SEATTLE TRANSPORTATION BENEFIT DISTRICT:

1. CB 121226 **An ordinance relating to a sales and use tax; providing for the submission to qualified electors of the City at an election to be held on November 3, 2026, a proposition to collect a sales and use tax to fund transit and related transportation programs in Seattle; and ratifying and confirming certain prior acts.**

The Committee recommends that City Council pass as amended the Council Bill (CB).
In Favor: 9 - Saka, Rinck, Foster, Hollingsworth, Juarez, Kettle, Lin, Rivera, Strauss
Opposed: None

ACTION 1:
Motion was made by Councilmember Saka and duly seconded to amend Council Bill 121226, by amending Sections 4, 7, 8, 9, and 10, as shown on Attachment 1 to the Minutes.

The motion carried by the following vote:
In favor: 9 - Foster, Hollingsworth, Juarez, Kettle, Lin, Rinck, Rivera, Saka, Strauss
Opposed: None

ACTION 2:
Motion was made by Councilmember Hollingsworth and duly seconded to amend Council Bill 121226, by adding a new Section 8, as shown in the underlined language below, and renumbering the subsequent sections:

Section 8. One-time reporting. The Seattle Department of Transportation, in partnership with King County Metro, is requested to provide a report that includes analysis and recommendations for an implementation plan to extend Transit Access Program (TAP) benefits to additional low-income populations, including, but not limited to, those participating in City-run, income-verified programs such as the Utility Discount Program, Seattle Preschool Program, Early Childhood Education and Assistance Program. Additional analysis regarding expanding the TAP to Seattle households receiving support to access low-income housing services is also request. The report should include cost and funding scenarios, enrollment and eligibility pathways, demographic and equity impacts, administrative feasibility, and risks, barriers, and mitigation strategies. The report should be provided to the City Council by March 31, 2028.

The motion carried by the following vote:
In favor: 9 - Foster, Hollingsworth, Juarez, Kettle, Lin, Rinck, Rivera, Saka, Strauss
Opposed: None

ACTION 3:
Motion was made by Councilmember Rivera and duly seconded to amend Council Bill 121226, by adding a new Section 8, as shown in the underlined language below, and renumbering the subsequent sections:

Section 8. One-time reporting. The Seattle Department of Transportation, in partnership with King County Metro, shall provide a report on the performance outcomes for bus routes that travel within one-quarter mile of public middle schools, public high schools, and community centers. The report should inform potential additional service delivery to these routes to accommodate the timely attendance at school or scheduled events at these locations of school students, school staff, and youth, prioritizing these individuals' safety both while waiting for buses and while in transit. For each such route, the report should analyze the service levels throughout the day and how the service provided aligns with the commitments of the Frequent Transit Network, the efficiency of the route and ability of drivers to keep to an on-time schedule, and the reliability of these routes. The report should also reflect, for each such route, any regular occurrences of overcrowding (a bus's lack of capacity to admit all who wish to board at a given stop, or the need to skip a stop or stops due to lack of capacity), particularly (1) during peak daily travel times or "rush hour" and (2) in the sections of the route that contain stops within one-quarter mile of public middle schools, public high schools, and community centers. The report should also make recommendations for prioritized potential future transit service changes that are most likely to alleviate overcrowding that impacts students, school staff, and youth. The report should be provided to the City Council by September 31, 2028.

The motion carried by the following vote:
In favor: 7 - Foster, Hollingsworth, Juarez, Kettle, Rivera, Saka, Strauss
Opposed: 2 - Lin, Rinck

ACTION 4:
Motion was made by Councilmember Saka and duly seconded to amend Council Bill 121226, by amending Section 7 as shown in the underlined language below:

Section 7. Annual reporting and oversight. The City of Seattle shall issue an annual report to the public that provides an overview of transit service levels in Seattle and describes how the Seattle Transit Measure has invested in transit service, transportation access, other transit improvements, and Sound Transit expansion efforts in that year and the impacts these investments have had on the travelling public, including progress toward Frequent Transit Network and City mobility goals.

Additionally, the Seattle Department of Transportation, in partnership with King County Metro, shall provide a separate annual report, beginning March 31, 2028, to the City Council related to the following aspects of the Seattle Transit Measure's investments in transit service:

A. Fare recovery effectiveness, including the percentage of people paying fares, the farebox recovery ratio, including the farebox recovery ratios of a national group of at least 20 comparator or "peer" transit agencies and King County Metro's ranking within that group or the percentage of King County Metro operating costs that was funded directly by passenger fares, total fare revenues collected, the actions taken by King County Metro to support the goal that all adult transit passengers have paid fares or possess a valid transit pass, and any service, operational, or policy changes that affected revenue performance;

B. On-time performance across service hours and routes served, including the percentage of trips arriving within Metro's defined on-time window and early/late distributions, describing how far ahead of schedule ("early") or behind schedule ("late") buses arrive, disaggregated by route including, beginning in year two of the report's preparation, a comparison of on-time performance to the previous three year's metrics in this subject area; and

C. Reliability, or the number of missed or canceled trips and the degree to which King County Metro transit service was delivered consistently and predictably including, beginning in year two of the report's preparation, a comparison of reliability to the previous three years' metrics in this subject area.

The community-led Seattle Transit Advisory Board will continue to serve as the public oversight committee charged with advising on spending of Proposition revenues. Appointments to the Transit Advisory Board, the scope of its duties, and reporting requirements shall continue to be consistent with Resolution 31572, as adopted by Council in 2015, following passage of the 2014 Transportation Benefit District measure.

The motion carried by the following vote:
In favor: 5 - Hollingsworth, Juarez, Kettle, Rivera, Saka
Opposed: 4 - Foster, Lin, Rinck, Strauss

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

In Favor: 9 - Foster, Hollingsworth, Juarez, Kettle, Lin, Rinck, Rivera, Saka, Strauss

Opposed: None

PARKS AND CITY LIGHT COMMITTEE:

2. CB 121231 **An ordinance relating to the City Light Department; establishing new retail rate schedules; establishing a new customer class and conditions of service for data centers whose electricity demand constitutes a new large load; modifying customer charges for service connections; augmenting the rate stabilization account mechanism; amending Sections 21.49.020, 21.49.030, 21.49.052, 21.49.055, 21.49.057, 21.49.058, 21.49.060, 21.49.065, 21.49.083, 21.49.086, 21.49.110, and 21.49.130 of the Seattle Municipal Code; adding a new Section 21.49.059 to the Seattle Municipal Code; and repealing Section 21.49.081 of the Seattle Municipal Code.**

The Committee recommends that City Council pass as amended the Council Bill (CB).
In Favor: 5 - Juarez, Kettle, Rivera, Saka, Strauss
Opposed: None

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

In Favor: 9 - Foster, Hollingsworth, Juarez, Kettle, Lin, Rinck, Rivera, Saka, Strauss

Opposed: None

I. ITEMS REMOVED FROM CONSENT CALENDAR

There were none.

J. ADOPTION OF OTHER RESOLUTIONS

There were none.

K. OTHER BUSINESS

By unanimous consent, Councilmember Strauss was excused from the August 18, 2026, City Council meeting.

L. ADJOURNMENT

There being no further business to come before the Council, the meeting was adjourned at 4:15 p.m.

Jodee Schwinn, Deputy City Clerk

Signed by me in Open Session, upon approval of the Council, on July 28, 2026.

Joy Hollingsworth, Council President of the City Council

Attachment 1 - Action 1 of Council Bill 121226

Attachment 1 – Action 1 of CB 121226

Screen Reader Users: Make sure settings include reading strikethrough and underline font attributes.

Amendment A Version 1 to CB 121226 – Seattle Transit Measure

Sponsor: Councilmember Saka

Adjusting reporting deadlines

Effect: This amendment would adjust the deadlines for various reports requested via amendments made to CB 121226 on July 16, 2026. The new deadlines are better aligned with initial implementation date of April 1, 2027, in most cases providing at least a year of implementation of the new measure before reporting is required. The proposed deadlines have been identified in consultation with Seattle Department of Transportation (SDOT). The new deadlines are informed by SDOT's anticipated staff capacity limitations during the transition of ending the current measure and beginning the proposed measure, and the ramp up of new and enhanced programming. Also, the additional time provided by the new deadlines help to ensure ample engagement with King County Metro, allowing them to update their own processes and generate the information necessary to support these reports. With the deadline changes, Central Staff anticipate the reports created with be more informative.

Amend Section 4 of CB 121226 as follows:

Section 4. Unspent transit service funds. By December 31 of each year beginning in 2028, the Seattle Department of Transportation shall report to the Council the anticipated amount of unspent funds that had been designated for the purchase of transit service in that year. The first report on unspent transit service funds is requested to include analysis of the unspent funds from the beginning of the measure and as projected through the end of 2028. The Council intends to appropriate the unspent funds for uses in subsection 2.H of this ordinance that support safe access to transit for pedestrians and increased or enhanced accessibility for transit riders in the public right-of-way.

Amend Section 7 of CB 121226 as follows:

Section 7. Annual reporting and oversight. The City of Seattle shall issue an annual report to the public that provides an overview of transit service levels in Seattle and describes how the Seattle Transit Measure has invested in transit service, transportation access, other transit improvements, and Sound Transit expansion efforts in that year and the impacts these investments have had on the travelling public, including progress toward Frequent Transit Network and City mobility goals.

Additionally, the Seattle Department of Transportation, in partnership with King County Metro, shall provide a separate annual report, beginning March 31, 2028, to the City Council related to the following aspects of the Seattle Transit Measure's investments in transit service:

A. Fare recovery effectiveness, including the percentage of people paying fares, the farebox recovery ratio or the percentage of King County Metro operating costs that was funded directly by passenger fares, total fare revenues collected, and any service, operational, or policy changes that affected revenue performance;

* * *

Amend Section 8 of CB 121226 as follows:

Section 8. One-time reporting. The Seattle Department of Transportation (SDOT), in partnership with King County Metro, is requested to provide a report evaluating the current implementation of policies governing bus stop spacing within Seattle, along with identification of opportunities to improve route speed and service quality. The report should:

A. Assess current policy application – Provide an analysis of how Metro's stop spacing guidelines – an average of 1/2 mile (RapidRide routes) and 1/4 mile (all other services) – are currently applied throughout the transit network within Seattle.

B. Identify variances & opportunities for optimization – Map and analyze locations where existing stop spacing does not follow the applicable guideline. Evaluate opportunities to expand stop spacing on routes where stop density exceeds policy targets. Assess the operational feasibility of increasing spacing on existing routes (e.g., route-level impacts on travel time, reliability, fleet planning).

C. Evaluate constraints and accessibility impacts – Analyze accessibility considerations, including impacts on riders with mobility challenges and access to essential services; economic impacts, such as: effects on local businesses, community access, and transit-dependent populations; and public safety considerations, including pedestrian conditions, lighting, crossings, and stop location safety.

D. Provide recommendations – Identify policy or implementation changes that could improve service delivery via consistency with guidelines while maintaining equitable access.

The report should be provided to the City Council by ((~~March 30, 2027~~)) March 31, 2028.

Amend Section 9 of CB 121226 as follows:

Section 9. One-time reporting. The Seattle Department of Transportation, in partnership with King County Metro, is requested to provide a report on the outcomes to date, and opportunities for improvement or expansion, of King County Metro's Waterfront Shuttle pilot program, which provides seasonal transit service largely at

stops west of the Third Avenue bus corridor. The report should include the qualitative input of neighborhood councils and other local business and advocacy organizations. The report should analyze the feasibility of making permanent and year-round transit service along this route or a similar route. The report should take into account cost and operational considerations for King County Metro, and economic, public safety, and public order considerations, as well as considerations around year-round proximity to public transit, that pertain in the area currently served seasonally by the Waterfront Shuttle. The report should be provided to the City Council by ((~~March 30, 2027~~)) June 30, 2027.

Amend Section 10 of CB 121226 as follows:

Section 10. One-time reporting. The Seattle Department of Transportation, in partnership with King County Metro, is requested to provide a report on the current policies guiding the size of the buses in its fleet, the current use of small buses 40 feet in length or smaller, like shuttles, and opportunities to expand their use. Exploration of how smaller buses and shuttles may create opportunities to more efficiently serve riders during low- and off-peak hours and for potential cost savings generated from reduced fuel consumption and maintenance. The report should explore the possibility of serving routes on narrow streets and steeper terrain where smaller buses may allow for improved maneuverability and safety. Lastly, the report should address the impact that purchasing smaller buses and shuttles may have on King County Metro's ability to purchase electric or hybrid models that emit less carbon dioxide and make less noise than larger buses or shuttles. The report should be provided to the City Council by ((~~March 30, 2027~~)) March 31, 2028.

Note: Multiple amendments may amend the same sections or subsections. Following Select Committee on Seattle Transportation Benefit District action on all amendments, Central Staff will reconcile language and renumber and re-letter sections and subsections as needed in the amended bill.

File #: CB 121260, **Version:** 1

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The City of Seattle

Ordinance

Council Bill

An ordinance appropriating money to pay certain claims for the week of July 13, 2026, through July 17, 2026, 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 $19,738,914.70 on PeopleSoft 9.2 mechanical warrants numbered 4101049037 - 4101054018 plus manual or cancellation issues for claims, e-payables of $205,831.85 on PeopleSoft 9.2 9100016266 - 9100016278, and electronic financial transactions (EFT) in the amount of $77,654,643.42 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 $74,704,368.18 on City General Salary Fund mechanical warrants numbered 10493213 - 10493602 plus manual warrants, agencies warrants, and direct deposits numbered 0000001 - 1022245 representing Gross Payrolls for payroll ending date July 14, 2026, as detailed in the Payroll Summary Report for claims against the City that were reported to the City Council July 23, 2026, 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.

This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council and signed in open session in authentication of its passage on July 28, 2026.

President of the City Council
on .

Katie B. Wilson, Mayor

Attested on .

Scheereen Dedman, City Clerk

Seal

Summary and Fiscal Note

1. Legislation Summary

Department: Office of City Finance

Title: An ordinance appropriating money to pay certain claims for the week of July 13, 2026, through July 17, 2026, and ordering the payment thereof; and ratifying and confirming certain prior acts. Claims include all financial payment obligations for bills and payroll paid out of PeopleSoft for the covered.

Background: RCW 42.24.180 requires that payment of certain claims be authorized by the City Council. This bill, prepared each week by the City Treasury, authorizes the payments of funds that were previously appropriated by the City Council, so the passage of this bill does not have a direct result on the City's budget.

Summary Attachments: None.

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2. Capital Improvement Program (CIP)

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

☐ Yes

☒ No

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3. Summary of Financial Implications

Does this legislation have financial impacts to the City?

☐ Yes

☒ No

3d. Other Financial Impacts

a. Does this legislation create any other financial impacts for The City of Seattle, such as direct or indirect costs, one-time or ongoing, that aren't mentioned above? If yes, please explain these impacts.

No. This bill authorizes the payments of funds that were previously appropriated by the City Council, so the passage of this bill does not have a direct result on the City's budget.

b. If the legislation has costs that can be covered within the current budget, explain how. Does the department have extra resources in its budget to handle these costs? Or does the department need to shift resources away from other work to handle these costs?

N/A

c. What financial costs or other impacts might happen if this legislation is not implemented?

The legislation authorizes the payment of valid claims. If the City does not pay its legal obligations it could face greater legal and financial liability.

d. How might this legislation affect other City departments besides the one that proposed it?

This type of legislation authorizes payment of bill and payroll expenses for all City departments.

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4. Other Impacts

a. Does this legislation require a public hearing?

☐ Yes

☒ No

b. Does this legislation require a notice to be published in The Daily Journal of Commerce and/or The Seattle Times?

☐ Yes

☒ No

c. Does this legislation affect a piece of property?

N/A

d. Race and Social Justice Initiative impacts:

1. How does this legislation affect vulnerable or historically disadvantaged communities? How did you come to this conclusion? Please consider both impacts within City government (like employees and internal programs) and in the broader community.

N/A

2. Please attach any Racial Equity Toolkits or other racial equity analyses used to develop or assess this legislation.

N/A

3. What is the Language Access Plan for communicating with the public about this legislation?

N/A

e. Climate change impacts:

1. Emissions: Will this legislation significantly increase or decrease carbon emissions? Attach any studies or materials that inform your answer.

N/A

2. Resiliency: Will this legislation make Seattle more or less able to adapt to climate change? If it reduces resiliency, explain what can be done to lessen the impact.

N/A

f. If this legislation creates a new program or expands an existing one, what are the long-term, measurable goals? How will this legislation help achieve those goals? What methods will be used to track progress?

N/A

g. Does this legislation create a non-utility CIP that involves shared funding with a non-City partner or organization?

N/A

File #: CB 121225, **Version:** 1

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The City of Seattle

Ordinance

Council Bill

An ordinance relating to City employment; establishing the new Information Technology (IT) Talent Modernization classification title structure and corresponding rates of pay for IT positions across City departments.

Recitals:

The Information Technology (IT) Talent Modernization project is a multi-year effort to modernize The City of Seattle's classification and compensation structures for IT positions across City departments.

The IT Talent Modernization project began in 2021, when the City contracted with the consulting firm Gallagher to conduct a comprehensive review of the City's Information Technology Professional (ITP) classifications and compensation program, which was later expanded to include IT positions Citywide.

The study found that the existing ITP A, B, and C structures functioned primarily as compensation programs rather than classification programs and lacked clear definitions of work, career paths, and market benchmarks needed to support equitable and competitive compensation practices.

The study recommended developing a new IT classification structure organized by disciplinary

domain and level of responsibility, along with a pay rate structure.

This legislation establishes a new classification structure, which provides a foundation for future legislation to assign compensation rates and implement the IT Talent Modernization project. Additional legislation will be required to assign compensation grades to the classification structure and to authorize the use of the new classifications to replace the existing ITP Pay Program. Therefore,

Be it ordained by The City of Seattle as follows:

Section 1. As recommended by the Seattle Department of Human Resources, a new Information Technology (IT) Classification structure, organized by disciplinary domain and level of responsibility, are established, as set forth in Attachment 1 to this ordinance.

Section 2. As recommended by the Seattle Department of Human Resources, a new ten-step compensation grade structure are established, as set forth in Attachment 2 to this ordinance.

Attachments:

Attachment 1 - Information Technology Talent Modernization Classification Program

Attachment 2 - Information Technology Talent Modernization Compensation Grade Structure

This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council and signed in open session in authentication of its passage on .

President of the City Council
on .

Katie B. Wilson, Mayor

Attested on .

Scheereen Dedman, City Clerk

Seal

Attachment 1 – Information Technology Talent Modernization Classification Program

Table 1: Discipline/Domain and Classification Levels

Discipline/Domain	Classification Levels
IT Client Support Services	Level I (Entry)
Networking and Telecommunications	Level II (Journey)
Systems Administration & Engineering	Senior Level (Advanced Journey)
Software Engineering	Architect Level (Enterprise Architect)
Information Systems Security	Supervisory
Database Management	Manager
Operational Technology	Senior Manager
Technology Systems Analysis	
IT Project Management	

Table 2: Classification Structure: Entry, Journey, Senior & Enterprise

Discipline/Domain	**Level I** (Entry)	**Level II** (Journey)	**Senior Level** (Advanced Journey)	**Enterprise Level** (Citywide Scope)
IT Client Support Services	IT Client Support Services I	IT Client Support Services II	Senior IT Client Support Services	blank
Networking and Telecommunications	Networking and Telecommunications I	Networking and Telecommunication II	Senior Networking and Telecommunication	Networking and Telecommunication Architect
Systems Administration and Engineering	Systems Administration and Engineering I	Systems Administration and Engineering II	Senior Systems Administration and Engineering	Systems Administration and Engineering Architect
Software Engineering	Software Engineering I	Software Engineering II	Senior Software Engineering	Software Engineering Architect
Information Systems Security	Information Systems Security I	Information Systems Security II	Senior Information Systems Security	Information Systems Security Architect
Database Management	Database Management I	Database Management II	Senior Database Management	Database Management Architect
Operational Technology	Operational Technology I	Operational Technology II	Senior Operational Technology	Operational Technology Architect
Technology Systems Analysis	Technology Systems Analysis I	Technology Systems Analysis II	Senior Technology Systems Analysis	blank
IT Project Management	IT Project Management I	IT Project Management II	Senior IT Project Management	blank

Table 3: Classification Structure: Supervisor, Manager, Senior Manager

Discipline/Domain	Supervisory	Manager	Senior Manager
IT Client Support Services	IT Client Support Services Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Networking and Telecommunications	Networking and Telecommunication Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Systems Administration and Engineering	System Administration and Engineering Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Software Engineering	Software Engineering Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Information Systems Security	Information Systems Security Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Database Management	Database Management Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Operational Technology	Operational Technology Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Technology Systems Analysis	blank	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
IT Project Management	blank	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)

Attachment 2 – Information Technology Talent Modernization Compensation Grade Structure

Table 1: Pay Rate Structure Table Key

Compensation Plan Design and Factors
Market Reference Point is at Step 6
Uses 10-Step Structure
The T in the left column stands for ten-step; it is there to distinguish the new compensation grade structure
2% Difference between each step
2% Difference between each range
2025 Grades: 2025 Rates provided by Gallagher
2026 Grades: 2.6% Aging Factor (Consumer Price Index) applied to 2025 grades to produce 2026 grades
26 Pay Periods per Year
2,080 Hours per Year

Table 2: Annual 10-Step Grade Structure for 2026

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T1	$36,488	$37,218	$37,962	$38,721	$39,496	$40,286	$41,091	$41,913	$42,751	$43,606
T2	$37,218	$37,962	$38,721	$39,496	$40,286	$41,091	$41,913	$42,751	$43,606	$44,479
T3	$37,962	$38,721	$39,496	$40,286	$41,091	$41,913	$42,751	$43,606	$44,479	$45,368
T4	$38,721	$39,496	$40,286	$41,091	$41,913	$42,751	$43,606	$44,479	$45,368	$46,275
T5	$39,496	$40,286	$41,091	$41,913	$42,751	$43,606	$44,479	$45,368	$46,275	$47,201
T6	$40,286	$41,091	$41,913	$42,751	$43,606	$44,479	$45,368	$46,275	$47,201	$48,145
T7	$41,091	$41,913	$42,751	$43,606	$44,479	$45,368	$46,275	$47,201	$48,145	$49,108
T8	$41,913	$42,751	$43,606	$44,479	$45,368	$46,275	$47,201	$48,145	$49,108	$50,090
T9	$42,751	$43,606	$44,479	$45,368	$46,275	$47,201	$48,145	$49,108	$50,090	$51,092
T10	$43,606	$44,479	$45,368	$46,275	$47,201	$48,145	$49,108	$50,090	$51,092	$52,114
T11	$44,479	$45,368	$46,275	$47,201	$48,145	$49,108	$50,090	$51,092	$52,114	$53,156
T12	$45,368	$46,275	$47,201	$48,145	$49,108	$50,090	$51,092	$52,114	$53,156	$54,219
T13	$46,275	$47,201	$48,145	$49,108	$50,090	$51,092	$52,114	$53,156	$54,219	$55,303
T14	$47,201	$48,145	$49,108	$50,090	$51,092	$52,114	$53,156	$54,219	$55,303	$56,409
T15	$48,145	$49,108	$50,090	$51,092	$52,114	$53,156	$54,219	$55,303	$56,409	$57,538
T16	$49,108	$50,090	$51,092	$52,114	$53,156	$54,219	$55,303	$56,409	$57,538	$58,688
T17	$50,090	$51,092	$52,114	$53,156	$54,219	$55,303	$56,409	$57,538	$58,688	$59,862
T18	$51,092	$52,114	$53,156	$54,219	$55,303	$56,409	$57,538	$58,688	$59,862	$61,059
T19	$52,114	$53,156	$54,219	$55,303	$56,409	$57,538	$58,688	$59,862	$61,059	$62,281
T20	$53,156	$54,219	$55,303	$56,409	$57,538	$58,688	$59,862	$61,059	$62,281	$63,526
T21	$54,219	$55,303	$56,409	$57,538	$58,688	$59,862	$61,059	$62,281	$63,526	$64,797
T22	$55,303	$56,409	$57,538	$58,688	$59,862	$61,059	$62,281	$63,526	$64,797	$66,093
T23	$56,409	$57,538	$58,688	$59,862	$61,059	$62,281	$63,526	$64,797	$66,093	$67,415
T24	$57,538	$58,688	$59,862	$61,059	$62,281	$63,526	$64,797	$66,093	$67,415	$68,763
T25	$58,688	$59,862	$61,059	$62,281	$63,526	$64,797	$66,093	$67,415	$68,763	$70,138
T26	$59,862	$61,059	$62,281	$63,526	$64,797	$66,093	$67,415	$68,763	$70,138	$71,541
T27	$61,059	$62,281	$63,526	$64,797	$66,093	$67,415	$68,763	$70,138	$71,541	$72,972
T28	$62,281	$63,526	$64,797	$66,093	$67,415	$68,763	$70,138	$71,541	$72,972	$74,431
T29	$63,526	$64,797	$66,093	$67,415	$68,763	$70,138	$71,541	$72,972	$74,431	$75,920
T30	$64,797	$66,093	$67,415	$68,763	$70,138	$71,541	$72,972	$74,431	$75,920	$77,438
T31	$66,093	$67,415	$68,763	$70,138	$71,541	$72,972	$74,431	$75,920	$77,438	$78,987
T32	$67,415	$68,763	$70,138	$71,541	$72,972	$74,431	$75,920	$77,438	$78,987	$80,567
T33	$68,763	$70,138	$71,541	$72,972	$74,431	$75,920	$77,438	$78,987	$80,567	$82,178
T34	$70,138	$71,541	$72,972	$74,431	$75,920	$77,438	$78,987	$80,567	$82,178	$83,822

T35	$71,541	$72,972	$74,431	$75,920	$77,438	$78,987	$80,567	$82,178	$83,822	$85,498
T36	$72,972	$74,431	$75,920	$77,438	$78,987	$80,567	$82,178	$83,822	$85,498	$87,208
T37	$74,431	$75,920	$77,438	$78,987	$80,567	$82,178	$83,822	$85,498	$87,208	$88,952
T38	$75,920	$77,438	$78,987	$80,567	$82,178	$83,822	$85,498	$87,208	$88,952	$90,731
T39	$77,438	$78,987	$80,567	$82,178	$83,822	$85,498	$87,208	$88,952	$90,731	$92,546
T40	$78,987	$80,567	$82,178	$83,822	$85,498	$87,208	$88,952	$90,731	$92,546	$94,397
T41	$80,567	$82,178	$83,822	$85,498	$87,208	$88,952	$90,731	$92,546	$94,397	$96,285
T42	$82,178	$83,822	$85,498	$87,208	$88,952	$90,731	$92,546	$94,397	$96,285	$98,210
T43	$83,822	$85,498	$87,208	$88,952	$90,731	$92,546	$94,397	$96,285	$98,210	$100,175
T44	$85,498	$87,208	$88,952	$90,731	$92,546	$94,397	$96,285	$98,210	$100,175	$102,178
T45	$87,208	$88,952	$90,731	$92,546	$94,397	$96,285	$98,210	$100,175	$102,178	$104,222
T46	$88,952	$90,731	$92,546	$94,397	$96,285	$98,210	$100,175	$102,178	$104,222	$106,306
T47	$90,731	$92,546	$94,397	$96,285	$98,210	$100,175	$102,178	$104,222	$106,306	$108,432
T48	$92,546	$94,397	$96,285	$98,210	$100,175	$102,178	$104,222	$106,306	$108,432	$110,601
T49	$94,397	$96,285	$98,210	$100,175	$102,178	$104,222	$106,306	$108,432	$110,601	$112,813
T50	$96,285	$98,210	$100,175	$102,178	$104,222	$106,306	$108,432	$110,601	$112,813	$115,069
T51	$98,210	$100,175	$102,178	$104,222	$106,306	$108,432	$110,601	$112,813	$115,069	$117,370
T52	$100,175	$102,178	$104,222	$106,306	$108,432	$110,601	$112,813	$115,069	$117,370	$119,718
T53	$102,178	$104,222	$106,306	$108,432	$110,601	$112,813	$115,069	$117,370	$119,718	$122,112
T54	$104,222	$106,306	$108,432	$110,601	$112,813	$115,069	$117,370	$119,718	$122,112	$124,554
T55	$106,306	$108,432	$110,601	$112,813	$115,069	$117,370	$119,718	$122,112	$124,554	$127,045
T56	$108,432	$110,601	$112,813	$115,069	$117,370	$119,718	$122,112	$124,554	$127,045	$129,586
T57	$110,601	$112,813	$115,069	$117,370	$119,718	$122,112	$124,554	$127,045	$129,586	$132,178
T58	$112,813	$115,069	$117,370	$119,718	$122,112	$124,554	$127,045	$129,586	$132,178	$134,822
T59	$115,069	$117,370	$119,718	$122,112	$124,554	$127,045	$129,586	$132,178	$134,822	$137,518
T60	$117,370	$119,718	$122,112	$124,554	$127,045	$129,586	$132,178	$134,822	$137,518	$140,268
T61	$119,718	$122,112	$124,554	$127,045	$129,586	$132,178	$134,822	$137,518	$140,268	$143,074
T62	$122,112	$124,554	$127,045	$129,586	$132,178	$134,822	$137,518	$140,268	$143,074	$145,935
T63	$124,554	$127,045	$129,586	$132,178	$134,822	$137,518	$140,268	$143,074	$145,935	$148,854
T64	$127,045	$129,586	$132,178	$134,822	$137,518	$140,268	$143,074	$145,935	$148,854	$151,831
T65	$129,586	$132,178	$134,822	$137,518	$140,268	$143,074	$145,935	$148,854	$151,831	$154,868
T66	$132,178	$134,822	$137,518	$140,268	$143,074	$145,935	$148,854	$151,831	$154,868	$157,965
T67	$134,822	$137,518	$140,268	$143,074	$145,935	$148,854	$151,831	$154,868	$157,965	$161,124
T68	$137,518	$140,268	$143,074	$145,935	$148,854	$151,831	$154,868	$157,965	$161,124	$164,347
T69	$140,268	$143,074	$145,935	$148,854	$151,831	$154,868	$157,965	$161,124	$164,347	$167,634
T70	$143,074	$145,935	$148,854	$151,831	$154,868	$157,965	$161,124	$164,347	$167,634	$170,987

T71	$145,935	$148,854	$151,831	$154,868	$157,965	$161,124	$164,347	$167,634	$170,987	$174,406
T72	$148,854	$151,831	$154,868	$157,965	$161,124	$164,347	$167,634	$170,987	$174,406	$177,894
T73	$151,831	$154,868	$157,965	$161,124	$164,347	$167,634	$170,987	$174,406	$177,894	$181,452
T74	$154,868	$157,965	$161,124	$164,347	$167,634	$170,987	$174,406	$177,894	$181,452	$185,081
T75	$157,965	$161,124	$164,347	$167,634	$170,987	$174,406	$177,894	$181,452	$185,081	$188,783
T76	$161,124	$164,347	$167,634	$170,987	$174,406	$177,894	$181,452	$185,081	$188,783	$192,559
T77	$164,347	$167,634	$170,987	$174,406	$177,894	$181,452	$185,081	$188,783	$192,559	$196,410
T78	$167,634	$170,987	$174,406	$177,894	$181,452	$185,081	$188,783	$192,559	$196,410	$200,338
T79	$170,987	$174,406	$177,894	$181,452	$185,081	$188,783	$192,559	$196,410	$200,338	$204,345
T80	$174,406	$177,894	$181,452	$185,081	$188,783	$192,559	$196,410	$200,338	$204,345	$208,432
T81	$177,894	$181,452	$185,081	$188,783	$192,559	$196,410	$200,338	$204,345	$208,432	$212,600
T82	$181,452	$185,081	$188,783	$192,559	$196,410	$200,338	$204,345	$208,432	$212,600	$216,852
T83	$185,081	$188,783	$192,559	$196,410	$200,338	$204,345	$208,432	$212,600	$216,852	$221,189
T84	$188,783	$192,559	$196,410	$200,338	$204,345	$208,432	$212,600	$216,852	$221,189	$225,613
T85	$192,559	$196,410	$200,338	$204,345	$208,432	$212,600	$216,852	$221,189	$225,613	$230,125
T86	$196,410	$200,338	$204,345	$208,432	$212,600	$216,852	$221,189	$225,613	$230,125	$234,728
T87	$200,338	$204,345	$208,432	$212,600	$216,852	$221,189	$225,613	$230,125	$234,728	$239,422
T88	$204,345	$208,432	$212,600	$216,852	$221,189	$225,613	$230,125	$234,728	$239,422	$244,211
T89	$208,432	$212,600	$216,852	$221,189	$225,613	$230,125	$234,728	$239,422	$244,211	$249,095
T90	$212,600	$216,852	$221,189	$225,613	$230,125	$234,728	$239,422	$244,211	$249,095	$254,077
T91	$216,852	$221,189	$225,613	$230,125	$234,728	$239,422	$244,211	$249,095	$254,077	$259,158
T92	$221,189	$225,613	$230,125	$234,728	$239,422	$244,211	$249,095	$254,077	$259,158	$264,342
T93	$225,613	$230,125	$234,728	$239,422	$244,211	$249,095	$254,077	$259,158	$264,342	$269,628
T94	$230,125	$234,728	$239,422	$244,211	$249,095	$254,077	$259,158	$264,342	$269,628	$275,021
T95	$234,728	$239,422	$244,211	$249,095	$254,077	$259,158	$264,342	$269,628	$275,021	$280,521
T96	$239,422	$244,211	$249,095	$254,077	$259,158	$264,342	$269,628	$275,021	$280,521	$286,132
T97	$244,211	$249,095	$254,077	$259,158	$264,342	$269,628	$275,021	$280,521	$286,132	$291,855
T98	$249,095	$254,077	$259,158	$264,342	$269,628	$275,021	$280,521	$286,132	$291,855	$297,692
T99	$254,077	$259,158	$264,342	$269,628	$275,021	$280,521	$286,132	$291,855	$297,692	$303,645
T100	$259,158	$264,342	$269,628	$275,021	$280,521	$286,132	$291,855	$297,692	$303,645	$309,718
T101	$264,342	$269,628	$275,021	$280,521	$286,132	$291,855	$297,692	$303,645	$309,718	$315,913
T102	$269,628	$275,021	$280,521	$286,132	$291,855	$297,692	$303,645	$309,718	$315,913	$322,231
T103	$275,021	$280,521	$286,132	$291,855	$297,692	$303,645	$309,718	$315,913	$322,231	$328,676
T104	$280,521	$286,132	$291,855	$297,692	$303,645	$309,718	$315,913	$322,231	$328,676	$335,249
T105	$286,132	$291,855	$297,692	$303,645	$309,718	$315,913	$322,231	$328,676	$335,249	$341,954
T106	$291,855	$297,692	$303,645	$309,718	$315,913	$322,231	$328,676	$335,249	$341,954	$348,793

T107	$297,692	$303,645	$309,718	$315,913	$322,231	$328,676	$335,249	$341,954	$348,793	$355,769
T108	$303,645	$309,718	$315,913	$322,231	$328,676	$335,249	$341,954	$348,793	$355,769	$362,884
T109	$309,718	$315,913	$322,231	$328,676	$335,249	$341,954	$348,793	$355,769	$362,884	$370,142
T110	$315,913	$322,231	$328,676	$335,249	$341,954	$348,793	$355,769	$362,884	$370,142	$377,545
T111	$322,231	$328,676	$335,249	$341,954	$348,793	$355,769	$362,884	$370,142	$377,545	$385,096
T112	$328,676	$335,249	$341,954	$348,793	$355,769	$362,884	$370,142	$377,545	$385,096	$392,798

Table 2: Monthly 10-Step Grade Structure for 2026

	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T1	$3,041.00	$3,101.00	$3,164.00	$3,227.00	$3,291.00	$3,357.00	$3,424.00	$3,493.00	$3,563.00	$3,634.00
T2	$3,101.00	$3,164.00	$3,227.00	$3,291.00	$3,357.00	$3,424.00	$3,493.00	$3,563.00	$3,634.00	$3,707.00
T3	$3,164.00	$3,227.00	$3,291.00	$3,357.00	$3,424.00	$3,493.00	$3,563.00	$3,634.00	$3,707.00	$3,781.00
T4	$3,227.00	$3,291.00	$3,357.00	$3,424.00	$3,493.00	$3,563.00	$3,634.00	$3,707.00	$3,781.00	$3,856.00
T5	$3,291.00	$3,357.00	$3,424.00	$3,493.00	$3,563.00	$3,634.00	$3,707.00	$3,781.00	$3,856.00	$3,933.00
T6	$3,357.00	$3,424.00	$3,493.00	$3,563.00	$3,634.00	$3,707.00	$3,781.00	$3,856.00	$3,933.00	$4,012.00
T7	$3,424.00	$3,493.00	$3,563.00	$3,634.00	$3,707.00	$3,781.00	$3,856.00	$3,933.00	$4,012.00	$4,092.00
T8	$3,493.00	$3,563.00	$3,634.00	$3,707.00	$3,781.00	$3,856.00	$3,933.00	$4,012.00	$4,092.00	$4,174.00
T9	$3,563.00	$3,634.00	$3,707.00	$3,781.00	$3,856.00	$3,933.00	$4,012.00	$4,092.00	$4,174.00	$4,258.00
T10	$3,634.00	$3,707.00	$3,781.00	$3,856.00	$3,933.00	$4,012.00	$4,092.00	$4,174.00	$4,258.00	$4,343.00
T11	$3,707.00	$3,781.00	$3,856.00	$3,933.00	$4,012.00	$4,092.00	$4,174.00	$4,258.00	$4,343.00	$4,430.00
T12	$3,781.00	$3,856.00	$3,933.00	$4,012.00	$4,092.00	$4,174.00	$4,258.00	$4,343.00	$4,430.00	$4,518.00
T13	$3,856.00	$3,933.00	$4,012.00	$4,092.00	$4,174.00	$4,258.00	$4,343.00	$4,430.00	$4,518.00	$4,609.00
T14	$3,933.00	$4,012.00	$4,092.00	$4,174.00	$4,258.00	$4,343.00	$4,430.00	$4,518.00	$4,609.00	$4,701.00
T15	$4,012.00	$4,092.00	$4,174.00	$4,258.00	$4,343.00	$4,430.00	$4,518.00	$4,609.00	$4,701.00	$4,795.00
T16	$4,092.00	$4,174.00	$4,258.00	$4,343.00	$4,430.00	$4,518.00	$4,609.00	$4,701.00	$4,795.00	$4,891.00
T17	$4,174.00	$4,258.00	$4,343.00	$4,430.00	$4,518.00	$4,609.00	$4,701.00	$4,795.00	$4,891.00	$4,989.00
T18	$4,258.00	$4,343.00	$4,430.00	$4,518.00	$4,609.00	$4,701.00	$4,795.00	$4,891.00	$4,989.00	$5,088.00
T19	$4,343.00	$4,430.00	$4,518.00	$4,609.00	$4,701.00	$4,795.00	$4,891.00	$4,989.00	$5,088.00	$5,190.00
T20	$4,430.00	$4,518.00	$4,609.00	$4,701.00	$4,795.00	$4,891.00	$4,989.00	$5,088.00	$5,190.00	$5,294.00
T21	$4,518.00	$4,609.00	$4,701.00	$4,795.00	$4,891.00	$4,989.00	$5,088.00	$5,190.00	$5,294.00	$5,400.00
T22	$4,609.00	$4,701.00	$4,795.00	$4,891.00	$4,989.00	$5,088.00	$5,190.00	$5,294.00	$5,400.00	$5,508.00
T23	$4,701.00	$4,795.00	$4,891.00	$4,989.00	$5,088.00	$5,190.00	$5,294.00	$5,400.00	$5,508.00	$5,618.00
T24	$4,795.00	$4,891.00	$4,989.00	$5,088.00	$5,190.00	$5,294.00	$5,400.00	$5,508.00	$5,618.00	$5,730.00

T25	$4,891.00	$4,989.00	$5,088.00	$5,190.00	$5,294.00	$5,400.00	$5,508.00	$5,618.00	$5,730.00	$5,845.00
T26	$4,989.00	$5,088.00	$5,190.00	$5,294.00	$5,400.00	$5,508.00	$5,618.00	$5,730.00	$5,845.00	$5,962.00
T27	$5,088.00	$5,190.00	$5,294.00	$5,400.00	$5,508.00	$5,618.00	$5,730.00	$5,845.00	$5,962.00	$6,081.00
T28	$5,190.00	$5,294.00	$5,400.00	$5,508.00	$5,618.00	$5,730.00	$5,845.00	$5,962.00	$6,081.00	$6,203.00
T29	$5,294.00	$5,400.00	$5,508.00	$5,618.00	$5,730.00	$5,845.00	$5,962.00	$6,081.00	$6,203.00	$6,327.00
T30	$5,400.00	$5,508.00	$5,618.00	$5,730.00	$5,845.00	$5,962.00	$6,081.00	$6,203.00	$6,327.00	$6,453.00
T31	$5,508.00	$5,618.00	$5,730.00	$5,845.00	$5,962.00	$6,081.00	$6,203.00	$6,327.00	$6,453.00	$6,582.00
T32	$5,618.00	$5,730.00	$5,845.00	$5,962.00	$6,081.00	$6,203.00	$6,327.00	$6,453.00	$6,582.00	$6,714.00
T33	$5,730.00	$5,845.00	$5,962.00	$6,081.00	$6,203.00	$6,327.00	$6,453.00	$6,582.00	$6,714.00	$6,848.00
T34	$5,845.00	$5,962.00	$6,081.00	$6,203.00	$6,327.00	$6,453.00	$6,582.00	$6,714.00	$6,848.00	$6,985.00
T35	$5,962.00	$6,081.00	$6,203.00	$6,327.00	$6,453.00	$6,582.00	$6,714.00	$6,848.00	$6,985.00	$7,125.00
T36	$6,081.00	$6,203.00	$6,327.00	$6,453.00	$6,582.00	$6,714.00	$6,848.00	$6,985.00	$7,125.00	$7,267.00
T37	$6,203.00	$6,327.00	$6,453.00	$6,582.00	$6,714.00	$6,848.00	$6,985.00	$7,125.00	$7,267.00	$7,413.00
T38	$6,327.00	$6,453.00	$6,582.00	$6,714.00	$6,848.00	$6,985.00	$7,125.00	$7,267.00	$7,413.00	$7,561.00
T39	$6,453.00	$6,582.00	$6,714.00	$6,848.00	$6,985.00	$7,125.00	$7,267.00	$7,413.00	$7,561.00	$7,712.00
T40	$6,582.00	$6,714.00	$6,848.00	$6,985.00	$7,125.00	$7,267.00	$7,413.00	$7,561.00	$7,712.00	$7,866.00
T41	$6,714.00	$6,848.00	$6,985.00	$7,125.00	$7,267.00	$7,413.00	$7,561.00	$7,712.00	$7,866.00	$8,024.00
T42	$6,848.00	$6,985.00	$7,125.00	$7,267.00	$7,413.00	$7,561.00	$7,712.00	$7,866.00	$8,024.00	$8,184.00
T43	$6,985.00	$7,125.00	$7,267.00	$7,413.00	$7,561.00	$7,712.00	$7,866.00	$8,024.00	$8,184.00	$8,348.00
T44	$7,125.00	$7,267.00	$7,413.00	$7,561.00	$7,712.00	$7,866.00	$8,024.00	$8,184.00	$8,348.00	$8,515.00
T45	$7,267.00	$7,413.00	$7,561.00	$7,712.00	$7,866.00	$8,024.00	$8,184.00	$8,348.00	$8,515.00	$8,685.00
T46	$7,413.00	$7,561.00	$7,712.00	$7,866.00	$8,024.00	$8,184.00	$8,348.00	$8,515.00	$8,685.00	$8,859.00
T47	$7,561.00	$7,712.00	$7,866.00	$8,024.00	$8,184.00	$8,348.00	$8,515.00	$8,685.00	$8,859.00	$9,036.00
T48	$7,712.00	$7,866.00	$8,024.00	$8,184.00	$8,348.00	$8,515.00	$8,685.00	$8,859.00	$9,036.00	$9,217.00
T49	$7,866.00	$8,024.00	$8,184.00	$8,348.00	$8,515.00	$8,685.00	$8,859.00	$9,036.00	$9,217.00	$9,401.00
T50	$8,024.00	$8,184.00	$8,348.00	$8,515.00	$8,685.00	$8,859.00	$9,036.00	$9,217.00	$9,401.00	$9,589.00
T51	$8,184.00	$8,348.00	$8,515.00	$8,685.00	$8,859.00	$9,036.00	$9,217.00	$9,401.00	$9,589.00	$9,781.00
T52	$8,348.00	$8,515.00	$8,685.00	$8,859.00	$9,036.00	$9,217.00	$9,401.00	$9,589.00	$9,781.00	$9,976.00
T53	$8,515.00	$8,685.00	$8,859.00	$9,036.00	$9,217.00	$9,401.00	$9,589.00	$9,781.00	$9,976.00	$10,176.00
T54	$8,685.00	$8,859.00	$9,036.00	$9,217.00	$9,401.00	$9,589.00	$9,781.00	$9,976.00	$10,176.00	$10,380.00
T55	$8,859.00	$9,036.00	$9,217.00	$9,401.00	$9,589.00	$9,781.00	$9,976.00	$10,176.00	$10,380.00	$10,587.00
T56	$9,036.00	$9,217.00	$9,401.00	$9,589.00	$9,781.00	$9,976.00	$10,176.00	$10,380.00	$10,587.00	$10,799.00

T57	$9,217.00	$9,401.00	$9,589.00	$9,781.00	$9,976.00	$10,176.00	$10,380.00	$10,587.00	$10,799.00	$11,015.00
T58	$9,401.00	$9,589.00	$9,781.00	$9,976.00	$10,176.00	$10,380.00	$10,587.00	$10,799.00	$11,015.00	$11,235.00
T59	$9,589.00	$9,781.00	$9,976.00	$10,176.00	$10,380.00	$10,587.00	$10,799.00	$11,015.00	$11,235.00	$11,460.00
T60	$9,781.00	$9,976.00	$10,176.00	$10,380.00	$10,587.00	$10,799.00	$11,015.00	$11,235.00	$11,460.00	$11,689.00
T61	$9,976.00	$10,176.00	$10,380.00	$10,587.00	$10,799.00	$11,015.00	$11,235.00	$11,460.00	$11,689.00	$11,923.00
T62	$10,176.00	$10,380.00	$10,587.00	$10,799.00	$11,015.00	$11,235.00	$11,460.00	$11,689.00	$11,923.00	$12,161.00
T63	$10,380.00	$10,587.00	$10,799.00	$11,015.00	$11,235.00	$11,460.00	$11,689.00	$11,923.00	$12,161.00	$12,405.00
T64	$10,587.00	$10,799.00	$11,015.00	$11,235.00	$11,460.00	$11,689.00	$11,923.00	$12,161.00	$12,405.00	$12,653.00
T65	$10,799.00	$11,015.00	$11,235.00	$11,460.00	$11,689.00	$11,923.00	$12,161.00	$12,405.00	$12,653.00	$12,906.00
T66	$11,015.00	$11,235.00	$11,460.00	$11,689.00	$11,923.00	$12,161.00	$12,405.00	$12,653.00	$12,906.00	$13,164.00
T67	$11,235.00	$11,460.00	$11,689.00	$11,923.00	$12,161.00	$12,405.00	$12,653.00	$12,906.00	$13,164.00	$13,427.00
T68	$11,460.00	$11,689.00	$11,923.00	$12,161.00	$12,405.00	$12,653.00	$12,906.00	$13,164.00	$13,427.00	$13,696.00
T69	$11,689.00	$11,923.00	$12,161.00	$12,405.00	$12,653.00	$12,906.00	$13,164.00	$13,427.00	$13,696.00	$13,969.00
T70	$11,923.00	$12,161.00	$12,405.00	$12,653.00	$12,906.00	$13,164.00	$13,427.00	$13,696.00	$13,969.00	$14,249.00
T71	$12,161.00	$12,405.00	$12,653.00	$12,906.00	$13,164.00	$13,427.00	$13,696.00	$13,969.00	$14,249.00	$14,534.00
T72	$12,405.00	$12,653.00	$12,906.00	$13,164.00	$13,427.00	$13,696.00	$13,969.00	$14,249.00	$14,534.00	$14,825.00
T73	$12,653.00	$12,906.00	$13,164.00	$13,427.00	$13,696.00	$13,969.00	$14,249.00	$14,534.00	$14,825.00	$15,121.00
T74	$12,906.00	$13,164.00	$13,427.00	$13,696.00	$13,969.00	$14,249.00	$14,534.00	$14,825.00	$15,121.00	$15,423.00

T75	$13,164.00	$13,427.00	$13,696.00	$13,969.00	$14,249.00	$14,534.00	$14,825.00	$15,121.00	$15,423.00	$15,732.00
T76	$13,427.00	$13,696.00	$13,969.00	$14,249.00	$14,534.00	$14,825.00	$15,121.00	$15,423.00	$15,732.00	$16,047.00
T77	$13,696.00	$13,969.00	$14,249.00	$14,534.00	$14,825.00	$15,121.00	$15,423.00	$15,732.00	$16,047.00	$16,367.00
T78	$13,969.00	$14,249.00	$14,534.00	$14,825.00	$15,121.00	$15,423.00	$15,732.00	$16,047.00	$16,367.00	$16,695.00
T79	$14,249.00	$14,534.00	$14,825.00	$15,121.00	$15,423.00	$15,732.00	$16,047.00	$16,367.00	$16,695.00	$17,029.00
T80	$14,534.00	$14,825.00	$15,121.00	$15,423.00	$15,732.00	$16,047.00	$16,367.00	$16,695.00	$17,029.00	$17,369.00
T81	$14,825.00	$15,121.00	$15,423.00	$15,732.00	$16,047.00	$16,367.00	$16,695.00	$17,029.00	$17,369.00	$17,717.00
T82	$15,121.00	$15,423.00	$15,732.00	$16,047.00	$16,367.00	$16,695.00	$17,029.00	$17,369.00	$17,717.00	$18,071.00
T83	$15,423.00	$15,732.00	$16,047.00	$16,367.00	$16,695.00	$17,029.00	$17,369.00	$17,717.00	$18,071.00	$18,432.00
T84	$15,732.00	$16,047.00	$16,367.00	$16,695.00	$17,029.00	$17,369.00	$17,717.00	$18,071.00	$18,432.00	$18,801.00
T85	$16,047.00	$16,367.00	$16,695.00	$17,029.00	$17,369.00	$17,717.00	$18,071.00	$18,432.00	$18,801.00	$19,177.00
T86	$16,367.00	$16,695.00	$17,029.00	$17,369.00	$17,717.00	$18,071.00	$18,432.00	$18,801.00	$19,177.00	$19,561.00
T87	$16,695.00	$17,029.00	$17,369.00	$17,717.00	$18,071.00	$18,432.00	$18,801.00	$19,177.00	$19,561.00	$19,952.00
T88	$17,029.00	$17,369.00	$17,717.00	$18,071.00	$18,432.00	$18,801.00	$19,177.00	$19,561.00	$19,952.00	$20,351.00
T89	$17,369.00	$17,717.00	$18,071.00	$18,432.00	$18,801.00	$19,177.00	$19,561.00	$19,952.00	$20,351.00	$20,758.00
T90	$17,717.00	$18,071.00	$18,432.00	$18,801.00	$19,177.00	$19,561.00	$19,952.00	$20,351.00	$20,758.00	$21,173.00
T91	$18,071.00	$18,432.00	$18,801.00	$19,177.00	$19,561.00	$19,952.00	$20,351.00	$20,758.00	$21,173.00	$21,597.00
T92	$18,432.00	$18,801.00	$19,177.00	$19,561.00	$19,952.00	$20,351.00	$20,758.00	$21,173.00	$21,597.00	$22,028.00

T93	$18,801.00	$19,177.00	$19,561.00	$19,952.00	$20,351.00	$20,758.00	$21,173.00	$21,597.00	$22,028.00	$22,469.00
T94	$19,177.00	$19,561.00	$19,952.00	$20,351.00	$20,758.00	$21,173.00	$21,597.00	$22,028.00	$22,469.00	$22,918.00
T95	$19,561.00	$19,952.00	$20,351.00	$20,758.00	$21,173.00	$21,597.00	$22,028.00	$22,469.00	$22,918.00	$23,377.00
T96	$19,952.00	$20,351.00	$20,758.00	$21,173.00	$21,597.00	$22,028.00	$22,469.00	$22,918.00	$23,377.00	$23,844.00
T97	$20,351.00	$20,758.00	$21,173.00	$21,597.00	$22,028.00	$22,469.00	$22,918.00	$23,377.00	$23,844.00	$24,321.00
T98	$20,758.00	$21,173.00	$21,597.00	$22,028.00	$22,469.00	$22,918.00	$23,377.00	$23,844.00	$24,321.00	$24,808.00
T99	$21,173.00	$21,597.00	$22,028.00	$22,469.00	$22,918.00	$23,377.00	$23,844.00	$24,321.00	$24,808.00	$25,304.00
T100	$21,597.00	$22,028.00	$22,469.00	$22,918.00	$23,377.00	$23,844.00	$24,321.00	$24,808.00	$25,304.00	$25,810.00
T101	$22,028.00	$22,469.00	$22,918.00	$23,377.00	$23,844.00	$24,321.00	$24,808.00	$25,304.00	$25,810.00	$26,326.00
T102	$22,469.00	$22,918.00	$23,377.00	$23,844.00	$24,321.00	$24,808.00	$25,304.00	$25,810.00	$26,326.00	$26,853.00
T103	$22,918.00	$23,377.00	$23,844.00	$24,321.00	$24,808.00	$25,304.00	$25,810.00	$26,326.00	$26,853.00	$27,390.00
T104	$23,377.00	$23,844.00	$24,321.00	$24,808.00	$25,304.00	$25,810.00	$26,326.00	$26,853.00	$27,390.00	$27,937.00
T105	$23,844.00	$24,321.00	$24,808.00	$25,304.00	$25,810.00	$26,326.00	$26,853.00	$27,390.00	$27,937.00	$28,496.00
T106	$24,321.00	$24,808.00	$25,304.00	$25,810.00	$26,326.00	$26,853.00	$27,390.00	$27,937.00	$28,496.00	$29,066.00
T107	$24,808.00	$25,304.00	$25,810.00	$26,326.00	$26,853.00	$27,390.00	$27,937.00	$28,496.00	$29,066.00	$29,647.00
T108	$25,304.00	$25,810.00	$26,326.00	$26,853.00	$27,390.00	$27,937.00	$28,496.00	$29,066.00	$29,647.00	$30,240.00
T109	$25,810.00	$26,326.00	$26,853.00	$27,390.00	$27,937.00	$28,496.00	$29,066.00	$29,647.00	$30,240.00	$30,845.00
T110	$26,326.00	$26,853.00	$27,390.00	$27,937.00	$28,496.00	$29,066.00	$29,647.00	$30,240.00	$30,845.00	$31,462.00

T11 1	$26,853.00	$27,390.00	$27,937.00	$28,496.00	$29,066.00	$29,647.00	$30,240.00	$30,845.00	$31,462.00	$32,091.00
T11 2	$27,390.00	$27,937.00	$28,496.00	$29,066.00	$29,647.00	$30,240.00	$30,845.00	$31,462.00	$32,091.00	$32,733.00

Table 3: Per Pay Period 10-Step Grade Structure for 2026

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T1	$1,403.38	$1,431.45	$1,460.08	$1,489.28	$1,519.06	$1,549.44	$1,580.43	$1,612.04	$1,644.28	$1,677.17
T2	$1,431.45	$1,460.08	$1,489.28	$1,519.06	$1,549.44	$1,580.43	$1,612.04	$1,644.28	$1,677.17	$1,710.71
T3	$1,460.08	$1,489.28	$1,519.06	$1,549.44	$1,580.43	$1,612.04	$1,644.28	$1,677.17	$1,710.71	$1,744.93
T4	$1,489.28	$1,519.06	$1,549.44	$1,580.43	$1,612.04	$1,644.28	$1,677.17	$1,710.71	$1,744.93	$1,779.82
T5	$1,519.06	$1,549.44	$1,580.43	$1,612.04	$1,644.28	$1,677.17	$1,710.71	$1,744.93	$1,779.82	$1,815.42
T6	$1,549.44	$1,580.43	$1,612.04	$1,644.28	$1,677.17	$1,710.71	$1,744.93	$1,779.82	$1,815.42	$1,851.73
T7	$1,580.43	$1,612.04	$1,644.28	$1,677.17	$1,710.71	$1,744.93	$1,779.82	$1,815.42	$1,851.73	$1,888.76
T8	$1,612.04	$1,644.28	$1,677.17	$1,710.71	$1,744.93	$1,779.82	$1,815.42	$1,851.73	$1,888.76	$1,926.54
T9	$1,644.28	$1,677.17	$1,710.71	$1,744.93	$1,779.82	$1,815.42	$1,851.73	$1,888.76	$1,926.54	$1,965.07
T10	$1,677.17	$1,710.71	$1,744.93	$1,779.82	$1,815.42	$1,851.73	$1,888.76	$1,926.54	$1,965.07	$2,004.37
T11	$1,710.71	$1,744.93	$1,779.82	$1,815.42	$1,851.73	$1,888.76	$1,926.54	$1,965.07	$2,004.37	$2,044.46
T12	$1,744.93	$1,779.82	$1,815.42	$1,851.73	$1,888.76	$1,926.54	$1,965.07	$2,004.37	$2,044.46	$2,085.35
T13	$1,779.82	$1,815.42	$1,851.73	$1,888.76	$1,926.54	$1,965.07	$2,004.37	$2,044.46	$2,085.35	$2,127.05
T14	$1,815.42	$1,851.73	$1,888.76	$1,926.54	$1,965.07	$2,004.37	$2,044.46	$2,085.35	$2,127.05	$2,169.60
T15	$1,851.73	$1,888.76	$1,926.54	$1,965.07	$2,004.37	$2,044.46	$2,085.35	$2,127.05	$2,169.60	$2,212.99
T16	$1,888.76	$1,926.54	$1,965.07	$2,004.37	$2,044.46	$2,085.35	$2,127.05	$2,169.60	$2,212.99	$2,257.25
T17	$1,926.54	$1,965.07	$2,004.37	$2,044.46	$2,085.35	$2,127.05	$2,169.60	$2,212.99	$2,257.25	$2,302.39
T18	$1,965.07	$2,004.37	$2,044.46	$2,085.35	$2,127.05	$2,169.60	$2,212.99	$2,257.25	$2,302.39	$2,348.44
T19	$2,004.37	$2,044.46	$2,085.35	$2,127.05	$2,169.60	$2,212.99	$2,257.25	$2,302.39	$2,348.44	$2,395.41
T20	$2,044.46	$2,085.35	$2,127.05	$2,169.60	$2,212.99	$2,257.25	$2,302.39	$2,348.44	$2,395.41	$2,443.32
T21	$2,085.35	$2,127.05	$2,169.60	$2,212.99	$2,257.25	$2,302.39	$2,348.44	$2,395.41	$2,443.32	$2,492.18
T22	$2,127.05	$2,169.60	$2,212.99	$2,257.25	$2,302.39	$2,348.44	$2,395.41	$2,443.32	$2,492.18	$2,542.03
T23	$2,169.60	$2,212.99	$2,257.25	$2,302.39	$2,348.44	$2,395.41	$2,443.32	$2,492.18	$2,542.03	$2,592.87
T24	$2,212.99	$2,257.25	$2,302.39	$2,348.44	$2,395.41	$2,443.32	$2,492.18	$2,542.03	$2,592.87	$2,644.73
T25	$2,257.25	$2,302.39	$2,348.44	$2,395.41	$2,443.32	$2,492.18	$2,542.03	$2,592.87	$2,644.73	$2,697.62
T26	$2,302.39	$2,348.44	$2,395.41	$2,443.32	$2,492.18	$2,542.03	$2,592.87	$2,644.73	$2,697.62	$2,751.57
T27	$2,348.44	$2,395.41	$2,443.32	$2,492.18	$2,542.03	$2,592.87	$2,644.73	$2,697.62	$2,751.57	$2,806.60
T28	$2,395.41	$2,443.32	$2,492.18	$2,542.03	$2,592.87	$2,644.73	$2,697.62	$2,751.57	$2,806.60	$2,862.74
T29	$2,443.32	$2,492.18	$2,542.03	$2,592.87	$2,644.73	$2,697.62	$2,751.57	$2,806.60	$2,862.74	$2,919.99
T30	$2,492.18	$2,542.03	$2,592.87	$2,644.73	$2,697.62	$2,751.57	$2,806.60	$2,862.74	$2,919.99	$2,978.39
T31	$2,542.03	$2,592.87	$2,644.73	$2,697.62	$2,751.57	$2,806.60	$2,862.74	$2,919.99	$2,978.39	$3,037.96
T32	$2,592.87	$2,644.73	$2,697.62	$2,751.57	$2,806.60	$2,862.74	$2,919.99	$2,978.39	$3,037.96	$3,098.72
T33	$2,644.73	$2,697.62	$2,751.57	$2,806.60	$2,862.74	$2,919.99	$2,978.39	$3,037.96	$3,098.72	$3,160.69

T34	$2,697.62	$2,751.57	$2,806.60	$2,862.74	$2,919.99	$2,978.39	$3,037.96	$3,098.72	$3,160.69	$3,223.91
T35	$2,751.57	$2,806.60	$2,862.74	$2,919.99	$2,978.39	$3,037.96	$3,098.72	$3,160.69	$3,223.91	$3,288.38
T36	$2,806.60	$2,862.74	$2,919.99	$2,978.39	$3,037.96	$3,098.72	$3,160.69	$3,223.91	$3,288.38	$3,354.15
T37	$2,862.74	$2,919.99	$2,978.39	$3,037.96	$3,098.72	$3,160.69	$3,223.91	$3,288.38	$3,354.15	$3,421.23
T38	$2,919.99	$2,978.39	$3,037.96	$3,098.72	$3,160.69	$3,223.91	$3,288.38	$3,354.15	$3,421.23	$3,489.66
T39	$2,978.39	$3,037.96	$3,098.72	$3,160.69	$3,223.91	$3,288.38	$3,354.15	$3,421.23	$3,489.66	$3,559.45
T40	$3,037.96	$3,098.72	$3,160.69	$3,223.91	$3,288.38	$3,354.15	$3,421.23	$3,489.66	$3,559.45	$3,630.64
T41	$3,098.72	$3,160.69	$3,223.91	$3,288.38	$3,354.15	$3,421.23	$3,489.66	$3,559.45	$3,630.64	$3,703.25
T42	$3,160.69	$3,223.91	$3,288.38	$3,354.15	$3,421.23	$3,489.66	$3,559.45	$3,630.64	$3,703.25	$3,777.32
T43	$3,223.91	$3,288.38	$3,354.15	$3,421.23	$3,489.66	$3,559.45	$3,630.64	$3,703.25	$3,777.32	$3,852.87
T44	$3,288.38	$3,354.15	$3,421.23	$3,489.66	$3,559.45	$3,630.64	$3,703.25	$3,777.32	$3,852.87	$3,929.92
T45	$3,354.15	$3,421.23	$3,489.66	$3,559.45	$3,630.64	$3,703.25	$3,777.32	$3,852.87	$3,929.92	$4,008.52
T46	$3,421.23	$3,489.66	$3,559.45	$3,630.64	$3,703.25	$3,777.32	$3,852.87	$3,929.92	$4,008.52	$4,088.69
T47	$3,489.66	$3,559.45	$3,630.64	$3,703.25	$3,777.32	$3,852.87	$3,929.92	$4,008.52	$4,088.69	$4,170.47
T48	$3,559.45	$3,630.64	$3,703.25	$3,777.32	$3,852.87	$3,929.92	$4,008.52	$4,088.69	$4,170.47	$4,253.87
T49	$3,630.64	$3,703.25	$3,777.32	$3,852.87	$3,929.92	$4,008.52	$4,088.69	$4,170.47	$4,253.87	$4,338.95
T50	$3,703.25	$3,777.32	$3,852.87	$3,929.92	$4,008.52	$4,088.69	$4,170.47	$4,253.87	$4,338.95	$4,425.73
T51	$3,777.32	$3,852.87	$3,929.92	$4,008.52	$4,088.69	$4,170.47	$4,253.87	$4,338.95	$4,425.73	$4,514.25
T52	$3,852.87	$3,929.92	$4,008.52	$4,088.69	$4,170.47	$4,253.87	$4,338.95	$4,425.73	$4,514.25	$4,604.53
T53	$3,929.92	$4,008.52	$4,088.69	$4,170.47	$4,253.87	$4,338.95	$4,425.73	$4,514.25	$4,604.53	$4,696.62
T54	$4,008.52	$4,088.69	$4,170.47	$4,253.87	$4,338.95	$4,425.73	$4,514.25	$4,604.53	$4,696.62	$4,790.55
T55	$4,088.69	$4,170.47	$4,253.87	$4,338.95	$4,425.73	$4,514.25	$4,604.53	$4,696.62	$4,790.55	$4,886.37
T56	$4,170.47	$4,253.87	$4,338.95	$4,425.73	$4,514.25	$4,604.53	$4,696.62	$4,790.55	$4,886.37	$4,984.09
T57	$4,253.87	$4,338.95	$4,425.73	$4,514.25	$4,604.53	$4,696.62	$4,790.55	$4,886.37	$4,984.09	$5,083.77
T58	$4,338.95	$4,425.73	$4,514.25	$4,604.53	$4,696.62	$4,790.55	$4,886.37	$4,984.09	$5,083.77	$5,185.45
T59	$4,425.73	$4,514.25	$4,604.53	$4,696.62	$4,790.55	$4,886.37	$4,984.09	$5,083.77	$5,185.45	$5,289.16
T60	$4,514.25	$4,604.53	$4,696.62	$4,790.55	$4,886.37	$4,984.09	$5,083.77	$5,185.45	$5,289.16	$5,394.94
T61	$4,604.53	$4,696.62	$4,790.55	$4,886.37	$4,984.09	$5,083.77	$5,185.45	$5,289.16	$5,394.94	$5,502.84
T62	$4,696.62	$4,790.55	$4,886.37	$4,984.09	$5,083.77	$5,185.45	$5,289.16	$5,394.94	$5,502.84	$5,612.90
T63	$4,790.55	$4,886.37	$4,984.09	$5,083.77	$5,185.45	$5,289.16	$5,394.94	$5,502.84	$5,612.90	$5,725.16
T64	$4,886.37	$4,984.09	$5,083.77	$5,185.45	$5,289.16	$5,394.94	$5,502.84	$5,612.90	$5,725.16	$5,839.66
T65	$4,984.09	$5,083.77	$5,185.45	$5,289.16	$5,394.94	$5,502.84	$5,612.90	$5,725.16	$5,839.66	$5,956.45
T66	$5,083.77	$5,185.45	$5,289.16	$5,394.94	$5,502.84	$5,612.90	$5,725.16	$5,839.66	$5,956.45	$6,075.58
T67	$5,185.45	$5,289.16	$5,394.94	$5,502.84	$5,612.90	$5,725.16	$5,839.66	$5,956.45	$6,075.58	$6,197.09
T68	$5,289.16	$5,394.94	$5,502.84	$5,612.90	$5,725.16	$5,839.66	$5,956.45	$6,075.58	$6,197.09	$6,321.03
T69	$5,394.94	$5,502.84	$5,612.90	$5,725.16	$5,839.66	$5,956.45	$6,075.58	$6,197.09	$6,321.03	$6,447.46

T70	$5,502.84	$5,612.90	$5,725.16	$5,839.66	$5,956.45	$6,075.58	$6,197.09	$6,321.03	$6,447.46	$6,576.40
T71	$5,612.90	$5,725.16	$5,839.66	$5,956.45	$6,075.58	$6,197.09	$6,321.03	$6,447.46	$6,576.40	$6,707.93
T72	$5,725.16	$5,839.66	$5,956.45	$6,075.58	$6,197.09	$6,321.03	$6,447.46	$6,576.40	$6,707.93	$6,842.09
T73	$5,839.66	$5,956.45	$6,075.58	$6,197.09	$6,321.03	$6,447.46	$6,576.40	$6,707.93	$6,842.09	$6,978.93
T74	$5,956.45	$6,075.58	$6,197.09	$6,321.03	$6,447.46	$6,576.40	$6,707.93	$6,842.09	$6,978.93	$7,118.51
T75	$6,075.58	$6,197.09	$6,321.03	$6,447.46	$6,576.40	$6,707.93	$6,842.09	$6,978.93	$7,118.51	$7,260.88
T76	$6,197.09	$6,321.03	$6,447.46	$6,576.40	$6,707.93	$6,842.09	$6,978.93	$7,118.51	$7,260.88	$7,406.10
T77	$6,321.03	$6,447.46	$6,576.40	$6,707.93	$6,842.09	$6,978.93	$7,118.51	$7,260.88	$7,406.10	$7,554.22
T78	$6,447.46	$6,576.40	$6,707.93	$6,842.09	$6,978.93	$7,118.51	$7,260.88	$7,406.10	$7,554.22	$7,705.31
T79	$6,576.40	$6,707.93	$6,842.09	$6,978.93	$7,118.51	$7,260.88	$7,406.10	$7,554.22	$7,705.31	$7,859.41
T80	$6,707.93	$6,842.09	$6,978.93	$7,118.51	$7,260.88	$7,406.10	$7,554.22	$7,705.31	$7,859.41	$8,016.60
T81	$6,842.09	$6,978.93	$7,118.51	$7,260.88	$7,406.10	$7,554.22	$7,705.31	$7,859.41	$8,016.60	$8,176.93
T82	$6,978.93	$7,118.51	$7,260.88	$7,406.10	$7,554.22	$7,705.31	$7,859.41	$8,016.60	$8,176.93	$8,340.47
T83	$7,118.51	$7,260.88	$7,406.10	$7,554.22	$7,705.31	$7,859.41	$8,016.60	$8,176.93	$8,340.47	$8,507.28
T84	$7,260.88	$7,406.10	$7,554.22	$7,705.31	$7,859.41	$8,016.60	$8,176.93	$8,340.47	$8,507.28	$8,677.43
T85	$7,406.10	$7,554.22	$7,705.31	$7,859.41	$8,016.60	$8,176.93	$8,340.47	$8,507.28	$8,677.43	$8,850.97
T86	$7,554.22	$7,705.31	$7,859.41	$8,016.60	$8,176.93	$8,340.47	$8,507.28	$8,677.43	$8,850.97	$9,027.99
T87	$7,705.31	$7,859.41	$8,016.60	$8,176.93	$8,340.47	$8,507.28	$8,677.43	$8,850.97	$9,027.99	$9,208.55
T88	$7,859.41	$8,016.60	$8,176.93	$8,340.47	$8,507.28	$8,677.43	$8,850.97	$9,027.99	$9,208.55	$9,392.72
T89	$8,016.60	$8,176.93	$8,340.47	$8,507.28	$8,677.43	$8,850.97	$9,027.99	$9,208.55	$9,392.72	$9,580.58
T90	$8,176.93	$8,340.47	$8,507.28	$8,677.43	$8,850.97	$9,027.99	$9,208.55	$9,392.72	$9,580.58	$9,772.19
T91	$8,340.47	$8,507.28	$8,677.43	$8,850.97	$9,027.99	$9,208.55	$9,392.72	$9,580.58	$9,772.19	$9,967.63
T92	$8,507.28	$8,677.43	$8,850.97	$9,027.99	$9,208.55	$9,392.72	$9,580.58	$9,772.19	$9,967.63	$10,166.99
T93	$8,677.43	$8,850.97	$9,027.99	$9,208.55	$9,392.72	$9,580.58	$9,772.19	$9,967.63	$10,166.99	$10,370.33
T94	$8,850.97	$9,027.99	$9,208.55	$9,392.72	$9,580.58	$9,772.19	$9,967.63	$10,166.99	$10,370.33	$10,577.73
T95	$9,027.99	$9,208.55	$9,392.72	$9,580.58	$9,772.19	$9,967.63	$10,166.99	$10,370.33	$10,577.73	$10,789.29
T96	$9,208.55	$9,392.72	$9,580.58	$9,772.19	$9,967.63	$10,166.99	$10,370.33	$10,577.73	$10,789.29	$11,005.07
T97	$9,392.72	$9,580.58	$9,772.19	$9,967.63	$10,166.99	$10,370.33	$10,577.73	$10,789.29	$11,005.07	$11,225.18
T98	$9,580.58	$9,772.19	$9,967.63	$10,166.99	$10,370.33	$10,577.73	$10,789.29	$11,005.07	$11,225.18	$11,449.68

T99	$9,772.19	$9,967.63	$10,166.99	$10,370.33	$10,577.73	$10,789.29	$11,005.07	$11,225.18	$11,449.68	$11,678.67
T100	$9,967.63	$10,166.99	$10,370.33	$10,577.73	$10,789.29	$11,005.07	$11,225.18	$11,449.68	$11,678.67	$11,912.25
T101	$10,166.99	$10,370.33	$10,577.73	$10,789.29	$11,005.07	$11,225.18	$11,449.68	$11,678.67	$11,912.25	$12,150.49
T102	$10,370.33	$10,577.73	$10,789.29	$11,005.07	$11,225.18	$11,449.68	$11,678.67	$11,912.25	$12,150.49	$12,393.50
T103	$10,577.73	$10,789.29	$11,005.07	$11,225.18	$11,449.68	$11,678.67	$11,912.25	$12,150.49	$12,393.50	$12,641.37
T104	$10,789.29	$11,005.07	$11,225.18	$11,449.68	$11,678.67	$11,912.25	$12,150.49	$12,393.50	$12,641.37	$12,894.20
T105	$11,005.07	$11,225.18	$11,449.68	$11,678.67	$11,912.25	$12,150.49	$12,393.50	$12,641.37	$12,894.20	$13,152.08
T106	$11,225.18	$11,449.68	$11,678.67	$11,912.25	$12,150.49	$12,393.50	$12,641.37	$12,894.20	$13,152.08	$13,415.12
T107	$11,449.68	$11,678.67	$11,912.25	$12,150.49	$12,393.50	$12,641.37	$12,894.20	$13,152.08	$13,415.12	$13,683.43
T108	$11,678.67	$11,912.25	$12,150.49	$12,393.50	$12,641.37	$12,894.20	$13,152.08	$13,415.12	$13,683.43	$13,957.09
T109	$11,912.25	$12,150.49	$12,393.50	$12,641.37	$12,894.20	$13,152.08	$13,415.12	$13,683.43	$13,957.09	$14,236.24
T110	$12,150.49	$12,393.50	$12,641.37	$12,894.20	$13,152.08	$13,415.12	$13,683.43	$13,957.09	$14,236.24	$14,520.96
T111	$12,393.50	$12,641.37	$12,894.20	$13,152.08	$13,415.12	$13,683.43	$13,957.09	$14,236.24	$14,520.96	$14,811.38
T112	$12,641.37	$12,894.20	$13,152.08	$13,415.12	$13,683.43	$13,957.09	$14,236.24	$14,520.96	$14,811.38	$15,107.61

Table 4: Hourly 10-Step Grade Structure for 2026

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T1	$17.54	$17.89	$18.25	$18.62	$18.99	$19.37	$19.76	$20.15	$20.55	$20.96
T2	$17.89	$18.25	$18.62	$18.99	$19.37	$19.76	$20.15	$20.55	$20.96	$21.38
T3	$18.25	$18.62	$18.99	$19.37	$19.76	$20.15	$20.55	$20.96	$21.38	$21.81
T4	$18.62	$18.99	$19.37	$19.76	$20.15	$20.55	$20.96	$21.38	$21.81	$22.25
T5	$18.99	$19.37	$19.76	$20.15	$20.55	$20.96	$21.38	$21.81	$22.25	$22.69
T6	$19.37	$19.76	$20.15	$20.55	$20.96	$21.38	$21.81	$22.25	$22.69	$23.15
T7	$19.76	$20.15	$20.55	$20.96	$21.38	$21.81	$22.25	$22.69	$23.15	$23.61
T8	$20.15	$20.55	$20.96	$21.38	$21.81	$22.25	$22.69	$23.15	$23.61	$24.08
T9	$20.55	$20.96	$21.38	$21.81	$22.25	$22.69	$23.15	$23.61	$24.08	$24.56
T10	$20.96	$21.38	$21.81	$22.25	$22.69	$23.15	$23.61	$24.08	$24.56	$25.05
T11	$21.38	$21.81	$22.25	$22.69	$23.15	$23.61	$24.08	$24.56	$25.05	$25.56
T12	$21.81	$22.25	$22.69	$23.15	$23.61	$24.08	$24.56	$25.05	$25.56	$26.07
T13	$22.25	$22.69	$23.15	$23.61	$24.08	$24.56	$25.05	$25.56	$26.07	$26.59
T14	$22.69	$23.15	$23.61	$24.08	$24.56	$25.05	$25.56	$26.07	$26.59	$27.12
T15	$23.15	$23.61	$24.08	$24.56	$25.05	$25.56	$26.07	$26.59	$27.12	$27.66
T16	$23.61	$24.08	$24.56	$25.05	$25.56	$26.07	$26.59	$27.12	$27.66	$28.22
T17	$24.08	$24.56	$25.05	$25.56	$26.07	$26.59	$27.12	$27.66	$28.22	$28.78
T18	$24.56	$25.05	$25.56	$26.07	$26.59	$27.12	$27.66	$28.22	$28.78	$29.36
T19	$25.05	$25.56	$26.07	$26.59	$27.12	$27.66	$28.22	$28.78	$29.36	$29.94
T20	$25.56	$26.07	$26.59	$27.12	$27.66	$28.22	$28.78	$29.36	$29.94	$30.54
T21	$26.07	$26.59	$27.12	$27.66	$28.22	$28.78	$29.36	$29.94	$30.54	$31.15
T22	$26.59	$27.12	$27.66	$28.22	$28.78	$29.36	$29.94	$30.54	$31.15	$31.78
T23	$27.12	$27.66	$28.22	$28.78	$29.36	$29.94	$30.54	$31.15	$31.78	$32.41
T24	$27.66	$28.22	$28.78	$29.36	$29.94	$30.54	$31.15	$31.78	$32.41	$33.06
T25	$28.22	$28.78	$29.36	$29.94	$30.54	$31.15	$31.78	$32.41	$33.06	$33.72
T26	$28.78	$29.36	$29.94	$30.54	$31.15	$31.78	$32.41	$33.06	$33.72	$34.39
T27	$29.36	$29.94	$30.54	$31.15	$31.78	$32.41	$33.06	$33.72	$34.39	$35.08
T28	$29.94	$30.54	$31.15	$31.78	$32.41	$33.06	$33.72	$34.39	$35.08	$35.78
T29	$30.54	$31.15	$31.78	$32.41	$33.06	$33.72	$34.39	$35.08	$35.78	$36.50
T30	$31.15	$31.78	$32.41	$33.06	$33.72	$34.39	$35.08	$35.78	$36.50	$37.23
T31	$31.78	$32.41	$33.06	$33.72	$34.39	$35.08	$35.78	$36.50	$37.23	$37.97
T32	$32.41	$33.06	$33.72	$34.39	$35.08	$35.78	$36.50	$37.23	$37.97	$38.73
T33	$33.06	$33.72	$34.39	$35.08	$35.78	$36.50	$37.23	$37.97	$38.73	$39.51
T34	$33.72	$34.39	$35.08	$35.78	$36.50	$37.23	$37.97	$38.73	$39.51	$40.30

T35	$34.39	$35.08	$35.78	$36.50	$37.23	$37.97	$38.73	$39.51	$40.30	$41.10
T36	$35.08	$35.78	$36.50	$37.23	$37.97	$38.73	$39.51	$40.30	$41.10	$41.93
T37	$35.78	$36.50	$37.23	$37.97	$38.73	$39.51	$40.30	$41.10	$41.93	$42.77
T38	$36.50	$37.23	$37.97	$38.73	$39.51	$40.30	$41.10	$41.93	$42.77	$43.62
T39	$37.23	$37.97	$38.73	$39.51	$40.30	$41.10	$41.93	$42.77	$43.62	$44.49
T40	$37.97	$38.73	$39.51	$40.30	$41.10	$41.93	$42.77	$43.62	$44.49	$45.38
T41	$38.73	$39.51	$40.30	$41.10	$41.93	$42.77	$43.62	$44.49	$45.38	$46.29
T42	$39.51	$40.30	$41.10	$41.93	$42.77	$43.62	$44.49	$45.38	$46.29	$47.22
T43	$40.30	$41.10	$41.93	$42.77	$43.62	$44.49	$45.38	$46.29	$47.22	$48.16
T44	$41.10	$41.93	$42.77	$43.62	$44.49	$45.38	$46.29	$47.22	$48.16	$49.12
T45	$41.93	$42.77	$43.62	$44.49	$45.38	$46.29	$47.22	$48.16	$49.12	$50.11
T46	$42.77	$43.62	$44.49	$45.38	$46.29	$47.22	$48.16	$49.12	$50.11	$51.11
T47	$43.62	$44.49	$45.38	$46.29	$47.22	$48.16	$49.12	$50.11	$51.11	$52.13
T48	$44.49	$45.38	$46.29	$47.22	$48.16	$49.12	$50.11	$51.11	$52.13	$53.17
T49	$45.38	$46.29	$47.22	$48.16	$49.12	$50.11	$51.11	$52.13	$53.17	$54.24
T50	$46.29	$47.22	$48.16	$49.12	$50.11	$51.11	$52.13	$53.17	$54.24	$55.32
T51	$47.22	$48.16	$49.12	$50.11	$51.11	$52.13	$53.17	$54.24	$55.32	$56.43
T52	$48.16	$49.12	$50.11	$51.11	$52.13	$53.17	$54.24	$55.32	$56.43	$57.56
T53	$49.12	$50.11	$51.11	$52.13	$53.17	$54.24	$55.32	$56.43	$57.56	$58.71
T54	$50.11	$51.11	$52.13	$53.17	$54.24	$55.32	$56.43	$57.56	$58.71	$59.88
T55	$51.11	$52.13	$53.17	$54.24	$55.32	$56.43	$57.56	$58.71	$59.88	$61.08
T56	$52.13	$53.17	$54.24	$55.32	$56.43	$57.56	$58.71	$59.88	$61.08	$62.30
T57	$53.17	$54.24	$55.32	$56.43	$57.56	$58.71	$59.88	$61.08	$62.30	$63.55
T58	$54.24	$55.32	$56.43	$57.56	$58.71	$59.88	$61.08	$62.30	$63.55	$64.82
T59	$55.32	$56.43	$57.56	$58.71	$59.88	$61.08	$62.30	$63.55	$64.82	$66.11
T60	$56.43	$57.56	$58.71	$59.88	$61.08	$62.30	$63.55	$64.82	$66.11	$67.44
T61	$57.56	$58.71	$59.88	$61.08	$62.30	$63.55	$64.82	$66.11	$67.44	$68.79
T62	$58.71	$59.88	$61.08	$62.30	$63.55	$64.82	$66.11	$67.44	$68.79	$70.16
T63	$59.88	$61.08	$62.30	$63.55	$64.82	$66.11	$67.44	$68.79	$70.16	$71.56
T64	$61.08	$62.30	$63.55	$64.82	$66.11	$67.44	$68.79	$70.16	$71.56	$73.00
T65	$62.30	$63.55	$64.82	$66.11	$67.44	$68.79	$70.16	$71.56	$73.00	$74.46
T66	$63.55	$64.82	$66.11	$67.44	$68.79	$70.16	$71.56	$73.00	$74.46	$75.94
T67	$64.82	$66.11	$67.44	$68.79	$70.16	$71.56	$73.00	$74.46	$75.94	$77.46
T68	$66.11	$67.44	$68.79	$70.16	$71.56	$73.00	$74.46	$75.94	$77.46	$79.01
T69	$67.44	$68.79	$70.16	$71.56	$73.00	$74.46	$75.94	$77.46	$79.01	$80.59
T70	$68.79	$70.16	$71.56	$73.00	$74.46	$75.94	$77.46	$79.01	$80.59	$82.21

T71	$70.16	$71.56	$73.00	$74.46	$75.94	$77.46	$79.01	$80.59	$82.21	$83.85
T72	$71.56	$73.00	$74.46	$75.94	$77.46	$79.01	$80.59	$82.21	$83.85	$85.53
T73	$73.00	$74.46	$75.94	$77.46	$79.01	$80.59	$82.21	$83.85	$85.53	$87.24
T74	$74.46	$75.94	$77.46	$79.01	$80.59	$82.21	$83.85	$85.53	$87.24	$88.98
T75	$75.94	$77.46	$79.01	$80.59	$82.21	$83.85	$85.53	$87.24	$88.98	$90.76
T76	$77.46	$79.01	$80.59	$82.21	$83.85	$85.53	$87.24	$88.98	$90.76	$92.58
T77	$79.01	$80.59	$82.21	$83.85	$85.53	$87.24	$88.98	$90.76	$92.58	$94.43
T78	$80.59	$82.21	$83.85	$85.53	$87.24	$88.98	$90.76	$92.58	$94.43	$96.32
T79	$82.21	$83.85	$85.53	$87.24	$88.98	$90.76	$92.58	$94.43	$96.32	$98.24
T80	$83.85	$85.53	$87.24	$88.98	$90.76	$92.58	$94.43	$96.32	$98.24	$100.21
T81	$85.53	$87.24	$88.98	$90.76	$92.58	$94.43	$96.32	$98.24	$100.21	$102.21
T82	$87.24	$88.98	$90.76	$92.58	$94.43	$96.32	$98.24	$100.21	$102.21	$104.26
T83	$88.98	$90.76	$92.58	$94.43	$96.32	$98.24	$100.21	$102.21	$104.26	$106.34
T84	$90.76	$92.58	$94.43	$96.32	$98.24	$100.21	$102.21	$104.26	$106.34	$108.47
T85	$92.58	$94.43	$96.32	$98.24	$100.21	$102.21	$104.26	$106.34	$108.47	$110.64
T86	$94.43	$96.32	$98.24	$100.21	$102.21	$104.26	$106.34	$108.47	$110.64	$112.85
T87	$96.32	$98.24	$100.21	$102.21	$104.26	$106.34	$108.47	$110.64	$112.85	$115.11
T88	$98.24	$100.21	$102.21	$104.26	$106.34	$108.47	$110.64	$112.85	$115.11	$117.41
T89	$100.21	$102.21	$104.26	$106.34	$108.47	$110.64	$112.85	$115.11	$117.41	$119.76
T90	$102.21	$104.26	$106.34	$108.47	$110.64	$112.85	$115.11	$117.41	$119.76	$122.15
T91	$104.26	$106.34	$108.47	$110.64	$112.85	$115.11	$117.41	$119.76	$122.15	$124.60
T92	$106.34	$108.47	$110.64	$112.85	$115.11	$117.41	$119.76	$122.15	$124.60	$127.09
T93	$108.47	$110.64	$112.85	$115.11	$117.41	$119.76	$122.15	$124.60	$127.09	$129.63
T94	$110.64	$112.85	$115.11	$117.41	$119.76	$122.15	$124.60	$127.09	$129.63	$132.22
T95	$112.85	$115.11	$117.41	$119.76	$122.15	$124.60	$127.09	$129.63	$132.22	$134.87
T96	$115.11	$117.41	$119.76	$122.15	$124.60	$127.09	$129.63	$132.22	$134.87	$137.56
T97	$117.41	$119.76	$122.15	$124.60	$127.09	$129.63	$132.22	$134.87	$137.56	$140.31
T98	$119.76	$122.15	$124.60	$127.09	$129.63	$132.22	$134.87	$137.56	$140.31	$143.12
T99	$122.15	$124.60	$127.09	$129.63	$132.22	$134.87	$137.56	$140.31	$143.12	$145.98
T100	$124.60	$127.09	$129.63	$132.22	$134.87	$137.56	$140.31	$143.12	$145.98	$148.90
T101	$127.09	$129.63	$132.22	$134.87	$137.56	$140.31	$143.12	$145.98	$148.90	$151.88
T102	$129.63	$132.22	$134.87	$137.56	$140.31	$143.12	$145.98	$148.90	$151.88	$154.92
T103	$132.22	$134.87	$137.56	$140.31	$143.12	$145.98	$148.90	$151.88	$154.92	$158.02
T104	$134.87	$137.56	$140.31	$143.12	$145.98	$148.90	$151.88	$154.92	$158.02	$161.18
T105	$137.56	$140.31	$143.12	$145.98	$148.90	$151.88	$154.92	$158.02	$161.18	$164.40
T106	$140.31	$143.12	$145.98	$148.90	$151.88	$154.92	$158.02	$161.18	$164.40	$167.69

T107	$143.12	$145.98	$148.90	$151.88	$154.92	$158.02	$161.18	$164.40	$167.69	$171.04
T108	$145.98	$148.90	$151.88	$154.92	$158.02	$161.18	$164.40	$167.69	$171.04	$174.46
T109	$148.90	$151.88	$154.92	$158.02	$161.18	$164.40	$167.69	$171.04	$174.46	$177.95
T110	$151.88	$154.92	$158.02	$161.18	$164.40	$167.69	$171.04	$174.46	$177.95	$181.51
T111	$154.92	$158.02	$161.18	$164.40	$167.69	$171.04	$174.46	$177.95	$181.51	$185.14
T112	$158.02	$161.18	$164.40	$167.69	$171.04	$174.46	$177.95	$181.51	$185.14	$188.85

Summary and Fiscal Note

1. Legislation Summary

Department: Seattle Department of Human Resources

Title: An ordinance relating to City employment; establishing the new Information Technology (IT) Talent Modernization classification title structure and corresponding rates of pay for IT positions across City departments.

Background:

The Information Technology (IT) Talent Modernization project is a multi-year effort to modernize the City of Seattle's classification and compensation structures for IT positions across City departments. Beginning in 2021, the City contracted with the consulting firm Gallagher to conduct a comprehensive review of the City's Information Technology Professional (ITP) classifications and compensation program. The study was later expanded to include IT bodies of work Citywide, including those within other City pay programs. The study found that the existing ITP A, B, and C structures functioned primarily as compensation programs rather than classification programs and lacked clear definitions of work, career paths, and market benchmarks needed to support equitable and competitive compensation practices.

This legislation is a significant milestone in the City's process to modernize its information technology compensation and classification program, as it establishes two foundational components of the IT Talent Modernization project. First, it creates a new IT classification structure that defines technology roles by disciplinary domain and level of responsibility. Second, it establishes a new 10-step pay grade structure, recommended by the IT Classification and Compensation study, and will serve as a

framework to support future bargaining rates of pay for titles established in the new IT classification structure. This aligns with terms laid out in the MOU that extended the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals' (ITP) Unit Collective Bargaining Agreement (CBA) to December 31, 2026, Ordinance 127334.

This legislation does not implement new classifications or compensation programs, nor does it modify the existing ITP classification structure. Additional legislation will be required to assign compensation grades to the classification structure and authorize the use of the new classifications to replace the existing Information Technology Professional Pay Program.

This legislation establishes only the foundational structures for the necessary classification title development, compensation grade assignment, labor negotiations, and their corresponding legislation. Prior to the implementation of these classification and compensation structures, the identified IT Talent Modernization Project dependencies must be sufficiently satisfied, including but not limited to (1) the completion of full classification specifications for all new IT titles in accordance with City compensation and classification standards, (2) the identification and resolution of impacts to existing classification titles and pay programs, and (3) the identification and evaluation of positions across City departments that may need to be reclassified into the new IT classification structure.

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2. Capital Improvement Program (CIP)

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

☐ Yes

☒ No

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3. Summary of Financial Implications

Does this legislation have financial impacts to the City?

☐ Yes

☒ No

3d. Other Financial Impacts

a. Does this legislation create any other financial impacts for The City of Seattle, such as direct or indirect costs, one-time or ongoing, that aren't mentioned above? If yes, please explain these impacts.

No, not at this time. This legislation establishes the new classification and compensation structure for the IT Talent Modernization Project as agreed upon in the MOU that extended CBA with the L77 ITP to the end of calendar year 2026.

There likely will be financial impacts should employees be placed into this new structure, but those impacts cannot be determined at this time, and would be subject to bargaining. Any potential downstream financial impacts of moving employees into the new structure would be presented to Council as part of Collective Bargaining Agreement with L77 ITP.

b. If the legislation has costs that can be covered within the current budget, explain how. Does the department have extra resources in its budget to handle these costs? Or does the department need to shift resources away from other work to handle these costs?

n/a

c. What financial costs or other impacts might happen if this legislation is not implemented?

This legislation does not change compensation of employees and therefore has no direct fiscal impact. This legislation establishes the classification and compensation

framework as agreed upon with L77 ITP. If not implemented, future legislation would need to establish these structures before any employees in the ITP position classifications can move into new classifications.

d. How might this legislation affect other City departments besides the one that proposed it?

City Attorney's Office, Finance and Administrative Services, Seattle City Light, Seattle Department of Transportation, Seattle Information Technology, Seattle Municipal Court, Seattle Parks & Recreation, and Seattle Public Utilities all have positions classified as Information Technology Professionals. While this legislation does not affect these positions at this point in time, further legislation that may place ITP employees within the new classification and compensation framework established in this ordinance would impact these departments.

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4. Other Impacts

a. Does this legislation require a public hearing?

☒ Yes

☒ No

b. Does this legislation require a notice to be published in The Daily Journal of Commerce and/or The Seattle Times?

☐ Yes

☒ No

c. Does this legislation affect a piece of property?

No

d. Race and Social Justice Initiative impacts:

N/A

1. How does this legislation affect vulnerable or historically disadvantaged communities? How did you come to this conclusion?

Please consider both impacts within City government (like employees and internal programs) and in the broader community.

2. Please attach any Racial Equity Toolkits or other racial equity analyses used to develop or assess this legislation.

3. What is the Language Access Plan for communicating with the public about this legislation?

e. Climate change impacts:

N/A

1. Emissions: Will this legislation significantly increase or decrease carbon emissions? Attach any studies or materials that inform your answer.

2. Resiliency: Will this legislation make Seattle more or less able to adapt to climate change? If it reduces resiliency, explain what can be done to lessen the impact.

f. If this legislation creates a new program or expands an existing one, what are the long-term, measurable goals? How will this legislation help achieve those goals? What methods will be used to track progress?

N/A

g. Does this legislation create a non-utility CIP that involves shared funding with a non-City partner or organization?

No

Legislation Text

File #: Appt 03547, **Version:** 1

Appointment of Zoe Bailey Stylianides as member, Seattle Human Rights Commission, for a term to July 22, 2027.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Zoe Bailey Stylianides*

Board or Commission Name: *Seattle Human Rights Commission*

Position Title: *Member*

☒ **Appointment** ☐ **Reappointment** ***Term of Position:** *7/23/2025* to *7/22/2027*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☐ City Council ☒ Mayor ☐ Other: *Commission*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *University District*

Appointee brief overview:

Zoe's academic and professional work has centered on human rights and justice reform. At the University of Washington, she completed an honors thesis comparing juvenile justice systems in the U.S., Italy, and Sweden, focusing on how punitive versus rehabilitative models impact young people's rights and development. Through interviews with formerly incarcerated youth and justice professionals, she saw firsthand, how policy decisions shape real lives — and how systems grounded in rehabilitation, privacy, and human dignity are urgently needed.

Zoe's current role as a Victim Advocate supporting over 1,000 survivors of sexual abuse has strengthened her commitment to survivor-centered justice and reinforced how critical it is that institutions treat people with care and respect.

She also serves on the policy development committee for the Law Enforcement Assisted Diversion (LEAD) program in Marysville and with the Tulalip Tribe, who strive to design diversion strategies that are culturally responsive and rooted in compassion rather than punishment. In addition, she founded The Pathway Project working to create safe, restorative spaces for at-risk youth in Snohomish County.

Zoe cares deeply about making systems more humane and more accountable and believes in the principles of the Universal Declaration of Human Rights not just as ideals, but as daily commitments.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Katie B Wilson **Date Signed: 5/19/2026**	*Katie B. Wilson* *Mayor of Seattle*

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

EDUCATION
University of Washington

Seattle, WA
B.A. in Political Science with Honors & Philosophy with Honors

Jun 2025
GPA: 3.99; Annual Dean's List 2022-2025
University of Washington Political Science Honors Program

Seattle, WA
Honors Thesis

Sep 2024 - Apr 2025

- **Thesis:** "Rehabilitation or Retribution: *A Comparative Study of Juvenile Justice in the United States, Italy, and Sweden"*
- Conducted a cross-national analysis of juvenile justice systems in the U.S., Italy, and Sweden, comparing punitive versus rehabilitative models to evaluate how legal philosophies impact youth offenders' rights and development. Focused on transfer laws, solitary confinement, and privacy protections, assessing compliance with international standards like the UN Convention on the Rights of the Child. Employed mixed methods, including case studies and interviews with formerly incarcerated youth and justice professionals, to explore both legal frameworks and real-world experiences.

JUSTICE, LAW AND PUBLIC POLICY
Oslund Udo Little, PLLC

Seattle, WA
Victim Advocate

Oct 2025 - Present

- Manage a high-volume caseload of over 1,000 sexual abuse clients, serving as a trusted liaison between survivors and the legal team to ensure effective, compassionate representation.
- Review hundreds of pages of juvenile records per client in a timely, detail-oriented manner to support the drafting and filing of complex civil litigation documents, including discovery responses.
- Conduct trauma-informed client interviews while strengthening trust and retention through responsive communication and consistent advocacy.

Law Enforcement Assisted Diversion (LEAD)

Marysville, WA
Program Policy Development Committee Member

Aug 2025 - Present

- Collaborate with multidisciplinary stakeholders to develop policies and guiding frameworks for the LEAD program serving Marysville and the Tulalip Tribe, ensuring culturally responsive and effective diversion strategies.
- Advise on program implementation to balance public safety with compassionate care, helping reduce criminal justice involvement and improve long-term outcomes for vulnerable populations.
- Make high-level decisions on individual cases, evaluating eligibility and appropriate community-based interventions for individuals with low-level offenses linked to substance use, mental health, or poverty.

Associated Students of the University of Washington (ASUW)

Seattle, WA
Director of Internal Policy, Board of Directors

Jun 2024 - Jun 2025

- Elected by the student body to the Board of Directors, helping oversee a $1.5M student-

led organization and guide strategic decisions impacting all operational entities.
- Boosted student voter turnout by over 4,000 by leading targeted outreach and data-informed programming in partnership with the Elections Committee, increasing democratic participation across campus.
- Launched and directed the organization's first Internal Policy internship program, providing undergraduates with hands-on experience in university and civic processes; mentored interns, two of whom were later elected to the Board.
- Represented the University of Washington at a national Big Ten academic conference in Washington, D.C., collaborating with student government leaders from across the country on shared challenges and policy solutions.
- Revived key campus partnerships and co-hosted a flagship event with stakeholders to celebrate ASUW's history, strengthening institutional ties and deepening student engagement.

Sayre Law Offices, PLLC

Seattle, WA
Legal Clerk

Jun 2024 - Jun 2025
- Conducted comprehensive legal research and drafted documents to support attorneys and paralegals, enabling efficient case preparation and stronger client representation.
- Organized and maintained case files and records, ensuring timely access to critical documents while strictly adhering to confidentiality and compliance standards.
- Improved office efficiency by designing and implementing a new record management system, streamlining file retrieval and reducing administrative delays.
- Digitized closed client files, preserving accurate client records and enhancing long-term document accessibility and security.

Representative Adam Smith District Office

Renton, WA
Congressional Intern

Sep 2023 - Dec 2023
- Researched assigned topics thoroughly and delivered accurate, timely information to supervisors, supporting informed decision-making and office efficiency.
- Drafted professional correspondence to constituents and federal agencies, including response letters, grant communications, and congratulatory messages, ensuring clear, respectful, and solution-oriented outreach.
- Provided administrative and casework support by managing phone calls, logging constituent concerns, and following up on ongoing case files to ensure timely and accurate responses.

EDUCATION, EMPOWERMENT & EQUITY INITIATIVES
The Pathway Project — *Youth Justice & Empowerment Initiative*

Snohomish, WA
Founder & Program Lead

May 2025 - Present
- Launched a program providing at-risk youth with safe spaces, mentorship, access to job-readiness and educational help.
- Lead early-stage development, including stakeholder outreach, volunteer systems, and infrastructure planning to address critical service gaps in Snohomish County.
- Built and maintain partnerships with local organizations and schools to co-develop trauma-informed, community-driven programming grounded in restorative justice.

University of Washington Journal of Political Science (UWJPS)

Seattle, WA
Founder and Editor-in-Chief

Jan 2024 - Jun 2025

- Founded *UWJPS* to showcase undergraduate research, resulting in 80+ submissions and the publication of 32 student works in its inaugural year.
- Built and led a high-performing editorial team, expanding from 9 to 18 members by recruiting, training, and managing editors, communications staff, and PR officers to meet growing demands. Then, trained the future leadership to take over.
- Directed the full publication cycle—from editorial review to design and strategic promotion—producing a professional academic journal that boosted student engagement and readership.
- Secured institutional and external funding by cultivating partnerships with faculty, the UW Political Science Department, and outside donors, ensuring financial sustainability and long-term growth.

Bailey Farm Enterprises LLC

Snohomish, WA
Co-Founder and Creative Director

Nov 2023 - Present

- Co-founded an educational farm camp designed to help children unplug from electronics, connect with nature, and learn through hands-on outdoor experiences.
- Design curriculum, managed program logistics, and created intake forms, liability waivers, and onboarding materials to ensure smooth and safe camp operations.
- Built and maintain the program's website and digital outreach, increasing visibility and enrollment through user-friendly design and targeted communication.

Health Advocacy for Care and Kindness (H.A.C.K.)

Seattle, WA
Advocacy Director

Sep 2022 - Sep 2023

- Led advocacy efforts for H.A.C.K., a student-led UW club supporting Seattle's unhoused populations, organizing donation drives and distributing essential hygiene supplies to address public health needs.
- Created and managed social media campaigns and video content to raise awareness and boost donations, increasing community engagement and resource support for unhoused individuals.
- Planned and executed educational events with the board, informing the campus community about homelessness, public health, and hygiene access, resulting in expanded outreach and strengthened advocacy impact.

CIVIC ENGAGEMENT & GLOBAL EXCHANGE

Naren Briar for Bellevue City Council

Bellevue, WA
Field Director

Aug 2025 - Present

- Built a network of 100+ community contacts through local partnerships, helping align outreach with grassroots priorities.
- Lead the recruitment, training, and management of a volunteer team, scaling grassroots operations to engage voters.
- Represent the team at public events and provide regular briefings to leadership, translating community feedback into actionable strategies.

World Affairs Council

Seattle, WA
Global Leadership Exchange Intern

Jan 2024 - Jun 2024

- Researched and identified optimal opportunities within the State Department's International Visit or Leadership Program database, aligning them with the World Affairs Council's goals.
- Drafted tailored leadership exchange proposals, matching program objectives with Seattle's resources to maximize program effectiveness and impact.
- Assisted in creating comprehensive welcome packets and itineraries for incoming delegations, facilitating smooth visits and fostering international understanding.

Undaunted Women

Seattle, WA
Volunteer

Nov 2023 - Present

- Conduct regular weekly English chats with Afghan immigrant women to help them learn the English language and identify various resources such as apps and educational videos as additional practice.
- Develop and create various translation sheets to help women understand confusing terms and phrases.

AWARDS AND PROFESSIONAL MEMBERSHIPS

UW Political Science Robert Dahl Academic Excellence Award for Best Graduating Senior	Jun 2025
UW Libraries Upper Division Grand Prize for Thesis	Jun 2025
UW Philosophy Convocation Speaker	Jun 2025
UW College of Arts & Science's Dean Medal Finalist	Jun 2025
Phi Beta Kappa	Jun 2025
Pi Sigma Alpha NU (Political Science Honors Society)	Oct 2023

INTERESTS

- Lifelong equestrian, foodie, and aspiring gardiner.

Members: Pursuant to [insert Ordinance/ Resolution number], # or all members subject to City Council confirmation, with #-year terms.

- # City Council-appointed
- # Mayor-appointed
- # Other Appointing Authority-appointed:

Roster as of May 6, 2026

Position Number	*Position Title*	*Appointee Name*	*Term Begin Date*	*Term End Date*	**Term Number*	*Appointed By*
1	Member	Bryennah Quander	7/23/25	7/22/27	2	City Council
2	Member	Trevor Duston	7/23/25	7/22/27	1	Mayor
3	Member	Amy Bailey	7/23/25	7/22/27	1	City Council
4	Member	Gwen McCullough	7/23/25	7/22/27	1	Mayor
5	Member	J. Queen Adams	7/23/25	7/22/27	1	City Council
6	Member	Kyle Tibbs	1/23/24	1/22/26	1	Mayor
7	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
8	Member	VACANT	7/23/25	7/22/27	1	Commission
9	Member	Beverly Smith	7/23/24	7/22/26	1	Mayor
10	Member	Avery Hultgren	7/23/24	7/22/26	P	City Council
11	Member	Brandon Monson	7/23/24	7/23/26	P	Mayor
12	Member	VACANT	7/23/26	7/22/28	1	City Council
13	Member	Zoe Bailey Stylianides	7/23/25	7/22/27	1	Mayor
14	Member	David Isaak	7/23/25	7/22/27	1	City Council
15	Member	Kim Kkwafkwao	7/23/25	7/22/27	1	Mayor
16	Get Engaged	Hector Garcia	9/1/25	8/31/26	1	Mayor
17	Member	Phillip Lewis	7/23/24	7/23/26	1	City Council
18	Member	Katie Gonser	1/23/24	1/22/26	P	Mayor
19	Member	VACANT	7/23/25	7/22/27	1	Commission
20	Member	Nicholas Leydon	1/23/24	1/22/26	1	Commission
21	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

Self-identified diversity chart

Appointing Authority	*Male*	*Female*	*Transgender*	*Non-Binary*	*N/A*	*Asian*	*Black/ African American*	*American Indian/ Alaska Native*	*White/ non-Hispanic*	*Hispanic/ Latinx*	*Pacific Islander*	*Middle Eastern*	*Multi-racial*	*N/A*
Mayor	**4**	**5**					**2**		**4**	**1**				**2**
Council	**3**	**4**				**1**	**1**		**1**				**1**	**3**
Other	**1**	**1**		**1**					**1**					**1**
Total	**8**	**10**		**1**		**1**	**3**		**6**	**1**			**1**	**5**

City Council districts represented

Council District	*District 1*	*District 2*	*District 3*	*District 4*	*District 5*	*District 6*	*District 7*	*N/A*
Total	**2**	**2**	**2**	**3**	**2**	**0**	**7**	**0**

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Legislation Text

File #: Appt 03548, **Version:** 1

Appointment of Terry Lin as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Terry Lin*

Board or Commission Name: *Seattle Human Rights Commission*

Position Title: *Member*

☒ **Appointment** ☐ **Reappointment** ***Term of Position:** *7/23/2026* to *7/22/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☒ City Council ☐ Mayor ☐ Other: *Commission*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *Magnolia, District 6*

Appointee brief overview:

Terry has a strong desire to help realize SHRC's mission by elevating community voices and creating accountability between Seattle and the people it serves. Terry began his community advocacy work in San Francisco's Chinatown, 2018-2023, organizing with the Oakland Coalition, Chinatown Helpers, and Stroll City, grassroots groups focused on health access and safety for elderly Chinese and Vietnamese residents.

He also spent about a decade doing political organizing through local Democratic caucuses across battleground states like Wisconsin, Michigan, and Virginia. This work taught him how policy is made at the local level, how to hold coalitions together through challenges, and how to turn community frustration into strategy that produces real outcomes.

Through his work with the Sierra Club, Citizen's Climate Lobby, and Sunrise Movement, Terry has advocated for climate policy that centers the low-income communities and communities of color who are hit first and hardest. Then, through Lime Connect and Google's Disability Alliance, he pushed for ability justice in professional spaces.

Terry is a first-generation Asian American who witnessed firsthand systems not designed for people and families like his. This is the reason he organizes and the reason he wants to be a member of the commission; to hold Seattle accountable to its commitment to human rights. Not just in policy language, but in how people actually experience their daily lives.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Dionne Foster **Date Signed: 6/30/26**	*Council Member Dionne Foster*

TERRY LIN

[redacted]

SUMMARY

Community organizer and human rights advocate with over a decade of grassroots experience in racial equity, disability justice, environmental policy, and progressive electoral organizing across battleground states. First-generation Asian American rooted in coalition-building with San Francisco's Chinatown communities, environmental advocacy with the Sierra Club, Citizens' Climate Lobby, and Sunrise Movement, and a commitment to translating collective action into measurable policy change.

COMMUNITY ORGANIZING & ADVOCACY

Community Organizer & Health Advocate | **Oakland Coalition / Chinatown Helpers / Stroll City** 2018 – 2023
San Francisco & Oakland, CA
Grassroots organizations serving San Francisco's Chinatown and Oakland's Asian American communities

- Organized sustained community response across five years focused on health access, elder safety, and neighborhood advocacy for predominantly Chinese and Vietnamese residents in San Francisco's Chinatown and surrounding neighborhoods
- Led volunteer escort programs and safety patrols to protect Asian American elders during the surge in anti-Asian hate crimes, coordinating directly with families, local businesses, and community leaders throughout the Bay Area
- Partnered with Chinatown Helpers and Stroll City to deliver COVID-19 vaccination education in Cantonese and Mandarin, bridging critical language barriers that official public health channels were failing to address in a timely manner
- Connected families with emergency relief resources, navigated healthcare access for seniors, and advocated to local officials and media for increased community protection measures and stronger anti-hate policy enforcement
- Built and maintained trust-based relationships with elders and families over multiple years, ensuring that advocacy efforts consistently reflected actual community needs rather than assumptions from outside organizations

Campaign Manager, Field Organizer & Strategist | **Democratic Caucus Operations — Battleground States** 2016 – Present
WI, MI, VA, PA, and others
Progressive electoral organizing through local Democratic caucuses across multiple election cycles

- Managed, volunteered for, and ran field operations for progressive candidates over 10 years of election cycles, including 12 state senate campaigns in 2022 across Wisconsin, Michigan, and Virginia where 7 candidates were successfully elected
- Built diverse voter coalitions across urban and rural districts, centering underrepresented communities, immigrant families, and first-generation Americans in the democratic process at every stage of campaign operations
- Developed field strategy, voter contact programs, and volunteer coordination infrastructure for campaigns focused on voting rights, racial equity, healthcare access, civil liberties, and equitable representation
- Trained and mentored new organizers and volunteers in canvassing, phone banking, and community engagement tactics designed to build lasting relationships and translate into measurable voter turnout improvements

Environmental Policy Advocate & Volunteer | **Sierra Club / Citizens' Climate Lobby / Sunrise Movement** 2017 – Present

- Advocated for climate legislation and environmental justice policy through sustained involvement with national organizations, centering how climate impacts disproportionately affect low-income communities and communities of color in both local and state-level conversations
- Participated in lobbying efforts, public comment campaigns, and community education initiatives; collaborated across organizations to build coalition support for equitable climate action and ensure frontline communities are represented in policy decisions

Disability Advocate & Mentor | **Lime Connect** 2019 – Present

- Advocate for professionals with disabilities through Lime Connect, a national nonprofit focused on creating pathways into leading employers, challenging systemic barriers, and rebranding the perception of disability in professional settings
- Mentor early-career professionals with disabilities navigating job searches, workplace accommodations, and career advancement, pushing conversations and actions beyond compliance checklists toward genuine structural inclusion

Disability Alliance Committee Member | **Google** 2016 – 2018
Mountain View, CA

- Led workshops on inclusivity, ability awareness, and rebranding disability narratives; championed internal discussions on accessible design and inclusive hiring practices

PROFESSIONAL EXPERIENCE

Principal Product Manager — Machine Learning | **Amazon**

05/2024 – Present
Seattle, WA

- Lead recommendation strategy for Amazon Books, improving content discovery precision by 32% and recall by 69% across the full catalog; drove $240M in customer lifetime value through new user experience architecture

Director of Product — Growth | **Varo Money**

09/2023 – 05/2024
San Francisco, CA

- Built and led team of 7 PMs at a digital bank serving underbanked communities; increased user lifetime value 35% through personalization focused on financial empowerment and equitable access to money management tools

Product Lead — Growth & Discovery | **Tinder**

06/2021 – 09/2023
San Francisco, CA

- Led international growth across APAC and LATAM markets, expanding culturally relevant product experiences to underserved global communities; drove $80M YoY revenue and 23% new user retention improvement

Product Lead — Growth/Platform | **Voxeet (acquired by Dolby Laboratories)**

06/2020 – 06/2021
San Francisco, CA

- Built developer platform strategy for communication APIs, growing developer adoption 230% through redesigned onboarding across diverse technical audiences

Product Manager — Platform | **Walmart Labs**

05/2019 – 06/2020
San Francisco, CA

- Managed catalog platform serving Walmart.com, Stores, and Groceries; improved content accuracy 45% and drove $57.2M projected revenue through ML-based product data improvements

Associate Product Manager | **Capital One**

02/2018 – 05/2019
Washington, D.C.

- Built fraud detection system saving $810M annually; launched digital onboarding saving $50M in operational costs

Associate Product Manager — AdWords | **Google**

2016 – 2018
Mountain View, CA

- Launched campaign tools for small and medium businesses with 62% adoption and 9% LTV lift; created monetization features generating $6M in new revenue

Founder & COO | **Curate**

2014 – 2016
Philadelphia, PA

- Co-founded AR art marketplace startup at Wharton; led $100K seed round and Ivy League venture showcases

EDUCATION

MBA — The Wharton School, University of Pennsylvania

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

SKILLS & COMPETENCIES

Community Organizing & Coalition Building | Campaign Strategy & Field Operations | Environmental Justice Policy | Disability Inclusion & Advocacy | Racial Equity & Anti-Discrimination | Voter Engagement & Mobilization | Stakeholder Engagement | Public Speaking | Cross-functional Leadership | Data-Driven Analysis | Bilingual (English/Mandarin) | Program Development

CERTIFICATIONS

Google UX Certification | Reforge Product Growth | Nielsen UX Certification | Product Led Alliance | PMP | Agile PSM III

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

SEATTLE HUMAN RIGHTS COMMISSION

21 Members: Pursuant to 3.14.920, 21 members subject to City Council confirmation, with 2-year terms.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed: Commission

Roster as of June 10, 2026

Position Number	*Position Title*	*Appointee Name*	*Term Begin Date*	*Term End Date*	**Term Number*	*Appointed By*
1	Member	Bryennah Quander	7/23/25	7/22/27	2	City Council
2	Member	Trevor Duston	7/23/25	7/22/27	1	Mayor
3	Member	Amy Bailey	7/23/25	7/22/27	1	City Council
4	Member	Gwen McCullough	7/23/25	7/22/27	1	Mayor
5	Member	J. Queen Adams	7/23/25	7/22/27	1	City Council
6	Member	Kyle Tibbs	7/23/26	7/22/28	1	Mayor
7	Member	VACANT	7/23/26	7/22/28	1	City Council
8	Member	VACANT	7/23/25	7/22/27	1	Commission
9	Member	Beverly Smith	7/23/26	7/22/28	2	Mayor
10	Member	VACANT	7/23/26	7/22/28	1	City Council
11	Member	Brandon Monson	7/23/26	7/22/28	1	Mayor
12	Member	Terry Lin	7/23/26	7/22/28	1	City Council
13	Member	Zoe Bailey Stylianides	7/23/25	7/22/27	1	Mayor
14	Member	David J. Isaak	7/23/25	7/22/27	1	City Council
15	Member	Kim Kkwafkwao	7/23/25	7/22/27	1	Mayor
16	Get Engaged	VACANT	9/1/25	8/31/26	1	Mayor
17	Member	Phillip Lewis	7/23/26	7/22/28	2	City Council
18	Member	Katie Sophie Gonser	7/23/26	7/22/28	1	Mayor
19	Member	VACANT	7/23/25	7/22/27	1	Commission
20	Member	Nicholas Leydon	7/23/26	7/22/28	1	Commission
21	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

Self-identified diversity chart

Appointing Authority	*Male*	*Female*	*Transgender*	*Non-Binary*	*N/A*	*Asian*	*Black/ African American*	*American Indian/ Alaska Native*	*White/ non-Hispanic*	*Hispanic/ Latinx*	*Pacific Islander*	*Middle Eastern*	*Multi - racial*	*N/A*
Mayor	3	5					2		4					2
Council	3	3				1	1		1				1	3
Other	1	1		1					1					1
Total	7	9		1			3		6				1	4

City Council districts represented

Council District	*District 1*	*District 2*	*District 3*	*District 4*	*District 5*	*District 6*	*District 7*	*N/A*
Total	2	2	1	3	2	1	5	0

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Legislation Text

File #: Appt 03549, **Version:** 1

Reappointment of Katie Sophie Gonser as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Katie Sophie Gonser*

Board or Commission Name: *Seattle Human Rights Commission*

Position Title: *Member*

☐ **Appointment** ☒ **Reappointment** ***Term of Position:** *7/23/2026* to *7/22/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☐ City Council ☒ Mayor ☐ Other: *Commission*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *Brighton, District 2*

Appointee brief overview:
Commissioner Gonser would like to continue on the commission because this is work that she's very excited about and wants to continue to make an impact! Katie's work includes improving Seattle's Welcoming City policies, notably considerations of how we can better support detained immigrants, support for non-traditional family structures to be recognized by the City and improving safeguards around City use of surveillance. Commissioner Gonser feels very inspired and motivated by her fellow commissioners and would be honored to continue to work alongside them. Katie has found it very rewarding to connect with local communities; she has learned so much during her time on the commission and looks forward to continuing this work!

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Katie B Wilson **Date Signed: 6/24/26**	*Mayor Katie Wilson*

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Katie Sophie Gonser

SUMMARY

- Over 7 years of experience advocating for, researching, and teaching about human rights issues.
- MA in Social Work & Human Rights and PhD in Human Rights/International Studies.
- Strongly motivated to contribute to equity and social justice in my local community.
- Excellent communication skills, adept at fostering collaboration, strategic problem-solving, building relationships with diverse stakeholders, and report-writing.
- Fluent in English and French, with intermediate Spanish and Swedish.
- Proficient in Microsoft Office, G Suite, SharePoint, Teams, database management, R, and able to learn new software programs quickly.

EXPERIENCE

Instructor January 2020 - Present
University of Washington | Seattle, WA

- Taught courses in the International Studies and the Law, Societies, Justice departments.
- Encouraged collaborative problem solving around social issues, including structural and institutional oppression around diverse racial, gender, and sexual identities and how they relate to the classroom.
- Distilled complex concepts to a diverse group of students and fostered an open environment where questions and debate were encouraged.
- Managed conflict between students with poise, considering all perspectives and identifying appropriate supportive measures, including directing them to relevant resources where needed.
- Designed and adapted curricula for remote instruction, supported and guided students through the transition.

Project Manager, Research Lead June 2020 - June 2024
University of Washington | Seattle, WA

- Managed and led a team of 10 researchers a multi-disciplinary NSF-funded project focused on COVID-related misinformation on Twitter through full project cycle.
- Adapted quickly to changing priorities and deadlines while keeping team members motivated.
- Co-wrote applications for and won multiple grants, totaling over $200,000.
- Liaised between and ensured collaboration across computer science and social science teams. Maintained consistent communication with both teams; provided regular updates and facilitated brainstorming sessions.
- Cultivated relationships and collaborated with Microsoft, Louisiana State University, the eScience Institute, and the Global Disinformation Index on various research projects.
- Communicated results in a variety of formats, including at conferences, in journal articles, and through an online dashboard outlining data metrics for the overall project.

Research Lead June 2020 - September 2020
Global Research Group, University of Washington| Seattle, WA

- Led a research team of five undergraduates in the drafting of the Cybersecurity Policy Evaluation Report commissioned by Microsoft.
- Analyzed policy data to propose a checklist for assessing cybersecurity policy proposals and applied this checklist to policies in the United States and European Union.

SEATTLE HUMAN RIGHTS COMMISSION

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- 8 City Council-appointed
- 9 Mayor-appointed
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Roster as of June 10, 2026

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Self-identified diversity chart

Appointing Authority	*Male*	*Female*	*Transgender*	*Non-Binary*	*N/A*	*Asian*	*Black/ African American*	*American Indian/ Alaska Native*	*White/ non-Hispanic*	*Hispanic/ Latinx*	*Pacific Islander*	*Middle Eastern*	*Multi - racial*	*N/A*
Mayor	**3**	**5**					**2**		**4**					**2**
Council	**3**	**3**				**1**	**1**		**1**				**1**	**3**
Other	**1**	**1**		**1**					**1**					**1**
Total	**7**	**9**		**1**			**3**		**6**				**1**	**4**

City Council districts represented

Council District	*District 1*	*District 2*	*District 3*	*District 4*	*District 5*	*District 6*	*District 7*	*N/A*
Total	**2**	**2**	**1**	**3**	**2**	**1**	**5**	**0**

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Legislation Text

File #: Appt 03550, **Version:** 1

Reappointment of Phillip Lewis as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Phillip Lewis*

Board or Commission Name: *Seattle Human Rights Commission*

Position Title: *Member*

☐ **Appointment** ☒ **Reappointment** ***Term of Position:** *7/23/2026* to *7/22/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☒ City Council ☐ Mayor ☐ Other: *Commission*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *Queen Anne, District 7*

Appointee brief overview:

Commissioner Lewis has found it a privilege to serve on the Seattle Human Rights Commission alongside such thoughtful, dedicated, and passionate colleagues. Over the course of his first term, he has had the opportunity to work alongside fellow commissioners, City staff, elected officials, community leaders, and advocates as we seek to protect, advance, and expand the rights of everyday Seattleites. One of the things he values most about the Commission is its ability to bring together people from different backgrounds, experiences, and perspectives to engage deeply with some of the most pressing issues facing our city. Phillip was honored to serve as Co-Chair during his first year working to rebuild the Commission and strengthen their engagement with the broader community. During that year, they were able to host a community film screening with community members, advocates, and elected officials that explored the impact of eviction in our city and across our country. More importantly, they were able to provide tangible ways for community members to respond to and engage with the ongoing affordability and housing crisis facing Seattle. Commissioner Lewis would like to continue serving because he believes there is still important work ahead and is excited about the opportunity to help move forward many of the policies, initiatives, and community partnerships the Commission has been developing, particularly the SCFRE legislation in collaboration with the LGBTQ+ Commission. He believes meaningful change requires long-term commitment, relationship-building, and sustained advocacy, and would be honored to continue contributing to the Commission's work as they advance policies and listen to community needs in a way that strengthen human rights and improve the lives of Seattle residents.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Date Signed: 6/30/2026	*Council Member Dionne Foster*

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Phillip Lewis

Skills

- 10+ years of experience empowering diverse youth, fostering participation in social justice initiatives and supporting their development in leadership and embodied spiritual practices.
- Extensive experience coordinating meetings, retreats, and high-impact events, including student-run activities and executive gatherings with stake holders and executive board members. Experience securing grants of over $100,000.
- Skilled in managing program budgets, optimizing resources for community initiatives, events and fundraising efforts.

Education

Master of Art's: Reconciliation and intercultural studies, **Master's Degree** **2022**
(The study of Spirituality, sociology and psychology and how to begin repairing and changing systems) Seattle Pacific University, Seattle, WA, Cum Laude

Business Administration: Marketing, Bachelor's degree **2017**
University of Washington, Tacoma, WA,

Work Experience

Pastor of Youth and Community: Union Presbyterian Church, *Seattle*

2022-Present

- Developed a queer-affirming spirituality program, growing participation from 0 to 40 middle and high schoolers in the first year through effective engagement, mentorship and community events.
- Cultivated strong relationships with parents, community leaders, and stakeholders like Seattle Public Schools and Compass House to create a vibrant community for our youth.
- Strategically collaborated with non-profit organizations to design and implement community learning and engagement programs focused on social justice.

Student Director: Quest Church, *Seattle*

2017-2020

- Managed program budgets, resources, and communication materials to support ongoing youth involvement.
- Demonstrated ability to lead and recruit a diverse team of 12 adults while delegating leadership to empower them and our youth to lead.
- Developed and facilitated discussions and curriculum on mental health and race, fostering growth and transformative outcomes for youth and the wider community.

Marketing Project Lead: Brehm Cascadia*:* Brehm Arts Engagement Foundation*, Seattle*

2017-2018

- Collaborated with team to develop creative marketing strategies, design visual content using Canva and support email marketing efforts for major events
- Scheduled and implemented the creation and scheduling of social media content, utilizing platforms like Instagram, Twitter and Facebook.
- Increased social media following by 200+ users within a year's time, driving higher engagement and brand visibility

Community Leadership

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BIPOC Seminarian Scholarship fund **2021**

- Co-founded a scholarship program for BIPOC seminarians, securing $100,000 in annual funding each academic year.

Dickinson Fellowship: Seattle Pacific University **2019-2020**

- Completed a competitive fellowship focused on supporting individuals and families impacted by severe mental health conditions. Collaborated on community initiatives like the NAMI walk and observed Mental Health Court.
- Participated in bi-weekly seminars covering mental illness, family dynamics, community outreach and public health policy

Lead Organizer for Seattle State of the Youth (Seattle, WA) **2018**

- Organized 100 faith leaders, psychologists, and community leaders to have a conversation around youth care and mentorship in the Seattle area.

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20	Member	Nicholas Leydon	7/23/26	7/22/28	1	Commission
21	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

Self-identified diversity chart

Appointing Authority	*Male*	*Female*	*Transgender*	*Non-Binary*	*N/A*	*Asian*	*Black/ African American*	*American Indian/ Alaska Native*	*White/ non-Hispanic*	*Hispanic/ Latinx*	*Pacific Islander*	*Middle Eastern*	*Multi - racial*	*N/A*
Mayor	**3**	**5**					**2**		**4**					**2**
Council	**3**	**3**				**1**	**1**		**1**				**1**	**3**
Other	**1**	**1**		**1**					**1**					**1**
Total	**7**	**9**		**1**			**3**		**6**				**1**	**4**

City Council districts represented

Council District	*District 1*	*District 2*	*District 3*	*District 4*	*District 5*	*District 6*	*District 7*	*N/A*
Total	**2**	**2**	**1**	**3**	**2**	**1**	**5**	**0**

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Legislation Text

File #: Appt 03551, **Version:** 1

Reappointment of Nicholas G. Leydon as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Nicholas G. Leydon*

Board or Commission Name: *Seattle Human Rights Commission*

Position Title: *Member*

☐ **Appointment** ☒ **Reappointment** ***Term of Position:** *7/23/2026* to *7/22/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☐ City Council ☐ Mayor ☒ Other: *Commission*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *South Lake Union, District 7*

Appointee brief overview:
Commissioner Leydon is eager to continue his service on the Commission and to build upon the foundational work achieved in the Appeals process. Having served as the Appeals Chair in 2025 and been re-elected for in 2026, Nicholas is dedicated to ensuring Commissioners are rigorously trained and that the review panels represent a diverse range of perspectives. His primary goal for this upcoming term is to refine the internal processes in order to strengthen initial intake and proactively reduce the rate of remands, ensuring more timely and definitive justice for Seattle residents.
This administrative work is more critical than ever as Seattle faces a dual threat: the persistence of local crises like housing instability and human trafficking, coupled with newly intensified challenges to civil liberties at the federal level. Commissioner Leydon is committed to using his leadership role to ensure the Commission remains a steadfast protector of residents' rights under the Seattle Municipal Code. He looks forward to continuing this vital work to safeguard the equity and safety of all Seattleites during these volatile times.

Appointing Authority Signature:		**Appointing Authority Printed Name and Title:**
X *Gwen McCullough* Gwen McCullough Commission Chair **Date Signed:**		*Commission Chair Gwen McCullough*

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Nicholas G. Leydon, MPH, MBA (he/him)

[redacted]

Employment

Bill & Melinda Gates Foundation September 2017 - present
Senior Program Officer, HIV & TB Team Seattle, WA

- Create and fund a strategy to improve HIV service quality in high-impact focus countries in sub-Saharan Africa
- Establish and nurture relationships among senior government leaders, technical experts and PLHIV groups to inform funding
- Lead the foundation's HIV work on digital health and human resources for health to improve service quality

Senior Program Officer, Ethiopia Integrated Health Team Seattle, WA

- Design, administer, and manage portfolio of grants and contracts to improve Ethiopia's health system ($50 million)
- Serve as a technical expert on service delivery, community health, and human resources for health
- Provide tracking and reporting of COVID-19 in Ethiopia, including grants linked to vaccine hesitation and administration

Senior Program Officer, Health Systems Team Seattle, WA

- Represent the Gates Foundation in international partnerships, on panels, and technical working groups
- Provide technical expertise on primary care health systems with a focus on community health, workforce, and quality
- Actively manage a diverse portfolio of grants and contracts in 15 countries

North Shore Medical Center (NSMC) July 2014 – August 2017
Executive Director, Kaizen Promotion Office Salem, MA

- Lead a team of six staff and manage the senior leadership team during a system-wide quality transformation initiative
- Design and implement patient-centered redesign at two community hospitals using the Toyota Production System
- Oversee system-level improvement strategy, including 30+ multi-day improvement events
- Teach and closely coach over 100 healthcare leaders to strengthen organizational management skills and build capacity

Massachusetts Department of Public Health (DPH) 2012-2014
Director and Improvement Advisor, PROMISES Project Boston, MA

- Lead $3 million AHRQ medical malpractice grant to improve outpatient Massachusetts healthcare
- Manage program staff and actively lead the partnership steering committee representing eight diverse organizations
- Develop curriculum of 14 outpatient safety courses available for CME Risk Management Credit
- Coach a cohort of physician offices across the Commonwealth to improve patient-centered processes
- Co-chair the dissemination work group, authored publications and liaise with federal funders

Institute for Healthcare Improvement (IHI) 2006-2012
Lead Technical Advisor, Improvement Advisor South Africa, Malawi

- Design and guide large-scale HIV project to double the patients receiving AIDS treatment within 12 months
- Develop robust data dashboards for project partners to monitor and improve maternal and newborn mortality
- Train hundreds of African health professionals to utilize quality improvement techniques in their facilities

Operations and Improvement Manager, Low and Middle Income Countries
Cambridge, MA

- Lead Cambridge-based team and contractors during challenging growth period by focusing on organization mission
- Grow IHI's revenue in Developing Countries by 75% to include work in Malawi, South Africa, India, and Ghana

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- Manage start-up of a $10 million Gates Foundation project in Ghana to reduce mortality for children under-5

Physicians for Human Rights (PHR) 2003-2006
National Field Coordinator, *Health Action AIDS Campaign* Cambridge, MA
- Mobilize national advocacy network of US health professionals across eight states to address US foreign policy
- Orchestrate lobby action for health professionals across the US to speak with hundreds of US legislators

Consulting and Teaching

Massachusetts Department of Public Health (DPH) 2013-2014
- Healthcare Quality Consultant: Lead a quality evaluation of 10 hospitals in a for-profit healthcare system

Northeastern University 2014
- Lecturer, Bouvé College of Health Sciences -- "The American Healthcare System"

Healthcare Consultant 2012-2014
- Improvement Advisor: provide technical assistance to Karolinska Institute; University Research Corp; Lucille Packard Children's Hospital; Institute for Healthcare Improvement; etc.

Education

MBA Business Administration, *cum laude,* Boston University School of Management, Boston, MA 2014
MPH Health Law and Bioethics, Boston University School of Public Health, Boston, MA 2007
BA Political Science, *summa cum laude,* Boston College, Boston, MA 2003

Other Experience

- *Board Vice President,* King County Dispute Resolution Center 2018-2019
- *Commissioner*, City of Cambridge Human Rights Commission 2014- 2017
- *Founder*, The Next 26 2013- 2014
- *Lead Volunteer*, St. Francis House 2012- 2014
- *Big Brother/Mentor*, Prospect Hill School 2010-2011

Publications

- Saldaña K, **Leydon N**, Hodgins S. Nurturing and optimizing Networks of Care to maximize benefits to patients, health workers, and health systems. Glob Health Sci Pract. 2022;10(6):e2200516. https://doi.org/10.9745/GHSP-D-22-00516
- Carmone A, Kalaris K, **Leydon N**, Sirivansanti N, Smith J, Storey A, Malata A. Developing a Common Understanding of Networks of Care through a Scoping Study. Health Systems & Reform. V6.2. 2020.
- Schiff GD, Reyes Nieva H, Griswold P, **Leydon N**, Ling J, Federico F, Keohane C, Ellis BR, Foskett C, Orav EJ, Goldmann D, Weissman JS, Bates DW, Biondolillo M, Singer SJ. Randomized Trail of Reducing Ambulatory Malpractice and Safety Risk: Results of the Massachusetts PROMISES Project. Medical Care. August 2017.
- Schiff GD, Reyes Nieva H, Griswold P, **Leydon N**, Ling J, Biondolillo M, Singer SJ. Addressing Ambulatory Safety and Malpractice: The Massachusetts PROMISES Project. Health Services Research. December 2016.
- Kerrissey M, Satterstrom P, **Leydon N**, Schiff G, Singer S. Integrating: A managerial practice that enables implementation in fragmented health care environments. Health Care Management Review. March 2016.
- Kerrissey M, Satterstrom P, **Leydon N**, Singer S. Improvement in primary care: Integrating people and processes. Academy of Management Annual Meeting Proceedings. 2015.
- Singer S, Nieva H, Brede N, Ling J, **Leydon, N**, Weissman J, Goldmann D, Orav E, Bates D, Biondolillo M, Schiff G. Evaluating Ambulatory Practice Safety: The PROMISES Project Administrator and Practice Staff Surveys. Medical Care, February 2015
- Schiff G., Griswold P., Ellis B.R., Puopolo A.L., Brede N., Reyes Nieva H., Federico F., **Leydon N**., Leape L.L., Biondolillo M. Doing Right By Our Patients When Things Go Wrong. Joint Commission Journal on Quality and Patient Safety, 40(2),91-96. Feb 2014

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- **Leydon, N.G**., Venter F., Webster P.D., Moleko W., Osih R., Barker P.M. Achieving the HIV and AIDS National Strategic Plan. South African Medical Journal, 100(7), 42-424. July 2010

Qualifications

- *Quality Certified*: Virginia Mason Production System; Improvement Advisor Program (IHI); Breakthrough Series College (IHI)
- *Abstract Reviewer*: International Forum on Quality and Safety in Health Care (2009-2011;2015); APHA (2007-2009)
- *Reviewer*: International Journal of Global Health and Health Disparities (2003-2005); Global Journal on Quality and Safety in Healthcare (2017-present); Journal of Global Health (2019-2020);
- *Member:* WHO Health Systems Governance Collaborative
- *Member*: American Public Health Association, Massachusetts Public Health Association
- *Skills*: QI Charts, Minitab, Microsoft Suite, STATA, FileMaker Pro, conversant in Spanish

Awards and Honors

- Gates Foundation High Impact Bonus (HIB): 2018, 2019, 2022
- Dean's Scholarship, 2013. Boston University
- Community Scholar, 2005. Boston University
- Summer Fellow, 2001. Boston College

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11	Member	Brandon Monson	7/23/26	7/22/28	P	Mayor
12	Member	Terry Lin	7/23/26	7/22/28	1	City Council
13	Member	Zoe Bailey Stylianides	7/23/25	7/22/27	1	Mayor
14	Member	David J. Isaak	7/23/25	7/22/27	1	City Council
15	Member	Kim Kkwafkwao	7/23/25	7/22/27	1	Mayor
16	Get Engaged	VACANT	9/1/25	8/31/26	1	Mayor
17	Member	Phillip Lewis	7/23/26	7/22/28	1	City Council
18	Member	Katie Gonser	7/23/26	7/22/28	P	Mayor
19	Member	VACANT	7/23/25	7/22/27	1	Commission
20	Member	Nicholas G. Leydon	7/23/26	7/22/28	2	Commission
21	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

Self-identified diversity chart

Appointing Authority	*Male*	*Female*	*Transgender*	*Non-Binary*	*N/A*	*Asian*	*Black/ African American*	*American Indian/ Alaska Native*	*White/ non-Hispanic*	*Hispanic/ Latinx*	*Pacific Islander*	*Middle Eastern*	*Multi-racial*	*N/A*
Mayor	**3**	**5**					**2**		**4**					**2**
Council	**3**	**3**				**1**	**1**		**1**				**1**	**3**
Other	**1**	**1**		**1**					**1**					**1**
Total	**7**	**9**		**1**			**3**		**6**				**1**	**4**

City Council districts represented

Council District	*District 1*	*District 2*	*District 3*	*District 4*	*District 5*	*District 6*	*District 7*	*N/A*
Total	**2**	**2**	**1**	**3**	**2**	**1**	**5**	**0**

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Legislation Text

File #: Appt 03552, **Version:** 1

Reappointment of Brandon Monson as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Brandon Monson*

Board or Commission Name: *Seattle Human Rights Commission*

Position Title: *Member*

☐ **Appointment** ☒ **Reappointment** ***Term of Position:** *7/23/2026* to *7/22/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☐ City Council ☒ Mayor ☐ Other: *Commission*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *Greenwood, District 5*

Appointee brief overview:
Commissioner Monson would like to continue serving on the Commission because he believes the work of the commission has a direct impact on creating a more equitable, inclusive, and welcoming community for all residents. During his time on the Commission, Brandon has gained valuable insight into the challenges facing the communities of Seattle and the opportunities the commission has to make meaningful progress. Commissioner Monson is committed to building on the work already underway, strengthening community engagement, and ensuring diverse voices are heard in the decision-making process. Continuing his service would allow him to contribute his experience, collaborate with fellow commissioners, and help advance the Commission's mission and goals.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Katie B Wilson **Date Signed: 6/24/26**	*Mayor Katie Wilson*

Brandon Monson

SUMMARY

Experienced advisor to politicians, senior leaders, and managers, skilled in solving complex problems, delivering creative solutions, and identifying strategic opportunities. A cross-functional leader with a focus on empathy, stakeholder engagement, and strategic planning to drive organizational goals.

PROFESSIONAL EXPERIENCE

Campaign Manager – Toshiko Hasegawa King County District 2
2026 - Present

Special Projects Coordinator – City of Kirkland
2025-2026

Federal Emergency Management Agency (FEMA) – Congressional Affairs Manager
2023 – 2025

- Manage all communications between FEMA and Senate/Congressional offices in Oregon, Washington, Idaho, and Alaska.
- Led the response to Hurricane Helene in Tennessee and the wildfire response in Los Angeles County.
- Serve as the primary point of contact for 450 FEMA regional staff regarding congressional and intergovernmental external relations, including meeting facilitation, town halls, and site tours.
- Advise regional External Affairs Director and Regional Administrator on strategies and tactics impacting local elected officials.
- Maintain and grow relationships with elected officials and their staff.
- Provide information and recommendations to senior leadership regarding trends affecting the organization and key stakeholders.
- Manage multiple long- and short-term projects, ensuring successful execution.
- Draft and edit various communication materials for internal and external stakeholders, including press releases, talking points, speeches, briefing packets, and media advisories.

Federal Emergency Management Agency (FEMA) – Intergovernmental Affairs Specialist
2022 – 2023

- Facilitated in-person and virtual briefings for elected officials, staff, and FEMA senior leadership.
- Developed and coordinated strategic communications products, including External Affairs Guidance and embargoed documents.
- Established and maintained effective working relationships with leadership, advising on outreach and engagement efforts.
- Determined effective communication approaches to reach target audiences, tracking and evaluating outcomes for continuous improvement.

The Just One Project – Director of Outreach
2021 – 2022

- Managed 16 monthly pop-up food delivery events, serving an average of 12,000 people.
- Created and implemented permanent community markets in high schools and grocery stores in food desert areas.
- Worked with legislators to secure funding and expand service areas.
- Partnered with local businesses to increase volunteer participation and strengthen relationships.
- Led innovative initiatives to expand the organization's reach and impact.

Nevada Homeless Alliance – Consultant
2021

- Developed policy infographics to brief state legislators.
- Provided consultation on policy construction and implementation.
- Assisted in coordinating vaccine distribution events for individuals experiencing homelessness.

Clark County Commissioner Justin Jones – District Director
2020 – 2021

- Conducted policy research, drafted legislation, speeches, and talking points, including leading the effort to ban source of income discrimination in housing.
- Managed constituent services, preventing 50+ evictions by coordinating social service grants.
- Led multiple policies and events, including affordable housing initiatives and community outreach.
- Organized the county's first vaccine clinic for the homeless population and facilitated federal grant applications, securing a $12 million grant for Red Rock National Park.

Congresswoman Jacky Rosen – Intern/District Representative
2018

- Provided policy guidance to leadership, developed legislative policies, and assisted in resolving key constituent issues related to USPS, Veterans Affairs, and USCIS.

Hakkasan Group – Security Specialist Manager
2013 – 2020

- Managed a team of 15+ employees, coordinating VIP entry, attendance, and security at casinos and nightclubs for high-profile guests.

EDUCATION

University of Nevada, Las Vegas
Master of Arts, Public Policy & Urban Leadership (2018 – 2020)

- Mapped Nevada food deserts and developed public-private partnerships to deploy sustainable solutions.

Bachelor of Arts, Political Science (Graduated with Honors, 2016 – 2018)

University of London
Candidate for Master of Arts, Refugee Protection & Forced Migration Studies (2023 – Current)

AWARDS & FELLOWSHIPS

- Advisory Board, UNLV Graduate Professional Development
- Winner, UNLV Student Learning and Leadership Impact Award
- Fellow, Ronald Reagan Foundation, Washington, D.C.
- Fellow, The Fund for American Studies, Washington, D.C.
- Recipient, UNLV Political Science Department Scholarship
- Finalist, Harry S. Truman Scholarship, Phoenix, AZ
- FEMA Core Value Award

COMMUNITY LEADERSHIP & IMPACT

- My Brother's Keeper Education and Equity Task Force
- 46th District Democrats Board Member
- Public Policy and Leadership Board, UNLV Graduate & Professional Student Association
- Mentor, UNLV Graduate & Professional Student Association
- Mentor, CSN Promise Scholarship
- Program Assistant, HOPE Scholars
- Homelessness and Hunger Coordinator, UNLVolunteers
- Outreach Coordinator, UNLV Young Democrats
- President, Student Sustainability Council & Rebel Green Team

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SEATTLE HUMAN RIGHTS COMMISSION

21 Members: Pursuant to 3.14.920, 21 members subject to City Council confirmation, with 2-year terms.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed: Commission

Roster as of June 10, 2026

Position Number	*Position Title*	*Appointee Name*	*Term Begin Date*	*Term End Date*	**Term Number*	*Appointed By*
1	Member	Bryennah Quander	7/23/25	7/22/27	2	City Council
2	Member	Trevor Duston	7/23/25	7/22/27	1	Mayor
3	Member	Amy Bailey	7/23/25	7/22/27	1	City Council
4	Member	Gwen McCullough	7/23/25	7/22/27	1	Mayor
5	Member	J. Queen Adams	7/23/25	7/22/27	1	City Council
6	Member	Kyle Tibbs	7/23/26	7/22/28	1	Mayor
7	Member	VACANT	7/23/26	7/22/28	1	City Council
8	Member	VACANT	7/23/25	7/22/27	1	Commission
9	Member	Beverly Smith	7/23/26	7/22/28	2	Mayor
10	Member	VACANT	7/23/26	7/22/28	1	City Council
11	Member	Brandon Monson	7/23/26	7/22/28	1	Mayor
12	Member	Terry Lin	7/23/26	7/22/28	1	City Council
13	Member	Zoe Bailey Stylianides	7/23/25	7/22/27	1	Mayor
14	Member	David J. Isaak	7/23/25	7/22/27	1	City Council
15	Member	Kim Kkwafkwao	7/23/25	7/22/27	1	Mayor
16	Get Engaged	VACANT	9/1/25	8/31/26	1	Mayor
17	Member	Phillip Lewis	7/23/26	7/22/28	2	City Council
18	Member	Katie Sophie Gonser	7/23/26	7/22/28	1	Mayor
19	Member	VACANT	7/23/25	7/22/27	1	Commission
20	Member	Nicholas Leydon	7/23/26	7/22/28	1	Commission
21	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

Self-identified diversity chart

Appointing Authority	*Male*	*Female*	*Transgender*	*Non-Binary*	*N/A*	*Asian*	*Black/ African American*	*American Indian/ Alaska Native*	*White/ non-Hispanic*	*Hispanic/ Latinx*	*Pacific Islander*	*Middle Eastern*	*Multi - racial*	*N/A*
Mayor	**3**	**5**					**2**		**4**					**2**
Council	**3**	**3**				**1**	**1**		**1**				**1**	**3**
Other	**1**	**1**		**1**					**1**					**1**
Total	**7**	**9**		**1**			**3**		**6**				**1**	**4**

City Council districts represented

Council District	*District 1*	*District 2*	*District 3*	*District 4*	*District 5*	*District 6*	*District 7*	*N/A*
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Legislation Text

File #: Appt 03553, **Version:** 1

Reappointment of Beverly Smith as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Beverly Smith*

Board or Commission Name: *Seattle Human Rights Commission*

Position Title: *Member*

☐ **Appointment** ☒ **Reappointment** ***Term of Position:** *7/23/2026* to *7/22/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☐ City Council ☒ Mayor ☐ Other: *Commission*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *South Lake Union, District 7*

Appointee brief overview:

Commissioner Smith has a strong desire to continue serving on the Seattle Human Rights Commission. Over the past year, she has been deeply committed to advancing the Commission's mission of promoting equity, justice, and human rights for all Seattle residents. Beverly has found her time on the Commission to be profoundly rewarding and has allowed her to collaborate with passionate individuals dedicated to meaningful change. She is eager to build upon the progress the commission has made, especially in supporting marginalized communities and amplifying their voices. Continuing her service will enable her to contribute her experience and dedication to furthering the commission's shared goals. Commission Smith believes that her ongoing involvement can help maintain the momentum they have achieved and support new initiatives that make Seattle a more just and inclusive city. She look forward to contributing to the Commission's important work for another term.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Katie B Wilson **Date Signed: 6/24/26**	*Mayor Katie Wilson*

BEVERLY SMITH

COMPLIANCE & PRIVACY OFFICER

DETAILS

[redacted]

[redacted]

SKILLS

- Regulatory Compliance Laws & Regulation ●●●●
- Regulatory Matters ●●●●●
- Compliance ●●●●●
- Managed Care ●●●●●
- Ethics ●●●●●
- Risk Management ●●●●
- Lean Six Sigma Master Black Belt ●●●●●
- Business Acumen ●●●●●
- Communication Skills ●●●●●
- Strategic Decision-Making ●●●●●
- Stakeholder Management ●●●●●
- Policy Governance ●●●●●
- Leadership ability in managing and developing others, including leading large teams ●●●
- Innovation ●●●●

PROFILE

Compliance & Privacy Officer with over 15years of proven experience in leading, developing, implementing, and enhancing compliance programs for managed care and complex healthcare systems. Skilled in leading comprehensive policies, risk assessments, and training programs. Recognized for effectively managing audits, investigations, and corrective actions to ensure federal and state regulatory adherence. A strategic leader fostering collaboration across diverse teams, adept at stakeholder management, and promoting a culture of ethics and compliance. Expertise in healthcare compliance, legal knowledge, and risk analysis positions me to excel in ensuring regulatory adherence and mitigating compliance risks. Proven track record in overseeing compliance and privacy matters, providing leadership guidance, and implementing data security and privacy programs.

EMPLOYMENT HISTORY

Compliance & Privacy Officer, Wellstar Health System

2021- Present

Responsible for the development, implementation, and oversight of an effective Compliance and Privacy program. Provided leadership, strategy and guidance to executive leadership and business teams on compliance and ethics issues. Worked collaboratively to achievesystem objectives and in areas of planning, implementing, and evaluating compliance programs and strategies in the delivery of integrated health services on a system-wide basis.

ACHIEVEMENTS+ HIGHLIGHTS

Effective lines of communication. Regular interaction with medical staff, community leaders, government agencies and legal advisors to carry out the goals and objectives of system-wide compliance program.

Monitoring and auditing. Provided an objective and independent compliance evaluation of various functional processes which may include issues such as Medicare and Medicaid billing, anti-kickback, fraud and abuse, managed care compliance, anti-trust, labor and employee relations, environmental health and safety matters, various trade practices, and specific issues which may arise.

Written materials and training. Directed efforts to effectively incorporate the compliance program into the organization, including written materials and training programs designed specifically to promote understanding of compliance issues, laws and regulations, and consequences of noncompliance.

Chief Legal & Compliance Officer, Coerten McGinnis

2019-2021

Developed, implemented, maintained and updated written policies and procedures and standards of conduct to create a culture of compliance Ensured adherence to applicable federal and state laws and regulations, including but not limited to: The False Claims Act,The Anti-Kickback Statute, The Civil Monetary Penalties Law, The Stark Law, HIPAA, HITECH, etc.

LANGUAGES

English

Spanish

Afrikaans

Identified and managed legal risks across the organization.
Developed and managed a risk-based compliance and privacy auditing and monitoring program to detect, respond to, and remediate compliance violations.
Reviewed and monitored compliance with legal statutes, regulations, and internal policies.
Evaluated the effectiveness of the compliance program regularly and made associated updates or revisions to ensure a best-in-class program.

Chief Compliance & Privacy Officer, Towsen Health System

2078-2019

Provided leadership guidance and support on compliance and privacymatters related to the health system and its subsidiaries and affiliates.
Responsible for all aspects of development, implementation, and maintenance of the effective, risk-based compliance program for the enterprise, including directly liaising with the Board of Directors and leading the Compliance Committee.
Investigated and reported on potential compliance issues to ensure timely resolution and adherence to applicable laws and regulations.
Conducted routine monitoring and annual compliance risk assessments working with enterprise risk management, internal audit and other stakeholders.
Enforced standards through well-publicized disciplinary guidelines in partnership with Human Resources and other stakeholders.
Developed and implemented policies and procedures to ensure data security and privacy compliance.
Developed a comprehensive data privacy program to ensure compliance with GDPR and other data protection regulations.
Collaborated with departments to ensure compliance with relevant laws and regulations
Monitored and evaluated regulatory changes to ensure company policies and procedures remain compliant
Developed and maintained a comprehensive training program for employees to ensure compliance with applicable laws and regulations

Associate (In-Residence), Cliffe Dekker Hofmyer

South Africa

2075-2076

Reviewed agency decisions, analyzed global competition laws, and drafted legal memoranda for firmsengaged in cross-border mergers and acquisitions.
Identified probable outcomes of merger control reviews to advise clients of compliance requirements and risks associated with intended business transactions.
Advised clients on potential competition law considerations connected to business activities including market power, dominance, pricing issues, exclusivity risks, and domestic policy matters.
Conducted detailed research and analysis of complex legal issues to develop strategic arguments in support of client's position.

Legal Teaching & Research Assistant, Howard University School of Law

2016-2078

Conducted legal research on a wide variety of topics and provided comprehensive summaries
Developed a comprehensive understanding of the legal research process and principles of legal citation
Developed a comprehensive understanding of the legal research process and principles of legal analysis

Senior Director, UnitedHealth Group (Optum)
2011 — 2015

- Responsible for enterprise-wide and client-facing (consulting) regulatory affairs, clinical compliance programs, risk adjustment, and portfolio (ePMO) management.
- Provided audit and advisory services to clients regarding federal and state regulatory compliance, privacy, fraud/abuse, ethics, finance, business strategy, operations, continuous improvement, program management and corporate policy development.
- Led cross-functional, global teams representing key stakeholders from risk identification to remediation.

ACHIEVEMENTS + HIGHLIGHTS

- Compliance Audits (National Sample, RADV, etc)
- Best Medical Record Documentation Audits
- Key Error Indicators (HCC, HCPCS, ICD-10)
- Fraud, Waste, and Abuse Identification & Remediation

Senior Director, Government Affairs and Operations, UnitedHealth Group (UnitedHealthcare)
2009 — 2011

- Led portfolio management, regulatory affairs, risk management and continuous improvement efforts for global operations.
- Implemented internal controls and corrective remediation plans to achieve regulatory and operational compliance.
- Formulated and implemented proactive enterprise-wide regulatory compliance corrective action plans, remediation strategies and performance metrics.

ACHIEVEMENTS + HIGHLIGHTS

- APIPA Assimilation Post Acquisition
- Provider Delegation Remediation (Enterprise Wide)
- Blue Sky – Provider Loading Training Program Creation/Execution
- Uniform Provider Loading Program in conjunctions with NCQA

Senior Program Executive, UnitedHealth Group (UnitedHealthcare)
2007 — 2009

- Developed and managed deployment of new program and policy initiatives within the private healthcare sector.
- Expanded cross-functional organizational capacity by collaborating with global business partners to address operational barriers and diminished outcomes.
- Actualized ANSI 278 electronic transaction for notification with healthcare providers.
- Managed matrixed teams of key stakeholders, including health information technology (IT) partners, clinical software vendors (EPIC, Cerner, McKesson, etc.) and transaction clearinghouses, through entire project lifecycle.

Manager, Clinical Operations, Cincinnati Sportsmedicine & Orthopaedics
2006 — 2007

- Responsible for overseeing day-to-day practice operations.
- Provided management oversight for the development of high-quality, cost-effective, and integrated clinical programs.
- Directed clinical and non-clinical personnel to deliver optimal care to patients.

- Ensured staff compliance with set policies and standards as well as hiring, training, and scheduling employees.

Manager, Clinical Operations, University Of Cincinnati Department Of Neurosurgery

2004 — 2006

- Managed and oversaw the daily operations of the office, including scheduling, budgeting, and personnel
- Developed and implemented protocols to improve the efficiency of clinical operations
- Utilized evidence-based practice to ensure best practice guidelines were met

EDUCATION

Doctor of Jurisprudence (JD), Howard University Washington

- □ Merit Scholar
- □ CALI Award Winner in Labor/Employment Law, Health Law

Bachelor of Science in Healthcare Administration, Miami University/UOP Oxford

Certified in Healthcare Compliance (CHC)

Lean Six Sigma Master Black Belt

Certified Information Privacy Professional (CIPP)

ACADEMIC RESEARCH

Legal Articles

Higher Ed 'Do Not Resuscitate' Orders (July 3, 2017). Kentucky Law Journal, Vol. 106, No. 223, 2017; Howard Law Research Paper No. 17-1. Available at

SSRN: https://ssrn.com/abstract=2922147 or http://dx.doi.org/10.2139/ssrn.2922147

Clinical Studies

Normal Pressure Hydrocephalus (NPH) – Treatment Protocol with VP Shunting
Hyperhidrosis – Sympathetic Nerve Clipping

SEATTLE HUMAN RIGHTS COMMISSION

21 Members: Pursuant to 3.14.920, 21 members subject to City Council confirmation, with 2-year terms.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed: Commission

Roster as of June 10, 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Bryennah Quander	7/23/25	7/22/27	2	City Council
2	Member	Trevor Duston	7/23/25	7/22/27	1	Mayor
3	Member	Amy Bailey	7/23/25	7/22/27	1	City Council
4	Member	Gwen McCullough	7/23/25	7/22/27	1	Mayor
5	Member	J. Queen Adams	7/23/25	7/22/27	1	City Council
6	Member	Kyle Tibbs	7/23/26	7/22/28	1	Mayor
7	Member	VACANT	7/23/26	7/22/28	1	City Council
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12	Member	Terry Lin	7/23/26	7/22/28	1	City Council
13	Member	Zoe Bailey Stylianides	7/23/25	7/22/27	1	Mayor
14	Member	David J. Isaak	7/23/25	7/22/27	1	City Council
15	Member	Kim Kkwafkwao	7/23/25	7/22/27	1	Mayor
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18	Member	Katie Sophie Gonser	7/23/26	7/22/28	1	Mayor
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20	Member	Nicholas Leydon	7/23/26	7/22/28	1	Commission
21	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi - racial	N/A
Mayor	3	5					2		4					2
Council	3	3				1	1		1				1	3
Other	1	1		1					1					1
Total	7	9		1			3		6				1	4

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	2	2	1	3	2	1	5	0

Legislation Text

File #: Appt 03554, **Version:** 1

Reappointment of Kyle Tibbs as member, Seattle Human Rights Commission, for a term to July 22, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Kyle Tibbs*

Board or Commission Name: *Seattle Human Rights Commission*

Position Title: *Member*

☐ **Appointment** ☒ **Reappointment** ***Term of Position:** *7/23/2026* to *7/22/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☐ City Council ☒ Mayor ☐ Other: *Commission*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *Columbia City, District 2*

Appointee brief overview:
Commissioner Tibbs is looking forward to continuing to serve on the Seattle Human Rights Commission (SHRC) because he is deeply committed to human rights and to advancing justice, equity, and opportunity across our city. During his time on the Commission, Kyle has helped facilitate documentary screenings that highlight housing issues, participated in the appeals process, and actively engaged his community through SHRC events and programs. The Commission plays a vital role in advising the City on human rights issues that affect our communities, and Commissioner Tibbs would like to continue contributing to that work through SHRC. This is his way of giving back to a community he loves through public service.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Katie B Wilson **Date Signed: 6/24/26**	*Mayor Katie Wilson*

Kyle Tibbs

LINKS [redacted]

PROFILE

Experienced professional with a demonstrated history of success managing stakeholder focused functions and programs. Recently named the Washington Society for Association Excellence (WSAE) Rising Star Awardee. Specialized in organizational development, operational efficiency, public policy, and mission driven collaboration through strategic planning. Adept in making key decisions and working with stakeholders to achieve goals and solve problems. Bachelor degree in Political Science, and a Master's in Public Administration. SHRM-CP certified, ADA certified, with nearly a decade of government and association experience.

EMPLOYMENT HISTORY

Nov 2022 — Present

Executive Director, Washington State Community Associations Institute (WSCAI)

- Developed & implement new policy and advocacy initiatives resulting in over 700 members responding to legislative call-to-actions in 2023.
- Membership growth of 12.3% over the last 12 months.
- 14 new programs launched in first 14 months, with member participation up 27% since date.
- Managed 15 volunteer committees, with a total of 135 volunteers.
- Led board through strategic planning and implementation process in 2024.
- Managed over a dozen large scale events with attendance between 200 and 750.
- Developed & implemented new budgeting procedures, resulting in an increase of revenue by 21% for a total budget of 900k annually, including Legislative Action Committee (LAC).
- Produced monthly, quarterly, and annual financial, membership, and strategic goal reports for the board.
- Increased member awareness of legislative goals, while raising additional funds for lobbying efforts.
- Expanded association offerings to reach members not based in the Puget Sound area, resulting in an increase of over 100 new members outside the Puget Sound region.

Jan 2018 — Sep 2022

SMACNA (Multiple offices)

Executive Vice President/Executive Director,

(Missouri Region)

- Negotiated Collective Bargaining Agreements as lead negotiator for St. Louis and Springfield offices.
- Increased overall membership in the St. Louis office by 20% within 2 years.
- Developed and implemented 5-year strategic plan in collaboration with members and Board of Directors.
- Developed and implemented a new rebate processing program, which reduced program cost by 125K annually.
- Investigated EEOC complaints, ADA requests and complaints, discrimination, and other HR related matters.
- Organized and managed over 15 annual training programs for members annually.
- Managed Local Joint Adjustment Board process and administration (dispute/arbitration process).
- Completed monthly, quarterly, and annual financial reports.
- Developed and managed organization budgets totaling $3m.
- Responsible for implementation and management of Collective Barraging Agreements and processes.
- Represented association/member(s) at various quasi- judicial agencies related to CBA.

Manager-Marketing & Recruitment

(Mid-Atlantic Region- DC, MD, VA, WV)

- Launched recruitment campaign "Choose Bigger".
- Managed HR related systems: ADP and QuickBooks.
- Managed grievance process between employer and employee(s) through collective bargaining requirements and processes.
- Assisted in negotiating collective bargaining agreement as second chair- 43 businesses, 1,500 union members. (3 contracts)
- Investigated ADA, discrimination, and other HR related matters per CBA.
- Developed and managed budget of $800k.

Oct 2016 — Dec 2017

Community Relations Specialist, City of Annapolis- Mayor's Office

- Processed volunteer applications for over 40 boards and commissions.
- Led applicants through Mayoral interviews, City Council Committee hearings, and full council meeting for confirmation of appointment to boards/commissions.
- Worked with over 100 community groups, organizations, and HOAs on various city projects, grants, economic development opportunities, and community investigations.
- Processed and investigated all ADA/Fair Housing violations with employers, businesses, community organizations, and rental companies as required by federal law.
- Successfully served as a representative on the following boards & commissions: Civil Service Board (staff advisor), Commission on Aging (Liaison), Education Commission (Liaison), Human Relations Commission (staff advisor), and the Annapolis Housing Authority.
- Successfully re-established six city boards/commissions.

Aug 2015 — Oct 2016

City Administrator/Manager, City of Woodbine,GA

- Direct all day-to-day government functions and department heads.
- Develop and manage annual city budget, including sewer/water department.
- Implemented 20% savings measures to reduce liability and decrease property taxes.
- Stabilized water/sewer rates through strategic planning and budgeting, without rate increases.
- Wrote and received solar grant for wastewater treatment facility, reducing operational expenses by 20% over 10-years.

EDUCATION

Bachelor of Political Science, Marshall University

Master of Public Administration , Pennsylvania State University

SEATTLE HUMAN RIGHTS COMMISSION

21 Members: Pursuant to 3.14.920, 21 members subject to City Council confirmation, with 2-year terms.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed: Commission

Roster as of June 10, 2026

Position Number	*Position Title*	*Appointee Name*	*Term Begin Date*	*Term End Date*	**Term Number*	*Appointed By*
1	Member	Bryennah Quander	7/23/25	7/22/27	2	City Council
2	Member	Trevor Duston	7/23/25	7/22/27	1	Mayor
3	Member	Amy Bailey	7/23/25	7/22/27	1	City Council
4	Member	Gwen McCullough	7/23/25	7/22/27	1	Mayor
5	Member	J. Queen Adams	7/23/25	7/22/27	1	City Council
6	Member	Kyle Tibbs	7/23/26	7/22/28	1	Mayor
7	Member	VACANT	7/23/26	7/22/28	1	City Council
8	Member	VACANT	7/23/25	7/22/27	1	Commission
9	Member	Beverly Smith	7/23/26	7/22/28	2	Mayor
10	Member	VACANT	7/23/26	7/22/28	1	City Council
11	Member	Brandon Monson	7/23/26	7/22/28	1	Mayor
12	Member	Terry Lin	7/23/26	7/22/28	1	City Council
13	Member	Zoe Bailey Stylianides	7/23/25	7/22/27	1	Mayor
14	Member	David J. Isaak	7/23/25	7/22/27	1	City Council
15	Member	Kim Kkwafkwao	7/23/25	7/22/27	1	Mayor
16	Get Engaged	VACANT	9/1/25	8/31/26	1	Mayor
17	Member	Phillip Lewis	7/23/26	7/22/28	2	City Council
18	Member	Katie Sophie Gonser	7/23/26	7/22/28	1	Mayor
19	Member	VACANT	7/23/25	7/22/27	1	Commission
20	Member	Nicholas Leydon	7/23/26	7/22/28	1	Commission
21	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

Self-identified diversity chart

Appointing Authority	*Male*	*Female*	*Transgender*	*Non-Binary*	*N/A*	*Asian*	*Black/ African American*	*American Indian/ Alaska Native*	*White/ non-Hispanic*	*Hispanic/ Latinx*	*Pacific Islander*	*Middle Eastern*	*Multi - racial*	*N/A*
Mayor	3	5					2		4					2
Council	3	3				1	1		1				1	3
Other	1	1		1					1					1
Total	7	9		1			3		6				1	4

City Council districts represented

Council District	*District 1*	*District 2*	*District 3*	*District 4*	*District 5*	*District 6*	*District 7*	*N/A*
Total	2	2	1	3	2	1	5	0

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Legislation Text

File #: Appt 03555, **Version:** 1

Appointment of Adekunbi Ajiboye as member, Seattle Disability Commission, for a term to April 30, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Adekunbi Ajiboye*

Board or Commission Name: *Seattle Disability Commission*

Position Title: *Member*

☒ **Appointment** ☐ **Reappointment** ***Term of Position:** *5/1/2026* to *4/30/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

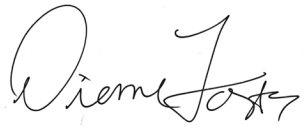
Appointing Authority: ☒ City Council ☐ Mayor ☐ Other: *Insert Appointing Authority*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: West Seattle

Appointee brief overview:
Dr. Adekunbi "Kunbi" Ajiboye is a higher education leader, educator, and equity-centered practitioner with more than 15 years of experience advancing access, inclusion, and student success across higher education and health systems in the United States and Canada. She has held leadership roles including Dean of Student Development at Seattle Central College and Director of Student Wellness at the University of Victoria, where she oversaw disability resources, health and wellness services, student support programs, and institutional initiatives focused on belonging and equity. Dr. Ajiboye currently teaches graduate courses in Adult and Higher Education at Western Washington University and works with organizations to strengthen equitable policies and practices.

A first-generation Nigerian-American and proud Seattle resident, she brings both professional and lived perspectives to issues of accessibility, mental health, and social justice, along with a deep commitment to building communities where all people can fully participate and thrive.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
 **Date Signed:** 6/30/2026	*Councilmember Dionne Foster* *Seattle City Council*

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Dr. Adekunbi Ajiboye, Ed.D., CHES

EXECUTIVE SUMMARY

Strategic executive leader with 15+ years driving organizational transformation, equity-centered innovation, and systemic change across education, public service, and health sectors in the U.S. and Canada. Managed cross-functional teams of 120+, budgets exceeding $5M, and negotiated complex contracts up to $5.6M with government agencies, health authorities, and institutional stakeholders. Proven expertise in organizational change management, policy development, philanthropic partnership cultivation, and community engagement serving diverse populations from 1,000 to 40,000+ individuals. Secured
$500K+ in annual philanthropic investments and managed federal/state/provincial grants while o ptimizing operations through data-driven decision-making. Expert in building high-impact cross-sector partnerships to advance inclusive excellence and measurable outcomes. Skilled in strategic planning, compliance management, crisis response, program evaluation, and accreditation processes. Adept at navigating complex regulatory environments including Title IX, ADA, FERPA, HIPAA, and provincial health/privacy regulations (BC University Act, FIPPA, WorkSafe BC). Advanced proficiency in enterprise systems (Banner, PeopleSoft, CTCLink, CRM/EMR platforms) and data analytics tools (Tableau, SPSS, Qualtrics) supporting strategic planning, performance measurement, and evidence-based organizational decision-making.

RELEVANT WORK EXPERIENCE

Adjunct Faculty and Program Coordinator | September 2022 – Present

Western Washington University | Bellingham, WA

- Teach 3 graduate courses in Adult and Higher Education program, including AHE 554 Fo undations of Adult Education and Diversity, AHE 577 Learning in Adulthood, and AHE 580 Teaching and Instructional Design
- Develop and deliver equity-centered curriculum integrating adult learning theory, social justice frameworks, and culturally responsive instructional design for graduate students pursuing careers in higher education and non-profit leadership
- Led end-to-end curriculum redesign using instructional design frameworks, ensuring alignment between learning outcomes, assessments, and program-level competencies across multiple course sections
- Integrated generative AI tools and critical AI literacy into graduate course design, guiding students in evaluating AI applications for instructional contexts and ethical implications for teaching practice
- Lead program recruitment initiatives, new student orientation, and ongoing professional development on inclusive pedagogy, assessment design, and learner-centered instruction
- Design research-informed learning experiences and assessments that promote transformative educational practices and inclusive learning environments

Dean of Student Development | February 2024 – April 2025

Seattle Central College | Seattle, WA

- Provided strategic leadership for Student Development Division serving 5,000+ students across four campuses, overseeing six departments including Student Leadership Programs, Accessibility Resources, Student Well-being, and Student Support Programs
- Directed cross-functional team of 120+ employees (faculty, exempt staff, classified staff, contractors, and student workers) and managed $5 million budget including operational funds, federal/state grants, student fees, and donor contributions
- Recruited, hired, and onboarded professional staff, faculty, and classified employees across multiple departments, ensuring alignment with institutional mission, equity commitments, and collective bargaining requirements
- Secured $130,000 in annual funding through donor engagement and strategic cultivation efforts for student basic needs initiatives
- Led strategic planning, accreditation processes, and program reviews for College and Stu dent Services, utilizing data-driven decision-making to develop division wide workplans improve services and meet evolving campus community needs
- Created division-
wide assessment metrics and program review structures to evaluate student learning outcomes a nd operational effectiveness, using data to drive continuous improvement
- Facilitated student conduct, complaints, Title IX compliance, behavioral intervention, and mediation processes in
alignment with federal and state law (RCW), developing protocols for coordinated cross-
service response and
amlined case resolution timelines
- Spearheaded institutional policy implementation for Student Code of Conduct, student su ccess and retention, missing students, and sex offender policies across campus and state systems
- Managed sensitive compliance cases with Attorney General's Office and executive leader ship related to Section 504, ADA, and Office for Civil Rights (OCR) investigations, ensuring adherence to federal disability regulations
- Contributed to Strategic Enrollment Management Task Force, providing state-
wide and local enrollment metrics, guiding principles, and recommendations
- Developed equity-based policies and procedures aligned with institutional strategic plan, leading campus-wide risk assessment initiatives to enhance crisis preparedness and inform values-driven decision-making
- Utilized Banner, PeopleSoft, and CTCLink enterprise systems to monitor, analyze, and m aintain operational data and confidential reports for program planning and strategic decisions

Director, Student Wellness | September 2022 – November 2023 University of Victoria | Victoria, BC

- Provided strategic leadership for integrated Student Wellness portfolio serving 22,000+ students, overseeing Clinical Health, Clinical Counseling, Multifaith Services, and Health Promotion programs at leading Canadian research university
- Supervised cross-
functional team of 7 direct reports and 60+ indirect reports (physicians, nurses, counselors, spiritu al care providers, administrators) delivering culturally responsive, trauma-informed, equity-centered wellness services
- Aligned clinical, wellness, and prevention programs into a cohesive service model, establishing shared protocols, consistent expectations, and a unified student experience across previously siloed units
- Managed $4.2M operating budget and negotiated $5.6M five-year physician services agreement with BC Ministry of Health and Vancouver Island Health Authority, aligning medical staffing with regulatory mandates
- Secured $500,000 in annual philanthropic investments to expand wellness programs, hea lth promotion initiatives, and early intervention services
- Negotiated and implemented $1.5M tripartite contract with TELUS Health for 24/7 virtual mental health services, expanding student access to care
- Conducted university's first pay equity systemic review for
Student Wellness division, implementing salary adjustments to address internal equity gaps and revising Physician Terms and Conditions in alignment with BC Public Sector Employers Council mandates

- Utilized data-driven financial analysis to inform budget allocation and resource planning decisions, optimizing service delivery across Clinical Health, Counseling, and Health Promotion programs
- Reduced student counseling wait times by 50% (from 8+ weeks to 4 weeks) through strategic policy implementation, workflow optimization, and resource reallocation, enhancing early intervention and crisis prevention capacity
- Established university's first cross-functional strategic stabilization team and standard operating guidelines for student eligibility and clinical service access, strengthening service integration and coordination across Student Wellness portfolio
- Established university's first Health Promotion and Outreach unit to scale early interventio n and prevention programs supporting student well-being and retention
- Embedded culturally responsive wellness services including nurse office hours at First Peoples House, Indigenous Elder-in-Residence, Indigenous counseling staff, and traditional healing practices
- Directed crisis response, emergency planning, and critical incident coordination for camp us-wide health emergencies, developing policies and protocols aligned with national and international standards (CAS Standards, National Standards for Mental Health and Well-being for Post-Secondary, Okanagan Charter)
- Leveraged Banner, FAST, and CRM enterprise systems to monitor operational data and inform strategic program planning and decision-making

Associate Director for Student Life and Development | October 2017 – January 2022 Whatcom Community College | Bellingham, WA

- Led Office of Student Life and Development at commuter campus serving 7,000+ student s, supervising 15 employees and 100+ student leaders across multiple programs in compliance with state and federal regulations
- Managed $1.2M budget including Student Services and Activities (S&A) Fees, operational funds, grants, and donor contributions
- Reduced food insecurity by expanding basic needs resources, increasing food pantry donations by 5,000+ pounds annually and launching ASWCC Garden Project
- Developed and implemented ORCA SMART Bystander Intervention Curriculum, delivering training to Athletics, Residence Life, and Student Leadership teams to strengthen campus safety culture
- Contributed to development of legislatively mandated sexual assault campus climate and Title IX survey for 34 community and technical colleges in Washington State through State-wide Sexual Assault Task Force
- Directed three-year Campus Equity Project, facilitating institutional dialogue, developing educational programming, hosting nationally recognized speakers, and cultivating partnerships with Indigenous Nations (Lummi Nation, Nooksack Tribe, Swinomish Tribe) and community organizations to advance diversity, inclusion, a nd student success initiatives
- Facilitated 40+ outcome-based professional development workshops for faculty and staff on educational equity, student engagement, and leadership development using evidence-based instructional design methods
- Launched Student Ambassador program integrating Early Alert, Outreach, Campus Tours, and Peer2Peer initiatives to improve student retention and success
- Organized three annual student-led conferences on engagement, academic success, and advocacy, empowering student voice in institutional decision-making
- Strengthened institutional assessment and accreditation readiness by creating strategic work plans, program outcomes, and anti-racist action plans aligned with College core themes and NWCCU standards
- Secured "Voter Friendly Campus" designation through civic engagement initiatives and coordinated U.S. Mobile Guatemalan Consulate site visit serving 230+ community members with vital documentation assistance
- Contributed to state-wide Strategic Enrollment Management Task Force, providing enrollment metrics, guiding principles, and policy recommendations

Adjunct Faculty | September 2020 – January 2022 Redeemers University North America | Greenville, TX

- Taught 3 graduate courses in Master's in Ministry program, including RES 640 Social Inquiry Methods, RES 650 Fundamentals of Educational Research, and RES 696 Practicum for Master's in Ministry – Year 1
- Delivered curriculum in research methodology, applied practice, and leadership development, supporting graduate student academic scholarship and professional formation

Acting Director, Intercultural Services | October 2020 – November 2020 Whatcom Community College | Bellingham, WA

- Oversaw daily operations of Simpson Intercultural Center and managed $232,000 departmental budget, supervising seven professional and student staff to deliver high-impact cultural support services
- Developed and launched Intercultural Center Peer Navigator Program Manual to strengthen multicultural leadership development and peer mentoring infrastructure
- Supported college-wide diversity and inclusion integration through training, consultations, and cultural competency development for faculty and staff across departments
- Served on Campus Diversity Committee and People of Color Collective Employee Resource Group, representing College at statewide Multicultural Student Services Director's Council and community events

Academic Support Coordinator | January 2017 – October 2017 Western Washington University | Bellingham, WA

- Implemented and coordinated Peer Mentor Program serving 3,000+ first-year students to enhance retention and academic success and provided academic advising, registration assistance, and individualized educational planning for 14,000+ undergraduate students
- Supervised 12 student employees, coordinating recruitment, training, and performance e valuation
- Designed and delivered quarterly workshops and panels on academic success, personal growth, and development for diverse student populations
- Taught EDUC 108, a two-credit course focused on developing academic skills and college success strategies for first-year students
- Supported annual new student orientation and outreach programs targeting first-generation, low-socioeconomic, and non-traditional students

Academic Support Coordinator | January 2017 – October 2017 Western Washington University | Bellingham, WA

- Managed $619,000 Title V Grant overseeing peer mentoring and academic coaching for 40,000+ students, supervising 15 Graduate Assistants

- Taught US 1100 University Seminar, an undergraduate course designed to support first-year student transition, academic skill development, and university acclimation
- Analyzed retention data to inform grant reporting and strategic decision-making, developing financial literacy programming and academic success workshops -
- Collaborated with FACES program to create support network for foster care students and served on New Student Orientation Team

ADDITIONAL WORK EXPERIENCE

UBC Faculty of Medicine Admissions Interviewer Black Student Admissions Pathway C ommittee Member | University of British Columbia, Vancouver, BC | September 2022 – November 2023
Board Member | Whatcom Human Rights Task Force, Bellingham, WA | January 2019 – December 2023 **Podcast Content Creator** | The Equity Project, Bellingham, WA | January 2019 – January 2022 **Advisory Board Member** | Hillcrest Chapel, Bellingham, WA | January 2019 – September 2022
Conference Planner & Reviewer | Annual Rev. Dr. Martin Luther King Jr. Human Rights Con ference, Bellingham, WA | January 2017 – September 2022
Admissions Ambassador | Seattle University, Seattle, WA | June 2017 – January 2020

EDUCATION

Doctor of Education (Ed.D.), Educational Leadership – Higher Education | Seattle University – Seattle, WA

Dissertation: *Funnel Vision: Through the Looking Glass of Recruitment and Admission Practices* Ajiboye, A. O., Anderson-James, H. L., Fountain, J., & Vega-Gutiérrez, J. A. (2020). ProQuest Dissertations Publishing (Publication No. 28023098)

Master of Legal Studies (M.L.S.), Compliance and Risk Management | Seattle University, Seattle, WA | Expected December 2026 **Master of Education (M.Ed.), Health Education,** Minor in Healthcare Administration | Texas State University, San Marcos, TX **Bachelor of Arts (B.A.), General Studies,** Minor in Psychology | Western Washington University, Bellingham, WA |

Associate of Arts and Sciences (A.A.S.) | Bellevue College – Bellevue, WA

SELECTED PRESENTATIONS, KEYNOTES, AND WORKSHOPS

Keynote Speaker. (2024). Awaking the Leader Within: Building a Future of Transformation. Annual Imesi-Ile Community Leadership Conference, Nigeria.

Presenter. (2024). Navigating the Swirl, Moving Towards Action and Caring for the Self. Faculty and Staff Conference, Spokane, WA.

Co-Presenter. (2021). Awaken the Legacy: MLK Day Event Featuring NY Times Bestselling Author Ijeoma Oluo. Western Washington University, Bellingham, WA.

Co-Presenter. (2021). College Board of Trustees Bias Masquerade Training. Whatcom Community College (WCC), Bellingham, WA

Co-Presenter. (2021). Black, Indigenous, &People of Color Caucus. 23rd Annual Rev. Dr. Martin Luther King, Jr. Human Rights Conference. Bellingham, WA.

Co-Presenter. (2020). Equity Work in Advising. Whatcom Community College Advisor Day Training. Bellingham, WA

Keynote Speaker. (2020). Keeping the Dream Alive. 22nd Annual Rev. Dr. Martin Luther King, Jr. Human Rights Conference. Bellingham, WA.

Presenter. (2020). Safe Space to Brave Space: Justice Driven Collaboration. 23rd Annual Rev. Dr. Martin Luther King Jr. Conference, Bellingham, WA

Keynote Speaker. (2019). Your First Year Playbook: Strategies for Success and Thriving. WCC Preview Day, Bellingham, WA

Co-Presenter. (2019). Equity Project Presents: Colonialism in this Land. All Campus Professional Development Day, WCC, Bellingham, WA

Co-Presenter. (2019). Building your Toolkit: Navigating Higher Education as Graduate Students of Color. Faculty & Staff of Color Conference, Spokane, WA

Co-Presenter. (2019). Is It Really about Race? WCC Professional Development Day, Bellingham, WA

Presenter. (2018). Talkin' Race: A Community Dialogue Series. Equity Project, Bellingham, WA

Co-Presenter. (2017). Bellingham Human Rights Film Festival Screening and Immigrant Stories Panel. Human Rights Film Festival, Bellingham, WA

Co-Presenter. (2016). Achieving Academic Success through a Near Peer Academic Coaching Model. 49th Annual College Reading & Learning Association, Louisville, KY

HONORS AND AWARDS

School of Law Merit Scholarship, Seattle University, 2025

College of Education Dean's
Scholarship, Seattle University, 2018
Academic Coach of the Year, Texas
State University, 2014, 2013 Presidential
Scholarship, Western Washington
University, 2010-2012
Global Ambassador Scholarship, Wester
n Washington University, 2010
Special Congressional Recognition, U.S. Representative William Lacy Clay, Missouri 1st Congressio
nal District

SEATTLE DISABILITY COMMISSION

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, with 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed:

Roster as of July 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Samiya Nasim	5/1/25	4/30/27	1	Mayor
2	Member	Marc G Côté	5/1/25	4/30/27	1	City Council
3	Member	Scot Nelson	5/1/25	4/30/27	1	Mayor
4	Member	Adekunbi Ajiboye	5/1/26	4/30/28	1	City Council
5	Member	VACANT	5/1/26	4/30/28	1	Mayor
6	Member	Daniel Ramier	5/1/26	4/30/28	1	City Council
7	Member	VACANT	5/1/26	4/30/28	1	Mayor
8	Member	Rashaad O'Neal	5/1/26	4/30/28	1	City Council
9	Member	Balvina E Cortez	5/1/26	4/30/28	1	City Council
10	Member	Julia Thompson	5/1/26	4/30/28	1	Mayor
11	Member	Naomi Snow	5/1/26	4/30/28	1	City Council
12	Member	Sawyer Stearns	5/1/26	4/30/28	1	Mayor
13	Member	Bianca Gallegos	11/1/24	10/31/26	1	City Council
14	Member	Zachary Dar	11/1/24	10/31/26	1	Mayor
15	Member	Jessica Jensen	11/1/24	10/31/26	1	City Council
16	Get Engaged	Charlie Nguyen	9/1/25	8/31/26	1	Mayor
17	Member	VACANT	5/1/25	4/30/27	1	Commission
18	Member	Linda W. Finkle	11/1/24	10/31/26	1	Mayor
19	Member	Shelby Dey	5/1/26	4/30/28	3	Commission
20	Member	VACANT	5/1/26	4/30/28	1	Commission
21	Member	VACANT	11/1/24	10/31/26	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor	3	4				2			5					
Council	3	5					1		4	2				
Other		1							1					
Total	6	10				2	1		10	2				

City Council districts represented

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	**2**	**2**	**3**	**1**	**1**	**1**	**5**	

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Legislation Text

File #: Appt 03556, **Version:** 1

Appointment of Rashaad O'Neal as member, Seattle Disability Commission, for a term to April 30, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Rashaad O'Neal*

Board or Commission Name: *Seattle Disability Commission*

Position Title: *Member*

☒ **Appointment** ☐ **Reappointment** ***Term of Position:** *5/1/2026* to *4/30/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☒ City Council ☐ Mayor ☐ Other: *Insert Appointing Authority*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *Pioneer Square*

Appointee brief overview:
Rashaad O'Neal is an integrated marketing communications professional with a Master of Arts in the field and a career-long dedication to digital equity. He has extensive experience navigating the complexities of public sector information, having spent years overseeing digital communication ecosystems for public K-12 school districts across the Puget Sound. His work is defined by the belief that clear, accessible communication is a prerequisite for civic participation. By blending technical expertise in digital strategy with a commitment to community advocacy, Rashaad focuses on dismantling information barriers to ensure that public platforms are inclusive by design.

As a member of the Seattle Disability Commission, his primary goal is to contribute technical and strategic expertise in WCAG compliance, inclusive UX design, and audio description frameworks to ensure the City of Seattle's digital infrastructure is truly usable for all residents. He hopes to bridge the gap between high-level policy and the lived experience of the disability community by auditing how information is delivered and consumed across municipal channels. By applying a strategic communications lens to the Commission's work, he aim's to help the City transition from basic compliance to an "accessibility first" culture, ensuring every Seattleite, regardless of ability, has equitable access to the resources, updates, and democratic processes that shape our community.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Date Signed: 6/30/2026	*Councilmember Dionne Foster* *Seattle City Council*

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Rashaad O'Neal

Data-Driven Communications Professional

Award-winning communicator and storyteller, specializing in communication management, social media marketing, and public relations. Skilled in working with elected officials, managing cross-functional teams, executing marketing campaigns, and enhancing efficiency through equity-driven communications.

Work Experience

Digital Media Strategist — Jul 2022 - Present
Puyallup School District | Puyallup, WA

Leads district digital communications, video storytelling, web and social media marketing, managing internal and external messaging and content creation across platforms. Overseas digital communication plans aligned with the district's strategic goals, leveraging analytics to strengthen community engagement.

- Collaborated with transportation staff on crisis situations to enhance digital accessibility for inclement weather bus route webpages, boosting engagement among non-English-speaking families by 23% and increasing organic search engine clicks by 29%.
- Directed a $1.2K paid targeted recruitment advertising campaign, collaborating with media buyers and generating over 88k impressions and driving a 20% increase in paraeducator applications.
- Leads social media branding initiative to highlight district's strategic initiatives and priorities, increasing community awareness by 15%.
- Oversee district's digital strategy by researching local demographics, performance metrics and identifying optimal posting times. Supervises staff's web publishing and social media content. Guides team on digital accessibility, SEO, and brand consistency, enhancing content quality and efficiency.
- Collaborated with the Director of Equity and Student Success to implement the district's first social media guide, equipping 100+ staff with equity-centered practices that improved consistency and strengthened community engagement across schools.
- Leads audience growth strategy to increase weekly social media-to-website traffic and engagement by 15% through A/B testing, targeted messaging, and data-driven scheduling, driving improved digital engagement and platform performance.
- Led the redesign of over 30 school websites adhering to brand guidelines, ensuring staff training and vendor relations. Achieved a 40% increase in website views and SEO ranking while promoting social justice through improved digital accessibility for all stakeholders.
- Delivered district-wide public presentations to school leaders and communication staff on effective social media strategy, accessibility, and analytics interpretation.

Public Information Officer — Sep 2021 - Jun 2022
Orting School District | Orting, WA

Oversaw district external and internal communications including crisis management, public relations, social media, publications, media relations, community outreach, web design, and photography. Managed a $5,000 department budget, achieving a 60% cost reduction, and served as the district's primary media liaison.

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

- Successfully led a $400 Enrichment Levy Election Communications and Social Media Campaign, resulting in the measure passing with a 55% approval rate and a 14% increase in Yes Votes from the previous levy election.
- Directed the district rebranding initiative, leveraging community input and conducting market research and analysis, leading to a 20% increase in web traffic and a 30% boost in engagement on social media channels.
- Launched the district's media kit, utilizing news releases, photography, and other multimedia to promote district initiatives, educational programs, and community involvement for local newspapers/TV/radio outlets, boosting media coverage by 50%.
- Revamped the community engagement strategy for internal and external surveys to help develop the 2022-25 district strategic plan, increasing submissions by 70% through strategic messaging.
- Introduced strategic thinking techniques to develop organizational communication protocols and flow, which boosted stakeholder engagement (both internal and external) by 25%.
- Prepared talking points and speech materials for the superintendent, cabinet members, and board directors for media interviews and director meetings, while also strategizing on handling potential crises.

Interim Communications Manager Jun 2021 - Aug 2021
Clover Park School District | Lakewood, WA

Provided leadership and strategic vision for the district's communication and public relations, ensuring alignment with internal and external communication strategies with the director of marketing and community relations. Oversaw district website content, social media channels, and multimedia production.

- Managed district-wide social media content, engagement strategies, and branding initiatives, increasing student engagement by 10% through trend-based content development.
- Revamped branding for the district's weekly social media staff and student recognition campaign, boosting engagement by 10%.
- Directed the layout of infographics and digital content for graphic designers.
- Spearheaded award-winning district publications, including the print calendar newsletter for the 2021-22 school year, increasing brand awareness by 30%.

Public Information Officer Nov 2020 - Jun 2021
Washington House Democratic Caucus | Olympia, WA

Oversaw comprehensive communication plans, news releases, content calendar, virtual town hall planning, interview talking points, and marketing strategies for 13 Washington state-elected officials and the Black Members Caucus, serving as a key liaison for timely and urgent media responses.

- Oversaw social media strategy for Washington State's 11th Legislative District transportation, King County Metro, and public safety initiatives, developing targeted multimedia content that boosted engagement and followers by 12%, strengthening community awareness and support for key infrastructure projects.
- Led the development of the 2021 legislative session newsletter campaign for various members, ensuring compliance with digital ADA standards, implementing research-driven targeted messaging, and increasing weekly email open rates by 20%.
- Directed strategic messaging efforts for key legislative priorities, including digital

access, housing, and education policies, resulting in a 20% increase in social media engagement and audience growth.
- Monitored local media coverage, prepared detailed impact reports, and provided analysis to guide communication strategies and enhance public perception.

Freelance Digital Content Creator Aug 2020 - Dec 2020
Seattle Neighborhood Greenways | Seattle, WA

Directed multimedia storytelling campaigns promoting Stay Healthy and Café Streets during the COVID-19 pandemic, increasing public awareness and community engagement with safe, accessible pedestrian-friendly spaces.

- Produced high-quality videography and photography content which showcased the benefits of reimagined city streets, driving a measurable uptick in public support for sustainable transportation options.
- Managed the creative workflow and storyboarding process for video and photo projects, ensuring timely delivery of impactful, equity-focused digital content.
- Collaborated with staff, advocates, and city stakeholders to develop visual content strategies aligned with public health and mobility goals.

Leadership Development and Communications Coordinator Mar 2020 - Nov 2020
Washington State School Directors' Association | Lacey, WA

Managed the organization's development services for Washington state's 295 K-12 public education boards to fulfill their professional development requirements and supported the communications and leadership development director on ongoing stakeholder engagement about training programs.

- Led the launch of the equity resources webpage and finalized the graphic designer's layout, resulting in a 25% increase in member engagement.
- Contributed to content marketing and board governance expertise for the organization's magazine publication and website, targeting 2,000 subscribers, including educators, school board members, and state legislators.
- Served as the online board self-assessment tool liaison for board directors across the state and conducted research to optimize the tool for member performance enhancement and improvement identification.
- Managed board inquiries regarding COVID-19 pandemic and education resources in a timely and urgent matter.
- Demonstrated event planning by overseeing the selection of keynote speakers and supporting web/digital marketing content for the organization's annual conference.

Freelance Writer Jun 2020 - Aug 2020
Parks Tacoma | Tacoma, WA

Researched, interviewed, and developed feature stories showcasing staff, community programs, and public services, amplifying awareness of local parks and recreation initiatives.

- Created engaging digital and print content to promote city parks, events, and community activities, strengthening public connection with local services.
- Collaborated with marketing and communications teams to ensure storytelling aligned with organizational goals, resulting in increased audience reach and

engagement.
- Delivered timely, compelling content supporting campaigns to highlight accessibility, environmental stewardship, and equitable community programming.

Communications Specialist Apr 2019 - Mar 2020
Douglas Education Service District | Roseburg, OR

Provided leadership in internal and external communications for 13 school districts, overseeing digital marketing strategies, public relations, videography, research, website management, and social media engagement. Developed messaging and ensured consistent branding across communication channels.

- Provided guidance and talking points for superintendents to respond to timely and urgent media inquiries utilizing effective judgment. Managed crisis communications, ensuring accurate and responsive messaging during school incidents and district-wide emergencies.
- Partnered with local public education partners to promote and facilitate district-aligned student and community engagement throughout the Umpqua Valley.
- Oversaw the launch of the monthly internal staff email newsletter, crafting strategic messaging to average an open rate of 60% and internal engagement by 30%.
- Developed media outreach plans, crafted news releases, coordinated interviews, and secured media coverage for district-wide initiatives. Increased visibility of school district programs, leading to a 15% rise in positive media engagement.
- Oversaw the Sutherlin School District Superintendent column for the city's monthly newsletter, ensuring alignment with district priorities and community interests. Expanded outreach efforts, increasing community engagement by 10%.

Part-Time Communications Specialist Oct 2018 - Mar 2019
Tukwila School District | Tukwila, WA

Managed district communication strategies and social media marketing with the director, enhancing stakeholder relations by 10%.
- Drafted and managed print, online, and social media communications to promote the school district's brand, image, and values.
- Optimized website traffic with SEO tactics and well-crafted, accessible content.
- Coordinated art and graphics creation for social media.
- Assisted in managing the creation of effective messaging using language, graphics, and marketing collateral.

Multimedia Journalist Jul 2017 - Mar 2018
KAPP-KVEW Local News | Kennewick, WA

Delivered timely and accurate reporting on local public policy, education, and community events, ensuring clear communication to the public. Provided real-time updates on critical issues, demonstrating strong crisis communication and rapid response skills.
- Partnered with Ben Franklin Transit Leaders to spotlight expansion projects, boosting community understanding of regional mobility improvements.
- Boosted audience reach by 10% by creating compelling digital content and leading multimedia storytelling.
- Built professional relationships with public officials, education leaders, and community stakeholders to facilitate transparent communication and media

coverage.
- Applied SEO and digital communication best practices to enhance online visibility, increasing engagement by 15%.

Assistant Sports Director Aug 2016 - Jun 2017
WTOK Newscenter 11 | Meridian, MS

Reported on high school, collegiate, and professional sports events, engaging with diverse communities and highlighting athletic and academic achievements through multimedia storytelling.
- Oversaw the development of the sports department's digital content strategies, increasing engagement by 25% through social media and website optimization.
- Built and maintained relationships with district and university leaders, coaches, and student-athletes to promote community engagement and drive compelling storytelling, increasing audience interest by 15%.
- Led content production on high-profile sports stories, demonstrating expertise in media planning and audience engagement strategies, resulting in a 15% increase in viewership.
- Coordinated media coverage of high school sporting events, overseeing production logistics and ensuring effective storytelling that resonated with local communities.

Volunteer

Communications Committee Sep 2025 - Present
Public Relations Society of America (PRSA) Puget Sound Chapter
Oversees email newsletter outreach to over 300 members, strengthening engagement and promoting professional development opportunities.

Equity Task Force Committee Nov 2019 - Jul 2023
National School Public Relations Association
Collaborated with colleagues nationwide to recommend policies and best practices that advance equity and inclusion in school public relations.

Vice President of Communications Jun 2022 - Jun 2023
Washington School Public Relations Association
Elected to a leadership role overseeing statewide communications efforts, enhancing member engagement and advancing best practices in school public relations.

Board Member/DEI Sub-committee Chair May 2019 - May 2020
Oregon School Public Relations Association
Partnered with University of Oregon public relations faculty to raise awareness about the underrepresentation of students of color in PR programs, advancing OSPRA's equity and inclusion goals.

Core Skills
Leadership and Team Management, Branding, Media Relations, Crisis Communications, Social Media Strategy, Search Engine Optimization (SEO), Digital and Print Marketing, Public Speaking, Canva, Hootsuite, AP Writing Style, Adobe Creative Suite, Social Listening, Video Content Production

Education

University of West Alabama Mar 2021 - Dec 2021
Master of Arts Integrated Marketing Communications

Angelo State University Aug 2006 - May 2011
Bachelor of Arts Communications

SEATTLE DISABILITY COMMISSION

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, with 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed:

Roster as of July 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Samiya Nasim	5/1/25	4/30/27	1	Mayor
2	Member	Marc G Côté	5/1/25	4/30/27	1	City Council
3	Member	Scot Nelson	5/1/25	4/30/27	1	Mayor
4	Member	Adekunbi Ajiboye	5/1/26	4/30/28	1	City Council
5	Member	VACANT	5/1/26	4/30/28	1	Mayor
6	Member	Daniel Ramier	5/1/26	4/30/28	1	City Council
7	Member	VACANT	5/1/26	4/30/28	1	Mayor
8	Member	Rashaad O'Neal	5/1/26	4/30/28	1	City Council
9	Member	Balvina E Cortez	5/1/26	4/30/28	1	City Council
10	Member	Julia Thompson	5/1/26	4/30/28	1	Mayor
11	Member	Naomi Snow	5/1/26	4/30/28	1	City Council
12	Member	Sawyer Stearns	5/1/26	4/30/28	1	Mayor
13	Member	Bianca Gallegos	11/1/24	10/31/26	1	City Council
14	Member	Zachary Dar	11/1/24	10/31/26	1	Mayor
15	Member	Jessica Jensen	11/1/24	10/31/26	1	City Council
16	Get Engaged	Charlie Nguyen	9/1/25	8/31/26	1	Mayor
17	Member	VACANT	5/1/25	4/30/27	1	Commission
18	Member	Linda W. Finkle	11/1/24	10/31/26	1	Mayor
19	Member	Shelby Dey	5/1/26	4/30/28	3	Commission
20	Member	VACANT	5/1/26	4/30/28	1	Commission
21	Member	VACANT	11/1/24	10/31/26	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor	3	4				2			5					
Council	3	4							4	2				
Other		1							1					
Total	6	9				2			10	2				

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	1	2	3	1	1	1	5	

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Legislation Text

File #: Appt 03557, **Version:** 1

Appointment of Daniel Ramier as member, Seattle Disability Commission, for a term to April 30, 2028.

The Appointment Packet is provided As an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Daniel Ramier*

Board or Commission Name: *Seattle Disability Commission*

Position Title: *Member*

☒ **Appointment** ☐ **Reappointment** ***Term of Position:** *5/1/2026* to *4/30/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☒ City Council ☐ Mayor ☐ Other: *Insert Appointing Authority*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *Mount Baker*

Appointee brief overview:
Born in Louisiana and raised in Minnesota, Dan's life has followed an unconventional and adventurous path. In 1978, he sustained a spinal cord injury, an event dramatically delivered by a van colliding with him and his motorcycle. After completing his undergraduate studies, he began his professional career as an administrator and trip leader with Wilderness Inquiry, an organization that takes mixed-ability groups on canoe and dogsled adventures. He then took a position at Mankato State University, where he directed a mixed-ability outdoor education program. He later returned to graduate school to pursue advanced studies in Outdoor Education and Therapeutic Recreation. Before completing the program, he relocated to Seattle and, with two partners, founded a Volvo salvage yard. After selling his interest in the business, Dan traveled to Central America to support the FMLN in El Salvador following the signing of the historic peace accords. Upon returning to the US, he joined a small software company serving agricultural cooperatives throughout the Midwest. When the company closed in 2019, he returned to his roots in recreation, accepting a position with Seattle Parks and Recreation. Throughout most of his journey, he has been accompanied by his spouse and their two sons. Since 2025, Dan has been an active participant with the Seattle Disability Commission and looks forward to bringing his lifetime advocacy and experience to the commission.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Date Signed: 6/30/2026	*Councilmember Dionne Foster* *Seattle City Council*

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Daniel Ramier

Professional Experience

General Manager - VP Technical Customer Care
BJL Software St Paul, MN April 2010 to October 2019

Liaison to Agricultural Cooperative Upper Management and Board of Directors. Conducted requir ement elicitation and business analysis with stakeholders to tailor software to their unique business needs. Project manager for AdScheduling System development/refactor in Vulcan.NET w/in MS-Visual Studio using principles of
Model-View-ViewModel/OOP. Negotiated new business contracts and restructured account billing to stabilize revenue. Bid and coordinated projects to design/build/interface new CA-
VO products: Grain Contracting/Banking System, BJL Back Office for Gilbarco Point of Sale. Marketed BJL Software, secured buyer and brokered sale. Handled compilation, conversion and transfer of account data to corporate partner.

Technical Support Specialist / IT Business Analyst
BJL Software St Paul, MN January 2002 to March 2010

Led company wide transition from dial-
up remote support to MSRDP (Terminal Server) internet based support. Broad technical knowledge and experience working with System Admin personnel on system configuration of customer LAN/WAN and MS-
Server configurations. Team member on BJL Livestock Health/Recipe System to
Repete's Feed Mill Automation System. Conducted quality assurance testing. Experienced with d atabase tools dBase/dbAdmin.

Software Testing, Delivery and Installation
BJL Software St Paul, MN February 1995 to December 2001

Handled new installations of BJL Accounting Suite, Patronage, Payroll, C-Store POS. Managed 100+ multiple
user accounts in a manner which instilled confidence. Conducted software quality and assurance testing on new modifications, trained users on same. Contributing team member of Y2K code conversion. Worked on user and engineer documentation. Experience with remote support tools Teamviewer, pcAnywhere, CarbonCopy.

Education

Graduate Student - Outdoor Education / Therapeutic Recreation
University of Minnesota - Minneapolis, MN September 1987 to March 1988

Interpreter Training Program Certificate - American Sign Language
St Paul College TVI - St Paul, MN April 1984 to September 1984

Bachelor of Arts - Interdisciplinary Studies (Philosophy, History, Music)
Minnesota State University, Marshall - Marshall, MN December 1978 to March 1983

Volunteer Community Service
American Lung Association/Fundraiser, Seattle United Youth Soccer/Treasurer, American Indians of all Tribes/Tutor, Seattle Central College/ESL Tutor, Mt Baker Youth Soccer/Coach, Ski for Light/Mobility Impaired Segment Coordinator, Seattle Sonics Wheelchair Basketball Player/Coach, CISPES/Organizer, Tenant Law
Center/Advocate, In the Heart of the Beast Puppet & Mask Theater/Section for Developmentally Disabled Adults

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

SEATTLE DISABILITY COMMISSION

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, with 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed:

Roster as of July 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Samiya Nasim	5/1/25	4/30/27	1	Mayor
2	Member	Marc G Côté	5/1/25	4/30/27	1	City Council
3	Member	Scot Nelson	5/1/25	4/30/27	1	Mayor
4	Member	Adekunbi Ajiboye	5/1/26	4/30/28	1	City Council
5	Member	VACANT	5/1/26	4/30/28	1	Mayor
6	Member	Daniel Ramier	5/1/26	4/30/28	1	City Council
7	Member	VACANT	5/1/26	4/30/28	1	Mayor
8	Member	Rashaad O'Neal	5/1/26	4/30/28	1	City Council
9	Member	Balvina E Cortez	5/1/26	4/30/28	1	City Council
10	Member	Julia Thompson	5/1/26	4/30/28	1	Mayor
11	Member	Naomi Snow	5/1/26	4/30/28	1	City Council
12	Member	Sawyer Stearns	5/1/26	4/30/28	1	Mayor
13	Member	Bianca Gallegos	11/1/24	10/31/26	1	City Council
14	Member	Zachary Dar	11/1/24	10/31/26	1	Mayor
15	Member	Jessica Jensen	11/1/24	10/31/26	1	City Council
16	Get Engaged	Charlie Nguyen	9/1/25	8/31/26	1	Mayor
17	Member	VACANT	5/1/25	4/30/27	1	Commission
18	Member	Linda W. Finkle	11/1/24	10/31/26	1	Mayor
19	Member	Shelby Dey	5/1/26	4/30/28	3	Commission
20	Member	VACANT	5/1/26	4/30/28	1	Commission
21	Member	VACANT	11/1/24	10/31/26	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor	3	4				2			5					
Council	3	4							4	2				
Other		1							1					
Total	6	9				2			10	2				

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	1	2	3	1	1	1	5	

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Legislation Text

File #: Appt 03558, **Version:** 1

Reappointment of Balvina E. Cortez as member, Seattle Disability Commission, for a term to April 30, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Balvina E. Cortez*

Board or Commission Name: *Seattle Disability Commission*

Position Title: *Member*

☐ **Appointment** ☒ **Reappointment** ***Term of Position:** *5/1/2026* to *4/30/2028*

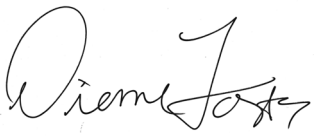
☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☒ City Council ☐ Mayor ☐ Other: *Insert Appointing Authority*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *Central District*

Appointee brief overview:
Balvina Cortez is passionate about creating systemic change and building stronger community connections. With her experience living as a parent of neurodivergent children, her formal training to serve in non-profit boards along with her current participation in UW LEND Leadership Program has prepared her to be an advocate and representative of the community. Her experiences have shown the importance of representation, and of centering disabled voices in policy and decision-making. She brings her experiences and perspective as someone directly impacted, but also her dedication to listening, learning, and working collaboratively to advance disability justice in Seattle. Balvina has been an active participant and member since 2025 and looks forward to serving her first full term.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
 **Date Signed: 6/30/2026**	*Councilmember Dionne Foster* *Seattle City Council*

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Balvina E. Cortez

SKILLS

MS Office, Excel PowerPoint SharePoint Access Structured Query Languag e SQL Server Integration Services EPIC Analytics
Visual Studio C# HTML JavaScript CSS, Bilingual in Spanish

EXPERIENCE

M217, Inc. Self-employed
Dec. 1, 2018-Present
Cofunded medical clothing company and worked with VAD recipients to c reate life changing garments. Grew company to $250,000 annual sales. I am responsible for bookkeeping, supply chain duties, warehouse inventory, business analysis and marketing. I use different tools and platforms such as Amazon seller, Salesforce, Google search console, and Facebook business.

Centene Provider Data Analyst
Oct. 1, 2017-Nov 30, 2018
As a data analyst I performed various data management activities to mai ntain database integrity. I Assisted in internal and governmental audits b y researching and analyzing systemic data. Used multiple systems and ap plications to validate and update data according to contract specificatio ns and standard business rules.

MultiCare Medical Group Assistant Purchaser
Nov. 2016-Apr. 2017
Tacoma General Hospital
Coordinate the purchase and delivery of medication to MultiCare's 170 outpatient clinics. I re-designed work processes to eliminate waste and optimized the layout of workspace. I created a runbook along with a n Excel workbook to assist in new hire training. I used Excel and SQL for reporting on federal compliance, saving Tacoma General thousands of do llars.

Pharmacy Med. Rec. Technician
Aug. 2010-Sep. 2018
Good Samaritan Hospital Emergency Department
In this role I worked in the critical section of the emergency room department which meant I had to work well under pressure, maintain focus, prioritize based on patient care impact. In addition, collected and updat ed data into the patient's electronic health record.

EDUCATION

2019 University of Washington Digital Marketing certification
2017 Pierce college Computer Information Systems associate degree: Database Management & Design, Health Information Management
2017 Pierce College Certificate Business Analysis, Application developm ent

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SEATTLE DISABILITY COMMISSION

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, with 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed:

Roster as of July 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
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3	Member	Scot Nelson	5/1/25	4/30/27	1	Mayor
4	Member	Adekunbi Ajiboye	5/1/26	4/30/28	1	City Council
5	Member	VACANT	5/1/26	4/30/28	1	Mayor
6	Member	Daniel Ramier	5/1/26	4/30/28	1	City Council
7	Member	VACANT	5/1/26	4/30/28	1	Mayor
8	Member	Rashaad O'Neal	5/1/26	4/30/28	1	City Council
9	Member	Balvina E Cortez	5/1/26	4/30/28	1	City Council
10	Member	Julia Thompson	5/1/26	4/30/28	1	Mayor
11	Member	Naomi Snow	5/1/26	4/30/28	1	City Council
12	Member	Sawyer Stearns	5/1/26	4/30/28	1	Mayor
13	Member	Bianca Gallegos	11/1/24	10/31/26	1	City Council
14	Member	Zachary Dar	11/1/24	10/31/26	1	Mayor
15	Member	Jessica Jensen	11/1/24	10/31/26	1	City Council
16	Get Engaged	Charlie Nguyen	9/1/25	8/31/26	1	Mayor
17	Member	VACANT	5/1/25	4/30/27	1	Commission
18	Member	Linda W. Finkle	11/1/24	10/31/26	1	Mayor
19	Member	Shelby Dey	5/1/26	4/30/28	3	Commission
20	Member	VACANT	5/1/26	4/30/28	1	Commission
21	Member	VACANT	11/1/24	10/31/26	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor	3	4				2			5					
Council	3	4							4	2				
Other		1							1					
Total	6	9				2			10	2				

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	1	2	3	1	1	1	5	

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Legislation Text

File #: Appt 03559, **Version:** 1

Reappointment of Shelby Dey as member, Seattle Disability Commission, for a term to April 30, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Shelby Dey*

Board or Commission Name: *Seattle Disability Commission*

Position Title: *Member*

☐ **Appointment** ☒ **Reappointment** ***Term of Position:** *5/1/2026* to *4/30/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

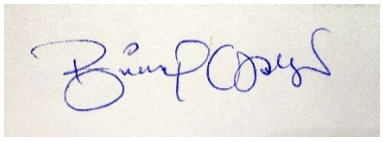
Appointing Authority: ☐ City Council ☐ Mayor ☒ Other: *Commission*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *Queen Anne*

Appointee brief overview:
As a member of the Seattle Disability Commission, Shelby is committed to continuing her contributions to the health and well-being of our community. She is passionate about improving access to mental health services and addressing the impact of rising rents on people with disabilities. Shelby aims to expand access to affordable housing while taking the time to listen closely to community needs and identify meaningful ways to support them.

She is excited to serve a third term on the commission, working on behalf of the community to improve lives wherever possible. Having previously served as co-chair, Shelby looks forward to continued collaboration, and advocacy.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
 *Picture of signature of Bianca Gallegos*	*Bianca Gallegos* *Seattle Disability Commission, Co-chair*
Date Signed: 6-11-26	

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Shelby Dey

QUALIFICATION SUMMARY

Microsoft Office, Salesforce, Statistics, Research, Analysis, Interpersonal Relationships, Client Relationship Management, Cashiering, Financial Information Systems, Adaptable, Integrity, Ability to Maintain Confidentiality

EDUCATION

Skagit Valley College Continuing Education Courses
Business English, Excel/Access Course
Gonzaga University, Spokane, WA
Master of Business Administration, Finance
Pacific Lutheran University, Tacoma, WA
Bachelor of Science in Financial Mathematics and a Bachelor of Arts in Economics with a Math Emphasis, Minor in Actuarial Science

- Graduated Cum Laude
- Investigated Women's Pay Disparity-used Minitab for regression analysis and Excel for forecasting
- Invited and joined Omicron Delta Epsilon in (Economics Honor Society)

WORK EXPERIENCE

Agricultural Aide, Washington State Department of Agriculture, Seattle, WA
June 2020 – Sept 2020

- Collect Data on 800 - 1000 Gypsy Moth Traps.
- Alert supervisor of Gypsy Moth Specimens (Asian and European Gypsy Moths).
- Construct traps within guidelines. Set up traps and take down traps.
- Engage with public in providing information on the Gypsy Moth Program.

Substitute Teacher, *Sedro Woolley School District*, Sedro Woolley, WA Feb. 2016 – June 2020

- Teach a daily curriculum according to the teacher's guidelines and schedule.
- Facilitate classroom management to keep the learning environment inviting to all students.
- Supervise and direct paraprofessionals in my classroom to help students who need additional support.
- Keep well informed of current best teaching practices and classroom management skills.

Client Associate, *Merrill Lynch*, Spokane, WA June 2012 – Apr. 2015

- Maintained interpersonal relationships internally and externally.
- First point of contact to determine customer needs via phone, in person, and fax inquiries.
- Managed branch operations including daily incoming/outgoing mail, records, and archiving.

- Branch Systems Administrator oversaw maintenance of information systems at branch level and coordinated vendor tickets and network troubleshooting of the mainframe.
- Keeping the office computer software and hardware safe and up to date; responsible for operations of internal monitoring of checks and client documents; administered confidential production of checks; and greeted incoming clients and provided information.

Graduate Assistant, *Gonzaga University*, Spokane, WA Aug. 2011 – Feb. 2016

- Prepared and maintained business statistics grades for undergraduate students.
- Graded undergraduate homework, tests, and quizzes.
- Tutored and managed graduate students lesson plans in prerequisite courses to prepare for graduate level statistics.
- Conducted confidential statistical research for the Gonzaga Nursing and Business programs.
- Taught and administered tests/quizzes on the undergraduate and graduate level when the professor was away.
- Assisted professor in creating new questions, an answer key, and data indexes for her textbook.

AVID/Math Tutor, *Sedro-Woolley School District*, Sedro-Woolley, WA
Jan. 2011 – June 2011

- Mentored and prepared students in need or who needed extra support for applying and going to college.
- Assisted and tutored students in understanding math concepts in the classroom.
- Managed and taught the after school math tutoring program for middle school students.

SEATTLE DISABILITY COMMISSION

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, with 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed:

Roster as of July 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Samiya Nasim	5/1/25	4/30/27	1	Mayor
2	Member	Marc G Côté	5/1/25	4/30/27	1	City Council
3	Member	Scot Nelson	5/1/25	4/30/27	1	Mayor
4	Member	Adekunbi Ajiboye	5/1/26	4/30/28	1	City Council
5	Member	VACANT	5/1/26	4/30/28	1	Mayor
6	Member	Daniel Ramier	5/1/26	4/30/28	1	City Council
7	Member	VACANT	5/1/26	4/30/28	1	Mayor
8	Member	Rashaad O'Neal	5/1/26	4/30/28	1	City Council
9	Member	Balvina E Cortez	5/1/26	4/30/28	1	City Council
10	Member	Julia Thompson	5/1/26	4/30/28	1	Mayor
11	Member	Naomi Snow	5/1/26	4/30/28	1	City Council
12	Member	Sawyer Stearns	5/1/26	4/30/28	1	Mayor
13	Member	Bianca Gallegos	11/1/24	10/31/26	1	City Council
14	Member	Zachary Dar	11/1/24	10/31/26	1	Mayor
15	Member	Jessica Jensen	11/1/24	10/31/26	1	City Council
16	Get Engaged	Charlie Nguyen	9/1/25	8/31/26	1	Mayor
17	Member	VACANT	5/1/25	4/30/27	1	Commission
18	Member	Linda W. Finkle	11/1/24	10/31/26	1	Mayor
19	Member	Shelby Dey	5/1/26	4/30/28	3	Commission
20	Member	VACANT	5/1/26	4/30/28	1	Commission
21	Member	VACANT	11/1/24	10/31/26	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor	3	4				2			5					
Council	3	4							4	2				
Other		1							1					
Total	6	9				2			10	2				

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	1	2	3	1	1	1	5	

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Legislation Text

File #: Appt 03560, **Version:** 1

Reappointment of Naomi Snow as member, Seattle Disability Commission, for a term to April 30, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Naomi Snow*

Board or Commission Name: *Seattle Disability Commission*

Position Title: *Member*

☐ **Appointment** ☒ **Reappointment** ***Term of Position:** *5/1/2026* to *4/30/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☒ City Council ☐ Mayor ☐ Other: *Insert Appointing Authority*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *University District*

Appointee brief overview:
Naomi Snow grew up alongside her sister with intellectual and developmental disabilities, an experience that shaped her lifelong commitment to equity and inclusion. She earned her B.A. in Political Science from the University of Washington, where she served as Student Body President and worked to expand access to basic needs, healthcare, and student resources. She also founded the Beyond 22 Project, a nonprofit dedicated to improving quality of life and long-term support for individuals with disabilities and their families after they age out of public education systems. With a background in advocacy, nonprofit leadership, and policy development, Naomi contributes to the Seattle Disability Commission by strengthening accessibility, amplifying lived experiences, and advancing policies that better support people with disabilities across the city. She is the current chair of the Internal Growth & Development Committee and looks forward to serving a two-year term.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
 Date Signed: 6/30/2026	*Councilmember Dionne Foster* *Seattle City Council*

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Naomi Snow

EDUCATION

University of Washington - Seattle, WA 3.71 GPA
B.A. in Political Science

WORK EXPERIENCE

Caregiver August 2022 – Present
Consumer Direct Care
● Provided in-home care for individuals with disabilities, maintaining accurate care records and ensuring consistent support aligned with client needs and state care plans.

President, Board of Directors June 2024 - June 2025
Associated Students of the University of Washington (ASUW)
● Served as CEO and spokesperson of a $3M nonprofit representing 50,000+ students; acted as primary liaison to university leadership, legal counsel, and government officials.
● Managed a combined $3.0M in operating budget and reserves, overseeing 80 staff and 300+ volunteers while directing the strategic and financial operations of the organization.
● Reduced a $200K structural deficit to enhance operations by 15%, led entity mergers, eliminations, and reevaluation of employee hours through internal audits and taskforces to eliminate redundancies.
● Oversaw scheduling systems, organizational workflows, and documentation processes; drafted and reviewed internal policies, official statements, and legislative briefs with attention to detail, formatting, and professional tone.
● Directed a statewide campaign to protect financial aid, launching a 3,000-signature petition and coordinating 2,500+ letters to legislators; efforts contributed to full funding of the Washington College Grant.
● Led project management for multiple student access initiatives, including distribution of 500+ graduate prep books, a free STI testing program for 400+ students, and allocation of $28,000 in emergency food assistance.

Cadet Training Leader September 2022 - June 2025
Air Force Reserve Officer Training Corps
● Led and coordinated teams of 100+ cadets in operations, logistics, and drills, managing tasks in fast-paced, high-pressure environments.
● Produced written protocols, internal memos, and evaluation rubrics for weekly operations and leadership assessments; ranked in the top 30% of cadets nationwide for leadership and precision.

Director of Programming, Board of Directors June 2023 - June 2024 Associated Students of the University of Washington (ASUW)
● Oversaw organization-wide programming efforts as an elected member of the Board of Directors, managing cross-functional teams to deliver 20+ campus-wide events with up to 2,000 attendees.
● Conducted stakeholder analysis and feedback cycles to inform event strategy and engagement metrics.
● Proposed and secured budget increases using needs assessments and comparative data.

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Student Senate Membership Coordinator February 2023 - June 2023 Associated Students of the University of Washington (ASUW)

● Served in an elected leadership role and managed a roster of 100+ senators while facilitating weekly events to strengthen community and engagement.

Activities Coordinator August 2019 - September 2022
Red Oak Residence

● Planned and adapted daily activities to support residents' physical, emotional, and cognitive well-being. ● Coordinated off-site events and fostered strong relationships with residents, families, and interdisciplinary care staff.

Additional:

● Tools: Adobe Suite, Microsoft Suite, WordPress, Canva, Asana, Slack, Workday.
● Skills: Project management, legal and policy research, stakeholder communication, document drafting and review, case tracking, public speaking (audiences of 35,000+), team collaboration, written and verbal communication.
● Volunteer Experience: Contributed 200+ hours across the University District Food Bank, East African Community Services, Special Olympics Washington, and University of Washington fundraisers (including stadium cleanups and community events).

SEATTLE DISABILITY COMMISSION

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, with 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed:

Roster as of July 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Samiya Nasim	5/1/25	4/30/27	1	Mayor
2	Member	Marc G Côté	5/1/25	4/30/27	1	City Council
3	Member	Scot Nelson	5/1/25	4/30/27	1	Mayor
4	Member	Adekunbi Ajiboye	5/1/26	4/30/28	1	City Council
5	Member	VACANT	5/1/26	4/30/28	1	Mayor
6	Member	Daniel Ramier	5/1/26	4/30/28	1	City Council
7	Member	VACANT	5/1/26	4/30/28	1	Mayor
8	Member	Rashaad O'Neal	5/1/26	4/30/28	1	City Council
9	Member	Balvina E Cortez	5/1/26	4/30/28	1	City Council
10	Member	Julia Thompson	5/1/26	4/30/28	1	Mayor
11	Member	Naomi Snow	5/1/26	4/30/28	1	City Council
12	Member	Sawyer Stearns	5/1/26	4/30/28	1	Mayor
13	Member	Bianca Gallegos	11/1/24	10/31/26	1	City Council
14	Member	Zachary Dar	11/1/24	10/31/26	1	Mayor
15	Member	Jessica Jensen	11/1/24	10/31/26	1	City Council
16	Get Engaged	Charlie Nguyen	9/1/25	8/31/26	1	Mayor
17	Member	VACANT	5/1/25	4/30/27	1	Commission
18	Member	Linda W. Finkle	11/1/24	10/31/26	1	Mayor
19	Member	Shelby Dey	5/1/26	4/30/28	3	Commission
20	Member	VACANT	5/1/26	4/30/28	1	Commission
21	Member	VACANT	11/1/24	10/31/26	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor	3	4				2			5					
Council	3	4							4	2				
Other		1							1					
Total	6	9				2			10	2				

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	1	2	3	1	1	1	5	

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Legislation Text

File #: Appt 03561, **Version:** 1

Reappointment of Sawyer Stearns as member, Seattle Disability Commission, for a term to April 30, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Sawyer Stearns*

Board or Commission Name: *Seattle Disability Commission*

Position Title: *Member*

☐ **Appointment** ☒ **Reappointment** ***Term of Position:** *5/1/2026* to *4/30/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☐ City Council ☒ Mayor ☐ Other: *Insert Appointing Authority*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *Northgate*

Appointee brief overview:
Sawyer obtained her Master's in 2023 at CWU. As a freshman in college, she sustained a spinal cord injury that left her quadriplegic. After her injury, she became much more engaged with the disability community and even had the opportunity to work at a Center for Independent Living as a Disability Specialist. This fueled her passion to advocate on a deeper level in disability policy after experiencing the inequity faced in the community and with the healthcare system. She recently completed a fellowship posted by Disability Belongs in the public policy and civic engagement department and has been looking for ways to continue supporting people with disabilities in our community. Sawyer hopes to contribute her skills and past experiences working with people with disabilities to better serve people with disabilities in Seattle and all of King County. Sawyer has been an active member on the commission since 2025 and is the current chair of the Advocacy & Representation Committee.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Katie B Wilson **Date Signed: 6/24/26**	*Katie B. Wilson* *Mayor of Seattle*

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Sawyer Stearns

Education

2016 High School Diploma

2017-2021 Bachelor of Science: Family and Child Life
2021-2023 Master of Science: Family and Child Life

Experience

Ambulatory Patient Support Coordinator October

2023-present

- Communicate with RN and providers to provide support and identify needs, resolve problems, escalate urgent requests, and provide administrative support to RN's

Disability Specialist at Central Washington Disability Resources
March 2021- June 2023

- Subject matter expert for people with disabilities
- Developed a Functional Assessment Service Team (FAST) to assess emergency s helters for accessibility and assist people with disabilities entering emergency shelters in maintaining independence.
- Designed and facilitated the PAS (Power, Action, and Systems) program that assi sts people with disabilities with bathroom modifications, ramps, grab bars, and yard work.
- Updated emergency plans to include a whole community approach

Child Life Practicum at Seattle Children's Hospital
June 2022-August 2022

- Completed a Child Life Practicum
- Observed a Child Life Specialist in practice with evidence-based and developmentally appropriate interventions to support patients.
- Enhanced knowledge in interventions and knowledge of day to day for Child Lif e

Teacher Aide at Early Childhood Learning Center
September 2020-March 2021

- Assist the teacher with children ages 8-12. Activities included art projects, sensory activities, snack time, outside time, and homework time.

Volunteer at Developmental Disabilities Preschool
September 2019- March 2020

- Assisted teachers with play time, snack time and other daily activities such as art and outdoor play.

Volunteer at Kadlec Regional Medical Center
June of 2018- June of 2019

Under supervision of a Child Life Specialist:

- Played games with patients in the pediatric unit.
- Cleaned and organized toys in the playroom
- Interacted with the siblings where I would play and supervise the siblings.

Mustang CIA
June-August 2016

- Collaborate with agencies locally to implement healthy life choices for teens.
- Organize workshops that focus on substance abuse prevention and provide a safe and fun alternative for teens.
- Learned about substance abuse prevention and resources in our local community.

Professional Committees

DDAC (Developmental Disability Advisory Committee)
PTAC (Public Transportation Advisory Committee)
CIEP (Coalition on Inclusive Emergency Preparedness Committee)
WA Cares Ambassador

SEATTLE DISABILITY COMMISSION

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, with 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed:

Roster as of July 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Samiya Nasim	5/1/25	4/30/27	1	Mayor
2	Member	Marc G Côté	5/1/25	4/30/27	1	City Council
3	Member	Scot Nelson	5/1/25	4/30/27	1	Mayor
4	Member	VACANT	5/1/25	4/30/27	1	City Council
5	Member	VACANT	5/1/26	4/30/28	1	Mayor
6	Member	Daniel Ramier	5/1/26	4/30/28	1	City Council
7	Member	VACANT	5/1/26	4/30/28	1	Mayor
8	Member	Rashaad O'Neal	5/1/26	4/30/28	1	City Council
9	Member	Balvina E Cortez	5/1/26	4/30/28	1	City Council
10	Member	Julia Thompson	5/1/26	4/30/28	1	Mayor
11	Member	Naomi Snow	5/1/26	4/30/28	1	City Council
12	Member	Sawyer Stearns	5/1/26	4/30/28	1	Mayor
13	Member	Bianca Gallegos	11/1/24	10/31/26	1	City Council
14	Member	Zachary Dar	11/1/24	10/31/26	1	Mayor
15	Member	Jessica Jensen	11/1/24	10/31/26	1	City Council
16	Get Engaged	Charlie Nguyen	9/1/25	8/31/26	1	Mayor
17	Member	VACANT	5/1/25	4/30/27	1	Commission
18	Member	Linda W. Finkle	11/1/24	10/31/26	1	Mayor
19	Member	Shelby Dey	5/1/26	4/30/28	3	Commission
20	Member	VACANT	5/1/26	4/30/28	1	Commission
21	Member	VACANT	11/1/24	10/31/26	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor	3	4				2			5					
Council	3	4							4	2				
Other		1							1					
Total	6	9				2			10	2				

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	1	2	3	1	1	1	5	

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Legislation Text

File #: Appt 03562, **Version:** 1

Appointment of Sawyer McCrabb as member, Seattle LGBTQ Commission, for a term to April 30, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Sawyer McCrabb*

Board or Commission Name: *Seattle LGBTQ Commission*

Position Title: *Member*

☒ **Appointment** ☐ **Reappointment** ***Term of Position:** *5/1/2026* to *4/30/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☒ City Council ☐ Mayor ☐ Other: *Insert Appointing Authority*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: Capitol Hill

Appointee brief overview:
Sawyer McCrabb (he/him) is a newer Seattleite, who moved from Washington, D.C. to Washington State with his partner in 2025 to find more security, joy in nature, and plant roots in community. Throughout his time in D.C., he worked for his hometown's Representative from Connecticut for six years, a team with which he built a career grounded in coalition work and direct community engagement. He departed his work in the federal government to pursue these values at the local and state level. Though a New Englander most of his life, Sawyer believes in the power of connecting with people regardless of their background, walk of life, or geographic location. He currently serves as the Executive Director for Fix Democracy First, a nonprofit focused on enhancing civic engagement and voter power in Washington state.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Date Signed: 6/30/2026	*Councilmember Dionne Foster* *Seattle City Council*

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Sawyer McCrabb

Topline: Former Congressional professional with six years of experience, now based in Seattle, seeking to leverage federal expertise and invest in the power of local systems. Currently balancing part-time work while planting community roots through Seattle-based volunteer groups.

Professional Experience

Office of Congressman Joe Courtney (CT-02) | Washington, D.C. (January 2020 – August 2025)

Legislative Assistant

● Policy Portfolio: LGBTQ+/Civil Rights; Elections; Oversight; Government Reform; Energy; Environment; Technology & AI; Water; Telecomms; Consumer Rights; Judiciary; Small Business.
● Spearheaded Congressman's leadership on 5 bills, maneuvering the legislative process to pass 3 in the full House or committee, despite being in the minority party.
● Researched, framed, and synthesized information to brief the Congressman on official votes, policy recommendations, committee proceedings, presidential administration activity, and meetings.
● Represent Member interests into 3-6 daily meetings, collaborating across hundreds of stakeholders to discuss policy, assess district issues, identify key considerations, and update constituencies.
● Strategized elevation of Member priorities, envisioned opportunities for positive publicity, advised on district events, conducted outreach to stakeholders, and drafted communications materials.
● Collaborated with staff to enhance Member's engagement through Congressional Equality Caucus.
● Tracked emerging LGBTQ+ policy issues across all three branches of the federal government, providing internal analysis and leveraging constituent support to recommend legislative responses.

Legislative Correspondent & Staff Assistant

● Researched and drafted 1,800+ constituent letters while curating a library of 20,000 letters, continually refining messaging to align with legislative activities, district priorities, and political dynamics.
● Developed sustainable office procedures to manage a constituent mail program, reducing a two-year-old mail backlog by 82% in one month, and creating an eloquent congressional record statement program.
● Administered office's CRM to analyze, process, judge the importance of, and respond to up to 4,000 constituent messages per week.

LGBT Congressional Staff Association | Washington, D.C. (February 2023 – April 2024)

Board of Directors – Community Engagement

● Planned and executed a panel event, facilitating a trilateral partnership with key stakeholders.
● Built a coalition of 13 government staff associations for networking events, attracting 1000+ attendees

Courtney for Congress | Norwich, CT (July 2018 – November 2018)

Field Organizer

● Recruited 300+ volunteers to contact 17,000 voters through NGP VAN by attending community events, engaging stakeholders, and deploying relational organizing tactics across 15 towns.
● Planned and hosted unified, daily voter engagement events by leveraging relationships to manage territorial stakeholder dynamics up and down the ballot.

Education

University of Connecticut | Storrs, CT — **Magna Cum Laude**
Bachelor of Arts in Political Science — Student Government President

SEATTLE LGBTQ COMMISSION

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, with 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed:

Roster as of July 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Jesse Gavrielle Davis	5/1/25	4/30/27	1	City Council
2	Member	VACANT	5/1/25	4/30/27	1	Mayor
3	Member	Sinomi Adeleine Sison	5/1/25	4/30/27	1	City Council
4	Member	Robert Parkstone	5/1/25	4/30/27	1	Mayor
5	Member	Jeremy Erdman	5/1/25	4/30/27	2	City Council
6	Member	Carl G Harris	11/1/25	10/31/27	1	Mayor
7	Member	Kody Allen	11/1/25	10/31/27	2	Commission
8	Member	Cadence Sagan	5/1/26	4/30/28	1	Mayor
9	Member	VACANT	5/1/26	4/30/28	1	City Council
10	Member	VACANT	5/1/26	4/30/28	1	Mayor
11	Member	Sawyer McCrabb	5/1/26	4/30/28	1	City Council
12	Member	VACANT	5/1/26	4/30/28	1	Mayor
13	Member	VACANT	5/1/26	4/30/28	1	City Council
14	Member	Barry Fuentes	11/1/24	10/31/26	1	Mayor
15	Member	Dominic Del Castillo	11/1/25	10/31/27	1	City Council
16	Get Engage	VACANT	9/1/25	8/31/26	1	Mayor
17	Member	Ashley E. Ford	5/1/26	4/30/28	2	City Council
18	Member	Scott Humphreys	11/1/25	10/31/27	1	Mayor
19	Member	Chris Curia	11/1/25	10/31/27	1	Commission
20	Member	Andrew Ashiofu	5/1/26	4/30/28	3	Commission
21	Member	VACANT	5/1/26	4/30/28	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor	3				2				3					2
Council	3	2	3		1	1			2	1				2
Other	2				1		1		2					
Total	8	2	3		4	1	1		7	1				4

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	2		1	2	2		1	

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Legislation Text

File #: Appt 03563, **Version:** 1

Appointment of Cadence Sagan as member, Seattle LGBTQ Commission, for a term to April 30, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Cadence Sagan*

Board or Commission Name: *Seattle LGBTQ Commission*

Position Title: *Member*

☒ **Appointment** ☐ **Reappointment** ***Term of Position:** *5/1/2026* to *4/30/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☐ City Council ☒ Mayor ☐ Other: *Insert Appointing Authority*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *University District*

Appointee brief overview:

Cadence Sagan is a queer, transgender, polyamorous wife & mother to two wonderful toddlers and a chosen daughter in college. She has a long history of environmental, healthcare, and queer advocacy spanning over 20 years. She moved to Seattle after transition because of the strength of the LGBTQ community here. When she's not volunteering, working, or being a mom, Cadence enjoys making art and music.

Cadence is committed to helping our local government officials understand the needs and experiences of LGBT people to benefit our community. As a transgender person who has been unhoused in Seattle and now as a polyamorous mother, she is especially interested in lifting up the needs of those intersectional communities. Cadence's years of experience as a marketer and business consultant will help her advice the commission & council members on how to effectively communicate these needs to the public.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Katie B Wilson **Date Signed: 7/13/26**	*Katie B. Wilson* *Mayor of Seattle*

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

Cadence Sagan

Employment History

Chiro One, *Chiropractic technician* 2024 – current
- Medical billing, scheduling, and record-keeping
- Teaching and overseeing physical therapies
- Marking x-rays, completing visual exams
- Greeting patients, new patient intake

Peer Workforce Development, *Community stakeholder* 2024
- Helped revise the training manual for Peer Counselor certification with head writer
- Led groups of stakeholders through the revision process

Bootstrap Commercial Arts, *Co-owner* 2009 – 2023
- Analyzed new clients' businesses to create complex, multi-phased proposals
- Collaborated & managed multiple independent contractors
- Business consulting & organization development
- Website development, deployment, security management, and SEO

Waterbirth Solutions, *Warehousing & kit assembly* 2013 – 2015
- Received, assembled, and shipped water birthing kits/products to hospitals and birthing centers

Applied Colors, Automotive paint technician 2010 – 2012
- Assembled automotive paint repair kits in warehouse

University of Alaska Fairbanks, *Graphic artist* 2006 – 2008
- Graphic artist creating posters, banners, and tickets for all student services

Omni Logistics, *Tarmac worker* 2005 – 2006
- Fleet operations on the tarmac

Orange Paradise, *Co-owner* 2004
- Computer component selection, assembly, and testing
- Communicated with clients via email, phone, and in-person meetings
- Financial duties including reporting to both state and federal agencies

McDonald's, *Cook & cashier* 2002 – 2003
- Cooked, assembled sandwiches, cleaned equipment
- Took orders at drive-thru, cashier at front counter & drive-thru

Education

University of Alaska Fairbanks 2009

- Bachelor of Arts in Art
- Music minor

Certifications & Awards

- Certified Peer Counselor
- Microsoft Office User Specialist
- Eagle Scout
- A+ Certification

Volunteering

- Ingersoll Gender Center
- People's Harm Reduction Alliance
- HRC (Human Rights Campaign)
- Peer Support Advisory Group

Skills

Leadership & Management

- Managing employees & contractors
- Written & verbal communication
- Multitasking & effective prioritization
- Well-organized, creating practical plans
- Leading meetings & presentations

Medical & Behavioral Health

- Patient intake & assessment
- Motivational interviewing
- HIPAA compliance
- Medical billing

Organizational Development

- Policy creation & codification
- DEI consultation
- Mission/vision statement creation & implementation

Information Technology

- Database management
- IT networking administrator
- Software & hardware tech support

Board Experience

Jefferson County Public Health Deptartment, *Board member* 2023 – 2024

- Seated as the "Consumer of Public Health"
- Re-initiated & lead the subcommittee on new member onboarding materials

Northwind Arts Center, *Board member* 2017 – 2020

- Created processes for board members to document institutional knowledge
- Created policy and procedure manuals for staff
- Oversaw migration to modern SaaS collaboration and workflow tools

Fund for Women & Girls, *Board member* 2015 – 2017

- Created policy & procedure manual for marketing & communications
- Oversaw migration to modern SaaS collaboration and workflow tools

**For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

SEATTLE LBGTQ COMMISSION

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, with 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51.

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed:

Roster as of July 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Jesse Gavrielle Davis	5/1/25	4/30/27	1	City Council
2	Member	VACANT	5/1/25	4/30/27	1	Mayor
3	Member	Sinomi Adeleine Sison	5/1/25	4/30/27	1	City Council
4	Member	Robert Parkstone	5/1/25	4/30/27	1	Mayor
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Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor														
Council														
Other														
Total														

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	**2**			**2**	**2**		**1**	

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Legislation Text

File #: Appt 03564, **Version:** 1

Reappointment of Andrew Ashiofu as member, Seattle LGBTQ Commission, for a term to April 30, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Andrew Ashiofu*

Board or Commission Name: *Seattle LGBTQ Commission*

Position Title: *Member*

☐ **Appointment** ☒ **Reappointment** ***Term of Position:** *5/1/2026* to *4/30/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☐ City Council ☐ Mayor ☒ Other: *Commission*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *Yesler Terrace*

Appointee brief overview:
Andrew is a second generation Nigerian-American who was born in Houston, but moved back to Nigeria. Living under a military dictatorship helped to motivate and inform his community involvement, and Andrew participated in a number of organizations such as part of the UN Youth Caucus of the World Summit on Sustainable Development, and the House of Rainbow Nigeria. Since moving back to the United States in 2016, Andrew has been actively involved with Black Lives Matter and has been an active Commissioner on the Seattle LGBTQC Commission since 2021. Andrew has led the commission as a prior Co-chair and committee lead of the Commission and looks forward to serving another term.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Jessa Davis **Date Signed: 4-15-26**	*Jessa Gavrielle Davis* *Seattle LGBTQ Co-chair*

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ANDREW ASHIOFU
EXPERIENCE

Delta Air Lines February 2015- Present
Peer Support
Serve as a mentor, coach and encourage peers to take responsibility and actively participate in the problem solving process.
Be available to volunteer on our 24hr. Support Line once every other month.
Be able to handle information gained from flight attendants in a confidential and sensitive manner. Be able to provide written and verbal responses to flight attendant concerns.
Be able to address the needs of flight attendants dealing with traumatic situations to ensure employees work with Delta's EAP.

In-flight Hiring Team Member
Responsibilities include but are not limited to:
Attending all scheduled initial and continuing Recruiting Team training Attending all daily briefings and debriefings
Representing the Delta brand in a professional, pleasant and gracious manner, and complying with all uniform/appearance guidelines, and acting in accordance with the principles outlined in the Rules of the Road and The Way We Fly
Conducting and evaluating video interviews Escorting applicants to and from interview area
Meeting with applicants, explaining the position, and answering questions regarding the position
Facilitating group sessions and presenting information
Conducting face to face interviews with applicants using prepared guidelines and scoring standards Observing and evaluating candidates during group simulation exercises
Scoring interviews/exercises and assisting in making hiring recommendations based on pre-determined hiring criteria and standards
Being present for entirety of all interview sessions that are scheduled for any given week; some weekends required; workdays may begin at 0600 and may last between 10 and 12 hours
Upholding policies and complying with procedures of interview process, including the confidential handling of sensitive applicant information
General setup/breakdown for daily interview sessions making sure snacks and supplies are available Flexibility and willingness to adapt to changes as required by work schedule and operational need
Ability and willingness to travel as required in order to be present at all recruiting sessions (if located outside Atlanta)
Any other duties/responsibilities as assigned by Hiring Manager

Purser
Promotes safety as Delta's core value to ensure crew and customers have a safe experience on the aircraft, in the airport, and on layover as the Safety Leader onboard
Sets the crew up for success with an effective briefing providing clear expectations for consistent delivery of on-board services in accordance with Delta Service and Safety Standards
Leads by example and is the ultimate role model for hospitality and performance standards while ensuring perfect service delivery nose to tail
Creates thoughtful, attentive and inspired moments for our customers and motivates crew members to do the same
Actively seeks feedback regarding performance for growth, and freely offers feedback to support the development of others
Promotes an inclusive environment by embodying Delta's core values and encompassing the Rules of the Road
Supports achieving Delta's Flight Plan goals with emphasis on raising NPS and creating raving Delta fans, and stays up to date on NPS trends through regular use of Delta Pulse data

Exhibits a high degree of cultural awareness to the markets we serve, and effectively partners with LODs to ensure cultural expectations of our customers are met
Promotes a direct relationship with bases leadership through regular engagement
Stays up to date on customer satisfaction trends through regular use of Delta Pulse data Practices safety-conscious behaviors in all operational processes and procedures.

Flight Attendant
Conduct pre-flight cabin checks and receive prepared meals, beverages and equipment. Check boarding passes and direct passengers to seats.
Advise passengers of safety regulations.
Distribute reading materials and serve meals and drinks. Provide first aid treatment and assist sick passengers.
Anticipate and provide for the comfort of passengers needing special attention, including unaccompanied children, parents with infants, and people with disabilities.
Take action in the event of decompression, turbulence, mechanical malfunction, or unlawful acts by passengers.
Prepare for emergency landings and the evacuation of passengers.

JetBlue Airways February 2013 – February 2015
Committee Member Inflight Values Team
Base Representative on the Quality of Life and Work Rules team Worked on the work rules and policy with management
Peer support and new hire mentor: Mentor new hires and also helped co-workers needing help outside work life.
Conflict resolution board member : Reviewed disciplinary cases when escalated by crewmemebr.
Onboard Lead Co-ordinator: Worked the premium cabin transcon products. In charge of the flight and also handled crewmemeber conflicts inflight.

Inflight Crewmember
Conduct pre-flight cabin checks and receive prepared meals, beverages and equipment. Check boarding passes and direct passengers to seats.
Advise passengers of safety regulations.
Distribute reading materials and serve meals and drinks. Provide first aid treatment and assist sick passengers.
Anticipate and provide for the comfort of passengers needing special attention, including unaccompanied children, parents with infants, and people with disabilities, the elderly and non-English-speaking passengers.
Take action in the event of decompression, turbulence, mechanical malfunction, or unlawful acts by passengers.
Prepare for emergency landings and the evacuation of passengers.

Ryan International Airlines June 2011- September 2012
Flight Attendant
Conduct pre-flight cabin checks and receive prepared meals, beverages and equipment. Check boarding passes and direct passengers to seats.
Advise passengers of safety regulations.
Distribute reading materials and serve meals and drinks. Provide first aid treatment and assist sick passengers.
Anticipate and provide for the comfort of passengers needing special attention, including unaccompanied children, parents with infants, and people with disabilities, the elderly and non-English-speaking passengers.
Take action in the event of decompression, turbulence, mechanical malfunction, or unlawful acts by passengers.
Prepare for emergency landings and the evacuation of passengers.

Memorie Bella Eventi
February 2011- June 2011
Events Co-coordinator Events consulting with clients
Organizing venues, decorations and Catering for events
Organizing the program of events
Organizing photography and video coverage

Money Management International Houston, Texas April 2009 to January 2011
Housing Financial Counselor

- Developed financial analysis for clients using applications and excel spreadsheets
- Generated weekly and monthly reports from the database using excel spreadsheets (based on the sort and filter function), and presented it in a graphical format.
- Utilized excel to generate proposed accounting purposes (balance sheet and profit and loss statements) for customers.
- Responsible for assessing the client's financial situation through one-on-
- one in-person, inbound telephone calls and/or web chat counseling sessions with potential clients.
- Responsible for client follow-up, when needed, to ensure client's complete recommended action plans.
- Understood the goals and objectives of the client's and developing an action plan towards that goal.
- Created monthly team reports and presented to management using excel spreadsheets.
- Screened initial calls from prospective clients, obtained and entered
- client's personal and financial information and transferred the information to a counselor.
- Responsible for large production of one-on-one inbound calls with prospective clients.
- Maintained accuracy in all data entry, consistent with acceptable quality standards.
- Ensured accuracy in capturing of client information, referral codes, product codes and the Direct Intake Referral Screen.
- Properly routes call for specialized product sessions.
- Leads team to achieve monthly goals.
- Supervised the quality assurance of all team members and making sure they are meeting standard.

Internet America
Houston, Texas November 2008 to February 2009
DSL Support Tech Help Desk (Contract)

- Analyzed and provided level one support calls for DSL troubleshooting.
- Used CMSX software and DSL Boss.
- Performed modem troubleshooting
- Made outbound calls to customers for follow up.
- Served as guide on WAN set up and DSL set up over the telephone.

LTD Financial Services
Houston, Texas August 2008 to November 2008
Debt Collector (Contract)

- Worked on a special project.
- Located customers, made numerous outbound calls daily, and reconciled consumer debt.

Guaranty Trust Bank
Lagos, Nigeria June 2004 to March 2008
Personal Retail Banker

- Relationship Management.
- Gained general knowledge of banking rules and regulations, banking policies, and procedures.
- Rendered weekly, monthly, quarterly, and annual financial reports for team using excel

spreadsheets.

- Ensured that all customers' complaints were resolved in a timely manner.
- Identified fraudulent activity to prevent potential losses to the bank.
- Assisted banking center manager with many operational duties and responsibilities.
- Sold and cross-sold bank products and services.
- Handled accounts payable and accounts receivable.
- Performed credit and loan consulting including mortgage.

EDUCATION

1999 - 2004, Igbinedion University, Okada Nigeria Bachelor of Sciences,

-References Available on Request Organization:

Member Project Management Institute

PMI Information Systems Specific Interest Group (PMI-ISSIG) Certification:

HUD Certified Housing Counselor

Neighbor Works Certified

Housing counselor FCRA Certified

FICO Score Trained

NFCC Credit

Counselor Certified.

FAA Type II Flight Attendant

SEATTLE LGBTQ COMMISSION

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- 9 Mayor-appointed
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Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor	3				2				3					2
Council	3	2	3		1	1			2	1				2
Other	2				1		1		2					
Total	8	2	3		4	1	1		7	1				4

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	2			2	2		1	

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Legislation Text

File #: Appt 03565, **Version:** 1

Reappointment of Ashley E. Ford as member, Seattle LGBTQ Commission, for a term to April 30, 2028.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Ashley E. Ford*

Board or Commission Name: *Seattle LGBTQ Commission*

Position Title: *Member*

☐ **Appointment** ☒ **Reappointment** ***Term of Position:** *5/1/2026* to *4/30/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☒ City Council ☐ Mayor ☐ Other: *Insert Appointing Authority*

City Council Confirmation Required? ☒ Yes ☐ No

Residential Neighborhood: *Lake City*

Appointee brief overview:
Ashley Ford (she/they) is a creative, science-driven nonprofit leader with passion for disrupting inequities. They were appointed to the LGBTQ Commission in Fall 2023 and has recently completed serving as one of the commission's co-chairs. Originally from rural North Carolina where they studied public health, Ashley has lived in Seattle's Lake City neighborhood since 2019. They work professionally as a nonprofit fundraiser and enjoy performing with the Rainbow City Concert & Marching Bands in their free time.

Appointing Authority Signature:	**Appointing Authority Printed Name and Title:**
Date Signed: 6/30/2026	*Councilmember Dionne Foster* *Seattle City Council*

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ASHLEY E. FORD *she/they*

Professional Resume

PERSONAL BACKGROUND

I am a driven, equity-focused nonprofit leader living in Seattle, WA. I have a passion for building community through meaningful relationships and thrive in fast-paced, collaborative, and creative environments.

AREAS OF EXPERTISE

- Community Engagement
- Relationship Management
- Community Centric Fundraising
- Inclusive Problem Solving
- Leadership & Team-building
- Process Improvement
- Nonprofit Governance
- Event/Conference Planning

TECHNICAL SKILLS

- Microsoft Office Suite (15 years)
- Google Suite (11 years)
- Virtual Working (8 Years)
- Database Management (7 years)
- Canva (7 years)
- Mass Email Marketing (5 years)
- Social Media (5 years)

[redacted]

CAREER SUMMARY

Development Director — Aug. 2023-May 2024
Coyote Central
- Designs, implements, and manages organizational fundraising and communications strategy
- Maximizes & diversifies revenue with a particular focus on expanding outreach & community engagement while embodying community-centric fundraising principles.
- Creates organizational structures, policies, and procedures to repair and establish robust development program

Engagement Officer — July 2022-July 2023
United Way of King County
- Managed workplace giving and employee engagement for 40+ local companies, including Costco, PACCAR, and Amazon.
- Revitalized workplace giving program, increasing revenue for the first time in 10 years
- Oversaw Engagement Coordinator program of 5-8 seasonal employees
- Supported organizational racial equity and justice work by educating donors and volunteers on BIPOC-led approaches.
- Created LGBTQIA2S+ Employee Resource group

Individual Giving Coordinator — July 2021-July 2022
Cascade Public Media (KCTS 9 & Crosscut News)
- Managed portfolio of 3400+ donors at the $500-$1,199 level (mid-level), with a focus on moving donors through the donor pipeline and soliciting major gifts.
- Supported larger programmatic and fundraising efforts including managing fundraising campaigns, writing membership communications, and impact reporting to donors and the board.

COVID-19 Research Project Interviewer — Jan. 2021-July 2021
Fred Hutchinson Cancer Research Center
- Recruited and interviewed participants for COVID-19 prevalence study.
- Followed complex data collection instruments to collect and record data according to study protocol.

Engagement Campaign Coordinator — Aug. 2020 - Dec. 2020
United Way of King County
- Provided fundraising strategies, volunteer support, and donor cultivation skills to assist 40+ local companies in running successful workplace campaigns.
- Educated company employees and volunteers on health and human services issues, including the effects of racial inequities and the impact of the COVID-19

Shift Supervisor — April 2014-July 2020
Starbucks Coffee Company
- Led teams of 2-10 employees in exceptional execution of daily operations in fast-paced, high-volume environment.
- Delivered legendary customer service by discovering, connecting, and responding to customer needs with a focus on building authentic relationships.

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ASHLEY E. FORD *she/they*

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- Community Centric Fundraising
- Inclusive Problem Solving
- Leadership & Team-building
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- Nonprofit Governance
- Event/Conference Planning

TECHNICAL SKILLS

- Microsoft Office Suite (15 years)
- Google Suite (11 years)
- Virtual Working (8 Years)
- Database Management (7 years)
- Canva (7 years)
- Mass Email Marketing (5 years)
- Social Media (5 years)

LEADERSHIP EXPERIENCE

Co-Chair — Sep. 2023-present
City of Seattle LGBTQ+ Commission
- Recommends legislation, policy, programs & budget items regarding LGBTQ+ people to the Mayor, City Council and City departments

Board Chair — July 2021-present
Young Nonprofit Professionals Network of Seattle
- Provides strategic and operational oversight for organization.
- Oversaw implementation of a paid membership model and creation of a speaker compensation policy.

Philanthropy Chair — Feb. 2021-Feb 2022
Mu Beta Psi, National Honorary Musical Fraternity Alumni Association
- Researched and collaborated with treasurer to design and execute giving initiatives.
- Created Helping Hands Grant to support COVID-19 recovery for members

Board Member - National Liaison — July 2019 - July 2021
Young Nonprofit Professionals Network (YNPN) of Seattle
- Designated representative to National board.
- Ensured local level understanding of national business needs.

National Communications Officer — March 2019 - March 2020
Mu Beta Psi, National Honorary Musical Fraternity
- Created annual edition of organization's national publication, The Clef.
- Managed social media channels (Facebook, Instagram, Twitter, Linkedin)

National President — March 2017-March 2019
Mu Beta Psi, National Honorary Musical Fraternity
- Presided over national organization with 7 chapters across 5 states.
- Launched initiative to modernize and replace existing Hazing, Sexual Harassment, and Substance Abuse policies.
- Oversaw transition to gender-neutral language on all governing documents

EDUCATION

In progress - Est. 6/2024
Certified Fundraising Executive (CFRE)

Veritus Group
Discovering your Donor's Passions and Interests

CITI Program
Certification in Human Subjects Research - Social Behavioral Research

NC State University
B.S. Science, Technology, & Society - Public Health
Music Minor (Flute)

OTHER COMMUNITY INVOLVEMENT

Musician (Flute/Piccolo) — Feb. 2023 - present
Rainbow City Performing Arts

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City Council districts represented

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File #: CB 121240, **Version:** 1

Screen Reader Users: Make sure settings include reading strikethrough and underline font attributes.

The City of Seattle

Ordinance

Council Bill

An ordinance relating to the 2025 Families, Education, Preschool, and Promise Levy; approving an implementation and evaluation plan as required by Ordinance 127238; and ratifying and confirming certain prior acts.

Recitals:

By Ordinance 127238, The City of Seattle (City) placed before voters "a proposition to lift the limit on regular property taxes under chapter 84.55 RCW and to authorize the City to levy additional taxes for up to six years for the purpose of providing education support services designed to improve access to early learning, including childcare and preschool; academic, health, and safety supports for K-12 students; and college and career pathways for Seattle students; applying the exemption for low income seniors, disabled veterans, and others authorized by RCW 84.36.381; authorizing a creation of a designated fund; directing the application of levy proceeds; establishing eligibility requirements for partners; establishing accountability and reporting structures; requiring a forthcoming Implementation and Evaluation Plan; proposing a ballot title; authorizing the implementation of agreements for this levy lid lift which will be commonly known as the Families, Education, Preschool, and Promise Levy; and ratifying and confirming certain prior acts."

On November 4, 2025, 79.97 percent of the City's voters approved the proposition.

Section 7 of Ordinance 127238 states that proceeds from the Families, Education, Preschool, and Promise Levy (FEPP Levy) shall be spent in accordance with the terms of Implementation and Evaluation Plan (Plan) approved by ordinance.

Section 7 of Ordinance 127238 also states that the Plan will set forth the criteria, measurable outcomes, and methodology by which programs funded by FEPP Levy proceeds will be selected and evaluated.

The Department of Education and Early Learning has developed plans for investments of FEPP Levy proceeds that achieve specific, measurable outcomes for access to and utilization of services across a continuum; providing families, children, and youth access to affordable childcare and preschool services that prepare children for success in kindergarten; academic, health, and safety supports for K-12 students that support learning and well-being; and college and career supports that promote high school graduation, and post-secondary opportunities that promote attainment of a certificate, credential, or degree. Therefore,

Be it ordained by The City of Seattle as follows:

Section 1. The Families, Education, Preschool, and Promise Levy Implementation and Evaluation Plan, included as Attachment 1 to this ordinance, is approved as required by Section 7 of Ordinance 127238.

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

Attachments:

Attachment 1 - FEPP Implementation and Evaluation Plan

This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council and signed in open session in authentication of its passage on .

President of the City Council
on .

Katie B. Wilson, Mayor

Attested on .

Scheereen Dedman, City Clerk

Seal

FAMILIES, EDUCATION, PRESCHOOL AND PROMISE LEVY

Implementation and Evaluation Plan

2026-2031

City of Seattle

I. Introduction 2
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Goals and Indicators 3
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Commitment to Race and Social Justice 6
Spending Plan 7
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Strategy #2: Health 19
Strategy #3: Childcare 21
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I. Introduction

On November 4, 2025, Seattle voters approved the Families, Education, Preschool, and Promise Levy – a 6-year, $1.3 billion dollar investment in Seattle children and youth. Its passage reflects a renewal of communitywide commitment that helped pass similar levies dating back to 1990. The FEPP levy reflects Seattle's commitment to investing in children, youth, and families, including investments prioritized to increase access to services for historically excluded communities, and achieve levy outcomes that advance educational equity. The programs and services financed with levy proceeds are supplemental to State-financed basic education funding and are not intended to serve as a basis for the reduction of State funding for the Seattle Public School District's education programs.

Consistent with Ordinance 127238, the FEPP Levy Implementation and Evaluation Plan ("The Plan" or "I&E Plan") outlines the City of Seattle's commitment to helping children and youth succeed through a continuum of investments organized around four education-support services: (1) Early Childhood, (2) K-12 Student Supports, (3) K-12 Health and Safety, and (4) College and Career Supports.

The City's Department of Education and Early Learning (DEEL) holds primary oversight for FEPP Levy agreements with implementation efforts taking place in multiple departments. Additionally, as provided under Section 6 of Ordinance 127238, "in the annual City budget or by separate ordinance, the City shall determine from year-to-year the education-support services and funding allocations that will most effectively achieve levy priorities and outcomes."

Under this Plan, the Human Services Department (HSD), Office of Sustainability & Environment (OSE), Seattle Parks and Recreation (SPR) and other City departments or offices may also administer and enter agreements using FEPP levy funds if proceeds are allocated to those departments in the annual budget process. All departments must expend FEPP Levy funds in accordance with the current approved Plan and Ordinance 127238.

An Interdepartmental Team (IDT) that includes DEEL, HSD, OSE, and SPR shall be formed to ensure close collaboration between these departments on implementation of FEPP funded programs. The IDT shall be led by DEEL and shall meet quarterly. These departments will also work together to ensure proposed investments align with Levy requirements including, but not limited to, Levy goals and outcomes. These departments will collaborate on:

- Development of program goals and outcomes;
- Development of requests for proposals;
- Evaluation of Levy funded programs;
- Program budgets;
- Any proposed modifications to Levy funded programs.

DEEL investments provide birth to post-secondary support for the whole child, supporting academic achievement. Investments stewarded by the Human Services Department have a strong emphasis on community-based youth development and behavioral health support in helping youth meet educational goals, which include students whose connections to schools are more likely to experience interruption. The Office of Sustainability and Environment investment helps ensure all students at Seattle Public Schools have access to school meals. SPR investments focus on environmental and expanded learning enrichment supports for students. Together, FEPP-funded investments and collaboration across City departments support the City's Every Child Ready Initiative.

The success of FEPP Levy investments in meeting intended goals and outcomes depends on the strength of partnerships between the City, childcare and preschool providers, public agencies such as Public Health—Seattle & King County (PHSKC), Seattle Colleges, Seattle Public Schools (SPS), the University of Washington, King County Department of Community and Human Services (DCHS), the Washington State Department of Children, Youth, and Families (DCYF), and community-based partners. The City will establish agreements with public agencies to ensure coordinated implementation and data-driven decision making.

Theory of Change

The FEPP Levy Theory of Change (ToC) is an articulation of how Levy-funded strategies will help achieve the goals outlined above and why change will occur as a result of birth to post-secondary investments (Figure 1).

The ToC articulates the overall vision of the Every Child Ready Initiative and the FEPP Levy domains. The theory articulates the City's belief that:

- *If* we invest across the education continuum from birth to post-secondary in three domains: Ready to Start, Ready to Learn, and Ready to Launch.
- *By* partnering with families and communities to increase access to high-quality programs and supports for children and youth with an emphasis on historically excluded students.
- *Then* positive child, youth, family, program, and system-level outcomes that promote a better economic future for Seattle families and youth will be achieved.

Goals and Indicators

Each domain has a universal goal and one or more outcome indicators designed to facilitate progress monitoring and continuous improvement efforts toward educational achievement (Table 1). These universal goals and outcomes are designed to measure progress for all children and youth in Seattle—this is our population accountability. Population indicators tell us how the entire community is doing, regardless of who participates in FEPP funded programs. To ensure that these indicators reflect meaningful, actionable trends, they were selected for their communication value (easy for the public to understand), proxy power (aligned with what we aim to influence and reflective of harder to measure factors), and data power (supported by reliable, consistently available, or publicly accessible data).

FEPP universal goals will be assessed annually to monitor citywide academic outcomes for all children and youth. Universal outcome indicators help quantify the impact of FEPP investments over time and will be assessed for citywide impact.

Table 1. FEPP Universal Goals and Outcome Indicators

Domain	Investment Area	Universal Goal	Universal Outcome Indicators
Ready to Start	Early Childhood	All Seattle children will enter Kindergarten ready for school	• % of SPS students ready for kindergarten in six WaKIDS assessment domains
Ready to Learn	K-12 Student Academic Supports; K-12 Student Health and Safety	All Seattle students graduate high school ready for college and career	• % of SPS students attending school 90% of the time • % of SPS students with on-track academic progress in 3rd, 6th, and 9th grade • % of SPS graduates starting a college or credential pathway within one year of graduation
Ready to Launch	College and Career Supports	All Seattle youth have access to and utilize postsecondary opportunities that promote attainment of a certificate, credential or degree	• % of students who complete a degree, certificate or apprenticeship by age 26*

*Ready to Launch investments are intended to serve youth up to age 24, but outcome indicators will track youth up to age 26.

In contrast to universal goals and indicators, **performance accountability** measures how FEPP-funded programs and investments contribute to these broader universal goals. While population indicators show whether conditions for Seattle's children and youth are improving overall, performance measures assess how well our specific strategies, services, and interventions are working toward meeting educational goals. Together, these two forms of accountability help us understand not only whether the city is moving in the right direction, but also the extent to which FEPP investments are driving that progress.

Table 2. Investment-Specific Goals and Outcomes for FEPP-Funded Services*

Investment Area	Strategies	Strategy Outcomes	Strategy Goals
Ready to Start	• Home Visiting • Health • Childcare • Preschool	• Parents have financial resources, knowledge, and skills to support their child's development • Children develop academic or social-emotional skills required for kindergarten success	• Children are ready for kindergarten • Students achieve academically throughout elementary school • Opportunity gaps are closed for populations furthest from Kindergarten readiness and elementary achievement
Ready to Learn	• Expanded Learning Opportunities • Health • Safety • Basic Needs	• Students develop social-emotional & workplace skills • Students are healthy and ready to learn • Students feel safe at schools • Students meet academic growth targets	• Students attend school regularly • Children and Students demonstrate academic progress toward HS graduation at 3rd, 6th, and 9th grade milestones • Students start a college or credential pathway within one year of graduation • Opportunity gaps are closed for populations furthest from grade-level standards and college or credential pathways
Ready to Lauch	• College Pathways • Career Pathways	• Students are enrolled in a college, credential pathways, or career skills development program • Students develop social-emotional & workplace skills Students achieve academic student milestones toward transfer, degree or credential pathways • Increase in number of young adults with living-wage careers	• Students earn a degree or credential before age 26 • Opportunity gaps are closed for populations furthest from earning a degree or credential before age 26

*The reporting indicators for each strategy are specified further in the Plan, within the Implementation Standards for each investment.

Levy Oversight

Ordinance 127238 establishes a FEPP Levy Oversight Committee (LOC) to advise the Mayor and City Council on the levy-supported programs and monitor for transparency and accountability. The committee composition will include the Mayor, the Chair of the City Council's committee with oversight of education programs, the Superintendent of the Seattle School District, a member of the Seattle School Board, the Chancellor of Seattle Colleges, and 12 appointed members who bring a range of perspectives, professional expertise, and lived experience. Collectively, the committee will include representatives from Seattle's seven City Council districts and individuals with experience in topics such as childcare (including but not limited to family childcare), Pre-K to 12 education, youth development, child and adolescent health, and college and career pathways. At all times no more than five Committee members shall be an officer, director, board member, trustee, partner, or employee of an entity that receives or competes for funding under this ordinance; or be an immediate family member of, or an individual residing with, an officer, director, board member, trustee, partner, or employee of an entity that receives or competes for funding under this ordinance; or be a person seeking or having an arrangement concerning future employment with an entity that receives or competes for funding under this ordinance. For the purposes of this ordinance an individual's "immediate family" means an individual's spouse or domestic partner, child, child of a spouse or domestic partner, sibling, sibling of a domestic partner, brother-in-law, sister-in-law, parent, parent of a spouse or domestic partner, a person for whom the individual is a legal guardian, or a person claimed as a dependent on the individual's most recently filed federal income tax return. Subject to the preceding sentence and applicable law, an individual serving as an officer, director, board member, trustee, partner or employee of an entity that receives or competes for funding under this ordinance, or who has an interest in such an entity, shall not thereby be disqualified from serving on the Committee, but shall fully disclose any such relationships and shall not vote on any matter that directly involves the interests of such entity. For purposes of this section, "entity" does not include a City department or office. The provisions of this section are in addition to the requirements of Chapter 4.16 of the Seattle Municipal Code.

The Mayor and the Chair of the City Council's committee with oversight of education programs, or their respective designees, will co-chair the Committee. The Oversight Committee may adopt rules for its own procedures, covering topics such as quorum requirements, and the frequency of meetings.

Commitment to Race and Social Justice

The City of Seattle launched the Race and Social Justice Initiative (RSJI) in 2004 to eliminate racial disparities and achieve racial equity in Seattle. RSJI directs City departments to implement racial equity toolkits (RET) in budget, program, and policy decisions, including review of existing programs and policies. Departments funded by the FEPP Levy may complete RETs pertaining to FEPP investments as part of their department's standard work. RETs completed as part of development of the Plan are attached to the legislation Fiscal Note and Summary.

RSJI recognizes that targeting support towards those who have been historically under resourced, and are experiencing disparities in outcomes, creates cascading impacts that ultimately allow everyone to benefit. Ordinance 127238 further specifies an implementation principle that the City "Prioritize investments to reach children, youth, and families, increase access to services for historically excluded communities, and achieve levy outcomes that advance educational equity."

Spending Plan

FEPP Levy proceeds may be used to make strategic cradle-to-career investments in three domains over six years:

- Ready to Start ($656.8M)
- Ready to Learn ($478.1M)
- Ready to Launch ($113.0M)

When combined with Operations (Leadership & Administration) costs ($82.2M, 6%), the levy totals $1.3 billion. A detailed spending plan is found in Appendix I.

Operations costs include:

- Operations labor with personnel supporting areas such as the leadership, policy, finance, and evaluation functions.
- Administrative costs which are charges for services by other City departments for such as facilities and information technology.
- Evaluation which includes external contracts to assess program performance for the investments outlined in this plan.
- Cost and risk reserve which is a contingency for unanticipated cost increases.

FEPP Levy investments may leverage funding from other sources, including private, local, state resources, such as Washington State's Early Childhood Education and Assistance Program (ECEAP), Seattle Preschool Program (SPP) tuition, as well as federal resources such as Head Start.

Additionally, the spending plan in each domain includes a cost and risk reserve to help manage risk and uncertainty. The reserve was established to absorb moderate financial risks while maintaining a high proportion of funds for direct services. These funds serve as a financial buffer for unanticipated events, such as:

- Higher-than-expected inflation or cost increases (e.g. negotiated contract escalations, cost of living adjustments, etc.);
- Reductions in external funding sources (e.g., state funding, investment income, program revenue);
- Increases in baseline delivery costs that are higher than forecasted; and
- Transition costs related to reducing or discontinuing programs (e.g., contract terminations or employee separation costs).

The cost and risk reserve may be allocated annually during the budget process for uses consistent with this Plan. Any unused risk reserve becomes part of year-end underspend and may be reallocated in accordance with the levy's underspend policies, as described below.

Council Oversight Over Plan Modifications and Underspend

According to Ordinance 127238, funds collected by the FEPP Levy shall be spent in accordance with the terms of the Implementation and Evaluation Plan, which shall be approved by Council. City departments may modify policies outlined in this Plan relating to participant eligibility, enrollment prioritization, and implementation standards, if necessary to maintain or create alignment with equivalent County, State, and Federal programs. All other policies and funding allocations contained in this Plan may be modified with Council approval, and in consultation with Chair of the Council Committee overseeing the Department of Education and Early Learning, unless otherwise specified in the plan. Any changes made will be documented in the FEPP Levy annual report and quarterly status updates to Council.

Proposed uses of annual underspend will be reviewed by the FEPP LOC and must be approved by Council. Throughout the year, City departments will monitor investment spending. Annual underspend should be used for programmatic course corrections, program modifications/expansions, or new programs. Unspent funds will be prioritized for evidence-based services supporting positive impacts on levy goals. Underspend may only be used to fund new or expanded programming if it can be sustained for the remaining life of the levy. The DEEL Department Director will prepare a recommendation for the LOC and Council on how to reallocate resources. Final determination of fund allocation will be made by Council as part of the annual City budget process or other legislation.

Methodology and Timeline to Identify Qualified Contracted Partners

Consistent with Ordinance 127238, the City will establish agreements with public and non-public entities to provide education-support services via competitive funding processes or direct agreement. City departments that receive levy funding allocations in the annual budget process are authorized to enter agreements for education support services outlined in this Plan, provided that the departments must use competitive funding processes when entering into agreements with non-public entities, except in case of emergency as determined by the Executive or when the department director determines that a process is not feasible because the services are only available from one source or are impracticable to solicit. When an exception to an advertised process is used to enter into an agreement with a non-public entity, the department director shall include a written explanation of the determination of exceptional circumstances with the agreement. Departments will continue to follow the process established under SMC Chapter 20.50 when contracting for consultant services.

Competitive funding processes, such as Request for Proposals, advance transparency and fairness in contracting while furthering the City's Levy goals by clearly defining service expectations, evaluation criteria, and decision-making processes in advance and applying them consistently across applicants. Equity-centered design features, such as standardized scoring rubrics, review panels, and clear documentation of funding decisions, serve as guardrails against bias and reduce reliance on informal networks or historical funding patterns. These processes center funding decisions on demonstrated applicant capacity, performance, and alignment with levy outcomes. Furthermore, applicants cannot participate in funding decisions. For each competitive process, the department will publish a list of panelists engaged in the evaluation process.

The City will engage with community members and service providers to design investments, as well as integrate learning from prior implementation and national best practices. Funding opportunities will be broadly communicated, with an emphasis on language access, to ensure awareness amongst a diverse group of potential qualified applicants. The City may also support prospective applicants by reviewing application requirements and best practices when applying for City funding through in-person workshops,

online webinars, or one-on-one technical assistance sessions to promote equitable and inclusive access to funding.

All departments disbursing FEPP Levy funds will use performance-based agreements that clearly describe the investment's intended outcomes and link the investment to strategy-level service standards and performance metrics. By linking funding to demonstrated results, rather than focusing solely on compliance or outputs, performance-based contracting creates accountability, encourages innovation among providers, and helps advance meaningful, equitable results.

Timeline for Competitive Processes

As authorized under Section 7 of Ordinance 127238, FEPP revenue began paying for education-support services in January 2026. City departments also made commitments to renew existing agreements for the 2026-2027 school year under the Plan in effect for the most recently expired FEPP Levy, to minimize disruption of services to Seattle children, youth, and families. Existing FEPP funded services and contracted partners, as well as planned contract renewals are detailed in Appendix III. These investments will be expected to report on performance indicators consistent with this Plan.

Planned competitive processes are outlined in Table 3. All investments awarded by competitive process will be re-bid in 2- or 3-year cycles. All other investments will be renewed pursuant to Ordinance 127238. City departments may modify the release date or announce additional competitive processes throughout the life of the levy in accordance with the Plan, annual City budget, or separate ordinance. Competitive processes will specify whether the award may result in annual extensions.

Table 3. Planned FEPP Funding Opportunities[1]

Funding Opportunity	Page No	Dept	Release Date	Estimated Funding ($M/Year)[2]	Notes
Ready to Start					
Childcare Workforce Payment Program	21	DEEL	Q3 2026	$2.9	Estimated funding amount is for the 2027-28 SY. Funding will be allocated subject to the Plan's requirements for Competitive Processes. This program is to aid in retention of childcare workers.
Seattle Preschool Program	25	DEEL	Q4 2026	N/A	The RFQ selects providers for a roster; there is no funding associated with it. The RFQ is open annually to select new providers and/or classroom/site expansion for existing providers.
Ready to Learn					
Environmental Learning	31	SPR	Q2 2026	$0.6	Estimated funding for 2026. Funding will be allocated subject to the Plan's requirements for Competitive Processes. This investment funds environmental education for Seattle K-12 students.

[1] More detailed descriptions of each program are provided further in the I&E Plan. Page numbers provided for reference.
[2] Funding amounts reflect the first year of contracting; see spending plan in appendix for annual inflation.

Funding Opportunity	Page No	Dept	Release Date	Estimated Funding ($M/Year)[2]	Notes
Mental Health Investments	34	DEEL	Q2 2026	$1.0	In addition to the overall mental health investments, DEEL will conduct a competitive process to award contracts for mental health service delivery for students with limited access to care. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
Summer Food Program	42	HSD	Q2 2026	$1.0	Historically HSD has contracted with SPS for these services. The release of funds in Q2 is for 2026 summer contracting only. HSD is analyzing possible procurement plans for subsequent years. Funding will be allocated subject to the Plan's requirements for Competitive Processes. This program provides summer meals to students at designated community sites.
School-Based Investments 2026-2027	30	DEEL	Q3 2026	$0.5	This funding is for the 2026-2027 SY, to expand access to school-based supports in response to community feedback during levy engagement. Funded schools will be selected by SPS. This funding provides services to five additional schools as part of the levy renewal process. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
Restorative Practices	38	DEEL	Q4 2026	$1.7	Estimated funding amount is for the 2027-28 SY. Funding will be allocated subject to the Plan's requirements for Competitive Processes. These investments are relationship-centered strategies that build community, strengthen trust, and repair harm when conflicts occur. The focus is on taking personal responsibility rather than on punitive measures. Students are taught conflict resolution skills.
Opportunity-Based Mentoring	38	DEEL	Q3 2026	$0.8	This is a new program that will serve students involved in, or at elevated risk of, criminal justice system involvement. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
School-Based Investments Citywide	30	DEEL	Q4 2026	$25.0	Estimated funding amount is for the 2027-28 SY. Funding will be allocated subject to the Plan's requirements for Competitive Processes. These investments provide funding for supports such as tutoring, mentoring and case management.

Funding Opportunity	Page No	Dept	Release Date	Estimated Funding ($M/Year)[2]	Notes
Community-Based Investments	31	DEEL	Q4 2026	$3.3	Estimated funding amount is for the 2027-28 SY. Funding will be allocated subject to the Plan's requirements for Competitive Processes. This investment supports student interventions toward academic progress.
School Based Health Centers	34	DEEL*	Q2 2027	$3.5	Estimated funding amount is for the 2027-28 SY. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
Youth Behavioral Health	35	HSD	Q3 2027	$1.2	This funding will support community-based behavioral health services that promote reengagement, retention and success in school with an emphasis on serving populations with the greatest need. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
Gender Based Violence Prevention	39	HSD	Q3 2028	$0.5	This funding will support strategies to change student behaviors and norms around gender-based violence, that include in-school and after school educational programming with an emphasis on serving populations with the greatest need. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
School Safety	39	HSD	Q3 2029	$3.1	This funding will support student safety at priority school sites around Seattle, with an emphasis on serving populations most impacted by violence. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
Ready to Launch					
Path to Trades	46	DEEL	Q3 2026	$0.32	Estimated funding amount is for the 2027-28 SY. Funding will be allocated subject to the Plan's requirements for Competitive Processes. This investment supports post-secondary opportunities in the skilled trades with state-accredited educational, apprenticeship, and/training programs.

Funding Opportunity	Page No	Dept	Release Date	Estimated Funding ($M/Year)[2]	Notes
Youth Development	52	HSD	Q3 2027	$4.5	This funding will support community-based youth development services for Seattle youth who remain engaged in and are working toward successful completion of education or career pathways, with an emphasis on serving populations with the greatest need. Funding will be allocated subject to the Plan's requirements for Competitive Processes.

*PHSKC will conduct this process

In addition to the funding opportunities listed above, DEEL is currently under contract with the UW Smart Center to evaluate all Youth Mental Health investments, which are planned to continue through the 26-27 School Year. Evaluation findings are expected in Q4 2026. After reviewing the findings, DEEL will either continue existing strategies or re-bid grants/change funded activities in order to achieve desired outcomes.

Investment Management and Continuous Quality Improvement

Continuous quality improvement (CQI) is integrated into levy performance-based contracting using the Results Based Accountability (RBA) framework. CQI is an ongoing, evidence-based collaborative practice of setting goals, measuring progress, reflecting on results, and making adjustments. CQI efforts for the FEPP Levy will leverage data, community feedback, and equity-centered reflection to strengthen programs and achieve outcomes.

Because the FEPP Levy prioritizes serving children, youth, and families who have historically had the least access to educational and economic opportunity, the CQI process is designed to both ask whether programs are working, and also if they are reaching communities with the greatest need for educational support services.

In stewarding FEPP Levy resources, City departments will:

- Implement evidence-based strategies and best practices to improve the quality of service and/or maintain high-quality services.
- Include clear performance expectations outlined in performance-based agreements, and if corrective action is needed, provide time-limited coaching, technical assistance, and capacity building to improve service delivery and program instruction, quality, and operations.
- Use data and regular check-ins with grantees and service providers to anticipate challenges to quality service delivery early.
- Examine outcomes disaggregated by factors including demographic data to ensure services reach those with the greatest need.

City departments will work closely with funded agencies throughout the contract period. Departments will review data on participation, service quality, and outcomes quarterly. Regular meetings with contracted partners will discuss progress toward outcomes and renegotiate or terminate agreements as needed. When a program falls short of its targets, staff and partners will immediately work together to understand why and develop a path forward to determine necessary changes and best path forward, whether that means adjusting service delivery or providing additional support. Promising practices, especially those that have demonstrated success in reaching historically underserved communities, will

be documented and shared widely so that all partners can learn and improve together. Levy resources may be used to convene funded partners as part of a broader vision of birth to post-secondary ecosystem development, shared learning, and attainment of levy goals.

Evaluation and Reporting

The evaluation framework is designed to support continuous learning and improvement while ensuring transparency and accountability to Seattle residents and City Council. Evaluations will help determine whether the investments are meeting stated levy goals, and if investments are not meeting goals, what improvements need to occur in doing so. Evaluations must be performed by City departments or external entities and may include the use of levy funding.

FEPP Levy evaluation activities seek to answer central questions: *To what extent are children meeting age-appropriate academic milestones? To what extent, and in what ways, do FEPP investments improve educational equity, close opportunity gaps, and build a better economic future for Seattle children and youth?*

This question anchors the evaluation approach and ensures that evaluation efforts remain focused on whether levy-funded services are contributing to meaningful and measurable improvements for children and youth.

Evaluation Approach and Schedule

The FEPP evaluation uses a tiered framework over the six-year levy timeline. Each tier aligns to a broad question and builds progressively toward understanding the impact of levy-supported activities.

- *Monitoring and Performance Management - What did we do?* (Years 1–6)
  Monitoring and performance management will occur annually throughout the six-year levy. This tier focuses on tracking services delivered, populations served, participation levels, and implementation benchmarks across the Ready to Start, Ready to Learn, and Ready to Launch investment areas. Performance data will be used to support providers through continuous quality improvement and to inform quarterly and annual reporting to the City Council.
- *Formative Evaluation - How might we improve ongoing investments?* (Years 1–6)
  Formative evaluation will occur continuously throughout the levy to generate timely, actionable learning that can strengthen investments while they are still in progress or inform design of new investments. This tier synthesizes data from monitoring, process evaluation, outcome evaluations and stakeholder feedback to identify what is working, for whom, and under what conditions. It also incorporates landscape analyses and needs assessments to ensure investments remain responsive to shifting community conditions, emerging research, and gaps in the service ecosystem. Findings will be shared with providers, City staff, and the levy Oversight Committee on an ongoing basis to support mid-course adjustments, resource alignment, and continuous improvement across the Ready to Start, Ready to Learn, and Ready to Launch domains.
- *Process Evaluation - How well did we do it?* (Years 2–6)
  Beginning in Year 2, process evaluations will examine the quality and fidelity of implementation. These evaluations will assess whether programs are delivered as intended, how participants experience services, and what factors support or hinder success. Particular attention will be given to the quality of childcare and preschool instruction, effectiveness of school-based health and mental health supports, and the design and accessibility of college and career pathways.
- *Outcome Evaluation - Is anyone better off?* (Years 2–6)
  Outcome evaluations will assess whether levy-funded activities contribute to measurable improvements in student outcomes aligned to the levy's goals. These analyses will examine trends in kindergarten readiness, academic milestone attainment, graduation rates, credential

completion, and entry into living wage careers. Where feasible, analyses may include comparison groups or longitudinal tracking to better understand the contribution of FEPP investments.

While monitoring and performance management will occur throughout the life of the levy for all programs, a subset of FEPP investments will undergo formative, process, or outcome evaluations conducted by City staff or external agencies. These planned evaluations are listed in Table 4 below.

Table 4: Planned schedule of FEPP Levy Formative, Process, and Outcome Evaluations

				Evaluation Contract and/or Design Start Year					
Domain	**Investment**	**Eval Type**	**Evaluator**	**Y1-'26**	**Y2-'27**	**Y3-'28**	**Y4-'29**	**Y5-'30**	**Y6-'31**
All	FEPP Levy Implementation	Process	External			■			
		Outcome	External					■	
	FEPP Levy Renewal Landscape	Formative	External					■	
	Investment Design for Levy Renewal	Formative	External						■
Start	Universal Childcare & Preschool Feasibility	Formative	External	■					
	Home Visiting	Process	DEEL		■				
	Health	Process	DEEL			■			
	Childcare Worker Support	Outcome	DEEL				■		
	Child Care Assistance Program	Process	DEEL	■					
		Outcome	External			■			
	Seattle Preschool Program	Process	External		■				
		Outcome	External			■			
Learn	Expanded Learning Opportunities*	Formative	External	■					
		Process	DEEL		■	■			
		Outcome	External				■		
	Mental Health	Process	External	■					
		Outcome	External		■				
	School Based Health Centers	Outcome	External		■				
	Youth Safety	Process	DEEL		■				
		Outcome	External				■		
Launch	Post-secondary Landscape Analysis	Formative	External	■					
	College Pathways	Process	DEEL		■				
		Outcome	DEEL			■			
		Outcome	External				■		
	Career Pathways	Process	DEEL			■			
		Outcome	External				■		
			Total	**5**	**7**	**7**	**5**	**2**	**3**

*ELO evaluations to include, but not be limited to, utilization and impact of SPR teen programs, including Teen Life Centers and Late Night programs.

Quarterly and Annual Reporting

Pursuant to Ordinance 127238, DEEL will submit an annual report to City Council and the FEPP Levy Oversight Committee that includes updates on all levy outcomes and indicators, program implementation, and progress in meeting levy-intended priorities and goals. Any changes made to policies outlined in this Plan will be documented in the FEPP Levy annual report. Annual reports will be submitted to the LOC and City Council no later than Quarter 2 of the following year.

In addition to the annual reporting to the LOC, DEEL will:

- Publish quarterly data dashboards to its website reporting on implementation, access, and outcome indicators related to all FEPP investments
- Submit a quarterly memo to LOC describing program monitoring data and summarizing implementation highlights and challenges
- Provide quarterly status updates to the chair of the City Council's committee with oversight of education programs

All reporting deliverables will emphasize actionable insights to support continuous improvement while meeting the City Council’s request for specific, measurable outcomes.

II. Ready to Start: Early Childhood

The Ready to Start domain and Early Childhood investment area funds strategies designed to prepare Seattle's youngest children for kindergarten and establish a strong foundation for long-term academic success.

The Ready to Start domain will fund four primary strategies including: (1) Home Visiting, (2) Health, (3) Childcare, and (4) Preschool. Table 5 provides six-year budget totals by strategy.

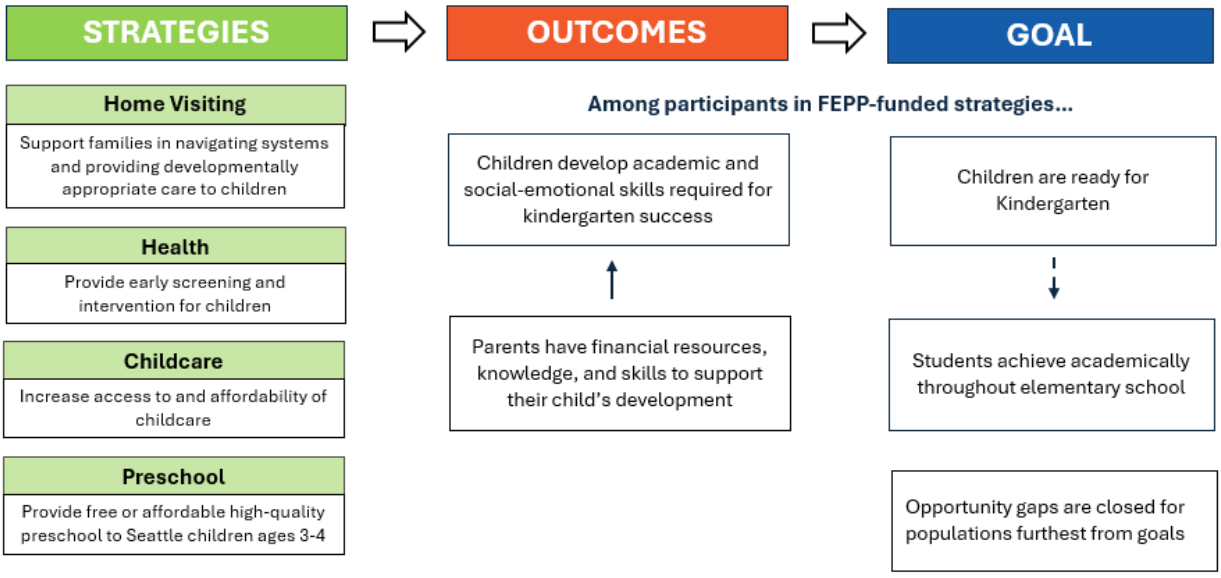
Table 5. Ready to Start Spending Detail*

	6-Year Total
Home Visiting	
Nurse Family Partnership	$18,771,946
ParentChild+	$9,543,014
Home Visiting Subtotal	**$28,314,961**
Health	
Developmental Bridge	$3,977,063
Childcare Health Program	$22,806,335
Health Subtotal	**$26,783,398**
Childcare	
Childcare Subsidies	$90,537,870
Homeless Childcare Subsidies	$3,234,126
SPR Childcare Scholarships	$4,392,051
Childcare Workforce Payment Program	$18,471,452
FCC Mentorship Program	$4,038,976
Childcare Subtotal	**$120,674,475**
Seattle Preschool Program	
Seattle Preschool Program	$391,661,114
SPP Waitlist Voucher Pilot	$5,073,099
Seattle Preschool Program Subtotal	**$396,734,213**
Ready to Start Labor	**$70,773,008**
Cost & Risk Reserve	**$12,572,072**
Total Ready to Start	**$655,852,125**

**Note: Numbers may not add up due to rounding*

The Ready to Start Theory of Change serves as an illustration of how and why change will occur because of Early Childhood investments and describes how inputs and strategies contribute to outcomes and the overarching goal for this domain (Figure 2).

Figure 2. Ready to Start Theory of Change



City departments will collect data on service implementation and report quarterly on access and service indicators. The FEPP Levy will also fund evaluations in this domain as detailed on page 15.

Strategy #1: Home Visiting

Funded Services

Home Visiting investments provide Seattle families guidance in navigating systems and provide developmentally appropriate support to families in their home or community-based settings. Services include but are not limited to health and developmental supports and home visiting programs, as well as program referral, case management, systems navigation, family engagement, or other community-based services. Programs to be funded include Nurse Family Partnership and ParentChild+, as described below.

- **Nurse Family Partnership** provides comprehensive prenatal and early childhood support including health education, parenting guidance, child development monitoring, and connections to community resources. These services are provided by a Registered Nurse.
- **ParentChild+** provides instruction on positive parent-child interactions using books and educational toys. These services are provided by trained early learning specialists.

Participant Eligibility

Home Visiting investments serve families including pregnant people during the prenatal and postnatal period, infants, toddlers, or children up to 5 years old, and the family systems of which they are members. To promote equitable access, services are prioritized for families who are low-income, first-time parents, experiencing housing instability, immigrant/refugee status, limited English language proficiency, or teen parents. Individual investments and activities may have different eligibility requirements.

- Nurse Family Partnership: Medicaid eligible, first-time pregnant parents enrolled by the end of their second trimester or 28th week of pregnancy[1]

[1] As of February 2026, Medicaid eligibility is defined as </= 300% FPL or 61% SMI

- ParentChild+: Parents with children 16-26 months old who have another risk factor such as low-income, limited formal education, immigrant/refugee, social isolation, single parenthood, teen-aged parent, and/or housing or food insecurity

Implementation Standards

Program implementation standards are provided below. All services require the contracted partner to recruit and enroll participants, provide ongoing staff professional development and supervision, use an evidence-based curriculum, and provide culturally and linguistically responsive services. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics, as available. This requirement will be included in provider contracts.

Table 6. Home Visiting

	Nurse Family Partnership	ParentChild+
Quality	Evidence-based national NFP model with fidelity; registered nurses with ongoing professional development and reflective supervision; services in family's preferred language	• Evidence-informed curriculum implemented with fidelity • Trained Early Learning Specialists • Culturally and linguistically responsive services • Ongoing supervision and training
Frequency	• Prenatal (first month): weekly visits • Prenatal (5th visit until birth): bi-weekly visits • 0-6 weeks: weekly visits • 6 weeks-21 months: bi-weekly visits • 21-24 months: monthly visits • Sixty 60-90 minute visits total over 2.5 years of programming	• Two 30-minute visits per week • 92 visits total over 46 weeks of programming
Outcomes	Parents have financial resources, knowledge, and skills to support their child's development	Parents have financial resources, knowledge, and skills to support their child's development
Reporting Indicators	• # Served • % Completing program • % Meeting agreed-upon goals (educational/ career) before program exit • % Initiating Breastfeeding	• # Served • % Completing program curriculum before exit • % improving parent-child interactions
Service Targets	300 clients annually	275 children annually

Implementation Timeline

By direct award, in Year 1 (2026), DEEL will contract with Public Health Seattle-King County (PHSKC) to implement the Nurse Family Partnership and United Way of King County to implement ParentChild+.

Strategy #2: Health

Funded Services

Health investments are designed to increase access to health services and developmental screenings for Seattle families with children aged 0-5. Services include but are not limited to individualized care services, early intervention services, healthy development and wellbeing programs, developmental screening support, health and safety assistance, community outreach, education and staff training, and health

consultations for early learning and school-age childcare programs. Programs to be funded include Developmental Bridge (DB) and Childcare Health Programs (CCHP), as described below.

- **Developmental Bridge (DB)** provides developmental services to children with suspected developmental delays who are ineligible for federal/state programs but could benefit from individualized, quality early intervention services to promote ongoing healthy development and wellbeing. These services are delivered by Early Support for Infants & Toddlers (ESIT) agencies currently contracted with King County's Department of Community and Human Services (DCHS).
- **Childcare Health Programs (CCHP)** provides services to childcare and preschool sites for health and developmental screenings, behavioral, nutrition and health consultations, nursing consultations and staff training opportunities. The CCHP offers providers tools and resources including model health policy templates, communicable disease prevention information, nutrition and other materials to promote healthy child development and behaviors. These services are provided by Public Health of Seattle-King County.

Participant Eligibility

Developmental Bridge (DB) serves infants/toddlers 0-3 years of age who do not qualify to receive Part C services, which are early interventions for children ages 0-3 who have developmental delays as provided by the individuals with Disabilities Education Act, but have a mild developmental delay; children who received Early Support for Infants & Toddlers (ESIT) services and would benefit from either a short-term extension of services and/or support in accessing ongoing services, as well as children who were referred 45 days or less before their third birthday (47 months of age) and demonstrate a developmental concern on a screening or assessment and need support accessing ongoing services. Caregivers with a disability which may prevent them from caring for an infant or toddler ages 0-3, may also qualify for benefits as funding permits. In order to achieve levy outcomes that advance equitable access, DB services are prioritized for children from families who are low- income, English language learners, or have immigrant/refugee status. To qualify for Bridge, families cannot be enrolled in ESIT or school district special education services.

The Childcare Health Program (CCHP) supports Childcare Assistance Program (CCAP), Childhood Education and Assistance Program (ECEAP), and Seattle Preschool Program (SPP) providers.

Implementation Standards

Program implementation standards are provided below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics, as available. This requirement will be included in provider contracts.

Table 7. Program Implementation Standards (Health)

	Developmental Bridge	CCHP
Quality	Validated screening tools; timely referrals to early intervention; coordination with Help Me Grow and school district services	Licensed health professionals such as Registered Nurses and dietitians with early childhood expertise; national CCHP standards; culturally responsive approaches
Outcomes	• Parents have financial resources, knowledge, and skills to support their child's development	• Children develop academic or social-emotional skills required for kindergarten success

	Developmental Bridge	CCHP
Reporting Indicators	• # Served • % Families with positive experiences • % Connecting to services	• # Sites served • # Service types delivered • % Providers reporting skill/knowledge growth
Service Targets	175 children annually	90 sites annually

Implementation Timeline

By direct award, DEEL will contract with Public Health Seattle-King County (PHSKC) to implement the Childcare Health Program and with King County's Developmental Disabilities & Early Childhood Supports Division at DCHS to implement Developmental Bridge.

Strategy #3: Childcare

Funded Services

Childcare investments are designed to increase access to and affordability of childcare for Seattle families with children ages 0 through 12, or children older than age 13 with special needs. Funding is also provided for early childhood professional support services for childcare workers at licensed childcare facilities and workers seeking to join the field or open a licensed childcare business. Programs to be funded include: Childcare Assistance Program (CCAP), Seattle Parks and Recreation (SPR) Childcare Scholarship Program, Homeless Childcare Program, Family Childcare Mentorship Program, and Childcare Workforce Payment Program, as described below:

- **Childcare Assistance Program (CCAP**) provides tuition subsidies to Seattle residents for licensed childcare. Subsidies range from a rate of 25-100% based on child age, hours of care, and family income. Sites must have a Seattle business license and be located in Seattle or adjacent neighborhoods, including but not limited to White Center, Boulevard Park, Skyway, and Shoreline. Funding shall not exceed the cost of care for the number of Seattle children being cared for at each CCAP site.
- **Seattle Parks and Recreation (SPR) Childcare Scholarship Program** provides tuition subsidies for licensed childcare for school-aged children operated by the Associated Recreation Council (ARC) at Seattle community centers and Seattle Public School sites. Subsidies range from rate of 50-90% based on family income.
- **Homeless Childcare Program** provides childcare subsidies for Seattle families experiencing homelessness, co-payments for families receiving state childcare vouchers, navigation of state childcare subsidy programs, and case management. DEEL contracts with BrightSpark to provide these services.
- **Family Childcare Mentorship Program** provides mentorship to interns working to become licensed family childcare providers and new providers located in Seattle, connections to resources to grow their business in Seattle, build bonds with fellow providers, and access to free training.
- **The Childcare Workforce Payment Program** provides an annual payment to part- or full-time employees of licensed childcare providers located in Seattle in an effort to aid retention of childcare workers. This program was previously funded with the Payroll Expense Tax.

Participant Eligibility

To achieve levy outcomes that advance educational equity, childcare investments and family support services are prioritized for families who are low-income or experiencing housing instability and vary by investment.

As it relates to childcare subsides, families may only participate in one subsidy program at a time, including childcare subsidies administered by the state Working Connections Childcare (WCCC) or County Best Starts for Kids Childcare Subsidy (BSK). Additional participant eligibility criteria is presented in the table below.

Table 8. Participant Eligibility Criteria

	CCAP	SPR	Homeless Childcare
Residency	Seattle	Seattle	Experiencing housing instability with a nighttime address in Seattle
Child age	1 month-12 years old; 13 years or older if child had special needs	5 years-12 years old	1 month-12 years old
Income	Up to 110% State Median Income (SMI)	Up to 94% SMI	None
Attendance	Child attends at least one day per month	Child attends minimum 60% days per month	None
Recertification	Annual**	Biennial	Monthly
Additional Eligibility Criteria	• Not receiving subsidy from another regional childcare subsidy program*** • Demonstrated need for childcare, including part- or full-time work or school****	• Not receiving subsidy from another regional program***	• At risk of or currently homeless • Not yet enrolled in another subsidy program, or unable to pay the co-pay of their existing subsidy

**Guardians who are not working or in school, but are in need of childcare in order to attend medical appointments, utilize family medical leave, or look for work (among other short-term reasons) may qualify for a short-term voucher

***Includes WA State Working Childcare Connections (WCCC), King County Best Starts for Kids

Childcare Subsidy Program (BSK), Childcare Assistance Program (CCAP), and SPR Childcare

Scholarship; does not apply to other social service benefits such as Supplemental Security Income or Veterans Benefits

****School includes (but isn't limited to) trades, vocational, English Language Learner (ELL), and English as a Second Language (ESL) programs as well as a guardian's first associate, bachelor, or advanced degree such as Masters, JS, MD, PhD

Implementation Standards

Program implementation standards are provided below. All services require the contracted partner to recruit and enroll participants, provide ongoing staff supervision, and provide culturally and linguistically responsive services. Investments in these programs must report on access and outcome indicators, disaggregated by demographic characteristics as available. This requirement will be included in provider contracts.

Table 9. Program Implementation Standards (Childcare)

	CCAP	SPR	Homeless Childcare
Quality	• Have a license in good standing with by WA DCYF • Maintain business liability insurance at or above minimum set amounts • Invoice families monthly for services rendered • Early Achievers (EA) participation, if applicable**	• EA participation, if applicable**	• Resource and referral agency able to connect families to licensed care • Coordination with homeless services system; priority placement
Frequency	• Full- or part-time care based on family needs	• Full- or part-time care based on family's needs	• Full- or part-time care based on family's needs
Outcomes	• Parents have financial resources, knowledge, and skills to support their child's development	• Parents have financial resources, knowledge, and skills to support their child's development	• Parents have financial resources, knowledge, and skills to support their child's development
Reporting Indicators	• # Served • % Caregivers who report less financial stress after receiving subsidy • % Families paying 7% or less of their income in copays	• # Served • % Caregivers who report less financial stress after receiving subsidy • % Families paying 7% or less of their income in copays	• # Served • % Families paying 7% or less of their income in co-pays
Service Target	1,300 annually	450 annually	250 annually

** If the state is experiencing significant delays in its rating review process, DEEL has authority to determine an equivalent measure of quality.

Table 10. Program Implementation Standards (Childcare Providers)

	Childcare Workforce Payments	Family Childcare Mentorship
Quality	Streamlined application and payments distributed within 3 months	• Mentors provide culturally responsive mentorship to interns in their own facility • Mentors provide observation and guidance aimed at assisting their interns to become successfully licensed • Uses peer-to-peer model for mentors that honors existing knowledge and skills • Train culturally and linguistically diverse individuals to become childcare substitutes
Frequency	• Implement funding process annually • Issue staff payments in Quarter 4 annually	• Monthly mentor observation • Monthly intern trainings • One-time mentor completion agreements • One-time intern new provider award
Outcomes	• Children develop academic or social-emotional skills required for kindergarten success	• Children develop academic or social-emotional skills required for kindergarten success
Reporting Indicators	• # Served • % Workers retained year-over-year	• # Served • % Becoming DCYF-licensed childcare providers
Service Target	5,000 annually	• 15 FCC providers mentored annually • 25 childcare providers utilize substitute pool

Implementation Timeline

- Childcare Assistance Program (CCAP): Through a provider agreement, all licensed childcare providers who meet implementation standards will be invited to enter into a provider agreement with DEEL to receive Childcare Assistance Program subsidies.
- Seattle Parks and Recreation (SPR) Childcare Scholarship Program: The sole provider supporting the SPR Childcare Scholarship Program is the Associated Recreation Council.
- Homeless Childcare Program: By direct award, DEEL will contract with BrightSpark in 2026-2027 as a transition year. For subsequent levy years, DEEL will use a competitive process unless it is determined that there is no other provider that can meet this need as allowed by Section 9 of the levy Ordinance 127238, to implement the Homeless Childcare Program.
- Family Childcare Mentorship Program: By direct award, DEEL will contract with the Imagine Institute in 2026-2027 as a transition year. For subsequent levy years, DEEL will use a competitive process unless it is determined that there is no other provider that can meet this need as allowed by Section 9 of the levy Ordinance 127238, to implement Family Childcare Mentorship.
- The Childcare Workforce Payment Program: By direct award, DEEL will contract with BrightSpark to implement Childcare Workforce Payments in FEPP Year 1 (2026) and conduct a competitive grant process to identify an implementation partner for FEPP Years 2-6 (2027-2031).

Strategy #4: Preschool

Funded Services

Preschool investments provide access to free or subsidized high-quality preschool for all Seattle three- and four-year-olds. Programs to be funded include the Seattle Preschool Program (SPP) and the Seattle Preschool Program (SPP) Waitlist Voucher Pilot, described below.

- **Seattle Preschool Program (SPP)** provides preschool instruction and tuition subsidies for eligible three- and four-year-olds. The City uses a mixed-delivery model for the SPP which includes classrooms operated by Seattle School District, community-based organizations (CBO), and family childcare centers (FCCs). Administrative hubs may be competitively selected to facilitate the SPP service delivery at FCCs.[1] Providers must be licensed by the State of Washington and be located in Seattle or in adjacent neighborhoods that serve Seattle children. Funding for non-Seattle sites shall not exceed the cost of care for the number of Seattle children being cared for at each SPP site. In addition, providers must:
    - Use DEEL-approved evidence-based curriculum;
    - Participate in DEEL coaching and quality supports;
    - Provide comprehensive supports for all SPP students who may need them to be successful in preschool; supports may include, but not be limited to, temporary staff for developmental supports, behavioral support materials, sensory equipment, or environmental modifications;
    - Conduct family conferences in alignment with EA requirements;
    - Implement Kindergarten transition activities in alignment with Washington Administrative Code;
    - Participate in developmental screening resource programs; and
    - SPP is delivered via three service schedules to support working families:
        1. School year: Six-hours of daily instruction for 180 days of service in alignment with the Seattle Public Schools District calendar
        2. Full year: Six-hours of daily instruction for 215 days of services
        3. Extended day, full year: Ten-hours of daily instruction for 215 days of services

    Additional services funded at some SPP providers may include specialized programming and dual language programming.
- **The SPP Waitlist Voucher Program** – this new program will provide vouchers for preschool services for families that are unable to access SPP program due to long waitlists. DEEL will develop the SPP waitlist voucher pilot for implementation in the 2026-2027 school year. Families may only purchase services from eligible providers that have an active Child Care Assistance Program (CCAP) provider agreement. DEEL will develop quality standards for program curriculum and will require a minimum of six-hours of daily instruction be provided. The program will be available in Council Districts in which there are more than ten SPP providers with DEEL-managed enrollment waitlists. The intent of the program is to provide families with a voucher that can be used to access quality preschool close to home, where SPP slots are not available.

[1] Administrative hubs provide supports and services to family childcare (FCC) subcontractors who implement the Seattle Preschool Program, acting as the fiscal agent and prime contractor to DEEL, and monitoring and reporting on contracting compliance.

Participant Eligibility

Three- and four-year-old children who live in Seattle and are not yet eligible for kindergarten in Seattle School District are eligible to participate in SPP regardless of family income. Children are eligible to enroll in SPP when they are three or four years old as of August 31st of the school year. Families at or below 94% SMI are eligible for free tuition. Families above 94% SMI will pay tuition on a sliding scale.

SPP enrollment will be managed by DEEL and CBO/FCC providers. At sites where enrollment is managed by DEEL, children will be assigned to their requested site based on the following prioritization: 1) three- and four-year old children experiencing homelessness or in foster or kinship care; 2) four-year-olds; 3) children who apply to a site in their elementary school attendance zone; children with a sibling already enrolled in SPP or in the SPS building; three-year-olds with SMI below 54%; and three-year-olds who are dual-language speakers and are below 94% SMI.

Additional eligibility requirements for the SPP Waitlist Voucher Pilot may include but not be limited to: families who are located in Council Districts where more than ten SPP providers with DEEL-managed enrollment have a waitlist. Eligibility requirements will be developed in school year 2026-27 prior to implementation in school year 2027-28.

Implementation Standards

Program implementation standards are provided below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics, as available. This requirement will be included in provider contracts.

Table 11. Program Implementation Standards (Preschool)

	Seattle Preschool Program	SPP Waitlist Voucher Pilot
Quality	• Lead teachers hold Bachelor degree • Maximum 1:10 adult-to-child ratio • Maximum of 20 children per classroom • If regulated by WA DCYF, maintain minimum EA level 3 rating** • Conduct quarterly assessments using DEEL-approved methodology. • Monthly site visits by a DEEL Early Education Specialist for contract monitoring and compliance. • Monthly site visit by a DEEL Early Learning Coach to provide support in the areas of teacher practice including curriculum implementation, inclusive environments, child-teacher interactions, child social and emotional wellness, and classroom management.	• Maximum 1:10 adult-to child ratio • Maximum of 20 children per classroom
Frequency	• Minimum six-hour program day • Minimum 180 days of service (school year) • Minimum 215 days of service (full year; extended day, full year)	• Minimum six-hour program day • Minimum 180 days of service (school year)
Outcomes	• Children develop academic or social-emotional skills required for kindergarten success	• Children develop academic or social-emotional skills required for kindergarten success
Reporting Indicators	• # Served • % Lead teachers with bachelor's degree in early childhood education or equivalent • % Children meeting Teaching Strategies Gold Widely Held Expectations in Spring • % SPP participants ready for kindergarten	• # Served • % Families reporting quality preschool experience • % SPP voucher participants ready for kindergarten
Service Target	• 3,100 seats annually by year 6 (see Table 4 for annual targets) • 840 dual language seats by year 6	• Up to 100 vouchers annually

**In the event of EA rating delays, the City may contract with sites that have not yet received an EA rating

Implementation Timeline

Seattle Preschool Program (SPP)

For school year 2026-2027, SPP providers in good standing with existing school year 2025-2026 agreements will continue to implement SPP. Planned expansion of SPP is as shown in Table 12 below. DEEL will conduct an annual process to identify new sites for SPP expansion, program models, dual language classrooms, and services as needed. DEEL will conduct site visits prior to contracting with new sites. DEEL shall report annually to the Levy Oversight Committee on mixed-delivery placement rates, recruitment activities for FCC providers, provider demographics, administrative barriers identified by participating FCC providers, and progress toward FCC inclusion in SPP.

Table 12. Expansion Targets

Target	2026-27	2027-28	2028-29	2029-30	2030-32	2031-32
School Year Seats	1,460	1,500	1,540	1,580	1,620	1,660
Full Year Seats	720	760	800	840	880	920
Extended Day Full Year Seats	420	440	460	480	500	520
Total SPP Seats*	**2,600**	**2,700**	**2,800**	**2,900**	**3,000**	**3,100**

**Planned expansion of Dual Language services will occur within the three SPP service models*

SPP Waitlist Voucher Pilot

The SPP Waitlist Voucher Pilot will be developed during the 2026-27 school year. Prior to disbursement of funding for this program, and as a condition of further funding for future years, DEEL shall submit a report to Council examining SPP waitlist trends disaggregated by demographic factors; describing how the pilot's prioritization advances levy goals to close the opportunity gap for those furthest from kindergarten readiness; and reflecting engagement of stakeholders such as families, institutional providers, and family childcare providers. This report will inform Council approval of any changes to program details before implementation for the 2027-2028 school year.

III. Ready to Learn: K-12 Student Academic Supports; K-12 Student Health and Safety

The Ready to Learn domain includes the K-12 Student Academic Supports and K-12 Student Health and Safety investment areas. These two investment areas fund strategies designed to promote the academic achievement and social-emotional, physical, and mental wellness of Seattle students so they are ready to learn. Ready to Learn funded strategies seek to establish a strong foundation for college and career success.

These investments will be informed through collaboration with DEEL and the Superintendent of Seattle Public Schools. DEEL will also collaborate with the leadership of Seattle charter schools.

The Ready to Learn domain will fund four strategies including: (1) Expanded Learning Opportunities, (2) Health, (3) Safety, and (4) Basic Needs. Table 13 provides six-year budget totals by strategy.

Table 13. Ready to Learn Spending Detail*

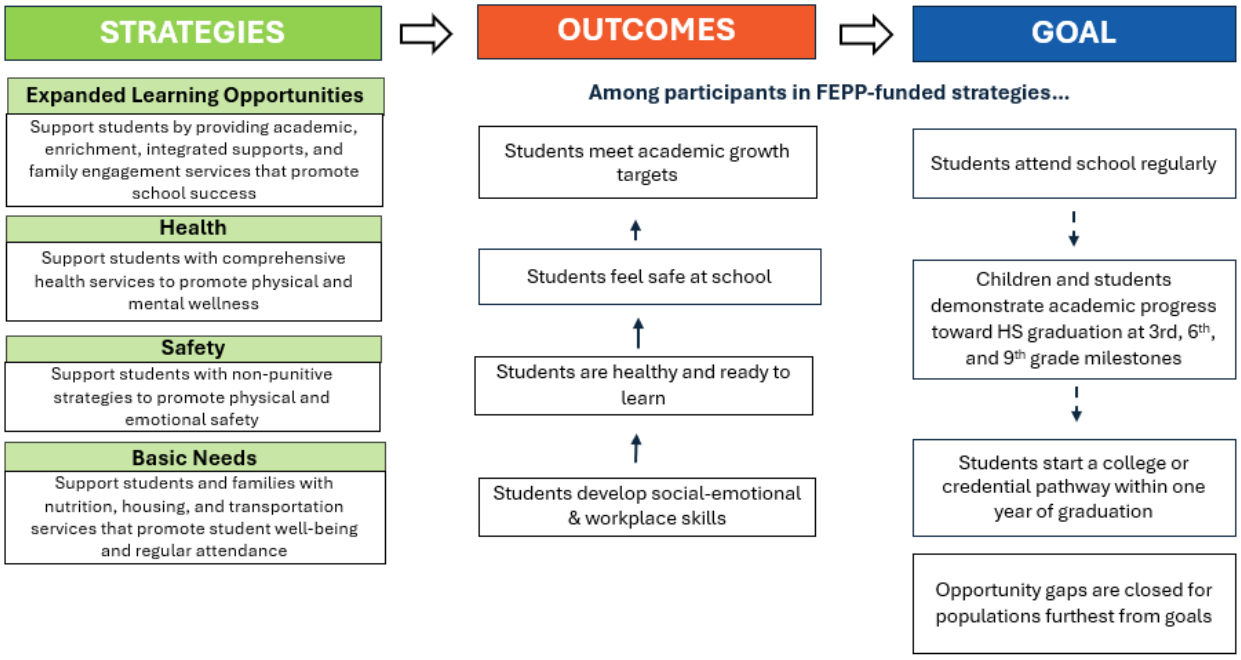
Investment	Dept	6-Year Total
Expanded Learning Opportunities (ELO)		
School-Based Investments	DEEL/SPR**	$159,861,541
Community-Based Investments	DEEL	$22,164,780
Sports	DEEL	$1,760,209
Environmental Learning	SPR	$6,539,562
ELO Subtotal		**$190,326,093**
Health		
School Based Health Centers	DEEL	$83,716,716
Expanded SBHC Mental Health Staff	DEEL	$41,125,237
Youth Mental Health	DEEL	$57,273,918
HSD Youth Behavioral Health	HSD	$9,291,507
HSD Multisystemic Therapy	HSD	$1,099,306
Health Subtotal		**$192,506,685**
Safety		
Restorative Practices	DEEL	$11,124,113
Opportunity-Based Mentoring	DEEL	$5,174,728
HSD School-Based Safety	HSD	$30,212,376
HSD Gender-Based Violence Prevention	HSD	$3,428,256
Safety Subtotal		**$49,939,473**
Basic Needs		
Housing and Homelessness	DEEL/HSD	$4,249,525
Transportation	DEEL	$3,016,150
Food Assistance Program	DEEL	$3,927,710
HSD Summer Food Program	HSD	$660,978
Universal School Meals	OSE	$4,740,000
Basic Needs Subtotal		**$16,594,363**
Ready to Learn Labor		**$20,590,536**
Cost & Risk Reserve		**$9,023,292**
Total Ready to Learn		**$478,980,441**

**Note: Numbers may not add up due to rounding*

**SPR Community Learning Centers are anticipated to continue to be funded, subject to the School-Based Supports RFP in Q4 2026. This funding would represent $12.8 million of this line item.

The Ready to Learn Theory of Change serves as an illustration of how and why change will occur because of K-12 Student Academic Supports and K-12 Student Health and Safety investments and describes how inputs and strategies contribute to educational outcomes and the overarching goals for this domain (Figure 3).

Figure 3. Ready to Learn Theory of Change



City departments will also collect data on service implementation and report quarterly on access and service indicators. The FEPP Levy will also fund evaluations in this domain as detailed on page 15.

Strategy #1: Expanded Learning Opportunities

Funded Services

Expanded Learning Opportunities (ELO) services are intended to provide academic and enrichment support such as tutoring and mentoring, integrated student supports such as family case management and referrals, active family and community engagement, collaborative leadership and practices, and environmental learning for Seattle youth. The Department of Education and Early Learning shall consider feedback from the Superintendent of Seattle Public Schools in the development of Expanded Learning Opportunities investments. DEEL will also consider feedback from the leadership of Seattle's charter schools in the development of Expanded Learning Opportunities investments. Programs to be funded include School-Based Investments, Community-Based Investments, Middle School Sports, and Environmental Learning, as described below.

- **School-Based Investments** provide funding to Seattle public and charter schools, for targeted student interventions delivered during the school day or out-of-school time (OST) such as afterschool, break camps, or summer. These interventions must advance four pillars of investments:
    1. *Expanded and Enriched Learning Time and Opportunities,* which consists of two types of support:

- *Academic supports* that are designed to close learning gaps and increase student proficiency in English Language Arts (ELA), math and/or science. Funded activities include, but are not limited to, high impact tutoring and extended instructional time.
- *Enrichment supports* that are designed to boost student engagement, attendance, and overall well-being. Funded activities include, but are not limited to, mentoring, science, technology, engineering, math (STEM) programs, arts and culture, sports and physical wellness, social emotional learning, civic engagement, youth leadership development programming, international experiential learning, college and career exposure and readiness activities, environmental education, and Community Learning Centers.

2. *Integrated supports* designed to provide students and their families with supportive relationships and navigation assistance including, but not limited to, student case management, intensive family case management, and mentoring. Case management helps identify and connect students with additional services to remove barriers to learning.
3. *Active family and community engagement* supports designed to promote partnerships between schools, students and their families. These support decision making as well as connecting students and their families with needed services and supports to meet academic goals. Interventions may include, but are not limited to, language access supports, student-led conferences, and established frameworks like Family Co-Design, Dual Capacity Building, Academic Parent Teacher Teams (APTT).
4. *Collaborative leadership and practices* designed to ensure that school-community partnerships share a common vision, communicate effectively, and have clear distribution of partner responsibilities as they work together to support the student. This could include temporary staff identified to serve as a coordinator for School-Based Investments; staffing allocation would be proportionate to grant amount.

- **Community-Based Investments** provide funding for Community Based Organizations or City departments to deliver targeted student interventions that advance at least one of the pillars described above in the School-Based Investments description. Support can be provided during the school day or out-of-school time (OST). Contracted partners operating within SPS buildings must be on the SPS roster. All contracted partners must be chosen in consultation with SPS. Contracted partners cannot deliver services at public schools that already receive a School-Based Investment grant.
- **Middle School Sports** provides funding for coaching stipends for SPS middle school athletic programs, to be administered by Seattle Parks and Recreation (SPR).
- **SPR Environmental Learning Programs** provide funding for environmental education, hands-on outdoor learning opportunities, and outdoor field trips, to be administered by SPR or qualified CBOs. Environmental learning programs may be delivered at SPR parks or other green spaces, including Red Barn Ranch.

See Appendix V for additional details. Proceeds from the FEPP Levy are supplemental to the basic education financed by the State of Washington and the Seattle School District levies, and do not supplant, displace, or reduce, state or School District funding for the Seattle School District.

Participant Eligibility

To promote equitable access, ELO investments are designed to provide varied opportunities based on Seattle K-12 student needs. Individual investments and activities may have different eligibility requirements.

- School-Based Investments: K-12 Seattle public and charter school students, with services prioritized for students not yet meeting grade-level standards
- Community-Based Supports: Seattle students who live in Seattle and/or attend a K-12 school in Seattle
- Middle School Sports: SPS K-8 and middle school students
- Environmental Learning: Seattle students who live in Seattle and/or attend a K-12 school in Seattle

Implementation Standards

Program implementation standards are provided below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics as available. This requirement will be included in provider contracts.

Providers of School-Based Investments and Community-Based Investments are required to enroll participants, use and articulate evidence-based instructional strategies and curriculum, provide culturally responsive services, and meet all local and state regulatory requirements. Schools may use levy funds or leverage non-levy funds such as district, state, federal, philanthropic, or community partner funds to implement required components of the School-Based Investment pillars. See Appendix V for additional details.

Table 14. Program Implementation Standards (School-Based and Community-Based Investments)

	School-Based Investments	**Community-Based Investments**
Quality	• Contracted school partners implementing services must meet public school partnership and insurance requirements • Funding prioritized to establish School-Based Investments feeder school patterns	• Participate in DEEL-led professional development and Youth Program Quality Assessment (YPQA) activities • Provider must maintain city insurance, licensing, and regulatory requirements
Outcomes	• Students meet academic growth targets • Students attend school regularly • Students develop social-emotional & workplace skills • Students are healthy and ready to learn	• Students meet academic growth targets • Students attend school regularly • Students develop social-emotional & workplace skills • Students are healthy and ready to learn
Frequency	• *See Table 16 below*	• *See Table 16 below*

	School-Based Investments	Community-Based Investments
Reporting	• # Served • % Attending 90% of the school year • % Consistently attending OST or integrated support programs • % Reporting positive experiences/growth in social emotional skills, self-reported as well as instructor-observed • % Academic intervention students improving Measures of Academic • Progress (MAP) and/or Smarter Balanced Assessment (SBA) scores • % SPS graduates starting a college or credential pathway within one year of graduation	• # Served • % Attending 90% of the school year • % Consistently attending OST or integrated support programs • % Reporting positive experiences/growth in social emotional skills , self-reported as well as instructor-observed • % Academic intervention students improving Measures of Academic Progress (MAP) and/or Smarter Balanced Assessment (SBA) scores • % SPS graduates starting a college or credential pathway within one year of graduation
Service Target	• Approximately 30 schools supported annually • 5,000 students annually	• Approximately 15 agreements annually • 2,500 served annually

Table 15. Program Implementation Standards (Other Expanded Learning Opportunities Investments)

	Middle School Sports	Environmental Learning
Quality	• Coaches meet SPS requirements for qualifications, trainings, and First Aid/CPR certification	• Evidence-based curriculum that incorporates WA State learning standards • Trained environmental staff to provide localized instruction • Ongoing professional development and mentoring for staff
Frequency	• Determined by SPS Athletics as part of the annual school calendar • Varies by sport	• *See Table 16 below* • Drop-in programming allowed
Outcomes	• Students are healthy and ready to learn	• Students develop social-emotional skills
Reporting Indicators	• # Served • # Coaches supported • % Attending 90% of the school year	• # Served • % Reporting increased knowledge of local ecology or conservation • Amount of time students spend outdoors
Service Target	• Minimum 20 schools served • 3,000 students annually	• 3,500 annually

Table 16. Frequency Requirements for Expanded Learning Time and Opportunities:

School day	No min or max; Should not compete with required academic coursework
Afterschool	Minimum two 60-minute sessions per week for 10 consecutive weeks
School Breaks	Minimum of three days with 3-hours of programming
Summer	Minimum four days a week, 5-hours a day, for four consecutive weeks
Field Trips, Experiential Learning, or College Visits	Permitted as incentives for participation

Implementation Timeline

- School-Based Investments: For school year 2026-2027, existing agreements for ELO services with Seattle Public Schools will be extended for one school year, and DEEL will provide an additional $500,000 to SPS to expand access to school-based investments at five additional schools as a one-year grant. In Q4 2026, DEEL will conduct a competitive process to award School-Based Investments. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
- Community-Based Investments: For school year 2026-2027, existing contracts with CBOs will be extended for one school year. In 2026, DEEL will conduct a competitive process to award Community-Based Investment contracts in alignment with 2025 FEPP Levy implementation standards.
- Middle School Sports: DEEL will renew an existing contract with SPS to provide coaching stipends for the duration of the levy.
- Environmental Learning: Environmental learning programs are primarily administered directly by SPR employees. In 2026, SPR will conduct a competitive process to identify service providers for a one-year contract. Future funding will be allocated subject to the Plan's requirements for Competitive Processes.

Strategy #2: Health

Funded Services

Funds dedicated to health support are designed to ensure that Seattle students have access to physical and mental health care services, promoting student wellbeing and school attendance. Student physical and mental health promote regular attendance and academic achievement. Funded programs include School Based Health Centers (SBHC) and DEEL and Human Services Department (HSD) Youth Mental Health Services as described below.

- **School Based Health Centers (SBHC)** provide evidence-based comprehensive healthcare services including, but not limited to, health education and promotion, comprehensive preventive care such as well-child exams and immunizations, healthcare assessments, diagnoses, treatment and referrals, age-appropriate reproductive health care, mental health screenings, counseling, treatment and referrals, and health insurance enrollment assistance. The comprehensive healthcare service model includes part- and full-time staff such as, but not limited to, a Clinic Coordinator, Mental Health Therapists, Behavioral Health Care Coordinators, Medical Providers, and School Nurses. SBHCs may also serve as hubs for additional mobile, portable, or fixed healthcare services such as, but not limited to, oral health and behavioral healthcare coordination.

  Public Health Seattle King County (PHSKC) manages the provision of health, mental health, and health access services, in partnership with healthcare sponsors and community-based healthcare agencies, to operate SBHCs and other mobile, portable, and fixed school-based health services. Additionally, PHSKC may contract with SPS to supplement school nurse staffing at SPS schools with an SBHC on campus. SBHC staff coordinate with schools to integrate student support across other levy-funded strategies.

- **DEEL Youth Mental Health Investments** provide funding for mental health prevention, early intervention, and treatment services.

- Prevention services include outreach and education activities such as Youth Mental Health First Aid trainings designed to help identify students who may be experiencing mental health challenges and connect them to services; peer education, marketing and communication regarding available mental health resources; student enrichment programs with a focus on promoting social-emotional wellness, and supporting students to re-engage with school; and targeted prevention programs with a focus on school attendance and retention, barrier removal, and post-secondary pathways. Prevention services may be delivered by Seattle Parks and Recreation (SPR), the Office of Arts and Culture (OAC), schools, CBOs, and individuals trained in youth mental and behavioral health promotion and education.
- Early intervention services include implementing screening tools to assess student need for mental health services and intervention (e.g., Screening, Brief Intervention, Referral to Treatment). Services may be delivered by trained City department staff, school staff, CBOs, or individuals with expertise in screening, referrals, case management, and outreach and engagement.
- Treatment services include in-person and virtual therapeutic services, and one-on-one or group therapy. These services will be delivered by professionally trained and licensed individuals with expertise in mental health and behavioral health services. Referrals may be made by City departments, schools or CBOs. Treatment providers must maintain city and state insurance, licensing, and regulatory requirements.

- **HSD Multisystemic Therapy** investments are intended to provide intensive home treatment to teenage students to reduce high-risk behaviors and support services and interventions that address barriers to student success. Services include individualized strengths-based and family-focused treatment plans, and high-quality treatment services tailored to the teen youth's and family's cultural beliefs and practices for therapeutic change.
- **HSD Youth Behavioral Health (YBH)** investments provide students with high quality, clinical and non-clinical, culturally responsive behavioral health services and resources, and services that promote re-engagement, persistence, retention, and success in school, training programs and post-secondary pathways by addressing behavioral health barriers to participation and completion.

Participant Eligibility

Health investments are designed to improve the physical and mental wellness of Seattle students to support improved education outcomes, including opportunity for youth whose education has been interrupted to support their return to school. Individual investments and activities may have different eligibility requirements.

- School Based Health Centers: Seattle Public Schools K-12 students, regardless of what school they attend, and regardless of income
- DEEL Youth Mental Health: Seattle students who live in Seattle and/or attend school in Seattle, and regardless of income
- HSD Multisystemic Therapy: Seattle students ages 12-17 who have been referred for services by the King County Superior Court, Juvenile Court Services
- HSD Youth Behavioral Health: Seattle students who live in Seattle and/or attend school in Seattle with a household income at or below 80% AMI

Implementation Standards

Implementation standards for investments in this strategy are detailed below. All health services require the contracted implementation partner to recruit and enroll participants, use evidence-based practices and meet all local and state regulatory requirements. Program implementation standards and service targets are provided below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics as available. This requirement will be included in provider contracts. Reporting will not impact patient privacy or confidentiality.

Table 17. Program Implementation Standards (Health)

	School Based Health Centers
Quality	• Staff allocations scaled to provide appropriate care • Middle and High School SBHCs will have 2.0 FTE Mental Health Therapists and 1.0 FTE Behavioral Health Care Coordinators • School nurse minimum qualifications include a B.A./B.S. degree in nursing from an accredited college or university and requires valid WA State Educational Staff Associate (ESA) Certificate and WA State nursing license
Frequency	• School hours (Mon-Fri) • 180 days aligned with SPS school year calendar
Outcomes	• Students are healthy and ready to learn • Students attend school regularly
Reporting Indicators	• # Served • % Attending 90% of the school year • Other health indicators as determined by PHSKC
Service Target	• 29 schools in Year 1; up to 34 schools by Year 2 • 7,300 students in Year 1; Years 2-6 target to be developed after planned RFP annually

Table 18. Program Implementation Standards (DEEL Youth Mental Health Investments)

	Prevention	Early Intervention	Treatment
Quality	• Trainings and student enrichment programs are culturally responsive and have low barriers to participation	• Behavioral health screening and referral staff are integrated into school multi-tiered systems of support (MTSS) administrative structures • Services are time-limited, goal-oriented, and directly tied to participation in education or post-secondary programs; not intended to fund general or ongoing treatment	• Services available in various modalities (such as school-based, community-based, virtual,(i.e. Telehealth) to meet differentiated student needs
Frequency	• Minimum of five community events or in-person marketing activities annually • Minimum of 5 group trainings annually	• All students in a grade-level determined by SPS receive 1 screening per school year	• Minimum of one session per month • Frequency and duration of therapeutic services customized to participant need according to industry standards for evidence-based care
Outcomes	• Students are healthy and ready to learn	• Students are healthy and ready to learn	• Students are healthy and ready to learn
Reporting Indicators*	• # Served • % Demonstrating reduced stress, anxiety, or depression, self-reported as well as instructor-observed • % Reporting positive experiences/growth in social emotional skills, self-reported as well as instructor-observed	• # Served • % Demonstrating reduced stress, anxiety, or depression, self-reported as well as instructor observed • % Reporting positive experiences/growth in social emotional skills, self-reported as well as instructor-observed	• # Served • % Demonstrating reduced stress, anxiety, or depression, self-reported as well as instructor-observed • % Reporting positive experiences/growth in social emotional skills, self-reported as well as instructor-observed
Service Target	• 600 served annually	• Minimum 9 schools • 2,600 served annually	• 2,500 served annually

*Reporting indicators developed in partnership with PHSKC.

Table 19. Program Implementation Standards (HSD Youth Mental and Behavioral Health)

	Multisystemic Therapy (MST)	Youth Behavioral Health
Quality	• Appropriately MST-trained and certified staff • Maintain required licenses and insurance	• Maintain required licenses and insurance • Appropriately trained and licensed (or certified) staff • Behavioral health staff participation in HSD-led networking cohorts to share referrals, quality practices, and program improvements • Includes support for barrier mitigation to program participation and increased participant engagement • Services are culturally responsive and reflective for populations served
Frequency	• Minimum of twice weekly services per enrollee • Availability of clinicians 24 hours per day, 7 days per week	• Varies by program model
Outcomes	• Students are healthy and ready to learn	• Students are healthy and ready to learn
Reporting Indicators	• # Students served • % Completing treatment	• # Students served • # Achieving milestones • % Reporting improved well-being, self-reported as well as observed by licensed staff providing the treatment • % of students enrolled in K-12 or postsecondary pathways
Service Target	40 Students and families served annually	566 Students served annually

Implementation Timeline

- School Based Health Centers: DEEL will renew existing agreements with Public Health—Seattle & King County to implement SBHC services. PHSKC will conduct a competitive process in 2027 to identify service providers for planned expansion of school-based health services. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
- DEEL Youth Mental Health Investments:
  - Prevention - In School Year 26-27, DEEL will maintain existing inter-departmental agreements with the Office of Arts and Culture and Seattle Parks and Recreation to provide arts-based programming at Seattle Parks and Recreation Community Centers and Teen Life Centers, with instructors from the Creative Advantage roster. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
  - Early Intervention and Treatment - In School Year 26-27, DEEL will maintain existing agreements and/or contracts with Seattle Public Schools, telehealth providers, and community-based providers to provide student mental health intervention and treatment services. In addition, in 2026, DEEL will conduct a competitive process to award $1 million in one-year contracts for mental health service delivery for mental health services for students with limited access to care, such as K-12 foster youth. Intervention and Treatment services will be provided by professionally trained and licensed individuals. In subsequent years, DEEL will conduct either

competitive processes, city interdepartmental agreements or direct awards as allowed by Section 9 of the levy Ordinance 127238, depending on the results of the UW Smart Center evaluation of the mental health services outcomes.

- HSD Multisystemic Therapy: HSD will continue to contract with King County Department of Community and Human Services to implement Multisystemic Therapy services. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
- HSD Youth Behavioral Health (YBH): HSD agreements for Student Behavioral Health are in place through the end of 2027. In 2027. Funding will be allocated subject to the Plan's requirements for Competitive Processes.

Strategy #3: Safety

Funded Services

Safety investments are designed to improve education outcomes by equipping Seattle students with tools to navigate and avert violence, helping students feel safe in their schools, and educating students on gender-based violence to build safer and supportive home environments, promoting regular school attendance and academic achievement. Physical and emotional safety is directly connected to a student's ability to learn or stay enrolled in, and/or return to, K-12 education or post-secondary pathway. Funded programs include Restorative Practices, Opportunity Based Mentoring, HSD School-Based Safety, and HSD Gender-Based Violence Prevention as described below:

- **Restorative Practices** are relationship-centered strategies that build community, strengthen trust, and repair harm when conflicts occur. The focus is on taking personal responsibility rather than on punitive measures. Students are taught conflict resolution skills. Teachers, staff and coordinators engaged in this practice are trained to educate and facilitate these skills with their students. This program will provide one or more of the following services:
  - Community Programming that focuses on the prevention of trauma, informs schoolwide practices that strengthen relationships, creates a sense of belonging and fosters social-emotional learning.
  - Restorative Circle Processes, or talking circles, provide opportunities for targeted intervention when conflicts or harm occur between students; bring together affected parties in facilitated circles to discuss the impact of actions; understand different perspectives, and develop plans to repair and restore relationships.
  - Conferencing and Re-entry Support that addresses serious incidents and supports students returning from suspension, expulsion, or justice system involvement through intensive conferencing that includes families, school staff, and community members, along with individualized re-entry plans that help students successfully re-integrate into the school community.
  - Skills Building and Training for school staff and Restorative Practice Coordinators, including coaching opportunities once a month and quarterly convenings with participating schools and CBOs in support of teaching students these conflict resolution skills.
- **Opportunity-Based Mentoring** is a new program that will work with Seattle public and charter schools to serve students involved in, or at elevated risk of, criminal justice system involvement. Services will pair students with professionally trained mentors, who may have lived experience navigating the justice system and school disconnection, to provide consistent, relationship-based

support anchored in school reconnection and post-secondary pathways. Participation incentives for meeting program milestones may be provided.

- Mentors will partner with school staff to support re-entry after discipline or justice system involvement, reduce chronic absenteeism, and connect students to post-secondary pathways.
- The new program will be designed in the 2026-2027 school year for implementation in the 2027-2028 school year. Elements may include a co-design with the schools, teachers, local CBOs and families that would adopt evidence-based models for Seattle students. As per the Plan, DEEL will provide program details for Council approval before implementation for the 2027-2028 school year.

- **HSD School-Based Safety** investments may include, but are not limited to, case management services, therapeutic support, family engagement, violence interruption/conflict mediation and deescalation services, safe passage to and from school, and resources to support the needs of students and families. These services will be provided at specific schools in partnership with SPS and community-based organizations. Contracted partners must be on the SPS roster.
- **HSD Gender Based Violence (GBV) Prevention** investments include in-school and afterschool educational programming that raises awareness around dating/sexual violence, promotes healthy and safe student relationships, increases positive support networks through adult and peer mentorship, and helps change social norms and conditions in which GBV happens to help students feel safer, supporting physical and mental health wellness to be ready to learn.

Participant Eligibility

Individual investments and activities may have different eligibility requirements. Services are prioritized for students, schools and communities most impacted by gun violence. Services may also enroll youth whose K-12 education has been interrupted to support their return to school and/or post-secondary pathways. Across all services, participation will be prioritized for youth most impacted by gender-based and gun violence including K-12 students and opportunity youth whose K-12 education has been interrupted to support their return to school and/or career. Participant eligibility criteria are as follows:

- Restorative Practices: Seattle students who live in and/or attend school in Seattle
- Opportunity-Based Mentoring: Seattle students who live in and/or attend school in Seattle
- HSD School-Based Safety: SPS K-12 students
- HSD Gender-Based Violence Prevention: Seattle students who live in and/or attend school in Seattle

Implementation Standards

Implementation standards for investments in this strategy are detailed below. All Safety services require the contracted implementation partner to recruit and enroll participants, provide ongoing staff supervision, use evidence-based or evidence-informed practices, and meet all local and state regulatory requirements. Program implementation standards and service targets are provided below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics as available. This requirement will be included in provider contracts. Additional details for HSD School Safety investments are provided in Appendix V.

Table 20. Program Implementation Standards (DEEL Youth Safety)

	Restorative Practices	Opportunity-Based Mentoring
Quality	• Minimum 12 hours International Institute for Restorative Practices (IIRP), or equivalent, professional training for all staff providing services to youth • For school-based services, Restorative Practice Coordinators must be 1.0 FTE. Elementary school Restorative Practice Coordinators may be part time. • Coaching and ongoing professional development throughout year	• This new program, to serve students involved in, or at elevated risk of, involvement in the criminal justice system will develop implementation standards which may include the following: • Mentor-to-youth ratios to be determined as program is defined. • Services to pair students with professionally trained mentors, who may have lived experience navigating the justice system and school disconnection • Consistent, relationship-based support anchored in school reconnection and post-secondary pathways • Partnering with school staff to support re-entry after discipline or justice system involvement, reduce chronic absenteeism, and connect students to post-secondary pathways • Participate in DEEL-led professional development and YPQA activities
Frequency	In consultation with SPS, may include: • Tier 1 circles: Daily in elementary (10-15 min), 3x weekly in middle school (15-20 min), weekly in high school (20-30 min) • Tier 2: Within 48 hours of incident • Tier 3: Pre-meetings within 72 hours, formal conference within 5 school days, follow-up support circles as needed. Re-entry circles before return from any suspension CBO Consultant: • Coaching/training session per participating school (min 2 days/week on-site, 30-60 min per session for educator coaching and 1-2 hours monthly for principal/leadership coaching) • Tier 2 Responsive circle modeling (2-4 circles per week in year 1 – consultant models while staff observe, gradual release) • Tier 3 Conference co-facilitation (1-2 hours per circle, as needed)	• Minimum 1 mentor meeting per week per youth (2 direct hours) • Mentor-student matches maintained through the full 2-year relationship, with a program target of 80% • Re-entry support within the required 5-business-day window • Absenteeism interventions initiated within 3 days of trigger • Career-connected activities completed per participant annually
Outcomes	• Youth feel safe at schools • Youth attend school regularly	• Youth feel safe at schools • Youth attend school regularly

Reporting Indicators	• # Served • % Reporting positive behavior • % Reporting positive school climate	• # Served • % Completing program • % Attending 90% of the school year • % Reporting positive behavior
Service Target	• Minimum eight schools annually • 200 Tier 2-3 students annually	• 100 served annually beginning in Year 2

Table 21. Program Implementation Standards (HSD School Safety)

	School-Based Safety	**Gender-Based Violence Prevention**
Quality	• Specific school services sites selected by City of Seattle and SPS • Participation in HSD-led networking cohorts to share referrals, quality practices, and program improvements • Culturally and/or linguistically responsive	• Culturally and/or linguistically responsive • Age-appropriate educational material • Involve youth in planning and development
Frequency	• School hours (Mon-Fri) • Year-round services (extra emphasis during SPS school year)	In consultation with SPS, may include: • Weekly education courses • Multi-week or semester-long classes in schools • 2 semi-annual cohorts with an annual conference
Outcomes	• Youth feel safe at schools	• Youth feel safe at schools
Reporting Indicators	• # Served • # Incidents responded to • % Youth engaged in services that meet a goal, self-reported as well as provider observed	• # Served • # Prevention activities • % Taking actions to prevent GBV, including but not limited to developing improved skills relating to conflict resolution and bystander intervention, and stronger community and peer connections
Service Target	• 500 youth served annually	• 500 youth served annually

Implementation Timeline

- Restorative Practices: For school year 2026-2027, existing DEEL Restorative Practice agreements with SPS and CBOs will be extended for one year. In 2027, funding will be allocated subject to the Plan's requirements for Competitive Processes.
- Opportunity-Based Mentoring: In 2026, funding will be allocated per the Plan's Timeline for Competitive Processes.
- HSD School-Based Safety: Funding will be allocated subject to the Plan's requirements for Competitive Processes.
- HSD Gender-Based Violence Prevention: Funding will be allocated subject to the Plan's requirements for Competitive Processes.

The programs listed above serve similar populations and may have some overlap in services. In order to ensure efforts are not being duplicated, and to achieve better outcomes for students, departments will coordinate when implementing these investments.

Prior to the competitive funding processes and/or contract renewals for these programs in 2027, DEEL will submit a report to City Council containing the following:

- Programmatic details of the new Opportunity-Based Mentoring program
- Details of a comprehensive framework for all of the Strategy #3 safety investments and how this framework will influence the programs within these investments
- Highlights of any potential intersection between the safety programs and the other Ready to Learn K-12 levy investments

Strategy #4: Basic Needs

Funded Services

Basic Needs investments are designed to help eliminate non-academic and socio-economic barriers to educational achievement and post-secondary pathways for students. Funded programs include Housing and Homelessness Supports, Transportation, Summer Food Program, and School Meals described below.

- **Housing and Homelessness Supports** includes emergency housing assistance funding, client-centered housing case management, and screening, referral and connection to stabilization services. Services are provided by housing service providers.
- **Transportation** provides transportation for students participating in levy-funded activities and events, with a priority for supporting SPS districtwide middle school sports. Seattle Parks and Recreation to administer funding, with services provided by SPS approved vendors.
- **Food Assistance Program** provides support for students from low-income families in need of food assistance over weekends and school breaks (excluding summers). This assistance would be provided through vouchers and would be distributed by SPS personnel to students or their families, identified as in need of such assistance. SPS will designate how such funding will be distributed by school personnel.
- **Summer Food Program** provides prepared meals (breakfasts, lunches, and snacks) for students at designated community sites in Seattle during the summer months. Services are provided primarily by SPS.
- **New School Meals Program,** which will provide breakfast and lunch to all students at no cost during the school year. Services will be provided at 53 SPS schools to students who do not currently receive free or reduced meals supported by federal or state programs. Some students at these schools are already receiving free meals funded by these programs. This additional funding would support meals for those students who do not currently receive free meals. Funding for this new program is provided only for two years in anticipation of state funding supporting this program thereafter. Currently, 56 SPS schools fully fund meals for all students that are supported by federal and state programs.

Participant Eligibility

Basic Needs investments serve Seattle families, youth, and students. Participant eligibility criteria is as follows:

- Housing and Homelessness Supports: SPS K-12 students experiencing housing instability
- Transportation: SPS K-12 students participating in Out-of-School-Time (OST) programs or middle school sports
- Food Assistance Program: SPS K-12 students experiencing food insecurity.
- Summer Food Program: Children and youth ages 1-18
- School Meals: SPS K-12 students

Implementation Standards

Program implementation standards and service targets are provided below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics, as available. This requirement will be included in provider contracts.

Table 22. Program Implementation Standards (Basic Needs)

	Housing and Homelessness Supports	Transportation
Quality	Services will be culturally-responsive with an emphasis on services being delivered in student's home language	Determined by SPS using criteria such as experience and required staffing
Amount	Up to $10,000 in emergency assistance funding per family, per school year	To align with school-year calendar and other FEPP-funded supports, such as expanded learning and sports
Outcomes	Youth are healthy and ready to learn	Youth are healthy and ready to learn
Reporting Indicators	# Served % Attending 90% of the school year	# Served % Consistently attending OST or integrated support programs
Service Target	90 students annually	Minimum 20 schools annually 650 students annually

Table 23. Program Implementation Standards (Basic Needs – Food)

	Food Assistance Program	Summer Food Program	School Meals
Quality	• Vouchers will be provided by SPS personnel	• At least 50% of a provider's participants must be Free and Reduced Lunch eligible in order to apply/qualify	• Meals will be provided by SPS and meet Washington state nutrition standards
Amount		• Two meals plus snacks per youth per day • June through late August; exact dates and weeks vary by calendar year	• Up to one breakfast and one lunch per student per instructional day • 180 days, Sept through June

Outcomes	• Youth are healthy and ready to learn	• Youth are healthy and ready to learn	• Youth are healthy and ready to learn
Reporting Indicators	• # of families served Average voucher amount provided by family	• # Meals served • # Sites • % of sites in areas where 50% or more students are eligible for free/reduced priced lunch	• # Meals served • % Participating in school meals
Service Target	Up to 5,000 families	• 60,000 meals annually • 50 sites annually	Up to 53 school sites annually

Implementation Timeline

- Housing and Homelessness Supports: The existing DEEL contract for Housing and Homelessness Supports will be extended through August 2027, and shift to HSD for administration. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
- Transportation: SPR will continue its existing partnership with the SPS transportation office. SPS will manage vendor contracts directly. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
- Food Assistance Program: The DEEL Director may direct award funding pursuant to Ordinance 127238 to implement this program beginning in the 2026-2027 school year.
- Summer Food Program: Existing HSD agreements for Summer Food Program are valid through 2026. Future funding will be allocated subject to the Plan's requirements for Competitive Processes.
- School Meals: OSE will direct award funding to Seattle Public Schools to implement School Meals beginning in 2027-2028 school year.

IV. Ready to Launch: College and Career Supports

The Ready to Launch domain and College and Career Supports investment area funds strategies designed to support a successful transition from high school to postsecondary education or meaningful career pathways for Seattle youth.

The Ready to Launch domain will fund two primary strategies including (1) College Pathways, (2) Career Pathways. Table 22 provides six-year budget totals by strategy.

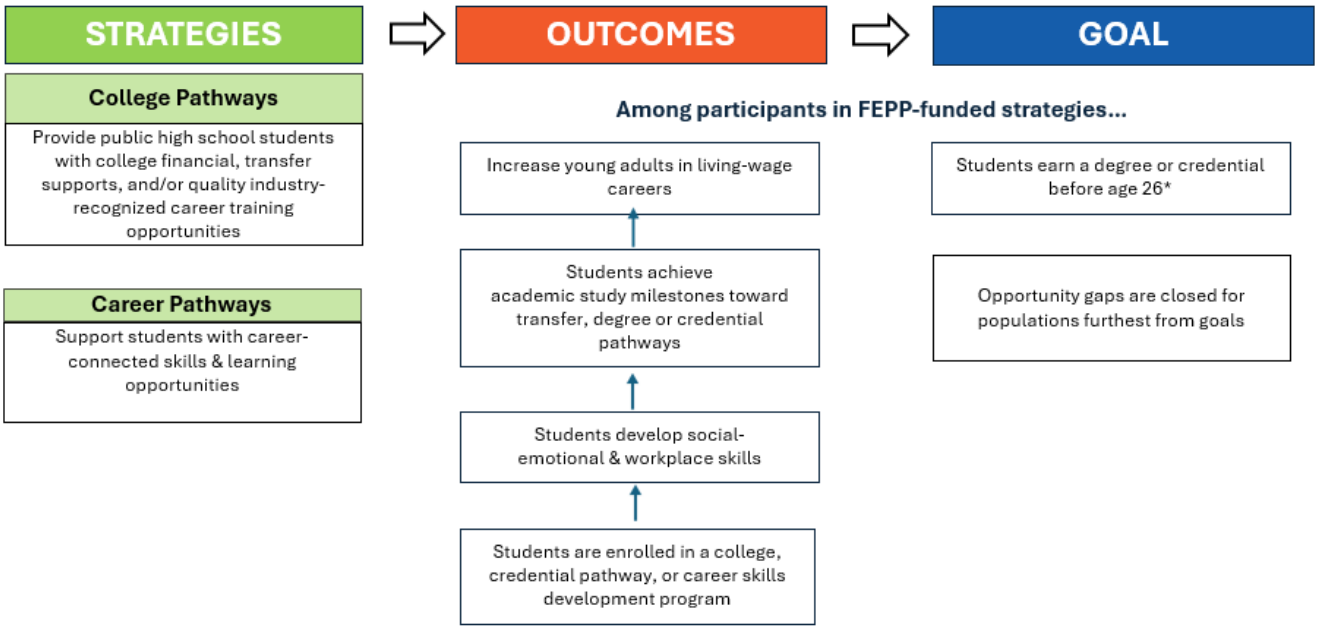
Table 24. Ready to Launch Spending Detail*

	6-Year Total
College Pathways	
Seattle Promise	$56,299,588
Path to Trades	$12,000,000
Path to UW	$2,198,917
Path to Tech	$614,502
Seattle Youth Employment Program	$705,057
College Pathways Subtotal	**$71,818,063**
Career Pathways	
Path to Trades Non-Colleges	$2,000,000
Public Sector Pathways	$1,121,021
HSD Youth Development	$29,971,601
Career Pathways Subtotal	**$33,092,622**
Ready to Launch Labor	**$5,987,296**
Cost & Risk Reserve	**$2,144,689**
Total Ready to Launch	**$113,042,670**

**Note: Numbers may not add up due to rounding*

The Ready to Launch Theory of Change serves as an illustration of how and why change will occur because of College and Career Supports investments and describes how inputs and strategies contribute to outcomes and the overarching goal for this domain (Figure 4).

Figure 4. Ready to Launch Theory of Change



*Ready to Launch investments are intended to serve youth up to age 24, but outcome indicators will track youth up to age 26.

City departments will collect data on service implementation and report quarterly on access and service indicators. The FEPP Levy will also fund evaluations in this domain as detailed on page 15.

Strategy #1: College Pathways

Funded Services

College Pathways investments are designed to provide college access, persistence, completion, and transfer supports to public school students in Seattle. Programs to be funded include the Seattle Promise Program and Seattle Promise Pathways programs, described below.

- **The Seattle Promise Program** provides up to two years of support at Seattle Colleges for all graduating public high school students in Seattle. This support will be provided by Seattle Colleges staff, and includes, but is not limited to, investments in:
  - College Readiness, providing application support, Seattle Colleges exploration, financial aid guidance, and program information to 11th and 12th grade students and families.
  - College Enrollment, providing registration and orientation support (such as campus resources, advising, and peer connections); support to complete pre-enrollment requirements, financial aid applications, and course placement.
  - College Retention, Persistence and Completion, providing ongoing advising, academic planning, class selection assistance, transfer support, and career guidance; last-dollar tuition scholarships and equity scholarships for educational related expenses such as, but not limited to, books, transportation, housing, food, or childcare.

- **Seattle Promise Pathway Programs** provide support via the following programs:
  - Path to Trades Expansion at the Seattle Colleges, dedicating support for trade programs such as engineering technology, biomedical technology, welding technology, pipefitting, and construction and building programs to meet the needs of the Seattle economy. DEEL will work with the Seattle Colleges to prioritize services to support high-demand trade programs defined by the State of Washington, as well as high-demand pre-apprenticeship and apprenticeship programs leading to careers with the City of Seattle. Support includes but is not limited to:
    - Career exposure and exploration events for public high school students and/or families that are culturally relevant and build awareness of skilled trades careers, experience hands-on learning, and explore Seattle College trades training programs; local employer engagement with youth including but not limited to City of Seattle departments and local labor unions.
    - Seattle Promise retention, persistence, and completion supports including last-dollar tuition scholarship, equity scholarship, and dedicated program advisors. Financial and academic support provided up to eight quarters or 120 credits, which may be extended for students in registered apprenticeships. Additional one-time scholarship up to $1,500 to support cost of tools, supplies, or other required program and professional items.
    - Career support, providing dedicated career counseling through Seattle Colleges for Promise students, engagement with Seattle Youth Employment Program, other City departments, and other local employers.
  - Path to University of Washington, providing transfer advising for prospective UW students enrolled in the Seattle Promise Program, to support transfer steps, credit equivalencies, and preparation for desired majors. Support includes, but is not limited to:
    - For-credit summer seminars to provide on-campus experience, meet instructors, and complete additional college-level credits toward a degree, including minimum of one Information Technology seminar annually. $1,000 stipend to be provided for attending summer seminars to offset education-related expenses.
    - Transfer application information session and workshops to support completion of personal statements, workshops, and financial aid requirements at transfer institution.
    - Continued support through transfer advisor and hand-off to program of study advisor.
    - Connection to other Path to UW transfer students throughout transfer process, as well as peer mentoring from past Path to UW students for students at UW.
    - Dedicated UW admissions and advising supports.
    - Data-sharing to track student progress from enrollment through bachelor's degree completion.
  - Path to Tech, supporting students in fields such as artificial intelligence, coding, software engineering, and computer programming languages. Support includes, but is not limited to:
    - Tuition for Seattle Promise scholars and Path to UW scholars completing selected short-term IT training during summer, after school, or weekend sessions.
  - Seattle Youth Employment Program, which provides "learn & learn" and internship opportunities for Seattle students. Support includes, but is not limited to:
    - Recruitment and placement services aligned to students' fields of study or career interests.

- Career-connected paid work experiences with private sector employers, nonprofit organizations, or government agencies including City of Seattle departments; career exploration and reflection activities.
- Employer recruitment and partnership development, administrative coordination with Seattle Colleges, Seattle Public Schools, and City of Seattle Human Services Department.

Participant Eligibility

College Pathways investments and activities may have different eligibility requirements.

Seattle Promise

Seattle public high school students may receive college access supports. Promise applicants must meet the following eligibility milestones during 12th grade in order to participate:

1. Complete a Seattle Promise application
2. Complete a Seattle College application
3. Complete FAFSA or WAFSA financial aid application
4. Participate in Seattle Colleges registration event
5. Graduate with a high school diploma from a Seattle public high school (SPS or Seattle charter high school), contracted non-public agency, or program within that year

As a Seattle Promise participant, scholars must meet the following eligibility milestones:

1. Participate in Seattle Colleges orientation event
2. Enroll full-time at the Seattle Colleges
3. Meet with Seattle Promise Advisor quarterly
4. Maintain Satisfactory Academic Progress (SAP) as determined by the Seattle College campus that the student attends

Seattle Promise scholars that meet all program requirements are eligible to receive program services for up to two-years (eight quarters) or 90 attempted college credits, whichever comes first. Students may request an exception to the full-time enrollment requirement on a quarter-by-quarter basis under limited circumstances, such as demonstrating a substantial hardship or being unable to enroll full-time due to course offerings. Students are allowed to re-enter the program if they lose eligibility before meeting the 90 attempted credit maximum or two-years of attendance. Promise scholars that demonstrate financial need, defined as having a Student Aid Index (SAI) within the annual federal Pell Grant eligibility range, will receive an equity scholarship of up to $500 per quarter or up to the established cost of attendance.

Seattle Promise Pathway Programs

- Promise Path to Trades: Seattle public high school students in grades 9-12 are eligible to participate in Path to Trades career exposure and exploration services. Seattle Promise program participants are eligible to receive Path to Trades completion and career supports.
- Promise Path to University of Washington (UW): Seattle Promise scholars
- Path to Tech: Seattle Promise scholars and Path to UW students wanting to develop Artificial Intelligence-driven technical knowledge, such as generative, large language, classification, regression, and foundation models
- Promise Seattle Youth Employment Program (SYEP): Promise scholars who meet SYEP eligibility criteria

Implementation Standards

Promise implementation standards are provided below. All services and supports require the contracted implementation partner to recruit and enroll participant and provide culturally and linguistically responsive supports. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics, as available. This requirement will be included in provider contracts.

Table 25. Program Implementation Standards (Seattle Promise)

	College Readiness	College Enrollment	Retention, Persistence & Completion
Quality	• Seattle Promise partners with Seattle Public Schools and Seattle Charter schools to provide onsite and virtual Seattle Promise application support • Outreach Specialists adapt their strategies to each school's unique culture • Seattle Public Schools ensures all SPS graduates have awareness of the Seattle Promise	• A unified, cross-campus model ensures all students receive consistent, high-quality programming to support student transition and preparation • Specialists provide clear information about registering for classes, completing financial aid files, and accessing campus supports	• Target student-to advisor ratio of 100:1, with maximum of 160:1 Equity-focused, student-centered approach
Frequency	• Outreach begins in 11th grade and continues through 12th grade • Drop-in office hours and scheduled appointments offered	• Registration event: Minimum 1 offered at each campus annually • Orientation event: Minimum 1 offered at each campus annually	• Quarterly advisor meetings • Scholars must maintain Satisfactory Academic Progress each quarter • Quarterly Equity Scholarship up to $1,500 per year
Outcomes	• Youth are enrolled in a college, credential pathways, or career skills development program • Youth achieve academic student milestones toward transfer, degree or credential pathways		
Reporting Indicators	• # Applications	• # Enrolled	• % Retained Fall-to-Fall • % Completing or transferring
Service Target	• 22 Public high schools or programs • 2,000 Promise applicants annually	• 1,475 Students enrolled each fall •	• 1,475 students annually

Table 26. Program Implementation Standards (Promise Path to Trades Expansion at Seattle Colleges)

	Career Exposure and Exploration	Completion Support	Career Support
Quality	• Events designed in partnership with Seattle Colleges trades faculty and industry employers • Seattle Colleges provide transportation for students to attend events and food at the events • Hands-on activities reflect actual program curriculum and careers • Materials provided in multiple languages; family engagement integrated into event design	• Opportunities to explore trade careers prior to program selection and enrollment to generate awareness and align student interests, career requirements, and labor market demands • Academic advising ensures support for academic success and program completion • Last-dollar Promise tuition scholarship and equity scholarship remove barrier of tuition expense for all students and provide funding for other educational expenses for qualified students • Tools & Supplies Fund agreements based on program-specific requirements and removes barrier of high • startup costs for trades programs	• Career counselors trained to support career preparation and transition from training programs to high-demand trades career attainment • Employer partnerships provide industry connections including but not limited to networking, industry events, career opportunities, and mentorship
Frequency	• Minimum two career exposure events annually	• Quarterly advisor meetings • Quarterly Equity Scholarship agreements • One-time Tools & Supplies Fund award upon program enrollment	• Career counseling is available throughout program eligibility • Employer events in development with a minimum of 1 event annually
Outcomes	• Youth are enrolled in a college, credential pathways, or career skills development program • Youth achieve academic student milestones toward transfer, degree or credential pathways		
Reporting Indicators	• # Served	• # Enrolled • % Retained Fall-to-Fall • % Completing program	• # Served • # Connected to employment or apprenticeship
Service Target	• 500 high school students served in Year 1 • 1,300 students annually by Year 4	• 100 first-year students in Year 1 • 130 first-year students annually by Year 4	• 90-100% participating students utilized career supports • 70% of trade completers are connected to employment or apprenticeship with 6 months of completion

Table 27. Program Implementation Standards (Promise Path to UW)

	Transfer Support	Transition & Completion Support
Quality	• Embedded UW Transfer Advisor at Seattle Colleges ensures accurate guidance and knowledge of UW systems, application, and majors • UW Transfer Advisors conduct outreach, follow-up, and support of current Promise students • Summer seminars are taught by UW instructors and take place on UW campus, providing students in-person access to UW campus and faculty and gain writing credits to be used toward bachelor's degree • Summer seminar stipend allows students to prioritize the seminar instead of opting out due to financial needs of a job	• UW Director of Advising Initiatives oversees UW transfer center and ensures UW advisors work with students from application to enrollment and handoff to UW program advisors. • Path to UW Peer Mentors assist new transfer students adjusting to new campus and schedule and build community
	• Coordination between Seattle Colleges advisors through Seattle Promise and UW Transfer Coordinator ensures seamless handoff • UW transfer advisor familiar with UW application, requirements, and how to elevate Promise student UW applications to increase chances of successful application	
Frequency	• No maximum for student participation in transfer supports such as information sessions, workshops, or advising sessions	• Peer mentors hold occasional events and provide support as students start enrollment at UW • Path to UW transferred students can receive up to two transfer equity scholarships
Outcomes	• Youth are enrolled in a college, credential pathways, or career skills development program • Youth achieve academic student milestones toward transfer, degree or credential pathways	
Reporting Indicators	• # Served • # Applications to UW	• % Admitted/Enrolled • % Completing program
Service Target	70 served by summer seminar annually	120 enrolled at UW-Seattle annually

Table 28. Program Implementation Standards (Promise Path to Tech)

	Path to Tech
Quality	• Training reflects current industry standards • Completion agreements digital badges and certificates
Frequency	• Programs may be delivered in-person at partner sites (Seattle Colleges, university campuses, community centers) or online with synchronous instruction
Outcomes	• Youth are enrolled in a college, credential pathways, or career skills development program • Youth achieve academic student milestones toward transfer, degree or credential pathways
Reporting Indicators	• # Enrolled • % Completing program
Service Target	• 65 Seattle Promise and Path to UW scholars annually

Table 29. Program Implementation Standards (Promise Seattle Youth Employment Program)

	Recruitment	Career Supports	Employer Engagement
Quality	• Priority given to students without prior professional internships, first-generation college students, and those pursuing high-demand credentials • Coordination with Seattle Colleges through Seattle Promise ensures alignment with academic pathways	• Host employers must designate a supervisor to provide regular feedback and mentorship • Placements must provide meaningful work aligned with students' fields of study • Compliance with all applicable labor laws	• Contracted partner organizations must demonstrate capacity for internship coordination, employer engagement, and student support services • Supervisors trained to provide quality mentorship
Frequency	• SYEP staff meet quarterly with Seattle Promise staff to discuss recruitment and support.	• Career exploration activities to identify interests and goals • Minimum duration and hours requirements per placement • Ongoing mentorship and check-ins throughout internship	• Ongoing employer cultivation and relationship management • Supervisor training prior to student placement
Outcomes	• Youth are enrolled in a college, credential pathways, or career skills development program		
Reporting Indicators	• # Applications	• # served • % Internship placements	• # served • % Completing program
Service Target	75 Promise scholars apply for SYEP programming annually	60 Promise scholars served annually	60 Promise scholar internship placements across private, nonprofit, and public sector employers

Implementation Timeline

- Seattle Promise Program: Through direct award, DEEL will contract with the Seattle Colleges to implement the Seattle Promise program.
- Promise Path to Trades: Through direct award, DEEL will contract with the Seattle Colleges to implement the Path to Trades expansion.
- Promise Path to University of Washington (UW): Through direct award, DEEL will contract with University of Washington to implement Promise Path to UW.
- Path to Tech: Through direct award, DEEL will contract with the Seattle Colleges to implement the Path to Tech program.
- Promise Seattle Youth Employment Program (SYEP): In 2026, DEEL will establish an inter-departmental agreement with HSD to implement Promise SYEP. Funding will be allocated subject to the Plan's requirements for Competitive Processes.

Strategy 2: Career Pathways

Funded Services

Career Pathways investments create career awareness, provide exploration, and preparation support for Seattle youth interested in careers such as public service and trades. Programs to be funded include

Public Sector Career Programs, Path to Trades Non-Colleges, and Youth Development programs administered by the Human Services Department (HSD), described below.

- **Public Sector Career Programs** provide support for local public sector career development through the following investments:
  - Seattle Fire Department (SFD) career programs, offering young adults an opportunity to explore a career in the fire service. Programming includes youth-focused community outreach, as well as additional funding for the SFD Fire Cadet and Fire Prep programs. The SFD Cadet program is for youth in the pre-application stage, meant to enhance youth familiarity with SFD staff, work culture, and job requirements before they are eligible to apply. The SFD Fire Prep program is for individuals in the SFD hiring pipeline, offering a structured 6–7-week program with a detailed curriculum designed to strengthen applicants before they are hired. The SFD Fire Cadet and Prep program investments include a $1,250 stipend for youth participants.
  - Seattle Police Department (SPD) Explorer's Program, providing workshops and activities to promote interest in law enforcement careers, and offering $2,250 stipends for participants.
- **Path to Trades Non-Colleges,** provides support for public school students in Seattle to enter the trades at Washington state-accredited educational institutions, Washington state-registered apprenticeship programs, or Washington state-accredited training providers, offering a one-time scholarship up to $1,500 for tools, supplies, or other required program and professional items, as well as other financial and academic supports.
- **HSD Youth Development Programs**, provide educational support to Seattle youth such as academic and career mentoring, college and career exploration, pre-employment and career readiness training, Science, Technology, Engineering, Arts, and Math (STEAM) learning, and postsecondary navigation. See Appendix V.III for a list of contracted organizations in this program that are funded through 2027.

Participant Eligibility

Seattle students who live in and/or attend school in Seattle are eligible to receive career pathways services. Individual investments and activities may have different eligibility requirements.

- Public Service Career Programs: Seattle students who meet the eligibility criteria for Seattle Fire and Seattle Police Department career programs, and are working toward successful completion of education or a career pathway, up to age 24. Students with a household income at or below 80% of Area Median Income will be given added consideration in the selection of students for these programs.
- Path to Trades Non-Colleges: Public school students in Seattle who meet provider eligibility criteria to become apprentices, and are working toward successful completion of education or a career pathway.
- HSD Youth Development**:** Seattle students ages 14-24 who remain engaged in and are working toward successful completion of education or career pathways.

Implementation Standards

Implementation standards for investments in this strategy are detailed below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics, as available. This requirement will be included in provider contracts.

Table 30. Program Implementation Standards (Public Sector Careers)

	Fire Career Programs	Police Career Programs
Quality	• Stipends are provided in a timely manner allowing students to meet entry requirements and obtain required tools • Seattle Fire recruits diverse groups of students and families for outreach events	• Stipends are provided in a timely manner allowing students to meet entry requirements, obtain required tools, and pay fees. • Life skills workshops use a growth-oriented approach focusing on developing positive workplace behavior through personal goal setting • Seattle Police Department recruits diverse groups of students and families for outreach events
Amount	• Year-round programming with minimum 150 hours/year	• Year-round programming with minimum 120 hours/year in the explorers' program
Outcomes	• Increase young adults in living-wage careers	• Increase young adults in living-wage careers
Reporting Indicators	• # Applications • # Served • % Completing program	• # Applications • # Served • % Completing program
Service Target	• 50 Cadets annually • 15 Prep participants annually	• 25 Explorers annually

Table 31. Other Career Pathways

	Path to Trades Non-Colleges	HSD Youth Development
Quality	• Selected apprenticeship providers are registered through WA Labor & Industries and are directly tied to employment • Registered apprenticeships combine on the job training with related supplemental instruction in a classroom • Apprentices receive pay from employer for work performed while on the job and in training	• Services are culturally responsive and reflective for populations served. • Programs provide developmental and skill-building supports that strengthen protective factors, confidence, self-determination, supportive adult connections, and readiness skills when directly tied to helping priority populations of youth access, remain engaged in, and successfully complete education or career pathways • Participate in HSD-led networking cohorts to share referrals, quality practices, and program improvements
Amount	• To be determined as part of RFP design	• Minimum 6-weeks of programing
Outcomes	• Increase # of youth in living-wage careers	• Youth develop social-emotional & workplace skills • Increase of # of youth who successful complete education or career pathway
Reporting Indicators	• # Enrolled • % Completing program • # Connected to employment or apprenticeship	• # Served • % Completing program • % Achieving employment or skills development outcomes • # Connected to employment or career pathway
Service Target	TBD following RFP	990 youth annually

Implementation Timeline

- Public Service Career Programs: Public Service Career Programs: Beginning in FEPP Year 2, DEEL will partner with SPD and SFD to implement public service career pathway services. Funding will be allocated subject to the Plan's requirements for Competitive Processes.

- Path to Trades Non-Colleges: In 2026, DEEL will conduct a competitive grant process to identify Path to Trades partners. Future funding will be allocated subject to the Plan's requirements for Competitive Processes.

- HSD Youth Development: Existing HSD agreements for Youth Development are valid through the end of 2027. In 2027, HSD will conduct a competitive process for the duration of the levy, after assessing program performance and impact related to levy outcomes.

V. Appendix

V.I Detailed Six-Year Spending Plan

The six-year spending plan presented here is planned spending. The budget may be amended and modified as part of the City's annual budget process.*

Strategy Funded Services	**Year 1** **2026-27 SY**	**Year 2** **2027-28 SY**	**Year 3** **2028-29 SY**	**Year 4** **2029-30 SY**	**Year 5** **2030-31 SY**	**Year 6** **2031-32 SY**	**6-Year Total**
Ready to Start (Early Learning)							
Home Visiting	**$4,377,422**	**$4,508,744**	**$4,644,007**	**$4,783,328**	**$4,926,827**	**$5,074,632**	**$28,314,961**
Nurse Family Partnership	$2,902,096	$2,989,159	$3,078,834	$3,171,199	$3,266,335	$3,364,325	$18,771,946
Parent Child	$1,475,326	$1,519,585	$1,565,174	$1,612,129	$1,660,493	$1,710,308	$9,543,014
Health	**$3,961,769**	**$4,151,864**	**$4,349,799**	**$4,555,874**	**$4,770,398**	**$4,993,693**	**$26,783,398**
Developmental Bridge	$614,844	$633,289	$652,288	$671,857	$692,012	$712,773	$3,977,063
Childcare Health Program	$3,346,925	$3,518,575	$3,697,511	$3,884,017	$4,078,386	$4,280,921	$22,806,335
Childcare	**$20,514,400**	**$19,747,278**	**$20,414,126**	**$21,103,935**	**$21,817,513**	**$22,150,323**	**$125,747,574**
Childcare Subsidies	$15,611,311	$14,049,991	$14,502,813	$14,970,236	$15,452,732	$15,950,788	$90,537,870
Homeless Childcare Subsidies	$499,988	$514,987	$530,437	$546,350	$562,741	$579,623	$3,234,126
SPP Waitlist Voucher Pilot		$955,541	$984,208	$1,013,734	$1,044,146	$1,075,470	$5,073,099
SPR Childcare Scholarships	$1,028,685	$709,861	$731,157	$753,092	$775,683	$393,573	$4,392,051
Childcare Workforce	$2,750,000	$2,873,750	$3,003,069	$3,138,207	$3,279,426	$3,427,000	$18,471,452
Family Childcare Mentorship Program	$624,416	$643,148	$662,442	$682,316	$702,785	$723,869	$4,038,976
Seattle Preschool Program	**$55,881,676**	**$59,409,664**	**$63,110,990**	**$66,993,239**	**$71,045,466**	**$75,220,078**	**$391,661,114**
Ready to Start Labor	$12,171,622	$10,819,405	$11,252,181	$11,702,268	$12,170,359	$12,657,173	$70,773,008
Cost & Risk Reserve	$292,612	$408,388	$2,647,528	$2,811,037	$2,995,238	$3,417,269	$12,572,072
Total Ready to Start	**$97,199,500**	**$99,045,344**	**$106,418,631**	**$111,949,680**	**$117,725,801**	**$123,513,169**	**$655,852,125**
Ready to Learn (K-12)							
Expanded Learning Opportunities	**$29,939,631**	**$30,384,691**	**$31,276,732**	**$32,265,534**	**$33,241,900**	**$33,217,604**	**$190,326,093**
School-Based Supports	$22,361,188	$25,000,786	$25,731,309	$26,553,749	$27,358,761	$28,192,025	$159,861,541
Community Supports	$4,682,339	$3,292,898	$3,391,685	$3,493,435	$3,598,238	$3,706,185	$22,164,780
Sports	$272,124	$280,288	$288,696	$297,357	$306,278	$315,466	$1,760,209
SPR Environmental Learning	$1,531,665	$1,056,950	$1,088,659	$1,121,319	$1,154,958	$586,011	$6,539,562

Strategy Funded Services	**Year 1** **2026-27 SY**	**Year 2** **2027-28 SY**	**Year 3** **2028-29 SY**	**Year 4** **2029-30 SY**	**Year 5** **2030-31 SY**	**Year 6** **2031-32 SY**	**6-Year Total**
Basic Needs	**$5,032,684**	**$5,558,401**	**$1,456,314**	**$1,495,365**	**$1,535,588**	**$1,516,009**	**$16,594,363**
Housing and Homelessness	$656,966	$676,675	$696,975	$717,884	$739,421	$761,604	$4,249,525
School Meals		$4,740,000					$4,740,000
Transportation	$466,289	$480,278	$494,686	$509,527	$524,813	$540,557	$3,016,150
Food Support Program	$154,618	$154,618	$154,618	$154,618	$154,618	$154,618	$927,710
Food Assistance Program	$500,000	$500,000	$500,000	$500,000	$500,000	$500,000	$3,000,000
HSD Summer Food Program	$154,811	$106,830	$110,035	$113,336	$116,736	$59,230	$660,978
Health	**$33,677,205**	**$30,096,902**	**$30,999,809**	**$31,929,805**	**$32,887,698**	**$32,915,265**	**$192,506,685**
School Based Health Centers (SBHC)	$10,037,765	$13,877,767	$14,294,100	$14,722,923	$15,164,611	$15,619,549	$83,716,71
Expanded SBHC Mental Health Staff	$8,863,119	$6,077,000	$6,259,310	$6,447,089	$6,640,502	$6,838,217	$41,125,237
Mental Health Prevention	$4,446,582	$3,048,800	$3,140,264	$3,234,472	$3,331,506	$3,403,451	$20,632,075
Mental Health Early Intervention	$2,253,335	$1,545,000	$1,591,350	$1,639,091	$1,688,263	$1,738,911	$10,455,950
Mental Health Treatment	$5,342,272	$3,662,930	$3,772,818	$3,886,003	$4,002,583	$4,121,660	$24,788,266
Mental Health Operations	$300,445	$206,000	$212,180	$218,545	$225,102	$235,355	$1,397,627
HSD Youth Behavioral Health	$2,176,212	$1,501,730	$1,546,782	$1,593,187	$1,640,982	$832,614	$9,291,507
HSD Multisystemic Therapy	$257,475	$177,675	$183,005	$188,495	$194,149	$98,507	$1,099,306
Safety	**$9,668,245**	**$7,532,992**	**$7,797,017**	**$8,070,675**	**$8,354,331**	**$8,516,213**	**$49,939,473**
HSD Gender-Based Violence Prevention	$802,950	$554,089	$570,711	$587,832	$605,467	$307,207	$3,428,256
HSD School-Based Safety	$6,438,750	$4,443,163	$4,576,458	$4,713,752	$4,855,164	$5,185,089	$30,212,376
Restorative Practices	$1,626,545	$1,711,740	$1,801,128	$1,894,909	$1,993,293	$2,096,498	$11,124,113
Opportunity-Based Mentoring	$800,000	$824,000	$848,720	$874,182	$900,407	$927,419	$5,174,728
Ready to Learn Labor	**$3,400,369**	**$3,173,771**	**$3,300,722**	**$3,432,751**	**$3,570,061**	**$3,712,863**	**$20,590,536**
Cost & Risk Reserve	**$252,464**	**$341,187**	**$1,943,730**	**$2,037,958**	**$2,142,531**	**$2,305,421**	**$9,023,292**
Total Ready to Learn	**$81,970,599**	**$77,087,944**	**$76,774,324**	**$79,232,088**	**$81,732,108**	**$82,183,375**	**$478,980,441**
Ready to Launch (Post-Secondary)							
College Pathways	**$10,783,539**	**$11,421,518**	**$11,870,021**	**$12,213,675**	**$12,567,497**	**$12,961,813**	**$71,818,063**
Seattle Promise	$8,703,776	$8,964,889	$9,233,835	$9,510,851	$9,796,176	$10,090,061	$56,299,588

Strategy Funded Services	**Year 1** **2026-27 SY**	**Year 2** **2027-28 SY**	**Year 3** **2028-29 SY**	**Year 4** **2029-30 SY**	**Year 5** **2030-31 SY**	**Year 6** **2031-32 SY**	**6-Year Total**
Path to Trades	$1,540,757	$1,900,974	$2,063,919	$2,113,436	$2,164,312	$2,216,602	$12,000,000
Path to Tech	$95,000	$97,850	$100,786	$103,810	$106,924	$110,132	$614,502
Path to UW	$335,006	$345,535	$355,842	$366,471	$377,405	$418,657	$2,198,917
Promise SYEP Internships	$109,000	$112,270	$115,638	$119,107	$122,680	$126,361	$705,057
Career Pathways	**$7,329,001**	**$5,373,750**	**$5,534,963**	**$5,701,011**	**$5,872,041**	**$3,281,856**	**$33,092,622**
Path to Trades Non-Colleges	$309,195	$318,471	$328,025	$337,866	$348,002	$358,442	$2,000,000
Pub. Sect. Pathways SPD Explorers		$ 93,650	$96,459	$99,352	$102,334	$105,403	$497,198
Pub. Sect. Pathways SFD Career Programs		$117,500	$121,025	$124,656	$128,395	$132,247	$623,823
HSD Youth Development	$7,019,806	$4,844,129	$4,989,454	$5,139,137	$5,293,311	$2,685,764	$29,971,601
Ready to Launch Labor	**$887,509**	**$941,559**	**$979,222**	**$1,018,390**	**$1,059,126**	**$1,101,491**	**$5,987,296**
Cost & Risk Reserve	**$58,811**	**$79,010**	**$478,519**	**$500,845**	**$525,921**	**$501,583**	**$2,144,689**
Total Ready to Launch	**$19,058,859**	**$17,815,837**	**$18,862,725**	**$19,433,920**	**$20,024,586**	**$17,846,743**	**$113,042,670**
Operations (Leadership & Administration)							
Administrative Costs	$3,297,979	$3,314,384	$3,529,913	$3,760,104	$4,005,973	$3,801,392	$21,709,744
External Evaluation	$1,189,961	$1,225,659	$1,262,429	$1,300,302	$1,339,311	$1,379,490	$7,697,153
Operations Labor	$7,748,973	$8,011,968	$8,332,447	$8,665,744	$9,012,374	$9,372,869	$51,144,375
Cost & Risk Reserve	$37,877	$55,914	$341,623	$363,103	$387,257	$420,862	$1,606,637
Total Operations	**$12,274,789**	**$12,607,925**	**$13,466,412**	**$14,089,253**	**$14,744,915**	**$14,974,614**	**$82,157,909**
FEPP 25 TOTAL	**$211,276,840**	**$206,402,432**	**$215,367,474**	**$224,550,324**	**$234,072,791**	**$238,363,283**	**$1,330,033,144**

*Note: Numbers may not add up due to rounding

V. II SLI Response

The table below identifies Council priorities outlined in 2026 Statements of Legislative Intent DEEL001S-A-1 and DEEL-002-A-3.

	Council Priority	Plan Section	Page
1	Quarterly Reporting	Quarterly Reporting	10 – 11
2	Universal citywide preschool feasibility study	Evaluation	13
3	Preschool voucher pilot program	Preschool	21
4	Restorative practices and non-punitive safety investments	Safety	34
5	Afterschool programming for at-risk youth	Community Supports; Youth Development	25
6	Food assistance	Basic Needs	38
7	Support for foster care youth transitioning to adulthood	Preschool; Youth Mental Health	21,35
8	Support for public sector careers	Career Pathways	50
9	Support for information technology careers	Promise Path to UW; Promise Seattle Youth Employment Program	48

V.III Year 1 (School Year 2026-2027) Contracted Partners

The 2025 FEPP Levy continues many existing City investments that provide education support services to Seattle children, youth, and families. The table below presents investments and contracted partners that will continue for the first year for FEPP implementation (Calendar Year 2026 or School Year 2026-2027), or longer, to prevent disruption of services to community. Contracts may be renegotiated to meet implementation standards outlined in this plan.

Ready to Start: Early Childhood

Strategy	Department	Investment	Contracted Partners
Home Visiting	DEEL	Nurse Family Partnership	Public Health—Seattle and King County (PHSKC)
Home Visiting	DEEL	ParentChild+	United Way King County
Health	DEEL	Developmental Bridge	King County Developmental Disabilities and Early Childhood Supports
Health	DEEL	Child Care Health Program	PHSKC
Childcare	DEEL	Child Care Assistance Program	See list below
Childcare	SPR	School Age Childcare	Associated Recreation Council
Childcare	DEEL	Homeless Child Care	BrightSpark
Childcare	DEEL	Child Care Referral	Mary's Place
Childcare	DEEL	Child Care Workforce Payments	BrightSpark
Childcare	DEEL	Family Child Care Mentorship	Imagine Institute
Preschool	DEEL	Seattle Preschool Program	See list below
Preschool	DEEL	SPP Scholars	North Seattle College

Ready to Learn: K-12 Student Supports

Strategy	Department	Investment	Contracted Partners
Expanded Learning Opportunities	DEEL	School-Based Investments	See list below
Expanded Learning Opportunities	DEEL	Family Support Services	SPS
Expanded Learning Opportunities	DEEL	Community-Based Organizations	• ACE Academy • Adult & Youth Learning Center • Atlantic Street Center • BRAVE • Celebrating Roots • Creative Justice • East African Community Services • Empowering Youth & Families Outreach • Eritrean Association • FEEST • Financial Leadership Skills Academy • Friends of the Children • Geeking Out Kids of Color • Girls on the Run • Kandelia • Movimiento Afrolatino Seattle • Multimedia Resources and Training Institute • Neighborhood House • OneWorld Now! • Refugee Women's Alliance • SafeFutures Youth Center • School Connect WA • SPR • South End Stories • STEM Paths Innovation Network • The Breakfast Group • The Good Foot Arts Collective • Urban League of Metropolitan Seattle • WA-BLOC • YMCA Young Women Empowered
Expanded Learning Opportunities	DEEL	Culturally Specific and Responsive	SPS
Expanded Learning Opportunities	DEEL	Sports	SPR

Ready to Learn: K-12 Health and Safety

Strategy	Department	Investment	Contracted Partners
Health	DEEL	Nursing	PHSKC
Health	DEEL	Behavioral Health Coordination	PHSKC
Health	DEEL	Universal Screening	SPS
Health	DEEL	Youth Mental Health	• Asian Counseling and Referral Service • Consejo Counseling and Referral Services • Joon • PHSKC • Seattle Children's - Odessa Brown • Southwest Youth and Family Services • Seneca Family of Agencies • SPS • TalkSpace • WA Therapy Fund Foundation
Safety	DEEL	Multisystemic Therapy	KC Dept. of Community and Human Services
Safety	HSD	School-Based Safety	• Atlantic Street Center • Lambert House • Neighborcare Health • Northwest Credible Messenger • South East Youth and Family Services • Southwest Youth and Family Services • Teen Link • Therapuetic Health Services • WAPI Community Services
Safety	DEEL	Restorative Practices	SPS
Safety	HSD	School-Based Safety	• Community Passageways • Freedom Project • InvestED • Seattle Children's Hospital • Seattle Neighborhood Group • Urban Family • YMCA of Greater Seattle
Safety	HSD	Gender-Based Violence Prevention	• Good Foot Arts Collective • Seattle Indian Health Board • Solid Ground WA
Basic Needs	DEEL	Housing and Homelessness Support	Neighborhood House
Basic Needs	HSD	Summer Food Program	SPS

Ready to Launch: College and Career Supports

Strategy	Department	Investment	Contracted Partners
College Pathways	DEEL	Seattle Promise	Seattle Colleges
College Pathways	DEEL	Promise Path to UW	University of Washington
College Pathways	DEEL	Promise SYEP	Human Services Department (HSD)
Career Pathways	HSD	HSD Youth Development	• Asian Counseling and Referral Services • Consejo Counseling and Referral Services • Dare 2 Be • El Centro De la Raza • Empowering Youth and Families Outreach • Geeking Out Kids of Color • Good Foot-Rainier Valley Corps • Life Enrichment Group • Open Doors for Multicultural Families • Stem Path Innovation Network • YMCA of Greater Seattle • World Mind Creation Academy • Seattle Goodwill Industries • Youth Build

Child Care Assistance Program Providers

- 1st Start Learning Family Home Center
- A Mother's Touch Daycare
- Aaliyah Family Learning Program LLC
- ABC Academy of Diversity LLC
- Adam Home Day Care
- Ages in Stages Childcare
- Aisha Family Childcare
- Aisha Home Daycare
- Al Fatha Home Day Care
- Al-Nura Home Daycare
- Amiin Family Child Care
- Anab Hash Haybe
- Anas Family Child Care
- Angels Nest Childcare
- Anisa Daycare LLC
- Asha's Family Child Care
- Associated Recreation Council
- Astan Childcare
- Aster Blossom Child Care
- Ayan Childcare
- Ayan Family Child Care
- Ayans Family Home Childcare
- Azhar Family Child Care
- Barakat Home Day Care
- Beginnings CC 1
- Hormuud Home Family
- Iftin Childcare
- Ilhan Home Day Care
- Iman Family Childcare
- In Toddler Care
- Innsha Allah Family Childcare
- Iqra Family Child Care
- Ismahan Family Childcare
- Jasmin Day Care
- Khayrd Home Childcare
- Khayre Family Daycare
- Kids First Early Learning
- Kiki Family Childcare
- Kusum's Family Child Care
- Laila Waran Childcare
- Le Jardin Day Care & Preschool
- Little Blessings Daycare
- Little Cubs
- Little Jewel Daycare LLC
- Lovable Nest Child Care
- Loved Kids Family Home Daycare
- Loving Family Home Childcare
- Loving Hands Childcare
- Mai Thanh Day Care, Inc.
- May May & Yan Yan's Family Day Care

- Boru Family Child Care
- Bright Minds Home Childcare
- Bright Start Family Home Child Care
- BrightSpark
- Busy Bee Childcare
- Causey's Learning Center
- Child Care For All
- Community School
- Cottage School
- Creative Kids
- Creciendo Juntos
- Denise Learning Center
- Denise Louie Education Center
- Discovery Child Care & Preschool
- Early Learning & Development Center
- Ebla Family Childcare
- El Centro de la Raza
- Fahima Home Day Care
- Fatah Child Care
- Fatax Home Child Care
- Fathiya Hassan
- FGH Corporation Yasmine Daycare
- Filsan Family Early Learning Program
- First Place
- Firststep Child Care Learning Center
- Grandmas Daycare LLC
- Growing Hearts Childcare
- Haggard-Nelson Child Care Resources Inc
- Hanan Family Daycare
- Happy Day Care
- Hayat Family Home Childcare
- Hidaya Family Child Care LLC
- Hinda Childcare
- Hoa Nguyen Home Daycare
- Hobyo One Childcare
- Maymun Home Childcare
- Miles of Smiles Family Child Care
- Minas Day Care
- Mona's Childcare LLC
- Moyale Home Family Childcare
- Muna Childcare
- Nasiib Family Child Care
- Nasri Family Child Care
- Nasteha Family Childcare
- Nesteho Child Care
- Nurturing Hands Daycare
- Paradise Family Home Childcare
- Playmates Daycare
- Radwaan Family Child Care
- Rahma Daycare
- Rahma Home Daycare
- Ram's Early Learning Program
- Ridwan Family Daycare
- Sabastian's Bilingual Preschool
- Salmaan Family Childcare
- Senait Family Home Child Care
- Small World Childcare
- Son Rise Child Care
- Suheila Childcare LLC
- Takaba Childcare
- Takawal Family Childcare LLC
- The Little Dreamers
- Tina Abdinoor Falestin daycare
- View Point Child Care
- Waliin In Home Childcare
- Weeble Peeple Day Care
- Yusra Home Day Care
- Zamzam’s Family Home Childcare
- Zhi Weng Ye
- Hormuud Home Family

Seattle Preschool Program Providers

- Anas Family Child Care
- Angels Nest Childcare
- Associated Recreation Council
- Aster Blossom Child Care
- Boru Family Child Care
- Chinese Information Service Center
- Community School of West Seattle
- Creative Kids
- Denise Louie
- Launch
- Le Jardin Day Care and Preschool
- Lovable Nest Child Care
- Nasri Family Child Care
- Northwest Center Kids
- Nurturing Hands Daycare
- Primm ABC Child Care
- Puget Sound Ed. Svc. Dist. Educare
- Refugee Women's Alliance

- El Centro - Jose Marti CDC at Beacon Pacific Village
- Experimental Education Unit UW
- First Place Preschool
- Hanan Family Daycare
- Hayat Family Home Childcare
- Hearing, Speech and Deaf Center
- Hilltop Children's Center
- Hormuud Home Family
- Hutch Kids Child Care
- Ilhan Home Day Care
- Iman Family Childcare
- Innsha Allah Family Childcare
- Jasmin Day Care
- KinderCare
- Kusum's Family Child Care
- La Escuelita Bilingual School
- Sabastian's Bilingual Preschool
- Salmaan Family Childcare
- SPS
- Seed of Life
- Senait Family Home Child Care
- Sound Child Care Solutions
- The Children's Center B.G. Gardens
- The Little Dreamers
- Tiny Tots
- United Indians of All Tribes
- Voices of Tomorrow
- Waliin In Home Childcare
- West African Community Council
- WorldKids
- YMCA

School Based Investments

- Beacon Hill Elementary School (ES)
- Aki Kurose Middle School (MS)
- Chief Sealth High School (HS)
- Cleveland HS
- Concord ES
- Dearborn Park ES
- Denny International MS
- Dunlap ES
- Emerson ES
- Franklin HS
- Interagency HS
- John Muir ES
- Kimball ES
- Leschi ES
- Lowell ES
- Madrona ES
- Martin Luther King Jr. ES
- Mercer MS
- Northgate ES
- Olympic Hills ES
- Rainier Beach HS
- Rising Star ES
- Robert Eagle Staff MS
- Sand Point ES
- Sanislo ES
- South Shore PK-8
- Thurgood Marshall ES
- Washington MS
- West Seattle ES
- Wing Luke ES

V.IV Evaluation Principles

The evaluation of FEPP investments will be guided by five core values framed as actions. Putting principles into action requires city staff to: (1) practice accountability, (2) support continuous quality improvement, (3) commit to asset-based indicators, (4) disaggregate data by subpopulations, and (5) promote good stewardship of public funds.

1. Practice Accountability: Evaluation activities will ensure that levy-funded activities are aligned with stated goals and produce measurable results. Departments will clearly define expectations, track progress toward outcomes, and report findings transparently to the Levy Oversight Committee, City Council, and the public. Accountability will be framed not only as compliance, but as a shared commitment to delivering meaningful improvements for Seattle's children and youth.
2. Support Continuous Quality Improvement: Evaluation activities will function as a tool for learning and improvement across the six-year levy. Monitoring and evaluation findings will be used to refine strategies, strengthen program implementation, and support providers in improving service quality. By generating timely and actionable insights, evaluation activities will help ensure that FEPP investments evolve in response to emerging needs and lessons learned.
3. Commit to Asset-Based Indicators: Evaluation activities will prioritize asset-based indicators that reflect strengths, progress, and positive development. Rather than focusing solely on deficits or gaps, measures will highlight student growth, resilience, achievement, and milestones toward long-term success. This approach aligns with the City's Race and Social Justice Initiative by recognizing and building upon the strengths of Seattle's communities.
4. Disaggregate Data by Subpopulations: To ensure student achievement is improving equitably across student population, data will be disaggregated by race, ethnicity, gender, income, language, disability status, and other relevant characteristics. This practice ensures that improvements are not masked by aggregate averages and allows City to identify and address disparities. Evaluation will examine whether levy investments are reducing persistent opportunity gaps.
5. Promote Good Stewardship of Public Funds: As stewards of public resources, City will use evaluation to ensure that levy investments are deployed effectively and efficiently. Evaluation findings will inform strategic decisions about scaling, refining, or discontinuing approaches based on evidence of impact. By linking funding decisions to measurable outcomes, City aims to increase public trust and ensure responsible use of levy dollars.

V.V Ready to Learn Domain Investment Details

This appendix provides additional details to guide service implementation for funded strategies within the Ready to Learn Domain.

Expanded Learning Opportunities

Academic Supports

Academic supports are targeted interventions that are designed to close learning gaps and increase student proficiency in English Language Arts (ELA) and math. Funded activities include high impact tutoring and extended instructional time. Supports can be delivered during the school day or out-of-school time (OST) such as afterschool, break camps, or summer.

High impact tutoring services include one-on-one or small group tutoring (maximum 6:1 student to tutor ratio). Services must be aligned to approved school curriculum and delivered by certificated teachers or trained tutors. Minimum frequency is three 30-minute sessions per week for 10 consecutive weeks; frequency may be modified for OST settings such as a break camp or summer program.

Extended instructional time includes large group or traditional classroom format instruction with student to educator ratio in alignment with SPS grade-level policies. Services must be aligned to core classroom curriculum and delivered by certificated teachers or trained tutors. Minimum frequency is 30 minutes per week. This activity supplements, and does not supplant, the provision of basic education as defined and funded by the state.

Enrichment Supports

Enrichment supports are targeted interventions that are designed to boost student engagement, attendance, physical and mental health so they are ready to learn, and achievement of levy goals. Supports can be delivered during the school day or OST. Enrichment programs may include, but are not limited to, mentoring, science, technology, engineering, math (STEM), arts and culture, sports and physical wellness, social emotional learning, civic engagement, youth leadership development programming, international experiential learning, college and career readiness activities, environmental education, and Community Learning Centers. These activities supplement, and do not supplant, the provision of basic education as defined and funded by the state.

Enrichment support funding will prioritize career-connected learning in alignment Ready to Launch investments. This includes, but is not limited to, exposure to trades and industry skills, information technology artificial intelligence, coding, software engineering, and computer programming. School-Based Investments require funded schools to provide after-school and summer enrichment with the frequency standards listed below. Other FEPP-funded services have flexibility to choose their implementation model at the specified frequency.

Integrated Supports

Integrated supports are targeted interventions that are designed to provide youth and families with supportive relationships and navigation assistance. Interventions may include, but are not limited to, mentoring and case management services. Case management services support students who are chronically absent and not yet meeting grade level learning standards. Service models include attendance case managers or school social workers that may serve up to 200 students annually per FTE or intensive family case management (such as Family Support Services) that may support a caseload of 20 students. Intensive family case management removes barriers to student learning through activities such as meeting students' basic needs, providing interventions to help students develop social,

emotional, and self-regulation skills, and creating connections to economic resources that help the student's family maintain stability. When students' basic needs are met, they are able to focus on learning and meeting academic goals. These investments are designed to help eliminate non-academic and socioeconomic barriers to educational achievement and career readiness.

Mentoring programs provide services such as structured case management, academic engagement support, leadership development, identity-affirming practices, and ongoing care coordination designed to improve attendance and academic outcomes for students. Services are delivered a minimum of 3 times per week and can occur during the school day or OST.

Active Family and Community Engagement

Family and community engagement consists of strategies and activities centered on school partnership with families in decision making and supporting students, as well as connecting families with needed services and supports. Interventions may include, but are not limited to, language access supports such as translation and interpretation, student-led conferences, and established frameworks like Family Co-Design, Dual Capacity Building, Academic Parent Teacher Teams (APTT).

Collaborative Leadership and Practices

Collaborative leadership and practices are essential to the success of School-Based Investments. These practices ensure school-community partnerships share common vision, communicate effectively, and have clear distribution of contracted partner responsibilities. This could include a temporary staff coordinator; staffing allocation would be proportionate to grant amount. The coordinator can be employed by SPS or a CBO. Duties may include:

- Primary liaison to City and responsible for the holistic implementation of the program model
- Member of school's Community Leadership Team
- Cultivates and manages school-CBO partnerships
- Coordinates community & family engagement activities
- Promotion of available services and student/family enrollment
- Data monitoring submission to City and use of data to improve student outcomes

School-Based Safety

Safe Passages

This program element places trusted adults from CBO staff along main routes to and from school grounds to foster safe environments. According to a Justice Department briefing, Safe Passage programs track locations with high volumes of students before and after school, and that may have seen previous violence. This element plays a key role in identifying emerging conflicts, preventing further escalations, and providing opportunities for de-escalation.

Conflict Mediation and Deescalation

This program element is a modification of Violence Interrupter strategies, with a specific focus on mediating conflict. According to the John Hopkins Bloomberg School for Public Health, violence Interrupters "are trained to interrupt cycles of retaliatory violence, help connect high risk individuals to social services, and change norms around using guns to solve conflict." The school-based conflict mediation efforts center on identifying emerging conflicts involving students, engaging those youth involved in a conflict, and de-escalating the conflict. Violence Interrupters are also charged with connecting students to case management support.

Case Management and Resource Navigation

Under the program model, case managers act as a resource for youth and assist their families. Case managers focus on meeting a wide range of needs to support the development of safe activities, relationships, and spaces for youth. If the case manager doesn't have direct access to a specific resource, they will connect the student and/or their family to other programs and resources to provide a tailored support plan.

Family Resource Fund

This fund is a flexible pool of funds available to students and their families at each school site selected by HSD and SPS for school-based safety measures. Family Resource Funds are intended to address a broad array of needs, ranging from basic needs support (utility or food support) to more flexible needs (yearbook or school activity costs). When a student's basic needs are met, they are able to focus on learning and meeting their academic goals. The Family Resource Fund is not intended to replace program-based participation incentives, like stipends, or be used to cover CBOs' direct program costs. Each situation is reviewed by SPS, HSD, and a contracted CBO who disperses funds to schools. These investments are designed to help eliminate non-academic and socioeconomic barriers to educational achievement and career readiness.

V.VI Abbreviations

Abbreviation	Full Meaning
CBO	Community-Based Organization
CCAP	Child Care Assistance Program
CCHP	Child Care Health Program
City	City of Seattle
CQI	Continuous quality improvement
DCHS	King County Department of Community and Human Services
DCYF	Washington State Department of Children, Youth, and Families
DEEL	Department of Education and Early Leaning
ECEAP	Washington State's Early Childhood Education and Assistance Program
ELO	Expanded Learning Opportunities
FCC	Family Child Care
FEPP	Families, Education, Preschool, and Promise Levy
HSD	Human Services Department
LOC	Levy Oversight Committee
NFP	Nurse Family Partnership
MST	Multisystemic Therapy
OSE	Office of Sustainability and Environment
OST	Out of School Time
Plan	Implementation and Evaluation Plan for the FEPP Levy
PHSKC	Public Health Seattle King County
RET	Racial Equity Toolkit
SMI	State Median Income
SPR	Department of Parks and Recreation
SBHC	School Based Health Center
Seattle Colleges	South Seattle College, Seattle Central College, and North Seattle College, and Seattle Colleges District
Seattle Promise	Seattle Promise Program
SPP	Seattle Preschool Program
SY	School Year
ToC	Theory of Change
UW	University of Washington
YPQA	Youth Program Quality Assessment

Summary and Fiscal Note

1. Legislation Summary

Department: Department of Education and Early Learning

Title: An ordinance relating to the 2025 Families, Education, Preschool, and Promise Levy; approving an implementation and evaluation plan as required by Ordinance 127238; and ratifying and confirming certain prior acts.

Background: This legislation approves a Families, Education, Preschool, and Promise Levy Implementation and Evaluation Plan ("the Plan") as required by Section 7 of Ordinance 127238. Ordinance 127238, which authorized a $1.2583 billion, six-year education services levy package, directs that Levy proceeds can only be invested in accordance with a Plan approved by ordinance. The Plan sets out the priority criteria, measurable outcomes, and methodology by which Levy proceeds-funded strategies will be selected and evaluated. The Plan includes the process and schedule by which partners will be selected to provide services as well as the evaluation methodology to measure individual investment and overall Levy impacts.

A ratify and confirm clause approving actions prior to the ordinance effective date is included because it has been necessary to start certain activities in January 2026 in order to ensure continuity of services and minimize service disruptions. Calendar year 2026 and School Year 2026-2027 investments are detailed in the Plan Appendix.

Summary Attachments:

Summary Attachment 1 – Racial Equity Toolkit – Child Care Workforce Payments

Summary Attachment 2 – Racial Equity Toolkit – Safety

Summary Attachment 3 – Racial Equity Toolkit – Path to Trades

Summary Attachment 4 – Stakeholder Engagement Summary

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2. Capital Improvement Program (CIP)

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

☐ Yes

☒ No

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3. Summary of Financial Implications

Does this legislation have financial impacts to the City?

☐ Yes

☒ No

3d. Other Financial Impacts

a. Does this legislation create any other financial impacts for The City of Seattle, such as direct or indirect costs, one-time or ongoing, that aren't mentioned above? If yes, please explain these impacts.

No. This legislation adopts the Levy Implementation and Evaluation Plan.

b. If the legislation has costs that can be covered within the current budget, explain how. Does the department have extra resources in its budget to handle these costs? Or does the department need to shift resources away from other work to handle these costs?

N/A

c. What financial costs or other impacts might happen if this legislation is not implemented?

If legislation is not implemented before the summer of 2026, the department will not be able to release competitive bidding processes or otherwise ensure consistent and uninterrupted service for services not contemplated in the FEPP 2018 Implementation and Evaluation Plan such as Path to Trades for the 2026-27 school year.

d. How might this legislation affect other City departments besides the one that proposed it?

Multiple City departments contribute to the implementation of this legislation, includes the Human Services Department, Office of Sustainability and Environment, Seattle Fire Department, Seattle Parks and Recreation, and the Seattle Policy Department.

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4. Other Impacts

a. Does this legislation require a public hearing?

☐ Yes

☒ No

b. Does this legislation require a notice to be published in The Daily Journal of Commerce and/or The Seattle Times?

☐ Yes

☒ No

c. Does this legislation affect a piece of property?

No

d. Race and Social Justice Initiative impacts:

1. How does this legislation affect vulnerable or historically disadvantaged communities? How did you come to this conclusion? Please consider both impacts within City government (like employees and internal programs) and in the broader community.

The Plan outlines DEEL's commitment to promote educational equity through the three domains: Ready to Start, Ready to Learn, and Ready to Launch. The overarching goal of the FEPP Levy is to "ensure every child has

the resources to be ready to start, ready to learn, and ready to launch, so that every child can succeed." Funded education support services are designed to promote equitable outcomes for Seattle children, youth, and families. A summary of stakeholder engagement conducted to inform investment design is attached to this Fiscal Note.

2. Please attach any Racial Equity Toolkits or other racial equity analyses used to develop or assess this legislation.

In designing new and expanded investments, DEEL completed Racial Equity Toolkits (RET) following the Office for Civil Rights framework. Attached RETs include review of policies related to the following FEPP funded services:

- Childcare Workforce Payments
- Safety
- Path to Trades

3. What is the Language Access Plan for communicating with the public about this legislation?

In accordance with Executive Order 2017-10, DEEL partners with the Office of Immigrant and Refugee Affairs to ensure equitable access to information regarding department activities and services. Additional details regarding language access will be included in subsequent annual Language Access Plans submitted to OIRA.

e. Climate change impacts:

1. Emissions: Will this legislation significantly increase or decrease carbon emissions? Attach any studies or materials that inform your answer.

N/A

2. Resiliency: Will this legislation make Seattle more or less able to adapt to climate change? If it reduces resiliency, explain what can be done to lessen the impact.

N/A

f. If this legislation creates a new program or expands an existing one, what are the long-term, measurable goals? How will this legislation help achieve those goals? What methods will be used to track progress?

The Implementation and Evaluation Plan details long-term and measurable goals for all investments concurrent with request for budget appropriation.

g. Does this legislation create a non-utility CIP that involves shared funding with a non-City partner or organization?

No.

Seattle Office for Civil Rights

Seattle Department of Education & Early Learning

FAMILIES EDUCATION PRESCHOOL & PROMISE

OCR Racial Equity Toolkit Assessment Worksheet

Title of policy, initiative, program, budget issue: Child Care Workforce Payments
Description: Annual payments to be issued to staff at licensed child care providers to support Seattle child care workers.
Department: Department of Education and Early Learning (DEEL)
Contact: Raka Bhattacharya

Indicate whether the item is:
☐Policy ☐Initiative ☒Program ☐Budget Issue

Step 1. Set Outcomes.

1a. What does your department define as the most important racially equitable community outcomes related to the issue?

- # Sites Participating
- # Workers Participating
- % of Participants staying in workforce from year to year

1b. Which racial equity opportunity area(s) will the issue primarily impact?

☒Education
☒Community Development
☐Health
☐Environment
☐Criminal Justice
☒Jobs
☐Housing

Are there impacts on impacts on:

☒Contracting Equity
☒Workforce Equity
☒Immigrant/Refugee Access to Services
☐Inclusive Outreach and Public Engagement

Please describe:

- The child care workforce is mainly women of color and immigrants.
- Family Child Care (FCCs) providers operate small businesses on razor-thin profit margins with limited administrative capacity.
- Application system barriers (e.g., address verification confusion, language access gaps) disproportionately impact immigrant providers and providers near Seattle city boundaries (e.g., White Center, Burien, Lynnwood, etc.).

Step 2. Involve Stakeholders & Analyze Data.

2a. Are there impacts on geographic areas? ☒Yes ☐No

☒All Seattle Neighborhoods	☐Lake Union	☐East District
☐Ballard	☐Southwest	☒King County (outside Seattle)
☐North	☐Southeast	☒Outside King County Please describe: *Snohomish County child care workers.*
☐NE	☐Delridge	
☐Central	☐Greater Duwamish	

2b. What are the racial demographics of those living in the area or impacted by the issue?

Seattle's child population and early learning workforce reflect a pronounced racial and economic divide with important implications for equity and program design. From Seattle Public Schools data[1] we know that 54% of enrolled students are children of color, and the child care workforce is disproportionately made up of Black, Indigenous, and people of color (BIPOC), as well as immigrants. This is also the case at the Washington state level, where approximately half of child care providers are people of color.[2]

At the same time, child care jobs are among the lowest paid professions, with lead teachers earning roughly $17–$20 per hour on average in King County, despite the high cost of living.[3] These low wages contribute to high turnover—estimated at around 43% in Washington and significantly higher than other occupations nationally—which disrupts continuity of care. Research from the Harvard Center on the Developing Child shows that stable, responsive relationships with caregivers are essential for healthy brain development and the formation of cognitive and social-emotional skills.[4] Therefore, workforce instability from low wages and staff turnover not only affects providers but also has direct consequences for child outcomes and long-term educational equity.

Researchers from the Center for the Study of Child Care Employment found that even after controlling for educational attainment, African American educators working with infants and toddlers earn on average $0.77 less per hour than their white counterparts. For those working with preschool age children the gap is $1.73 per hour.[5] Beginning in 2021, the City of Seattle began offering Child Care

[1] Seattle Public Schools, *2023–24 SPS Race and Ethnicity*, retrieved from https://www.seattleschools.org/about/

[2] J. Capito and S. Workman, *Understanding the True Cost of Child Care in the City of Seattle and King County* (Prenatal to Five Fiscal Strategies, 2023), https://www.seattle.gov/documents/Departments/DEEL/Results/Reports%20and%20Data/Child%20Care%20Reports/KC_Seattle_CostofCareBrief_FINALdesign_July%202023.pdf

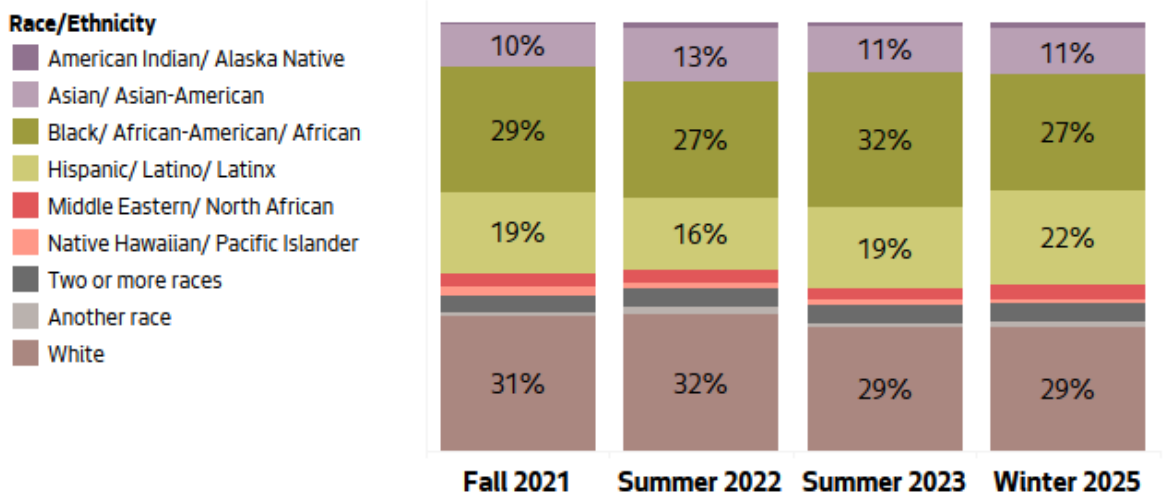
[3] Capito and Workman, *True Cost of Child Care*.

[4] Center on the Developing Child at Harvard University, *From Best Practices to Breakthrough Impacts: A Science-Based Approach to Building a More Promising Future for Young Children and Families* (Cambridge, MA: Harvard University, 2016), https://developingchild.harvard.edu/resources/from-best-practices-to-breakthrough-impacts/

[5] L. J. E. Austin, B. Edwards, and M. Whitebook, *Racial Wage Gaps in Early Education Employment* (Berkeley, CA: Center for the Study of Child Care Employment, University of California, Berkeley, 2019), https://cscce.berkeley.edu/publications/brief/racial-wage-gaps-in-early-education-employment/

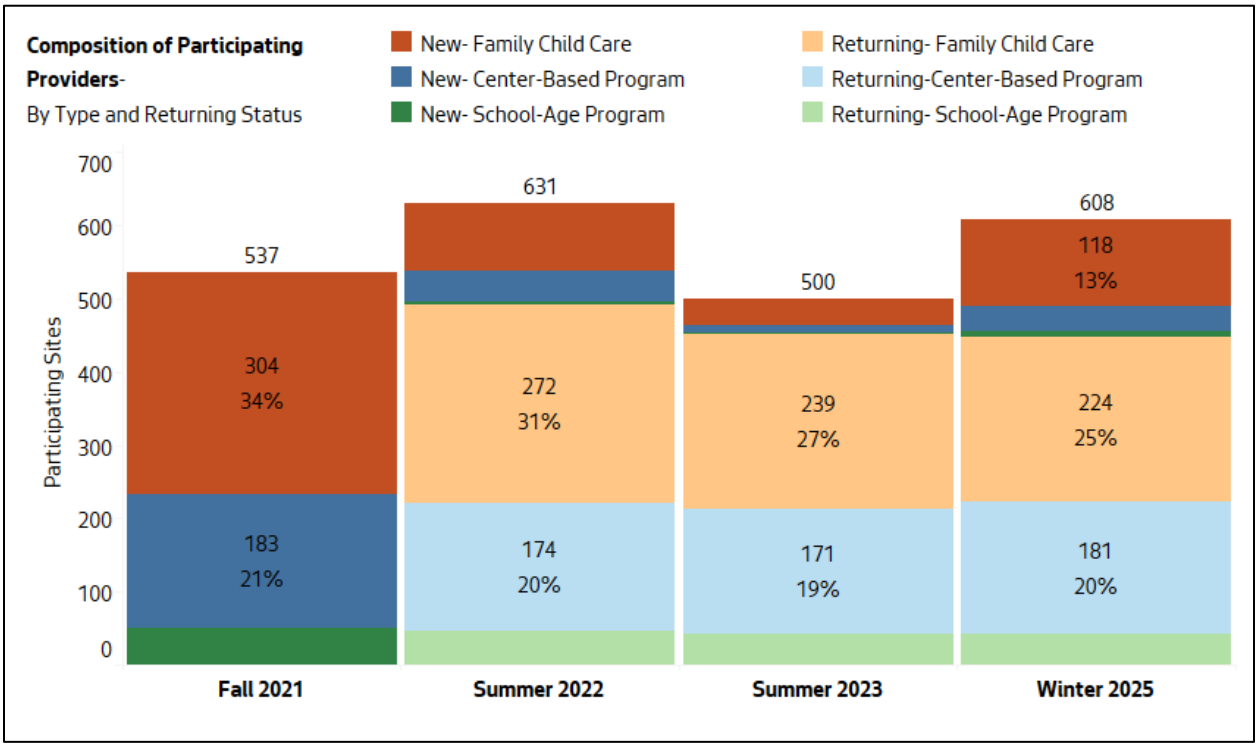
Stabilization Funds to eligible child care providers and their staff. These payments have been issued four times (2021, 2022, 2023, 2025). From 2021-2025, over 70% of workers who received payments were Black, Indigenous, and people of color.

The child care workforce data of the 2021-2025 recipients is as follows:



FCC providers made up the majority of participants in each round, followed by center-based and school-age-only providers. FCCs, which are small, home-based businesses, often employ one or two additional staff members, whereas centers and school-age programs have larger teams and serve more children. FCCs in Seattle are mostly staffed by women of color and/or of immigrant backgrounds and represent a growing segment of the workforce (notably increasing by 25% from 2023 through 2025[6]).[i]

[6] "Worker Supports Evaluation – Summary of 4 Rounds of Funding," Appendix Attachment 2.



(Source: DEEL data)

2c. How have you involved community members and stakeholders?
Across four funding rounds (2021–2025), the City distributed over $15M in retention payments to over 630 licensed providers—over 80% of all licensed providers in Seattle—and nearly 5,000 workers annually at peak participation. The investment design for workforce payments improved with each funding round based on provider feedback collected via surveys and direct engagement in provider meetings. To improve grant-making, DEEL referenced application data and spoke directly to key stakeholders such as payment administer BrightSpark, SPP Directors, child care providers via groups such as the Greater Seattle Child Care Business Coalition, Imagine Institute, and SEIU 925.

In a 2025 provider survey administered by DEEL, 90% of providers agreed the payments were beneficial. At the same time, providers were clear: one-time payments alone cannot solve systemic workforce challenges like low wages and high turnover. One provider shared, “the retention payment is nice to have, but is not an incentive for anything. To be a tool for retention, it has to be consistent, predictable, and impactful. This payment is similar to giving $0.30/hour increase for the year. It's another example of state, local, and federal governments failing to do anything meaningful for child care.”[7]

As part of FEPP Levy renewal engagement conducted in 2024-2025 by DEEL in partnership with South Sound Strategies (SSS), DEEL engaged child care stakeholders on topics such as child care access, affordability, and quality as well as business and workforce stabilization. Over nine months of community engagement for all parts of the 2025 FEPP levy, SSS conducted a multi-method engagement process that centered child care workers and historically underrepresented communities.[8]

- Provider-specific engagement

[7] “Worker Supports Evaluation,” Appendix Attachment 2.
[8] FEPP 2025 Stakeholder Engagement Report, May 2026.

- CCAP providers: 2 virtual + 1 in-person event (32 providers)
- Seattle Preschool Program providers: 2 virtual events + 2 surveys (26 providers)

Across these engagements, child care stakeholders emphasized:

- Compensation is the root issue for staff turnover: bonuses help, but wages and benefits drive retention;
- Staffing shortages limit provider enrollment which reduces access for families;
- Burnout is widespread due to high workload and low pay; and
- Career pathways and professional development are essential for sustainability.

2d. What does data and your conversations with stakeholders tell you about existing racial inequities that influence people's lives and should be taken into consideration?

Data analysis and stakeholder engagement elevated four factors for consideration during design of the child care worker payment program: (1) worker demographics, (2) provider administrative burden, (3) worker wages, and (4) payment cadence and amount.

Stakeholder conversations reveal that existing racial inequities in the child care sector significantly shape providers' experiences and must be carefully considered in program design. FCC providers face a disproportionate administrative burden, because, as small business owners, they must independently manage complex tasks such as billing, licensing compliance, tax reporting, and subsidy paperwork without dedicated administrative support, which increases stress and reduces the time they can focus on child care. Seattle providers for whom English is not their first language are essential to our ecosystem. However, these heritage-language speakers can struggle with tax withholding guidance and vendor setup processes that are not offered in their primary language, highlighting ongoing language and system-access barriers.

Confusion around city geographic boundaries further creates risks of inequitable exclusion, leaving some providers ineligible because they have a Seattle zip code but aren't within the technical boundaries of a Seattle Council District. While low-barrier pandemic-era systems increased access, they also introduced vulnerabilities to fraud, illustrating the balance between accessibility and accountability. Administrative infrastructure gaps have required substantial labor from DEEL staff.

Underlying all of these administrative challenges are structural inequities in wages: child care workers remain underpaid relative to their educational requirements and job demands, and many earn so little that they rely on public assistance to support their own families. Many child care professionals in King County experience significant financial difficulties, where half of child care workers who took the Best Starts for Kids Wage Boost Pilot Pre-Launch Survey in 2025 were considered at risk for either food or financial insecurity before the wage boost pilot.[9] In 2024, one provider shared, "we're constantly losing great staff to better-paying jobs in the public school system or other industries. If we want quality child care, we need to invest in the people providing it."[10]

When considering one annual payment versus two payments a year, some stakeholders supported splitting the payments to address timing gaps and support year-round retention. Others preferred a lump sum, emphasizing that a larger amount feels more meaningful and that splitting could increase tax

[9] E. Miles, E. Mefferd, and J. B. Doromal, *Health and Well-Being of the King County Child Care Workforce: Best Starts for Kids Wage Boost Pilot Pre-Launch Survey Findings* (Urban Institute & Cardea Services, 2025), https://www.urban.org/sites/default/files/2025-10/Health-and-Well-Being-of-the-King-County-Child-Care-Workforce.pdf

[10] FEPP 2025 Stakeholder Engagement Report, May 2026.

and administrative complexity. Equity considerations shaped the design of the King County Wage Boost Pilot program, and their program administers quarterly payments, suggesting that staggered payments may better stabilize the workforce, while a lump sum may be more effective for appreciation or income boosts.

The concept of prioritizing payment by program participation, such as higher payments for workers supporting FEPP-levy funded services such as the Seattle Preschool Program (SPP) or Child Care Assistance Program (CCAP) elicited strong feelings. This was explored based on the practices of: Travis County, TX (CARE Program Bonuses); Contra Costa County, CA (Wage Enhancement Stipends Program); King County, WA (Child Care Wage Boost Pilot) who have a similar worker compensation program. Critics noted that workers do not control site participation, and creating tiers could widen equity gaps, create tension, and be perceived as unfair. Proponents argued that prioritization could incentivize serving subsidized or high-need populations and be an incentive to recruit more providers into SPP and CCAP. However, these supporters ultimately agreed that a tiered approach carries greater risk of reinforcing institutional racial inequities.

Finally, stakeholders considered how to allocate funding if more than 5,000 workers applied. Several options were discussed: dividing payments evenly (reducing amounts), implementing a lottery (localized or weighted), prioritizing high-turnover sites, lowest-wage roles, classroom staff over management, or subsidy-serving sites, and capping eligibility at 5,000 while maintaining a meaningful payment. Strong caution was raised to avoid reducing payments below an impactful threshold and to carefully design lotteries to prevent mistrust.

2e. What are the root causes of factors creating these racial inequities?

"With women making up over 95% of the child care workforce nationally, and 50% of providers in Washington being people of color, this workforce has long suffered from a gendered and racialized degradation of their work."[11] One root cause contributing to inequities in child care worker compensation, is the historic undervaluing of care work which is predominantly performed by women of color.[12] Structural racism has shaped societal perceptions of labor associated with child care, often minimizing its economic and social importance. This devaluation contributes to persistent disparities in wages, recognition, and opportunities for advancement within the sector.

Limited access to capital and essential business infrastructure further compounds these inequities for small providers, restricting their ability to grow, stabilize, or compete on equal footing. Language barriers and avoiding public benefits due to fears around immigrant harassment create additional obstacles, preventing some individuals from fully participating in programs or accessing available resources. These challenges are reinforced by fragmented public payment systems. Many providers who currently benefit from the city's worker payment program are pulling together more than five program funding streams to sustain their business. They may participate in the City's Child Care Assistance Program, the county's Best Starts for Kids program, the state's Working Connections Child Care plus the state's Early Childhood Education and Assistance Program - in addition to also collecting private tuition. This can be confusing and difficult to navigate, particularly for smaller or independent providers.

[11] Capito, J., & Workman, S. (2023). "Understanding the true cost of child care in the City of Seattle and King County",
[12] Capito, J., & Workman, S. (2023). "Understanding the true cost of child care in the City of Seattle and King County",

Step 3. Determine Benefit and/or Burden.

Given what you have learned from data and from stakeholder involvement…

3. How will the policy, initiative, program, or budget issue increase or decrease racial equity? What are potential unintended consequences? What benefits may result? Are the impacts aligned with your department's community outcomes that were defined in Step 1.

Benefits: The Child Care Worker Retention Payment program supports a predominantly women-of-color and immigrant workforce, stabilizes early learning infrastructure in historically underserved communities and focuses on structural wage inequities. Benefits include:

- Direct payments projected at $500-$720 annually will increase worker income stability;
- Payments may serve as incentive to join the child care workforce or stay in it; and
- Sites participating in more than three consecutive rounds of payments may show improved staffing retention.

Potential Burdens / Unintended Consequences: If not designed with smaller service providers at the center, the payment application process and administrative system could perpetuate racial inequities. Areas to monitor include administrative design choices that impact equity, tiering systems that risk widening gaps, payment sizes that impact child workers in terms of perceived value, language access and tax clarity as central to equitable access, and infrastructure modernization. DEEL is currently evaluating the following factors:

- Fraud risk or duplicate payments (for workers at multiple sites);
- Administrative strain on small FCCs;
- Confusion during address verification excludes eligible providers;
- Tax withholding misunderstandings leading to worker anxiety; and
- Staffing changes between application and payment cycles complicate eligibility.

Overall, the program advances racial equity through income support but requires systemic improvements to avoid inequitable access barriers. With intentional administrator selection, multi-lingual infrastructure, meaningful payment levels, and transparent prioritization (if needed), this program can be an equitable workforce stabilization tool.

Step 4. Advance Opportunity or Minimize Harm.

4. How will you address the impacts (Including unintended consequences) on racial equity? What strategies address immediate impacts? What strategies address root causes of inequity listed in Q. 6? How will you partner with stakeholders for long-term positive change? If impacts are not aligned with desired community outcomes, how will you re-align your work?

Program Strategies: To address the immediate impacts of racial inequity, the program focuses on practical, direct strategies that provide equitable and accessible support. A flat rate payment model has been established to reduce disparities and ensure consistency across recipients, while maintaining a minimum impactful amount of $500 to guarantee meaningful financial assistance. Clear appreciation messaging is also prioritized, reinforcing respect and recognition for participants.

Through a competitive administrator selection process, a vendor for years 2-6 will be selected to deliver a mobile-access, multilingual platform that reduces barriers to access and increases inclusivity. Realtime support via chat and text will help ensure participants can get timely assistance, while a tax webinar will help providers understand their accounting needs. Offering non-bank payment options

further expands accessibility for individuals who may be excluded from traditional financial systems. If the program adopts a retention focused approach, a twice a year structure may also be considered to promote sustained engagement and longer-term retention.

Policy Strategies: Policy strategies are designed to promote fairness while minimizing unintended inequities in program implementation. A key priority is to avoid tiered systems based solely on program participation, as these can inadvertently reinforce disparities rather than reduce them. When prioritization is necessary, the approach should rely on transparent, equity-based criteria (such as wages, subsidy percentages, and turnover rates) to ensure that decisions are grounded in measurable need and are clearly communicated to stakeholders.

In addition, careful planning and relying on available data are essential to maintaining both equity and efficiency. Developing a clear plan in the event more than 5,000 applications are received will ensure the program can respond effectively. Data should be used thoughtfully to screen and prioritize participants when needed to implement consistent and objective processes. At the same time, safeguards against fraud must be implemented in a way that does not create additional barriers to access, balancing accountability with inclusiveness for all child care providers.

Partnership Strategies: The partnership strategies draw on recommendations gathered through stakeholder interviews and emphasize collaboration with experienced and community-rooted organizations. One key step is to leverage the King County-Best Starts for Kids Levy experience working with Wage Boost Pilot program administrators as well as to engage Imagine Institute for additional insight as they have a tripartite contract role in supporting the Pilot program. These partnerships can provide valuable guidance on effective implementation and help avoid common challenges.

The program also aims to explore collaborations with organizations that offer specialized expertise in areas such payment administration to promote efficient and reliable distribution of funds or offer tax and benefits counseling. Together, these partnerships are intended to strengthen program delivery, enhance participant support, and build a more responsive and equitable system.

Step 5. Evaluate. Raise Racial Awareness. Be Accountability.

5a. How will you evaluate and be accountable? How will you evaluate, and report impacts on racial equity over time? What is your goal and timeline for eliminating racial inequity? How will you retain stakeholder participation and ensure internal and public accountability? How will you raise awareness about racial inequity related to this issue?

DEEL's Levy performance monitoring approach will ensure accountability, measure progress, and track the program's impact on racial equity over time. A central focus is on collecting and analyzing data that reflects participation and outcomes across different groups. This includes tracking participation rates by race, site type, and geography, as well as comparing FCC participation to the overall FCC population to assess representativeness. The program will also monitor workforce stability by examining turnover rates before and after payment cycles alongside child care provider satisfaction with the program administrator. Language access usage, tax assistance utilization, and payment processing times will help evaluate how effectively the program is meeting participants' needs and reducing barriers to access.

If a lottery or prioritization system is used (if the worker number exceeds 5,000), the program will also evaluate the demographic distribution of recipients to ensure that selection processes are equitable and

aligned with stated goals. Using this data will support transparency and allow for adjustments as needed to better address disparities.

The timeline for evaluation and accountability is structured to support both short-term learning and long-term impact. Annual levy reporting will provide regular public updates on progress and outcomes, while a first-year infrastructure review following the RFI/P/Q process will assess the effectiveness of initial implementation. Throughout this process, ongoing engagement with stakeholders and clear public reporting will be essential to maintaining accountability, building trust, and raising awareness about the underlying inequities the program seeks to address.

5b. What is unresolved? What resources/partnerships do you still need to make change?

Several unresolved issues remain that require careful consideration to ensure the program is both effective and equitable. One ongoing challenge is how to verify eligibility without placing an undue burden on providers, which could discourage participation or slow implementation. Additionally, the program must determine how to manage worker counts that exceed 5,000, particularly in a way that maintains fairness and administrative feasibility. The right balance between fraud prevention and accessibility is another key concern, as overly strict safeguards may unintentionally create barriers for those most in need. The program must also address immigration-related fears that could prevent eligible individuals from engaging, ensuring that processes are safe, trustworthy, and clearly communicated. The current political climate is not friendly to immigrant communities and people of color. Reaching child care providers who have recently been harassed by other government agencies create additional barriers to this program.

To successfully navigate these challenges, several critical resources will be required. Adequate funding for infrastructure and administrative capacity is essential to support program operations at scale. Legal review will be necessary to ensure compliance and to mitigate risks, particularly in sensitive areas such as data use and eligibility requirements. Providing dedicated multilingual technical assistance will help ensure that participants can access and navigate the program regardless of language barriers. Finally, strong data analysis capacity will be needed to inform decision-making, monitor outcomes, and continuously improve the program over time.

Attachments

1. National Comparisons and Best Practices
2. Childcare Worker Supports Evaluation: Summary of Four Rounds of Funding

Attachment 1. National Comparisons and Best Practices

Table 1. National Comparisons and Best Practices for Supplemental Wages for Child Care Workers	
Jurisdiction (County)	**Dollar amounts, numbers of participants, and Distribution Methods**
Travis County, TX: CARE Program Bonuses[13]	• $1-3K per staff member, based on funding availability • Providers must be contracted with WFS Capital Area and have at least one CCS-enrolled child
Contra Costa County, CA: Wage Enhancement Stipends Program[14]	• $1,000/month for 18 months per staff member, based on funding availability • Programs licensed to serve infants and toddlers • Educators must work directly with children at least 20 hours per week • Program must be in good standing with California Community Care Licensing • Final selection will be by lottery, ~120 workers
King County, WA: Child Care Wage Boost Pilot[15]	• 1400 workers at selected facilities receive a “wage boost” in the form of quarterly payments • Worker payment varies by hours: 1.0 FTE (25+ hour/week) receive $2,080 quarter ($8,320 yr); 0.5 FTE (10-24 hour/week) receive $1,040 quarter ($4,160/yr)

[13] Austin/Travis County Workforce Solutions Capital Area Child Care Services, https://www.wfscapitalarea.com/our-services/childcare/for-providers

[14] Contra Costa County Wage Enhancement Stipends Program, https://www.wdbccc.com/wage-enhancement-stipends-program

[15] King County Best Starts for Kids Wage Boost Pilot, https://bskwageboost.imaginewa.org/

Attachment 2. Childcare Worker Supports Evaluation: Summary of Four Rounds of Funding.

Overview

Since 2021, DEEL has issued four rounds of payments to licensed childcare providers in Seattle to support staff retention. In each round, providers applied to receive money to distribute to their staff. Based on the number of applicants and available funding, DEEL determined the per-worker payments amount. These rounds occurred in Fall 2021, Summer 2022, Summer 2023, and Winter 2025.

Providers applied via SurveyMonkey. Then DEEL worked with a contractor, BrightSpark, to verify the eligibility and address applications with out-of-expected-range responses. Finally, BrightSpark disbursed the payment. BrightSpark was selected because it:

1. Has an existing coaching relationship with participants in the state's childcare quality improvement program, Early Achievers.
2. Manages the Best Start for Kids childcare subsidy program, so it has W-9s and direct deposit information for most Seattle providers.

Washington State licenses three major types of childcare providers:

- **Family Child Cares (FCCs)**: Small businesses operating out of the provider's home, typically serving 12 or fewer children birth to 12 years. They usually only have one or two other staff members besides the owner.
- **Centers**: Larger facilities with more staff and multiple "classrooms" dedicated to specific age groups (Infants, Toddlers, etc.). Some serve all ages birth to 12, but others specialize in a smaller age range.
- **School-Age Only Providers:** Often located in or near elementary schools, they serve children 5-12. They provide before and after school, and often full -day care during school breaks or summers.

Table 1: Numbers Served from 2021 – 2025

Population	Fall 2021	Summer 2022	Summer 2023	Winter 2025
# Sites	537 (78% of Seattle providers)	631 (88% of Seattle providers)	500 (72% of Seattle providers)	608 (80% of Seattle providers)
# FCCs	304	365	276	346
# Centers	183	215	179	211
# School-Age Only Sites	50	51	44	51
# Workers	3,495	4,589	3,711	4,953
Approximate children potentially impacted	20,000	22,700	19,750	23,800
Total grant amount	$2.9 M	$2.4 M	$5.3 M	$2.9 M

$ Payment per staff	$835	$503	$1380	$555

Across the four rounds, 885 individual sites have received funding at least once.

Key Takeaways

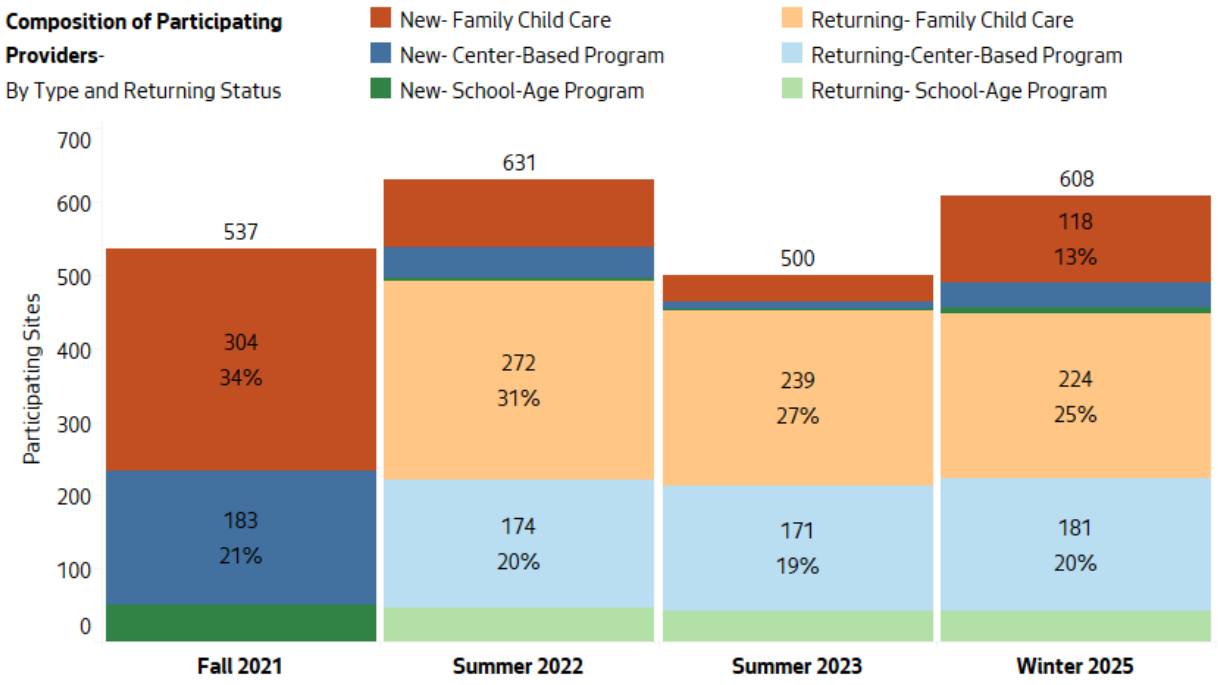
- A majority of Seattle licensed providers (80%+) are utilizing the worker supports.
- Providers overwhelmingly (90%) report that the payments are helpful with staff retention.
- Consistent participants have seen their "quit rates"[i] decrease and staffing levels increase over time.
- A few providers expressed doubts that one-off payments have a consistent impact.

Participation

Participating Sites

Reflecting the overall composition of Seattle licensed providers, the majority of participants each round have been Family Child Care (FCC) providers. Although most participants after Fall 2021 were returners, there was a notable increase in Winter 2025. That round saw the largest percent of new sites at 26%, with the increase concentrated in FCCs, where one-third were new participants.

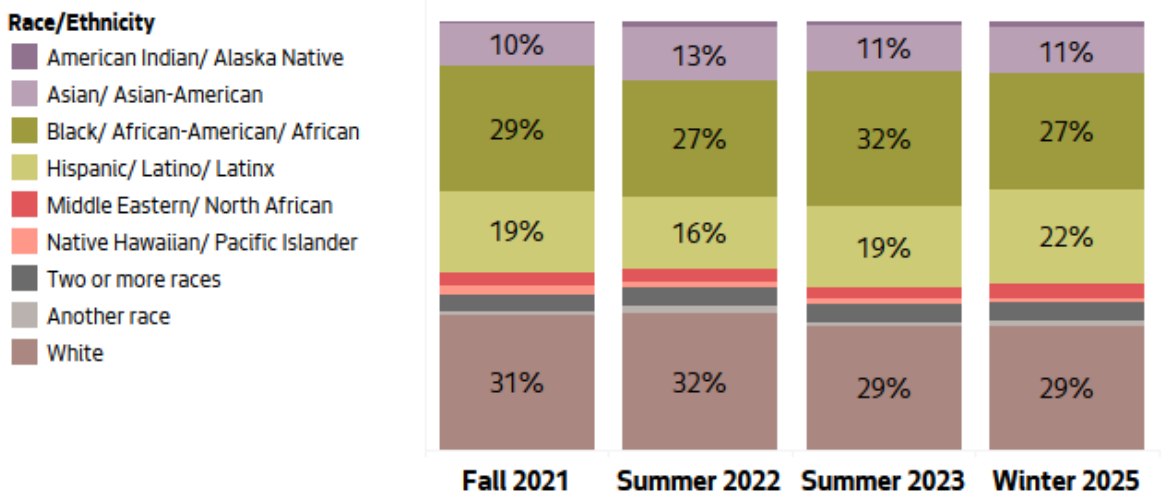
Chart 1: New and Returning Participants



Demographics of Workers Receiving Payments

The racial and ethnic identities of workers receiving the retention payment have remined fairly consistent over time. There has been a slight increase in the proportion of Black, Indigenous and People of Color (BIPoC), from 69% in Fall 2021 to 71% in Winter 2025.

Chart 2: Race/Ethncities of Recipient Child Care Workers



Impact of Retention Payments

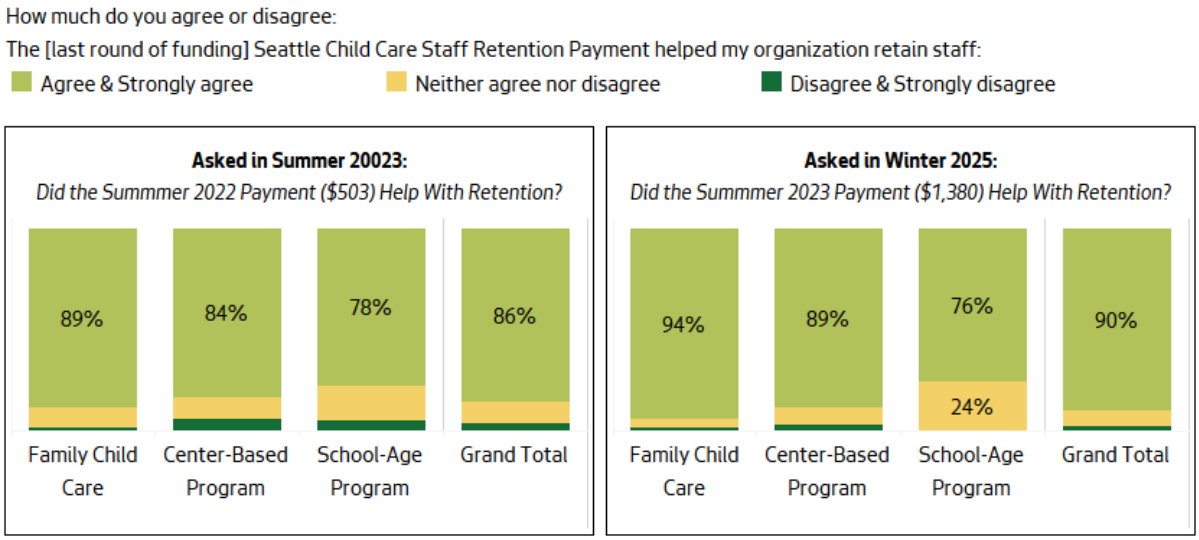
Provider Perception

In Summer 2023 and Winter 2025, providers were asked if the *previous* round of funding helped with retention. This was an optional question, so many providers did not respond.

- **Summer 2023** (381 respondents): 86% agreed or strongly agreed the $503 per staff helped
- **Winter 2025** (329 respondents): 90% agreed or strongly agreed the $1,380 per staff helped (+4%)

Receiving nearly three times as much money appeared to increase providers' perception of its effectiveness only slightly. FCCs were the most likely to agree or strongly agree with the statement; school-age programs were the least likely. The disparity between these two groups widened from Summer 2023 to Winter 2025, increasing from an 11-point gap (89% vs. 78%) to an 18-point gap (94% vs. 76%).

Chart 3: Percent of Sites Agreeing that the Last Payment helped with Retention



A few positive quotes from Winter 2025:

- *Employees feel SO appreciated when they get this bonus!*
- *It dramatically increased employee moral! Teachers felt cared for and respected, moral increased significantly.*
- *It is always difficult to fully compensate staff for all their hard work and dedication. The ECE field is under funded and under appreciated. Anything helps.*

Some illustrative quotes from the 9% who were neutral or negative:

- *Payments are always appreciated and help make staff feel seen and valued. It didn't always lead to staff retention just because there are so many other factors that influence that decision, in addition to compensation.*
- *The funding was appreciated but didn't help with retention because it is temporary, one time, and not sustainable to rely on for income.*
- *The retention payment is nice to have, but is not an incentive for anything. To be a tool for retention, it has to be consistent, predictable, and impactful. This payment is similar to giving $0.30/hr increase for the year. It's another example of state, local, and federal governments failing to do anything meaningful for childcare.*

Staffing Trends

In the Summer 2022, Summer 2023 and Winter 2025 rounds, providers were asked about how many staff they'd ideally have, how many had quit in the last year, and how long current staff had been employed. By comparing the responses of the same sites over time, clear trends emerge. Although

these trends are correlational and not necessarily caused by DEEL's efforts, they suggest increase staffing stability among consistent participants.

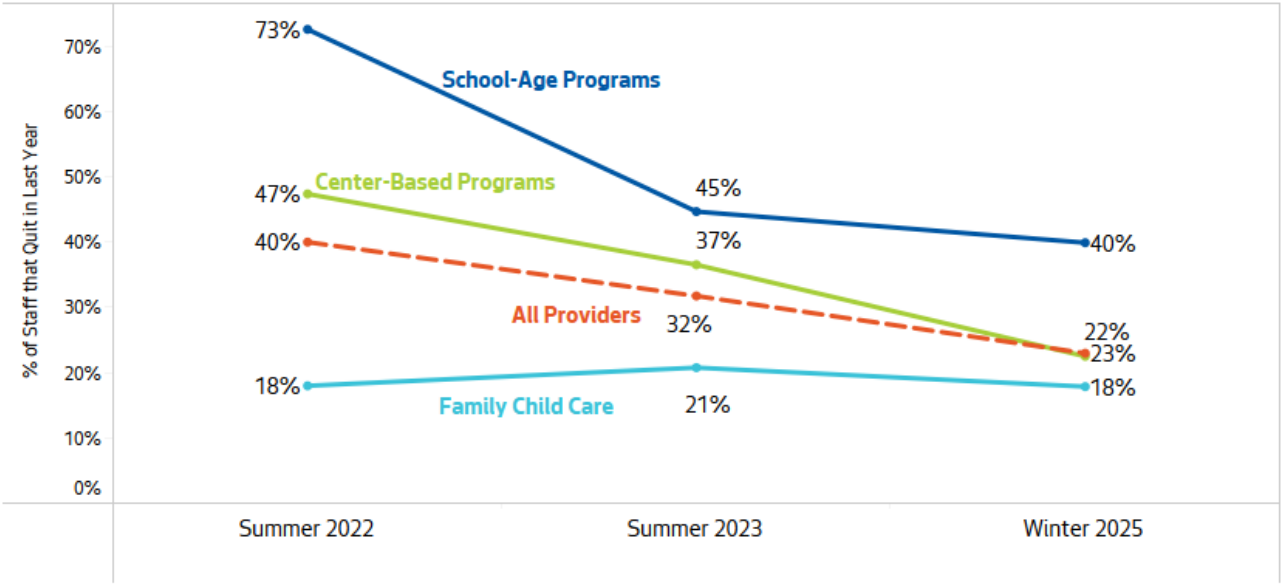
Quit Rate

Of the 323 sites that participated in all three of the rounds, 253 (78%) answered the optional questions about staffing and quitting in all three rounds. These sites reported that their "quit rate" (the number of staff who quit in the prior year divided by the total to be fully staff) decreased from 40% in Summer 2022 to 23% in Winter 2025.

This rate declined the most for school-age programs, where nearly three-quarter of staff (73%) had quit in the year leading up to Summer 2022, compared to only 40% quitting in the year prior to Winter 2025. However, most of the decrease was between Summer 2022 and Summer 2023. This trend aligns with the decreasing proportion of school-age programs reporting that payments were helpful for retention.

Family Child Cares reported consistently low quit rates, which is expected given their small staff sizes. The center-based Programs fell between the two.

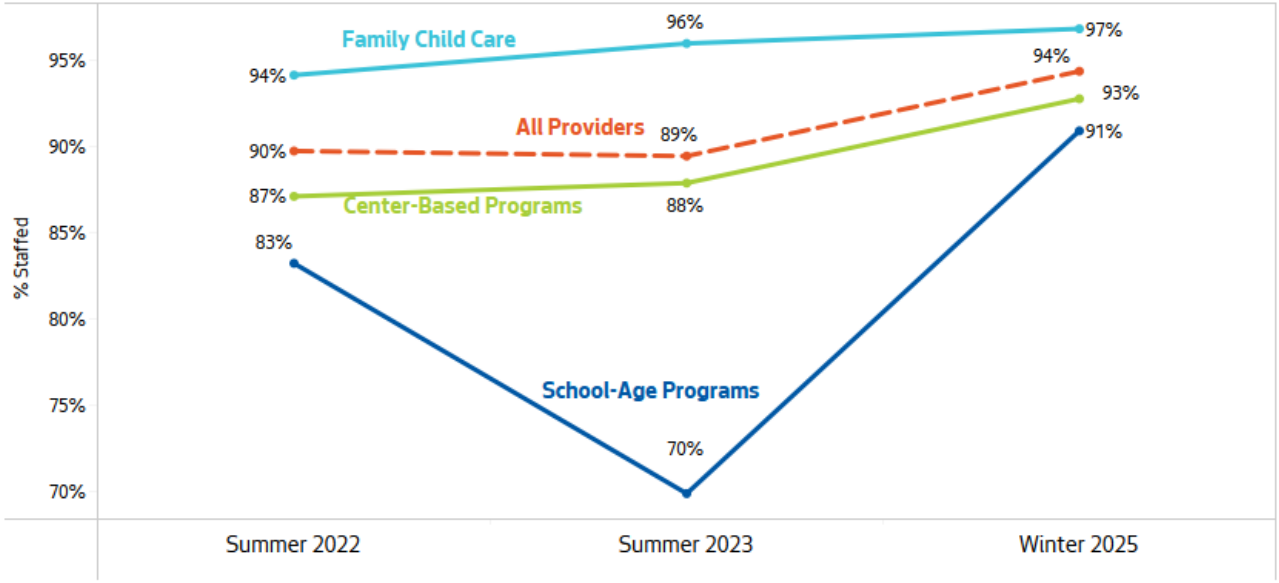
Chart 4: Quit Rate (# of staff quitting in the previous year divided by the number needed to be fully staff), 253 Consistently Responding Sites



Overall Staffing Levels

Providers must have adequate staffing to legally serve children. Other DEEL surveys have found some centers and school-age providers are operating well below their licensed capacity, likely due to staffing shortages. Among the 291 providers who consistently answered the optional questions about ideal staffing levels, respondent reported an increase in staffing levels (measures as current staff divided by ideal staff count). The most significant increase was among school-age providers, who went from 83% staffed in Summer 2022 to 91% staffed in Winter 2025.

Chart 5: Average Staffing Levels (# of current staff divided by the number needed to be fully staff), 291 Consistently Responding Sites



Conclusion

The four rounds of childcare worker support payments achieved high participation rates and received positive feedback from providers. Consistent participants also demonstrated increased staffing stability over time.

Seattle Office for Civil Rights

Seattle Department of Education & Early Learning

FAMILIES EDUCATION PRESCHOOL & PROMISE

OCR Racial Equity Toolkit Assessment Worksheet

Title of policy, initiative, program, budget issue: 2025 FEPP Levy Safety Investments
Description: Student Safety investments address root causes through relationship-centered, non-punitive approaches that promote safe school environments, reduce interpersonal conflict, and reconnect justice-involved and disconnected youth to community, school, and career pathways
Department: Department of Education and Early Learning (DEEL)
Contact: Rosa Ammon-Ciaglo

Indicate whether the item is:
☒Policy ☐Initiative ☐Program ☐Budget Issue

Step 1. Set Outcomes.

1a. What does your department define as the most important racially equitable community outcomes related to the issue?

- % of students who feel safe at school
- % of students involved in interpersonal violence/conflict at school
- % of students of color furthest from educational justice that perceive fair application of behavior and safety rules/practices by adults at their school
- % of students who experience exclusionary discipline at school (reduce race-based disproportionality)
- # of schools with instances of gun violence occurring on or around school property

1b. Which racial equity opportunity area(s) will the issue primarily impact

☒Education
☐Community Development
☐Health
☐Environment
☒Criminal Justice
☐Jobs
☐Housing

1c.

Are there impact on:

☐Contracting Equity
☐Workforce Equity
☐Immigrant/Refugee Access to Services
☐Inclusive Outreach and Public Engagement

Please describe: N/A

Step 2. Involve Stakeholders & Analyze Data.

2a. Are there impacts on geographic areas? ☒Yes ☐No

☐All Seattle Neighborhoods	☐Lake Union	☐East District
☐Ballard	☒Southwest	☐King County (outside Seattle)
☒North	☒Southeast	☐Outside King County
☒NE	☒Delridge	Please describe:
☒Central	☐Greater Duwamish	

2b. What are the racial demographics of those living in the area or impacted by the issue?

Currently the City of Seattle (DEEL and HSD) invests in student safety-related programs at 23 public schools. The highest concentration of funding is in schools located in Council Districts 2 and 3, areas with relatively high percentages of BIPOC residents compared to other districts. All of the schools supported are in the top 50th percentile among all Seattle Public Schools for the share of the student population who identify as Students of Color Furthest from Educational Justice[1] (SOCFFEJ) and/or English Language Learners. On average the student populations across supported schools are 60% SOCFFEJ.[2]

Indicators of need related to student safety that shape where DEEL directs its funding include both school and youth assets like school climate and sense of belonging and risk factors such as community-level violence occurring in and around schools. For the small number of schools that experienced instances of gun violence on their school block in SY 2024-25, an average of 78% of the student population are SOCFFEJ.[3]

An additional population impacted by the issue are youth who are disconnected from school and youth involved in the justice system. In SY 2024-25, an estimated 1,193 9-12th grade SPS students (7.8%) disconnected from school, and an estimated 3,841 youth citywide aged 16-24 were neither in school nor working.[4] In 2024, 3.4 in 1,000 Seattle youth ages 8-17 were involved in arrests; this number was highest for Black youth, with 15.5 arrests per 1,000.[5] These rates have been on the rise since 2021, though they have dropped significantly from 2019 levels.

2c. How have you involved community members and stakeholders?

DEEL has conducted 2 Phases of Stakeholder Engagement to inform FEPP Levy design and implementation. DEEL hosted 45 in-person and virtual events in locations throughout Seattle to capture feedback from youth, families, community-based organizations, and other stakeholders. School and student safety was a common theme that surfaced as an area of concern.

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[1] Students of Color Furthest from Educational Justice includes students who are of African American, LatinX, Pacific Islander, Native American, or Southeast Asian race or ethnicity.
[2] "School Needs Assessment"
[3] DEEL internal analysis of SPD data.
[4] DEEL analysis of SPS enrollment data and American Community Survey (ACS); Communities Count, *Youth In School or Working,* retrieved from: https://www.communitiescount.org/youth-in-school-or-working
[5] The Washington State Center for Court Research (WSCCR), *Law Enforcement Data Analysis (LEDA) Dashboard: Washington State Juveniles (Ages 8 – 17) by City Level Demographics (*WSCCR, 2026), retrieved from: https://public.tableau.com/app/profile/wsccr/viz/LEDAToolPackagedWorkingCopy/LEDALandingPage

DEEL also conducted an Every Child Ready survey that had 213 responses from Seattle residents. Results of the survey included priorities for FEPP Levy student supports.

2d. What does data and your conversations with stakeholders tell you about existing racial inequities that influence people's lives and should be taken into consideration?

Data on key student outcomes related to school safety indicate the following trends for students of color:

- **Sense of physical and psychological safety at school:** across the Seattle Public School District, SOCFFEJ are less likely to agree that they feel safe and welcome at their school (83% compared to 86% of non-SOCFFEJ students respond positively to this question on the School Climate Survey). In addition, SOCFFEJ students feel less positively about their sense of belonging and inclusion at school (Table 1).
- **Student perceptions of fair application of rules/safety practices at school:** Students of color are slightly more likely to feel positively about the application of fair rules and safety practices at their school compared to other groups, though a much lower share of SPS students overall respond positively about this topic compared to other aspects of school climate (Table 1).
- **Exclusionary discipline:** Students of color, particularly Black/African American students, experience exclusionary discipline at higher rates than their peers and are more likely to experience longer periods of exclusion (such as 10 days or more) (Table 2).

Table 1: SPS School Climate Trends on Indicators Related to School Safety

SPS Districtwide	**Percent of Students Responding Favorably by Topic/Question**			
Student Demographic Subgroups	**I feel safe and welcome at my school**	**Belonging & Relationships**	**Inclusionary practices**	**Positive Behavior & Safety**
African American Male Students	83	82	84	76
Non-African American Male Students	85	84	85	75
Students of Color Furthest from Education Justice (SOCFFEJ)	83	82	84	76
Non-SOCFFEJ	86	85	86	74

Source: SPS School Climate Survey SY 2023-24

Table 2: Seattle Public Schools Exclusionary Discipline Trends

Student Group	**Discipline Rate**	**Rate Excluded 1 Day or Less**	**Rate Excluded 2 To 3 Days**	**Rate Excluded 4 To 5 Days**	**Rate Excluded 6 To 10 Days**	**Rate Excluded 10 Days or More**
All Students	2%	28%	40%	14%	12%	7%
American Indian/ Alaskan Native	2%	20%	80%	0%	0%	0%
Asian	1%	26%	40%	17%	9%	9%
Black/ African American	6%	21%	41%	16%	15%	8%
Hispanic/ Latino of any race(s)	2%	31%	40%	12%	11%	6%
Native Hawaiian/Pacific Islander	2%	13%	63%	25%	0%	0%

Two or More Races	2%	30%	34%	14%	13%	10%
White	1%	38%	40%	11%	8%	4%

Source: OSPI, Discipline Report Card SY 2024-25

Stakeholder feedback related to student safety from the Every Child Ready community conversations and survey included the following key themes:

- **Community Violence:** Parents express concern about shootings near schools, particularly in South Seattle
- **Immigration Concerns:** Ensuring students of all immigration statuses feel safe attending school
- **Prevention Over Intervention:** Strong preference for addressing root causes rather than reactive security measures
- **Restorative Practices:** 69% of survey respondents included conflict resolution or restorative practices as a top health and safety support that would improve the K-12 student experience, with higher rates of support for restorative practices among respondents who identified as people of color.
- **Mixed Views on Officers:** Some families support unarmed community safety guards while others report students feel unsafe when seeing police
- **Physical Security:** Youth request basic improvements like locks on doors, and 43% of survey respondents listed physical security or school security as a key priority in health and safety supports.
- **Parent Engagement:** Suggestion for parent co-parenting circles as conflict mitigation strategy

2e. What are the root causes of factors creating these racial inequities?

Physical violence risk and psychological unsafety share overlapping drivers: trauma exposure, community violence, lack of trusted relationships and support systems, and environments where conflict is not prevented early or repaired effectively.[6]

Root causes of physical violence in/around schools
Students experience physical safety threats when violence is normalized, escalates quickly, or is left unaddressed until it becomes crisis-level.

- **Community violence exposure + gun violence risk**, which can spill into school settings and elevate fear, conflict, and retaliation cycles
- **Adverse Childhood Experiences (ACEs) and trauma exposure**, which can increase hypervigilance, impulsivity, conflict responses, and risk behaviors
- **Engagement in risky behaviors (drug/alcohol use)**, increasing likelihood of conflict and unsafe situations
- **Economic insecurity and instability**, increasing stress, unmet needs, and youth vulnerability to harm and risky environments
- **Interpersonal conflict and lack of conflict mediation/de-escalation capacity**, where conflict escalates rather than being resolved early

Root causes of psychological unsafety (fear, mistrust, belonging gaps)
Even when violence is not occurring in the moment, students may feel unsafe due to school climate and social conditions.

- **Lack of belonging and peer connection** (students don't feel socially safe, respected, or supported)

[6] Centers for Disease Control and Prevention, *Risk Factors for Youth Violence*, retrieved from https://www.cdc.gov/youth-violence/risk-factors/index.html

- **Lack of trusted adults and support pathways**, limiting help-seeking and early intervention
- **Unaddressed anxiety/depression and chronic stress**, which can worsen students' sense of threat and disengagement
- **Disproportionate or punitive discipline climates** that increase mistrust, especially for students most impacted by harm and system involvement
- **Bullying, harassment, sexual violence, and relationship harm**, which often drive psychological unsafety even when not always reported as "violence"

Root causes of racial inequities in school safety include the following:

- **Racial disproportionalities in punitive discipline** patterns observed in Seattle mirror national trends, which research indicates stems from implicit racial bias in how adults in a school setting respond to student behaviors.[7] This bias has a particularly large impact on Black students and leads to long-term repercussions from reduced school attendance and engagement to increased likelihood of criminal justice system involvement. Research has also shown that a heightened punitive climate in a school setting often leads to lower psychological safety and increased mistrust of school, especially among students of color.[8]
- **Systemic racial inequities in socioeconomic conditions** lead to higher likelihood of risk factors associated with school safety being concentrated in communities of color and affecting students of color.

Step 3. Determine Benefit and/or Burden.

Given what you have learned from data and from stakeholder involvement…

3. How will the policy, initiative, program, or budget issue increase or decrease racial equity? What are potential unintended consequences? What benefits may result? Are the impacts aligned with your department's community outcomes that were defined in Step 1.

Benefits: Safety investments are designed to increase racial equity in safety outcomes in two ways:

- Prioritizing strategies like restorative practices, culturally responsive youth violence prevention programs, and mentorship that are specifically designed to address root causes of interpersonal violence and exclusionary discipline, advance racially equitable practices among teachers, and strengthen safety protective factors such as social-emotional skills, strong peer relationships, and access to trusted adults.
- Prioritizing schools or communities for investment that have higher instances of safety concerns, which baseline data show tend to be concentrated in schools with high proportions of SOCFFEJ. The index of safety need or risk used by DEEL[9] includes the following indicators: student exposure to bullying at school, students' perceived sense of safety at school and traveling to school, rates of violent crime in school neighborhood, rates of students experiencing exclusionary discipline, and students' perceptions of existing discipline and safety practices at school.

Evidence behind the strategies that will be the focus of safety investments demonstrates a direct connection to priority racial equity outcomes.

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[7] Sevon, M.A.*, Schooling While Black: Analyzing the Racial School Discipline Crisis for Behavior Analyst* (Behavior Analysis in Practice, 2022) retrieved from https://pmc.ncbi.nlm.nih.gov/articles/PMC9744995/
[8] Nance, J.P., *Students, Security, and Race* (Emory Law Journal, 2013), retrieved from https://scholarlycommons.law.emory.edu/cgi/viewcontent.cgi?article=1221&context=elj;
[9] "School Needs Assessment"

Evaluation research on the effects of restorative practices in schools demonstrates significant reductions in exclusionary discipline rates and student arrests, reduced racial disproportionality in exclusionary discipline, and improved school climate (a protective factor linked to improved psychological safety and reduced interpersonal violence in school settings).[10]

Among secondary (middle and high) schools currently receiving funding for restorative practices from DEEL, outcomes in student perceptions of school climate and safety practices are improving more rapidly than at their counterparts not receiving restorative practices support (Table 3), supporting the findings in literature about these strategies.

Table 3: School Climate Favorable Responses, SPS Secondary Schools (Middle and High)

School Climate Survey Indicators Related to School Safety	**Schools Receiving RP Funding**		**Schools without RP Funding**	
	Spring 2022	**Spring 2025**	**Spring 2022**	**Spring 2025**
Belonging & Relationships	81%	86%	81%	83%
Inclusionary Practices	82%	90%	82%	85%
Positive Behavior and Safety	73%	81%	68%	73%

Long-term 1-1 mentoring programs, which establish a meaningful relationship with a trusted adult, have been shown in research to improve emotional well-being, reduce behavior issues (“delinquent behavior”), and increase engagement in school and work.[11] These are important protective factors for improving interpersonal relationships between students in a school setting, addressing root causes of interpersonal violence, and in some cases restoration and reintegration (such as re-establishing school attendance) for youth who have been involved in interpersonal conflict or the criminal justice system.

Mentoring also advances racial equity by directly addressing the systemic and environmental conditions that disproportionately affect Black, Indigenous, and other students of color. Many high□risk youth experience overlapping challenges such as chronic absenteeism, academic failure, unstable housing, exposure to violence, and limited access to mental health supports. These risks rarely occur in isolation but rather accumulate and interact, creating compounded barriers to safety, stability, and school engagement. Students of color are more likely to encounter these intersecting stressors due to structural inequities, making the stabilizing presence of a consistent, caring adult especially impactful.[12]

A long□term mentor relationship helps rebuild trust in adults and institutions, trust that is often affected by experiences of trauma, discrimination, or inconsistent support. Mentoring strengthens coping skills, emotional regulation, and problem□solving, which are essential for reducing conflict and improving school climate[13]. For students of color who have disproportionately experienced exclusionary discipline

[10] Adukia, A. et al, *From Retributive to Restorative: An Alternative Approach to Justice in Schools (*Institute of Labor Economics, 2025), retrieved from: https://educationlab.uchicago.edu/resources/from-retributive-to-restorative-an-alternative-approach-to-justice-in-schools/; Katic, B. et al, *A Systemic Evaluation of Restorative Justice Practices: School Violence Prevention and Response (*Journal of School Violence, 2020), retrieved from: https://www.tandfonline.com/doi/abs/10.1080/15388220.2020.1783670

[11] Brookes, J. et al, *A Rapid Review of Wellbeing, Offending, and Successful Matching in mentoring for “at risk” young people (*Children and Youth Services Review, 2025), retrieved from: https://www.sciencedirect.com/science/article/pii/S0190740925000155?via%3Dihub

[12] Brookes, J. et al, *A Rapid Review of Wellbeing, Offending, and Successful Matching in mentoring for “at risk” young people*

[13] The Annie E. Casey Foundation, *Spotlight on Youth Mentoring* (The Annie E. Casey Foundation, 2024), retrieved from https://www.aecf.org/blog/spotlight-on-youth-mentoring

or strained relationships with school systems, this relational buffering and advocacy can interrupt cycles of disengagement and conflict.

Potential Burdens/Unintended Consequences: Some interventions designed for school safety are considered punitive and may not be eligible for FEPP funding, such as school-based police officers (School Resource Officers/School Engagement Officers), and metal detectors. These strategies have been linked in research evidence to adverse outcomes for students of color or shown to reduce overall student perceived safety at school. For example, in peer cities that have utilized School Resource Officers outcomes include increases in weapon identification, exclusionary discipline, and student arrests, with either null or negative impacts on overall student feeling of safety.[14] Outcomes with equity implications include increased exclusionary discipline among Black students and students with disabilities, and lower perceived safety among BIPOC students.[15] Metal detectors have been shown in some studies to reduce the likelihood of carrying weapons to school, but they are also linked to negative outcomes such as reduced students' perceived safety at school, reduced belonging and school connectedness, and increased student anxiety and stress.[16]

It is also possible that more focus on racial equity in safety could inadvertently lead to targeting students of color for violence prevention and intervention in a manner that is discriminatory rather than focused on addressing broad root causes in an equitable and culturally responsive manner.

Step 4. Advance Opportunity or Minimize Harm.

4. How will you address the impacts (Including unintended consequences) on racial equity? What strategies address immediate impacts? What strategies address root causes of inequity listed in Q. 6? How will you partner with stakeholders for long-term positive change? If impacts are not aligned with desired community outcomes, how will you re-align your work?

When developing and implementing school-based safety investments in the FEPP levy, DEEL will pursue partnership, policy, and program strategies to avoid and/or mitigate any unintended consequences for racial equity.

Program Strategies: If funding safety interventions such as physical security measures (metal detectors, school engagement officers, etc.) require evidence-based practices to mitigate potential inequities resulting from these practices. These include cross-institutional MOUs/policies for role clarity in responding to disciplinary incidents and pairing physical security strategies with school-wide restorative practices.[17]

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[14] Javdani, S., *Policing Education: An Empirical Review of the Challenges and Impact of the Work of School Police Officers* (American Journal of Community Psychology, 2019), retrieved from: https://pmc.ncbi.nlm.nih.gov/articles/PMC6597313/

[15] Sorensen, L. et al, *Navigating the tradeoffs of police in schools* (The Brookings Institution, 2023), retrieved from: https://www.brookings.edu/articles/navigating-the-tradeoffs-of-police-in-schools/

[16] Gastic, B., *Metal Detectors and Feeling Safe at School* (Education and Urban Society, 2010, Sage Journals), retrieved from: https://journals.sagepub.com/doi/10.1177/0013124510380717; Mowen, T.J., et al, *Is More Necessarily Better? School Security and Perceptions of Safety among Students and Parents in the United State* (American Journal of Criminal Justice, 2018), retrieved from: https://pmc.ncbi.nlm.nih.gov/articles/PMC7205221/; Nance, J.P., *Students, Security, and Race*

[17] Javdani, S., *Policing Education: An Empirical Review of the Challenges and Impact of the Work of School Police Officers*; San Diego Unified School District, *Restorative Discipline Policy: Building restorative school communities rooted in equity, belonging, and thriving for ALL students* (San Diego Unified School District, 2025), retrieved from: https://sandiegounified.diligent.community/document/00fc3896-39ef-4150-a331-33b08e644a0c/

Policy Strategies: Require schools to engage with their communities, especially families/students of color, to inform development of safety strategies

Partnership Strategies: Prioritize culturally responsive programs and organizations to receive youth violence prevention funding and provide restorative practices trainings to ensure that racial equity is centered in implementation of evidence-based safety strategies

Step 5. Evaluate. Raise Racial Awareness. Be Accountability.

5a. How will you evaluate and be accountable? How will you evaluate, and report impacts on racial equity over time? What is your goal and timeline for eliminating racial inequity? How will you retain stakeholder participation and ensure internal and public accountability? How will you raise awareness about racial inequity related to this issue?

DEEL will use the following methods to evaluate and report on racially equitable safety outcomes:

Annual monitoring and reporting: key racial equity outcomes such as school climate, student perceptions of school safety, exposure to violence (such as bullying), and exclusionary discipline rates will be tracked on an annual basis and disaggregated by race/ethnicity.

Evaluation: DEEL will conduct a formal evaluation of FEPP-funded safety strategies before the end of the 6-year implementation period that will include consideration of racial equity impacts.

Eliminating racial inequities in safety entirely rely on systemic conditions and risk factors (such as community safety, adverse childhood experiences, etc.) that are outside the scope of educational investments. However, DEEL safety strategies will aim to significantly move the needle on racial equity in safety across key outcomes by the end of the six-year levy period, following the high-level trajectory below:

- Implementation years 1-3:
    - Make progress on key protective factors supporting school safety (increasing overall results and ensuring reduction or closure of race-based gaps)
    - School climate indicators (listed in sections above)
- By implementation years 5-6:
    - Reduction in race-based disproportionality in exclusionary discipline at schools receiving restorative justice funds
    - Improvement in student perceived safety at schools receiving safety investments

5b. What is unresolved? What resources/partnerships do you still need to make change?

Engaging with SPS district to determine integration of DEEL safety investments with SPS strategies, including Central Office Restorative Practices, with focus on racial equity goals and/or implications

- Establishing partnerships with organizations with expertise in the justice system, particularly those supporting youth

Attachments

1. Restoration and Re-entry: Literature Review on Mentorship for High-Risk Youth

Restoration and Re-entry: Literature Review on Mentorship for High-Risk Youth

Seattle Department of Education & Early Learning, April 2026

Introduction

A growing number of youth are navigating circumstances that place them in heightened risk of school disengagement, dropout, and long-term disconnection to education. Often referred to as high-risk youth, this group includes adolescents and young adults ages 13–24 who face overlapping challenges such as chronic absenteeism, academic failure, unstable housing, exposure to violence, mental health concerns, involvement with the juvenile justice system, or caregiving and financial responsibilities that pull them away from school. These risks rarely occur in isolation. Instead, they accumulate and interact, creating conditions that make it difficult for young people to remain engaged in school or envision a viable path toward adulthood.

Multiple systemic and environmental factors contribute to youth becoming high risk. Poverty, community violence, and limited access to mental health supports can undermine a young person's sense of safety and stability. Experiences of trauma, discrimination, or family instability can erode trust in institutions and adults. Schools themselves, often under-resourced and overburdened, may struggle to provide individualized attention or relational support to students who need it most. As these pressures build, many young people begin to disengage: attendance declines, academic performance drops, and eventually some leave school altogether. Once disconnected, youth face even greater barriers to reentry, including bureaucratic hurdles, stigma, and a lack of supportive relationships to help them navigate the return.

Mentoring has emerged as a promising strategy for supporting high risk youth and reengaging those who have already left school. Unlike short term interventions, mentoring provides consistent, caring relationships that help young people rebuild trust, strengthen coping skills, and reconnect with supportive adults and institutions. Research shows that high quality mentoring can reduce delinquent behavior, improve emotional wellbeing, and increase engagement in school or work, effects that are especially pronounced for youth facing significant adversity (Brooks, 2025). According to a 2023 MENTOR study, 74% of young people reported their mentor as a key contributor to their later success in life (Annie E. Casey Foundation, 2024). For young people who have dropped out or are at risk of doing so, mentors can serve as advocates, connectors to resources, and guides through the complex process of returning to school.

Mentorship

Mentorship methodologies for high-risk youth are not rigid silos, they can be combined or used independently depending on the youth's needs and the program structure. Mentoring methodologies for high-risk youth can be grouped into three primary categories: community-based mentoring, specialized mentoring, and other mentoring models (involving school-connected mentoring).

Although these categories are distinct, they are not mutually exclusive. In practice, they often coexist within the same program. A mentor may build trust through community-based strategies, apply

trauma-informed techniques when needed, and simultaneously support academic re-integration. At the same time, each category can also be used independently, depending on the program's goals and the youth's needs. The following will take a closer look into each of these mentoring methodologies.

Community-Based Mentoring

Community-based mentoring (CBM) is defined as a formal, one-to-one relationship between a non-parental adult and a young person, typically lasting around a year and taking place in community settings rather than schools. This mentorship methodology is developmentally oriented, aiming to support socioemotional and academic growth through a mix of relational, recreational, and goal-oriented activities (Goldner and Ben-Eliyahu, 2021). This mentor method is grounded in theories of attachment, social support, and social learning, emphasizing the importance of close, trusting relationship as the mechanism for change. The model is flexible and can serve youth with a range of risk profiles, though research notes that youth with moderate risk may benefit most.

Limitations do exist with community-based mentoring that limits its overall impact. Research shows that CBM produces small average effects across socioemotional, behavioral, and academic outcomes (Raposa et al., 2019). The model also depends on long, stable relationships, yet many matches end early. Relationship quality varies widely, and not all mentors provide the support, sensitivity, and trusty identified as essential for positive outcomes. This mentor method is also resource intensive, costing far more than other mentoring methodologies, making sustainability of
program challenging. Evidence suggests that youth with moderate risk may benefit more consistently than those with the most complex needs, indicating community-based mentoring alone may not be sufficient for higher risk populations.

Specialized Mentoring

Specialized mentoring refers to structured, clinically informed models designed for youth experiencing trauma, substance use, violence, or reentry from juvenile justice or residential settings. Unlike community-based mentoring, which emphasizes flexible, relationship-driven support in neighborhood settings, specialized mentoring incorporates targeted interventions grounded in trauma-informed care, cognitive-behavioral strategies, restorative practices, Noand coordinated case management. These programs typically involve mentors with advanced training who work within multidisciplinary teams and follow structured protocols to address safety, emotional regulation, relapse prevention, or reintegration needs. While specialized and community-based mentoring can coexist, and in some cases complement one another, they are not always implemented together. Specialized models require more intensive resources, professional oversight, and clinical alignment than traditional community-based approaches, which can make integration challenging depending on program capacity and youth needs (Tolan, 2013).

Other Mentoring Models

School-based mentoring

Unlike community-based mentoring, school-based mentoring occurs within the school environment and is integrated into the daily routines of students who are already attending. Because of this, it can be challenging to implement with high-risk youth who are fully disengaged from school or have already dropped out. However, school-based mentoring is often used as a preventative strategy for students who are beginning to show signs of academic or behavior risk, providing early support before disengagement (Herrera et al., 2007).

In school-based models, teachers or school staff identify students showing academic or social-emotional risk and match them with volunteer mentors who meet with them regularly on campus, often for about an hour a week and is primarily focused on academic support (Portwood and Ayers, 2005). School-based mentoring has expanded rapidly, partly because it is less costly and easier to implement than community-based models (Rhodes, 2002). However, the school calendar limits the duration and intensity of these relationships, often resulting in matches that fall short of the year-long commitment recommended in the mentoring field (Rhodes, 2002). Delays in matching and reliance on college-grad volunteers can further shorten the mentoring period (Karcher, 2008). Evidence suggests that these structural constraints may contribute to school-based programs producing smaller or less sustained effects than community-based mentoring (Dubois, et. Al, 2002).

Check and Connect Mentoring Model

The check & connect model is a school-based mentoring intervention designed to promote student engagement and reduce dropout risk through a combination of systematic monitoring and sustained relationship-building (National Mentoring Resource Center, 2017). In this model, mentors, often referred to as monitors, regularly track indicators such as attendance, academic performance, and behavior ("check") while also developing supportive, problem-solving relationships with students ("connect"). Although the model is rooted in the school context, it can incorporate community-based elements, including engagement with families and referrals to external support services. However, research highlights notable variability in how the model is implemented across settings. Differences in mentor roles (e.g., school staff versus community-based providers), levels of family involvement, mentor caseloads, and the amount of time spent with students can significantly shape program delivery and outcomes. This flexibility allows adaptation to local contexts but also complicates efforts to determine which components are most essential for effectiveness. As a result, the Check & Connect model is often characterized as a hybrid approach in practice, though its core remains firmly grounded in school-based intervention.

Table 1. The Organizations Using These Mentoring Models

Mentorship Program	Mentoring Model	Year	Students Served	Budget	Outcomes
Check & Connect Plus Truancy Board	Check and Connect (Specialized Mentoring)	2012 (uploaded in 2018)	NA	NA	82% more likely to graduate and 18% less likely to drop out
BBBS Tampa Bay	Community and school-based mentoring	2024	2,549	$6,056,016	Academic and relational focus. 88% maintained or improved academic performance 85% remained stable or improved with depressive symptoms 77% maintained or improved in parental connectedness
BBBS Kansas City	Community-based mentoring	2023	1,057	$5,576,000	Relational focus. 91% feel better about themselves

					after spending time with their mentor 97% say having a mentor has had a positive impact in their life
Imentor	School-based mentoring	2024	10,910	NA	Career, education focus. 91% learned about new career pathways and how to work towards career goals.
Grand County School District – Grand Area Mentoring	Specialized mentoring: community and school-based	2025	77	$215, 351	Re-integration focused. 50% skipped less school. 80% got less in trouble in school. 79% of matches lasted for more than one year.
US Department of Education Student Mentoring Program	School-based Mentoring	Evaluated in 2004	Overall 200 grantees, not clear on total number of students served	$277,000 per grantee	Long delays in matching. Short match duration. Heavy reliance on young mentors. Activities focused more on social support than academics. No measurable impact on academic, behavioral, and interpersonal outcomes.
OJJDP National Mentoring Programs	National RFP	2023	NA	$30,000,000(5 awards)	36-month program structure
OJJDP Multistate Mentoring Programs Initiative	National RFP	2023	NA	$9,000,000 (16 awards)	

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Seattle Office for Civil Rights

Seattle Department of Education & Early Learning

FAMILIES EDUCATION PRESCHOOL & PROMISE

OCR Racial Equity Toolkit Assessment Worksheet

Title of policy, initiative, program, budget issue: Path to Trades
Description: Expansion of the Seattle Promise Program to include Path to Trades
Department: Department of Education and Early Learning (DEEL)
Contact: Amanda Stoddard, Launch Policy Advisor

Indicate whether the item is:

☒Policy ☐Initiative ☒Program ☐Budget Issue

Step 1. Set Outcomes.

1a. What does your department define as the most important racially equitable community outcomes related to the issue?

- # participated in career exposure events
- # enrolled (in trades pathway/area of study)
- # completing first quarter (of trades pathway)
- # completing program
- % completers connected to employment or apprenticeship within 6 months of completion

1b. Which racial equity opportunity area(s) will the issue primarily impact

impacts on:

☒Education	☐Criminal Justice
☐Community Development	☒Jobs
☐Health	☐Housing
☐Environment	

1c. Are there impacts on:

☐Contracting Equity	☐Immigrant/Refugee Access to Services
☒Workforce Equity	☐Inclusive Outreach and Public Engagement

Please describe:

- Achieving workforce equity goes beyond student enrollment
- A multitude of factors, including financial access, information access, structural access, and completion and retention support access impact an individual's ability to participate in the workforce

Step 2. Involve Stakeholders & Analyze Data.

2a. Are there impacts on geographic areas? ☒Yes ☐No

☒All Seattle Neighborhoods	☐Lake Union	☐East District
☐Ballard	☐Southwest	☐King County (outside Seattle)
☐North	☐Southeast	☐Outside King County
☐NE	☐Delridge	Please describe:
☐Central	☒Greater Duwamish	

Please describe:

Seattle Promise is a universal access program. Since its inception, access has grown to all Seattle public high schools. Please see attachment 2 for Fall 2024 enrollment by high school.

2b. What are the racial demographics of those living in the area or impacted by the issue?

The Path to Trades expansion is not intended to divert students away from a 4-year pathway but to ensure all young people have equitable opportunities to enter high-demand and living wage trade careers. Across Seattle, there is a clear racial equity gap where high-demand and living wage trade career talent is not reflective of and accessible to Seattle's diverse population of young professionals.

In 2024, young people ages 18-26 made up roughly 13% of Seattle's total population with 58% White, 23% Asian, 8% Hispanic/Latinx, 5% Black/African American and less than 1% Native Hawaiian or Pacific Islander[1] Youth representation in Seattle-King County trade careers varies, where registered apprentices remain largely white at 64%, while Hispanic/Latinx stands at 17%, and Asian and Black representation at 3% and 6% respectively.[2]

2c. How have you involved community members and stakeholders?

From July 2024 to March 2026, DEEL engaged more than 1,496 individuals to share their priorities for FEPP levy spending and implementation. Engagement occurred across two phases, with the first informing the FEPP Levy renewal and the second to allocate funds and shape implementation details.

To inform the Path to Trades program design, DEEL referenced Promise application, enrollment, and completion data and spoke directly to key stakeholders such as the Seattle Colleges, City of Seattle Departments OED, FAS, SCL, SPU, SPD, SFD, OLS, and OSE as well as Masters, Mates & Pilots, MLK Labor Union, and Local 242.

As part of FEPP Levy renewal engagement conducted in 2024-2025 by DEEL in partnership with South Sound Strategies (SSS), DEEL engaged stakeholders on topics such as access and affordability, barriers to degree or certification attainment, and college and career supports. Over nine months of community

[1] "2024 ACS 1-Year Estimates," U.S. Census Bureau, 2024, https://www.census.gov/programs-surveys/acs/technical-documentation/table-and-geography-changes/2024/1-year.html
[2] "Registered Apprenticeship Application Report, 2024 Annual Report to the Legislature ," Washington State Department of Labor & Industries , 2024, https://www.lni.wa.gov/agency/_docs/2024RegisteredApprenticeshipApplicationReport.pdf.2024RegisteredApprenticeshipApplicationReport.pdf

engagement for all parts of the 2025 FEPP levy, SSS conducted a multi-method engagement process that centered students, families, and historically underrepresented communities.[3]

As part of the Implementation and Evaluation Plan stakeholder engagement conducted in 2025-2026 by DEEL in partnership with DON, DEEL engaged college and career stakeholders on access and interest in high-quality career pathways that lead directly to family-wage jobs in the skilled trades and related industries.

- Trades-specific engagement
    - Students, Promise alumni and families: 5 in-person events, 3 virtual events, 1 survey
    - Providers and institutional partners: 12 interviews, 1 survey

During these engagements, college and career stakeholders emphasized:

- **Reduced Stigma:** Students report trades stigma has decreased; seeing economic opportunities makes trades appealing
- **Skills Center Barriers:** Limited slots, scheduling conflicts with AP/IB courses, transportation challenges, and parking costs
- **Maritime Opportunity:** Silver tsunami in maritime industry presents opportunity; interest in specialized maritime high school model
- **Exposure Timing:** Early exposure (8th-9th grade) recommended to earning potential, union membership, and career options
- **Job Shadow Access:** Students report difficulty finding opportunities independently; school-year options preferred over summer-only
- **Gender Dynamics:** Question raised about who is being told about trades opportunities and potential gender bias in outreach

2d. What does data and your conversations with stakeholders tell you about existing racial inequities that influence people's lives and should be taken into consideration?

Data analysis and stakeholder engagement elevated four factors for consideration during design of the Path to Trades expansion program: (1) Opportunity development for BIPoC youth (2) student Interest and engagement, (3) ethical working conditions and (4) long-term sustainability and retention.

Stakeholder conversations revealed inequities in the college and career sector significantly impact students ability to earn a certificate, degree, or credential.

Evidence shows that formal credentials, such as certifications and apprenticeships consistently raise[4] earnings for those who obtain them. In Washington State, there is a 50-100% pay gap for people who earn a trade credential and those who do not hold a degree or credential[5]:

- No credential: $30k–$40k average annual income
- Trade credential: $55k–$70k average annual income

[3] [8] FEPP 2025 Stakeholder Engagement Report, May 2026.
[4] E. Yeyati, "The Market Value of Non-Degree Credentials: New Evidence from 37 Million US Workers," CEPR, 2026, https://cepr.org/voxeu/columns/market-value-non-degree-credentials-new-evidence-37-million-us-workers.
[5] Washington State Employment Security Department, "Employment and Wages," 2026, https://esd.wa.gov/jobs-and-training/labor-market-information/employment-and-wages.

Current Washington workforce programs show high placement rates for people who obtain a credential in specific trades, averaging 80%[6]. Seattle Promise Cohort 2024's fall-to-fall retention rate was 67%, exceeding the previous cohort. This growth trend shows Seattle Promise and the Path to Trades expansion play an important role in access, retention, and completion, ultimately positively impacting workforce equity in Washington State.

Additionally, work with the Seattle Colleges identified that many high-demand trades training programs were greater than 90 credits in length and had substantial tools and supplies costs to start the program. Seattle Promise previously only covered the first 90 credits of a student's studies. Both program length and program tool cost were identified as barriers and creating inequitable access to trades training and career opportunities.

Preliminary analyses show high-demand trades training programs exist at all three of the Seattle Colleges with approximately 110 Promise students currently in high-demand trades training programs.

Finally, stakeholders highlighted complex barriers young people experience while exploring a trades career such as trades competency competitiveness, systemic hiring inequalities stacked against them, and financial barriers. This tells us that racial inequities to participation in trades programs are driven by cumulative disadvantages, not just related to program access.

2e. What are the root causes of factors creating these racial inequities?

Intergenerational structural inequality[7] refers to the disparities in resources, opportunities, and life chances between different generations within a society. These inequalities are reinforced over many generations through the passage and enforcement of policies that concretize inequality:

1. Redlining → segregated neighborhoods
2. Segregation → unequal school access
3. Unequal schooling → income disparities
4. Income disparities → limited wealth building
5. Wealth gap → reinforces housing inequality
6. Housing inequity → unequal school access

Redlining in Seattle[8] began in 1936 with Homeowners' Loan Corporation maps. These maps labeled neighborhoods by "risk," heavily based on race. Areas with Black, Asian, or immigrant residents were marked "hazardous." As a result, Seattle's Black population became geographically concentrated in the Central District and Rainier Valley.

Even after formal segregation laws weakened, lending discrimination continued. A 1975 City of Seattle[9] study found major banks made almost no loans in the Central District and Rainier Valley. In 1977 Washington State banned redlining but the discrimination did not end. The ability to access education and wealth building opportunities continue to be disparate.

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[6] Employment and Wages, Washington State Employment Security Department.

[7] S. S. Hamedani, A. I. Amjad, and S. A. Aslam, "Exploring Structural Injustices in School Education: A Study on Intergenerational Repair," *Frontiers*, 2024, https://www.frontiersin.org/journals/education/articles/10.3389/feduc.2024.1395069/full.

[8] E. Okikawa, "Walking Through Past and Present: Seattle's Redlining Heritage Trail," Washington Trails Association, 2020, https://www.wta.org/news/magazine/features/walking-through-past-and-present.

[9] Employment and Wages, Washington State Employment Security Department.

In addition to historic societal structural racism, trades professions have a history of racial discrimination and exclusion through biased examinations, gatekeeping, and overt racism that discourage BIPOC workers from joining.[10] Through stakeholder engagement interviews we learned that having a family member in a union or trade can help a prospective worker gain access to apprenticeships or work. The power of the familial connection can amplify racial disparities if historically BIPOC workers have not had equal access in membership or training opportunities.

Step 3. Determine Benefit and/or Burden.

Given what you have learned from data and from stakeholder involvement…

3. How will the policy, initiative, program, or budget issue increase or decrease racial equity? What are potential unintended consequences? What benefits may result? Are the impacts aligned with your department's community outcomes that were defined in Step 1.

Benefits: The Path to Trades program is an expansion of the Seattle Promise program. In 2025, 69% of incoming students to Seattle Promise identified as BIPOC. This is significantly higher than the general Seattle Colleges population, which is 47%. The Path to Trades expansion funds access, completion, and job placement supports, prioritizing services to support high demand trade programs. Benefits include:

Access

- Early exposure and guidance
- Awareness and access to trade pathways that lead to careers and result in living wages

Completion

- Training program (certificate and degree) completion for high-demand trade pathways that lead to living wage careers

Job Placement

- Mentorship and practical tools to build a diverse local talent pipeline for high-demand trades
- Pre-apprenticeship and post-secondary connections

Potential Burdens / Unintended Consequences: The Seattle Promise is a Universal Program. While DEEL's internal evaluation has shown an increase in access to all demographics, national research has shown that "free tuition" equity enhancing programs can often disproportionally benefit white or higher-income students[11]. Meanwhile, certain trades careers have extremely low percentages of Black/African American workers (Construction, etc), and even lower percentages of Black/African American trades professionals in leadership positions[12]. An unintended consequence may be perpetuating a gap in African Americans in certain trades due to the existing opportunity gap in Promise retention/completion for African American students.

Step 4. Advance Opportunity or Minimize Harm.

[10] 1. Travis Watson, "Union Construction's Racial Equity and Inclusion Charade," Stanford Social Innovation Review , 2021, 1. Travis Watson, "Union Construction's Racial Equity and Inclusion Charade," Stanford Social Innovation https://ssir.org/articles/entry/union_constructions_racial_equity_and_inclusion_charade

[11] M. M. Chingos, "Who Would Benefit Most from Free College," Brookings, 2016, https://www.brookings.edu/articles/who-would-benefit-most-from-free-college.

[12] Ciquoiah Broxton and Raina Grace, "Who Gets to Build? Examining Racial Disparities in Construction Apprenticeships," UChicago Inclusive Economy Lab, 2025, https://medium.com/inclusive-economy-notes/who-gets-to-build-examining-racial-disparities-in-construction-apprenticeships-d7083144cd30

4. How will you address the impacts (Including unintended consequences) on racial equity? What strategies address immediate impacts? What strategies address root causes of inequity listed in Q. 6? How will you partner with stakeholders for long-term positive change? If impacts are not aligned with desired community outcomes, how will you re-align your work?

Program Strategies: Last dollar scholarship programs, such as the Seattle Promise, have been shown to improve access to enrollment, but without complimentary policies, such as the Path to Trades expansion, they can also unintentionally increase race-based retention and completion gaps and exclusion from educational institutions.

Policy Strategies: The Path to Trades expansion includes the following policy strategies to mitigate unintended consequences:

- Pair tuition subsidies with basic needs fiscal supports (equity scholarships)
- Create a tools and supplies scholarship to fund additional required trades training costs
- Invest in capacity expansion for local trades program
- Academic and preparation outreach and advertising
- Fund and provide transportation to attend trades exploration events to ensure all high school students can attend

Partnership Strategies: In order to execute this expansion, DEEL is working with the Seattle Colleges, local labor unions, the City-Wide Workforce Development Board, City departments, the Levy Oversight Committee, and the Washington Student Achievement Council.

Step 5. Evaluate. Raise Racial Awareness. Be Accountability.

5a. How will you evaluate and be accountable? How will you evaluate, and report impacts on racial equity over time? What is your goal and timeline for eliminating racial inequity? How will you retain stakeholder participation and ensure internal and public accountability? How will you raise awareness about racial inequity related to this issue?

The Path to Trades strategy is an expansion of the Seattle Promise program funded by the FEPP levy, providing students with another pathway to earning a certificate, degree or credential from a skilled trade program at Seattle Colleges. All FEPP Levy investments are subject to required monitoring activities and scheduled evaluations, ensuring progress is made toward racial equity and overall levy goals outlined in the Implementation & Evaluation plan. As an expanded strategy, evaluation and data reporting complement existing Seattle Promise monitoring activities, which include:

- Regular data reporting of students enrolled in a credential pathway, program retention, and completion of a credential pathway disaggregated by race/ethnicity where student counts meet FERPA compliance
- Program data review between DEEL and funded partners
- Implementation of critical policy or program changes
- Two scheduled evaluations, in Year 2 and Year 4 of the levy

5b. What is unresolved? What resources/partnerships do you still need to make change?

Building on our Fall 2025 stakeholder engagement findings, we are committed to reducing barriers to skilled training and job attainment for young skilled professionals of color by the end of the levy. While current trades program participation and job placement outcomes tend to skew toward an average age of 30 and underserve professionals of color[13], we plan to bridge this access gap through direct partnerships with Seattle Colleges and City of Seattle Departments, and job-readiness programming. Partnerships

[13] Department of Education & Early Learning, FEPP Trades Stakeholder Engagement (2025)

and programming aim to improve regional workforce development systems alignment and create networks of support (e.g., mentoring, guest speakers, networking events, etc.) for young professionals of color in high-demand industries in Seattle.

We recognize that quantitative data for this strategy is currently limited; we are leveraging qualitative data to shape racial equity goals. Through planned reporting and evaluation, we will stay accountable to our progress and responsive to areas needing improvement.

Attachments

1. Ready to Launch Trades Stakeholder Engagement Summary Memo
2. Seattle Promise: Fall 2024 Enrollment by High School
3. Seattle Colleges High Demand trade Program List

Attachment 1

DEEL conducted a series of 12 interviews and 2 focus groups with stakeholders to ensure that policy implementation includes a diverse representation of the opportunities and strengths for trades education in Seattle. These stakeholder partners included representatives from labor unions, Seattle City Light, Seattle Public Utilities, and other city government departments. Of these partnerships, eight described formal apprenticeship programs, while six partners acted as facilitators and connectors, with no formal apprenticeship program. Interviews and focus groups occurred November 2025 - January 2026.
Interviews focused on the work stakeholder organizations do with apprenticeships or skilled training programs, what occupations or programs youth are interested in, what barriers exist for beginning trades or apprenticeship applicants, features supporting successful job attainment, and potential opportunities to support young people pursuing a skilled trade career. On important note for reading this data: while within the memo narrative, I use quote marks to reference the language from interviews/focus groups, this reflects how data collection relied on notes from the conversations rather than recordings. Language and wording may differ from the interview, but we tried to retain the key ideas and topics discussed with stakeholders.

Key Findings

- Support gaps and unmet basic needs are primary barriers to retaining apprentices and skilled talent
- In addition to skill competencies, quality career-readiness skill development such as 21st century skills and employability were commonly cited competencies that may bolster young people's competitive advantage prior to job recruitment
- Targeted outreach and destigmatizing trades careers are key program design elements with potential to increase knowledge, social and navigational capital among youth of color interested in a trades career

Several supporting themes were identified and discussed in the following section. Key emerging quotes were compiled (see appendix A for an extended list of quotes).

High-Level Themes

Seven topics emerged through qualitative analysis: youth interest and engagement, the effectiveness of the pipeline's structural access to trades education and pathways, community outreach and awareness, youth workforce's basic needs, and professional development and skills in relationship to trades.

Professionalization and Career Skills Training Needed for Competitive Job Applications & the Professional Ecosystem

Several stakeholders noted that to make youth more competitive, we need to expand career-readiness training for applicants and youth entering apprenticeships by developing 21st century skills, employability skills, and knowledge of what will be asked of them in careers of choice. Local 242, OSE, HSD, SPU and SCL noted that their few apprenticeships receive a large number of applications. Youth face difficulties obtaining apprenticeships in a competitive field when there are so many qualified applicants with existing work experience. Local 242 discussed how the average age of applicants for their positions are 30, and so youth are competing for jobs with older, more experienced candidates. SCL estimated that for their pre-line worker apprenticeship program, they received around 1000 applications for 6 open spots. OSE noted that for 2 posted internship positions, they received 300 applications. We should be considering how to provide support and opportunities to make youth more competitive applicants.

Additionally, SPD noted that young applicants have difficulty passing the background investigation, physical fitness test, the civil service exam, and need job preparation for interviews and the oral boards. Local 242 noted the need to teach accountability, coachability and employability to find ways to stand out. SPU's Drainage Rehab participant also noted the need to help youth understand the difference between submitting their resume for private sector work vs. government jobs and helping youth assess what they want to do and how to search for jobs and starting places at the entry level.

Pipeline and Opportunity Development for BIPoC Youth Needs Attention

Pipelines leading to trade careers need to address how to support youth, particularly BIPoC youth, in being competitive as applicants, as well as develop awareness and engagement for youth and communities about trades careers.

Stakeholders discussed the need to prioritize BIPoC youth and communities. Several departments noted that traditional word of mouth and family knowledge play a key role in entry into the trades, leading to low awareness with youth and the homogeneity of these industries because it's about "who you know" (ARTS). Outcomes for programs like ANEW, which supports women in trades jobs, serves primarily white women, rather than BIPoC women.

Stakeholders described needing outreach for awareness that will engage youth and communities of Color, especially with families, students and high schools, that trades are a desirable career path and alternative to college, as well as defining what "the trades" actually means.

Robust Opportunities in Trades for Green Energy Development are Coming

Overall, opportunities in green energy and green infrastructure are a huge opportunity in the future and we need to be getting youth into these roles and training now while it is about to boom. (Paraphrase from Interview with MLK Labor Union).

Youth opportunities in trades programs and education exist, however, Seattle needs to develop both the opportunities and applicants for successful trades careers in response to shifting economic needs. The intersection of climate change, city infrastructure and energy needs create an area of opportunity linked to the rise of green energy in technologies such as HVAC, carbon-free concrete, and retrofitting childcare facilities due to the rising heat threshold. MLK Labor Union discussed their pilot at SPU and SDOT with carbon-free concrete and the cement union and noted that Seattle City Light (SCL) could play a major role in building entry-level opportunities for youth in green energy, which SCL confirmed. SCL stated the need to add programs, for example in HVAC, to address this need. SCL also noted that they are hearing a lot of energy and excitement from youth about easing energy doom.

Basic Needs & Ethical Working Conditions are a Concern

Ethically, we need more infrastructure and tailored supports developed to wrap-around youth interested in entering careers in trades. Across the board, participants noted the lack of support for youth who face a lot of systemic barriers, particularly for low-income and first-generation youth. Local 242 noted a 50-60% completion rate in their laborer's apprenticeship program because many youths may not realize what they're getting into, have life struggles, and struggles with program guidelines (submitting hours, RSI).

Skilled trades employment programs should focus on developing equitable working conditions a key factor to sustain robust and ethical pathways to trade careers. Drainage and FAS both explained that people are leaving apprenticeships due to working conditions and not being treated well. More work

around developing safe working environments must occur to combat the reasons apprentices leave programs, such as bullying in the work environment.

Reliable wrap-around services are needed to ensure long-term sustainability of trades jobs and apprentice retention

10 of the 14 stakeholders interviewed noted that successful trades development means that we need to meet the basic needs of workers. Structural barriers to meeting basic needs may be outside of the control of individual departments. Employees need to more to be able to maintain a standard of living, housing, have reliable transportation (apprentices may shift job sites frequently), consistent hours, flexible childcare, access to food and clothing, and in general, wrap-around services to support trades workers and apprentices. However, departments can evaluate the needs of their apprentices and entry-level workers to determine what basic needs they can meet. For example, the SEIUs stakeholder recognized that the machinist's institution is working to open childcare at the Boeing plant to ease the strain of childcare. Local 242 has four apprenticeship coordinators who support 700-800 apprentices and guide them through the program and support with accessing wrap around services. One stakeholder at OED noted that the Regional Pre-Apprenticeship Collaboration has been giving real-time updates allowing them to know about what contractors are experiencing and need, while Electricians are giving respectful worksite training and ironworkers are pushing to accept trans apprenticeships and standing up women in trades.

Stakeholders from SEIU noted that in addition to difficulty finding flexible childcare, the pay is horrible with no benefits, and “childcare is a leading reason why people cannot complete their apprenticeships, with lack of childcare outside of hours 9-5". Additionally, HSD noted they did not have long-term supports for those who have experienced a lot of barriers.

Cross-Sector Partnerships are Needed for Sustainable Pathways

Developing structures and relationships for long-term sustainability of trades work is paramount. Stakeholders discussed, absent of a dedicated training fund or quality training program, programs like the City of Seattle solid waste or cadet program career industries with regional demand remain underdeveloped and underutilized programs. For example, maritime careers, a high-demand industry in Seattle, tend to have significant costs creating financial barriers for trainees looking to reach journey or crew mate levels.

Public-private sector relationships are needed to increase clear and quality trades career opportunities for youth. Coordinated partnerships may increase access to high-demand, entry-level positions for young people completing skilled training and/or apprenticeships.

Using Student Interest and Engagement to Drive Development
More hands-on learning along with monetary payment would help generate interest in skilled trades (Paraphrase from Interview with OED)

There was discussion of paying youth and ensuring compensation such as SPS credits for out of school time. Several stakeholders noted that we must pay youth for their work and training when they are in pre-apprenticeship.

Additionally, 11 of 14 stakeholders discussed engaging students and driving interest through connecting with youth about what they want. Stakeholders noted that exposure to hands-on experiences, tours, and project-based learning drove student engagement with trades professions. Stakeholders see a lot of youth interest in creative, innovative careers in tech, arts, non-profit and human services, as well as in trades with hands-on experiences like automotive and construction.

Demand for Workers Needs to Meet Infrastructure for Developing Those Skilled Laborers with Pre-Apprenticeships

Stakeholders shared a sense of a lack of entry-level jobs for youth that help develop them for skilled labor in the trades. Many trades jobs demand specific skills and experience, however the pipeline to train for these trades and pathways are often inaccessible due to the timing and expense of the training programs. Maritime careers, for example, are expensive and require lots of training – however many companies start hiring at mid-level journey positioned and companies don't fund training programs. SPD training is provided after hiring, but many youths don't meet requirements of hiring due to lack of knowledge of what is required at application, such as a deep background check.
Structural growth around development of pre-apprenticeships for trades careers can make these pathways more accessible and candidates more competitive.

Appendix A: Supplemental Mixed Methods Joint-Display

Across stakeholders interviewed and surveyed, there was both consensus and difference in responses regarding what industries in Seattle have the greatest demand and interest. Table A compares the results from one survey question ("*What industries do you believe have the greatest demand in Seattle? Please check all that apply"*) and juxtaposes this data with paraphrases from participants conversations about these industries to show points of convergence and divergence across both data collection methods. While data correlation is limited based on the fact that not all stakeholders in the survey were interviewed, and vice versa, this table works to give anecdotal examples alongside the opinions shared in the survey.

It is also important to note that while there is agreement that industries such as Utilities/Skilled Trades have high demand, further investigation is warranted into how high attrition from apprenticeships and the workforce impact that demand from the retention side, along with the need to recruit and train more skilled workers.

- There is agreement across survey and interviews/focus groups that areas of industry with greatest demand, driven both by recruitment needs and retention needs, in Seattle are Utilities/Skilled Trades, Green Jobs/Manufacturing, and Maritime.
- While stakeholders shared that they believed there is a high demand for Construction, based upon qualitative data, addressing professionalization, wrap-around services, and the cyclical nature of construction work may be more valuable than efforts such as outreach for this industry.

Table A: Cross-Method Summary of Beliefs About High-Demand Industries in Seattle

Survey: What industries do you believe have the greatest demand in Seattle?	**Focus Group & Interview Paraphrases**
Utilities/Skilled Trades (10 respondents)	**Drainage Rehab Program** There are people leaving/tapping out of apprenticeships due to conditions of work and work environment and people not being treated well. In first rounds they have 100+ people go through application process, mental and physical aptitude test.

	"I have found that when the economy is doing great, we have a hard time getting people into the trades, but when the economy is down, we have many people interested in the trades." **HSD** In the IDT workforce group SPU or SCL mentioned they had apprenticeships, but they said young people would not be super competitive. Do have contracts that offer some level of training and job connectedness. **SCL** Pre-line worker apprenticeship programs – something like 1000 applicants for 6 spots. Do not have formal training programs for other skilled trades. HVAC technician is hard to fill position and good to have a training position around that. UCW - utility classification worker position has informally become entry level role and can lead to apprenticeship position. Electrical helpers (entry-level worker position) Other utilities in the region for other areas that have gaps in training and there may be opportunity to expand MOU with Seattle Colleges to build more apprenticeships. There are a few other positions they have on the job training – ex. Hydro operators have some on the job training for about 2 years at level 1, then they can move to next level. Similar set up with power dispatcher. Entry level positions – admin specialist jobs, management systems analyst, Fish hatchery positions. They have very few entry level positions. **SPU** Where we don't have a program but is like a trade that we would struggle to get is in our solid waste program – people start as laborers then become machine operator. Timing [is a barrier] - limited number of spots; don't struggle with applications, but spots limited. Sourcing isn't an issue, it's just competitive.

	Unsure of retention rate; anecdotally, 1 or 2 out of a group of 30 will drop out but it's usually about scheduling; have heard about instances where wraparound services were in need.
Healthcare (9 respondents)	N/A
Transportation (8 respondents)	N/A
Green Jobs/Manufacturing (8 respondents)	**OSE** Started clean energy apprenticeship program. Put out an RFP and select a set of contractors (smaller) to HVAC, solar installation, etc. RFP gives funding to make apprenticeships paid. In 2026...received a commerce grant. They are using it to bring on climate fellows (2-3) be within OSE office and implementing emission and performance standards. Duwamish valley biodigester program – paid for 1 year for them to set up this biodigester program. Serving a lot of young folx in clean energy apprenticeship positions. Lots of policy work to provide rebates to switch to clean energy – it is creating opportunity for apprentices going to smaller shops where they are doing the work to switch to clean heat. Always house interns and when posted 2 internship positions, they received 300 applications. There is some portion of FEPP about building upgrades for childcare facilities and there could be connection for funding to have OSE apprentices work on childcare infrastructure changes. **OED w/FAS Labor Equity Team** $1.3M in RFP from 2023. OED previously committed $300k. OSE is the major funder in this RFP and focusing on green and clean construction. **MLK Labor Union** Piloting with SPU and SDOT with carbon free concrete through Georgetown campus with cement union...they are involved with PACT program at South Seattle/Georgetown, and they have seen great results and suggest further investment in that program. There isn't a lot of funding, and lots of people out of work. How can we get people into roles that get them experience and pay to start. SCL could be major player in green energy – maybe good entry level work. The city is not putting enough resources into the green trades and infrastructure. Ex. - there could be initiatives to build EV charging

	stations around neighborhoods...these jobs could be entry level jobs that build experience and youth pipeline. Overall opportunities in green energy and green infrastructure is huge opportunity in the future and we need to be getting youth into these roles and training now while it is about to boom.
Maritime (8 respondents)	**Masters, Mates & Pilots** Trend over time: Ships got bigger, crews got smaller, less ships out there – so there was a surplus of mariners for a while, so people stopped training them and now, we're on the other side and need to ramp up mariner training program Maritime trades traditionally is word of mouth. Most people don't know there are jobs here at the port even though it is right outside our door. Entry-level positions identified by Coast Guard aren't carried by companies as they aren't required to exist within each company. Many companies start at mid-level journey level positioned. Companies expect people to show up trained which can lead to a steep training curve and cost. There are not pre-apprenticeship programs that are in the area.
Maintenance Technicians (6 respondents)	**MLK Labor Union** Originally came from IBEW 77 – youth originally became meter reader and cable splicer and waiting for their time to become apprentice. These are great opportunities to get people into the work and gain experience. We need to be looking at more roles like these around the city at the city as workforce to get youth engaged, paid and get experience."
Construction (6 respondents)	**Local 242** They have no shortage of applicants. How does a 18yr old stand out vs someone who has been working the field for several years? They only bring in the amount of people who can go out to work, try to manage the apprenticeship list to make sure they don't bring in too many people, and they can go out to work. **OED w/FAS Labor Equity Team** Somewhat interest in construction, but everyone wants to be in popular trades (like electrician) with high $ amount. Anything to do with marketing/IT blend (social media, etc.). Construction is boom and bust. Right now, we are in bust, reducing workforce or not hiring High drop rates for young people in atmosphere of bullying.
Information Technology (4 respondents)	**OED w/FAS Labor Equity Team** Somewhat interest in construction, but everyone wants to be in popular trades (like electrician) with high $ amount. Anything to do with marketing/IT blend (social media, etc.).

Other (please specify) (2 respondents)	**SEIUs** They do not have training fund or training program and don't run apprenticeships for early childcare workers. **ARTS** Out of pandemic, there was a brain drain when it comes to sound engineering and folks who were in the technical side of concerts and live events so there was some money that OED provided through the Vera Project – heard that is still a need to build that workforce back up. **SPD** Could also fund some parking enforcement officers that are 18-20 years old. Only hire about 4-5% about applicants they get. They hire frequently from the military because they haven't been able to do certain things that other people have done while going to college. Between new contract, and last mayor and council they pushed money and marketing to get police force back to fully staffed. On par to hire 160 this year and 180 next year (both are most in 12 years).

Attachment 2

Table 3 - Seattle Promise: Fall 2024 Enrollment by High School					
High School	**Council District**	**Students Enrolled as Promise Scholars (Fall 2021)**	**Students Enrolled as Promise Scholars (Fall 2022)**	**Students Enrolled as Promise Scholars (Fall 2023)**	**Students Enrolled as Promise Scholars (Fall 2024)**

Chief Sealth International High School	1	99 (9%)	111 (9%)	157 (11%)	173 (11%)
Summit - Atlas	1	Expanded Access SY2022-23	<10	<10 (<1%)	16 (1%)
West Seattle High School	1	84 (8%)	82 (7%)	86 (6%)	91 (6%)
Cleveland STEM High School	2	101 (9%)	105 (8%)	89 (6%)	111 (7%)
Franklin High School*	2	137 (12%)	182 (15%)	187 (13%)	202 (13%)
Rainier Valley Leadership Academy	2	Expanded Access SY2022-23	<10	<10 (<1%)	<10
Summit - Sierra	2	Expanded Access SY2022-23	23 (2%)	10 (<1%)	<10
Interagency Academy	2	29 (3%)	45 (4%)	<10 (<1%)	24 (2%)
Rainier Beach High School	2	74 (7%)	77 (6%)	102 (7%)	141 (9%)
South Lake High School (Alan T. Sugiyama High School)	2	<10 (<1%)	<10	<10 (<1%)	<10
Garfield High School	3	73 (7%)	77 (6%)	96 (7%)	96 (6%)
Nova High School	3	16 (1%)	26 (2%)	38 (3%)	32 (2%)
Seattle World School	3	14 (1%)	15 (1%)	31 (2%)	17 (1%)
Lincoln High School	4	Expanded Access SY2022-23	24 (2%)	62 (4%)	97 (6%)
Roosevelt High School	4	88 (8%)	65 (5%)	60 (4%)	68 (4%)
Ingraham International High School	5	109 (10%)	118 (9%)	128 (9%)	156 (10%)
Middle College High School	5	<10 (1%)	<10	<10 (<1%)	<10
Nathan Hale High School	5	107 (10%)	116 (9%)	140 (10%)	147 (9%)
Ballard High School	6	135 (12%)	129 (10%)	115 (8%)	123 (8%)
The Center School	7	24 (2%)	23 (2%)	45 (3%)	34 (2%)
Cascade Parent Partnership	7	Expanded Access SY2022-23	<10	<10 (<1%)	13 (1%)
Total		**1114**	**1250**	**1460**	**1595**

Attachment 3

Program/Career	Institution	Total Credits	Materials Cost	Median Living Wage	High Demand Occupation per WA State	SBCTC Skills Gap List
Building Construction Technology/Technician	South Seattle College	22	$0.00	Y	Y	Y

Marine Science/Merchant Marine Officer	Seattle Central College	63.5	$4,000.00	Y	Y	N
Computer Programming/Programmer, General	North Seattle College	90	$0.00	Y	Y	Y
Computer Systems Networking and Telecommunications	North Seattle College	90	$0.00	Y	Y	Y
Network and System Administration/Administrator	North Seattle College	90	$0.00	Y	Y	Y
Accounting Technology/Technician and Bookkeeping	North Seattle College	90	$0.00	Y	N	Y
Culinary Arts/Chef Training	Seattle Central College	90	$3,240.00	Y	Y	N
Baking and Pastry Arts/Baker/Pastry Chef	Seattle Central College	90	$3,440.00	Y	Y	N
Fire Science/Firefighting	North Seattle College	91	$0.00	Y	Y	N
Real Estate	North Seattle College	91	$0.00	Y	Y	Y
Welding Technology/Welder	South Seattle College	93	$2,000.00	Y	Y	N
Applied Horticulture/Horticulture Operations, General	South Seattle College	93	$0.00	Y	Y	Y
Surgical Technology/Technologist	Seattle Central College	95	$2,077.50	Y	N	Y
Biomedical Technology/Technician	North Seattle College	97	$0.00	Y	N	Y
Culinary Arts/Chef Training	South Seattle College	101	$500.00	Y	Y	N
Restaurant, Culinary, and Catering Management/Manager	South Seattle College	101	$500.00	Y	Y	N
Electrical, Electronic, and Communications Engineering Technology/Technician	North Seattle College	102	$0.00	Y	N	Y

Carpentry/Carpenter	Seattle Central College	102	$800.00	Y	Y	Y
Wine Steward/Sommelier.	South Seattle College	107	$0.00	Y	Y	N
Diesel Mechanics Technology/Technician	South Seattle College	118	$2,000.00	Y	Y	N
Aircraft Powerplant Technology/Technician	South Seattle College	128	$1,000.00	Y	Y	N
Airframe Mechanics and Aircraft Maintenance Technology/Technician	South Seattle College	128	$1,000.00	Y	Y	N
Quality Control Technology/Technician	South Seattle College	?	$0.00	Y	Y	N
Industrial Mechanics and Maintenance Technology/Technician	South Seattle College	10 weeks	$0.00	Y	N	Y
Mason/Masonry	South Seattle College	2.5 - 4 Years	?	Y	Y	Y
Drywall Installation/Drywaller	South Seattle College	3 years	?	Y	Y	Y
Electrician	South Seattle College	3 Years	?	Y	Y	Y
Concrete Finishing/Concrete Finisher	South Seattle College	3.5 Years	?	Y	Y	Y
Carpet, Floor, and Tile Worker.	South Seattle College	4 years	?	Y	Y	N
Electrical and Power Transmission Installation/Installer, General	South Seattle College	4 years	?	Y	Y	Y
Glazier	South Seattle College	4 Years	?	Y	Y	Y
Lineworker	South Seattle College	4 Years	?	Y	Y	Y
Pipefitting/Pipefitter and Sprinkler Fitter	South Seattle College	5 Years	?	Y	Y	Y

Plumbing Technology/Plumber	South Seattle College	5 Years	?	Y	Y	Y

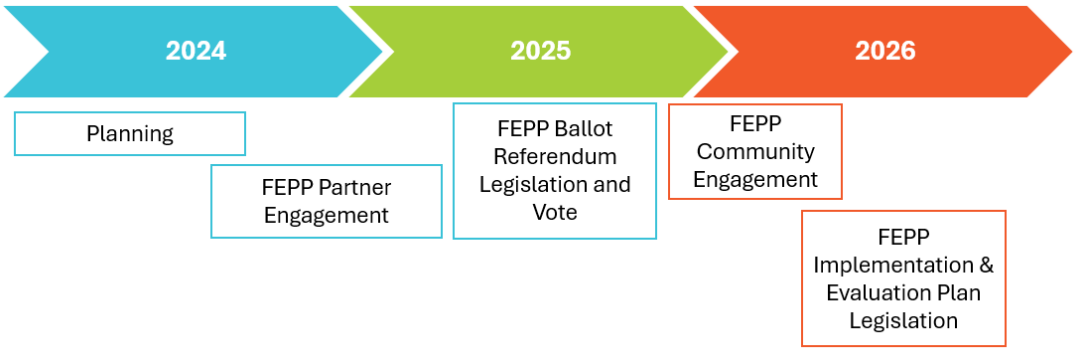
Every Child Ready-Families, Education, Preschool and Promise Levy Stakeholder Engagement Report

Seattle Department of Education & Early Learning
April 2026

Executive Summary

The Families, Education, Preschool and Promise (FEPP) Levy is a critical investment to support Seattle's children, youth, and families with access to education support services. Since Summer 2024, the Department of Education and Early Learning (DEEL) convened community members, institutional partners, and current grantees to inform the FEPP Levy renewal proposal and Implementation and Evaluation Plan legislation.

Visual 1. FEPP Engagement Timeline



Engagement Format and Participants
From July 2024 to March 2026, DEEL engaged more than 1,496 individuals to share their priorities for FEPP levy spending and implementation. Engagement occurred across two phases, with the first informing the FEPP Levy renewal proposal to invest $1.3 billion over six years (2026-2031) and the second to allocate funds and shape implementation details following voter approval of Proposition 1 the Every Child Ready (ECR) FEPP Levy in November 2025 with 80% voter support.

Modes of Engagement

15	Partner Conversations
9	Levy Oversight Committee Member Interviews
8	Youth Focus Groups
7	Listening Tour Events
6	Community Conversations
6	Surveys

Phase 1

58	205	101	298	9
Childcare and Preschool Providers	K-12 School or Community-Based Organization Representatives	K-12 Students	Seattle Promise Scholars	FEPP Levy Oversight Committee Members

Phase 2

127	275	327	88	8
General Community Members	School or Community-Based Organization Representatives	Parents/Guardians	Youth	FEPP Levy Oversight Committee Members

Major Themes
Community priorities were similar across phases, with perspectives impacted by both international and national current events as well as local, regional, and state budget concerns. Across both phases, engagement was focused on FEPP Levy investments managed by DEEL. Phase 2 feedback was more focused on implementation due to the timing of conversations, and questions posed by DEEL. Community spending priorities and concerns from each engagement phase are listed below.

Phase 1: Before Ballot Referendum
- Affordable childcare and enrichment programs
- Persistent disparities in academic achievement
- Youth mental health services
- City and school district budget deficits
- State and federal policy changes
- Voter support for additional levies

Phase 2: After Voter Approval
- Expanded childcare access
- Stronger school and community partnerships
- Geographic equity, language access, and culturally responsive services
- Divergent views on how to promote student safety
- Holistic student and family supports
- Workforce capacity challenges in childcare, education, and mental health sectors

Findings
Overall, stakeholder engagement revealed strong alignment between stakeholder feedback and the stated purpose of the FEPP Levy to invest cradle-to-career and prioritize investments that advance racial equity, close opportunity gaps, and foster student success.

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Background

Education levies in the City of Seattle have a long history, dating back to the first Families and Education Levy (FEL) in 1990. This original levy focused on early childhood education, out-of-

school time programming, family support, and the first School Based Health Center (SBHC) in Seattle. City of Seattle education, or children's levies, have been renewed approximately every seven years for the past three decades and provide critical resources beyond federal and state funding for social services and student supports.

In 2014, city voters established a rigorous, evidence-based preschool program by passing the Seattle Preschool Program (SPP) levy, a step toward universal preschool access. The 2018 Families, Education, Preschool, and Promise (FEPP) Levy merged the 2011 FEL with the expiring 2014 SPP Levy and expanding City investments to include postsecondary access with funding to establish the Seattle Promise Program, a universal college-access program.

The 2025 Every Child Ready (ECR)-FEPP Levy expanded city investment further to include supports for expectant parents, childcare, and career pathways. In November 2025, Seattle voters approved the $1.3 billion ECR-FEPP Levy with 80% of voter support. City of Seattle education levies are administered by the Department of Education and Early Learning (DEEL), and other funded departments.

Strategies for Inclusive and Equitable Engagement

- **Language Accessibility:** We prioritized language accessibility by offering multilingual surveys, translated materials, and interpretation services at all events. This approach ensured that non-English speakers— including communities that speak Spanish, Tigrinya, or other languages—could fully participate and share their perspectives.
- **Children's Activities:** Recognizing the importance of family involvement, we included interactive and age-appropriate children's activities at events. This welcoming family atmosphere allowed parents to participate fully while their children were entertained and engaged.
- **Culturally Relevant Outreach Methods:** Our outreach strategies were rooted in cultural responsiveness. We employed culturally relevant materials and methods—ranging from tailored communication strategies to hosting events in familiar community spaces—to resonate with diverse populations. This approach was complemented by working with community liaisons who understood the unique cultural dynamics of each group.
- **Location and Accessibility:** Events were strategically held in community-based locations that offered ample parking and were accessible via public transit. By situating

activities in familiar, convenient settings, we reduced barriers to participation and encouraged a broad spectrum of community members to attend.

- **Collaboration with Trusted Community Partners:** We actively partnered with trusted local organizations and community leaders who have deep roots in the neighborhoods we served. These partnerships were critical in establishing credibility and trust, ensuring that our engagement efforts were seen as genuine and reflective of community needs.

How to Read this Report

This report outlines the approach and findings from stakeholder engagement conducted by DEEL staff and consultant South Sound Strategies. Phase 1 findings are organized by the major themes across all engagement sessions. Phase 2 findings are organized by Every Child Ready Initiative and FEPP Levy domains: Ready to Start, Ready to Learn, and Ready to Launch. Engagement methodology and a schedule of engagement activities are included for both phases; additional details are shared in the report appendix. Phase 2 findings also include an “Alignment Matrix” that compares planned FEPP investments against community priorities and ranks the level of alignment as high, moderate, or low. High alignment demonstrates consistency between planned spending and community feedback. Moderate alignment demonstrates a need to further explore how the investment can respond to community feedback. Low alignment signals that the planned investment may not match community needs and should be re-evaluated.

Phase 1 Engagement (July 2024 to March 2025)

Methods

- **Interviews**
  - **Targeted Stakeholder Engagement:** Levy Oversight Committee (LOC) members and key policy stakeholders had dedicated space in one-on-one meetings to discuss FEPP Levy investments, ensuring their perspectives were directly integrated into the renewal process.
  - **Deeper Exploration of Priorities:** These meetings allowed for tailored discussions on funding allocations, equity considerations, and long-term impacts, offering nuanced insights that may not have emerged in broader group settings.
  - **Building Trust and Transparency:** By fostering candid dialogue, one-on-one meetings reinforced stakeholder confidence in the levy renewal process and provided feedback that was both meaningful and actionable.
- **Focus Groups**
  - **Facilitated Discussions:** These small-group sessions created a space for dynamic conversation, specifically designed for language-based cultural and ethnic groups such as Black/African American, East African, Spanish speaking, and AANHPI communities. Participants were encouraged to discuss challenges and opportunities, providing a deeper insight into community sentiments.
  - **Thematic Exploration:** Skilled facilitators guided discussions on targeted themes—such as the quality of early education and safety in learning environments—to extract detailed feedback that might be missed in broader surveys.
  - **Documentation:** In lieu of recording sessions, our team took detailed notes using a note-taking template during each focus group. This approach respects participant privacy while comprehensively capturing key themes and insights for later analysis
- **Partner Conversations (In-person and Virtual)**
  - **Interactive Conversations:** Stakeholders shared and discussed ideas in real time through brainstorming sessions, small breakout groups, and roundtable discussions.
- **Surveys**
  - **Purpose and Design:** Surveys were used to capture quantitative data on stakeholder opinions, priorities, and perceived challenges. The survey instruments were designed with both closed-ended and open-ended questions to balance statistical rigor with narrative context.
  - **Digital platforms:** Web-based platforms (e.g., Microsoft Forms, SurveyMonkey) were utilized to reach a broader audience and ensure accessibility for community members with varying levels of digital proficiency. Where needed, we also offered multilingual surveys—in Spanish, Tigrinya, and other top spoken languages—to ensure that language was not a barrier to participation.
  - **Data Analysis:** The responses were analyzed using statistical software, with particular attention paid to disaggregating data by demographic factors such as age, ethnicity, and geographical location.

Timeline & Participant Summary

Date	Event	Stakeholder Group	Engagement Type
2024			
July 26	Seattle Preschool Program (SPP) directors feedback session	SPP directors	Virtual
August 29	SPP directors survey	SPP directors	Survey
August 30	SPP directors feedback session	SPP directors	Virtual
September 18	Child Care Assistance Program (CCAP) engagement session	CCAP providers	Virtual
September 21	CCAP engagement session	CCAP providers	Virtual
September 27	SPP directors survey	SPP directors	Survey
October 11	CCAP engagement session	CCAP providers	In-Person
October 16	School-based Health Center (SBHC) engagement	SBHC providers	Virtual
October 28	School-based investment (SBI) professional development (PD) providers collaboration	SBI PD providers	In-Person
November 13	SBHC engagement	SBHC providers	Virtual
November 14	Seattle Promise listening session	College and Promise staff	In-Person
November 30	PD providers survey	SBI PD providers	Survey
December 5	SBI school staff listening session	SBI school leaders and staff	In-Person
December 9	Community Learning Center (CLC) youth focus group: Washington Middle School #1	Middle school youth	In-Person
December 10	Community-based Organziation (CBO) partners engagement session	CBO Partners	In-Person
December 10	CLC youth focus group: Aki Kurose Middle School #1	Middle school youth	In-Person
December 12	SBI virtual engagement session	SBI school leaders and staff	Virtual
December 12	SBI virtual engagement session	SBI school leaders and staff	Virtual
December 16	CLC youth focus group: Aki Kurose Middle School #2	Middle school youth	In-Person
December 17	CLC youth focus group: Denny Middle School #1	Middle school youth	In-Person

December 19	CLC youth focus group: Denny Middle School #1	Middle school youth	In-Person
2025			
January 7	CLC youth focus group: Washington Middle School #2	Middle school youth	In-Person
January 14	CLC youth focus group: Mercer Middle School #1	Middle school youth	In-Person
January 16	CLC youth focus group: Mercer Middle School #2	Middle school youth	In-Person
January 17	SBI school staff survey	SBI school leaders and staff	Survey
February 4	SBI school staff survey	Students, alumni and families	In-Person
February 25	CBO partners engagement session	CBO partners	Virtual
February 26	CBO partners engagement session	CBO partners	Virtual
March 21	Seattle Promise survey	Students, alumni and families	Survey
March 28	CBO partners survey	CBO partners	Survey

Major Themes and Insights

1. Affordable Child Care and Enrichment Programs
Access to affordable before- and after-school programs, as well as summer learning opportunities, remains a top community need. Stakeholders emphasized that working families rely on these services to ensure safe, structured, and enriching environments for their children. Expanding these programs, particularly in underserved neighborhoods, will help bridge opportunity gaps and support students' academic and social development.

2. Persistent Disparities in Academic Achievement
Concerns over financial sustainability were a recurring theme, as stakeholders acknowledged the budget challenges facing both the City of Seattle and Seattle Public Schools. Many expressed a desire for greater transparency and long-term planning to mitigate potential funding shortfalls. There was a strong call for leveraging partnerships and alternative funding sources, such as the levy, to sustain critical education services beyond the next levy cycle.

3. Youth Mental Health Services
Expanded access to mental health supports in schools and community settings was a common concern. Families, educators, and service providers highlighted the increasing mental health challenges faced by students, exacerbated by the pandemic and economic stressors. Stakeholders called for investments in school-based mental health professionals, trauma-informed care, and culturally competent counseling services to support students' social-emotional well-being.

4. City and School District Budget Deficits
Stakeholders underscored the ongoing achievement gaps affecting students from historically underserved communities, particularly Black, Indigenous, and students of color, as well as those from low-income backgrounds. Participants emphasized the need for culturally responsive programming, increased access to advanced coursework, and targeted interventions that support students at risk of falling behind. Ensuring that equity remains a central tenet of the FEPP Levy investment implementation will be essential in addressing these disparities.

5. State and Federal Policy Changes
Shifts in state and federal education policies were identified as key factors that could impact local funding priorities. Stakeholders encouraged proactive advocacy to ensure that Seattle programs remain aligned with evolving state and federal mandates. Flexibility in funding allocations and strategic planning were highlighted as ways to navigate these policy changes effectively.

6. Voter Support for Additional Levies
Discussion around voter support for the FEPP Levy renewal reflected broader concerns about the increasing tax burden on Seattle residents; during this nine-month engagement period, three levies appeared on voter ballots for transportation and education-related priorities. Stakeholders emphasized the importance of clearly communicating the tangible benefits of the FEPP Levy to sustain public support. Transparent messaging, impact-driven narratives, and community engagement efforts were mentioned as ways to share the story of levy impact.

Phase 2 Engagement (December 2025 to March 2026)

Methods

Phase 2 engagement was structured in three formats: (1) Community Conversations, (2) Listening Tour, and (3) Multi-lingual Community Survey

1. Community Conversations

Through this universal strategy, DEEL convened community members to discuss topics across the three Levy domains: Ready to Start, Ready to Learn, and Ready to Launch. Events were held at familiar locations (community centers, libraries, schools, etc.) to ensure ease of access. All events featured interpretation services provided by the Department of Neighborhoods Community Liaison Program that allowed interpretation in 7 languages: Spanish, Cantonese, Mandarin, Vietnamese, Amharic, Oromo, and Somali. Dinner was provided by local women and minority-owned business enterprises, and children's activities were supervised by DEEL staff. Director Chappelle emceed all events alongside a member of the Seattle Youth Commission and presented an overview of the FEPP Levy signature investments. DEEL staff facilitated break-out groups to dig deeper into community perspectives on the three domains. Facilitation centered youth and parent voices.

2. Listening Tour

The Listening Tour strategy allows community groups such as community-based organizations or school Parent Teacher Student Associations (PTSA), to invite DEEL representatives into their meetings and spaces to engage with FEPP planning. This format was used for general groups, as well as for an intentional engagement strategy with Native and Indigenous communities. In partnership with the Department of Neighborhoods' Indigenous Advisory Council and the Office of Intergovernmental Affairs Tribal Nations unit, DEEL leadership participated in four engagements for Native/Indigenous community members.

3. Community Survey

To complement in-person engagement strategies, DEEL launched a multi-lingual survey opportunity available in Amharic, Chinese, English, Oromo, Somali, Spanish, and Vietnamese. The survey invited community members to share their perspectives and priorities across FEPP investments, Ready to Start, Ready to Learn, and Ready to Launch. The survey was distributed across DEEL-owned channels, through community partner networks, and outreach conducted during engagement events. The survey was live for 6 weeks, February 10 through March 27, 2026.

Timeline & Participant Summary

Date	Event	Stakeholder Group	Engagement Type
2025			
December 2	Magnuson Community Conversation	FEPP Levy Oversight Committee (LOC) members and General Community	In-Person
December 10	Ballard Community Conversation	Parents/ Guardians and CBO-Staff	In-Person

December 11	Denny Community Conversation	Seattle Public School (SPS) Staff, Parents/Guardians and General Community	In-Person
December 16	Rainier Community Conversation	Youth, CBO-Staff and Parents/Guardians	In-Person
2026			
February 24	Langston Hughes Community Conversation	CBO-Staff and Parents/Guardians	In-Person
February 26	Magnuson Community Conversation	CBO-Staff and Parents/Guardians	In-Person
March 2	Washington Middle School PTSA Listening Tour	Parents/Guardians and Youth	Virtual
March 17	El Centro De La Raza Listening Tour, In-language	Parents/Guardians	In-Person
March 18	Southeast Seattle Education Fundraising Alliance Listening Tour	SPS Staff and Parents/Guardians	In-Person
March 12	Chinese Information and Service Center Listening Tour, In-language	Parents/Guardians	Virtual
March 13	Chinese Information and Service Center Listening Tour, In-language	Youth and Parents/Guardians	Virtual
March 23	King County Early Learning Coalition Listening Tour	CBO-Staff	Virtual
March 24	Chief Sealth PTSA Listening Tour	Youth, SPS Staff and Parents/Guardians	In-Person
March 26	Seattle School Meals & Food Education Working Group Listening Tour	Youth and CBO-Staff	Virtual
February 10, – March 27	Multi-lingual Community Survey	Youth, Parents/Guardians, SPS Staff, CBO-Staff, General Community, College/University Staff	Online

Department of Neighborhoods Collaboration

DEEL partnered with the Department of Neighborhoods to strengthen youth-voice, language access, and inclusion of Indigenous communities during FEPP engagement.

Seattle Youth Commission

When launching its community engagement efforts, DEEL immediately reached out to key partners to ensure the engagement design was youth informed. The Seattle Youth Commission (SYC) has been an important partner and advisor across DEEL's portfolio of services. To promote the ability of youth attending Community Conversations to really lean in and share their voice, SYC members stepped in as co-emcees for the six events. By having a youth representative on the microphone, DEEL and SYC hoped to convey to audience members the central importance of youth in FEPP funding conversations.

Seattle Youth commissioners Bill Chen (At-Large), Sabi Yoon (District 6), Audrey Mai Trinen (District 2), and Mohini Kaplan (At-Large) stood alongside the DEEL Department Director, Dr. Dwane Chappelle and Seattle City Council officials to welcome attendees and facilitate question and answer sessions, keeping youth voice at the center of each event. During Native and Indigenous community events, Commissioner Aicha Sinha-Khan (District 5), led a focus group comprised of Urban Native Education Alliance interns ranging from 11-18 years of age.

Since DEEL's inception Seattle's youth have been explicit of "nothing for us without us" frame when it comes to building policies around the issues that directly impact their lives. With the Seattle Youth Commission's collaboration, DEEL is closer to ensuring that is and remains true.

Community Liaisons

Trusted messengers are essential to ensuring the community feels safe in providing true and accurate feedback to the City. DEEL's utilization of the Community Liaisons program was crucial to eliminating the language barrier for Seattle families whose voices may have otherwise gone unheard. Independent contractors who act as a neutral bridge between people and city government, each Liaison promoted and attended the community events, provided photos, translation support, and summary notes from each event.

Indigenous Advisory Council
During FEPP 2018 implementation, participation rates among Native and Indigenous children and youth has consistently been below 1%. To begin to address this gap in access and ensure FEPP 2025 planning included priorities from Native/Indigenous youth and families, DEEL built relationships with the Indigenous Advisory Council (IAC) and Seattle Public School's Native Education Program. What began in June of 2025 as a series of levy renewal updates to the IAC, developed into a community-specific engagement effort implemented through March 2026.

IAC members highlighted food insecurity, access to childcare and culturally specific trades and careers as key priorities and areas of interest related to FEPP levy renewal. At the September 2025, City of Seattle | Tribal Nations Summit, wrap-around supports and substance abuse prevention and recovery were elevated as priorities.

In consultation with the IAC and City's Office of Intergovernmental Relations, Tribal Relations unit, DEEL partnered with three trusted urban Indian organizations—Urban Native Education Alliance, Seattle Indian Health Board, and Hummingbird Indigenous Family Services—and Seattle Public School's Native Education Program to engage Native families on their priorities for children, youth, and families. Across four engagements, more than 60 individuals representing youth, families, and partner Native/Indigenous service providers shared their perspectives with DEEL. Participants represented a range of tribal affiliations reflecting the diversity of American Indian and Alaska Native people in Seattle, including but not limited to Blackfeet, Chehalis, Cherokee Nation, Diné, Muckleshoot, Puyallup, Snohomish, Suquamish, and Tulalip.

Priorities for investment emerging from these engagements included:

1. Ready to Start: Access to childcare
2. Ready to Learn: Wrap-around supports, substance abuse prevention and recovery, and culturally relevant out-of-school time options
3. Ready to Launch: Culturally relevant postsecondary opportunities

Full schedule of engagements:

- Thursday, February 12, 2026 – Seattle Public School's Native Education Program - Indian Parent Advisory Committee
  - Focus: Ready to Learn
  - Location: Virtual
- Tuesday, March 3, 2026 – Hummingbird Indigenous Family Services-
  - Co-Host and Co-MC: Tia Yazzie (Diné)
  - Focus: Ready to Start
  - Location: Seattle Rainier Lion's Club, 98118
- Wednesday, March 4, 2026 – Every Child Ready Virtual Listening Session for Native and Indigenous Service Providers
  - Co-Host: Indigenous Advisory Council and Co-MC: none
  - Focus: Start to Launch,
  - Location: Virtual
- Thursday, March 5, 2026 – Urban Native Education Alliance
  - Co-Host and Co-MC: Aicha Sinha-Khan, Seattle Youth Commission
  - Focus: Learn and Launch
  - Location: North Seattle College, 98103

DEEL would like to thank IAC members, including Tia Yazzie, for co-developing and emceeing events alongside DEEL. DEEL also extends appreciation to Kolbi Monasmith and Lydia Faitalia with DON, and Francesca Murnan with OIR for their partnership and collaboration.

Major Themes and Insights by Domain

Ready to Start

The Ready to Start Domain supports the Early Childhood Investment area, and supports strategies such as home visiting, health, childcare, and preschool access. Stakeholders were informed that investments in this domain were planned to expand in the FEPP 2025, including doubling the number of families served annually by the Child Care Assistance Program to 1,400, expanding the Seattle Preschool Program from 2,500 to 3,100 seats by 2032, and sustaining child care worker retention incentives first funded during the COVID-19 pandemic.

Across engagement methods, stakeholders were asked questions such as:

- What has your experience been with the Child Care Assistance Program or Seattle Preschool Program?
- If you haven't used these services, what early learning or childcare programs have been helpful to your family?
- Finding licensed infant/toddler care can be challenging. What matters most to you when choosing care for children under 5?
- When the school year ends, what types of summer programs do you look for? What challenges or barriers have you faced when trying to find or access summer care?

Home Visiting and Health

Home Visiting and Health investments were planned to continue in the 2025 levy without expansion. When discussing these investments, respondents spoke of them as the gateway or entry point to other supportive services for families and stressed the importance of building trusting one-on-one relationships with home visitors, or other social service workers. Discussion elevated that families are more likely to engage with the public school system if they have a positive home visiting experience that lays a strong foundation for parental involvement in their child's success. The need for early intervention and applied behavior services for children with developmental needs was also affirmed across conversations.

"Home visiting programs are very helpful for families in terms of resources, but also provides the families a pathway to receive supports to sign up for future childcare and preschool services." -Childcare Provider, Denny

Childcare and Workforce Supports
The Child Care Assistance Program (CCAP) is a longstanding City of Seattle program that helps families pay for the cost of child care. CCAP subsidies are calculated based on family size, income, hours of care needed, and age of the child. The program specifically serves low-to-middle-income families who earn too much to qualify for Washington State's Working Connections Child Care or the King County Best Starts for Kids program but still struggle with Seattle's high child care costs. CCAP families can receive an average of $10,000 in annual cost savings.

In October 2025, DEEL announced expanded income eligibility for CCAP, increasing the threshold to 110% of the State Median Income (SMI) and making 2,000 Seattle families newly eligible for co-pay support. The FEPP Levy increases funding for the program and is expected to reduce childcare costs for 1,400 children annually.

By increasing childcare affordability for families and making direct payments to providers, CCAP also supports childcare providers in Seattle—the majority of whom are women, minority, or small business owners. Beginning during the COVID-19 pandemic, the Child Care Staff Workforce Supports program has provided childcare workers citywide with stabilizing payments. Among 2025 recipients, workers were 71% people of color and represented 608 provider agencies, including center-based, school-age, and family child care programs. Planned investments under the 2025 FEPP Levy renewal would support for 5,000 childcare workers annually with the goal of retaining qualified educators.

Community feedback themes include:
- **Critical Financial Lifeline:** CCAP was described as essential for families experiencing unexpected life events such as illness and job loss
- **Eligibility Confusion:** Families report frustration when qualifying for SPP but not CCAP due to different income thresholds
- **Middle-Income Gap:** Strong advocacy for expanded eligibility for families who earn too much to qualify but still face significant childcare cost burden
- **Administrative Burden:** Providers report extensive paperwork requirements compared to State subsidy programs
- **Culturally Relevant Outreach and Navigation Support:** Families named a need for information and communication that match community language, technology, and cultural norms in addition to having individualized support to determine options and complete applications
- **Critical Workforce Shortage:** Providers emphasized inability to attract qualified staff at $21/hour when public school positions pay more

- **Expansion Concerns:** Expanding seats without addressing workforce instability creates an implementation risk
- **Insurance Barriers:** Family Child Care (FCC) and small providers face prohibitive insurance costs that cause closures
- **Pathway Development:** Request for competency-based training and certification pathways for current early childhood education (ECE) workers

"CCAP is wonderful. Child care is critical. They are the first educators. Families need a meaningful opportunity to support their children financially; they can't if they can't work." - Parent, Ballard

"Not enough translated materials… paper translated materials are preferred." – Translator/School Staff, Magnuson

"We have lots of kids, we have lots of families, we need staff. If someone is graduating from UW Education, why would they go into a preschool program, instead of a public-school program?" -Childcare Provider, Magnuson

Seattle Preschool Program (SPP)
The Seattle Preschool Program (SPP) is a nationally recognized, award-winning early learning initiative that began in 2015 with just 280 seats in partnership with four providers. Over the past decade, SPP has grown dramatically and has prepared more than 11,000 Seattle children for kindergarten. The program operates in partnership with community-based organizations, FCCs, and Seattle Public Schools. SPP offers dual-language classrooms in languages including Spanish, Mandarin, Somali, Arabic, and Vietnamese. In April 2025, DEEL announced a planned expansion of SPP from 2,500 seats annually to 3,100 by 2032.

Community feedback themes include:

- **Highly Positive Reception:** Parents consistently reported excellent experiences with SPP, noting children were well-prepared for kindergarten transition
- **Dual Language and Special Needs Support Gap:** Conversation across multiple events identified insufficient support for children with developmental delays, behavioral needs and from multilingual households; FCC providers serving Somali, Amharic, Oromo, and Vietnamese-speaking families are experiencing a greater need for dual language instruction supports
- **Family Child Care Expansion Demand:** Providers reported FCCs fill first due to family preference for smaller, culturally matched settings
- **Curriculum Flexibility:** Request for expanded curriculum options beyond Creative Curriculum and HighScope (e.g., Montessori, Waldorf)

"Phenomenal – so happy with the childcare, teachers, staff, administration – it was a great experience, and my daughter was definitely ready for kindergarten. Highly recommend." -SPP Parent, Denny

"SPP is an exceptional program… Went with Pinehurst because of 7 years plus of staff being together…They provided a welcoming environment for our daughter." -SPP Parent, Magnuson

"Children with special needs is something we need help with." -SPP Provider, Langston Hughes

"My highest values were around the culture and the language [for a Spanish Dual Language program]. It was missing in terms of mission." -SPP Parent, reflecting on the predominance of English in a dual language SPP program, Ballard

Ready to Start Alignment Matrix
Home Visiting and Health investments are not included in the matrix due to level funding in levy, and low discussion among stakeholders.

Strategy	Planned Investment	Community Priorities	Alignment Level	Rationale
Childcare	Double capacity to serve 1,400 children annually	High demand for expanded access to co-pay support among middle-class families and infant childcare seats	Moderate	Planned investment will benefit more families and providers by covering childcare costs; however, it does not establish new licensed childcare businesses or increase overall supply in the City
Preschool	600 New SPP seats to serve 3,100 three- and four-year-olds annually by 2032	Strong support for SPP Expansion	High	Strong alignment with community sentiment; Additional seats will address waitlist concerns
Preschool	Expand funding for dual-language classrooms	Dual language & cultural responsiveness	Moderate	Planned dual language expansion should consider tailored approach to support FCC model and experience
Preschool	Maintain Seattle Public Schools SPP-Plus inclusion classroom and comprehensive support funding	Center- and Family Child Care Center (FCC)-provider supports for children with special needs	Low	Planned expansion maintains SPP-Plus at SPS sites only and status quo funding for comprehensive supports

Ready to Learn

The Ready to Learn Domain supports two investment areas: K-12 Student Supports and K-12 Health and Safety. Planned investments include academic support, enrichment and out-of-school time programs, whole-child supports such as health, safety, food and housing resources, and transportation, family engagement, and community partnerships. Stakeholders were informed that investments in this domain would emphasize out-of-school time supports over school-day interventions, and that the levy would sustain existing youth mental health funding and expand the existing School Based Health Center network funded by the levy by adding five new SBHCs, for a total of 34 SBHCs citywide, in the 2027-2028 school year. Stakeholders were asked to inform the design of new investments in student safety, in addition to sustaining existing supports implemented by the Human Services Department (HSD) and Restorative Practices services already funded by the FEPP 2018 levy.

Across engagement methods, stakeholders were asked questions such as:

- What learning supports or after-school programs would make the biggest difference for your child? For example, is tutoring, homework help, or enrichment important to your family?
- For elementary school families, do you have a preference for licensed childcare settings compared to enrichment or expanded learning programs?
- What makes it hard to access health supports when you need it? (Consider time, transportation, food resources, housing navigation, case management support)
- What would help your child feel more supported, confident, or safe at school? Are there specific safety improvements — inside or outside of school — that would help your family feel safe in or around school?

Expanded Learning Opportunities
2018 FEPP Levy investments in expanded learning opportunities were structured through two types of grants: grant to schools or "School-Based Investments" and grants to community-based organizations. Throughout the course of FEPP 2018 implementation, internal DEEL evaluation as well as external evaluations found mixed results on impact.

Through existing School-Based Investments, the Levy provides intensive, supplemental support to select Seattle Public Schools with high concentrations of historically underserved students and those not yet meeting grade-level standards. These investments focus on expanded learning, targeted academic support, social-emotional skill development, college readiness, and career exploration. Currently, 30 partner schools—serving 28% of SPS K–12 enrollment—participate in SBI, with 82% of students identifying as students of color compared to 54% districtwide. Complementing school-based programming, community-based investments extend learning and development beyond the school day and into the broader community. These opportunities include academic enrichment, arts and culture education, STEM programming, sports, health and wellness activities, and leadership development during afterschool hours, school breaks, and summer.

Together, these school- and community-based investments can create a seamless ecosystem of support that surrounds students with consistent, culturally responsive opportunities to learn and thrive. However, an external process evaluation found that FEPP-funded school and CBO grants are not currently structured to achieve this vision. Additionally, internal analyses found that while some schools or CBOs demonstrate academic improvement among participants, others lagged.

For these reasons, during planning for the 2025 Levy, DEEL began researching evidence-based models to support student academic achievement in partnership with schools and community-based organizations. This research elevated the Community Schools Framework, which recognizes student success as the shared responsibility of schools, families, and community partners.

Community feedback themes include:

- **Geographic Inequity:** There was consistent feedback that South Seattle lacks afterschool programming compared to North Seattle where private options exist
    - Many parents strongly advocated for existing school-based investment schools to retain funding and shared anecdotes of the impact the grant, as well as Seattle Public Schools employees funded by the grant—make to their school communities

    - Other parents conveyed that their schools were not receiving levy funding—either because a former principal didn't apply or because they applied and weren't funded—despite high need among students
- **Middle School Gap:** Parents identified middle school as underserved demographic compared to elementary children who have access to licensed childcare, and high school students who are more likely to participate in clubs, sports, or other enrichment options
- **CBO Partnership Value:** Strong support was voiced for community-based organizations to provide tutoring, homework help, and culturally responsive programming, especially during out-of-school time hours
- **COVID Learning Loss:** Urgent emphasis on literacy and math interventions for students most impacted by pandemic-era disruptions continued to be a major theme
- **Childcare Cost Burden:** Families report paying $2,000 a month or more for afterschool care for multiple children, creating strain on their household budgets
- **Out-of-School Time Enrichment:** Afterschool enrichment was identified as key driver of improved school attendance and keeping students engaged, while summer programming serves to reduce learning loss between school years and provides interest area focused activities for youth

"I recommend supporting CBOs to help students with afterschool programming, [such as] homework, tutoring, sports activities." -Community member, Ballard

"After the pandemic children are being overwhelmed by mental health messaging"
- Parent and CBO Representative, Langston Hughes Performing Arts Institute

"Middle school kids are getting lost." – Parent, Rainier

Student Physical and Mental Health
Building on earlier education levies, FEPP funding primarily invests in the SBHC model, which supports the whole child as well as the broader school community to strengthen access to school-based health services, mental health supports, and culturally responsive wellness programming. The proposed 2025 renewal continues this trajectory, reinforcing health investments as a core pillar of student success and recognizing that physical, mental, and emotional health are foundational to learning. School- and community-based investments with a discrete focus on youth mental health began in 2025 with Payroll Expense Tax; these services are now moving to the Levy. Through these partnerships, tens of thousands of students participate annually in health-related services, including physical and behavioral health care, mental health counseling, health education, and trauma-informed supports. By embedding health services within schools and trusted community organizations, the FEPP Levy reduces barriers to access, supports families, and helps ensure that students are healthy, supported, and ready to learn.

Community feedback themes include:
- **Counselor Shortage Crisis:** Youth emphasized a 5:1,000 Seattle Public School counselor-to-student ratio that is insufficient to meet their needs, reporting months-long wait time for services that is further strained by counselors splitting their time between mental health support and college/academic advising
- **Culturally Responsive Services:** Need for mental health providers who reflect student demographics and understand racial dynamics

- **Group-Based Approaches:** Youth of color shared a preference for group therapy, that they can engage in alongside friends; restorative practices was named as a group model that students are comfortable and familiar with, even if it is not explicitly clinical therapy
- **Tier 1 Prevention:** Mental health strategies need to be universal, not just intervention for those who seek it; Participants stressed that it can be hard for youth to recognize they need something and then even harder to go seek out the service, it should come to them and be low-barrier to access
- **SBHC Impact:** Students report School-Based Health Centers influenced career aspirations (one student wants to become a therapist because of SBHC access)

"We talk about individual counseling for students, but we know that youth of color do better in group situations. We also know restorative practices are huge and need to be embedded. Kids have a lot of trauma from the violence they've witnessed in their lives and need less individual and more collective supports." -Community Member, Rainier (received strong consensus)

School Safety
School safety is a new and intentional investment area in the proposed 2025 FEPP Levy spending plan, reflecting the City's commitment to student well-being as a prerequisite for learning and belonging. This new area responds to growing concerns from students, families, and educators about safety, mental health, and crisis prevention in and around schools, and serves as a direct response to homicides and other gun-violence related incidents occurring in, on, or around school campuses.

Rather than relying on punitive approaches, FEPP school safety investments are grounded in prevention, relationship-building, and culturally responsive practices that strengthen trust and connection within school communities. Through partnerships with Seattle Public Schools and community-based organizations, school safety investments will support strategies such as violence prevention and de-escalation programming, restorative practices, mentoring, and family and community engagement. These efforts are designed to reach students across K–12, with a focus on schools and communities experiencing the greatest needs, as well as justice-involved youth and youth who are disconnected from school.

Community feedback themes include:
- **Community Violence:** Parents expressed significant concern about shootings near schools, particularly in South Seattle
- **Immigration Concerns:** Students and families expanded upon the prevailing concept of safety as specific to gun-violence, but elevating the need to ensure students of all immigration statuses feel safe attending school as these concerns impact learning as well
- **Prevention Over Intervention:** Strong preference for addressing root causes rather than reactive security measures was elevated across events and age-groups engaged
- **Mixed Views on Officers:** Some families support community safety guards; others report students feel unsafe when seeing police
- **Physical Security:** Youth requested basic improvements to SPS building infrastructure such as locking doors and hall monitors
- **Parent Engagement:** Suggestion for parent co-parenting circles as conflict mitigation strategy
- **Food Access:** CBO staff voiced a need for better food education. They emphasized equitable access to healthier food options, including universally free meals.

"Mental health concerns; having a security guard is not that supportive of feeling safe – which ties back to mental health part of things. Youth need a place to go in school when they're upset or when they need a break." -High School Student, Community Conversation

"{School Safety} investing in existing CBO restorative programs, such as CHOOSE 180, Community Passageways, and RBAC" – Community Survey

"SPS programs are very accessible though some might have immigration concerns" – Community Survey

Ready to Learn Alignment Matrix
Home Visiting and Health investments are not included in the matrix due to level funding in levy, and low discussion among stakeholders.

Strategy	Planned Investment	Community Priorities	Alignment Level	Rationale
Expanded Learning Opportunities	Minimum 30 Community School Grants and minimum 15 Community Supports grants to CBOs to provide academic, enrichment, and integrated supports	High value placed on school partnerships with community-based organizations to deliver student supports during all times (school-day, afterschool, and summer programs) as well as ensuring more school communities and students receive support under the new Levy	Moderate	Planned investment will address the desire for school-CBO partnerships and an increase in out-of-school-time services to support both students and working families who need supervised care for their child; however, funding for this investment strategy is now growing and to serve additional schools while also adding minimum standards for out-of-school time dosage will require a reduction in funding to others
Health	Five SBHC expansion and sustained Youth Mental Health investment in prevention, early	Universal access to health care was important in discussion to increase ease of access and reduce stigma; Being able to	High	Planned investments in additional SBHCs align with community feedback about funding universal access strategies; however, youth concerns about SPS counselor capacity

	intervention, and treatment	get an appointment soon is important and worker shortages in addition to lack of cultural responsiveness among providers were cited as reasons youth don't access care		as well as cultural responsive should be further explored to better understand if SBHC- or SPS-delivered care best meets youth needs or is perceived differently
Safety	Sustained CBO-led student supports implemented by HSD and sustained restorative practices in schools in partnership with SPS and CBOs, as well as a new mentoring program for justice-involved or impacted youth up to age 24	Community discussed a range of infrastructure and support service-related strategies to promote student safety, and aligned on a sentiment of not introducing officers with weapons onto campuses; Student immigration concerns were also named as a safety concern	Moderate	Proposed FEPP invests all focus on non-punitive strategies to promote student safety; however, they do not address immigration related sentiments
Basic Needs	Access to services meant to eliminate non-academic and socioeconomic barriers to educational achievement and career readiness by offering homelessness and housing supports and	The need for holistic student supports was raised by students, families, CBO-Staff and other community members. Transportation challenges were consistently raised as a barrier to	High	The proposed FEPP investment is designed to address non-academic barriers to student success by focusing on the needs of students and families outside the classroom that enable youth to attend school and out-of-school enrichment programming

	providing access to transportation services, summer food programs and school meals	accessing services. CBO-Staff also voiced a need for better food education and access to healthy food options		healthy, engaged and better prepared to learn.

Ready to Launch

The Ready to Launch Domain represents the Postsecondary Investment area, and is anchored in Seattle Promise, a citywide initiative that provides Seattle Public Schools graduates with free tuition, personalized advising, and financial support at Seattle Colleges to remove barriers to enrollment and persistence. In addition to the FEPP ’25 commitment to continuing the Seattle Promise program in support of college and career access and preparation, two additional strategies have been added to the Levy to enhance Seattle Promise Scholar’s experience by providing access to high-quality pathways that expand postsecondary opportunities and reduce inequities in skilled trades and related industries. The Path to Trades investment is intended to deepen career exploration and exposure in high-demand trades and related industries, while the Path to University of Washington aims to prioritize access for first-generation and historically underrepresented students to a highly competitive 4-year institution.

Across engagement methods, stakeholders were asked questions such as:

- For those who have participated in Seattle Promise, what has your experience been like?
- How can we get students more excited about exploring college, trades, and career options?
- What types of future college or career goals do you (or your child) currently have?
- How can schools better connect young people to careers where jobs are available and employers are eager to hire?

Seattle Promise

Since the Levy’s initial approval in 2018, The Seattle Promise Program, a 2-year postsecondary pathway established in partnership with Seattle Colleges and Seattle Public Schools, is the cornerstone of the Ready to Launch Domain. Seattle Promise reflects FEPP’s commitment to educational equity by prioritizing students historically underrepresented in higher education and by pairing financial assistance with sustained, relationship-based guidance that helps students navigate the transition from high school to college.

Seattle Promise is designed as more than a scholarship—it is a comprehensive college access and persistence initiative that supports students from high school transition through college completion. Since its inception, Seattle Promise has served approximately 7,000 students, helping thousands of young people enroll in college, persist in their studies, and move toward degrees or career pathways that support long-term economic stability.

Community feedback themes include:

- **Transformative Impact:** Alumni report Promise helped them find purpose and direction for careers

- **Geographic Limitations:** Students express frustration that Promise requires staying in-state; some want transfer supports even if attending out-of-state schools
- **Running Start Interaction:** Students completing 90+ Running Start credits may be ineligible for Promise, creating confusion
- **Financial Aid Changes:** Parents report Promise financial packages have decreased from previous years; better communication needed
- **Basic Needs Beyond Tuition:** Higher education staff emphasize basic needs supports are primary retention strategy
- **Immigration Status Barriers:** Documentation requirements restrict access for some students

"2-year promise college pathway is a good pathway. Upper classmen later decided to transfer to local UW. College preparation: I feel like middle school is too early for students to decide what they want to do in life but make opportunities available for students to explore and switch pathways and leave options open." — High School Student, Ballard

"Need for additional and whole family focused assistance in the navigation of financial assistance." – Participant

Path to Trades
Path to Trades expands Seattle Promise commitment to include high-quality career pathways that lead directly to family-wage jobs in the skilled trades and related industries. This pathway will support more students interested in engineering technology, biomedical technology, welding technology, pipefitting, and construction and building. Path to Trades investments focus on career exploration, pre-apprenticeship preparation, navigation support, and barrier reduction—such as access to tools, transportation, and certification costs. By elevating trades as a valued and viable postsecondary option, Path to Trades ensures Seattle students can pursue multiple definitions of success and launch into stable, in-demand careers without requiring a traditional four-year degree.
Community feedback themes include:

- **Reduced Stigma:** Students report trades stigma has decreased; seeing economic opportunities makes trades appealing
- **Skills Center Barriers:** Limited slots, scheduling conflicts with AP/IB courses, transportation challenges, and parking costs
- **Maritime Opportunity:** Silver tsunami in maritime industry presents opportunity; interest in specialized maritime high school model
- **Exposure Timing:** Early exposure (8th-9th grade) recommended to earning potential, union membership, and career options
- **Job Shadow Access:** Students report difficulty finding opportunities independently; school-year options preferred over summer-only
- **Gender Dynamics:** Question raised about who is being told about trades opportunities and potential gender bias in outreach

"Only a select amount of people can do the skills center pathway at SPS. Students often have to make a choice to do skills center and not take IB/AP courses." — High School Student, Rainier Beach

"No clear pathway for students to go into trades unless they are going into a family business or already connected in the industry." -- Community Member, Magnuson

Path to University of Washington
Path to UW strengthens clear and supported routes for Seattle students to access the University of Washington through both direct-entry and transfer pathways. As part of the FEPP Levy's Ready to Launch investments, Path to UW partners with Seattle Public Schools, Seattle Colleges, and the University of Washington to provide early outreach, academic preparation, and sustained advising that helps students navigate a highly competitive higher-education system. The pathway prioritizes first-generation students and those historically underrepresented at four-year institutions, ensuring equitable access to information and support beginning in high school and continuing through college transition. To date, hundreds of students have been served through Path to UW, helping more Seattle Promise graduates successfully enroll in and persist toward degrees at the University of Washington.

Community feedback themes include:

- **High Interest:** Multiple students expressed interest in UW, particularly engineering and STEM programs
- **Transition Support Need:** Parents report insufficient hand-holding during transition from community college to 4-year institution
- **Alignment Gaps:** Request for better coordination between City, SPS, Seattle Colleges, and UW
- **Peer Mentorship:** Interest in culturally-matched mentors closer in age (e.g., PhD students mentoring high schoolers)

"Mentorship models. Pairing students with matched mentors closer in age. Mentor supports students going into college. PhD students mentor high school students – teach STEM in high school. Culturally responsive match."— Community Member, Rainier

"Transition after community college to 4-year institution… How do we coordinate with other programs?"
– Executive Director, College Possible

Ready to Launch Alignment Matrix

Strategy	Planned Investment	Community Priorities	Alignment Level	Rationale
Seattle Promise	Maintain 2-year/90 credit Promise program including comprehensive supports such as, tuition, Equity Scholarship, and college enrollment, retention, persistence and completion advising	Alumni articulated the transformative impact of the Promise program, while families and other community members voiced a need for more holistic supports to remove barriers to retention. Parents/Guardians also requested better integration with programs like Running Start	High	Planned investment will continue to provide a 2-year college pathway for students, including financial and advising support, however, funding limits are being stretched due to rising college enrollment, making it difficult to offer additional supports to students. Efforts to connect students to other existing City investments will be strengthened
Path to Trades	FEPP Levy investment provides Seattle public high school students, grades 9-12, with career exposure and exploration services in Trades and related industries. In addition, this investment offers Seattle	Community feedback indicated a reduction in the stigma associated with Trades careers and a need for early career exposure and exploration opportunities. Students and families also expressed limited access to Skills Center and difficulty identifying job shadowing	High	With the stigma reduction in Trades careers, this FEPP Levy investment can capitalize on increasing interest in Trades related pathway supports. Additionally, this investment provides high school students with early career

	Promise participants interested in Trades and related industries, program completion and career supports	opportunities without additional support.		exposure and exploration opportunities. Though not explicit, high-quality advising regarding career exposure and exploration for high school student will likely streamline and optimize access to the Skills Center with earlier and improved planning support
Path to University of Washington	Planned investment offers pre-transfer advising and other transfer supports, including credit-bearing summer seminars, $1000 stipend to offset education related expenses, a seamless handoff from transfer advisor to UW program of study advisor, and peer mentoring from former Path to UW students	Students and families indicated high interest in UW and a substantial need for transfer supports for students. Community also raised concerns about the lack of alignment and coordination between partner organizations to streamline the transfer experience. Culturally matched peer mentorship was also named as another way to effectively support students navigate the transition from 2-year to 4-year institutions	High	This planned investment provides students with advising and financial support for those interested in a pathway to UW. It includes access to peer mentorship and a streamlined advising handoff between institutions. Partner institutions have an opportunity during the implementation phase of this investment to address concerns related to alignment and coordination
Public Sector and tech pathways	Path to Tech offers support for 65 Seattle Promise and	Community members named paid internships (89%) and	Moderate	Planned investments respond to community

	Path to UW scholars annually to complete short-term IT training in AI, coding, and software engineering. Public Sector Pathways supports career exposure through Seattle Fire (Fire Cadet, Fire Prep, Fire Connect) and Seattle Police (Police Explorers), with $1,250–$2,250 stipends and year-round programming for up to 90 youth annually beginning in Year 2.	mentorship (77%) as top career-learning experiences, with strong appetite for STEM (51%) and career/life skills (70%) programming. Students expressed high interest in UW STEM pathway. Community members also identified public sector workforce diversification as a priority, so that City service better reflects Seattle's communities		interest in technology careers and family-wage public service jobs by combining short-term credentials with financial support and structured career exposure. These provide the path, yet there is more engagement to be done to get students with these experiences to the city workforce

Cross-Cutting Themes

Several themes emerged across all investment areas reflecting a need to address systemic challenges to improve program implementation and enable long-term impact. Parents and community members articulated the need for cultural and needs-based differentiation of services and communication to ensure equitable access and utilization of all programmatic investments. While there was a clear appreciation for the holistic approach to serving Seattle youth and families by offering in-school and out-of-school supports, health and safety services, and expanded access to childcare and other family focused needs, improvements in coordination and alignment across partner organizations would help to enhance the overall impact of available programs and services.

Equity and Geographic Distribution

- Title I schools reported nearly all enrichment funded by Levy, highlighting need
- Request for needs-based allocation ensuring high-poverty schools receive priority funding

Language Access and Cultural Responsiveness

- Demand for services in Somali, Amharic, Oromo, Vietnamese, Spanish, and Chinese
- Written materials insufficient for oral cultures; videos and in-person outreach preferred
- Community liaisons identified as critical bridge to immigrant and refugee families
- Language barriers compound parents' ability to help children with applications and navigation

"What does SPP social media look like? There should be an SPP TikTok in different languages. Some communities are more oral." — SPP Provider, Ballard

"At our school, we have 21 languages…but don't have access to interpreters." — Parent, Rainier

"Not enough translated materials… paper translated materials are preferred." — Translator/School Staff, Magnuson

Workforce Capacity

- ECE workforce shortage threatens ability to implement expanded preschool and childcare seats
- Counselor-to-student ratios inadequate across K-12
- Family Support Workers and social workers identified as critical but understaffed positions
- Teacher diversity investment needed to reflect student demographics
  "Teacher diversity is important and supporting educators is important so that they can serve students across Seattle and reflect the students they serve."
  — Community Member, Ballard

Program Navigation and Communication

- Families report fragmented systems difficult to navigate without dedicated support
- Direct email and school-based information sharing most effective for students
- Word of mouth through trusted community members reaches families traditional outreach misses
- Request for social media presence (TikTok) in multiple languages
- Immigration enforcement fears create reluctance to engage with government programs

"We need more easily accessible information online. The internet is really big." — High School Student, Denny

Implementation Recommendations

Community participants offered several recommendations focused on implementation strategies to improve equitable access to programming for high needs populations, diversify outreach and communication content, and strengthen the coordination and alignment of partnership efforts. Feedback regarding implementation enhancements revealed the need to ensure broader accessibility and utilization of Levy funded programs and services and to provide a more streamlined and efficient experience for youth and families who are trying to navigate multiple investments. Although there was significant alignment between City investments and community priorities, participants voiced concern about the absence of integrated and coordinated implementation strategies creating barriers and challenges that could hinder the success and impact of Levy investments.

High-Priority Implementation Enhancements

1. **Establish Navigation and streamlined systems:** Fund dedicated family navigators to assist with CCAP, SPP, and Promise applications across languages
2. **Geographic Equity Formula:** Develop transparent allocation methodology prioritizing South Seattle and high-poverty schools
3. **Dual Language Investment:** Expand dual language curriculum support for FCCs serving immigrant and refugee communities

4. **Middle School Focus:** Prioritize enrichment funding for middle school gap identified across multiple events
5. **Workforce Pipeline:** Coordinate workforce supports with expanded capacity goals to prevent implementation bottlenecks

Communication Strategy Recommendations

6. **Multilingual Video Content:** Develop video-based outreach materials for oral culture communities
7. **Community Liaison Expansion:** Increase community liaison capacity and hours for program outreach
8. **Social Media Presence:** Establish social media channels in target languages for City programs (e.g., SPP, CCAP, Mental Health, Afterschool, etc.,)
9. **School-Based Information:** Ensure counselors and school staff have current, accurate program information

Partnership Coordination Recommendations

10. **SPS Alignment:** Coordinate levy investments with SPS to reduce student program fatigue and maximize impact
11. **CBO Integration:** Streamline processes for CBOs to offer services in schools during school hours
12. **Cross-Department Collaboration:** Partner with FAS, SPU, and other City departments on workforce development and community engagement
13. **Higher Education Coordination:** Strengthen transition supports and communication between SPS, Seattle Colleges, and UW

"We don't want to compete with each other; would love for the City, SPS, and CBOs to work together." -CBO Leader, Rainier

Conclusion

The Every Child Ready Community Conversations revealed strong community support for the FEPP 2025 Levy investment framework. Community priorities align well with proposed investments across all three domains, affirming alignment with the community priorities while surfacing important implementation considerations.

Across the Ready to Start, Ready to Learn, and Ready to Launch alignment matrices, ratings ranged from high to moderate, with no domain showing fundamental misalignment between planned investments and community priorities. Where alignment was rated moderate, the matrices identify specific implementation refinements, such as tailored support for Family Child Care providers, expanded dual language access, and stronger coordination across postsecondary partners, rather than redirection of strategy.

The most significant themes requiring attention during implementation planning include geographic equity in program distribution (particularly addressing South Seattle underinvestment), workforce capacity constraints that may limit program expansion, navigation and language access barriers that prevent families from accessing available services, and mental health service capacity that lags youth need.

Community feedback consistently emphasized the value of relationship-based, culturally responsive services delivered by educators, school staff, and community-based partners that students and families already trust. The preference for prevention-oriented approaches over reactive interventions was evident across all discussion groups.

"If we want to really make practical investments, education is key to build ready to start, learn, launch, and beyond." -Parent, Ballard

DEEL is grateful to the community members, partners, and youth who shared their time and perspectives to inform this work. This report will inform the Implementation and Evaluation Plan scheduled for transmittal to City Council in April 2026, with particular attention to recommendations identified through community engagement.

Appendix

1. Phase 1 Stakeholders Engaged
2. Phase 1 Audience-Specific Summaries
3. Phase 2 Community Conversation Facilitation Guide
4. Phase 2 Community Survey Aggregate Responses

Phase 1 Stakeholders Engaged

Academy for Creating Excellence	Little Jewel Daycare LLC
Adam Home Day Care	Marsin Child Care
Aisha Family Childcare	Maymun Home Childcare
Asha's Family Child Care	Moyale Home Family Childcare
Associated Recreation Council	Neighborcare
Atlantic Street Center	Neighborhood House
Azhar Family Child Care	Northwest Center Kids
BrightSpark	Odessa Brown Childrens Clinic
Causey's Learning Center	OneWorld Now!
Childcare Resources	Praxis
City Year	Public Health - Seattle & King County
Creative Kids	Puget Sound ESD - Educare
Denise Louie Education Center	Rahma Home Daycare
El Centro de la Raza	Refugee Women's Alliance
Empowering Youth and Families Outreach	School Connect WA
FEEST	Sea Mar
Filipino American Educators of Washington	Seattle Children's Theater
Filsan Family Early Learning Program	Seattle Colleges
Friends of The Children Seattle	Seattle Public Schools
Geeking Out Kids Of Color	Seattle Roots Community Health
Girls on The Run	Seed of Life
The Good Foor Arts Collective	South End Stories
Hallowell Todaro	South King County Discipline Coalition
Hearing, Speech and Deaf Center	Swedish Hospital
Hilltop Children's Center	Tawakal Home Child Care
Huayruro	Team Read
International Community Health Services	Tiny Tots Development Center
Kaiser	Truss Leadership
Kandelia	University of Washington, Center for Educational Leadership
Kids Club After School Program	WA-BLOC
Kidus Montessori	West African Community Council
Kiki Family Childcare	WSA Headstart
La Escuelita Bilingual School	YMCA
LASER	Young Women Empowered
Launch	

Phase 1 Audience-Specific Summaries

Child Care Assistance Program Providers

Introduction: Seattle's CCAP plays a vital role in ensuring that working families have access to quality early learning and school-age care. Through a series of engagement sessions with CCAP providers, key insights emerged on the challenges, opportunities, and priorities for improving the program. Providers shared firsthand experiences of supporting diverse families while navigating financial, staffing, and regulatory hurdles. Across discussions, common themes centered on funding gaps, workforce challenges, support for children with special needs, and the need for a more accessible and inclusive system.

Sample Engagement Questions:

- What specific challenges do you have in providing care for infants, toddlers, and/or school-age children?
- For those of you who don't have infants/toddler/school-age children, what are your barriers to serve that age group?
- How can we better support your program in preparing children for kindergarten?

Key Insights:
A. Sustaining Quality Care
B. The Staffing Crisis
C. Supporting Every Child
D. The Enrollment Puzzle
E. Strengthening Connections

A. Sustaining Quality Care: Addressing Financial Gaps
A major concern raised by CCAP providers was the ongoing struggle with funding shortfalls. While CCAP supports tuition for eligible families, providers noted that reimbursement rates do not fully cover operational costs. Expenses such as meals, transportation, and enrichment activities—critical to a well-rounded early learning experience—are often left out of funding considerations, forcing providers to make difficult financial decisions.

Additionally, some providers reported subsidizing care themselves when families could not afford co-pays, creating financial strain. Those who serve diverse linguistic communities, particularly African and immigrant families, face additional challenges in offering culturally responsive programming without dedicated funding. The providers overwhelmingly called for a more holistic funding approach that accounts for the full cost of care.

"DEEL provides enough for salaries, but there's not enough for food, field trips, and the other things that make a good learning experience."

B. The Staffing Crisis: Retention, Training, and Compensation
CCAP providers struggle to recruit and retain qualified staff, mirroring broad workforce challenges in early education. Competitive wages from public schools and other industries make it difficult to keep educators, particularly for school-age programs. Many providers are left short-staffed, leading to burnout and turnover, which affects the stability of care for children.

Providers also highlighted disparities in training opportunities. Unlike their counterparts in early learning programs like the SPP, CCAP providers lack access to the same professional development resources. Training on trauma-informed care, behavioral supports, and early childhood development is critical, but often unavailable 31 or too expensive. Providers called for more accessible and language-specific training, especially for dual language and culturally diverse settings.

“Staffing, staffing, staffing—it’s one of the biggest challenges we face. Without competitive wages and benefits, we can’t keep people in these roles.”

C. Supporting Every Child: Expanding Resources for Special Needs Care
Providers expressed significant concerns about the availability of support for children with special needs. Many programs are seeing an increase in children who require individualized attention, yet funding and staffing models do not reflect this growing demand. In particular, one-on-one support for children with developmental delays or behavioral challenges is often unavailable, forcing providers to stretch their already limited resources.

Gaps in access to special education services, such as speech therapy and behavioral support, were also raised as a major issue. Families often experience long wait periods for evaluations and services, leaving providers without the tools needed to properly support children. Some providers have resorted to hiring additional aides out of pocket to maintain inclusive classrooms, but this is not sustainable without dedicated funding.

“We can’t do it with two teachers anymore. I’m paying out of my own center fund for a third person because it’s necessary for the children we serve.”

D. The Enrollment Puzzle: Capacity, Demand, and System Navigation
Despite the high demand for child care, many providers reported under-enrollment in certain age groups, particularly preschool, while facing long waitlists for infants and toddlers. This mismatch in capacity and demand stems from a variety of factors, including staffing shortages, space limitations, and shifting family preferences post-pandemic.

Gentrification and rising living costs have also played a role in enrollment declines, with families moving further south, or out of Seattle altogether. Providers serving historically underserved communities emphasized the need for more outreach and equitable funding distribution to ensure families in all neighborhoods have access to care.

Additionally, providers expressed frustration with the complexity of CCAP’s subsidy system, which can be difficult for families to navigate. Long processing times and unclear eligibility criteria often lead to delays in enrollment. Providers called for a more streamlined and transparent system to better support both families and child care businesses.

“Families need care, but they can’t always navigate the system. The process should be clearer so we can actually connect with the families who need us.”

E. Strengthening Connections: Collaboration and Community Partnerships
A recurring theme across all engagement sessions was the need for stronger collaboration between CCAP providers, City agencies, and other early learning systems. Providers emphasized that a more coordinated approach—especially between CCAP and programs like the SPP—would create a smoother experience for families and a more equitable funding landscape for providers.

Providers also expressed interest in partnerships that could help expand services, such as working with local colleges to create teacher training pipelines or developing shared resources for professional development. Expanding language access services and culturally responsive outreach was also cited as a priority to ensure that families from all backgrounds can fully participate in CCAP.

“We want to work together to create solutions. If we can connect with more partners, we can build a system that really supports families and providers alike.”

Summary: The engagement sessions made clear that CCAP providers are deeply committed to the families they serve, despite the operational challenges they face. By addressing funding shortfalls, investing in workforce development, expanding special needs support, and improving accessibility, CCAP can continue to evolve as a strong pillar of Seattle’s early learning landscape.

The feedback from providers underscores the importance of ongoing dialogue and partnership. As the City moves forward with its levy renewal and early learning investments, ensuring that CCAP providers have the resources and support they need will be critical to deliver high-quality, equitable care for all children.

“We need to invest in the whole system—families, providers, and teachers—so that child care can be sustainable and accessible for everyone.”

Seattle Preschool Program Directors

Introduction: Seattle has long recognized that early childhood education is a critical foundation for lifelong success. Through the Seattle Preschool Program (SPP), the City has made strategic investments to expand access, improve quality, and support early learning providers. However, as SPP continues to evolve, educators, providers, and community stakeholders have raised key insights about how the program can be strengthened to meet the diverse needs of families and children.

Engagement sessions with SPP directors surfaced a strong commitment to the success of the program, alongside candid discussions about the structural and financial challenges that must be addressed to sustain and expand high-quality early learning services. From workforce retention and comprehensive classroom supports to dual language programs and equitable access, providers underscored the need for strategic investments that are flexible, inclusive, and responsive to the realities of early childhood education.

Sample Engagement Questions:

- What is working well with this strategy currently?
- What could be better in the next levy? Consider ways to expand or strengthen these strategies

Key Insights:

A. Strengthening Comprehensive Supports
B. Investing in Dual Language Learning
C. Kindergarten Readiness
D. Workforce Retention
E. Expanding Access

A. Strengthening Comprehensive Supports: Addressing the Needs of Every Child For children to thrive in preschool, they need environments that offer not only strong academic foundations, but also social-emotional and behavioral supports. While the current comprehensive support funding provides essential resources, directors emphasized that historically, the process for accessing funds has been cumbersome. Many expressed optimism

about the shift to a plan-based funding model, which promises to ease administrative burdens and offer greater flexibility in how resources are allocated.

A significant concern remains regarding the disparity in funding rates between City programs and state early childhood programs administered by the Washington State Department of Children, Youth, and Families (WA DCYF); namely Working Connections Child Care (WCCC) and Early Childhood Education and Assistance Program 33 (ECEAP). According to providers, these differences across programs as well as delayed payments create financial barriers to ensuring all children, especially those with Individualized Education Programs (IEPs), receive the support they need. Many directors emphasized the need for additional staff in classrooms, particularly advocating for a three-teacher model to provide adequate attention to children with diverse learning needs.

"Having a third [teacher] inside the classroom would definitely benefit the teachers inside the classroom as well as the students and the parents."

Directors also noted that while family involvement is crucial, cultural barriers sometimes make it difficult for families to engage with support services. They called for more mental health resources and collaboration with public schools to improve early intervention efforts.

B. Investing in Dual Language Learning: A Pathway to Cultural and Linguistic Equity
SPP's commitment to dual language programs has been widely celebrated, yet directors highlighted key challenges in expanding these efforts. Funding restrictions and rigid certification pathways limit the ability of diverse early learning programs to receive City recognition and support. Directors stressed the value of cultural identity and language development, particularly for immigrant and refugee communities.

"We just want them to be proud of their identity... We know the more they grow, the more they're going to receive prejudice for how they look, how they dress, or their religion. But we want them to have a solid base first, before they go to SPS... That's what we're trying to show them—that we are a little more than daycare—that we're going to be here for your kids."

A recurring point of feedback, was that SPP's current certification requirements are restrictive and allow for only a single City-approved curriculum which excludes alternative dual-language models. Providers also called for more equitable teacher compensation to retain bilingual educators. Directors emphasized that a more inclusive approach to recognition and funding would allow programs to better serve children and families in their home languages, ensuring that more children have access to culturally relevant early learning experiences.

C. Kindergarten Readiness: Building Stronger Bridges for Early Learners
The transition from preschool to kindergarten is pivotal for children and families. While SPP programs work diligently to prepare students, lack of dedicated transition funding, and tracking difficulties have created significant obstacles. Many programs noted that they are not currently required by DEEL to follow children's progress after they leave SPP, which makes it challenging to understand long-term outcomes—particularly when children enter private schools or transfer out of Seattle Public Schools. Providers emphasized the importance of building stronger partnerships with K-12 schools to facilitate seamless transitions and ensure that the progress made in preschool continues into elementary education.

“A thing that DEEL could do is help us partner more directly with the school. I mean, right now, we’re all doing that authentically on our own, but it should be a nice transition that DEEL has established for us... I mean, I know they’re going to all do their training, all the schools, at the last week of August. Maybe DEEL could go in and explain to them that there’s preschool programs out here that want to partner with you, or something.”

Family engagement remains a critical factor in successful kindergarten transitions, yet many parents face barriers in navigating the kindergarten enrollment process. Educators called for culturally responsive outreach and dedicated transition support staff to assist families through this process.

“Because we try to get them empowered to go into that meeting, and have that meeting with your kindergarten teacher, because you know, all of them are close to us. But then when they go to the school district, they get scared. And we’re like, ‘You cannot be scared. You gotta go in and be just as strong of an advocate for your child as you were in preschool.”

D. Workforce Retention: Addressing Burnout and Supporting Educators
Early learning providers consistently emphasized that staffing challenges pose one of the greatest threats to program sustainability. Competitive compensation, access to professional development, and support for teacher well-being are essential for retention. However, many directors expressed concern that current funding structures do not fully account for the operational costs of running a high-quality early learning program.

“If we don’t invest financially into it, we’re going to start to lose some of our providers.”

Providers also noted that early childhood educators, particularly those from immigrant communities, often struggle to meet rigid education requirements while balancing work and family obligations.

“Many of my [longtime educators] are fantastic as teachers; they’re the best, most loving people. But asking them to go back to school is really, really difficult, because they have a family they need to take care of.”

Recommendations included paid professional development days, streamlined training requirements, and flexible pathways for teacher credentialing to retain experienced educators.

E. Expanding Access: Ensuring Equitable Growth
As SPP expands to serve more children, geographic equity has become a pressing concern. Many providers expressed frustration that expansion efforts have focused on the North and East, while communities in the South End, where families of color are being pushed further out due to rising living costs, remain underserved.

Additionally, families in areas like Skyway, which have Seattle addresses but fall outside of City service areas, face unique barriers in accessing early learning resources.

“We have a hard time explaining the limitations to our families in Skyway who have Seattle addresses but aren’t eligible. It’s really confusing for them—they think they live in Seattle, so they should qualify. It would be nice to have money for those families, too. We don’t want to turn them away, but we don’t have the resources to serve them under the current funding.”

Providers also called for greater flexibility in class size, particularly for classrooms with children who have special needs. They emphasized that rigid student-to-teacher ratios can result in environments that do not adequately support students.

"Why are we choosing 20 as the golden standard? When you have children with special needs, you don't want to be at the max."

Summary: Engagement with SPP providers reinforced that Seattle's early learning investments are making a difference, but significant structural improvements are needed to ensure sustainability and equity. Across all themes, providers emphasized the need for greater funding flexibility, administrative efficiency, and inclusive policies that reflect the diverse realities of early childhood education.

Investments in early learning must be holistic, workforce-centered, and community-driven, ensuring that every child—regardless of language, ability, or zip code—has the opportunity to thrive. By prioritizing equity, supporting educators, and expanding access in a meaningful way, Seattle can continue to lead the way in building a strong foundation for the city's youngest learners.

K-12 Community-Based Organizations

Introduction: CBOs are essential partners in advancing educational equity and supporting the whole child across Seattle's learning ecosystem. Through culturally responsive programming, mentorship, and enrichment services, CBOs play a critical role in meeting the academic, social-emotional, and developmental needs of students and families.

Between December 2024 and February 2025, DEEL convened a series of engagement sessions with CBO partners—including one in-person gathering, two virtual discussions, and a survey. These sessions provided a space for CBOs to share reflections on their experiences collaborating with schools and the City, while also offering concrete action steps to strengthen alignment, streamline funding processes, and build trust.

Across conversations, CBOs expressed a deep commitment to student success and highlighted key themes such as the importance of long-term partnerships, culturally grounded programming, equitable funding practices, and system-level coordination that honors the lived experience and expertise of community organizations.

Sample Engagement Questions:

- There has been a lot of emphasis on student mental health and community safety in Seattle of late. From your perspective, what are the top 3 challenges facing your community right now?
- Considering DEEL's desire to improve student's academic and social emotional outcomes, how would your organization recommend prioritizing investment in the following areas: physical health, mental health, tutoring, social emotional learning or college and career readiness? Are there additional investment areas we should consider to meet the needs of youth and families?
- What supports and resources are needed to offer enriching, safe afterschool programming to students in your community during the school year? What supports and resources are needed for summer programming?

Key Insights:

A. Need for Sustainable Funding
B. Barriers to Access
C. Strengthening Partnerships
D. Improving Collaboration and Reducing Competition
E. Streamlining Processes
F. Expanding Career Readiness

A. The Need for Sustainable, Long-Term Funding

One of the most consistent messages across all engagement formats was the need for stable, multiyear funding rather than short-term project-based grants. Many organizations expressed frustration with unpredictable funding cycles, which make long-term planning and sustainability difficult.

"What we're facing as a challenge is the continuity of resources. It's not about writing another grant; it's about building on existing grants to create sustainable partnerships."

"Right now, it feels like a 'Hunger Games' for funding. Instead of competing, we need to educate and lift each other up."

Stakeholders emphasized that short-term grants hinder their ability to build strong partnerships, retain staff, and maintain consistent programming. The uncertainty of future funding limits their ability to serve students effectively. Participants in virtual sessions also recommended the introduction of mini-grants to support collaborative projects between CBOs and schools to spark and scale partnerships more equitably.

B. Barriers to Access: Transportation, Language, and Basic Needs

Across all engagement sessions, transportation emerged as the most significant barrier to student participation in after-school and summer programming. Many CBOs struggle to provide adequate transportation options, making it difficult for students—especially those from low-income or immigrant families—to attend programs.

"We could have served so many more students, but they didn't have transportation. It's the number one barrier."

"It's wildly expensive to provide buses, and public transit doesn't work for many of our families."

Participants in February sessions further emphasized that transportation burdens often fall on program staff, contributing to burnout, and that legal constraints (e.g., age limits for rideshare apps) and safety concerns (e.g., harassment on public transit) compound the challenge. Stakeholders strongly called for flexible, dedicated transportation funding, including stipends, gas cards, shuttle services, and paid drivers. In addition to transportation, language barriers and a lack of culturally responsive outreach prevent many families from accessing expanded learning opportunities.

"Translation services aren't just nice to have, they're essential. Some families don't even know these programs exist because information isn't in their language."

"We need a centralized resource hub where families can find programs in their language."

Basic needs like food, housing, and access to health care remain foundational. CBOs highlighted that addressing these needs is critical to ensure students can meaningfully engage in learning and enrichment programs.

“We have to feed the people first. Meet basic needs before we can educate them.”

“Mental health and food security are not separate from academic success. They are the foundation for it.”

C. Strengthening School-CBO Partnerships
A major theme across the discussions was the need for stronger, more intentional partnerships between CBOs and schools. Many CBOs reported challenges in navigating school bureaucracies and accessing space for programs.

“We’d love to partner with more schools, but the process is unclear. One principal says yes, another says no, and we don’t know where to go.”

“Schools have after-school programs, but many are disjointed. A centralized coordination system would help.”

The February virtual sessions reinforced this theme and introduced concrete recommendations, such as creating a standardized school-CBO partnership framework, modeled after Creative Advantage, and designating liaisons at each school to facilitate consistent communication and reduce gatekeeping. Participants also recommended year-round partnership models that account for summer and break periods, ensuring youth receive continuous support beyond the academic calendar.

D. Improving Collaboration and Reducing Competition
Several participants raised concerns about the competitive nature of current funding models, which often pit organizations against each other rather than encouraging collaboration.

“We live in a society that incentivizes competition. What if we instead incentivized collaboration?”

“We’re all serving the same kids—why aren’t we working together more effectively?”

Stakeholders recommended creating networking opportunities, shared professional development, and cohort-based funding models to encourage collaboration rather than rivalry. Participants also highlighted a need for structured convenings—not just listening sessions, but spaces where CBOs, families, youth, and schools can share learning and collectively build trust and strategy.

E. Streamlining Administrative Burdens and Evaluation Processes
Many CBOs, particularly smaller organizations, expressed frustration with the administrative burdens associated with grant reporting and evaluation. Organizations working with multiple funders (City, King County, philanthropic) often face duplicative reporting requirements.

“Evaluation is a major hurdle, especially for smaller organizations. The requirements from different funders are similar but slightly different—it’s a nightmare to manage.”

“We need standardized reporting tools across funders to reduce redundancy.”

Attendees of the virtual sessions added that capacity-building support for data and evaluation is a key need, especially for organizations trying to better measure impact without full-time evaluation staff.

F. Expanding Career Readiness and Youth Employment Opportunities
Stakeholders emphasized the need to invest in workforce development, paid internships, and alternative career pathways for students, particularly those who may not pursue traditional college tracks.

"Young people want to work, but they need meaningful opportunities that fit their interests."

"Let's expose students to careers beyond college—trades, entrepreneurship, arts, and community leadership."

The February discussions expanded this theme, with CBOs underscoring the need to reimagine career readiness in light of economic and technological shifts. They called for increased hands-on and career-connected learning opportunities, and partnerships with local businesses, technical programs, and alternative education providers.

Summary: Stakeholders emphasized the critical role DEEL can play in centralizing resources, reducing barriers, and fostering collaboration between schools and CBOs. Across engagement sessions, participants called for the creation of a centralized resource hub, technical assistance for smaller organizations, transportation solutions, multilingual outreach, and more consistent, equity-focused funding strategies. There was a shared vision for stronger, more direct school-CBO partnerships that reduce bureaucratic obstacles and reflect community priorities. By addressing these systemic challenges and centering the lived experiences of CBOs and the families they serve, DEEL can deepen its impact and ensure that every student has access to the culturally responsive, community-rooted supports they need to thrive.

"At the end of the day, we're all here for the same reason—to make sure our kids thrive. If we work together, we can build something truly transformational."

K-12 School-Based Investment Partners

Introduction: K-12 School-Based Investment (SBI) grantees play a vital role in advancing equity by supporting whole-child development, academic engagement, and restorative school culture. These partners, representing 30 SPS elementary, middle, and high schools, —deliver critical services such as mental health support, enrichment programming, and culturally responsive wraparound care alongside CBO subgrantees. Through dedicated investments, the FEPP Levy has fostered meaningful school-community collaboration across the city.

To better understand current challenges and opportunities, DEEL convened a series of engagement sessions with K-12 SBI partners. Stakeholders shared perspectives on how to strengthen implementation, reduce barriers, and expand access for students and families. Across conversations, participants emphasized the need for greater resource alignment, sustainable staffing, and stronger coordination with school leaders and systems.

Sample Engagement Questions:

- SBI grants are currently in their 5th year of implementation. What are the strengths and challenges of this investment design?
- The City has heard from young people and families about the need to invest in community safety and student mental health. What are the top 3 needs for your students? What are the top 3 needs for your school community?
- What out of school time (afterschool and summer) programs are currently accessible to students at your school, and how are they funded? Does this meet student and family needs for afterschool care, or do gaps exist?

Key Insights:

A. Expanding Whole-Child Supports
B. Reducing Administrative Burden
C. Ensuring Equitable Access to Services
D. Strengthening School Partnerships
E. Investing in Mental Health and Restorative Practices

A. Expanding Whole-Child Supports: Meeting Students Where They Are
SBI partners shared that their work addresses a range of student needs—from academic tutoring and mentoring to trauma-informed care and behavioral health. Participants emphasized that sustainable and flexible funding is essential to continue providing these comprehensive supports. However, partners noted that program quality can be impacted by inconsistent staffing, unclear roles, and short-term grants that hinder long-term planning.

"There's no way to provide continuity when funding is year to year. We need stability to build real relationships with students."

B. Reducing Administrative Burden: Aligning Systems to Support Educators and Partners
Many school staff reported that managing community partnerships requires significant time and coordination. Without dedicated roles to oversee these partnerships, responsibilities often fall to principals or educators already balancing multiple priorities. Partners recommended creating school-based coordinators who can align CBO programming with academic calendars, track outcomes, and maintain consistent communication.

"Schools need support managing all these partnerships. A dedicated point person would make a 39 huge difference."

C. Ensuring Equitable Access to Services: Prioritizing High-Need Schools
Stakeholders emphasized the need to distribute resources based on student need—not just geography or school size. Equity-focused funding strategies were seen as essential to ensure that schools serving historically marginalized communities receive robust, sustained support. High staff turnover among partners and rigid program models were cited as additional barriers to equitable access.

"Some of our highest-need schools still don't have enough mental health or after-school support. We need to fund based on need, not just enrollment."

D. Strengthening School Partnerships: Building Trust and Communication
Partners expressed a desire for deeper collaboration with school leaders and district staff. Participants shared that relationship-building is key to aligning goals, co-developing

programming, and navigating logistical challenges. Inconsistent communication and gatekeeping were identified as major obstacles, particularly for newer or smaller organizations.

"CBOs need to approach schools as collaborators, not just service providers. Programs should be co-designed with input from educators to ensure they meet the real needs of students."

E. Investing in Mental Health and Restorative Practices: Shifting School Culture Across all sessions, mental health emerged as a top priority. Stakeholders called for investments in trauma-informed practices, consistent school-based counselors, and dedicated time for social-emotional learning. Many participants highlighted restorative justice as a promising strategy to reduce punitive discipline and strengthen student belonging—but noted that success depends on sustained staffing, training, and leadership buy-in.

"Mental health services for students and families are a necessity—but we need these services to be high-quality and consistent."

Summary: SBI partner insights reflect a deep commitment to equity and holistic student support—and a call for stronger alignment, stable funding, and intentional collaboration with school systems. By addressing administrative burdens, investing in mental health, and ensuring equitable access to services, DEEL can deepen the impact of school-based investments across Seattle's K-12 landscape.

"We're here to support the whole child—but we need systems that support us too."

K-12 Professional Development Partners

Introduction: Professional development (PD) and capacity-building providers play a crucial role in supporting FEPP Levy partners and advancing equity by supporting educator growth, school culture transformation, and restorative practices. As part of DEEL's Systems and School-Based Investments (SBI) strategy, PD providers deliver tailored learning experiences for SPS educators, school staff, and community members that address mental health, culturally responsive practices, and trauma-informed instruction. Engagement with this group revealed a deep alignment with levy goals, as well as thoughtful recommendations for improving collaboration, outcome measurement, and system-wide support for effective adult learning.

Sample Engagement Questions:

- How do you see professional learning and other capacity building initiatives as contributing to Levy priorities and outcomes?
- What emergent professional learning needs and capacity building opportunities have you seen in your work thus far? What do you anticipate will be needs in the future?
- In what ways has the Restorative Justice Investment helped with school culture improvement, community safety, mental health, and student's sense of belonging?

Key Insights:

A. Aligning PD Services with FEPP Measurement
B. Scheduling and Systemic Barriers to Effective PD
C. Restorative Justice as Cultural Transformation
D. Strengthening Collective Impact and Transparency

A. Aligning PD Services with FEPP Measurement: Shared Values and Trust-Building

Providers affirmed strong alignment with the FEPP Levy's priorities—especially around skill-building, mental health supports, and foundational capacity development. However, they expressed concern that outcomes for PD are difficult to measure using traditional levy indicators like academic proficiency or college readiness.

Capacity-building efforts—particularly in restorative practices and SEL—were viewed as essential but often under-recognized in outcome metrics. PD providers emphasized the need for DEEL to co-design outcome measures that reflect adult learning's impact on student outcomes (e.g., climate surveys, reduced bullying). Building trust through shared language and values with school leaders was also cited as essential to sustaining alignment.

"Capacity building is how we protect our investments—ensuring adults feel supported and know how to deliver high-quality programming."

B. Scheduling and Systemic Barriers to Effective PD
Scheduling constraints, particularly the reliance on SPS early release days (Wednesday afternoons) for PD, limit school-wide participation. Providers called for expanded clock-hour flexibility and recognition of non-traditional staff (e.g., custodians) as key school culture contributors.

Stakeholders encouraged DEEL to facilitate stronger alignment with SPS regional directors and principal coaches to reduce misalignment and bureaucratic barriers. Participants highlighted a need for more trust-based partnerships with school leaders, as PD providers are often seen as outsiders. Ongoing PD for regional leaders and administrators was seen as vital to ensure coherence across decision-making levels.

"Restorative justice work is grounded in love and accountability—not punishment—and it must extend to staff, not just students."

C. Restorative Justice as Cultural Transformation
Restorative justice investments are transforming school culture by promoting healing, belonging, and teacher empathy. Providers viewed this work as a long-term mindset shift rather than a quick fix.

Teachers' own sense of belonging was emphasized as foundational for creating student-centered environments. Alignment between DEEL, school leaders, and district agencies was seen as a prerequisite for sustainable restorative work. Providers advocated for restorative practices to become a distinct levy investment area, with clear outcomes and cross-sector commitment.

"Changing school culture is a long-term investment. It's about shifting mindsets over time—not just quick fixes."

D. Strengthening Collective Impact and Transparency
To support greater collaboration and alignment, providers recommended creating a centralized portal for monthly updates and stronger communication between DEEL, PD providers, and school leaders. Regional directors were identified as critical players in ensuring school alignment but often lack awareness of on-the-ground work. A unified narrative—backed by case studies and clear goals—was seen as necessary to align stakeholders. Providers also called for

more transparent communication on PD outcomes and how their work contributes to FEPP goals.

"This levy has potential beyond politics—it's a chance to coordinate the city, district, and providers around a shared mission for sustainable, impactful change."

Summary: PD providers view their work as essential to achieving the FEPP Levy's long-term vision for equity, student success, and inclusive school environments. However, traditional outcome frameworks have often overlooked this impact. Providers identified an opportunity for DEEL to strengthen its role as a convener and connector—facilitating trust-based partnerships, co-developing outcome measures, and addressing systemic barriers to professional learning.

Investments in PD must be accompanied by structural supports: dedicated time, aligned leadership, and shared accountability for results. By elevating restorative justice and adult capacity building as strategic priorities, DEEL can ensure that school staff are equipped not only with skills but with the mindsets and relationships needed to transform student experiences.

School-Based Health Centers (SBHCs)

Introduction: The renewal of the FEPP Levy presents an opportunity to invest in the health and well-being of students by expanding and enhancing School-Based Health Centers (SBHCs). Through targeted stakeholder engagement, including discussions with SBHC managers, school health teams, and CBOs, a set of core priorities and recommendations have emerged to guide this investment.

Sample Engagement Questions:

- SBHCs are closed afterschool and during summer months. What opportunities or ideas do you have to maintain continuity of care?
- What factors should be considered as the City explore SBHC expansion options?
- Who else do we need to talk to? What are the best ways to engage them?

Key Insights:

A. The Need for Expansion and Enhanced Access
B. Building Effective Partnerships and School Integration
C. Continuity of Care: Addressing Seasonal Gaps
D. Expanding Mental Health and Dental Services
E. Engaging Families, Youth, and Community Partners

A. The Need for Expansion and Enhanced Access

Stakeholders consistently emphasized the importance of expanding SBHCs, particularly in elementary and middle schools, to address critical gaps in access to health care. The transition between grade levels presents unique health challenges, including the need for consistent asthma management, mental health support, and preventive care.

"We see a critical need to expand SBHCs, especially at the elementary and middle school levels. Ensuring continuity of care as students transition is essential for managing chronic conditions like asthma and providing early, consistent health care support."

The geographic distribution of SBHCs is another key consideration. North Seattle, in particular, lacks elementary school-based health services, leading to increased referrals to overburdened community clinics. Expanding SBHCs in underserved areas would help bridge this equity gap.

B. Building Effective Partnerships and School Integration
Effective SBHCs are more than just health care access points—they thrive in schools that integrate them into broader educational and community goals. Collaboration between school staff, health providers, and administrators was highlighted as critical to creating welcoming and trusted environments for students.

"The success of SBHCs isn't just about the health centers themselves; it's about creating a school culture where staff, from teachers to counselors, are actively engaged in supporting student wellbeing."

Administrative support, particularly at the elementary level, is essential to fostering trust between families and SBHC staff. Additionally, ensuring that families, particularly those who are new immigrants or face language barriers, are aware of available services is a key challenge to address.

C. Continuity of Care: Addressing Seasonal Gaps
A recurring theme in discussions was the need for solutions to ensure continuity of care when schools are closed after hours, on weekends, or during summer months. Many families rely exclusively on SBHCs for their health care needs, and they struggle to access community-based alternatives when these centers are unavailable.

"Families often struggle to navigate care outside of school hours or during the summer. Without the same cost protections and accessibility, many just delay care until school resumes."

Proposed solutions include strengthening referral pathways to community health centers, developing summer SBHC programming, and improving communication strategies to inform families about health care options during closures. Additionally, leveraging telehealth options with dedicated confidential spaces within community centers could support continuity.

D. Expanding Mental Health and Dental Services
The growing need for mental health services, particularly in response to increased incidents of gun violence and trauma among students, was widely discussed. SBHCs have become essential in addressing student mental health concerns, and stakeholders emphasized the need for additional mental health providers, particularly in middle and high schools.

"We need to ensure that mental health services are a core part of SBHCs, not an afterthought. Students need trusted spaces where they can seek support, especially in communities impacted by violence."

Similarly, dental services were highlighted as a critical yet often overlooked component of student health. Many SBHCs that offer dental care report being at full capacity, with high demand particularly among newly-arrived immigrant families and low-income students. Expanding dental services could have a significant positive impact on school attendance and overall health outcomes.

E. Engaging Families, Youth, and Community Partners
A strong theme throughout discussions was the importance of inclusive engagement in shaping the future of SBHCs. Families, particularly those from historically marginalized communities,

need meaningful opportunities to provide input on how services can best meet their needs. Youth voices are equally important in ensuring services are responsive and accessible.

"We can't forget the voices of the students themselves. Youth engagement is essential to ensure that SBHC services are meeting their needs, and we should provide them with multiple avenues to share their thoughts."

Proposed engagement strategies include:

- Partnering with cultural navigators to support outreach to families with language barriers.
- Establishing a youth advisory panel to provide direct input on SBHC services.
- Conducting multilingual focus groups to capture diverse family experiences.
- Leveraging school events such as back-to-school nights and PTA meetings to share information and collect feedback.

Summary: Stakeholders emphasized the importance of expanding School-Based Health Centers (SBHCs) in underserved areas, particularly in North Seattle and the Central District, to address longstanding gaps in access. They called for stronger integration between SBHCs, schools, and community partners to ensure seamless support for students, as well as improved care continuity through referral systems and summer programming. Increased investment in mental health and dental services was a top priority, alongside deeper community engagement in SBHC planning and evaluation. By centering community voice and addressing systemic barriers, the expansion of SBHCs presents a powerful opportunity to advance equity in student health outcomes and strengthen school-health partnerships across Seattle.

Youth Participants

Introduction: As Seattle prepares for the renewal of the FEPP Levy, ensuring that young people have a voice in shaping future investments is a key priority. DEEL and SSS developed a youth engagement approach that recognizes young people as the best advocates for their own experiences. This strategy prioritizes listening to youth where they are, in spaces where they feel comfortable, and using engagement methods that resonate with them.

Sample Engagement Questions:

- What do you like to do when you're not in school?
- How do you hear about activities you can join?
- What do you think you might want to do for a career or job as an adult?

Key Insights:

A. Diverse Interests, Meaningful Engagement
B. Safe and Welcoming Spaces
C. Trusted Adults and Youth-Adult Relationships
D. Career Exploration and Real-World Readiness
E. Centering Youth Voice in Program Design

A. Diverse Interests, Meaningful Engagement: Programming That Resonates

Students expressed a wide range of interests—from gaming, sports, and cooking to poetry, science, and entrepreneurship. They shared that fun, food, and flexibility are motivating factors to participate in programs, and emphasized that services should be responsive to both their passions and their schedules. Youth also pointed out the importance of choice, explaining that being required to join clubs by parents sometimes reduced their enthusiasm.

“We like having options. Not everyone wants to do sports—some of us want to write or create stuff.”

B. Safe and Welcoming Spaces: Emotional Safety Matters
While logistical barriers like transportation were raised, students also described emotional barriers—such as fear of judgment or discomfort in unfamiliar settings—that impacted participation. Youth identified community centers, parks, and classrooms as welcoming spaces and described environments where they feel heard, respected, and connected to peers as the most meaningful.

“A welcoming space is where people understand you and let you be yourself.”

C. Trusted Adults and Youth-Adult Relationships: Supportive Connections
Students spoke highly of teachers, staff, and family members who made them feel supported and understood. Humor, empathy, and consistency were traits they valued in trusted adults. These relationships helped students navigate personal challenges and made school feel more like a community.

“He jokes around, but he knows when to be serious. That’s why we trust him.”

D. Career Exploration and Real-World Readiness: Preparing for the Future
Youth shared ambitious and diverse career goals—ranging from law and science to gaming, and owning a business. They expressed strong interest in learning about jobs, wages/salaries, taxes, and real-world skills. Students also expressed a desire for flexible, part-time work and early exposure to career pathways that align with their interests.

“I want to work, but I also want to do something I enjoy.”

E. Centering Youth Voice in Program Design: From Participation to Partnership
Youth made clear that they want to be part of shaping the programs that affect them. They value environments that reflect their identities and lived experiences and want to be involved in decision-making processes. Participants offered feedback on school safety, mental health, technology use, and what helps them thrive in and outside the classroom.

“When we talk, we want to know someone’s listening—and that it’s going to make a difference.”

Summary: Youth participants offered powerful reflections on what helps them feel engaged, safe, and supported. They called for diverse programming, trusted adult relationships, accessible spaces, and opportunities for real-world learning. Emotional safety, cultural pride, and autonomy emerged as central themes. As DEEL continues to invest in youth-focused strategies, centering young people as co-creators of their educational experience will be key to designing programs that are inclusive, impactful, and grounded in community.

Seattle Promise Scholars, Families, and Staff

Introduction: Seattle Promise offers tuition-free access to Seattle Colleges for graduates of Seattle public high schools. As part of the broader FEPP Levy Renewal stakeholder engagement process, DEEL gathered feedback from Promise students, families, and staff to better understand how the program is working and where it can grow.

This engagement included a citywide survey in March 2025 with over 270 respondents, and a dedicated staff session in November 2024, and a session for scholars, alumni and families in February 2025. Together, these inputs reveal a story of positive impact—alongside recommendations for how to improve support systems, reduce systemic barriers, and ensure every Promise student can succeed.

Sample Engagement Questions:

- For staff: What have been the biggest successes you've observed in supporting Seattle Promise Scholars?
- For students and alumni: What academic, financial, and personal resources or supports have you used that have positively impacted your college experience?
- For families: What resources, if any, would help you help your student to identify their plans after Promise?

Key Insights:

A. The Power of Financial Support and Academic Guidance
B. Career and Transfer Planning
C. Communication and Navigation
D. Relationship-Based Support
E. Equity-Centered Program Design

A. The Power of Financial Support and Academic Guidance: Reducing Barriers and Expanding Possibility

Stakeholders emphasized the life-changing impact of Seattle Promise's tuition assistance and equity scholarships. For many students, the program makes college possible—particularly for families without generational wealth or familiarity with higher education systems. Among survey respondents:

- 89.3% of students and 88.3% of families rated financial support as important
- 82.1% of students agreed Promise positively contributed to their future goals
- 83.9% of families reported that the program had a positive impact on their household

Families noted reduced financial stress, while staff highlighted the essential role of retention specialists in providing academic and personal guidance. Students described these specialists as trusted adults who helped them persist through crises, build confidence, and connect with resources like mental health services, tutoring, and community supports.

"Seattle Promise made college a real possibility for our family. It took a huge weight off our shoulders and gave our child the chance to dream bigger." — Family respondent

B. Career and Transfer Planning: Bridging the Gap Between College Access and Long-Term Success

While Promise has succeeded in improving college access, stakeholders pointed to a persistent gap in career and transfer planning. Among survey respondents:

- 73.2% of students intend to transfer to a four-year institution
- 66.3% of families rated career planning resources positively
- Students called for earlier and more structured career exploration
- Staff cited successful models like "Path to UW," and requested expansion to other colleges and employers

Suggestions provided for enhanced services included embedding career planning into first-year coursework, formalizing alumni mentorship, and increasing access to internships and technical training. Stakeholders also emphasized the need to align Promise supports with students' postsecondary aspirations—whether university, trade school, or workforce entry.

"We need to ensure that students leave Promise with a clear plan—whether that's university, technical careers, or employment. The structure exists, but we need more capacity to make it real." — Promise staff

C. Communication and Navigation: Helping Students and Families Understand the System Families and students described confusion around program requirements, key deadlines, and how to access support. Staff echoed these concerns, emphasizing that students often struggle with the transition from the structured environment of high school to the self-directed nature of college. Among survey respondents:

- 61.2% of families rated communication positively
- Staff described misalignments between Promise and college systems—especially around financial aid and disability services
- Families expressed a need for clearer communication and more consistent updates on student progress

Multilingual family communications, regular progress check-ins, Promise-specific orientation sessions, and proactive reminders built around key milestones were noted as suggestions to improve program navigation.

"Often, students don't realize what's available until they're already struggling—even after mandatory events and multiple reminders. The system is just hard to navigate." — Promise staff

D. Relationship-Based Support: Centering Retention Specialists and Mentorship
One of Promise's greatest strengths is its focus on individualized support. Students described their retention specialists as lifelines, helping them navigate not just academics, but personal and emotional challenges. Scholars consistently identified retention specialists as their most trusted advisors. Staff reported caseloads of 1:300, which they acknowledged limits their capacity for individualized support. Overall, stakeholders called for more staff, culturally specific mentorship, and long-term alumni engagement.

Staff shared stories of helping students facing domestic violence, homelessness, and mental health crises. Given unique student experiences and increasing need for staff support, , current staffing levels are not sustainable. Additional investments in personnel are needed to preserve the depth and quality of support that students rely on.

"That kind of support isn't a 'service,' it's a lifeline." — Promise staff

E. Equity-Centered Program Design: Meeting the Needs of Marginalized Students
Students from underrepresented backgrounds—including first-generation college-goers, multilingual learners, and young men of color—face systemic barriers that require tailored supports. ESL programs are often misaligned with the needs of multilingual students coming from high school. Disability accommodation processes require quarterly reapplication, burdening neurodivergent students. Financial aid delays and rigid deadlines disproportionately impact students with unstable housing or mixed-status families.

Staff and families urged the City to design systems that anticipate these barriers and respond to students' lived realities. Recommendations included expanding dual-language technical programs, piloting culturally specific mentorship initiatives, and streamlining financial aid and disability services.

"The current processes aren't designed for students like mine—they're designed for students who already know the system. We need to reverse that." — Promise staff

Summary: Seattle Promise has had a transformative impact on students across the city, expanding access to higher education, reducing financial strain, and fostering a culture of possibility. Scholars, families, and staff consistently affirmed the program's value—particularly its wraparound supports and trusted relationships with retention specialists. These connections help students navigate academic, financial, and personal challenges, enabling many to become the first in their families to attend college.

To meet the evolving needs of Seattle's young people, stakeholders emphasized the importance of deeper investments in transfer and career planning, stronger communication systems, family engagement, increased staffing, and equity-centered design. Seattle Promise is more than a scholarship—it is a community of care and a bridge to opportunity. With sustained commitment and strategic improvements, it can continue to serve as a national model for inclusive, student-centered higher education.

Levy Oversight Committee Members

Introduction: The FEPP Levy Oversight Committee (LOC) plays a vital role in ensuring accountability, transparency, and community voice in the implementation of levy-funded investments. Composed of diverse leaders from education, advocacy, philanthropy, and CBOs, LOC members bring a wide range of expertise and perspectives to the oversight process.

As part of the stakeholder engagement for the FEPP Levy Renewal, DEEL conducted in-depth interviews with eight current LOC members to better understand their reflections on the committee's structure, their perspectives on levy impacts, and their recommendations for future investments. The following summary draws from interviews conducted between August and September 2024.

Sample Engagement Questions:

- What aspects of the LOC structure are working well, and where could it be improved?
- How well does the levy support students across early learning, K-12, and postsecondary pathways?
- What programs, services, or investments should be prioritized in the next levy?
- How can the public better understand the role and impact of the levy?

Key Insights:

A. Clarifying Roles and Responsibilities
B. Investing in Data and Accountability
C. Supporting the Full Educational Continuum
D. Strengthening Mental Health and Wraparound Services
E. Elevating Equity and Community Engagement

A. Clarifying Roles and Responsibilities: Improving Committee Function and Impact

While most members feel empowered in their LOC roles—especially when voting or advocating—many expressed a desire for greater clarity about how and when they should offer recommendations. Suggestions included creating subcommittees focused on specific areas such as mental health, Seattle Promise, or dual language learning.

- LOC members requested more time to review materials before decision-making
- Some proposed mentorship or orientation programs to support new members
- Calls to streamline documentation and improve communication about LOC decisions

"I feel empowered, but I want to be more useful. We need guidance on how to make a bigger impact."

B. Investing in Data and Accountability: Making Outcomes Accessible and Actionable
LOC members appreciated DEEL's commitment to transparency and the quality of data presentations at retreats. However, several noted that the data can be overly complex and difficult to interpret for those without technical expertise.

- Desire for simplified presentations and visuals that connect data to student outcomes
- Requests for clear, trackable goals that can be revisited annually
- Interest in learning from what has and hasn't worked—especially in K-12 education

"We need more specific targets and ways to measure success—not just data for data's sake."

C. Supporting the Full Educational Continuum: From Early Learning Through Postsecondary
Across interviews, members emphasized the importance of a seamless pipeline from preschool to college and career. Many advocated for stronger investment in early childhood education, as well as a clearer understanding of how levy funds are supporting K-12 students.

- Strong support for expanding Seattle Promise and introducing more postsecondary options like apprenticeships
- Interest in ensuring continuity between early learning and elementary education
- Concerns about truancy, student engagement, and gaps in family awareness of available supports

"The levy should help connect the dots—early learning, K-12, Promise—it's all one journey."

D. Strengthening Mental Health and Wraparound Services: Supporting the Whole Student
Members expressed deep concern about student mental health and the lack of accessible, coordinated support services. Several called for clearer definitions of responsibility between the City, Seattle Public Schools (SPS), and King County.
Mental health and wraparound supports were viewed as essential investments
Some suggested models like year-round after-school programs and academies for counselors
Interest in ensuring agency accountability and service coordination

"If we want students to succeed, we need to support their mental health and their lives outside the classroom."

E. Elevating Equity and Community Engagement: Centering Voices and Reducing Barriers
Members highlighted the need for more intentional community engagement, especially from

students, families, and providers who are furthest from opportunity. Several emphasized the importance of equity in both process and outcomes.

- Calls for increased public awareness of the levy and its role in shaping educational opportunity
- Recommendations to provide feedback to applicants who are denied levy funding
- Desire for expanded supports for multilingual learners, students with disabilities, and youth of color

"The FEPP Levy is changing lives. We just need to make sure the people it's helping know it—and have a say in it."

Summary: The FEPP Levy Oversight Committee serves a critical function in shaping and sustaining Seattle's investments in student success. Committee members expressed gratitude for DEEL's responsiveness and transparency, while offering thoughtful recommendations to strengthen the LOC's effectiveness. Future improvements may include creating dedicated subcommittees, improving access to and understanding of data, expanding mental health and postsecondary supports, and ensuring equity is embedded at every level. By fostering a committee that is inclusive, empowered, and well-resourced, Seattle can deepen its commitment to public accountability and shared responsibility for student outcomes.

"The levy is one of the most important tools we have to support our students. We need to keep improving how we use it—and who gets to shape it."

Phase 2 Community Conversation Facilitation Guide

ECR Community Conversations – Facilitator's Guide and Questions

READY TO START

Intro: This part of the levy supports families with young children by expanding access to affordable, high-quality childcare, preschool, and early childhood support programs. Investments include CCAP (childcare assistance), adding more Seattle Preschool Program (SPP) seats, and continuing home-visiting programs for new parents. The goal is to help children get a strong start and ensure families have the support they need from birth to age five so children are kindergarten ready.

Getting to Know Audience: I'd like to get a sense of who is here today. Please share your name, if you're a parent or guardian what are the ages of the children, and the schools they attend.

Prior Experience & Current Supports:

- Show of hands, who has participated in CCAP or SPP?

Childcare (CCAP):

- For those who have used CCAP, what has your experience been like?
- What has worked well?
- What ideas or improvements would you like to see?

Preschool (SPP):

- What has your experience been with the Seattle Preschool Program?
- What do you appreciate about the program?
- What changes or additions would strengthen it?

If you haven't used these services:

- What early-learning or childcare programs have been helpful to your family?
- Are there supports DEEL should consider investing in?

Access & Communication:

Preschool and CCAP will be able to serve more families starting in 2026.

- How can we make sure families know about this?
- What are the best ways to share information about childcare, preschool, and home-visiting opportunities in your community?
- What barriers might keep families from accessing these programs?

Infant & Toddler Care Birth–5

- Finding licensed infant/toddler care can be challenging. What matters most to you when choosing care for children under 5?
- *Probes: cost, location, hours, cultural fit, learning environment, trust, availability*

School-Age Care (Ages 5–12)

- What do you look for when choosing childcare or afterschool options for school-aged children?
- How do childcare needs connect with your child's elementary or middle school?

- Do you prefer licensed childcare, afterschool programs at school, or another type of supervised care? Why?
- *Probes: Challenges and ideas for improving access to before/after school and summer care; How transportation affects access to child care; Co-location at elementary school; Licensed vs. enrichment/expanded learning*

Summer Care & Programs

- When the school year ends, what types of summer programs do you look for?
- What factors matter most? (Focus/activities, food, safety, cost, location, hours)
- What challenges or barriers have you faced when trying to find or access summer care?

READY TO LEARN

Intro: The FEPP levy provides extra supports beyond basic education — like tutoring, academic enrichment, food resources, health services, family activities, and emotional support — to help students and families thrive. We want to know which of these are most important to you. We will discuss these with 4 themes: 1) Academic support & enrichment, 2) Whole-child supports, 3) Family engagement and community building, and 4) community partnerships.

Getting to Know Audience: I'd like to get a sense of who is here today. Please share your name, if you're a student – please share your grade and school. If you're a parent or guardian, please share the ages of your children and the schools they attend.

Academic Support & Enrichment:
These are programs that help students learn, grow, and explore their interests beyond regular class time. Every child learns differently, and some may need extra help to feel confident and keep up. Supports like tutoring, homework help, reading or math assistance, and weekend learning labs help close learning gaps. Enrichment activities—such as STEM or robotics clubs, art, music, and other hands-on programs—give students chances to discover new skills and connect with peers around shared interests. Academic Support and enrichment activities aim to improve school attendance and academic outcomes.

- What learning supports or after-school programs would make the biggest difference for your child? For example, is tutoring, homework help, or enrichment important to your family?
- Do you like to access services at your school or in community settings? When do you like to access services?
- What activities do you wish the school offered more of or provided (before, during, afterschool, and summer programming)?
- For elementary school families, do you have a preference for licensed childcare settings compared to enrichment or expanded learning programs?
- Have you experienced any barriers to accessing academic or enrichment supports? (Focus/activities, food, safety, cost, location, hours, transportation, etc.
- *Probes: Elementary/middle school needs; Preference for kinship care or at-home supports;*

Whole-Child Supports:
Whole-child supports are the services and programs that help meet *all* of a student's needs—not just academics. This includes access to health care at School Based Health Centers,

mental-health support including telehealth services, safety measures, food and housing resources, reliable transportation, sports and physical activity, and positive relationships with caring adults like mentors or coaches. These supports help students feel healthy, safe, connected, and ready to learn.

- What kinds of basic needs supports would make the biggest difference for your family? What would help your child feel more supported, confident, or safe at school?
- What makes it hard to access health supports when you need it? (Consider time, transportation, food resources, housing navigation, case management support)
- Are there barriers that make it hard to use these supports when needed?
- Are there specific safety improvements — inside or outside of school — that would help your family feel safe in or around school?
- ALT: What safety concerns do you have, and what would make you feel better supported in addressing them?

Family Engagement & Community Building:
When families feel connected to their child's school, students do better. Strong family-school relationships help improve attendance, academic success, emotional wellbeing, and trust. When families feel welcomed and heard, they're more able to partner with teachers, participate in decision-making, and access the supports their child needs. A connected school community also reduces isolation, strengthens relationships among families, and creates a more supportive environment for every student.

- What would help you feel more connected to the school and able to participate?
- What types of events would you be interested in attending?
- How can the schools or community organizations communicate or involve you more effectively?

Community Partnerships:
Schools often work with community organizations to bring in extra support—things like tutoring, after-school programs, childcare, health clinics, food resources, transportation help, or family engagement activities. We want to hear what partnerships matter most to you.

- What community services or partnerships are available at your child's school that are working well, or that you wish were available?
- *Examples: tutoring, afterschool academic enrichment, childcare, health clinics, food access, workforce support, transportation, family programs.*
- How could schools partner better with community organizations to meet your family's needs?
- What else should we know about the needs of students and families in your school community?
- Student Version (if applicable): What kinds of community programs—like mentors, internships, or clubs—would make school more helpful for your future?

READY TO LAUNCH
Intro: This part of the levy focuses on helping students successfully transition from high school into college, apprenticeships, trades, or careers. FEPP levy funding supports access to college readiness programs, financial aid guidance, apprenticeship pathways, and career exploration so every student—no matter their background—has real choices after graduation. The goal is to

ensure students are prepared, confident, and supported in pursuing whatever path fits their interests and future goals.

Getting to Know Audience: I'd like to get a sense of who is here today. Please share your name, if you're a student – please share your grade and school. If you're a parent or guardian, please share the ages of your children and the schools they attend.

Prior Experience & Current Supports:

- Show of hands, who has participated in the Seattle Promise program?

Seattle Promise:

- For those who have participated in Seattle Promise, what has your experience been like?
- What has worked well?
- What ideas or improvements would you like to see?
- ALT: Here are examples of what we currently offer to help Promise students stay on track (college coaching, financial aid help, persistence supports). What else could help students succeed once they enter college or a post-secondary program?

Access & Communication:

- How can we get students more excited about exploring college, trades, and career options?
- What kinds of support would help you, your friends, or your child feel more prepared for life after high school?
- What barriers do you think students face when trying to access these opportunities?

Youth Interests:

- What types of future college or career goals do you (or your child) currently have?
- When you think about trade careers—there are 100+ options—what supports do students need to explore these paths? Some examples include construction, manufacturing technology, and maintenance technicians. What would be helpful in creating awareness and exploration of these kinds of careers? In navigating postsecondary pathways? In being placed in a job/position?
- What kinds of experiences (mentors, job shadows, internships, career fairs) would be most helpful?
- How can schools better connect young people to careers where jobs are available and employers are eager to hire?
-

Phase 2 Community Survey Aggregate Responses

Q1. Please select the identities that best represent you. (Select all that apply)	Percent	N
Youth (K-12 or college student, ages 5-24)	12.12%	32
Parent or Guardian	60.98%	161
General community member	19.32%	51
Early childhood and learning staff	11.36%	30

K-12 public, private, or charter school staff	15.53%	41
Community-based organization staff (including health services, youth development, academics, enrichment, etc.)	19.70%	52
Colleges or University staff	1.89%	5
Other (please specify)	4.17%	11
	Answered	**264**

Q2. What is your race or ethnicity? (Select all that apply)	Percent	N
Prefer not to answer	6.44%	17
American Indian or Alaska Native	4.55%	12
Asian	14.39%	38
Black or African American	20.45%	54
Hispanic or Latino/X	8.71%	23
Middle Eastern or North African	1.14%	3
Native Hawaiian or Other Pacific Islander	1.14%	3
White	52.65%	139
Another race or ethnicity (please specify)	1.52%	4
	Answered	**264**

Q5. Would you like to provide feedback on Ready to Start?	Percent	N
Yes	74.81%	202
No	25.19%	68
	Answered	**270**

Q6. What are the best ways to share information about early childhood services in your community? Select up to 3.	Percent	N
Ads on public transit	48.17%	79
Faith Leaders	12.20%	20
In-person community events	51.22%	84
Virtual community events	25.00%	41
TikTok	17.07%	28
Flyers in libraries or clinics	64.63%	106
Facebook or Instagram ads	55.49%	91
Radio ads	8.54%	14
TV ads	7.93%	13
Magazine or newspaper ads	9.15%	15
Another way (please specify)	18.90%	31
	Answered	**164**

Q7. What barriers prevent families in your community from accessing early childhood support programs? Select all that apply.	Percent	N

I'm not sure	6.55%	11
Cost	70.24%	118
Safety concerns	19.64%	33
Location or Transportation (too far, not accessible, etc.)	47.62%	80
Hours offered did not work for our schedule	50.60%	85
Language barriers	33.93%	57
Distrust of government programs	20.24%	34
Immigration concerns	28.57%	48
Assume they don't qualify	45.24%	76
Another barrier (please specify)	19.64%	33
	Answered	**168**

Q8. What matters most to you when choosing care for children under 5 years old? Select up to 3.	**Percent**	**N**
Not sure or doesn't apply to me	8.33%	14
Cost	67.26%	113
Location close to home	52.98%	89
Location close to work	19.64%	33
Hours	54.17%	91
Cultural fit	21.43%	36
Learning environment	41.07%	69
Trust and comfort with caregivers after meeting them	58.93%	99
Competency in caring for children with special needs	19.05%	32
Something else (please specify)	7.14%	12
	Answered	**168**

Q9. What does "affordable" childcare cost look like for your family? Think about the combined cost for all your children.	**Percent**	**N**
Not sure or doesn't apply to me	22.89%	38
<$100/month	9.04%	15
$100-$500/ month	19.88%	33
$500-$999/ month	18.67%	31
$1000-$1499/ month	13.25%	22
$1500-$1999/ month	6.02%	10
$2000-$2499/ month	4.82%	8
$2500-$2999/month	1.81%	3
$3000+/ month	1.20%	2
Another amount	2.41%	4
	Answered	**166**

Q10. Which DEEL program(s) have you participated in?	**Percent**	**N**
None	49.06%	78

Subsidized childcare through the Child Care Assistance Program (CCAP)	9.43%	15
Preschool through the Seattle Preschool Program (SPP)	34.59%	55
Home visiting through Nurse Family Partnership or Parent-Child+	2.52%	4
Developmental Bridge	4.40%	7
Another early learning program (please specify)	7.55%	12
	Answered	**159**

Q11. Based on your experience, what level of improvement is needed?	**Major improvements needed**		**Minor improvements needed**		**No improvements needed**		**Don't know**	
	%	N	%	N	%	N	%	N
Subsidized childcare through the Child Care Assistance Program (CCAP)	20.00%	3	40.00%	6	13.33%	2	26.67%	4
Preschool through the Seattle Preschool Program (SPP)	7.14%	4	58.93%	33	30.36%	17	3.57%	2
Home visiting through Nurse Family Partnership or Parent-Child+	50.00%	2	50.00%	2	0.00%	0	0.00%	0
Developmental Bridge	0.00%	0	57.14%	4	28.57%	2	14.29%	1
[Insert text from Other]	16.67%	2	25.00%	3	50.00%	6	8.33%	1
						Answered		**82**

Q12. Would you like to provide feedback on Ready to Learn?	**Percent**	**N**
Yes	82.08%	197
No	17.92%	43
	Answered	**240**

Q13. Academic Supports	**Percent**	**N**
Tutoring (individual or in small groups)	75.32%	116
Extra school-day classes in core subjects like reading and math	37.66%	58
Support for English learners	50.65%	78
Access to a study/homework space with adult support	41.56%	64
	Answered	**154**

Q14. Enrichment	**Percent**	**N**
Arts, music, or cultural programs	83.87%	130
Sports or physical activity	52.26%	81

STEM (Science, Technology, Engineering, Math)	50.97%	79
Career or life skills (leadership, financial literacy, etc.)	70.32%	109
	Answered	**155**

Q15. When should academic or enrichment supports be offered?	**Percent**	**N**
Not sure or doesn't apply to me	1.27%	2
Before school	23.42%	37
During school	58.23%	92
After school	82.91%	131
Weekends	33.54%	53
Summer	63.92%	101
Another time (please specify)	3.80%	6
	Answered	**158**

Q16. Where should academic or enrichments services or programs be offered? (Select top 3)	**Percent**	**N**
Not sure or doesn't apply to me	2.53%	4
At my child's school	87.34%	138
At a nearby school	41.14%	65
At a community center	64.56%	102
At a cultural or faith-based organization	17.09%	27
At a licensed childcare site	15.19%	24
Online/virtually	13.29%	21
Another location (please specify)	6.96%	11
	Answered	**158**

Q17. Program Features	**Very important**		**Somewhat important**		**Neither Important nor Unimportant**		**Somewhat Not Important**		**Not Important at all**	
	%	N	%	N	%	N	%	N	%	N
Staff and program materials match the culture and ethnicity of students (Culturally relevant programming)	51.61%	80	32.26%	50	10.97%	17	2.58%	4	2.58%	4
More adults in the room (High	49.02%	75	43.79%	67	5.88%	9	1.31%	2	0.00%	0

adult-to-student ratio)										
Focus on academic support	55.24%	79	35.66%	51	7.69%	11	1.40%	2	0.00%	0
Focus on enrichment (arts, sports, STEM, etc.)	55.84%	86	32.47%	50	8.44%	13	2.60%	4	0.65%	1
Focus on student supports (mental health, social and emotional wellness)	73.03%	111	20.39%	31	5.26%	8	0.66%	1	0.66%	1
Licensed childcare for kids 5-12, meaning that the program meets requirements established by the state Department of Children Youth and Family	44.81%	69	30.52%	47	14.29%	22	6.49%	10	3.90%	6
Another Program Feature (please specify)									Total	12
								Answered		**155**

Q18. Accessibility	**Very important**		**Somewhat important**		**Neither Important nor Unimportant**		**Somewhat Not Important**		**Not Important at all**	
	%	N	%	N	%	N	%	N	%	N
Free or low-cost	78.67%	118	16.00%	24	3.33%	5	1.33%	2	0.67%	1
Public transportation is nearby (bus, within walking distance, etc.)	54.00%	81	32.00%	48	10.00%	15	1.33%	2	2.67%	4
School bus transportation home is provided	43.33%	65	41.33%	62	10.67%	16	2.67%	4	2.00%	3
Another Accessibility feature (please specify)									Total	12

								Answered	**155**

Q19. How, if at all, are your needs for summer programs different from the school year? (Select all that apply)	**Percent**	**N**
Not sure or doesn't apply to me	14.29%	22
We need longer hours	29.87%	46
Academic learning is more important	16.88%	26
Enrichment and recreation are more important	56.49%	87
Transportation needs are different	25.32%	39
Preferred locations are different	16.88%	26
Our needs are mostly the same	25.32%	39
Other (please specify)	6.49%	10
	Answered	**154**

Q20. What barriers prevent students and families in your community from accessing K-12 support programs? Select all that apply.	**Percent**	**N**
I'm not sure	11.92%	18
The activities do not meet child's needs/interests	34.44%	52
Food was not offered or didn't meet needs	20.53%	31
Cost	55.63%	84
Safety concerns	17.22%	26
Location or Transportation (too far, not accessible, etc.)	49.67%	75
Hours offered do not work for schedule	49.67%	75
Language barriers	27.15%	41
Distrust of government programs	11.92%	18
Immigration concerns	18.54%	28
Assume they don't qualify	26.49%	40
Another barrier (please specify)	13.25%	20
	Answered	**151**

Q21. Health & Wellness	**Percent**	**N**
Physical health (medical) services offered at school	50.67%	76
Mental health therapy services at school	82.00%	123
Mental health therapy offered online (Telehealth)	24.00%	36
Help finding a primary care provider (doctor) or dentist	17.33%	26
Vision/hearing screenings	26.00%	39
Food resources (school meals, pantry, weekend food, summer meals)	74.00%	111
Housing support or help navigating housing systems	44.00%	66
Help connecting to other services	41.33%	62
Another health & wellness support (please specify)	7.33%	11
	Answered	**150**

Q22. Safety & School Climate	Percent	N
Anti-bullying supports	51.70%	76
Support with digital/internet safety	54.42%	80
Conflict resolution or restorative practices	68.71%	101
Support with physical safety or school security	42.86%	63
Attendance support	32.65%	48
Another safety & school climate support (please specify)	8.84%	13
	Answered	**147**

Q23. Community Partnerships: Which community services or partnerships at your child's school work well, not well, or would you like to see added?	Working Well		Not Working Well		Wish it were Available		Not Sure	
	%	N	%	N	%	N	%	N
Tutoring	20.14%	28	7.91%	11	20.86%	29	51.08%	71
Afterschool academic enrichment	32.37%	45	8.63%	12	28.06%	39	30.94%	43
Childcare	28.68%	39	9.56%	13	17.65%	24	44.12%	60
Health clinic or school-based health center	41.61%	57	5.11%	7	20.44%	28	32.85%	45
Mental health or counseling supports	32.37%	45	14.39%	20	15.83%	22	37.41%	52
Food access	51.43%	72	10.71%	15	2.14%	3	35.71%	50
Housing or family support services	17.78%	24	8.15%	11	11.11%	15	62.96%	85
Workforce support	12.50%	17	5.88%	8	13.24%	18	68.38%	93
Transportation assistance	20.59%	28	9.56%	13	11.03%	15	58.82%	80
Family programs	21.48%	29	9.63%	13	13.33%	18	55.56%	75
Another Program (please specify below)	9.68%	6	4.84%	3	4.84%	3	80.65%	50
						Answered		**144**

Q24. Would you like to provide feedback on Ready to Launch?	Percent	N
Yes	47.29%	96
No	52.71%	107
	Answered	**203**

Q25. Have you or a family member participated in Seattle Promise, which provides tuition and academic advising supports at Seattle Colleges?	Percent	N
Yes, as a student	3.06%	3
Yes, as a parent or family member	10.20%	10
No	81.63%	80
Not Sure	5.10%	5
	Answered	**98**

Q26. Overall, how satisfied were you with the Promise experience?	Percent	N
Very satisfied	40.00%	4
Satisfied	40.00%	4
Neither satisfied nor dissatisfied	10.00%	1
Dissatisfied	10.00%	1
Very dissatisfied	0.00%	0
	Answered	**10**

Q27. What areas of the program worked well? Select up to 3.	Percent	N
Tuition scholarship	70.00%	7
Equity Scholarship	0.00%	0
Promise retention specialists and academic advising	30.00%	3
Seattle Colleges Faculty or non-Promise staff	40.00%	4
Promise outreach specialists who help in high schools	10.00%	1
Financial aid support	30.00%	3
	Answered	**10**

Q28. What could get students more excited about exploring college pathways? Select up to 3.	Percent	N
Virtual college tours	14.29%	12
In-person college campus visits)	57.14%	48
Financial aid knowledge (for example, FAFSA/WASFA)	53.57%	45
Paid internships with employers	64.29%	54
Guest speakers	23.81%	20
Financial aid & scholarships	63.10%	53
Mentorship	58.33%	49
Something Else (please specify)	9.52%	8
	Answered	**84**

Q29. What barriers prevent students and families in your community from accessing college? Select all that apply.	Percent	N

I'm not sure	6.02%	5
Cost	87.95%	73
Safety concerns	9.64%	8
Location or Transportation (too far, not accessible, etc.)	22.89%	19
Hours offered do not work for schedule	16.87%	14
Language barriers	24.10%	20
Distrust of government programs	14.46%	12
Immigration concerns	18.07%	15
Assume they don't qualify	48.19%	40
Another barrier (please specify)	21.69%	18
	Answered	**83**

Q30. Which of the following describes your (or your student's) future college or career goals after high school? Select all that apply.	**Percent**	**N**
Doesn't apply to me	14.81%	12
Attend a 2-year college (non-Promise)	8.64%	7
Attend Seattle Colleges through the Seattle Promise program	24.69%	20
Attend a 4-year college	62.96%	51
Skilled/vocational training	19.75%	16
Starting working right away	4.94%	4
I'm still (or my student is) exploring my future plans	35.80%	29
Something else (please specify)	2.47%	2
	Answered	**81**

Q31. To what extent do you agree or disagree with the following:	**Strongly Agree**		**Somewhat Agree**		**Neither Agree nor Disagree**		**Somewhat disagree**		**Strongly disagree**	
	%	N	%	N	%	N	%	N	%	N
I understand the trade career opportunities available in Seattle after high school	7.59%	6	26.58%	21	21.52%	17	37.97%	30	6.33%	5
I feel confident about my (or my child's) future college or career plans	14.29%	11	27.27%	21	29.87%	23	27.27%	21	1.30%	1
I feel confident about my (or	7.79%	6	35.06%	27	16.88%	13	32.47%	25	7.79%	6

my child's) future job opportunities										
								Answered		**79**

Q32. What kinds of experiences would help students learn about careers in skilled trades such as welding, firefighting, auto mechanic, electrician, or construction? Select all that apply.	**Percent**	**N**
Mentorship	77.11%	64
Field trips to visit job sites	80.72%	67
Guest speakers	53.01%	44
Paid internships	89.16%	74
Career fairs	45.78%	38
Something else (please specify)	7.23%	6
	Answered	**83**

FAMILIES, EDUCATION, PRESCHOOL AND PROMISE LEVY

Implementation and Evaluation Plan

2026-2031

City of Seattle

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I. Introduction

On November 4, 2025, Seattle voters approved the Families, Education, Preschool, and Promise Levy – a 6-year, $1.3 billion dollar investment in Seattle children and youth. Its passage reflects a renewal of communitywide commitment that helped pass similar levies dating back to 1990. The FEPP levy reflects Seattle's commitment to investing in children, youth, and families, including investments prioritized to increase access to services for historically excluded communities, and achieve levy outcomes that advance educational equity. The programs and services financed with levy proceeds are supplemental to State-financed basic education funding and are not intended to serve as a basis for the reduction of State funding for the Seattle Public School District's education programs.

Consistent with Ordinance 127238, the FEPP Levy Implementation and Evaluation Plan ("The Plan" or "I&E Plan") outlines the City of Seattle's commitment to helping children and youth succeed through a continuum of investments organized around four education-support services: (1) Early Childhood, (2) K-12 Student Supports, (3) K-12 Health and Safety, and (4) College and Career Supports.

The City's Department of Education and Early Learning (DEEL) holds primary oversight for FEPP Levy agreements with implementation efforts taking place in multiple departments. Additionally, as provided under Section 6 of Ordinance 127238, "in the annual City budget or by separate ordinance, the City shall determine from year-to-year the education-support services and funding allocations that will most effectively achieve levy priorities and outcomes."

Under this Plan, the Human Services Department (HSD), Office of Sustainability & Environment (OSE), Seattle Parks and Recreation (SPR) and other City departments or offices may also administer and enter agreements using FEPP levy funds if proceeds are allocated to those departments in the annual budget process. All departments must expend FEPP Levy funds in accordance with the current approved Plan and Ordinance 127238.

An Interdepartmental Team (IDT) that includes DEEL, HSD, OSE, and SPR shall be formed to ensure close collaboration between these departments on implementation of FEPP funded programs. The IDT shall be led by DEEL and shall meet quarterly. These departments will also work together to ensure proposed investments align with Levy requirements including, but not limited to, Levy goals and outcomes. These departments will collaborate on:

- Development of program goals and outcomes;
- Development of requests for proposals;
- Evaluation of Levy funded programs;
- Program budgets;
- Any proposed modifications to Levy funded programs.

DEEL investments provide birth to post-secondary support for the whole child, supporting academic achievement. Investments stewarded by the Human Services Department have a strong emphasis on community-based youth development and behavioral health support in helping youth meet educational goals, which include students whose connections to schools are more likely to experience interruption. The Office of Sustainability and Environment investment helps ensure all students at Seattle Public Schools have access to school meals. SPR investments focus on environmental and expanded learning enrichment supports for students. Together, FEPP-funded investments and collaboration across City departments support the City's Every Child Ready Initiative.

The success of FEPP Levy investments in meeting intended goals and outcomes depends on the strength of partnerships between the City, childcare and preschool providers, public agencies such as Public Health—Seattle & King County (PHSKC), Seattle Colleges, Seattle Public Schools (SPS), the University of Washington, King County Department of Community and Human Services (DCHS), the Washington State Department of Children, Youth, and Families (DCYF), and community-based partners. The City will establish agreements with public agencies to ensure coordinated implementation and data-driven decision making.

Theory of Change

The FEPP Levy Theory of Change (ToC) is an articulation of how Levy-funded strategies will help achieve the goals outlined above and why change will occur as a result of birth to post-secondary investments (Figure 1).

The ToC articulates the overall vision of the Every Child Ready Initiative and the FEPP Levy domains. The theory articulates the City's belief that:

- *If* we invest across the education continuum from birth to post-secondary in three domains: Ready to Start, Ready to Learn, and Ready to Launch.
- *By* partnering with families and communities to increase access to high-quality programs and supports for children and youth with an emphasis on historically excluded students.
- *Then* positive child, youth, family, program, and system-level outcomes that promote a better economic future for Seattle families and youth will be achieved.

Goals and Indicators

Each domain has a universal goal and one or more outcome indicators designed to facilitate progress monitoring and continuous improvement efforts toward educational achievement (Table 1). These universal goals and outcomes are designed to measure progress for all children and youth in Seattle—this is our population accountability. Population indicators tell us how the entire community is doing, regardless of who participates in FEPP funded programs. To ensure that these indicators reflect meaningful, actionable trends, they were selected for their communication value (easy for the public to understand), proxy power (aligned with what we aim to influence and reflective of harder to measure factors), and data power (supported by reliable, consistently available, or publicly accessible data).

FEPP universal goals will be assessed annually to monitor citywide academic outcomes for all children and youth. Universal outcome indicators help quantify the impact of FEPP investments over time and will be assessed for citywide impact.

Table 1. FEPP Universal Goals and Outcome Indicators

Domain	Investment Area	Universal Goal	Universal Outcome Indicators
Ready to Start	Early Childhood	All Seattle children will enter Kindergarten ready for school	• % of SPS students ready for kindergarten in six WaKIDS assessment domains
Ready to Learn	K-12 Student Academic Supports; K-12 Student Health and Safety	All Seattle students graduate high school ready for college and career	• % of SPS students attending school 90% of the time • % of SPS students with on-track academic progress in 3rd, 6th, and 9th grade • % of SPS graduates starting a college or credential pathway within one year of graduation
Ready to Launch	College and Career Supports	All Seattle youth have access to and utilize postsecondary opportunities that promote attainment of a certificate, credential or degree	• % of students who complete a degree, certificate or apprenticeship by age 26*

*Ready to Launch investments are intended to serve youth up to age 24, but outcome indicators will track youth up to age 26.

In contrast to universal goals and indicators, **performance accountability** measures how FEPP-funded programs and investments contribute to these broader universal goals. While population indicators show whether conditions for Seattle's children and youth are improving overall, performance measures assess how well our specific strategies, services, and interventions are working toward meeting educational goals. Together, these two forms of accountability help us understand not only whether the city is moving in the right direction, but also the extent to which FEPP investments are driving that progress.

Table 2. Investment-Specific Goals and Outcomes for FEPP-Funded Services*

Investment Area	Strategies	Strategy Outcomes	Strategy Goals
Ready to Start	• Home Visiting • Health • Childcare • Preschool	• Parents have financial resources, knowledge, and skills to support their child's development • Children develop academic or social-emotional skills required for kindergarten success	• Children are ready for kindergarten • Students achieve academically throughout elementary school • Opportunity gaps are closed for populations furthest from Kindergarten readiness and elementary achievement
Ready to Learn	• Expanded Learning Opportunities • Health • Safety • Basic Needs	• Students develop social-emotional & workplace skills • Students are healthy and ready to learn • Students feel safe at schools • Students meet academic growth targets	• Students attend school regularly • Children and Students demonstrate academic progress toward HS graduation at 3rd, 6th, and 9th grade milestones • Students start a college or credential pathway within one year of graduation • Opportunity gaps are closed for populations furthest from grade-level standards and college or credential pathways
Ready to Lauch	• College Pathways • Career Pathways	• Students are enrolled in a college, credential pathways, or career skills development program • Students develop social-emotional & workplace skills Students achieve academic student milestones toward transfer, degree or credential pathways • Increase in number of young adults with living-wage careers	• Students earn a degree or credential before age 26 • Opportunity gaps are closed for populations furthest from earning a degree or credential before age 26

*The reporting indicators for each strategy are specified further in the Plan, within the Implementation Standards for each investment.

Levy Oversight

Ordinance 127238 establishes a FEPP Levy Oversight Committee (LOC) to advise the Mayor and City Council on the levy-supported programs and monitor for transparency and accountability. The committee composition will include the Mayor, the Chair of the City Council's committee with oversight of education programs, the Superintendent of the Seattle School District, a member of the Seattle School Board, the Chancellor of Seattle Colleges, and 12 appointed members who bring a range of perspectives, professional expertise, and lived experience. Collectively, the committee will include representatives from Seattle's seven City Council districts and individuals with experience in topics such as childcare (including but not limited to family childcare), Pre-K to 12 education, youth development, child and adolescent health, and college and career pathways. At all times no more than five Committee members shall be an officer, director, board member, trustee, partner, or employee of an entity that receives or competes for funding under this ordinance; or be an immediate family member of, or an individual residing with, an officer, director, board member, trustee, partner, or employee of an entity that receives or competes for funding under this ordinance; or be a person seeking or having an arrangement concerning future employment with an entity that receives or competes for funding under this ordinance. For the purposes of this ordinance an individual's "immediate family" means an individual's spouse or domestic partner, child, child of a spouse or domestic partner, sibling, sibling of a domestic partner, brother-in-law, sister-in-law, parent, parent of a spouse or domestic partner, a person for whom the individual is a legal guardian, or a person claimed as a dependent on the individual's most recently filed federal income tax return. Subject to the preceding sentence and applicable law, an individual serving as an officer, director, board member, trustee, partner or employee of an entity that receives or competes for funding under this ordinance, or who has an interest in such an entity, shall not thereby be disqualified from serving on the Committee, but shall fully disclose any such relationships and shall not vote on any matter that directly involves the interests of such entity. For purposes of this section, "entity" does not include a City department or office. The provisions of this section are in addition to the requirements of Chapter 4.16 of the Seattle Municipal Code.

The Mayor and the Chair of the City Council's committee with oversight of education programs, or their respective designees, will co-chair the Committee. The Oversight Committee may adopt rules for its own procedures, covering topics such as quorum requirements, and the frequency of meetings.

Commitment to Race and Social Justice

The City of Seattle launched the Race and Social Justice Initiative (RSJI) in 2004 to eliminate racial disparities and achieve racial equity in Seattle. RSJI directs City departments to implement racial equity toolkits (RET) in budget, program, and policy decisions, including review of existing programs and policies. Departments funded by the FEPP Levy may complete RETs pertaining to FEPP investments as part of their department's standard work. RETs completed as part of development of the Plan are attached to the legislation Fiscal Note and Summary.

RSJI recognizes that targeting support towards those who have been historically under resourced, and are experiencing disparities in outcomes, creates cascading impacts that ultimately allow everyone to benefit. Ordinance 127238 further specifies an implementation principle that the City "Prioritize investments to reach children, youth, and families, increase access to services for historically excluded communities, and achieve levy outcomes that advance educational equity."

Spending Plan

FEPP Levy proceeds may be used to make strategic cradle-to-career investments in three domains over six years:

- Ready to Start ($656.8M)
- Ready to Learn ($478.1M)
- Ready to Launch ($113.0M)

When combined with Operations (Leadership & Administration) costs ($82.2M, 6%), the levy totals $1.3 billion. A detailed spending plan is found in Appendix I.

Operations costs include:

- Operations labor with personnel supporting areas such as the leadership, policy, finance, and evaluation functions.
- Administrative costs which are charges for services by other City departments for such as facilities and information technology.
- Evaluation which includes external contracts to assess program performance for the investments outlined in this plan.
- Cost and risk reserve which is a contingency for unanticipated cost increases.

FEPP Levy investments may leverage funding from other sources, including private, local, state resources, such as Washington State's Early Childhood Education and Assistance Program (ECEAP), Seattle Preschool Program (SPP) tuition, as well as federal resources such as Head Start.

Additionally, the spending plan in each domain includes a cost and risk reserve to help manage risk and uncertainty. The reserve was established to absorb moderate financial risks while maintaining a high proportion of funds for direct services. These funds serve as a financial buffer for unanticipated events, such as:

- Higher-than-expected inflation or cost increases (e.g. negotiated contract escalations, cost of living adjustments, etc.);
- Reductions in external funding sources (e.g., state funding, investment income, program revenue);
- Increases in baseline delivery costs that are higher than forecasted; and
- Transition costs related to reducing or discontinuing programs (e.g., contract terminations or employee separation costs).

The cost and risk reserve may be allocated annually during the budget process for uses consistent with this Plan. Any unused risk reserve becomes part of year-end underspend and may be reallocated in accordance with the levy's underspend policies, as described below.

Council Oversight Over Plan Modifications and Underspend

According to Ordinance 127238, funds collected by the FEPP Levy shall be spent in accordance with the terms of the Implementation and Evaluation Plan, which shall be approved by Council. City departments may modify policies outlined in this Plan relating to participant eligibility, enrollment prioritization, and implementation standards, if necessary to maintain or create alignment with equivalent County, State, and Federal programs. All other policies and funding allocations contained in this Plan may be modified with Council approval, and in consultation with Chair of the Council Committee overseeing the Department of Education and Early Learning, unless otherwise specified in the plan. Any changes made will be documented in the FEPP Levy annual report and quarterly status updates to Council.

Proposed uses of annual underspend will be reviewed by the FEPP LOC and must be approved by Council. Throughout the year, City departments will monitor investment spending. Annual underspend should be used for programmatic course corrections, program modifications/expansions, or new programs. Unspent funds will be prioritized for evidence-based services supporting positive impacts on levy goals. Underspend may only be used to fund new or expanded programming if it can be sustained for the remaining life of the levy. The DEEL Department Director will prepare a recommendation for the LOC and Council on how to reallocate resources. Final determination of fund allocation will be made by Council as part of the annual City budget process or other legislation.

Methodology and Timeline to Identify Qualified Contracted Partners

Consistent with Ordinance 127238, the City will establish agreements with public and non-public entities to provide education-support services via competitive funding processes or direct agreement. City departments that receive levy funding allocations in the annual budget process are authorized to enter agreements for education support services outlined in this Plan, provided that the departments must use competitive funding processes when entering into agreements with non-public entities, except in case of emergency as determined by the Executive or when the department director determines that a process is not feasible because the services are only available from one source or are impracticable to solicit. When an exception to an advertised process is used to enter into an agreement with a non-public entity, the department director shall include a written explanation of the determination of exceptional circumstances with the agreement. Departments will continue to follow the process established under SMC Chapter 20.50 when contracting for consultant services.

Competitive funding processes, such as Request for Proposals, advance transparency and fairness in contracting while furthering the City's Levy goals by clearly defining service expectations, evaluation criteria, and decision-making processes in advance and applying them consistently across applicants. Equity-centered design features, such as standardized scoring rubrics, review panels, and clear documentation of funding decisions, serve as guardrails against bias and reduce reliance on informal networks or historical funding patterns. These processes center funding decisions on demonstrated applicant capacity, performance, and alignment with levy outcomes. Furthermore, applicants cannot participate in funding decisions. For each competitive process, the department will publish a list of panelists engaged in the evaluation process.

The City will engage with community members and service providers to design investments, as well as integrate learning from prior implementation and national best practices. Funding opportunities will be broadly communicated, with an emphasis on language access, to ensure awareness amongst a diverse group of potential qualified applicants. The City may also support prospective applicants by reviewing application requirements and best practices when applying for City funding through in-person workshops,

online webinars, or one-on-one technical assistance sessions to promote equitable and inclusive access to funding.

All departments disbursing FEPP Levy funds will use performance-based agreements that clearly describe the investment's intended outcomes and link the investment to strategy-level service standards and performance metrics. By linking funding to demonstrated results, rather than focusing solely on compliance or outputs, performance-based contracting creates accountability, encourages innovation among providers, and helps advance meaningful, equitable results.

Timeline for Competitive Processes

As authorized under Section 7 of Ordinance 127238, FEPP revenue began paying for education-support services in January 2026. City departments also made commitments to renew existing agreements for the 2026-2027 school year under the Plan in effect for the most recently expired FEPP Levy, to minimize disruption of services to Seattle children, youth, and families. Existing FEPP funded services and contracted partners, as well as planned contract renewals are detailed in Appendix III. These investments will be expected to report on performance indicators consistent with this Plan.

Planned competitive processes are outlined in Table 3. All investments awarded by competitive process will be re-bid in 2- or 3-year cycles. All other investments will be renewed pursuant to Ordinance 127238. City departments may modify the release date or announce additional competitive processes throughout the life of the levy in accordance with the Plan, annual City budget, or separate ordinance. Competitive processes will specify whether the award may result in annual extensions.

Table 3. Planned FEPP Funding Opportunities[1]

Funding Opportunity	Page No	Dept	Release Date	Estimated Funding ($M/Year)[2]	Notes
Ready to Start					
Childcare Workforce Payment Program	21	DEEL	Q3 2026	$2.9	Estimated funding amount is for the 2027-28 SY. Funding will be allocated subject to the Plan's requirements for Competitive Processes. This program is to aid in retention of childcare workers.
Seattle Preschool Program	25	DEEL	Q4 2026	N/A	The RFQ selects providers for a roster; there is no funding associated with it. The RFQ is open annually to select new providers and/or classroom/site expansion for existing providers.
Ready to Learn					
Environmental Learning	31	SPR	Q2 2026	$0.6	Estimated funding for 2026. Funding will be allocated subject to the Plan's requirements for Competitive Processes. This investment funds environmental education for Seattle K-12 students.

[1] More detailed descriptions of each program are provided further in the I&E Plan. Page numbers provided for reference.
[2] Funding amounts reflect the first year of contracting; see spending plan in appendix for annual inflation.

Funding Opportunity	Page No	Dept	Release Date	Estimated Funding ($M/Year)[1]	Notes
Mental Health Investments	34	DEEL	Q2 2026	$1.0	In addition to the overall mental health investments, DEEL will conduct a competitive process to award contracts for mental health service delivery for students with limited access to care. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
Summer Food Program	4243	HSD	Q2 2026	$1.0	Historically HSD has contracted with SPS for these services. The release of funds in Q2 is for 2026 summer contracting only. HSD is analyzing possible procurement plans for subsequent years. Funding will be allocated subject to the Plan's requirements for Competitive Processes. This program provides summer meals to students at designated community sites.
School-Based Investments 2026-2027	30	DEEL	Q3 2026	$0.5	This funding is for the 2026-2027 SY, to expand access to school-based supports in response to community feedback during levy engagement. Funded schools will be selected by SPS. This funding provides services to five additional schools as part of the levy renewal process. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
Restorative Practices	3938	DEEL	Q4 2026	$1.7	Estimated funding amount is for the 2027-28 SY. Funding will be allocated subject to the Plan's requirements for Competitive Processes. These investments are relationship-centered strategies that build community, strengthen trust, and repair harm when conflicts occur. The focus is on taking personal responsibility rather than on punitive measures. Students are taught conflict resolution skills.
Opportunity-Based Mentoring	398	DEEL	Q3 2026	$0.8	This is a new program that will serve students involved in, or at elevated risk of, criminal justice system involvement. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
School-Based Investments Citywide	30	DEEL	Q4 2026	$25.0	Estimated funding amount is for the 2027-28 SY. Funding will be allocated subject to the Plan's requirements for Competitive Processes. These investments provide funding for supports such as tutoring, mentoring and case management.

Funding Opportunity	Page No	Dept	Release Date	Estimated Funding ($M/Year)[1]	Notes
Community-Based Investments	31	DEEL	Q4 2026	$3.3	Estimated funding amount is for the 2027-28 SY. Funding will be allocated subject to the Plan's requirements for Competitive Processes. This investment supports student interventions toward academic progress.
School Based Health Centers	34	DEEL*	Q2 2027	$3.5	Estimated funding amount is for the 2027-28 SY. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
Youth Behavioral Health	35	HSD	Q3 2027	$1.2	This funding will support community-based behavioral health services that promote reengagement, retention and success in school with an emphasis on serving populations with the greatest need. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
Gender Based Violence Prevention	4039	HSD	Q3 2028	$0.5	This funding will support strategies to change student behaviors and norms around gender-based violence, that include in-school and after school educational programming with an emphasis on serving populations with the greatest need. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
School Safety	4039	HSD	Q3 2029	$3.1	This funding will support student safety at priority school sites around Seattle, with an emphasis on serving populations most impacted by violence. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
Ready to Launch					
Path to Trades	5446	DEEL	Q3 2026	$0.32	Estimated funding amount is for the 2027-28 SY. Funding will be allocated subject to the Plan's requirements for Competitive Processes. This investment supports post-secondary opportunities in the skilled trades with state-accredited educational, apprenticeship, and/training programs.

Funding Opportunity	Page No	Dept	Release Date	Estimated Funding ($M/Year)[1]	Notes
Youth Development	5452	HSD	Q3 2027	$4.5	This funding will support community-based youth development services for Seattle youth who remain engaged in and are working toward successful completion of education or career pathways, with an emphasis on serving populations with the greatest need. Funding will be allocated subject to the Plan's requirements for Competitive Processes.

*PHSKC will conduct this process

In addition to the funding opportunities listed above, DEEL is currently under contract with the UW Smart Center to evaluate all Youth Mental Health investments, which are planned to continue through the 26-27 School Year. Evaluation findings are expected in Q4 2026. After reviewing the findings, DEEL will either continue existing strategies or re-bid grants/change funded activities in order to achieve desired outcomes.

Investment Management and Continuous Quality Improvement

Continuous quality improvement (CQI) is integrated into levy performance-based contracting using the Results Based Accountability (RBA) framework. CQI is an ongoing, evidence-based collaborative practice of setting goals, measuring progress, reflecting on results, and making adjustments. CQI efforts for the FEPP Levy will leverage data, community feedback, and equity-centered reflection to strengthen programs and achieve outcomes.

Because the FEPP Levy prioritizes serving children, youth, and families who have historically had the least access to educational and economic opportunity, the CQI process is designed to both ask whether programs are working, and also if they are reaching communities with the greatest need for educational support services.

In stewarding FEPP Levy resources, City departments will:

- Implement evidence-based strategies and best practices to improve the quality of service and/or maintain high-quality services.
- Include clear performance expectations outlined in performance-based agreements, and if corrective action is needed, provide time-limited coaching, technical assistance, and capacity building to improve service delivery and program instruction, quality, and operations.
- Use data and regular check-ins with grantees and service providers to anticipate challenges to quality service delivery early.
- Examine outcomes disaggregated by factors including demographic data to ensure services reach those with the greatest need.

City departments will work closely with funded agencies throughout the contract period. Departments will review data on participation, service quality, and outcomes quarterly. Regular meetings with contracted partners will discuss progress toward outcomes and renegotiate or terminate agreements as needed. When a program falls short of its targets, staff and partners will immediately work together to understand why and develop a path forward to determine necessary changes and best path forward, whether that means adjusting service delivery or providing additional support. Promising practices, especially those that have demonstrated success in reaching historically underserved communities, will

be documented and shared widely so that all partners can learn and improve together. Levy resources may be used to convene funded partners as part of a broader vision of birth to post-secondary ecosystem development, shared learning, and attainment of levy goals.

Evaluation and Reporting

The evaluation framework is designed to support continuous learning and improvement while ensuring transparency and accountability to Seattle residents and City Council. Evaluations will help determine whether the investments are meeting stated levy goals, and if investments are not meeting goals, what improvements need to occur in doing so. Evaluations must be performed by City departments or external entities and may include the use of levy funding.

FEPP Levy evaluation activities seek to answer central questions: *To what extent are children meeting age-appropriate academic milestones? To what extent, and in what ways, do FEPP investments improve educational equity, close opportunity gaps, and build a better economic future for Seattle children and youth?*

This question anchors the evaluation approach and ensures that evaluation efforts remain focused on whether levy-funded services are contributing to meaningful and measurable improvements for children and youth.

Evaluation Approach and Schedule

The FEPP evaluation uses a tiered framework over the six-year levy timeline. Each tier aligns to a broad question and builds progressively toward understanding the impact of levy-supported activities.

- *Monitoring and Performance Management - What did we do?* (Years 1–6)
  Monitoring and performance management will occur annually throughout the six-year levy. This tier focuses on tracking services delivered, populations served, participation levels, and implementation benchmarks across the Ready to Start, Ready to Learn, and Ready to Launch investment areas. Performance data will be used to support providers through continuous quality improvement and to inform quarterly and annual reporting to the City Council.
- *Formative Evaluation - How might we improve ongoing investments?* (Years 1–6)
  Formative evaluation will occur continuously throughout the levy to generate timely, actionable learning that can strengthen investments while they are still in progress or inform design of new investments. This tier synthesizes data from monitoring, process evaluation, outcome evaluations and stakeholder feedback to identify what is working, for whom, and under what conditions. It also incorporates landscape analyses and needs assessments to ensure investments remain responsive to shifting community conditions, emerging research, and gaps in the service ecosystem. Findings will be shared with providers, City staff, and the levy Oversight Committee on an ongoing basis to support mid-course adjustments, resource alignment, and continuous improvement across the Ready to Start, Ready to Learn, and Ready to Launch domains.
- *Process Evaluation - How well did we do it?* (Years 2–6)
  Beginning in Year 2, process evaluations will examine the quality and fidelity of implementation. These evaluations will assess whether programs are delivered as intended, how participants experience services, and what factors support or hinder success. Particular attention will be given to the quality of childcare and preschool instruction, effectiveness of school-based health and mental health supports, and the design and accessibility of college and career pathways.
- *Outcome Evaluation - Is anyone better off?* (Years 2–6)
  Outcome evaluations will assess whether levy-funded activities contribute to measurable improvements in student outcomes aligned to the levy's goals. These analyses will examine trends in kindergarten readiness, academic milestone attainment, graduation rates, credential

completion, and entry into living wage careers. Where feasible, analyses may include comparison groups or longitudinal tracking to better understand the contribution of FEPP investments.

While monitoring and performance management will occur throughout the life of the levy for all programs, a subset of FEPP investments will undergo formative, process, or outcome evaluations conducted by City staff or external agencies. These planned evaluations are listed in Table 4 below.

Table 4: Planned schedule of FEPP Levy Formative, Process, and Outcome Evaluations

				Evaluation Contract and/or Design Start Year					
Domain	**Investment**	**Eval Type**	**Evaluator**	**Y1-'26**	**Y2-'27**	**Y3-'28**	**Y4-'29**	**Y5-'30**	**Y6-'31**
All	FEPP Levy Implementation	Process	External			■			
		Outcome	External					■	
	FEPP Levy Renewal Landscape	Formative	External					■	
	Investment Design for Levy Renewal	Formative	External						■
Start	Universal Childcare & Preschool Feasibility	Formative	External	■					
	Home Visiting	Process	DEEL		■				
	Health	Process	DEEL			■			
	Childcare Worker Support	Outcome	DEEL				■		
	Child Care Assistance Program	Process	DEEL	■					
		Outcome	External			■			
	Seattle Preschool Program	Process	External		■				
		Outcome	External			■			
Learn	Expanded Learning Opportunities*	Formative	External	■					
		Process	DEEL		■	■			
		Outcome	External				■		
	Mental Health	Process	External	■					
		Outcome	External		■				
	School Based Health Centers	Outcome	External		■				
	Youth Safety	Process	DEEL		■				
		Outcome	External				■		
Launch	Post-secondary Landscape Analysis	Formative	External	■					
	College Pathways	Process	DEEL		■				
		Outcome	DEEL			■			
		Outcome	External				■		
	Career Pathways	Process	DEEL			■			
		Outcome	External				■		
			Total	**5**	**7**	**7**	**5**	**2**	**3**

*ELO evaluations to include, but not be limited to, utilization and impact of SPR teen programs, including Teen Life Centers and Late Night programs.

Quarterly and Annual Reporting

Pursuant to Ordinance 127238, DEEL will submit an annual report to City Council and the FEPP Levy Oversight Committee that includes updates on all levy outcomes and indicators, program implementation, and progress in meeting levy-intended priorities and goals. Any changes made to policies outlined in this Plan will be documented in the FEPP Levy annual report. Annual reports will be submitted to the LOC and City Council no later than Quarter 2 of the following year.

In addition to the annual reporting to the LOC, DEEL will:

- Publish quarterly data dashboards to its website reporting on implementation, access, and outcome indicators related to all FEPP investments
- Submit a quarterly memo to LOC describing program monitoring data and summarizing implementation highlights and challenges
- Provide quarterly status updates to the chair of the City Council's committee with oversight of education programs

All reporting deliverables will emphasize actionable insights to support continuous improvement while meeting the City Council’s request for specific, measurable outcomes.

II. Ready to Start: Early Childhood

The Ready to Start domain and Early Childhood investment area funds strategies designed to prepare Seattle's youngest children for kindergarten and establish a strong foundation for long-term academic success.

The Ready to Start domain will fund four primary strategies including: (1) Home Visiting, (2) Health, (3) Childcare, and (4) Preschool. Table 5 provides six-year budget totals by strategy.

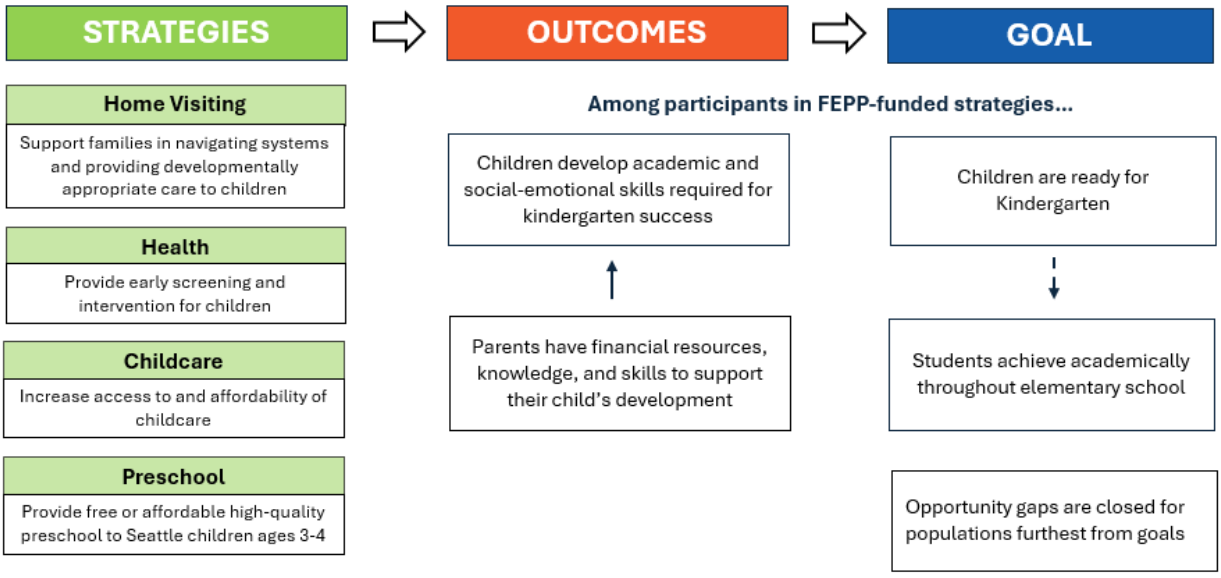
Table 5. Ready to Start Spending Detail*

	6-Year Total
Home Visiting	
Nurse Family Partnership	$18,771,946
ParentChild+	$9,543,014
Home Visiting Subtotal	**$28,314,961**
Health	
Developmental Bridge	$3,977,063
Childcare Health Program	$22,806,335
Health Subtotal	**$26,783,398**
Childcare	
Childcare Subsidies	$90,537,870
Homeless Childcare Subsidies	$3,234,126
SPR Childcare Scholarships	$4,392,051
Childcare Workforce Payment Program	$18,471,452
FCC Mentorship Program	$4,038,976
Childcare Subtotal	**$120,674,475**
Seattle Preschool Program	
Seattle Preschool Program	$391,661,114
SPP Waitlist Voucher Pilot	$5,073,099
Seattle Preschool Program Subtotal	**$396,734,213**
Ready to Start Labor	**$70,773,008**
Cost & Risk Reserve	**$12,572,072**
Total Ready to Start	**$655,852,125**

**Note: Numbers may not add up due to rounding*

The Ready to Start Theory of Change serves as an illustration of how and why change will occur because of Early Childhood investments and describes how inputs and strategies contribute to outcomes and the overarching goal for this domain (Figure 2).

Figure 2. Ready to Start Theory of Change



City departments will collect data on service implementation and report quarterly on access and service indicators. The FEPP Levy will also fund evaluations in this domain as detailed on page 15.

Strategy #1: Home Visiting

Funded Services

Home Visiting investments provide Seattle families guidance in navigating systems and provide developmentally appropriate support to families in their home or community-based settings. Services include but are not limited to health and developmental supports and home visiting programs, as well as program referral, case management, systems navigation, family engagement, or other community-based services. Programs to be funded include Nurse Family Partnership and ParentChild+, as described below.

- **Nurse Family Partnership** provides comprehensive prenatal and early childhood support including health education, parenting guidance, child development monitoring, and connections to community resources. These services are provided by a Registered Nurse.
- **ParentChild+** provides instruction on positive parent-child interactions using books and educational toys. These services are provided by trained early learning specialists.

Participant Eligibility

Home Visiting investments serve families including pregnant people during the prenatal and postnatal period, infants, toddlers, or children up to 5 years old, and the family systems of which they are members. To promote equitable access, services are prioritized for families who are low-income, first-time parents, experiencing housing instability, immigrant/refugee status, limited English language proficiency, or teen parents. Individual investments and activities may have different eligibility requirements.

- Nurse Family Partnership: Medicaid eligible, first-time pregnant parents enrolled by the end of their second trimester or 28th week of pregnancy[1]

[1] As of February 2026, Medicaid eligibility is defined as </= 300% FPL or 61% SMI

- ParentChild+: Parents with children 16-26 months old who have another risk factor such as low-income, limited formal education, immigrant/refugee, social isolation, single parenthood, teen-aged parent, and/or housing or food insecurity

Implementation Standards

Program implementation standards are provided below. All services require the contracted partner to recruit and enroll participants, provide ongoing staff professional development and supervision, use an evidence-based curriculum, and provide culturally and linguistically responsive services. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics, as available. This requirement will be included in provider contracts.

Table 6. Home Visiting

	Nurse Family Partnership	ParentChild+
Quality	Evidence-based national NFP model with fidelity; registered nurses with ongoing professional development and reflective supervision; services in family's preferred language	• Evidence-informed curriculum implemented with fidelity • Trained Early Learning Specialists • Culturally and linguistically responsive services • Ongoing supervision and training
Frequency	• Prenatal (first month): weekly visits • Prenatal (5th visit until birth): bi-weekly visits • 0-6 weeks: weekly visits • 6 weeks-21 months: bi-weekly visits • 21-24 months: monthly visits • Sixty 60-90 minute visits total over 2.5 years of programming	• Two 30-minute visits per week • 92 visits total over 46 weeks of programming
Outcomes	Parents have financial resources, knowledge, and skills to support their child's development	Parents have financial resources, knowledge, and skills to support their child's development
Reporting Indicators	• # Served • % Completing program • % Meeting agreed-upon goals (educational/ career) before program exit • % Initiating Breastfeeding	• # Served • % Completing program curriculum before exit • % improving parent-child interactions
Service Targets	300 clients annually	275 children annually

Implementation Timeline

By direct award, in Year 1 (2026), DEEL will contract with Public Health Seattle-King County (PHSKC) to implement the Nurse Family Partnership and United Way of King County to implement ParentChild+.

Strategy #2: Health

Funded Services

Health investments are designed to increase access to health services and developmental screenings for Seattle families with children aged 0-5. Services include but are not limited to individualized care services, early intervention services, healthy development and wellbeing programs, developmental screening support, health and safety assistance, community outreach, education and staff training, and health

consultations for early learning and school-age childcare programs. Programs to be funded include Developmental Bridge (DB) and Childcare Health Programs (CCHP), as described below.

- **Developmental Bridge (DB)** provides developmental services to children with suspected developmental delays who are ineligible for federal/state programs but could benefit from individualized, quality early intervention services to promote ongoing healthy development and wellbeing. These services are delivered by Early Support for Infants & Toddlers (ESIT) agencies currently contracted with King County's Department of Community and Human Services (DCHS).
- **Childcare Health Programs (CCHP)** provides services to childcare and preschool sites for health and developmental screenings, behavioral, nutrition and health consultations, nursing consultations and staff training opportunities. The CCHP offers providers tools and resources including model health policy templates, communicable disease prevention information, nutrition and other materials to promote healthy child development and behaviors. These services are provided by Public Health of Seattle-King County.

Participant Eligibility

Developmental Bridge (DB) serves infants/toddlers 0-3 years of age who do not qualify to receive Part C services, which are early interventions for children ages 0-3 who have developmental delays as provided by the individuals with Disabilities Education Act, but have a mild developmental delay; children who received Early Support for Infants & Toddlers (ESIT) services and would benefit from either a short-term extension of services and/or support in accessing ongoing services, as well as children who were referred 45 days or less before their third birthday (47 months of age) and demonstrate a developmental concern on a screening or assessment and need support accessing ongoing services. Caregivers with a disability which may prevent them from caring for an infant or toddler ages 0-3, may also qualify for benefits as funding permits. In order to achieve levy outcomes that advance equitable access, DB services are prioritized for children from families who are low- income, English language learners, or have immigrant/refugee status. To qualify for Bridge, families cannot be enrolled in ESIT or school district special education services.

The Childcare Health Program (CCHP) supports Childcare Assistance Program (CCAP), Childhood Education and Assistance Program (ECEAP), and Seattle Preschool Program (SPP) providers.

Implementation Standards

Program implementation standards are provided below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics, as available. This requirement will be included in provider contracts.

Table 7. Program Implementation Standards (Health)

	Developmental Bridge	CCHP
Quality	Validated screening tools; timely referrals to early intervention; coordination with Help Me Grow and school district services	Licensed health professionals such as Registered Nurses and dietitians with early childhood expertise; national CCHP standards; culturally responsive approaches
Outcomes	• Parents have financial resources, knowledge, and skills to support their child's development	• Children develop academic or social-emotional skills required for kindergarten success

	Developmental Bridge	CCHP
Reporting Indicators	• # Served • % Families with positive experiences • % Connecting to services	• # Sites served • # Service types delivered • % Providers reporting skill/knowledge growth
Service Targets	175 children annually	90 sites annually

Implementation Timeline

By direct award, DEEL will contract with Public Health Seattle-King County (PHSKC) to implement the Childcare Health Program and with King County's Developmental Disabilities & Early Childhood Supports Division at DCHS to implement Developmental Bridge.

Strategy #3: Childcare

Funded Services

Childcare investments are designed to increase access to and affordability of childcare for Seattle families with children ages 0 through 12, or children older than age 13 with special needs. Funding is also provided for early childhood professional support services for childcare workers at licensed childcare facilities and workers seeking to join the field or open a licensed childcare business. Programs to be funded include: Childcare Assistance Program (CCAP), Seattle Parks and Recreation (SPR) Childcare Scholarship Program, Homeless Childcare Program, Family Childcare Mentorship Program, and Childcare Workforce Payment Program, as described below:

- **Childcare Assistance Program (CCAP**) provides tuition subsidies to Seattle residents for licensed childcare. Subsidies range from a rate of 25-100% based on child age, hours of care, and family income. Sites must have a Seattle business license and be located in Seattle or adjacent neighborhoods, including but not limited to White Center, Boulevard Park, Skyway, and Shoreline. Funding shall not exceed the cost of care for the number of Seattle children being cared for at each CCAP site.
- **Seattle Parks and Recreation (SPR) Childcare Scholarship Program** provides tuition subsidies for licensed childcare for school-aged children operated by the Associated Recreation Council (ARC) at Seattle community centers and Seattle Public School sites. Subsidies range from rate of 50-90% based on family income.
- **Homeless Childcare Program** provides childcare subsidies for Seattle families experiencing homelessness, co-payments for families receiving state childcare vouchers, navigation of state childcare subsidy programs, and case management. DEEL contracts with BrightSpark to provide these services.
- **Family Childcare Mentorship Program** provides mentorship to interns working to become licensed family childcare providers and new providers located in Seattle, connections to resources to grow their business in Seattle, build bonds with fellow providers, and access to free training.
- **The Childcare Workforce Payment Program** provides an annual payment to part- or full-time employees of licensed childcare providers located in Seattle in an effort to aid retention of childcare workers. This program was previously funded with the Payroll Expense Tax.

Participant Eligibility

To achieve levy outcomes that advance educational equity, childcare investments and family support services are prioritized for families who are low-income or experiencing housing instability and vary by investment.

As it relates to childcare subsides, families may only participate in one subsidy program at a time, including childcare subsidies administered by the state Working Connections Childcare (WCCC) or County Best Starts for Kids Childcare Subsidy (BSK). Additional participant eligibility criteria is presented in the table below.

Table 8. Participant Eligibility Criteria

	CCAP	SPR	Homeless Childcare
Residency	Seattle	Seattle	Experiencing housing instability with a nighttime address in Seattle
Child age	1 month-12 years old; 13 years or older if child had special needs	5 years-12 years old	1 month-12 years old
Income	Up to 110% State Median Income (SMI)	Up to 94% SMI	None
Attendance	Child attends at least one day per month	Child attends minimum 60% days per month	None
Recertification	Annual**	Biennial	Monthly
Additional Eligibility Criteria	• Not receiving subsidy from another regional childcare subsidy program*** • Demonstrated need for childcare, including part- or full-time work or school****	• Not receiving subsidy from another regional program***	• At risk of or currently homeless • Not yet enrolled in another subsidy program, or unable to pay the co-pay of their existing subsidy

**Guardians who are not working or in school, but are in need of childcare in order to attend medical appointments, utilize family medical leave, or look for work (among other short-term reasons) may qualify for a short-term voucher

***Includes WA State Working Childcare Connections (WCCC), King County Best Starts for Kids

Childcare Subsidy Program (BSK), Childcare Assistance Program (CCAP), and SPR Childcare

Scholarship; does not apply to other social service benefits such as Supplemental Security Income or Veterans Benefits

****School includes (but isn't limited to) trades, vocational, English Language Learner (ELL), and English as a Second Language (ESL) programs as well as a guardian's first associate, bachelor, or advanced degree such as Masters, JS, MD, PhD

Implementation Standards

Program implementation standards are provided below. All services require the contracted partner to recruit and enroll participants, provide ongoing staff supervision, and provide culturally and linguistically responsive services. Investments in these programs must report on access and outcome indicators, disaggregated by demographic characteristics as available. This requirement will be included in provider contracts.

Table 9. Program Implementation Standards (Childcare)

	CCAP	SPR	Homeless Childcare
Quality	• Have a license in good standing with by WA DCYF • Maintain business liability insurance at or above minimum set amounts • Invoice families monthly for services rendered • Early Achievers (EA) participation, if applicable**	• EA participation, if applicable**	• Resource and referral agency able to connect families to licensed care • Coordination with homeless services system; priority placement
Frequency	• Full- or part-time care based on family needs	• Full- or part-time care based on family's needs	• Full- or part-time care based on family's needs
Outcomes	• Parents have financial resources, knowledge, and skills to support their child's development	• Parents have financial resources, knowledge, and skills to support their child's development	• Parents have financial resources, knowledge, and skills to support their child's development
Reporting Indicators	• # Served • % Caregivers who report less financial stress after receiving subsidy • % Families paying 7% or less of their income in copays	• # Served • % Caregivers who report less financial stress after receiving subsidy • % Families paying 7% or less of their income in copays	• # Served • % Families paying 7% or less of their income in co-pays
Service Target	1,300 annually	450 annually	250 annually

** If the state is experiencing significant delays in its rating review process, DEEL has authority to determine an equivalent measure of quality.

Table 10. Program Implementation Standards (Childcare Providers)

	Childcare Workforce Payments	Family Childcare Mentorship
Quality	Streamlined application and payments distributed within 3 months	• Mentors provide culturally responsive mentorship to interns in their own facility • Mentors provide observation and guidance aimed at assisting their interns to become successfully licensed • Uses peer-to-peer model for mentors that honors existing knowledge and skills • Train culturally and linguistically diverse individuals to become childcare substitutes
Frequency	• Implement funding process annually • Issue staff payments in Quarter 4 annually	• Monthly mentor observation • Monthly intern trainings • One-time mentor completion agreements • One-time intern new provider award
Outcomes	• Children develop academic or social-emotional skills required for kindergarten success	• Children develop academic or social-emotional skills required for kindergarten success
Reporting Indicators	• # Served • % Workers retained year-over-year	• # Served • % Becoming DCYF-licensed childcare providers
Service Target	5,000 annually	• 15 FCC providers mentored annually • 25 childcare providers utilize substitute pool

Implementation Timeline

- Childcare Assistance Program (CCAP): Through a provider agreement, all licensed childcare providers who meet implementation standards will be invited to enter into a provider agreement with DEEL to receive Childcare Assistance Program subsidies.
- Seattle Parks and Recreation (SPR) Childcare Scholarship Program: The sole provider supporting the SPR Childcare Scholarship Program is the Associated Recreation Council.
- Homeless Childcare Program: By direct award, DEEL will contract with BrightSpark in 2026-2027 as a transition year. For subsequent levy years, DEEL will use a competitive process unless it is determined that there is no other provider that can meet this need as allowed by Section 9 of the levy Ordinance 127238, to implement the Homeless Childcare Program.
- Family Childcare Mentorship Program: By direct award, DEEL will contract with the Imagine Institute in 2026-2027 as a transition year. For subsequent levy years, DEEL will use a competitive process unless it is determined that there is no other provider that can meet this need as allowed by Section 9 of the levy Ordinance 127238, to implement Family Childcare Mentorship.
- The Childcare Workforce Payment Program: By direct award, DEEL will contract with BrightSpark to implement Childcare Workforce Payments in FEPP Year 1 (2026) and conduct a competitive grant process to identify an implementation partner for FEPP Years 2-6 (2027-2031).

Strategy #4: Preschool

Funded Services

Preschool investments provide access to free or subsidized high-quality preschool for all Seattle three- and four-year-olds. Programs to be funded include the Seattle Preschool Program (SPP) and the Seattle Preschool Program (SPP) Waitlist Voucher Pilot, described below.

- **Seattle Preschool Program (SPP)** provides preschool instruction and tuition subsidies for eligible three- and four-year-olds. The City uses a mixed-delivery model for the SPP which includes classrooms operated by Seattle School District, community-based organizations (CBO), and family childcare centers (FCCs). Administrative hubs may be competitively selected to facilitate the SPP service delivery at FCCs.[1] Providers must be licensed by the State of Washington and be located in Seattle or in adjacent neighborhoods that serve Seattle children. Funding for non-Seattle sites shall not exceed the cost of care for the number of Seattle children being cared for at each SPP site. In addition, providers must:
    - Use DEEL-approved evidence-based curriculum;
    - Participate in DEEL coaching and quality supports;
    - Provide comprehensive supports for all SPP students who may need them to be successful in preschool; supports may include, but not be limited to, temporary staff for developmental supports, behavioral support materials, sensory equipment, or environmental modifications;
    - Conduct family conferences in alignment with EA requirements;
    - Implement Kindergarten transition activities in alignment with Washington Administrative Code;
    - Participate in developmental screening resource programs; and
    - SPP is delivered via three service schedules to support working families:
        1. School year: Six-hours of daily instruction for 180 days of service in alignment with the Seattle Public Schools District calendar
        2. Full year: Six-hours of daily instruction for 215 days of services
        3. Extended day, full year: Ten-hours of daily instruction for 215 days of services

    Additional services funded at some SPP providers may include specialized programming and dual language programming.
- **The SPP Waitlist Voucher Program** – this new program will provide vouchers for preschool services for families that are unable to access SPP program due to long waitlists. DEEL will develop the SPP waitlist voucher pilot for implementation in the 2026-2027 school year. Families may only purchase services from eligible providers that have an active Child Care Assistance Program (CCAP) provider agreement. DEEL will develop quality standards for program curriculum and will require a minimum of six-hours of daily instruction be provided. The program will be available in Council Districts in which there are more than ten SPP providers with DEEL-managed enrollment waitlists. The intent of the program is to provide families with a voucher that can be used to access quality preschool close to home, where SPP slots are not available.

[1] Administrative hubs provide supports and services to family childcare (FCC) subcontractors who implement the Seattle Preschool Program, acting as the fiscal agent and prime contractor to DEEL, and monitoring and reporting on contracting compliance.

Participant Eligibility

Three- and four-year-old children who live in Seattle and are not yet eligible for kindergarten in Seattle School District are eligible to participate in SPP regardless of family income. Children are eligible to enroll in SPP when they are three or four years old as of August 31st of the school year. Families at or below 94% SMI are eligible for free tuition. Families above 94% SMI will pay tuition on a sliding scale.

SPP enrollment will be managed by DEEL and CBO/FCC providers. At sites where enrollment is managed by DEEL, children will be assigned to their requested site based on the following prioritization: 1) three- and four-year old children experiencing homelessness or in foster or kinship care; 2) four-year-olds; 3) children who apply to a site in their elementary school attendance zone; children with a sibling already enrolled in SPP or in the SPS building; three-year-olds with SMI below 54%; and three-year-olds who are dual-language speakers and are below 94% SMI.

Additional eligibility requirements for the SPP Waitlist Voucher Pilot may include but not be limited to: families who are located in Council Districts where more than ten SPP providers with DEEL-managed enrollment have a waitlist. Eligibility requirements will be developed in school year 2026-27 prior to implementation in school year 2027-28.

Implementation Standards

Program implementation standards are provided below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics, as available. This requirement will be included in provider contracts.

Table 11. Program Implementation Standards (Preschool)

	Seattle Preschool Program	SPP Waitlist Voucher Pilot
Quality	• Lead teachers hold Bachelor degree • Maximum 1:10 adult-to-child ratio • Maximum of 20 children per classroom • If regulated by WA DCYF, maintain minimum EA level 3 rating** • Conduct quarterly assessments using DEEL-approved methodology. • Monthly site visits by a DEEL Early Education Specialist for contract monitoring and compliance. • Monthly site visit by a DEEL Early Learning Coach to provide support in the areas of teacher practice including curriculum implementation, inclusive environments, child-teacher interactions, child social and emotional wellness, and classroom management.	• Maximum 1:10 adult-to child ratio • Maximum of 20 children per classroom
Frequency	• Minimum six-hour program day • Minimum 180 days of service (school year) • Minimum 215 days of service (full year; extended day, full year)	• Minimum six-hour program day • Minimum 180 days of service (school year)
Outcomes	• Children develop academic or social-emotional skills required for kindergarten success	• Children develop academic or social-emotional skills required for kindergarten success
Reporting Indicators	• # Served • % Lead teachers with bachelor's degree in early childhood education or equivalent • % Children meeting Teaching Strategies Gold Widely Held Expectations in Spring • % SPP participants ready for kindergarten	• # Served • % Families reporting quality preschool experience • % SPP voucher participants ready for kindergarten
Service Target	• 3,100 seats annually by year 6 (see Table 4 for annual targets) • 840 dual language seats by year 6	• Up to 100 vouchers annually

**In the event of EA rating delays, the City may contract with sites that have not yet received an EA rating

Implementation Timeline

Seattle Preschool Program (SPP)

For school year 2026-2027, SPP providers in good standing with existing school year 2025-2026 agreements will continue to implement SPP. Planned expansion of SPP is as shown in Table 12 below. DEEL will conduct an annual process to identify new sites for SPP expansion, program models, dual language classrooms, and services as needed. DEEL will conduct site visits prior to contracting with new sites. DEEL shall report annually to the Levy Oversight Committee on mixed-delivery placement rates, recruitment activities for FCC providers, provider demographics, administrative barriers identified by participating FCC providers, and progress toward FCC inclusion in SPP.

Table 12. Expansion Targets

Target	2026-27	2027-28	2028-29	2029-30	2030-32	2031-32
School Year Seats	1,460	1,500	1,540	1,580	1,620	1,660
Full Year Seats	720	760	800	840	880	920
Extended Day Full Year Seats	420	440	460	480	500	520
Total SPP Seats*	**2,600**	**2,700**	**2,800**	**2,900**	**3,000**	**3,100**

**Planned expansion of Dual Language services will occur within the three SPP service models*

SPP Waitlist Voucher Pilot

The SPP Waitlist Voucher Pilot will be developed during the 2026-27 school year. Prior to disbursement of funding for this program, and as a condition of further funding for future years, DEEL shall submit a report to Council examining SPP waitlist trends disaggregated by demographic factors; describing how the pilot's prioritization advances levy goals to close the opportunity gap for those furthest from kindergarten readiness; and reflecting engagement of stakeholders such as families, institutional providers, and family childcare providers. This report will inform Council approval of any changes to program details before implementation for the 2027-2028 school year.

III. Ready to Learn: K-12 Student Academic Supports; K-12 Student Health and Safety

The Ready to Learn domain includes the K-12 Student Academic Supports and K-12 Student Health and Safety investment areas. These two investment areas fund strategies designed to promote the academic achievement and social-emotional, physical, and mental wellness of Seattle students so they are ready to learn. Ready to Learn funded strategies seek to establish a strong foundation for college and career success.

These investments will be informed through collaboration with DEEL and the Superintendent of Seattle Public Schools. DEEL will also collaborate with the leadership of Seattle charter schools.

The Ready to Learn domain will fund four strategies including: (1) Expanded Learning Opportunities, (2) Health, (3) Safety, and (4) Basic Needs. Table 13 provides six-year budget totals by strategy.

Table 13. Ready to Learn Spending Detail*

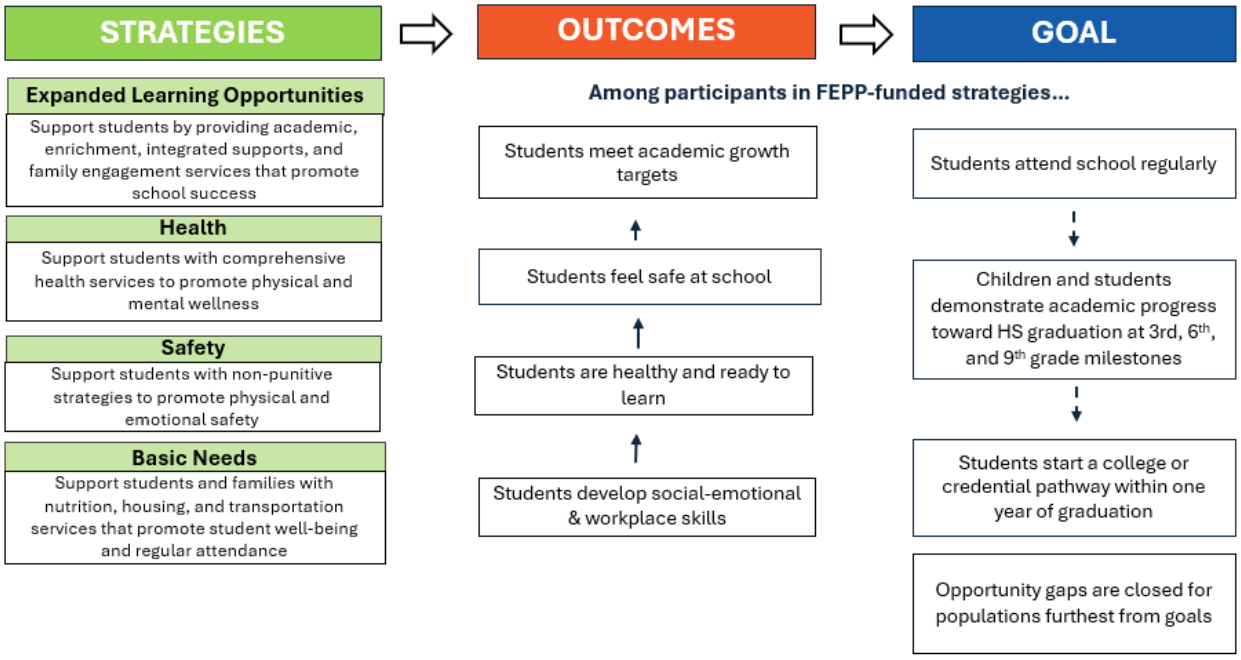
Investment	Dept	6-Year Total
Expanded Learning Opportunities (ELO)		
School-Based Investments	DEEL/SPR**	$159,861,541
Community-Based Investments	DEEL	$22,164,780
Sports	DEEL	$1,760,209
Environmental Learning	SPR	$6,539,562
ELO Subtotal		**$190,326,093**
Health		
School Based Health Centers	DEEL	$83,716,716
Expanded SBHC Mental Health Staff	DEEL	$41,125,237
Youth Mental Health	DEEL	$57,273,918
HSD Youth Behavioral Health	HSD	$9,291,507
HSD Multisystemic Therapy	HSD	$1,099,306
Health Subtotal		**$192,506,685**
Safety		
Restorative Practices	DEEL	$11,124,113
Opportunity-Based Mentoring	DEEL	$5,174,728
HSD School-Based Safety	HSD	$30,212,376
HSD Gender-Based Violence Prevention	HSD	$3,428,256
Safety Subtotal		**$49,939,473**
Basic Needs		
Housing and Homelessness	DEEL/HSD	$4,249,525
Transportation	DEEL	$3,016,150
Food Assistance Program	DEEL	$3,927,710
HSD Summer Food Program	HSD	$660,978
Universal School Meals	OSE	$4,740,000
Basic Needs Subtotal		**$16,594,363**
Ready to Learn Labor		**$20,590,536**
Cost & Risk Reserve		**$9,023,292**
Total Ready to Learn		**$478,980,441**

**Note: Numbers may not add up due to rounding*

**SPR Community Learning Centers are anticipated to continue to be funded, subject to the School-Based Supports RFP in Q4 2026. This funding would represent $12.8 million of this line item.

The Ready to Learn Theory of Change serves as an illustration of how and why change will occur because of K-12 Student Academic Supports and K-12 Student Health and Safety investments and describes how inputs and strategies contribute to educational outcomes and the overarching goals for this domain (Figure 3).

Figure 3. Ready to Learn Theory of Change



City departments will also collect data on service implementation and report quarterly on access and service indicators. The FEPP Levy will also fund evaluations in this domain as detailed on page 15.

Strategy #1: Expanded Learning Opportunities

Funded Services

Expanded Learning Opportunities (ELO) services are intended to provide academic and enrichment support such as tutoring and mentoring, integrated student supports such as family case management and referrals, active family and community engagement, collaborative leadership and practices, and environmental learning for Seattle youth. The Department of Education and Early Learning shall consider feedback from the Superintendent of Seattle Public Schools in the development of Expanded Learning Opportunities investments. DEEL will also consider feedback from the leadership of Seattle's charter schools in the development of Expanded Learning Opportunities investments. Programs to be funded include School-Based Investments, Community-Based Investments, Middle School Sports, and Environmental Learning, as described below.

- **School-Based Investments** provide funding to Seattle public and charter schools, for targeted student interventions delivered during the school day or out-of-school time (OST) such as afterschool, break camps, or summer. These interventions must advance four pillars of investments:
    1. *Expanded and Enriched Learning Time and Opportunities,* which consists of two types of support:

- *Academic supports* that are designed to close learning gaps and increase student proficiency in English Language Arts (ELA), math and/or science. Funded activities include, but are not limited to, high impact tutoring and extended instructional time.
- *Enrichment supports* that are designed to boost student engagement, attendance, and overall well-being. Funded activities include, but are not limited to, mentoring, science, technology, engineering, math (STEM) programs, arts and culture, sports and physical wellness, social emotional learning, civic engagement, youth leadership development programming, international experiential learning, college and career exposure and readiness activities, environmental education, and Community Learning Centers.

2. *Integrated supports* designed to provide students and their families with supportive relationships and navigation assistance including, but not limited to, student case management, intensive family case management, and mentoring. Case management helps identify and connect students with additional services to remove barriers to learning.
3. *Active family and community engagement* supports designed to promote partnerships between schools, students and their families. These support decision making as well as connecting students and their families with needed services and supports to meet academic goals. Interventions may include, but are not limited to, language access supports, student-led conferences, and established frameworks like Family Co-Design, Dual Capacity Building, Academic Parent Teacher Teams (APTT).
4. *Collaborative leadership and practices* designed to ensure that school-community partnerships share a common vision, communicate effectively, and have clear distribution of partner responsibilities as they work together to support the student. This could include temporary staff identified to serve as a coordinator for School-Based Investments; staffing allocation would be proportionate to grant amount.

- **Community-Based Investments** provide funding for Community Based Organizations or City departments to deliver targeted student interventions that advance at least one of the pillars described above in the School-Based Investments description. Support can be provided during the school day or out-of-school time (OST). Contracted partners operating within SPS buildings must be on the SPS roster. All contracted partners must be chosen in consultation with SPS. Contracted partners cannot deliver services at public schools that already receive a School-Based Investment grant.
- **Middle School Sports** provides funding for coaching stipends for SPS middle school athletic programs, to be administered by Seattle Parks and Recreation (SPR).
- **SPR Environmental Learning Programs** provide funding for environmental education, hands-on outdoor learning opportunities, and outdoor field trips, to be administered by SPR or qualified CBOs. Environmental learning programs may be delivered at SPR parks or other green spaces, including Red Barn Ranch.

See Appendix V for additional details. Proceeds from the FEPP Levy are supplemental to the basic education financed by the State of Washington and the Seattle School District levies, and do not supplant, displace, or reduce, state or School District funding for the Seattle School District.

Participant Eligibility

To promote equitable access, ELO investments are designed to provide varied opportunities based on Seattle K-12 student needs. Individual investments and activities may have different eligibility requirements.

- School-Based Investments: K-12 Seattle public and charter school students, with services prioritized for students not yet meeting grade-level standards
- Community-Based Supports: Seattle students who live in Seattle and/or attend a K-12 school in Seattle
- Middle School Sports: SPS K-8 and middle school students
- Environmental Learning: Seattle students who live in Seattle and/or attend a K-12 school in Seattle

Implementation Standards

Program implementation standards are provided below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics as available. This requirement will be included in provider contracts.

Providers of School-Based Investments and Community-Based Investments are required to enroll participants, use and articulate evidence-based instructional strategies and curriculum, provide culturally responsive services, and meet all local and state regulatory requirements. Schools may use levy funds or leverage non-levy funds such as district, state, federal, philanthropic, or community partner funds to implement required components of the School-Based Investment pillars. See Appendix V for additional details.

Table 14. Program Implementation Standards (School-Based and Community-Based Investments)

	School-Based Investments	Community-Based Investments
Quality	• Contracted school partners implementing services must meet public school partnership and insurance requirements • Funding prioritized to establish School-Based Investments feeder school patterns	• Participate in DEEL-led professional development and Youth Program Quality Assessment (YPQA) activities • Provider must maintain city insurance, licensing, and regulatory requirements
Outcomes	• Students meet academic growth targets • Students attend school regularly • Students develop social-emotional & workplace skills • Students are healthy and ready to learn	• Students meet academic growth targets • Students attend school regularly • Students develop social-emotional & workplace skills • Students are healthy and ready to learn
Frequency	• *See Table 16 below*	• *See Table 16 below*

	School-Based Investments	Community-Based Investments
Reporting	• # Served • % Attending 90% of the school year • % Consistently attending OST or integrated support programs • % Reporting positive experiences/growth in social emotional skills, self-reported as well as instructor-observed • % Academic intervention students improving Measures of Academic • Progress (MAP) and/or Smarter Balanced Assessment (SBA) scores • % SPS graduates starting a college or credential pathway within one year of graduation	• # Served • % Attending 90% of the school year • % Consistently attending OST or integrated support programs • % Reporting positive experiences/growth in social emotional skills , self-reported as well as instructor-observed • % Academic intervention students improving Measures of Academic Progress (MAP) and/or Smarter Balanced Assessment (SBA) scores • % SPS graduates starting a college or credential pathway within one year of graduation
Service Target	• Approximately 30 schools supported annually • 5,000 students annually	• Approximately 15 agreements annually • 2,500 served annually

Table 15. Program Implementation Standards (Other Expanded Learning Opportunities Investments)

	Middle School Sports	Environmental Learning
Quality	• Coaches meet SPS requirements for qualifications, trainings, and First Aid/CPR certification	• Evidence-based curriculum that incorporates WA State learning standards • Trained environmental staff to provide localized instruction • Ongoing professional development and mentoring for staff
Frequency	• Determined by SPS Athletics as part of the annual school calendar • Varies by sport	• *See Table 16 below* • Drop-in programming allowed
Outcomes	• Students are healthy and ready to learn	• Students develop social-emotional skills
Reporting Indicators	• # Served • # Coaches supported • % Attending 90% of the school year	• # Served • % Reporting increased knowledge of local ecology or conservation • Amount of time students spend outdoors
Service Target	• Minimum 20 schools served • 3,000 students annually	• 3,500 annually

Table 16. Frequency Requirements for Expanded Learning Time and Opportunities:

School day	No min or max; Should not compete with required academic coursework
Afterschool	Minimum two 60-minute sessions per week for 10 consecutive weeks
School Breaks	Minimum of three days with 3-hours of programming
Summer	Minimum four days a week, 5-hours a day, for four consecutive weeks
Field Trips, Experiential Learning, or College Visits	Permitted as incentives for participation

Implementation Timeline

- School-Based Investments: For school year 2026-2027, existing agreements for ELO services with Seattle Public Schools will be extended for one school year, and DEEL will provide an additional $500,000 to SPS to expand access to school-based investments at five additional schools as a one-year grant. In Q4 2026, DEEL will conduct a competitive process to award School-Based Investments. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
- Community-Based Investments: For school year 2026-2027, existing contracts with CBOs will be extended for one school year. In 2026, DEEL will conduct a competitive process to award Community-Based Investment contracts in alignment with 2025 FEPP Levy implementation standards.
- Middle School Sports: DEEL will renew an existing contract with SPS to provide coaching stipends for the duration of the levy.
- Environmental Learning: Environmental learning programs are primarily administered directly by SPR employees. In 2026, SPR will conduct a competitive process to identify service providers for a one-year contract. Future funding will be allocated subject to the Plan's requirements for Competitive Processes.

Strategy #2: Health

Funded Services

Funds dedicated to health support are designed to ensure that Seattle students have access to physical and mental health care services, promoting student wellbeing and school attendance. Student physical and mental health promote regular attendance and academic achievement. Funded programs include School Based Health Centers (SBHC) and DEEL and Human Services Department (HSD) Youth Mental Health Services as described below.

- **School Based Health Centers (SBHC)** provide evidence-based comprehensive healthcare services including, but not limited to, health education and promotion, comprehensive preventive care such as well-child exams and immunizations, healthcare assessments, diagnoses, treatment and referrals, age-appropriate reproductive health care, mental health screenings, counseling, treatment and referrals, and health insurance enrollment assistance. The comprehensive healthcare service model includes part- and full-time staff such as, but not limited to, a Clinic Coordinator, Mental Health Therapists, Behavioral Health Care Coordinators, Medical Providers, and School Nurses. SBHCs may also serve as hubs for additional mobile, portable, or fixed healthcare services such as, but not limited to, oral health and behavioral healthcare coordination.

  Public Health Seattle King County (PHSKC) manages the provision of health, mental health, and health access services, in partnership with healthcare sponsors and community-based healthcare agencies, to operate SBHCs and other mobile, portable, and fixed school-based health services. Additionally, PHSKC may contract with SPS to supplement school nurse staffing at SPS schools with an SBHC on campus. SBHC staff coordinate with schools to integrate student support across other levy-funded strategies.

- **DEEL Youth Mental Health Investments** provide funding for mental health prevention, early intervention, and treatment services.

- Prevention services include outreach and education activities such as Youth Mental Health First Aid trainings designed to help identify students who may be experiencing mental health challenges and connect them to services; peer education, marketing and communication regarding available mental health resources; student enrichment programs with a focus on promoting social-emotional wellness, and supporting students to re-engage with school; and targeted prevention programs with a focus on school attendance and retention, barrier removal, and post-secondary pathways. Prevention services may be delivered by Seattle Parks and Recreation (SPR), the Office of Arts and Culture (OAC), schools, CBOs, and individuals trained in youth mental and behavioral health promotion and education.
- Early intervention services include implementing screening tools to assess student need for mental health services and intervention (e.g., Screening, Brief Intervention, Referral to Treatment). Services may be delivered by trained City department staff, school staff, CBOs, or individuals with expertise in screening, referrals, case management, and outreach and engagement.
- Treatment services include in-person and virtual therapeutic services, and one-on-one or group therapy. These services will be delivered by professionally trained and licensed individuals with expertise in mental health and behavioral health services. Referrals may be made by City departments, schools or CBOs. Treatment providers must maintain city and state insurance, licensing, and regulatory requirements.

- **HSD Multisystemic Therapy** investments are intended to provide intensive home treatment to teenage students to reduce high-risk behaviors and support services and interventions that address barriers to student success. Services include individualized strengths-based and family-focused treatment plans, and high-quality treatment services tailored to the teen youth's and family's cultural beliefs and practices for therapeutic change.
- **HSD Youth Behavioral Health (YBH)** investments provide students with high quality, clinical and non-clinical, culturally responsive behavioral health services and resources, and services that promote re-engagement, persistence, retention, and success in school, training programs and post-secondary pathways by addressing behavioral health barriers to participation and completion.

Participant Eligibility

Health investments are designed to improve the physical and mental wellness of Seattle students to support improved education outcomes, including opportunity for youth whose education has been interrupted to support their return to school. Individual investments and activities may have different eligibility requirements.

- School Based Health Centers: Seattle Public Schools K-12 students, regardless of what school they attend, and regardless of income
- DEEL Youth Mental Health: Seattle students who live in Seattle and/or attend school in Seattle, and regardless of income
- HSD Multisystemic Therapy: Seattle students ages 12-17 who have been referred for services by the King County Superior Court, Juvenile Court Services
- HSD Youth Behavioral Health: Seattle students who live in Seattle and/or attend school in Seattle with a household income at or below 80% AMI

Implementation Standards

Implementation standards for investments in this strategy are detailed below. All health services require the contracted implementation partner to recruit and enroll participants, use evidence-based practices and meet all local and state regulatory requirements. Program implementation standards and service targets are provided below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics as available. This requirement will be included in provider contracts. Reporting will not impact patient privacy or confidentiality.

Table 17. Program Implementation Standards (Health)

	School Based Health Centers
Quality	• Staff allocations scaled to provide appropriate care • Middle and High School SBHCs will have 2.0 FTE Mental Health Therapists and 1.0 FTE Behavioral Health Care Coordinators • School nurse minimum qualifications include a B.A./B.S. degree in nursing from an accredited college or university and requires valid WA State Educational Staff Associate (ESA) Certificate and WA State nursing license
Frequency	• School hours (Mon-Fri) • 180 days aligned with SPS school year calendar
Outcomes	• Students are healthy and ready to learn • Students attend school regularly
Reporting Indicators	• # Served • % Attending 90% of the school year • Other health indicators as determined by PHSKC
Service Target	• 29 schools in Year 1; up to 34 schools by Year 2 • 7,300 students in Year 1; Years 2-6 target to be developed after planned RFP annually

Table 18. Program Implementation Standards (DEEL Youth Mental Health Investments)

	Prevention	Early Intervention	Treatment
Quality	• Trainings and student enrichment programs are culturally responsive and have low barriers to participation	• Behavioral health screening and referral staff are integrated into school multi-tiered systems of support (MTSS) administrative structures • Services are time-limited, goal-oriented, and directly tied to participation in education or post-secondary programs; not intended to fund general or ongoing treatment	• Services available in various modalities (such as school-based, community-based, virtual,(i.e. Telehealth) to meet differentiated student needs
Frequency	• Minimum of five community events or in-person marketing activities annually • Minimum of 5 group trainings annually	• All students in a grade-level determined by SPS receive 1 screening per school year	• Minimum of one session per month • Frequency and duration of therapeutic services customized to participant need according to industry standards for evidence-based care
Outcomes	• Students are healthy and ready to learn	• Students are healthy and ready to learn	• Students are healthy and ready to learn
Reporting Indicators*	• # Served • % Demonstrating reduced stress, anxiety, or depression, self-reported as well as instructor-observed • % Reporting positive experiences/growth in social emotional skills, self-reported as well as instructor-observed	• # Served • % Demonstrating reduced stress, anxiety, or depression, self-reported as well as instructor observed • % Reporting positive experiences/growth in social emotional skills, self-reported as well as instructor-observed	• # Served • % Demonstrating reduced stress, anxiety, or depression, self-reported as well as instructor-observed • % Reporting positive experiences/growth in social emotional skills, self-reported as well as instructor-observed
Service Target	• 600 served annually	• Minimum 9 schools • 2,600 served annually	• 2,500 served annually

*Reporting indicators developed in partnership with PHSKC.

Table 19. Program Implementation Standards (HSD Youth Mental and Behavioral Health)

	Multisystemic Therapy (MST)	Youth Behavioral Health
Quality	• Appropriately MST-trained and certified staff • Maintain required licenses and insurance	• Maintain required licenses and insurance • Appropriately trained and licensed (or certified) staff • Behavioral health staff participation in HSD-led networking cohorts to share referrals, quality practices, and program improvements • Includes support for barrier mitigation to program participation and increased participant engagement • Services are culturally responsive and reflective for populations served
Frequency	• Minimum of twice weekly services per enrollee • Availability of clinicians 24 hours per day, 7 days per week	• Varies by program model
Outcomes	• Students are healthy and ready to learn	• Students are healthy and ready to learn
Reporting Indicators	• # Students served • % Completing treatment	• # Students served • # Achieving milestones • % Reporting improved well-being, self-reported as well as observed by licensed staff providing the treatment • % of students enrolled in K-12 or postsecondary pathways
Service Target	40 Students and families served annually	566 Students served annually

Implementation Timeline

- School Based Health Centers: DEEL will renew existing agreements with Public Health—Seattle & King County to implement SBHC services. PHSKC will conduct a competitive process in 2027 to identify service providers for planned expansion of school-based health services. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
- DEEL Youth Mental Health Investments:
  - Prevention - In School Year 26-27, DEEL will maintain existing inter-departmental agreements with the Office of Arts and Culture and Seattle Parks and Recreation to provide arts-based programming at Seattle Parks and Recreation Community Centers and Teen Life Centers, with instructors from the Creative Advantage roster. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
  - Early Intervention and Treatment - In School Year 26-27, DEEL will maintain existing agreements and/or contracts with Seattle Public Schools, telehealth providers, and community-based providers to provide student mental health intervention and treatment services. In addition, in 2026, DEEL will conduct a competitive process to award $1 million in one-year contracts for mental health service delivery for mental health services for students with limited access to care, such as K-12 foster youth. Intervention and Treatment services will be provided by professionally trained and licensed individuals. In subsequent years, DEEL will conduct either

competitive processes, city interdepartmental agreements or direct awards as allowed by Section 9 of the levy Ordinance 127238, depending on the results of the UW Smart Center evaluation of the mental health services outcomes.

- HSD Multisystemic Therapy: HSD will continue to contract with King County Department of Community and Human Services to implement Multisystemic Therapy services. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
- HSD Youth Behavioral Health (YBH): HSD agreements for Student Behavioral Health are in place through the end of 2027. In 2027. Funding will be allocated subject to the Plan's requirements for Competitive Processes.

Strategy #3: Safety

Funded Services

Safety investments are designed to improve education outcomes by equipping Seattle students with tools to navigate and avert violence, helping students feel safe in their schools, and educating students on gender-based violence to build safer and supportive home environments, promoting regular school attendance and academic achievement. Physical and emotional safety is directly connected to a student's ability to learn or stay enrolled in, and/or return to, K-12 education or post-secondary pathway. Funded programs include Restorative Practices, Opportunity Based Mentoring, HSD School-Based Safety, and HSD Gender-Based Violence Prevention as described below:

- **Restorative Practices** are relationship-centered strategies that build community, strengthen trust, and repair harm when conflicts occur. The focus is on taking personal responsibility rather than on punitive measures. Students are taught conflict resolution skills. Teachers, staff and coordinators engaged in this practice are trained to educate and facilitate these skills with their students. This program will provide one or more of the following services:
    - Community Programming that focuses on the prevention of trauma, informs schoolwide practices that strengthen relationships, creates a sense of belonging and fosters social-emotional learning.
    - Restorative Circle Processes, or talking circles, provide opportunities for targeted intervention when conflicts or harm occur between students; bring together affected parties in facilitated circles to discuss the impact of actions; understand different perspectives, and develop plans to repair and restore relationships.
    - Conferencing and Re-entry Support that addresses serious incidents and supports students returning from suspension, expulsion, or justice system involvement through intensive conferencing that includes families, school staff, and community members, along with individualized re-entry plans that help students successfully re-integrate into the school community.
    - Skills Building and Training for school staff and Restorative Practice Coordinators, including coaching opportunities once a month and quarterly convenings with participating schools and CBOs in support of teaching students these conflict resolution skills.
- **Opportunity-Based Mentoring** is a new program that will work with Seattle public and charter schools to serve students involved in, or at elevated risk of, criminal justice system involvement. Services will pair students with professionally trained mentors, who may have lived experience navigating the justice system and school disconnection, to provide consistent, relationship-based

support anchored in school reconnection and post-secondary pathways. Participation incentives for meeting program milestones may be provided.

- Mentors will partner with school staff to support re-entry after discipline or justice system involvement, reduce chronic absenteeism, and connect students to post-secondary pathways.
- The new program will be designed in the 2026-2027 school year for implementation in the 2027-2028 school year. Elements may include a co-design with the schools, teachers, local CBOs and families that would adopt evidence-based models for Seattle students. As per the Plan, DEEL will provide program details for Council approval before implementation for the 2027-2028 school year.

- **HSD School-Based Safety** investments may include, but are not limited to, case management services, therapeutic support, family engagement, violence interruption/conflict mediation and deescalation services, safe passage to and from school, and resources to support the needs of students and families. These services will be provided at specific schools in partnership with SPS and community-based organizations. Contracted partners must be on the SPS roster.
- **HSD Gender Based Violence (GBV) Prevention** investments include in-school and afterschool educational programming that raises awareness around dating/sexual violence, promotes healthy and safe student relationships, increases positive support networks through adult and peer mentorship, and helps change social norms and conditions in which GBV happens to help students feel safer, supporting physical and mental health wellness to be ready to learn.

Participant Eligibility

Individual investments and activities may have different eligibility requirements. Services are prioritized for students, schools and communities most impacted by gun violence. Services may also enroll youth whose K-12 education has been interrupted to support their return to school and/or post-secondary pathways. Across all services, participation will be prioritized for youth most impacted by gender-based and gun violence including K-12 students and opportunity youth whose K-12 education has been interrupted to support their return to school and/or career. Participant eligibility criteria are as follows:

- Restorative Practices: Seattle students who live in and/or attend school in Seattle
- Opportunity-Based Mentoring: Seattle students who live in and/or attend school in Seattle
- HSD School-Based Safety: SPS K-12 students
- HSD Gender-Based Violence Prevention: Seattle students who live in and/or attend school in Seattle

Implementation Standards

Implementation standards for investments in this strategy are detailed below. All Safety services require the contracted implementation partner to recruit and enroll participants, provide ongoing staff supervision, use evidence-based or evidence-informed practices, and meet all local and state regulatory requirements. Program implementation standards and service targets are provided below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics as available. This requirement will be included in provider contracts. Additional details for HSD School Safety investments are provided in Appendix V.

Table 20. Program Implementation Standards (DEEL Youth Safety)

	Restorative Practices	Opportunity-Based Mentoring
Quality	• Minimum 12 hours International Institute for Restorative Practices (IIRP), or equivalent, professional training for all staff providing services to youth • For school-based services, Restorative Practice Coordinators must be 1.0 FTE. Elementary school Restorative Practice Coordinators may be part time. • Coaching and ongoing professional development throughout year	• This new program, to serve students involved in, or at elevated risk of, involvement in the criminal justice system will develop implementation standards which may include the following: • Mentor-to-youth ratios to be determined as program is defined. • Services to pair students with professionally trained mentors, who may have lived experience navigating the justice system and school disconnection • Consistent, relationship-based support anchored in school reconnection and post-secondary pathways • Partnering with school staff to support re-entry after discipline or justice system involvement, reduce chronic absenteeism, and connect students to post-secondary pathways • Participate in DEEL-led professional development and YPQA activities
Frequency	In consultation with SPS, may include: • Tier 1 circles: Daily in elementary (10-15 min), 3x weekly in middle school (15-20 min), weekly in high school (20-30 min) • Tier 2: Within 48 hours of incident • Tier 3: Pre-meetings within 72 hours, formal conference within 5 school days, follow-up support circles as needed. Re-entry circles before return from any suspension CBO Consultant: • Coaching/training session per participating school (min 2 days/week on-site, 30-60 min per session for educator coaching and 1-2 hours monthly for principal/leadership coaching) • Tier 2 Responsive circle modeling (2-4 circles per week in year 1 – consultant models while staff observe, gradual release) • Tier 3 Conference co-facilitation (1-2 hours per circle, as needed)	• Minimum 1 mentor meeting per week per youth (2 direct hours) • Mentor-student matches maintained through the full 2-year relationship, with a program target of 80% • Re-entry support within the required 5-business-day window • Absenteeism interventions initiated within 3 days of trigger • Career-connected activities completed per participant annually
Outcomes	• Youth feel safe at schools • Youth attend school regularly	• Youth feel safe at schools • Youth attend school regularly

Reporting Indicators	• # Served • % Reporting positive behavior • % Reporting positive school climate	• # Served • % Completing program • % Attending 90% of the school year • % Reporting positive behavior
Service Target	• Minimum eight schools annually • 200 Tier 2-3 students annually	• 100 served annually beginning in Year 2

Table 21. Program Implementation Standards (HSD School Safety)

	School-Based Safety	Gender-Based Violence Prevention
Quality	• Specific school services sites selected by City of Seattle and SPS • Participation in HSD-led networking cohorts to share referrals, quality practices, and program improvements • Culturally and/or linguistically responsive	• Culturally and/or linguistically responsive • Age-appropriate educational material • Involve youth in planning and development
Frequency	• School hours (Mon-Fri) • Year-round services (extra emphasis during SPS school year)	In consultation with SPS, may include: • Weekly education courses • Multi-week or semester-long classes in schools • 2 semi-annual cohorts with an annual conference
Outcomes	• Youth feel safe at schools	• Youth feel safe at schools
Reporting Indicators	• # Served • # Incidents responded to • % Youth engaged in services that meet a goal, self-reported as well as provider observed	• # Served • # Prevention activities • % Taking actions to prevent GBV, including but not limited to developing improved skills relating to conflict resolution and bystander intervention, and stronger community and peer connections
Service Target	• 500 youth served annually	• 500 youth served annually

Implementation Timeline

- Restorative Practices: For school year 2026-2027, existing DEEL Restorative Practice agreements with SPS and CBOs will be extended for one year. In 2027, funding will be allocated subject to the Plan's requirements for Competitive Processes.
- Opportunity-Based Mentoring: In 2026, funding will be allocated per the Plan's Timeline for Competitive Processes.
- HSD School-Based Safety: Funding will be allocated subject to the Plan's requirements for Competitive Processes.
- HSD Gender-Based Violence Prevention: Funding will be allocated subject to the Plan's requirements for Competitive Processes.

The programs listed above serve similar populations and may have some overlap in services. In order to ensure efforts are not being duplicated, and to achieve better outcomes for students, departments will coordinate when implementing these investments.

Prior to the competitive funding processes and/or contract renewals for these programs in 2027, DEEL will submit a report to City Council containing the following:

- Programmatic details of the new Opportunity-Based Mentoring program
- Details of a comprehensive framework for all of the Strategy #3 safety investments and how this framework will influence the programs within these investments
- Highlights of any potential intersection between the safety programs and the other Ready to Learn K-12 levy investments

Strategy #4: Basic Needs

Funded Services

Basic Needs investments are designed to help eliminate non-academic and socio-economic barriers to educational achievement and post-secondary pathways for students. Funded programs include Housing and Homelessness Supports, Transportation, Summer Food Program, and School Meals described below.

- **Housing and Homelessness Supports** includes emergency housing assistance funding, client-centered housing case management, and screening, referral and connection to stabilization services. Services are provided by housing service providers.
- **Transportation** provides transportation for students participating in levy-funded activities and events, with a priority for supporting SPS districtwide middle school sports. Seattle Parks and Recreation to administer funding, with services provided by SPS approved vendors.
- **Food Assistance Program** provides support for students from low-income families in need of food assistance over weekends and school breaks (excluding summers). This assistance would be provided through vouchers and would be distributed by SPS personnel to students or their families, identified as in need of such assistance. SPS will designate how such funding will be distributed by school personnel.
- **Summer Food Program** provides prepared meals (breakfasts, lunches, and snacks) for students at designated community sites in Seattle during the summer months. Services are provided primarily by SPS.
- **New School Meals Program,** which will provide breakfast and lunch to all students at no cost during the school year. Services will be provided at 53 SPS schools to students who do not currently receive free or reduced meals supported by federal or state programs. Some students at these schools are already receiving free meals funded by these programs. This additional funding would support meals for those students who do not currently receive free meals. Funding for this new program is provided only for two years in anticipation of state funding supporting this program thereafter. Currently, 56 SPS schools fully fund meals for all students that are supported by federal and state programs.

Participant Eligibility

Basic Needs investments serve Seattle families, youth, and students. Participant eligibility criteria is as follows:

- Housing and Homelessness Supports: SPS K-12 students experiencing housing instability
- Transportation: SPS K-12 students participating in Out-of-School-Time (OST) programs or middle school sports
- Food Assistance Program: SPS K-12 students experiencing food insecurity.
- Summer Food Program: Children and youth ages 1-18
- School Meals: SPS K-12 students

Implementation Standards

Program implementation standards and service targets are provided below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics, as available. This requirement will be included in provider contracts.

Table 22. Program Implementation Standards (Basic Needs)

	Housing and Homelessness Supports	Transportation
Quality	Services will be culturally-responsive with an emphasis on services being delivered in student's home language	Determined by SPS using criteria such as experience and required staffing
Amount	Up to $10,000 in emergency assistance funding per family, per school year	To align with school-year calendar and other FEPP-funded supports, such as expanded learning and sports
Outcomes	Youth are healthy and ready to learn	Youth are healthy and ready to learn
Reporting Indicators	# Served % Attending 90% of the school year	# Served % Consistently attending OST or integrated support programs
Service Target	90 students annually	Minimum 20 schools annually 650 students annually

Table 23. Program Implementation Standards (Basic Needs – Food)

	Food Assistance Program	Summer Food Program	School Meals
Quality	• Vouchers will be provided by SPS personnel	• At least 50% of a provider's participants must be Free and Reduced Lunch eligible in order to apply/qualify	• Meals will be provided by SPS and meet Washington state nutrition standards
Amount		• Two meals plus snacks per youth per day • June through late August; exact dates and weeks vary by calendar year	• Up to one breakfast and one lunch per student per instructional day • 180 days, Sept through June

Outcomes	• Youth are healthy and ready to learn	• Youth are healthy and ready to learn	• Youth are healthy and ready to learn
Reporting Indicators	• # of families served • Average voucher amount provided by family	• # Meals served • # Sites • % of sites in areas where 50% or more students are eligible for free/reduced priced lunch	• # Meals served • % Participating in school meals
Service Target	Up to 5,000 families	• 60,000 meals annually • 50 sites annually	Up to 53 school sites annually

Implementation Timeline

- Housing and Homelessness Supports: The existing DEEL contract for Housing and Homelessness Supports will be extended through August 2027, and shift to HSD for administration. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
- Transportation: SPR will continue its existing partnership with the SPS transportation office. SPS will manage vendor contracts directly. Funding will be allocated subject to the Plan's requirements for Competitive Processes.
- Food Assistance Program: The DEEL Director may direct award funding pursuant to Ordinance 127238 to implement this program beginning in the 2026-2027 school year.
- Summer Food Program: Existing HSD agreements for Summer Food Program are valid through 2026. Future funding will be allocated subject to the Plan's requirements for Competitive Processes.
- School Meals: OSE will direct award funding to Seattle Public Schools to implement School Meals beginning in 2027-2028 school year.

IV. Ready to Launch: College and Career Supports

The Ready to Launch domain and College and Career Supports investment area funds strategies designed to support a successful transition from high school to postsecondary education or meaningful career pathways for Seattle youth.

The Ready to Launch domain will fund two primary strategies including (1) College Pathways, (2) Career Pathways. Table 22 provides six-year budget totals by strategy.

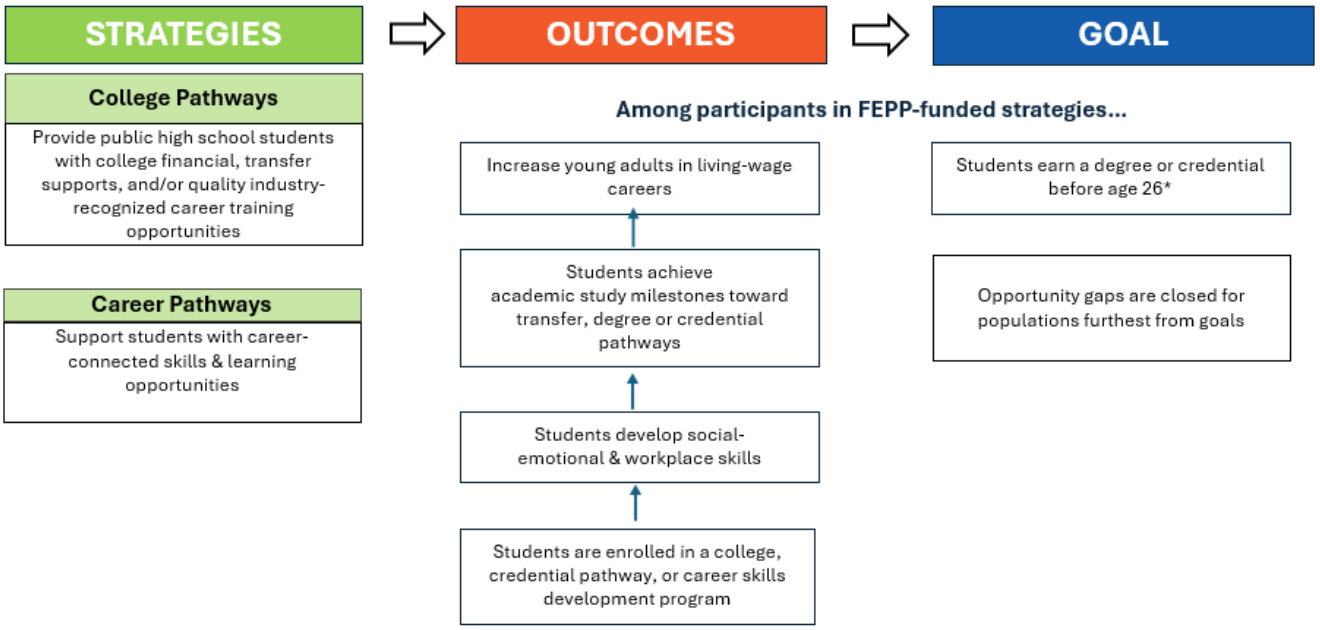
Table 24. Ready to Launch Spending Detail*

	6-Year Total
College Pathways	
Seattle Promise	$56,299,588
Path to Trades	$12,000,000
Path to UW	$2,198,917
Path to Tech	$614,502
Seattle Youth Employment Program	$705,057
College Pathways Subtotal	**$71,818,063**
Career Pathways	
Path to Trades Non-Colleges	$2,000,000
Public Sector Pathways	$1,121,021
HSD Youth Development	$29,971,601
Career Pathways Subtotal	**$33,092,622**
Ready to Launch Labor	**$5,987,296**
Cost & Risk Reserve	**$2,144,689**
Total Ready to Launch	**$113,042,670**

**Note: Numbers may not add up due to rounding*

The Ready to Launch Theory of Change serves as an illustration of how and why change will occur because of College and Career Supports investments and describes how inputs and strategies contribute to outcomes and the overarching goal for this domain (Figure 4).

Figure 4. Ready to Launch Theory of Change



*Ready to Launch investments are intended to serve youth up to age 24, but outcome indicators will track youth up to age 26.

City departments will collect data on service implementation and report quarterly on access and service indicators. The FEPP Levy will also fund evaluations in this domain as detailed on page 15.

Strategy #1: College Pathways

Funded Services

College Pathways investments are designed to provide college access, persistence, completion, and transfer supports to public school students in Seattle. Programs to be funded include the Seattle Promise Program and Seattle Promise Pathways programs, described below.

- **The Seattle Promise Program** provides up to two years of support at Seattle Colleges for all graduating public high school students in Seattle. This support will be provided by Seattle Colleges staff, and includes, but is not limited to, investments in:
  - College Readiness, providing application support, Seattle Colleges exploration, financial aid guidance, and program information to 11th and 12th grade students and families.
  - College Enrollment, providing registration and orientation support (such as campus resources, advising, and peer connections); support to complete pre-enrollment requirements, financial aid applications, and course placement.
  - College Retention, Persistence and Completion, providing ongoing advising, academic planning, class selection assistance, transfer support, and career guidance; last-dollar tuition scholarships and equity scholarships for educational related expenses such as, but not limited to, books, transportation, housing, food, or childcare.

- **Seattle Promise Pathway Programs** provide support via the following programs:
  - Path to Trades Expansion at the Seattle Colleges, dedicating support for trade programs such as engineering technology, biomedical technology, welding technology, pipefitting, and construction and building programs to meet the needs of the Seattle economy. DEEL will work with the Seattle Colleges to prioritize services to support high-demand trade programs defined by the State of Washington, as well as high-demand pre-apprenticeship and apprenticeship programs leading to careers with the City of Seattle. Support includes but is not limited to:
    - Career exposure and exploration events for public high school students and/or families that are culturally relevant and build awareness of skilled trades careers, experience hands-on learning, and explore Seattle College trades training programs; local employer engagement with youth including but not limited to City of Seattle departments and local labor unions.
    - Seattle Promise retention, persistence, and completion supports including last-dollar tuition scholarship, equity scholarship, and dedicated program advisors. Financial and academic support provided up to eight quarters or 120 credits, which may be extended for students in registered apprenticeships. Additional one-time scholarship up to $1,500 to support cost of tools, supplies, or other required program and professional items.
    - Career support, providing dedicated career counseling through Seattle Colleges for Promise students, engagement with Seattle Youth Employment Program, other City departments, and other local employers.
  - Path to University of Washington, providing transfer advising for prospective UW students enrolled in the Seattle Promise Program, to support transfer steps, credit equivalencies, and preparation for desired majors. Support includes, but is not limited to:
    - For-credit summer seminars to provide on-campus experience, meet instructors, and complete additional college-level credits toward a degree, including minimum of one Information Technology seminar annually. $1,000 stipend to be provided for attending summer seminars to offset education-related expenses.
    - Transfer application information session and workshops to support completion of personal statements, workshops, and financial aid requirements at transfer institution.
    - Continued support through transfer advisor and hand-off to program of study advisor.
    - Connection to other Path to UW transfer students throughout transfer process, as well as peer mentoring from past Path to UW students for students at UW.
    - Dedicated UW admissions and advising supports.
    - Data-sharing to track student progress from enrollment through bachelor's degree completion.
  - Path to Tech, supporting students in fields such as artificial intelligence, coding, software engineering, and computer programming languages. Support includes, but is not limited to:
    - Tuition for Seattle Promise scholars and Path to UW scholars completing selected short-term IT training during summer, after school, or weekend sessions.
  - Seattle Youth Employment Program, which provides "learn & learn" and internship opportunities for Seattle students. Support includes, but is not limited to:
    - Recruitment and placement services aligned to students' fields of study or career interests.

- Career-connected paid work experiences with private sector employers, nonprofit organizations, or government agencies including City of Seattle departments; career exploration and reflection activities.
- Employer recruitment and partnership development, administrative coordination with Seattle Colleges, Seattle Public Schools, and City of Seattle Human Services Department.

Participant Eligibility

College Pathways investments and activities may have different eligibility requirements.

Seattle Promise

Seattle public high school students may receive college access supports. Promise applicants must meet the following eligibility milestones during 12th grade in order to participate:

1. Complete a Seattle Promise application
2. Complete a Seattle College application
3. Complete FAFSA or WAFSA financial aid application
4. Participate in Seattle Colleges registration event
5. Graduate with a high school diploma from a Seattle public high school (SPS or Seattle charter high school), contracted non-public agency, or program within that year

As a Seattle Promise participant, scholars must meet the following eligibility milestones:

1. Participate in Seattle Colleges orientation event
2. Enroll full-time at the Seattle Colleges
3. Meet with Seattle Promise Advisor quarterly
4. Maintain Satisfactory Academic Progress (SAP) as determined by the Seattle College campus that the student attends

Seattle Promise scholars that meet all program requirements are eligible to receive program services for up to two-years (eight quarters) or 90 attempted college credits, whichever comes first. Students may request an exception to the full-time enrollment requirement on a quarter-by-quarter basis under limited circumstances, such as demonstrating a substantial hardship or being unable to enroll full-time due to course offerings. Students are allowed to re-enter the program if they lose eligibility before meeting the 90 attempted credit maximum or two-years of attendance. Promise scholars that demonstrate financial need, defined as having a Student Aid Index (SAI) within the annual federal Pell Grant eligibility range, will receive an equity scholarship of up to $500 per quarter or up to the established cost of attendance.

Seattle Promise Pathway Programs

- Promise Path to Trades: Seattle public high school students in grades 9-12 are eligible to participate in Path to Trades career exposure and exploration services. Seattle Promise program participants are eligible to receive Path to Trades completion and career supports.
- Promise Path to University of Washington (UW): Seattle Promise scholars
- Path to Tech: Seattle Promise scholars and Path to UW students wanting to develop Artificial Intelligence-driven technical knowledge, such as generative, large language, classification, regression, and foundation models
- Promise Seattle Youth Employment Program (SYEP): Promise scholars who meet SYEP eligibility criteria

Implementation Standards

Promise implementation standards are provided below. All services and supports require the contracted implementation partner to recruit and enroll participant and provide culturally and linguistically responsive supports. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics, as available. This requirement will be included in provider contracts.

Table 25. Program Implementation Standards (Seattle Promise)

	College Readiness	College Enrollment	Retention, Persistence & Completion
Quality	• Seattle Promise partners with Seattle Public Schools and Seattle Charter schools to provide onsite and virtual Seattle Promise application support • Outreach Specialists adapt their strategies to each school's unique culture • Seattle Public Schools ensures all SPS graduates have awareness of the Seattle Promise	• A unified, cross-campus model ensures all students receive consistent, high-quality programming to support student transition and preparation • Specialists provide clear information about registering for classes, completing financial aid files, and accessing campus supports	• Target student-to advisor ratio of 100:1, with maximum of 160:1 Equity-focused, student-centered approach
Frequency	• Outreach begins in 11th grade and continues through 12th grade • Drop-in office hours and scheduled appointments offered	• Registration event: Minimum 1 offered at each campus annually • Orientation event: Minimum 1 offered at each campus annually	• Quarterly advisor meetings • Scholars must maintain Satisfactory Academic Progress each quarter • Quarterly Equity Scholarship up to $1,500 per year
Outcomes	• Youth are enrolled in a college, credential pathways, or career skills development program • Youth achieve academic student milestones toward transfer, degree or credential pathways		
Reporting Indicators	• # Applications	• # Enrolled	• % Retained Fall-to-Fall • % Completing or transferring
Service Target	• 22 Public high schools or programs • 2,000 Promise applicants annually	• 1,475 Students enrolled each fall •	• 1,475 students annually

Table 26. Program Implementation Standards (Promise Path to Trades Expansion at Seattle Colleges)

	Career Exposure and Exploration	Completion Support	Career Support
Quality	• Events designed in partnership with Seattle Colleges trades faculty and industry employers • Seattle Colleges provide transportation for students to attend events and food at the events • Hands-on activities reflect actual program curriculum and careers • Materials provided in multiple languages; family engagement integrated into event design	• Opportunities to explore trade careers prior to program selection and enrollment to generate awareness and align student interests, career requirements, and labor market demands • Academic advising ensures support for academic success and program completion • Last-dollar Promise tuition scholarship and equity scholarship remove barrier of tuition expense for all students and provide funding for other educational expenses for qualified students • Tools & Supplies Fund agreements based on program-specific requirements and removes barrier of high • startup costs for trades programs	• Career counselors trained to support career preparation and transition from training programs to high-demand trades career attainment • Employer partnerships provide industry connections including but not limited to networking, industry events, career opportunities, and mentorship
Frequency	• Minimum two career exposure events annually	• Quarterly advisor meetings • Quarterly Equity Scholarship agreements • One-time Tools & Supplies Fund award upon program enrollment	• Career counseling is available throughout program eligibility • Employer events in development with a minimum of 1 event annually
Outcomes	• Youth are enrolled in a college, credential pathways, or career skills development program • Youth achieve academic student milestones toward transfer, degree or credential pathways		
Reporting Indicators	• # Served	• # Enrolled • % Retained Fall-to-Fall • % Completing program	• # Served • # Connected to employment or apprenticeship
Service Target	• 500 high school students served in Year 1 • 1,300 students annually by Year 4	• 100 first-year students in Year 1 • 130 first-year students annually by Year 4	• 90-100% participating students utilized career supports • 70% of trade completers are connected to employment or apprenticeship with 6 months of completion

Table 27. Program Implementation Standards (Promise Path to UW)

	Transfer Support	Transition & Completion Support
Quality	• Embedded UW Transfer Advisor at Seattle Colleges ensures accurate guidance and knowledge of UW systems, application, and majors • UW Transfer Advisors conduct outreach, follow-up, and support of current Promise students • Summer seminars are taught by UW instructors and take place on UW campus, providing students in-person access to UW campus and faculty and gain writing credits to be used toward bachelor's degree • Summer seminar stipend allows students to prioritize the seminar instead of opting out due to financial needs of a job	• UW Director of Advising Initiatives oversees UW transfer center and ensures UW advisors work with students from application to enrollment and handoff to UW program advisors. • Path to UW Peer Mentors assist new transfer students adjusting to new campus and schedule and build community
	• Coordination between Seattle Colleges advisors through Seattle Promise and UW Transfer Coordinator ensures seamless handoff • UW transfer advisor familiar with UW application, requirements, and how to elevate Promise student UW applications to increase chances of successful application	
Frequency	• No maximum for student participation in transfer supports such as information sessions, workshops, or advising sessions	• Peer mentors hold occasional events and provide support as students start enrollment at UW • Path to UW transferred students can receive up to two transfer equity scholarships
Outcomes	• Youth are enrolled in a college, credential pathways, or career skills development program • Youth achieve academic student milestones toward transfer, degree or credential pathways	
Reporting Indicators	• # Served • # Applications to UW	• % Admitted/Enrolled • % Completing program
Service Target	70 served by summer seminar annually	120 enrolled at UW-Seattle annually

Table 28. Program Implementation Standards (Promise Path to Tech)

	Path to Tech
Quality	• Training reflects current industry standards • Completion agreements digital badges and certificates
Frequency	• Programs may be delivered in-person at partner sites (Seattle Colleges, university campuses, community centers) or online with synchronous instruction
Outcomes	• Youth are enrolled in a college, credential pathways, or career skills development program • Youth achieve academic student milestones toward transfer, degree or credential pathways
Reporting Indicators	• # Enrolled • % Completing program
Service Target	• 65 Seattle Promise and Path to UW scholars annually

Table 29. Program Implementation Standards (Promise Seattle Youth Employment Program)

	Recruitment	Career Supports	Employer Engagement
Quality	• Priority given to students without prior professional internships, first-generation college students, and those pursuing high-demand credentials • Coordination with Seattle Colleges through Seattle Promise ensures alignment with academic pathways	• Host employers must designate a supervisor to provide regular feedback and mentorship • Placements must provide meaningful work aligned with students' fields of study • Compliance with all applicable labor laws	• Contracted partner organizations must demonstrate capacity for internship coordination, employer engagement, and student support services • Supervisors trained to provide quality mentorship
Frequency	• SYEP staff meet quarterly with Seattle Promise staff to discuss recruitment and support.	• Career exploration activities to identify interests and goals • Minimum duration and hours requirements per placement • Ongoing mentorship and check-ins throughout internship	• Ongoing employer cultivation and relationship management • Supervisor training prior to student placement
Outcomes	• Youth are enrolled in a college, credential pathways, or career skills development program		
Reporting Indicators	• # Applications	• # served • % Internship placements	• # served • % Completing program
Service Target	75 Promise scholars apply for SYEP programming annually	60 Promise scholars served annually	60 Promise scholar internship placements across private, nonprofit, and public sector employers

Implementation Timeline

- Seattle Promise Program: Through direct award, DEEL will contract with the Seattle Colleges to implement the Seattle Promise program.
- Promise Path to Trades: Through direct award, DEEL will contract with the Seattle Colleges to implement the Path to Trades expansion.
- Promise Path to University of Washington (UW): Through direct award, DEEL will contract with University of Washington to implement Promise Path to UW.
- Path to Tech: Through direct award, DEEL will contract with the Seattle Colleges to implement the Path to Tech program.
- Promise Seattle Youth Employment Program (SYEP): In 2026, DEEL will establish an inter-departmental agreement with HSD to implement Promise SYEP. Funding will be allocated subject to the Plan's requirements for Competitive Processes.

Strategy 2: Career Pathways

Funded Services

Career Pathways investments create career awareness, provide exploration, and preparation support for Seattle youth interested in careers such as public service and trades. Programs to be funded include

Public Sector Career Programs, Path to Trades Non-Colleges, and Youth Development programs administered by the Human Services Department (HSD), described below.

- **Public Sector Career Programs** provide support for local public sector career development through the following investments:
  - Seattle Fire Department (SFD) career programs, offering young adults an opportunity to explore a career in the fire service. Programming includes youth-focused community outreach, as well as additional funding for the SFD Fire Cadet and Fire Prep programs. The SFD Cadet program is for youth in the pre-application stage, meant to enhance youth familiarity with SFD staff, work culture, and job requirements before they are eligible to apply. The SFD Fire Prep program is for individuals in the SFD hiring pipeline, offering a structured 6–7-week program with a detailed curriculum designed to strengthen applicants before they are hired. The SFD Fire Cadet and Prep program investments include a $1,250 stipend for youth participants.
  - Seattle Police Department (SPD) Explorer's Program, providing workshops and activities to promote interest in law enforcement careers, and offering $2,250 stipends for participants.
- **Path to Trades Non-Colleges,** provides support for public high school students in Seattle to enter the trades at Washington state-accredited educational institutions, Washington state-registered apprenticeship programs, or Washington state-accredited training providers, offering a one-time scholarship up to $1,500 for tools, supplies, or other required program and professional items, as well as other financial and academic supports.
- **HSD Youth Development Programs**, provide educational support to Seattle youth such as academic and career mentoring, college and career exploration, pre-employment and career readiness training, Science, Technology, Engineering, Arts, and Math (STEAM) learning, and postsecondary navigation. See Appendix V.III for a list of contracted organizations in this program that are funded through 2027.

Participant Eligibility

Seattle students who live in and/or attend school in Seattle are eligible to receive career pathways services. Individual investments and activities may have different eligibility requirements.

- Public Service Career Programs: Seattle students who meet the eligibility criteria for Seattle Fire and Seattle Police Department career programs, and are working toward successful completion of education or a career pathway, up to age 24. Students with a household income at or below 80% of Area Median Income will be given added consideration in the selection of students for these programs.
- Path to Trades Non-Colleges: Public school students in Seattle who meet provider eligibility criteria to become apprentices, and are working toward successful completion of education or a career pathway.
- HSD Youth Development**:** Seattle students ages 14-24 who remain engaged in and are working toward successful completion of education or career pathways.

Implementation Standards

Implementation standards for investments in this strategy are detailed below. Investments in this strategy will report on access and outcome indicators, disaggregated by demographic characteristics, as available. This requirement will be included in provider contracts.

Table 30. Program Implementation Standards (Public Sector Careers)

	Fire Career Programs	Police Career Programs
Quality	• Stipends are provided in a timely manner allowing students to meet entry requirements and obtain required tools • Seattle Fire recruits diverse groups of students and families for outreach events	• Stipends are provided in a timely manner allowing students to meet entry requirements, obtain required tools, and pay fees. • Life skills workshops use a growth-oriented approach focusing on developing positive workplace behavior through personal goal setting • Seattle Police Department recruits diverse groups of students and families for outreach events
Amount	• Year-round programming with minimum 150 hours/year	• Year-round programming with minimum 120 hours/year in the explorers' program
Outcomes	• Increase young adults in living-wage careers	• Increase young adults in living-wage careers
Reporting Indicators	• # Applications • # Served • % Completing program	• # Applications • # Served • % Completing program
Service Target	• 50 Cadets annually • 15 Prep participants annually	• 25 Explorers annually

Table 31. Other Career Pathways

	Path to Trades Non-Colleges	HSD Youth Development
Quality	• Selected apprenticeship providers are registered through WA Labor & Industries and are directly tied to employment • Registered apprenticeships combine on the job training with related supplemental instruction in a classroom • Apprentices receive pay from employer for work performed while on the job and in training	• Services are culturally responsive and reflective for populations served. • Programs provide developmental and skill-building supports that strengthen protective factors, confidence, self-determination, supportive adult connections, and readiness skills when directly tied to helping priority populations of youth access, remain engaged in, and successfully complete education or career pathways • Participate in HSD-led networking cohorts to share referrals, quality practices, and program improvements
Amount	• To be determined as part of RFP design	• Minimum 6-weeks of programing
Outcomes	• Increase # of youth in living-wage careers	• Youth develop social-emotional & workplace skills • Increase of # of youth who successful complete education or career pathway
Reporting Indicators	• # Enrolled • % Completing program • # Connected to employment or apprenticeship	• # Served • % Completing program • % Achieving employment or skills development outcomes • # Connected to employment or career pathway
Service Target	TBD following RFP	990 youth annually

Implementation Timeline

- Public Service Career Programs: Public Service Career Programs: Beginning in FEPP Year 2, DEEL will partner with SPD and SFD to implement public service career pathway services. Funding will be allocated subject to the Plan's requirements for Competitive Processes.

- Path to Trades Non-Colleges: In 2026, DEEL will conduct a competitive grant process to identify Path to Trades partners. Future funding will be allocated subject to the Plan's requirements for Competitive Processes.

- HSD Youth Development: Existing HSD agreements for Youth Development are valid through the end of 2027. In 2027, HSD will conduct a competitive process for the duration of the levy, after assessing program performance and impact related to levy outcomes.

V. Appendix

V.I Detailed Six-Year Spending Plan

The six-year spending plan presented here is planned spending. The budget may be amended and modified as part of the City's annual budget process.
Numbers may not add up due to rounding.

Strategy Funded Services	Year 1 2026-27 SY	Year 2 2027-28 SY	Year 3 2028-29 SY	Year 4 2029-30 SY	Year 5 2030-31 SY	Year 6 2031-32 SY	6-Year Total
Ready to Start (Early Learning)							
Home Visiting	**$4,377,422**	**$4,508,744**	**$4,644,007**	**$4,783,328**	**$4,926,827**	**$5,074,632**	**$28,314,961**
Nurse Family Partnership	$2,902,096	$2,989,159	$3,078,834	$3,171,199	$3,266,335	$3,364,325	$18,771,946
Parent Child	$1,475,326	$1,519,585	$1,565,174	$1,612,129	$1,660,493	$1,710,308	$9,543,014
Health	**$3,961,769**	**$4,151,864**	**$4,349,799**	**$4,555,874**	**$4,770,398**	**$4,993,693**	**$26,783,398**
Developmental Bridge	$614,844	$633,289	$652,288	$671,857	$692,012	$712,773	$3,977,063
Childcare Health Program	$3,346,925	$3,518,575	$3,697,511	$3,884,017	$4,078,386	$4,280,921	$22,806,335
Childcare	**$20,514,400**	**$19,747,278**	**$20,414,126**	**$21,103,935**	**$21,817,513**	**$22,150,323**	**$125,747,574**
Childcare Subsidies	$15,611,311	$14,049,991	$14,502,813	$14,970,236	$15,452,732	$15,950,788	$90,537,870
Homeless Childcare Subsidies	$499,988	$514,987	$530,437	$546,350	$562,741	$579,623	$3,234,126
SPP Waitlist Voucher Pilot		$955,541	$984,208	$1,013,734	$1,044,146	$1,075,470	$5,073,099
SPR Childcare Scholarships	$1,028,685	$709,861	$731,157	$753,092	$775,683	$393,573	$4,392,051
Childcare Workforce	$2,750,000	$2,873,750	$3,003,069	$3,138,207	$3,279,426	$3,427,000	$18,471,452
Family Childcare Mentorship Program	$624,416	$643,148	$662,442	$682,316	$702,785	$723,869	$4,038,976
Seattle Preschool Program	**$55,881,676**	**$59,409,664**	**$63,110,990**	**$66,993,239**	**$71,045,466**	**$75,220,078**	**$391,661,114**
Ready to Start Labor	$12,171,622	$10,819,405	$11,252,181	$11,702,268	$12,170,359	$12,657,173	$70,773,008
Cost & Risk Reserve	$292,612	$408,388	$2,647,528	$2,811,037	$2,995,238	$3,417,269	$12,572,072
Total Ready to Start	**$97,199,500**	**$99,045,344**	**$106,418,631**	**$111,949,680**	**$117,725,801**	**$123,513,169**	**$655,852,125**
Ready to Learn (K-12)							
Expanded Learning Opportunities	**$29,939,631**	**$30,384,691**	**$31,276,732**	**$32,265,534**	**$33,241,900**	**$33,217,604**	**$190,326,093**
School-Based Supports	$22,361,188	$25,000,786	$25,731,309	$26,553,749	$27,358,761	$28,192,025	$159,861,541
Community Supports	$4,682,339	$3,292,898	$3,391,685	$3,493,435	$3,598,238	$3,706,185	$22,164,780
Sports	$272,124	$280,288	$288,696	$297,357	$306,278	$315,466	$1,760,209

Strategy Funded Services	Year 1 2026-27 SY	Year 2 2027-28 SY	Year 3 2028-29 SY	Year 4 2029-30 SY	Year 5 2030-31 SY	Year 6 2031-32 SY	6-Year Total
SPR Environmental Learning	$1,531,665	$1,056,950	$1,088,659	$1,121,319	$1,154,958	$586,011	$6,539,562
Basic Needs	**$5,032,684**	**$5,558,401**	**$1,456,314**	**$1,495,365**	**$1,535,588**	**$1,516,009**	**$16,594,363**
Housing and Homelessness	$656,966	$676,675	$696,975	$717,884	$739,421	$761,604	$4,249,525
School Meals		$4,740,000					$4,740,000
Transportation	$466,289	$480,278	$494,686	$509,527	$524,813	$540,557	$3,016,150
Food Support Program	$154,618	$154,618	$154,618	$154,618	$154,618	$154,618	$927,710
Food Assistance Program	$500,000	$500,000	$500,000	$500,000	$500,000	$500,000	$3,000,000
HSD Summer Food Program	$154,811	$106,830	$110,035	$113,336	$116,736	$59,230	$660,978
Health	**$33,677,205**	**$30,096,902**	**$30,999,809**	**$31,929,805**	**$32,887,698**	**$32,915,265**	**$192,506,685**
School Based Health Centers (SBHC)	$10,037,765	$13,877,767	$14,294,100	$14,722,923	$15,164,611	$15,619,549	$83,716,71
Expanded SBHC Mental Health Staff	$8,863,119	$6,077,000	$6,259,310	$6,447,089	$6,640,502	$6,838,217	$41,125,237
Mental Health Prevention	$4,446,582	$3,048,800	$3,140,264	$3,234,472	$3,331,506	$3,403,451	$20,632,075
Mental Health Early Intervention	$2,253,335	$1,545,000	$1,591,350	$1,639,091	$1,688,263	$1,738,911	$10,455,950
Mental Health Treatment	$5,342,272	$3,662,930	$3,772,818	$3,886,003	$4,002,583	$4,121,660	$24,788,266
Mental Health Operations	$300,445	$206,000	$212,180	$218,545	$225,102	$235,355	$1,397,627
HSD Youth Behavioral Health	$2,176,212	$1,501,730	$1,546,782	$1,593,187	$1,640,982	$832,614	$9,291,507
HSD Multisystemic Therapy	$257,475	$177,675	$183,005	$188,495	$194,149	$98,507	$1,099,306
Safety	**$9,668,245**	**$7,532,992**	**$7,797,017**	**$8,070,675**	**$8,354,331**	**$8,516,213**	**$49,939,473**
HSD Gender-Based Violence Prevention	$802,950	$554,089	$570,711	$587,832	$605,467	$307,207	$3,428,256
HSD School-Based Safety	$6,438,750	$4,443,163	$4,576,458	$4,713,752	$4,855,164	$5,185,089	$30,212,376
Restorative Practices	$1,626,545	$1,711,740	$1,801,128	$1,894,909	$1,993,293	$2,096,498	$11,124,113
Opportunity Based Mentoring	$800,000	$824,000	$848,720	$874,182	$900,407	$927,419	$5,174,728
Ready to Learn Labor	**$3,400,369**	**$3,173,771**	**$3,300,722**	**$3,432,751**	**$3,570,061**	**$3,712,863**	**$20,590,536**
Cost & Risk Reserve	**$252,464**	**$341,187**	**$1,943,730**	**$2,037,958**	**$2,142,531**	**$2,305,421**	**$9,023,292**
Total Ready to Learn	**$81,970,599**	**$77,087,944**	**$76,774,324**	**$79,232,088**	**$81,732,108**	**$82,183,375**	**$478,980,441**
Ready to Launch (Post-Secondary)							
College Pathways	**$10,783,539**	**$11,421,518**	**$11,870,021**	**$12,213,675**	**$12,567,497**	**$12,961,813**	**$71,818,063**

Strategy Funded Services	Year 1 2026-27 SY	Year 2 2027-28 SY	Year 3 2028-29 SY	Year 4 2029-30 SY	Year 5 2030-31 SY	Year 6 2031-32 SY	6-Year Total
Seattle Promise	$8,703,776	$8,964,889	$9,233,835	$9,510,851	$9,796,176	$10,090,061	$56,299,588
Path to Trades	$1,540,757	$1,900,974	$2,063,919	$2,113,436	$2,164,312	$2,216,602	$12,000,000
Path to Tech	$95,000	$97,850	$100,786	$103,810	$106,924	$110,132	$614,502
Path to UW	$335,006	$345,535	$355,842	$366,471	$377,405	$418,657	$2,198,917
Promise SYEP Internships	$109,000	$112,270	$115,638	$119,107	$122,680	$126,361	$705,057
Career Pathways	**$7,329,001**	**$5,373,750**	**$5,534,963**	**$5,701,011**	**$5,872,041**	**$3,281,856**	**$33,092,622**
Path to Trades Non-Colleges	$309,195	$318,471	$328,025	$337,866	$348,002	$358,442	$2,000,000
Pub. Sect. Pathways SPD Explorers		$ 93,650	$96,459	$99,352	$102,334	$105,403	$497,198
Pub. Sect. Pathways SFD Career Programs		$117,500	$121,025	$124,656	$128,395	$132,247	$623,823
HSD Youth Development	$7,019,806	$4,844,129	$4,989,454	$5,139,137	$5,293,311	$2,685,764	$29,971,601
Ready to Launch Labor	**$887,509**	**$941,559**	**$979,222**	**$1,018,390**	**$1,059,126**	**$1,101,491**	**$5,987,296**
Cost & Risk Reserve	**$58,811**	**$79,010**	**$478,519**	**$500,845**	**$525,921**	**$501,583**	**$2,144,689**
Total Ready to Launch	**$19,058,859**	**$17,815,837**	**$18,862,725**	**$19,433,920**	**$20,024,586**	**$17,846,743**	**$113,042,670**
Operations (Leadership & Administration)							
Administrative Costs	$3,297,979	$3,314,384	$3,529,913	$3,760,104	$4,005,973	$3,801,392	$21,709,744
External Evaluation	$1,189,961	$1,225,659	$1,262,429	$1,300,302	$1,339,311	$1,379,490	$7,697,153
Operations Labor	$7,748,973	$8,011,968	$8,332,447	$8,665,744	$9,012,374	$9,372,869	$51,144,375
Cost & Risk Reserve	$37,877	$55,914	$341,623	$363,103	$387,257	$420,862	$1,606,637
Total Operations	**$12,274,789**	**$12,607,925**	**$13,466,412**	**$14,089,253**	**$14,744,915**	**$14,974,614**	**$82,157,909**
FEPP 25 TOTAL	**$211,276,840**	**$206,402,432**	**$215,367,474**	**$224,550,324**	**$234,072,791**	**$238,363,283**	**$1,330,033,144**

Strategy Funded Services	Year 1 2026-27 SY	Year 2 2027-28 SY	Year 3 2028-29 SY	Year 4 2029-30 SY	Year 5 2030-31 SY	Year 6 2031-32 SY	6-Year Total
Ready to Start (Early Learning)							
Home Visiting	***$4,377,422***	***$4,508,744***	***$4,644,007***	***$4,783,328***	***$4,926,827***	***$5,074,632***	***$28,314,961***
Nurse Family Partnership	$2,902,096	$2,989,159	$3,078,834	$3,171,199	$3,266,335	$3,364,325	$18,771,946
Parent Child	$1,475,326	$1,519,585	$1,565,174	$1,612,129	$1,660,493	$1,710,308	$9,543,014

Strategy Funded Services	Year 1 2026-27 SY	Year 2 2027-28 SY	Year 3 2028-29 SY	Year 4 2029-30 SY	Year 5 2030-31 SY	Year 6 2031-32 SY	6-Year Total
Health	***$3,961,769***	***$4,151,864***	***$4,349,799***	***$4,555,874***	***$4,770,398***	***$4,993,693***	***$26,783,398***
Developmental Bridge	$614,844	$633,289	$652,288	$671,857	$692,012	$712,773	$3,977,063
Childcare Health Program	$3,346,925	$3,518,575	$3,697,511	$3,884,017	$4,078,386	$4,280,921	$22,806,335
Childcare	***$20,514,399***	***$19,747,278***	***$20,414,126***	***$21,103,935***	***$21,817,513***	***$22,150,323***	***$125,747,573***
Childcare Subsidies	$15,611,311	$14,049,991	$14,502,813	$14,970,236	$15,452,732	$15,950,788	$90,537,870
Homeless Childcare Subsidies	$499,988	$514,987	$530,437	$546,350	$562,741	$579,623	$3,234,126
SPP Waitlist Voucher Pilot	$0	$955,541	$984,208	$1,013,734	$1,044,146	$1,075,470	$5,073,099
SPR Childcare Scholarships	$1,028,685	$709,861	$731,157	$753,092	$775,683	$393,573	$4,392,051
Childcare Workforce	$2,750,000	$2,873,750	$3,003,069	$3,138,207	$3,279,426	$3,427,000	$18,471,452
Family Childcare Mentorship	$624,416	$643,148	$662,442	$682,316	$702,785	$723,869	$4,038,976
Seattle Preschool Program	***$55,881,676***	***$59,409,664***	***$63,110,990***	***$66,993,239***	***$71,045,466***	***$75,220,078***	***$391,661,114***
Ready to Start Labor	**$12,171,622**	**$10,819,405**	**$11,252,181**	**$11,702,268**	**$12,170,359**	**$12,657,173**	**$70,773,008**
Cost & Risk Reserve	**$292,612**	**$408,388**	**$2,647,528**	**$2,811,037**	**$2,995,238**	**$3,417,269**	**$12,572,072**
Total Ready to Start:	**$97,199,500**	**$99,045,344**	**$106,418,631**	**$111,949,680**	**$117,725,801**	**$123,513,169**	**$655,852,125**
Ready to Learn (K-12)							
Expanded Learning	***$29,939,631***	***$30,384,691***	***$31,276,732***	***$32,265,534***	***$33,241,900***	***$33,217,604***	***$190,326,093***
School-Based Investments	$23,453,503	$25,754,556	$26,507,692	$27,353,423	$28,182,426	$28,609,942	$159,861,542
Community-Based Investments	$4,682,339	$3,292,898	$3,391,685	$3,493,435	$3,598,238	$3,706,185	$22,164,780
Sports	$272,124	$280,288	$288,696	$297,357	$306,278	$315,466	$1,760,209
SPR Environmental Learning	$1,531,665	$1,056,950	$1,088,659	$1,121,319	$1,154,958	$586,011	$6,539,562
Basic Needs	***$1,932,684***	***$6,058,401***	***$1,956,314***	***$1,995,365***	***$2,035,589***	***$2,016,010***	***$15,994,363***
Housing and Homelessness	$656,966	$676,675	$696,975	$717,884	$739,421	$761,604	$4,249,525
Universal School Meals	$0	$4,140,000	$0	$0	$0	$0	$4,140,000
Transportation	$466,289	$480,278	$494,686	$509,527	$524,813	$540,557	$3,016,150
Food Assistance Program	$654,618	$654,618	$654,618	$654,618	$654,619	$654,619	$3,927,710
HSD Summer Food Program	$154,811	$106,830	$110,035	$113,336	$116,736	$59,230	$660,978
Health	***$33,677,205***	***$30,096,902***	***$30,999,809***	***$31,929,805***	***$32,887,698***	***$32,915,265***	***$192,506,685***
School Based Health Centers (SBHC)	$10,037,765	$13,877,767	$14,294,100	$14,722,923	$15,164,611	$15,619,549	$83,716,716
Expanded SBHC Mental Health Staff	$8,863,119	$6,077,000	$6,259,310	$6,447,089	$6,640,502	$6,838,217	$41,125,237
Mental Health Prevention	$4,446,582	$3,048,800	$3,140,264	$3,234,472	$3,331,506	$3,430,451	$20,632,075
Mental Health Early Intervention	$2,253,335	$1,545,000	$1,591,350	$1,639,091	$1,688,263	$1,738,911	$10,455,950

Strategy Funded Services	**Year 1 2026-27 SY**	**Year 2 2027-28 SY**	**Year 3 2028-29 SY**	**Year 4 2029-30 SY**	**Year 5 2030-31 SY**	**Year 6 2031-32 SY**	**6-Year Total**
Mental Health Treatment	$5,342,272	$3,662,930	$3,772,818	$3,886,003	$4,002,583	$4,121,660	$24,788,266
Mental Health Operations	$300,445	$206,000	$212,180	$218,545	$225,102	$235,355	$1,397,627
HSD Youth Behavioral Health	$2,176,212	$1,501,730	$1,546,782	$1,593,187	$1,640,982	$832,614	$9,291,507
HSD Multisystemic Therapy	$257,475	$177,675	$183,005	$188,495	$194,149	$98,507	$1,099,306
Safety	***$9,668,245***	***$7,532,992***	***$7,797,017***	***$8,070,675***	***$8,354,331***	***$8,516,213***	***$49,939,473***
HSD Gender-Based Violence Prev.	$802,950	$554,089	$570,711	$587,832	$605,467	$307,207	$3,428,256
HSD School-Based Safety	$6,438,750	$4,443,163	$4,576,458	$4,713,752	$4,855,164	$5,185,089	$30,212,376
Restorative Practices	$1,626,545	$1,711,740	$1,801,128	$1,894,909	$1,993,293	$2,096,498	$11,124,113
Opportunity-Based Mentoring	$800,000	$824,000	$848,720	$874,182	$900,407	$927,419	$5,174,728
Ready to Learn Labor	**$3,400,369**	**$3,173,771**	**$3,300,722**	**$3,432,751**	**$3,570,061**	**$3,712,863**	**$20,590,536**
Cost & Risk Reserve	**$252,464**	**$341,187**	**$1,943,730**	**$2,037,958**	**$2,142,531**	**$2,305,421**	**$9,023,292**
Total Ready to Learn:	**$78,870,599**	**$77,587,944**	**$77,274,324**	**$79,732,088**	**$82,232,109**	**$82,683,376**	**$478,380,441**
Ready to Launch (Post-Secondary)							
College Pathways	***$10,783,539***	***$11,421,518***	***$11,870,021***	***$12,213,675***	***$12,567,497***	***$12,961,813***	***$71,818,063***
Seattle Promise	$8,703,776	$8,964,889	$9,233,835	$9,510,851	$9,796,176	$10,090,061	$56,299,588
Path to Trades	$1,540,757	$1,900,974	$2,063,919	$2,113,436	$2,164,312	$2,216,602	$12,000,000
Path to Tech	$95,000	$97,850	$100,786	$103,810	$106,924	$110,132	$614,502
Path to UW	$335,006	$345,535	$355,842	$366,471	$377,405	$418,657	$2,198,917
Promise SYEP Internships	$109,000	$112,270	$115,638	$119,107	$122,680	$126,361	$705,057
Career Pathways	***$7,329,001***	***$5,373,750***	***$5,534,963***	***$5,701,011***	***$5,872,042***	***$3,281,856***	***$33,092,622***
Path to Trades Non-Colleges	$309,195	$318,471	$328,025	$337,866	$348,002	$358,442	$2,000,000
Pub. Sect. Pathways SPD Explorers	$0	$93,650	$96,459	$99,352	$102,334	$105,403	$497,198
Pub. Sect. Pathways SFD Career	$0	$117,500	$121,025	$124,656	$128,395	$132,247	$623,823
HSD Youth Development	$7,019,806	$4,844,129	$4,989,454	$5,139,137	$5,293,311	$2,685,764	$29,971,601
Ready to Launch Labor	**$887,509**	**$941,559**	**$979,222**	**$1,018,390**	**$1,059,126**	**$1,101,491**	**$5,987,296**
Cost & Risk Reserve	**$58,811**	**$79,010**	**$478,519**	**$500,845**	**$525,921**	**$501,583**	**$2,144,689**
Total Ready to Launch:	**$19,058,859**	**$17,815,837**	**$18,862,725**	**$19,433,920**	**$20,024,586**	**$17,846,743**	**$113,042,670**
Operations (Leadership & Administration)							
Administrative Costs	$3,297,979	$3,314,384	$3,529,913	$3,760,104	$4,005,973	$3,801,392	$21,709,744
External Evaluation	$1,189,961	$1,225,659	$1,262,429	$1,300,302	$1,339,311	$1,379,490	$7,697,153

Strategy Funded Services	Year 1 2026-27 SY	Year 2 2027-28 SY	Year 3 2028-29 SY	Year 4 2029-30 SY	Year 5 2030-31 SY	Year 6 2031-32 SY	6-Year Total
Operations Labor	$7,748,973	$8,011,968	$8,332,447	$8,665,744	$9,012,374	$9,372,869	$51,144,375
Operations Cost & Risk Reserve	$637,877	$55,914	$341,623	$363,103	$387,257	$420,862	$2,206,637
Total Operations:	**$12,874,789**	**$12,607,925**	**$13,466,412**	**$14,089,253**	**$14,744,915**	**$14,974,614**	**$82,757,909**
FEPP 25 TOTAL:	**$208,003,748**	**$207,057,050**	**$216,022,092**	**$225,204,942**	**$234,727,411**	**$239,017,902**	**$1,330,033,144**

~~*Note: Numbers may not add up due to rounding~~

V. II SLI Response

The table below identifies Council priorities outlined in 2026 Statements of Legislative Intent DEEL001S-A-1 and DEEL-002-A-3.

	Council Priority	Plan Section	Page
1	Quarterly Reporting	Quarterly Reporting	~~10 – 11~~16
2	Universal citywide preschool feasibility study	Evaluation	~~13~~ 15
3	Preschool voucher pilot program	Preschool	~~21~~ 25
4	Restorative practices and non-punitive safety investments	Safety	~~34~~ 39
5	Afterschool programming for at-risk youth	Community Supports; Youth Development	~~25~~ 31, 54
6	Food assistance	Basic Needs	~~38~~ 43
7	Support for foster care youth transitioning to adulthood	Preschool; Youth Mental Health	~~21,35~~26, 38
8	Support for public sector careers	Career Pathways	~~50~~ 54
9	Support for information technology careers	Promise Path to UW; Promise Seattle Youth Employment Program	~~48~~ 49

V.III Year 1 (School Year 2026-2027) Contracted Partners

The 2025 FEPP Levy continues many existing City investments that provide education support services to Seattle children, youth, and families. The table below presents investments and contracted partners that will continue for the first year for FEPP implementation (Calendar Year 2026 or School Year 2026-2027), or longer, to prevent disruption of services to community. Contracts may be renegotiated to meet implementation standards outlined in this plan. Funding after School Year 2026-2027 will be allocated subject to the Plan's requirements for competitive processes.

Ready to Start: Early Childhood

Strategy	Department	Investment	Contracted Partners
Home Visiting	DEEL	Nurse Family Partnership	Public Health—Seattle and King County (PHSKC)
Home Visiting	DEEL	ParentChild+	United Way King County
Health	DEEL	Developmental Bridge	King County Developmental Disabilities and Early Childhood Supports
Health	DEEL	Child Care Health Program	PHSKC
Childcare	DEEL	Child Care Assistance Program	See list below
Childcare	SPR	School Age Childcare	Associated Recreation Council
Childcare	DEEL	Homeless Child Care	BrightSpark
Childcare	DEEL	Child Care Referral	Mary's Place
Childcare	DEEL	Child Care Workforce Payments	BrightSpark
Childcare	DEEL	Family Child Care Mentorship	Imagine Institute
Preschool	DEEL	Seattle Preschool Program	See list below

Preschool	DEEL	SPP Scholars	North Seattle College

Ready to Learn: K-12 Student Supports

Strategy	Department	Investment	Contracted Partners
Expanded Learning Opportunities	DEEL	School-Based Investments	See list below
Expanded Learning Opportunities	DEEL	Family Support Services	SPS
Expanded Learning Opportunities	DEEL	Community-Based Organizations	• ACE Academy • Adult & Youth Learning Center • Atlantic Street Center • BRAVE • Celebrating Roots • Creative Justice • East African Community Services • Empowering Youth & Families Outreach • Eritrean Association • FEEST • Financial Leadership Skills Academy • Friends of the Children • Geeking Out Kids of Color • Girls on the Run • Kandelia • Movimiento Afrolatino Seattle • Multimedia Resources and Training Institute • Neighborhood House • OneWorld Now! • Refugee Women's Alliance • SafeFutures Youth Center • School Connect WA • SPR • South End Stories • STEM Paths Innovation Network • The Breakfast Group • The Good Foot Arts Collective • Urban League of Metropolitan Seattle • WA-BLOC • YMCA Young Women Empowered
Expanded Learning Opportunities	DEEL	Culturally Specific and Responsive	SPS
Expanded Learning Opportunities	DEEL	Sports	SPR

Ready to Learn: K-12 Health and Safety

Strategy	Department	Investment	Contracted Partners
Health	DEEL	Nursing	PHSKC
Health	DEEL	Behavioral Health Coordination	PHSKC
Health	DEEL	Universal Screening	SPS
Health	DEEL	Youth Mental Health	• Asian Counseling and Referral Service • Consejo Counseling and Referral Services • Joon • PHSKC • Seattle Children's - Odessa Brown • Southwest Youth and Family Services • Seneca Family of Agencies • SPS • TalkSpace • WA Therapy Fund Foundation
Safety	DEEL	Multisystemic Therapy	KC Dept. of Community and Human Services
Safety	HSD	School-Based Safety	• Atlantic Street Center • Lambert House • Neighborcare Health • Northwest Credible Messenger • South East Youth and Family Services • Southwest Youth and Family Services • Teen Link • Therapuetic Health Services • WAPI Community Services
Safety	DEEL	Restorative Practices	SPS
Safety	HSD	School-Based Safety	• Community Passageways • Freedom Project • InvestED • Seattle Children's Hospital • Seattle Neighborhood Group • Urban Family • YMCA of Greater Seattle
Safety	HSD	Gender-Based Violence Prevention	• Good Foot Arts Collective • Seattle Indian Health Board • Solid Ground WA
Basic Needs	DEEL	Housing and Homelessness Support	Neighborhood House
Basic Needs	HSD	Summer Food Program	SPS

Ready to Launch: College and Career Supports

Strategy	Department	Investment	Contracted Partners
College Pathways	DEEL	Seattle Promise	Seattle Colleges
College Pathways	DEEL	Promise Path to UW	University of Washington
College Pathways	DEEL	Promise SYEP	Human Services Department (HSD)
Career Pathways	HSD	HSD Youth Development	• Asian Counseling and Referral Services • Consejo Counseling and Referral Services • Dare 2 Be • El Centro De la Raza • Empowering Youth and Families Outreach • Geeking Out Kids of Color • Good Foot-Rainier Valley Corps • Life Enrichment Group • Open Doors for Multicultural Families • Stem Path Innovation Network • YMCA of Greater Seattle • World Mind Creation Academy • Seattle Goodwill Industries • Youth Build

Child Care Assistance Program Providers

- 1st Start Learning Family Home Center
- A Mother's Touch Daycare
- Aaliyah Family Learning Program LLC
- ABC Academy of Diversity LLC
- Adam Home Day Care
- Ages in Stages Childcare
- Aisha Family Childcare
- Aisha Home Daycare
- Al Fatha Home Day Care
- Al-Nura Home Daycare
- Amiin Family Child Care
- Anab Hash Haybe
- Anas Family Child Care
- Angels Nest Childcare
- Anisa Daycare LLC
- Asha's Family Child Care
- Associated Recreation Council
- Astan Childcare
- Aster Blossom Child Care
- Ayan Childcare
- Ayan Family Child Care
- Ayans Family Home Childcare
- Azhar Family Child Care
- Barakat Home Day Care
- Beginnings CC 1
- Hormuud Home Family
- Iftin Childcare
- Ilhan Home Day Care
- Iman Family Childcare
- In Toddler Care
- Innsha Allah Family Childcare
- Iqra Family Child Care
- Ismahan Family Childcare
- Jasmin Day Care
- Khayrd Home Childcare
- Khayre Family Daycare
- Kids First Early Learning
- Kiki Family Childcare
- Kusum's Family Child Care
- Laila Waran Childcare
- Le Jardin Day Care & Preschool
- Little Blessings Daycare
- Little Cubs
- Little Jewel Daycare LLC
- Lovable Nest Child Care
- Loved Kids Family Home Daycare
- Loving Family Home Childcare
- Loving Hands Childcare
- Mai Thanh Day Care, Inc.
- May May & Yan Yan's Family Day Care

- Boru Family Child Care
- Bright Minds Home Childcare
- Bright Start Family Home Child Care
- BrightSpark
- Busy Bee Childcare
- Causey's Learning Center
- Child Care For All
- Community School
- Cottage School
- Creative Kids
- Creciendo Juntos
- Denise Learning Center
- Denise Louie Education Center
- Discovery Child Care & Preschool
- Early Learning & Development Center
- Ebla Family Childcare
- El Centro de la Raza
- Fahima Home Day Care
- Fatah Child Care
- Fatax Home Child Care
- Fathiya Hassan
- FGH Corporation Yasmine Daycare
- Filsan Family Early Learning Program
- First Place
- Firststep Child Care Learning Center
- Grandmas Daycare LLC
- Growing Hearts Childcare
- Haggard-Nelson Child Care Resources Inc
- Hanan Family Daycare
- Happy Day Care
- Hayat Family Home Childcare
- Hidaya Family Child Care LLC
- Hinda Childcare
- Hoa Nguyen Home Daycare
- Hobyo One Childcare
- Maymun Home Childcare
- Miles of Smiles Family Child Care
- Minas Day Care
- Mona's Childcare LLC
- Moyale Home Family Childcare
- Muna Childcare
- Nasiib Family Child Care
- Nasri Family Child Care
- Nasteha Family Childcare
- Nesteho Child Care
- Nurturing Hands Daycare
- Paradise Family Home Childcare
- Playmates Daycare
- Radwaan Family Child Care
- Rahma Daycare
- Rahma Home Daycare
- Ram's Early Learning Program
- Ridwan Family Daycare
- Sabastian's Bilingual Preschool
- Salmaan Family Childcare
- Senait Family Home Child Care
- Small World Childcare
- Son Rise Child Care
- Suheila Childcare LLC
- Takaba Childcare
- Takawal Family Childcare LLC
- The Little Dreamers
- Tina Abdinoor Falestin daycare
- View Point Child Care
- Waliin In Home Childcare
- Weeble Peeple Day Care
- Yusra Home Day Care
- Zamzam’s Family Home Childcare
- Zhi Weng Ye
- Hormuud Home Family

Seattle Preschool Program Providers

- Anas Family Child Care
- Angels Nest Childcare
- Associated Recreation Council
- Aster Blossom Child Care
- Boru Family Child Care
- Chinese Information Service Center
- Community School of West Seattle
- Creative Kids
- Denise Louie
- Launch
- Le Jardin Day Care and Preschool
- Lovable Nest Child Care
- Nasri Family Child Care
- Northwest Center Kids
- Nurturing Hands Daycare
- Primm ABC Child Care
- Puget Sound Ed. Svc. Dist. Educare
- Refugee Women's Alliance

- El Centro - Jose Marti CDC at Beacon Pacific Village
- Experimental Education Unit UW
- First Place Preschool
- Hanan Family Daycare
- Hayat Family Home Childcare
- Hearing, Speech and Deaf Center
- Hilltop Children's Center
- Hormuud Home Family
- Hutch Kids Child Care
- Ilhan Home Day Care
- Iman Family Childcare
- Innsha Allah Family Childcare
- Jasmin Day Care
- KinderCare
- Kusum's Family Child Care
- La Escuelita Bilingual School
- Sabastian's Bilingual Preschool
- Salmaan Family Childcare
- SPS
- Seed of Life
- Senait Family Home Child Care
- Sound Child Care Solutions
- The Children's Center B.G. Gardens
- The Little Dreamers
- Tiny Tots
- United Indians of All Tribes
- Voices of Tomorrow
- Waliin In Home Childcare
- West African Community Council
- WorldKids
- YMCA

School Based Investments

- Beacon Hill Elementary School (ES)
- Aki Kurose Middle School (MS)
- Chief Sealth High School (HS)
- Cleveland HS
- Concord ES
- Dearborn Park ES
- Denny International MS
- Dunlap ES
- Emerson ES
- Franklin HS
- Interagency HS
- John Muir ES
- Kimball ES
- Leschi ES
- Lowell ES
- Madrona ES
- Martin Luther King Jr. ES
- Mercer MS
- Northgate ES
- Olympic Hills ES
- Rainier Beach HS
- Rising Star ES
- Robert Eagle Staff MS
- Sand Point ES
- Sanislo ES
- South Shore PK-8
- Thurgood Marshall ES
- Washington MS
- West Seattle ES
- Wing Luke ES

V.IV Evaluation Principles

The evaluation of FEPP investments will be guided by five core values framed as actions. Putting principles into action requires city staff to: (1) practice accountability, (2) support continuous quality improvement, (3) commit to asset-based indicators, (4) disaggregate data by subpopulations, and (5) promote good stewardship of public funds.

1. Practice Accountability: Evaluation activities will ensure that levy-funded activities are aligned with stated goals and produce measurable results. Departments will clearly define expectations, track progress toward outcomes, and report findings transparently to the Levy Oversight Committee, City Council, and the public. Accountability will be framed not only as compliance, but as a shared commitment to delivering meaningful improvements for Seattle's children and youth.
2. Support Continuous Quality Improvement: Evaluation activities will function as a tool for learning and improvement across the six-year levy. Monitoring and evaluation findings will be used to refine strategies, strengthen program implementation, and support providers in improving service quality. By generating timely and actionable insights, evaluation activities will help ensure that FEPP investments evolve in response to emerging needs and lessons learned.
3. Commit to Asset-Based Indicators: Evaluation activities will prioritize asset-based indicators that reflect strengths, progress, and positive development. Rather than focusing solely on deficits or gaps, measures will highlight student growth, resilience, achievement, and milestones toward long-term success. This approach aligns with the City's Race and Social Justice Initiative by recognizing and building upon the strengths of Seattle's communities.
4. Disaggregate Data by Subpopulations: To ensure student achievement is improving equitably across student population, data will be disaggregated by race, ethnicity, gender, income, language, disability status, and other relevant characteristics. This practice ensures that improvements are not masked by aggregate averages and allows City to identify and address disparities. Evaluation will examine whether levy investments are reducing persistent opportunity gaps.
5. Promote Good Stewardship of Public Funds: As stewards of public resources, City will use evaluation to ensure that levy investments are deployed effectively and efficiently. Evaluation findings will inform strategic decisions about scaling, refining, or discontinuing approaches based on evidence of impact. By linking funding decisions to measurable outcomes, City aims to increase public trust and ensure responsible use of levy dollars.

V.V Ready to Learn Domain Investment Details

This appendix provides additional details to guide service implementation for funded strategies within the Ready to Learn Domain.

Expanded Learning Opportunities

Academic Supports

Academic supports are targeted interventions that are designed to close learning gaps and increase student proficiency in English Language Arts (ELA) and math. Funded activities include high impact tutoring and extended instructional time. Supports can be delivered during the school day or out-of-school time (OST) such as afterschool, break camps, or summer.

High impact tutoring services include one-on-one or small group tutoring (maximum 6:1 student to tutor ratio). Services must be aligned to approved school curriculum and delivered by certificated teachers or trained tutors. Minimum frequency is three 30-minute sessions per week for 10 consecutive weeks; frequency may be modified for OST settings such as a break camp or summer program.

Extended instructional time includes large group or traditional classroom format instruction with student to educator ratio in alignment with SPS grade-level policies. Services must be aligned to core classroom curriculum and delivered by certificated teachers or trained tutors. Minimum frequency is 30 minutes per week. This activity supplements, and does not supplant, the provision of basic education as defined and funded by the state.

Enrichment Supports

Enrichment supports are targeted interventions that are designed to boost student engagement, attendance, physical and mental health so they are ready to learn, and achievement of levy goals. Supports can be delivered during the school day or OST. Enrichment programs may include, but are not limited to, mentoring, science, technology, engineering, math (STEM), arts and culture, sports and physical wellness, social emotional learning, civic engagement, youth leadership development programming, international experiential learning, college and career readiness activities, environmental education, and Community Learning Centers. These activities supplement, and do not supplant, the provision of basic education as defined and funded by the state.

Enrichment support funding will prioritize career-connected learning in alignment Ready to Launch investments. This includes, but is not limited to, exposure to trades and industry skills, information technology artificial intelligence, coding, software engineering, and computer programming. School-Based Investments require funded schools to provide after-school and summer enrichment with the frequency standards listed below. Other FEPP-funded services have flexibility to choose their implementation model at the specified frequency.

Integrated Supports

Integrated supports are targeted interventions that are designed to provide youth and families with supportive relationships and navigation assistance. Interventions may include, but are not limited to, mentoring and case management services. Case management services support students who are chronically absent and not yet meeting grade level learning standards. Service models include attendance case managers or school social workers that may serve up to 200 students annually per FTE or intensive family case management (such as Family Support Services) that may support a caseload of 20 students. Intensive family case management removes barriers to student learning through activities such as meeting students' basic needs, providing interventions to help students develop social,

emotional, and self-regulation skills, and creating connections to economic resources that help the student's family maintain stability. When students' basic needs are met, they are able to focus on learning and meeting academic goals. These investments are designed to help eliminate non-academic and socioeconomic barriers to educational achievement and career readiness.

Mentoring programs provide services such as structured case management, academic engagement support, leadership development, identity-affirming practices, and ongoing care coordination designed to improve attendance and academic outcomes for students. Services are delivered a minimum of 3 times per week and can occur during the school day or OST.

Active Family and Community Engagement

Family and community engagement consists of strategies and activities centered on school partnership with families in decision making and supporting students, as well as connecting families with needed services and supports. Interventions may include, but are not limited to, language access supports such as translation and interpretation, student-led conferences, and established frameworks like Family Co-Design, Dual Capacity Building, Academic Parent Teacher Teams (APTT).

Collaborative Leadership and Practices

Collaborative leadership and practices are essential to the success of School-Based Investments. These practices ensure school-community partnerships share common vision, communicate effectively, and have clear distribution of contracted partner responsibilities. This could include a temporary staff coordinator; staffing allocation would be proportionate to grant amount. The coordinator can be employed by SPS or a CBO. Duties may include:

- Primary liaison to City and responsible for the holistic implementation of the program model
- Member of school's Community Leadership Team
- Cultivates and manages school-CBO partnerships
- Coordinates community & family engagement activities
- Promotion of available services and student/family enrollment
- Data monitoring submission to City and use of data to improve student outcomes

School-Based Safety

Safe Passages

This program element places trusted adults from CBO staff along main routes to and from school grounds to foster safe environments. According to a Justice Department briefing, Safe Passage programs track locations with high volumes of students before and after school, and that may have seen previous violence. This element plays a key role in identifying emerging conflicts, preventing further escalations, and providing opportunities for de-escalation.

Conflict Mediation and Deescalation

This program element is a modification of Violence Interrupter strategies, with a specific focus on mediating conflict. According to the John Hopkins Bloomberg School for Public Health, violence Interrupters "are trained to interrupt cycles of retaliatory violence, help connect high risk individuals to social services, and change norms around using guns to solve conflict." The school-based conflict mediation efforts center on identifying emerging conflicts involving students, engaging those youth involved in a conflict, and de-escalating the conflict. Violence Interrupters are also charged with connecting students to case management support.

Case Management and Resource Navigation

Under the program model, case managers act as a resource for youth and assist their families. Case managers focus on meeting a wide range of needs to support the development of safe activities, relationships, and spaces for youth. If the case manager doesn't have direct access to a specific resource, they will connect the student and/or their family to other programs and resources to provide a tailored support plan.

Family Resource Fund

This fund is a flexible pool of funds available to students and their families at each school site selected by HSD and SPS for school-based safety measures. Family Resource Funds are intended to address a broad array of needs, ranging from basic needs support (utility or food support) to more flexible needs (yearbook or school activity costs). When a student's basic needs are met, they are able to focus on learning and meeting their academic goals. The Family Resource Fund is not intended to replace program-based participation incentives, like stipends, or be used to cover CBOs' direct program costs. Each situation is reviewed by SPS, HSD, and a contracted CBO who disperses funds to schools. These investments are designed to help eliminate non-academic and socioeconomic barriers to educational achievement and career readiness.

V.VI Abbreviations

Abbreviation	Full Meaning
CBO	Community-Based Organization
CCAP	Child Care Assistance Program
CCHP	Child Care Health Program
City	City of Seattle
CQI	Continuous quality improvement
DCHS	King County Department of Community and Human Services
DCYF	Washington State Department of Children, Youth, and Families
DEEL	Department of Education and Early Leaning
ECEAP	Washington State's Early Childhood Education and Assistance Program
ELO	Expanded Learning Opportunities
FCC	Family Child Care
FEPP	Families, Education, Preschool, and Promise Levy
HSD	Human Services Department
LOC	Levy Oversight Committee
NFP	Nurse Family Partnership
MST	Multisystemic Therapy
OSE	Office of Sustainability and Environment
OST	Out of School Time
Plan	Implementation and Evaluation Plan for the FEPP Levy
PHSKC	Public Health Seattle King County
RET	Racial Equity Toolkit
SMI	State Median Income
SPR	Department of Parks and Recreation
SBHC	School Based Health Center
Seattle Colleges	South Seattle College, Seattle Central College, and North Seattle College, and Seattle Colleges District
Seattle Promise	Seattle Promise Program
SPP	Seattle Preschool Program
SY	School Year
ToC	Theory of Change
UW	University of Washington
YPQA	Youth Program Quality Assessment

Marwaha
City Council
July 28, 2026
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Amendment A Version 1 to CB #121240 – FEPP Levy I&E

Plan Sponsor: Councilmember Saka

SPP Expansion Considerations

Effect: This amendment would require that when considering where to expand SPP slots, DEEL will consider geographic areas that have the highest concentration of families on the SPP waitlist, as well as areas of expansion that will help close the opportunity gap for those furthest from kindergarten readiness.

Amend Page 28 of Attachment 1 to CB 121240 by inserting the following:

Implementation Timeline

Seattle Preschool Program (SPP)

For school year 2026-2027, SPP providers in good standing with existing school year 2025-2026 agreements will continue to implement SPP. Planned expansion of SPP is as shown in Table 12 below. DEEL will conduct an annual process to identify new sites for SPP expansion, program models, dual language classrooms, and services as needed. When considering where to expand SPP slots, DEEL will consider equitable factors such as areas that have the highest concentration of families on the SPP waitlist, as well as areas of expansion that will help close the opportunity gap for those furthest from kindergarten readiness. DEEL will conduct site visits prior to contracting with new sites. DEEL shall report annually to the Levy Oversight Committee on mixed-delivery placement rates, recruitment activities for FCC providers, provider demographics, administrative barriers identified by participating FCC providers, and progress toward FCC inclusion in SPP.

Table 12. Expansion Targets

Target	2026-27	2027-28	2028-29	2029-30	2030-32	2031-32
School Year Seats	1,460	1,500	1,540	1,580	1,620	1,660
Full Year Seats	720	760	800	840	880	920
Extended Day Full Year Seats	420	440	460	480	500	520
Total SPP Seats*	**2,600**	**2,700**	**2,800**	**2,900**	**3,000**	**3,100**

*Planned expansion of Dual Language services will occur within the three SPP service models

File #: CB 121215, **Version:** 2

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The City of Seattle

Ordinance

Council Bill

An ordinance relating to Council land use decisions; amending Sections 23.76.050, 23.76.062, 25.05.070, 25.05.340, 25.05.455, 25.05.460. 25.05.502, and 25.05.680 of the Seattle Municipal Code to clarify processes for Council land use decisions.

Recitals:

In the past several years, Washington State has updated the State Environmental Policy Act (SEPA) to exempt from administrative appeals various types of local legislative actions.

Revised Code of Washington (RCW) 43.21C.075 allows local jurisdictions to decide whether to provide pre-decision administrative appeals of environmental determinations under SEPA.

The City of Seattle (City) has opted to use an administrative process to consider appeals of SEPA decisions, through the City's Hearing Examiner.

Many jurisdictions that have administrative appeals processes for SEPA decisions, including King County, Bellevue, Tacoma, and Everett, exempt SEPA procedural decisions for legislative actions from administrative appeals.

Washington State has adopted numerous statutes requiring timely updates to the City's land use regulations. The City has been in danger of missing deadlines to update its regulations due to additional time needed for administrative appeals of environmental documents.

The Seattle Hearing Examiner has dismissed administrative appeals of environmental documents on statutory grounds that administrative appeals are not allowed for certain types of regulatory changes, but the consideration of whether an appeal is permitted can take months or more to process.

SEPA does not require jurisdictions to allow administrative appeals of SEPA Determinations of Non-Significance or Environmental Impact Statements.

The Land Use Code requires the development of director's reports for Type IV and V Council land use decisions but does not contemplate Council-sponsored land use decisions.

This bill makes director's reports optional for Council-sponsored land use legislation.

This bill also removes from the Land Use Code the pre-decision SEPA appeals for legislation adopting or amending the Comprehensive Plan or development regulations. Therefore,

Be it ordained by The City of Seattle as follows:

Section 1. Section 23.76.050 of the Seattle Municipal Code, last amended by Ordinance 124919, is amended as follows:

23.76.050 Reports for Type IV and V Council land use decisions

A. Reports on Council land use decisions

1. Except for Type V Council land use decisions that are proposed by the Director of the Office of Planning and Community Development or the Council, the Director shall prepare a written report on Type IV and V decisions and any associated Type II decisions listed in subsections 23.76.006.C.2.c, 23.76.006.C.2.d, 23.76.006.C.2.f, and 23.76.006.C.2.g and SEPA decisions integrated with such Type II decisions as set forth in subsection 23.76.006.C.2.l.

2. For Type V Council land use decisions proposed by the Director of the Office of Planning and Community Development, the Director of the Office of Planning and Community Development shall prepare the report required under this Section 23.76.050. ((~~For purposes of this Section 23.76.050 the word "Director" refers to the Director of the Seattle Department of Construction and Inspections or the Director of the Office of Planning and Community Development that is responsible for preparation of the report required by this section.~~))

3. For Type V Council land use decisions proposed by the Council, any Councilmember may request that the Director, or the Director of the Office of Planning and Community Development prepare a report under this Section 23.76.050.

B. The Director's report for Type IV and V Council land use decisions other than those listed in subsection 23.76.050.C shall include:

1. The written recommendations or comments of any affected City departments and other governmental agencies having an interest in the application or request;

2. Responses to written comments from the public;

3. An evaluation of the proposal based on the standards and criteria for the approval sought and consistency with applicable City policies;

4. All environmental documentation, including any checklist, EIS, or DNS; and

5. The Director's recommendation to approve, approve with conditions, or deny a proposal.

C. For adoption of the Comprehensive Plan, Comprehensive Plan amendments, Land Use Code amendments, area-wide amendments to the Official Land Use Map, and ((~~Planned Action Ordinances~~)) planned action ordinances, the Director's report shall include:

1. An evaluation of the proposal based on the standards and criteria for the approval sought and consistency with applicable City policies;

2. ((~~a~~)) A summary of the public notice and outreach efforts undertaken to evaluate the proposal;

3. All environmental documentation, including any checklist, EIS, or threshold determination; and

((~~3.~~)) 4. The Director's recommendation to approve or reject a proposal.

D. ((~~A DNS or the Director's determination that an EIS is adequate shall be subject to appeal pursuant to the procedures in subsection C of Section 23.76.022.~~

~~E.~~)) For Type IV ((~~Decisions~~)) decisions, the Director's report shall be submitted to the Hearing Examiner and filed with the City Clerk on the same date the notice of availability of the Director's report is given pursuant to Section 23.76.052. The Director's report shall be made available for public inspection at least 21 days prior to the Hearing Examiner's open record predecision public hearing described in Section 23.76.052.

((~~F.~~)) G. For Type V Council land use decisions not proposed by the Council, the Director's report shall be submitted to the Council ((~~and shall be made available to the public~~)) at least 15 days before the Council hearing

described in Section 23.76.062. When a Councilmember requests a Director's report under subsection 23.76.050.A.3, the Director should attempt to provide the report to the Council at least 15 days before the Council hearing described in Section 23.76.062. All Director's reports shall be made available to the public upon submission to the Council. The Council may act on a Type V land use decision even if the Council-requested Director's report is untimely or not provided to Council and the public.

Section 2. Section 23.76.062 of the Seattle Municipal Code, last amended by Ordinance 123913, is amended as follows:

23.76.062 Type V Council land use decisions

* * *

D. Council ((~~Decision~~)) decision. In making a Type V Council land use decision, the Council shall consider the oral and written testimony presented at the public hearing, as well as any required report of the Director. ((~~The City Council shall not act on any Type V Council land use decision until the end of the appeal period for any applicable determination of nonsignificance (DNS) or final EIS or, if an appeal is filed, until the Hearing Examiner issues a decision affirming the Director's DNS or EIS decision.~~))

Section 3. Section 25.05.070 of the Seattle Municipal Code, last amended by Ordinance 125964, is amended as follows:

25.05.070 Limitations on actions during SEPA process

* * *

B. In addition, certain DNS's require a 14-day period prior to agency action (((~~subsection 25.05.340.B~~))), and FEIS's require a seven day period prior to agency action (((~~subsection 25.05.460.E~~))). DNS's and FEIS's that are exempt from administrative appeal to the Seattle Hearing Examiner pursuant to subsection 25.05.680.F require a 30-day period prior to agency action.

* * *

Section 4. Section 25.05.340 of the Seattle Municipal Code, last amended by Ordinance 119096, is amended as follows:

* * *

B. When a DNS is issued for any of the proposals listed in subsection 25.05.340.B.1 ((~~of this section~~)), the requirements in this subsection shall be met. The requirements of this subsection do not apply to a DNS issued when the

early review DNS process in Section 25.05.355 is used.

1. An agency shall not act upon a proposal for ((~~fourteen (~~))14((~~)~~)) days after the date of issuance of a DNS if the proposal involves:

a. Another agency with jurisdiction;

b. Demolition of any structure or facility not exempted by ((~~Section~~)) subsection 25.05.800.B.6 (exempt construction other than historic) or Section 25.05.880 (Emergencies);

c. Issuance of clearing or grading permits not exempted in Subchapter IX of these rules;

d. A DNS under ((~~Section~~)) subsection 25.05.350.B, ((~~Section~~)) subsection 25.05.350.C (mitigated DNS), or ((~~Section~~)) subsection 25.05.360.D (withdrawn DS); or

e. A Growth Management Act (GMA) action, except that, when a DNS is exempt from administrative appeal to the Seattle Hearing Examiner pursuant to subsection 25.05.680.F, agencies shall not act on the underlying proposal for at least 30 days after issuance of the DNS.

2. The responsible official shall send the DNS and environmental checklist to agencies with jurisdiction, the Department of Ecology, and affected tribes, the SEPA Public Information Center, and each local agency or political subdivision whose public services would be changed as a result of implementation of the proposal, and shall give notice under Section 25.05.510.

3. Any person, affected tribe, or agency may submit comments to the lead agency within 14 days of the date of issuance of the DNS.

4. The date of issue for the DNS is the date the DNS is sent to the Department of Ecology and agencies with jurisdiction and the SEPA Public Information Center and is made publicly available.

5. An agency with jurisdiction may assume lead agency status only within this 14-day period (Section 25.05.948).

6. The responsible official shall reconsider the DNS based on timely comments and may retain or modify the DNS or, if the responsible official determines that significant adverse impacts are likely, withdraw the DNS or supporting documents. When a DNS is modified, the lead agency shall send the modified DNS to agencies with jurisdiction.

* * *

Section 5. Section 25.05.455 of the Seattle Municipal Code, last amended by Ordinance 114057, is amended as

follows:

25.05.455 Issuance of DEIS

* * *

G.

1. Upon request, the lead agency may grant an extension of up to 15 days to the comment period. Agencies and the public must request any extension before the end of the comment period.

2. For an EIS that is exempt from administrative appeal to the Seattle Hearing Examiner pursuant to subsection 25.05.680.F, the lead agency shall extend the comment period for 15 days.

* * *

Section 6. Section 25.05.460 of the Seattle Municipal Code, last amended by Ordinance 114057, is amended as follows:

25.05.460 Issuance of FEIS

* * *

E. Agencies shall not act on a proposal for which an EIS has been required prior to seven days after issuance of the EIS, except that, for an EIS that is exempt from administrative appeal to the Seattle Hearing Examiner pursuant to subsection 25.05.680.F, agencies shall not act on the underlying proposal for at least 30 days after issuance of the EIS.

* * *

Section 7. Section 25.05.502 of the Seattle Municipal Code, last amended by Ordinance 119096, is amended as follows:

25.05.502 Inviting comment

* * *

E. DEIS

1. Agencies shall invite comments on and circulate DEIS's as required by Section 25.05.455.

2. The commenting period shall be ((~~30 days unless extended by the lead agency under~~)) as required by Section 25.05.455.

3. Agencies shall comment and respond as stated in this Subchapter V. This meets the Act's formal consultation and comment requirement in RCW 43.21C.030(2)(d).

* * *

Section 8. Section 25.05.680 of the Seattle Municipal Code, last amended by Ordinance 126685, is amended as follows:

25.05.680 Appeals

* * *

F. ((~~RCW 36.70A.070, 36.70A.600 and 43.21C.495 exempt certain Council land use actions from administrative or judicial appeals, except as provided in subsection 25.05.680.G. Environmental documents and Council land use actions intended to be exempt from SEPA appeals pursuant to RCW 43.21C.495 should so state.~~)) There is no administrative appeal to the Hearing Examiner of a SEPA threshold determination or the adequacy of an EIS associated with any proposed Comprehensive Plan or development regulation, whether new or amended.

This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council and signed in open session in authentication of its passage on .

President of the City Council
on .

Katie B. Wilson, Mayor

Attested on .

Scheereen Dedman, City Clerk

Seal

Summary and Fiscal Note

1. Legislation Summary

Department: Seattle City Council

Title: An ordinance relating to Council land use decisions; amending Sections 23.76.050, 23.76.062, and 25.05.680 of the Seattle Municipal Code to clarify processes for Council land use decisions.

Background: This bill amends the Land Use Code, Title 23 of the Seattle Municipal Code (SMC), and the City's State Environmental Policy Act Regulations (SMC Chapter 25.05) to streamline requirements for Type V legislation actions. Type V actions are land use approvals, such as land use code text amendments and area-wide rezones. The bill would 1) exempt Council-generated Type V land use decisions from the requirement that there be a Director's Report on the Council-generated legislation but would provide an option for Councilmembers to request a report; 2) remove redundant cross-references; and 3) exempt environmental threshold determinations and EISs associated with Comprehensive Plan amendments or development regulations from appeals to the Seattle Hearing Examiner.

Council Amendments: At its July 15 meeting, the City Council's Land Use and Sustainability Committee voted to approve the legislation with one amendment. That amendment adds an extended for longer comment periods for Draft EISs and Supplemental EISs and delays final action on proposals that would be exempt from appeal.

Summary Attachments: None

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2. Capital Improvement Program (CIP)

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

☐ Yes

☒ No

a. CIP Project Name:
b. Master Project ID:
c. Project Location:
d. Start Date:
e. End Date:
f. Total Project Cost Through 2030:

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3. Summary of Financial Implications

Does this legislation have financial impacts to the City?

☒ Yes

☐ No

3d. Other Financial Impacts

a. Does this legislation create any other financial impacts for The City of Seattle, such as direct or indirect costs, one-time or ongoing, that aren't mentioned above? If yes, please explain these impacts.

SEPA appeals of legislative proposals are rare but can take significant time by staff in the Office of the City Attorney (OCA), the Seattle Department of Construction and Inspections (SDCI), the Office of Hearing Examiner (OHE), and the Office of

Planning and Community Development (OPCD). Because these appeals are rare, and each requires a unique amount of time and effort, it is difficult to quantify the savings that would be achieved through this amendment. Additionally, savings would be seen across the departments listed above in terms of staff's ability to focus on other projects, rather than spending time defending their decisions.

b. If the legislation has costs that can be covered within the current budget, explain how. Does the department have extra resources in its budget to handle these costs? Or does the department need to shift resources away from other work to handle these costs?

Not applicable

c. What financial costs or other impacts might happen if this legislation is not implemented?

The legislation would likely reduce the staff hours required for review and defense of legislation.

d. How might this legislation affect other City departments besides the one that proposed it?

As noted above, the proposed legislation would reduce the workload of staff in the OCA, SDCI, OHE, and OPCD. Staff would have more time to support other projects.

---

4. Other Impacts

a. Does this legislation require a public hearing?

☒ Yes

☒ No

b. Does this legislation require a notice to be published in The Daily Journal of Commerce and/or The Seattle Times?

☒ Yes

☒ No

c. Does this legislation affect a piece of property?

No

d. Race and Social Justice Initiative impacts:

1. How does this legislation affect vulnerable or historically disadvantaged communities? How did you come to this conclusion? Please consider both impacts within City government (like employees and internal programs) and in the broader community.

It has been alleged that appeals have been filed in order to slow Council consideration of legislation that was intended to support the development of affordable housing and housing affordable to a range of income levels. The bill would align Seattle's regulations with State law that states that there are no appeals of regulations intended to support affordable housing.

2. Please attach any Racial Equity Toolkits or other racial equity analyses used to develop or assess this legislation.

None

3. What is the Language Access Plan for communicating with the public about this legislation?

SDCI provides translations of changes to the code on its website.

e. Climate change impacts:

1. Emissions: Will this legislation significantly increase or decrease carbon emissions? Attach any studies or materials that inform your answer.

No

2. Resiliency: Will this legislation make Seattle more or less able to adapt to climate change? If it reduces resiliency, explain what can be done to lessen the impact.

Not applicable

f. If this legislation creates a new program or expands an existing one, what are the long-term, measurable goals? How will this legislation help achieve those goals? What methods will be used to track progress?

Not applicable

g. Does this legislation create a non-utility CIP that involves shared funding with a non-City partner or organization?

No

Lish Whitson
Land Use and Sustainability Committee
July 15, 2026
D#1
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Amendment A Version #1 to CB 121215 LEG SEPA Appeals ORD

Sponsor: Council President Hollingsworth

Require publication of a reader-friendly summary of EISs

Effect: Council Bill (CB) 121215 would amend the City's regulations implementing the State Environmental Policy Act (SEPA) and would require that Council receive environmental review documents. This amendment would require that a short and accessible summary of the key findings of the environmental review be provided as well.

1. Amend Section 1 of Council Bill 121215, as follows:

Section 1. Section 23.76.050 of the Seattle Municipal Code, last amended by Ordinance 124919, is amended as follows:

23.76.050 Reports for Type IV and V Council land use decisions

*** * ***

C. For adoption of the Comprehensive Plan, Comprehensive Plan amendments, Land Use Code amendments, area-wide amendments to the Official Land Use Map, and ((~~Planned Action Ordinances~~)) planned action ordinances, the Director's report shall include:

1. An evaluation of the proposal based on the standards and criteria for the approval sought and consistency with applicable City policies;

2. ((~~a~~)) A summary of the public notice and outreach efforts undertaken to evaluate the proposal;

3. All environmental documentation, including any checklist, EIS, or threshold determination;

4. A summary of any EIS, Supplemental EIS, or Addendum to an EIS, no more than 10 pages long, in accessible formats, and written in plain language, describing impacts of the legislation and mitigation measures identified in the EIS; and

((~~3.~~)) ~~4.~~ 5. The Director's recommendation to approve or reject a proposal.

* * *

Lish Whitson
City Council
July 27, 2026
D#2a
Screen Reader Users: Make sure settings include reading strikethrough and underline font attributes.

Amendment B Version #1 to CB 121215 LEG SEPA Appeals ORD

Sponsor: Councilmember Saka

Retain SEPA Hearing Examiner appeals, but prioritize them and shorten the timeline for considering appeals

Effect: This amendment would amend Council Bill (CB) 121215 to retain opportunities for appeals of Determinations of Non-significance (DNS) and Environmental Impact Statements (EIS). It would also (1) require that the Seattle Hearing Examiner expedite review of SEPA appeals for actions that include housing-related Comprehensive Plan amendments or development regulations and (2) shorten the amount of time that the Hearing Examiner can consider an appeal from 120 days to 90 days. Over the last five years, the Hearing Examiner has considered an average of 924 cases, the vast majority of which involve citation enforcement actions. Of those actions, SEPA-only appeals have averaged four a year.

The City's SEPA regulations currently states that all appeals "associated with a Council land use decision," the Hearing Examiner should publish a determination on the merits of the appeal within 120 days. The Hearing Examiner is granted the ability to extend that time by 30 days, and if all parties agree the timeline can be further extended.

Most other appeals must be decided within 90 days of filing. Council land use decisions are granted more time given the general complexity of the environmental review and the volume of documents generally associated with the review. This amendment limits all appeals to 90 days.

This amendment would seek to reduce the amount of time appeals take, rather than remove the opportunity for appeal, by both prioritizing appeals at the Hearing Examiner and requiring that appeals be heard within 90 days.

According to the Hearing Examiner's annual report, SEPA appeals "are some of the most complex matters handled by the Hearing Examiner, as they often involve multiple parties, complicated facts, substantial controversy, several days for hearings and considerable time for research, review, and decision-writing." This amendment aims to prioritize these types of appeals over other types of cases that the Hearing Examiner receives.

Because a SEPA appeal often involves discovery, motions back and forth between the parties, multiple witnesses on both sides of the appeal, and other activities common to a contested case hearing, prioritizing the hearing may not significantly speed up appeals. For example, a hearing filed in May 2026 includes a six-month hearing schedule that includes at least four months of activities performed by the parties to the appeal, including motions to intervene, production of documents, filing of motions and replies, and development and rebuttal of witness and exhibit lists.

1. Amend the title of CB 121215 as follows:

An ordinance relating to Council land use decisions; amending Sections 3.02.090,

23.76.062, 25.05.070, 25.05.340, 25.05.455, 25.05.460. 25.05.502, and

25.05.680 of the Seattle Municipal Code to clarify processes for Council land use decisions.

2. Add a new Section 1 to CB 121215, and renumber subsequent sections, as follows:

Section 1. Section 3.02.090 of the Seattle Municipal Code, last amended by Ordinance 123899, is amended as follows:

3.02.090 Hearings in contested cases

* * *

M. Every party shall have the right of cross-examination of witnesses who testify, and shall have the right to submit rebuttal evidence.

N. The Hearing Examiner shall prioritize scheduling of contested case hearings regarding the adequacy of Environmental Impact Statements and Determinations of Non-Significance for actions, including new or amended Comprehensive Plans or new or amended development regulations, that would facilitate the development of housing over other cases.

3. Amend Sections 3 through 6 of Council Bill 121215 to remove references to subsection 25.05.680.F of the Seattle Municipal Code, as follows:

Section 3. Section 25.05.070 of the Seattle Municipal Code, last amended by Ordinance 125964, is amended as follows:

25.05.070 Limitations on actions during SEPA process

* * *

B. In addition, certain DNS's require a 14-day period prior to agency action ((~~(subsection 25.05.340.B)~~)), and FEIS's require a seven day period prior to agency action ((~~(subsection 25.05.460.E)~~)). ~~DNS's and FEIS's that are exempt from administrative appeal to the Seattle~~

~~Hearing Examiner pursuant to subsection 25.05.680.F require a 30-day period prior to agency action.~~

Section 4. Section 25.05.340 of the Seattle Municipal Code, last amended by Ordinance 119096, is amended as follows:

* * *

B. When a DNS is issued for any of the proposals listed in subsection 25.05.340.B.1 ((~~of this section~~)), the requirements in this subsection shall be met. The requirements of this subsection do not apply to a DNS issued when the early review DNS process in Section 25.05.355 is used.

1. An agency shall not act upon a proposal for ((~~fourteen (~~))14((~~)~~)) days after the date of issuance of a DNS if the proposal involves:

a. Another agency with jurisdiction;

b. Demolition of any structure or facility not exempted by ((~~Section~~)) subsection 25.05.800.B.6 (exempt construction other than historic) or Section 25.05.880 (Emergencies);

c. Issuance of clearing or grading permits not exempted in Subchapter IX of these rules;

d. A DNS under ((~~Section~~)) subsection 25.05.350.B, ((~~Section~~)) subsection 25.05.350.C (mitigated DNS), or ((~~Section~~)) subsection 25.05.360.D (withdrawn DS); or

e. A Growth Management Act (GMA) action~~, except that, when a DNS is exempt from administrative appeal to the Seattle Hearing Examiner pursuant to~~

~~subsection 25.05.680.F, agencies shall not act on the underlying proposal for at least 30 days after issuance of the DNS~~.

2. The responsible official shall send the DNS and environmental checklist to agencies with jurisdiction, the Department of Ecology, and affected tribes, the SEPA Public Information Center, and each local agency or political subdivision whose public services would be changed as a result of implementation of the proposal, and shall give notice under Section 25.05.510.

3. Any person, affected tribe, or agency may submit comments to the lead agency within 14 days of the date of issuance of the DNS.

4. The date of issue for the DNS is the date the DNS is sent to the Department of Ecology and agencies with jurisdiction and the SEPA Public Information Center and is made publicly available.

5. An agency with jurisdiction may assume lead agency status only within this 14-day period (Section 25.05.948).

6. The responsible official shall reconsider the DNS based on timely comments and may retain or modify the DNS or, if the responsible official determines that significant adverse impacts are likely, withdraw the DNS or supporting documents. When a DNS is modified, the lead agency shall send the modified DNS to agencies with jurisdiction.

* * *

Section 5. Section 25.05.455 of the Seattle Municipal Code, last amended by Ordinance 114057, is amended as follows:

25.05.455 Issuance of DEIS

* * *

G.

~~1.~~ Upon request, the lead agency may grant an extension of up to 15 days to the comment period. Agencies and the public must request any extension before the end of the comment period.

~~2. For an EIS that is exempt from administrative appeal to the Seattle Hearing Examiner pursuant to subsection 25.05.680.F, the lead agency shall extend the comment period for 15 days.~~

* * *

Section 6. Section 25.05.460 of the Seattle Municipal Code, last amended by Ordinance 114057, is amended as follows:

25.05.460 Issuance of FEIS

* * *

E. Agencies shall not act on a proposal for which an EIS has been required prior to seven days after issuance of the EIS~~, except that, for an EIS that is exempt from administrative appeal to the Seattle Hearing Examiner pursuant to subsection 25.05.680.F, agencies shall not act on the underlying proposal for at least 30 days after issuance of the EIS~~.

3. Amend Section 8 of Council Bill (CB) 121215, to amend subsection 25.05.680.A.3 and remove edits to subsection 25.05.680.F as follows:

Section 8. Section 25.05.680 of the Seattle Municipal Code, last amended by Ordinance 126685, is amended as follows:

25.05.680 Appeals

Appeal provisions in SEPA are found in RCW 43.21C.060, 43.21C.075, 43.21C.080, 43.21C.420, 43.21C.495, and 43.21C.501, and WAC 197-11-680. The following provisions attempt to construe and interpret the statutory and administrative rule provisions. In the event a court determines that code provisions are inconsistent with statutory provisions or administrative rule, or with the framework and policy of SEPA, the statute or rule will control. Persons considering either administrative or judicial appeal of any decision that involves SEPA are advised to read the statutory and rule sections cited above.

A. Master Use Permits and Council land use decisions

1. For proposals requiring a Master Use Permit under Chapter 23.76 for which the Seattle Department of Construction and Inspections or a non-City agency is the lead agency, SEPA appeal procedures shall be as provided in Chapter 23.76, except as described in subsection 25.05.680.A.3.

2. For proposals requiring Master Use Permits or Council land use decisions for which a City department other than the Seattle Department of Construction and Inspections is lead agency and is a project proponent or is funding a project and where the City department chooses to conduct SEPA review prior to submitting an application for the Master Use Permit or Council land use decision:

a. The following agency environmental determinations shall be subject to appeal to the Hearing Examiner by any interested person as provided in this subsection 25.05.680.A.2:

1) Determination of Nonsignificance (DNS);

2) Adequacy of the Final EIS as filed in the SEPA Public Information Center.

b. An appeal shall be commenced by filing of a notice of appeal with the Office of the Hearing Examiner no later than 5 p.m. the fourteenth day following the filing of the decision in the SEPA Public Information Center or publication of the decision in the City official newspaper, whichever is later; provided that when a 14 day DNS comment period is required pursuant to this Chapter 25.05, appeals may be filed no later than the twenty-first day following such filing or publication. The appeal notice shall set forth in a clear and concise manner the alleged errors in the decision. Upon timely notice of appeal the Hearing Examiner shall set a date for hearing and send notice to the parties. Filing fees for appeals to the Hearing Examiner are established in Section 3.02.125.

3. For all appeals associated with Master Use Permits ((~~that do not require a~~)) or Council land use ((~~decision~~)) decisions, the Hearing Examiner shall complete the appeal process, including a determination on the merits within 90 days of the date the appeal was filed. ((~~For all appeals associated with a Council land use decision, the Hearing Examiner shall complete the appeal process, including a determination on the merits within 120 days of the date the appeal was filed.~~)) The Hearing Examiner may extend the deadline by 30 days upon written notice and explanation of the need to extend the deadline to the parties. The Hearing Examiner may further extend the deadline only upon the consent of all parties.

4. Failure to complete the hearing process within the times stated in this Section 25.05.680 shall not terminate the jurisdiction of the Hearing Examiner nor create any basis for damages.

B. Decisions not related to Master Use Permits or Council land use decisions

1. The following agency decisions on proposals not requiring a Master Use Permit shall be subject to appeal to the Hearing Examiner by any interested person as provided in this subsection 25.05.680.B:

a. Determination of Nonsignificance;

b. Adequacy of the final EIS as filed in the SEPA Public Information Center.

Notice of all decisions described in this subsection 25.05.680.B.1 shall be filed promptly by the responsible official in the City's SEPA Public Information Center.

2. An appeal shall be commenced by the filing of a notice of appeal with the office of the Hearing Examiner no later than the fifteenth day following the filing of the decision in the SEPA Public Information Center or publication of the decision in the City official newspaper, whichever is later; provided that when a 14 day DNS comment period is required pursuant to this Chapter 25.05, appeals may be filed no later than the twenty-first day following such filing or publication. The appeal notice shall set forth in a clear and concise manner the alleged errors in the decision.

3. Upon timely notice of appeal the Hearing Examiner shall set a date for hearing and send notice to the parties. ((~~For project actions, the~~)) The Hearing Examiner shall complete the appeal process, including a determination on the merits of

the appeal within 90 days of the date the appeal was filed. ((~~For nonproject actions, the Hearing Examiner shall complete the appeal process, including a determination on the merits of the appeal within 120 days of the date the appeal was filed.~~)) The Hearing Examiner may extend the deadline by 30 days upon written notice and explanation of the need to extend the deadline to the parties. The Hearing Examiner may further extend the deadline only upon the consent of all parties. Failure to complete the hearing process within the times stated in this section shall not terminate the jurisdiction of the Hearing Examiner.

4. Filing fees for appeals to the Hearing Examiner are established in Section 3.02.125.

5. Appeals shall be considered de novo and limited to the issues cited in the notice of appeal. Appeals must be based on the procedures of this Chapter 25.05 and the specific environmental policies in Section 25.05.675. The determination appealed from shall be accorded substantial weight and the burden of establishing the contrary shall be upon the appealing party. The Hearing Examiner shall have authority to affirm or reverse the administrative decisions below, to remand cases to the appropriate department with directions for further proceedings, and to grant other appropriate relief in the circumstances.

6. The Hearing Examiner is authorized to promulgate rules and procedures to implement the provisions of this Section 25.05. The rules shall be promulgated pursuant to Chapter 3.02.

7. If the agency has made a decision on a proposed action, the Hearing Examiner shall consolidate any allowed appeals of procedural and substantive

determinations under SEPA with any hearing or appeal on the underlying City action. For example, an appeal of the adequacy of an EIS must be consolidated with a hearing or appeal on the agency's decision or recommendation on the proposed action, if both proceedings are allowed by ordinance.

* * *

~~F. ((RCW 36.70A.070, 36.70A.600 and 43.21C.495 exempt certain Council land use actions from administrative or judicial appeals, except as provided in subsection 25.05.680.G. Environmental documents and Council land use actions intended to be exempt from SEPA appeals pursuant to RCW 43.21C.495 should so state.))~~ ~~There is no administrative appeal to the Hearing Examiner of a SEPA threshold determination or the adequacy of an EIS associated with any proposed Comprehensive Plan or development regulation, whether new or amended.~~

Lish Whitson
City Council
July 23, 2026
D#2
Screen Reader Users: Make sure settings include reading strikethrough and underline font attributes.

Amendment D Version #1 to CB 121215 LEG SEPA Appeals ORD

Sponsor: Councilmember Lin

Require hearings cover environmental documents

Effect: Council Bill (CB) 121215 would amend the City's regulations implementing the State Environmental Policy Act (SEPA) and would exempt some environmental decisions from appeals to the Seattle Hearing Examiner. This amendment would add recitals to the CB recognizing that a public hearing must be open to consideration of environmental impacts of a proposal; that a public hearing must held on every issued draft EIS; and that the lead agency must consider and respond to comments on the draft EIS. It would also clarify that any Council hearing on land use legislation must include any environmental documents.

1. Amend the recitals to CB 121215 as follows:

* * *

SEPA does not require jurisdictions to allow administrative appeals of SEPA Determinations of Non-Significance or Environmental Impact Statements.

Seattle Municipal Code (SMC) section 25.05.535 mandates that a required public hearing on a proposal "be open to consideration of the environmental impact of the proposal, together with any environmental document that is available."

SMC section 25.05.535 also requires a public hearing on every draft EIS.

SMC section 25.05.560 requires the final EIS to include all comments received on the draft EIS .

SMC section 25.05.560 requires that the lead agency respond to all substantive comments on the proposal by: modifying alternatives: developing new alternatives: supplementing, improving or modifying the analysis; making factual corrections; or explaining why the comments do not warrant further response citing the sources, authorities, or reasons that support that finding.

The Land Use Code requires director's reports for Type IV and V Council land use decisions but does not clearly contemplate reports for Council-sponsored land use decisions.

* * *

2. Amend Section 2 to CB 121215, to amend subsection 23.76.062.B. as follows:

Section XX. Section 23.76.062 of the Seattle Municipal Code, last amended by Ordinance 123913, is amended as follows:

23.76.062 Type V Council land use decisions

* * *

B. Public Hearing. The Council shall conduct a public hearing for each Type V Council land use decision, including any related environmental determinations and documents, except that no public hearing is required for an emergency amendment to the text of the Land Use Code. The Council may also appoint a hearing officer to conduct an additional fact-finding hearing to assist the Council in gathering information. Any hearing officer so appointed shall transmit written Findings of Fact to the Council within ten days of the additional hearing.

* * *

D. Council ((~~Decision~~)) decision. In making a Type V Council land use decision, the Council shall consider the oral and written testimony presented at the public hearing, as well as any required report of the Director. ((~~The City Council shall not act on any Type V Council land use decision until the end of the appeal period for any applicable determination of nonsignificance (DNS) or final EIS or, if an appeal is filed,~~

~~until the Hearing Examiner issues a decision affirming the Director's DNS or EIS decision.~~))

Lish Whitson
City Council
July 27, 2026
D#1a
Screen Reader Users: Make sure settings include reading strikethrough and underline font attributes.

Amendment E Version #1 to CB 121215 LEG SEPA Appeals ORD

Sponsor: Councilmember Lin

Provide Staff reports for Type V Decisions

Effect: Council Bill (CB) 121215 would amend the City's regulations regarding reports for Type V land use decisions, to remove the requirement that SDCI prepare reports for Council-generated land use legislation. This amendment would instead require that a staff report be provided.

Amend Section 1 to Council Bill 121215, as follows:

Section 1. Section 23.76.050 of the Seattle Municipal Code, last amended by Ordinance 124919, is amended as follows:

23.76.050 Reports for Type IV and V Council land use decisions

A. Reports on Council land use decisions

1. Except for Type V Council land use decisions that are proposed by the Director of the Office of Planning and Community Development or the Council, the Director shall prepare a written report on Type IV and V decisions and any associated Type II decisions listed in subsections 23.76.006.C.2.c, 23.76.006.C.2.d, 23.76.006.C.2.f, and 23.76.006.C.2.g and SEPA decisions integrated with such Type II decisions as set forth in subsection 23.76.006.C.2.l.

2. For Type V Council land use decisions proposed by the Director of the Office of Planning and Community Development, the Director of the Office of Planning and Community Development shall prepare the report required under this Section 23.76.050. ((~~For purposes of this Section 23.76.050 the word "Director" refers to the Director of the Seattle Department of Construction and Inspections or the Director of the Office of Planning and Community Development that is responsible for preparation of the report required by this section.~~))

3. For Type V Council land use decisions proposed by the Council((~~, any~~)):

a. Any Councilmember may request that the Director, or the Director of the Office of Planning and Community Development, prepare a report under this Section 23.76.050.

b. Council Central Staff shall prepare a report as described in subsection 23.76.050.D.

B. The Director's report for Type IV and V Council land use decisions other than those listed in ~~subsection~~ subsections 23.76.050.C and 23.76.050.D shall include:

1. The written recommendations or comments of any affected City departments and other governmental agencies having an interest in the application or request;

2. Responses to written comments from the public;

3. An evaluation of the proposal based on the standards and criteria for the approval sought and consistency with applicable City policies;

4. All environmental documentation, including any checklist, EIS, or DNS; and

5. The Director's recommendation to approve, approve with conditions, or deny a proposal.

C. For adoption of the Comprehensive Plan, Comprehensive Plan amendments, Land Use Code amendments, area-wide amendments to the Official Land Use Map, and ((~~Planned Action Ordinances~~)) planned action ordinances, the Director's report shall include:

1. An evaluation of the proposal based on the standards and criteria for the approval sought and consistency with applicable City policies;

2. ((~~a~~)) A summary of the public notice and outreach efforts undertaken to evaluate the proposal;

3. All environmental documentation, including any checklist, EIS, or threshold determination; and

((~~3.~~)) 4. The Director's recommendation to approve or reject a proposal.

D. For proposals from the Council to adopt the Comprehensive Plan, Comprehensive Plan amendments, Land Use Code amendments, area-wide amendments to the Official Land Use Map, and planned action ordinances, Council Central Staff shall prepare a report that includes:

1. A summary of the proposal based on the standards and criteria for the approval sought and consistency with applicable City policies;

2. A summary of the public notice efforts undertaken related to the proposal; and

3. Any environmental documentation prepared, including any checklist, EIS or threshold determination. ((~~A DNS or the Director's determination that an EIS is adequate shall be subject to appeal pursuant to the procedures in subsection C of Section 23.76.022.~~

E.)) For Type IV ((~~Decisions~~)) decisions, the Director's report shall be submitted to the Hearing Examiner and filed with the City Clerk on the same date the notice of availability of the Director's report is given pursuant to Section 23.76.052. The Director's report shall be made available for public inspection at least 21 days prior to the Hearing Examiner's open record predecision public hearing described in Section 23.76.052.

((F.)) ~~G.~~ For Type V Council land use decisions not proposed by the Council, the Director's report shall be submitted to the Council ((~~and shall be made available to the public~~)) at least 15 days before the Council hearing described in Section 23.76.062. When a Councilmember requests a Director's report under subsection 23.76.050.A.3, the Director should attempt to provide the report to the Council at least 15 days before the Council hearing described in Section 23.76.062. All Director's reports shall be made available to the public upon submission to the Council. The Council may act on a Type V land use decision even if the Council-requested Director's report is untimely or not provided to Council and the public.

Lish Whitson
City Council
July 27, 2026
D#2
Screen Reader Users: Make sure settings include reading strikethrough and underline font attributes.

Amendment F Version #1 to CB 121215 LEG SEPA Appeals ORD

Sponsor: Councilmember Kettle

Report on a SEPA rulebook

Effect: This amendment would request that City departments develop a proposal to create a SEPA rulebook that could provide consistency and trust in SEPA analyses.

Add a recital to Council Bill (CB) 121215 as follows:

* * *

The Seattle Hearing Examiner has dismissed administrative appeals of environmental documents on statutory grounds that administrative appeals are not allowed for certain types of regulatory changes, but the consideration of whether an appeal is permitted can take months or more to process.

SEPA does not require jurisdictions to allow administrative appeals of SEPA Determinations of Non-Significance or Environmental Impact Statements.

The State of California has developed guidance for specific topics to guide analysis of impacts under the California Environmental Quality Act (CEQA).

The City of New York has developed a technical manual to guide analysis of proposals under the City Environmental Quality Review.

Unlike some states, like California, or cities, like New York City, neither Washington State nor the City of Seattle have developed detailed guidance on how SEPA analysis should be performed, resulting in each environmental impact statement using different approaches to analyze possible impacts.

Clear and uniform SEPA guidelines can increase clarity, trust, and consistency in environmental documents.

The Land Use Code requires ~~the development of~~ director's reports for Type IV and V Council land use decisions but does not clearly contemplate reports for Council-sponsored land use decisions.

* * *

A new Section 9 is added to CB 121215, as follows, and subsequent sections are renumbered as appropriate:

Section 9. The Office of Planning and Community Development (OPCD) should consult with other City agencies and City Boards and Commissions to develop a report on options for the creation of uniform guidelines for review under the City of Seattle's SEPA Policies, Seattle Municipal Code Section 25.05.675. OPCD should provide its report by March 1, 2027 and provide a briefing to the Land Use and Sustainability Committee or the City Council. The report should include:

1. An inventory of existing resources available to support analysis of specific elements of the environment, consistent with the City's environmental policies, including guidance provided by State agencies.

2. A recommendation on whether to prepare guidance for analysis of specific elements of the environment, or for a more comprehensive set of guidelines covering all elements of the environment.

3. If the report recommends development of uniform guidance on a subset of the elements of the environment, a prioritized list of elements.

4. A timeline and costs for implementing the recommendations of the report.

File #: CB 121256, **Version:** 1

Screen Reader Users: Make sure settings include reading strikethrough and underline font attributes.

The City of Seattle

Ordinance

Council Bill

An ordinance relating to City employment; authorizing execution of a Memorandum of Agreement between The City of Seattle and the Professional and Technical Employees, Local 17; regarding the accretion of the Fire Protection Engineer classification series; and ratifying and confirming certain prior acts.

Recitals:

On March 10, 2025, the Washington Public Employment Relations Commission (PERC) certified the Professional and Technical Employees Local 17 (PROTEC17) as the exclusive bargaining representative for employees in the Fire Protection Engineer classification series (Fire Protection Engineer, Fire Protection Engineer Sr., and Fire Protection Engineer, Supervisor) at the Seattle Fire Department.

The City and PROTEC17 entered into a “Memorandum of Agreement by and between The City of Seattle and PROTEC17 Re: Accretion of Fire Protection Engineer Series” (MOA), whereby The City and PROTEC17 agreed to accrete the Fire Protection Engineer classification series into the existing PROTEC17 -City of Seattle Strategic Advisors and Managers collective bargaining agreement. All provisions of the MOA will be applied. Additionally, the MOA agrees to provide new salary ranges, placement conditions within those

ranges, and executive and merit leave, retroactive to July 7, 2025.

Separate future legislation, as required, will be forwarded by the City Budget Office to provide departmental budget appropriation authority to cover compensation items authorized in the attached collective bargaining agreement. Therefore,

Be it ordained by The City of Seattle as follows:

Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City of Seattle to execute a Memorandum of Agreement with PROTEC17, substantially in the form attached to this ordinance as Attachment 1 and identified as the “Memorandum of Agreement by and between The City of Seattle and PROTEC17 Re: Accretion of Fire Protection Engineers Series”.

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

Attachments:

Attachment 1 - Memorandum of Agreement by and between The City of Seattle and PROTEC17 Re: Accretion of Fire Protection Engineers Series

This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council and signed in open session in authentication of its passage on .

President of the City Council
on .

Katie B. Wilson, Mayor

Attested on .

Scheereen Dedman, City Clerk

Seal

Memorandum of Agreement

by and between

The City of Seattle

and

PROTEC17

Re: Accretion of Fire Protection Engineers Series

The City of Seattle (City) and PROTEC17, (collectively, the Parties) enter into this Memorandum of Agreement (MOA) regarding the Unit Accretion of Fire Protection Engineers Series at the Seattle Fire Department

Background:

On March 10, 2025, the Washington Public Employment Relations Commission certified PROTEC17 as the exclusive bargaining representative for employees in the Fire Protection Engineer series (Fire Protection Engineer, Fire Protection Engineer, Sr., and Fire Protection Engineer, Supervisor) classification at the Seattle Fire Department (SFD) via card check. *See* DECISION 14065 (PECB, 2025). PROTEC17 and the City of Seattle agree to accrete the Fire Protection Engineer series into the existing PROTEC17- City of Seattle Strategic Advisors and Managers collective bargaining agreement (CBA) by and between the City of Seattle and PROTEC17.

The Parties agree to the following conditions under which the Fire Protection Engineer series (Fire Protection Engineer, Fire Protection Engineer, Sr., and Fire Protection Engineer, Supervisor) will be accreted into the existing CBA between the parties PROTEC17- City of Seattle Strategic Advisors and Managers collective bargaining agreement. PROTEC17 and the City agree to apply all provisions of the CBA and this Agreement, retroactive to July 7, 2025, to the Fire Protection Engineer series at SFD

The following conditions of employment will be applied:

1. For the **Fire Protection Engineer** classification, the salary range will be as follows:
    a. $65.03 - $75.94
2. For the **Fire Protection Engineer, Senior** classification, the salary range will be as follows:

a. $71.71 - $83.24

3. For the **Fire Protection Engineer, Supervisor** classification, the salary range will be as follows:
    a. $76.52 - $88.77
4. Each employee currently in the Fire Protection Engineer series as of the execution date of this agreement will be placed on the new salary range in the same proportional position that they currently are. For example, employees at the top of the salary range before this Agreement will remain at the top of the salary range. For employees directly in the middle of their salary range before this Agreement, they will remain in the middle of the new salary range.
5. For the duration of this Agreement, employees in the Fire Protection Engineer series will receive four Executive Leave and six Merit Leave days per calendar year.

This Agreement shall be effective upon the final signature date of the parties

FOR PROTEC17: FOR City of Seattle:

Steven Pray, Union Representative Date Mayor signature block Date

Karen Estevenin, Executive Director Date Jeff Clark, Labor Negotiator Date

cc: Kimberly Loving, SDHR
Harold Scoggins, SFD

Summary and Fiscal Note

1. Legislation Summary

Department: Seattle Department of Human Resources

Title: An ordinance relating to City employment; authorizing execution of a Memorandum of Agreement between The City of Seattle and the Professional and Technical Employees, Local 17; regarding the accretion of the Fire Protection Engineer classification series; and ratifying and confirming certain prior acts.

Background:

This legislation authorizes the Mayor to implement a Memorandum of Agreement between The City of Seattle and PROTEC17 regarding the accretion of the Fire Protection Engineer classification series into the Professional and Technical Employees, Local 17 (PROTEC17) - Strategic Advisors and Managers collective bargaining agreement (CBA), between July 7, 2025, and December 31, 2026.

On March 10, 2025, the Washington Public Employment Relations Commission certified PROTEC17 as the exclusive bargaining representative for employees in the Fire Protection Engineer classification series (Fire Protection Engineer, Fire Protection Engineer, Sr., and Fire Protection Engineer, Supervisor) at the Seattle Fire Department (SFD). This legislation affects approximately 5 regularly appointed City employees.

In addition to the provisions of the “Memorandum of Agreement by and between The City of Seattle and PROTEC17 Re: Accretion of Fire Protection Engineers Series” (MOA), there will be new salary ranges and conditions of placement based on the

historical alignment with Structural Plan Engineers Series. Merit leave and executive leave will also be included. In addition, The City and PROTEC17 – City of Seattle Strategic Advisors and Managers CBA agree to apply all provisions of the CBA and this Agreement, retroactive to July 7, 2025, to the Fire Protection Engineer classification series at the SFD.

Summary Attachments:

Summary Attachment 1 – Costing for the Accretion of the Fire Protection Engineer Series

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2. Capital Improvement Program (CIP)

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

☐ Yes

☒ No

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3. Summary of Financial Implications

Does this legislation have financial impacts to the City?

☒ Yes

☐ No

Labor Relations developed estimates in Summary Attachment 1 – Costing for the Accretion of the Fire Protection Engineer Series, to approximate the costs of ratifying this MOA.

The City Budget Office will include additional appropriations for the Seattle Fire Department to cover the costs associated with this agreement in the Year-End Supplemental Appropriations Ordinance transmitted to the City Council in September 2026. The one-time cost of this legislation for a 2025 retroactive payment is estimated to be $224,773.20. The ongoing cost of this legislation for 2026 and future years is approximately $225,000 per year. The costs of this agreement are entirely borne by the General Fund.

a. Expenditure Change to General Fund

2026	2027 est.	2028 est.	2029 est.	2030 est.
$224,773	$225,000	$225,000	$225,000	$225,000

3d. Other Financial Impacts

a. Does this legislation create any other financial impacts for The City of Seattle, such as direct or indirect costs, one-time or ongoing, that aren't mentioned above? If yes, please explain these impacts.

Yes**,** separate, future legislation, as required, will be forwarded by the City Budget Office to authorize additional appropriations for City departments.

b. If the legislation has costs that can be covered within the current budget, explain how. Does the department have extra resources in its budget to handle these costs? Or does the department need to shift resources away from other work to handle these costs?

Separate, future legislation, as required, will be forwarded by the City Budget Office to authorize additional appropriations for City departments.

c. What financial costs or other impacts might happen if this legislation is not implemented?

Legislation is required to implement bargained-for wages and changes to union members' working conditions. There may be other implications and legal risks if this legislation is not authorized.

d. How might this legislation affect other City departments besides the one that proposed it? N/A

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4. Other Impacts

a. Does this legislation require a public hearing?

☐ Yes

☒ No

b. Does this legislation require a notice to be published in The Daily Journal of Commerce and/or The Seattle Times?

☐ Yes

☒ No

c. Does this legislation affect a piece of property?

d. Race and Social Justice Initiative impacts:

1. How does this legislation affect vulnerable or historically disadvantaged communities? How did you come to this conclusion? Please consider both impacts within City government (like employees and internal programs) and in the broader community.

This collective bargaining agreement includes enhancements to pay and working conditions for union members, some of whom are BIPOC and women.

2. Please attach any Racial Equity Toolkits or other racial equity analyses used to develop or assess this legislation.

N/A

2. What is the Language Access Plan for communicating with the public about this legislation?

N/A

e. Climate change impacts:

1. Emissions: Will this legislation significantly increase or decrease carbon emissions? Attach any studies or materials that inform your answer.

N/A

2. Resiliency: Will this legislation make Seattle more or less able to adapt to climate change? If it reduces resiliency, explain what can be done to lessen the impact.

N/A

f. If this legislation creates a new program or expands an existing one, what are the long-term, measurable goals? How will this legislation help achieve those goals? What methods will be used to track progress?

N/A

g. Does this legislation create a non-utility CIP that involves shared funding with a non-City partner or organization?

No.

Summary Att 1 – Costing for the Accretion
V1
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Costing for the Accretion of the Fire Protection Engineer Series

Title	2025 Hourly Wage (step 5)	2025 difference per hour	Percentage Increase	2025 Additional Annual Cost	2026 Hourly Wage (step 5)	2026 difference per hour	Percentage Increase	2026 Additional Annual Cost	# of employees	One-Time Cost
Fire Protection Engineer/OOC	$ 69.39	$ 6.55	9.44%	$17,095.50	$71.89	$ 6.78	9.43%	$17,695.80	2	$69,582.60
Fire Protection Engineer, Senior	$ 76.06	$ 7.18	9.44%	$18,739.80	$78.80	$ 7.44	9.44%	$19,418.40	3	$114,474.60
Fire Protection Engineer, Supervisor	$ 81.11	$ 7.66	9.44%	$19,992.60	$84.03	$ 7.94	9.45%	$20,723.40	1	$40,716.00
										$224,773.20

Assumes demographics of 12/2024 have not changed: two journey-level, three senior-level, and one supervisor-level Fire Protection Engineers, all at step 5. Also includes 25% for additional taxes, benefits, and retirement costs.

SEATTLE CITY COUNCIL
CENTRAL STAFF

July 24, 2026

M E M O R A N D U M

To: City Council
From: Karina Bull, Analyst
Subject: Council Vote on Labor Legislation / CB 121256, 121257, 121258

Introduction and Overview

On July 28, the City Council will discuss and may vote on three Council Bills (CBs) that would impact the terms and conditions of work for represented employees:

- CB 121256 – SDHR PROTEC 17 Fire Service Engineers (Accretion)
- CB 121257 – SDHR Local 77 (Collective Bargaining Agreement)
- CB 121258 – SDHR PROTEC 17 Bridge Maintenance Supervisors (Salary Inversion)

This memorandum summarizes the content and fiscal impacts of each bill.

Summaries

1. **CB 121256 – SDHR PROTEC 17 Fire Service Engineers (Accretion)**

CB 121256 would authorize a Memorandum of Agreement (MOA) between the City and the Professional and Technical Employees, Local 17 (PROTEC 17) regarding the accretion of the Fire Protection Engineer classification series into the PROTEC 17 Strategic Advisors and Managers Collective Bargaining Agreement (CBA), effective July 7, 2025 through December 31, 2026.

The MOA would cover five employees in the Seattle Fire Department. Employees in these positions review and approve fire protection and life safety systems and building plans and drawings to ensure conformance with Fire and Life Safety codes. The agreement would include a 9.4 percent salary increase for each employee and the provisions in the existing Strategic Advisors and Managers CBA.

Per the Summary and Fiscal Note, the one-time cost of this agreement in 2026 would be $225,000. CBO plans to include additional appropriations to cover this cost in the Year-End Supplemental Ordinance transmitted to Council in September. Ongoing annual costs of $225,000 would be included in future proposed budgets. All costs would be borne by the General Fund (GF).

2. **CB 121257 – SDHR Local 77 (Collective Bargaining Agreement)**

CB 121257 would authorize a CBA between the City and the International Brotherhood of Electrical Workers, Local 77 (Local 77), effective January 23, 2026 through January 22, 2030.

The CBA would cover 548 electrical workers in Seattle City Light (SCL). The agreement would include negotiated wage adjustments for specific positions (ranging from 5 to 15 percent) that were informed by comparative market studies and general Annual Wage Increases (AWIs) as follows:

- 2026 – 3.7 percent
- 2027 – CPI-W (minimum 2.5 percent increase and maximum 6 percent increase)
- 2028 – CPI-W (minimum 2.5 percent increase and maximum 6 percent increase)

The maximum 6 percent AWI increase in 2027 and 2028 is intended to address recruitment and retention challenges. Currently, SCL has over 80 skilled technician vacancies, and nearly 88 percent of its employees live in Tacoma and Snohomish where salaries are at or above the City's rates.

Per the Summary and Fiscal Note, the one-time cost for this agreement in 2026 would be $7 million. CBO plans to include additional appropriations to cover this cost in the Year-End Supplemental Ordinance. Ongoing annual costs (starting with an additional $17 million in 2027) would be included in future proposed budgets. All costs would be borne by the SCL Fund.

3. CB 121258 – SDHR PROTEC 17 Bridge Maintenance Supervisor (Salary Inversion)

CB 121258 would authorize a Memorandum of Understanding (MOU) between the City and PROTEC 17 to correct pay inversion for the Bridge Electrical Maintenance Supervisor and Bridge General Maintenance Supervisor positions in SDOT, effective January 1, 2023 through December 31, 2026.

Pay inversion happens when a subordinate classification is paid more than a senior or supervisory classification. After 500 job titles across the City received a negotiated wage adjustment under the 2023-2026 Coalition Agreements, some senior or supervisor classifications experienced pay inversion, including the Bridge Electrical Maintenance Supervisor and Bridge General Maintenance Supervisor positions.[1]

Per the Summary and Fiscal Note, the one-time cost for correcting this pay inversion in 2026 would be $137,784. CBO has not yet determined whether this cost would be absorbed within SDOT appropriations for 2026 or in future years. Ongoing annual costs of $44,000 would be included in future proposed budgets. Most of these costs would be borne by the GF, with the Bridge Cleaning Fund covering 25 percent of the Bridge General Maintenance Supervisor position.

[1] SDHR has transmitted separate legislation (CB 121219) that would correct both pay compression (i.e., when the difference in pay between employees at different levels of a classification series, such as journey, senior, and supervisor, becomes too small to reflect differences in responsibility) and pay inversion for non-represented classifications.

Next steps

If the Council approves these bills, the Executive would implement the terms and conditions of each agreement and CBO would transmit legislation to authorize appropriations to City departments, as necessary.

Please contact Karina Bull or Lish Whitson if you have questions about any of these bills.

cc: Jasmine Marwaha, Lead Analyst
Lish Whitson, Director
Calvin Chow, Deputy Director

File #: CB 121257, **Version:** 1

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The City of Seattle

Ordinance

Council Bill

An ordinance relating to City employment; authorizing execution of a collective bargaining agreement between The City of Seattle and Seattle City Light and the International Brotherhood of Electrical Workers, Local 77; and ratifying and confirming certain prior acts.

Recitals:

The collective bargaining agreement between The City of Seattle and Seattle City Light and the International Brotherhood of Electrical Workers, Local No. 77, expired on January 22, 2026.

Employees represented by the International Brotherhood of Electrical Workers, Local No. 77, continued to work after January 22, 2026, on condition that their wages, hours, benefits, and other conditions of employment continue to be negotiated.

Separate, future legislation, as required, will be forwarded by the City Budget Office to provide department budget appropriation authority to cover compensation items authorized in the attached collective bargaining agreement. Therefore,

Be it ordained by The City of Seattle as follows:

Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City of Seattle (City) to execute a collective bargaining agreement between the City and the International Brotherhood of Electrical Workers, Local No. 77, effective January 23, 2026, through January 22, 2030,

substantially in the form attached to this ordinance as Attachment 1 and identified as “Agreement By and Between The City of Seattle and the City Light Department and the International Brotherhood of Electrical Workers, Local No. 77.”

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

Attachments:

Attachment 1 - Agreement By and Between The City of Seattle and the City Light Department and the International Brotherhood of Electrical Workers, Local No. 77

This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council and signed in open session in authentication of its passage on .

President of the City Council
on .

Katie B. Wilson, Mayor

Attested on .

Scheereen Dedman, City Clerk

Seal

A G R E E M E N T

by and between

THE CITY OF SEATTLE

and the

CITY LIGHT DEPARTMENT

and the

INTERNATIONAL

BROTHERHOOD OF

ELECTRICAL WORKERS

Local No. 77

Effective January 23, 2026, through January 22, 2030

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Agreement

by and between the

City of Seattle

and the

City Light Department

and the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, Local 77

Effective January 23, 2026, through January 22, 2030

PREAMBLE

THIS AGREEMENT is made and entered into by and between the City of Seattle hereinafter called the City, the City Light Department hereinafter called the Department, and the International Brotherhood of Electrical Workers Local Union No. 77, signatory hereto, the Union being recognized as the representative of certain Department employees as set forth under Schedule "A" WITNESSETH:

PURPOSE OF THIS AGREEMENT

The City, the Department and the Union recognize that harmonious relations should be maintained between them and with the public. The Department, the Union and the Public have a common and sympathetic interest in the progress of the Electrical Industry. All will benefit by continuous peace and by adjusting any differences which may arise by rational, common-sense methods. Therefore, the Department and the Union hereby agree to establish the conference and consultative machinery and procedures hereinafter provided for the following purposes:

1. To provide for fair and reasonable rates of pay, hours and working conditions for employees concerned in the territory in which the Department's activities are or may be carried on.

2. To insure the making of appointments and promotions as provided under Article XVI of the City Charter.

3. To promote stability of employment and establish satisfactory tenure.

4. To provide for improvement and betterment programs designed to aid the employees in achieving their acknowledged and recognized objectives as outlined in this Agreement.

5. To promote the highest degree of efficiency and responsibility in the performance of the work and the accomplishment of the public purposes of the Department.

6. To adjust promptly all disputes arising between them related to matters covered by this Agreement.

7. To promote systematic labor-management cooperation between the Department and its employees.

8. To aid the re-establishment in civilian life of returning veterans.

It is recognized that the Department of City Light is a Department of the City of Seattle that is dedicated to the accomplishment of the municipal functions for which it was created, and all applicable Federal and State Laws and the City Charters are paramount.

ARTICLE 1. NONDISCRIMINATION

1.1 The City and the Department will not discriminate against any employee by reason of race, color, age, sex, marital status, sexual orientation, political ideology, creed, religion, ancestry or national origin, Union activities, or presence of any sensory, mental or physical handicap.

1.2 Whenever words denoting gender are used in this Agreement, they are intended to apply equally to either gender.

The use of plural pronouns in this Agreement to avoid gender connotation is not intended to make any provision inapplicable to an individual.

In deleting "Gender Based" nomenclature from this contract, both parties agree that there is no intent to change meaning or to alter any relation to applicable city, state and federal laws, regulations and standards or to industry standards. Where "Gender Based" nomenclature occurs in such documents it shall be interpreted to apply to any substitute term used in this contract. Prior contracts shall be used to resolve doubts.

ARTICLE 2. SCOPE OF THE AGREEMENT

2.1 This Agreement is applicable to employees of the Department as noted in the Classifications of Schedule "A", who have designated as their representative Local Union Number 77, IBEW, signatory to this Agreement.

2.1.1 Those duties performed by employees represented by the Union at Seattle City Light on January 22, 1991 shall remain in the jurisdiction of the Union. If those duties are assigned to a different or new classification in the classified service due to amendments resulting from future automation and technologies, the Union will continue to be recognized as the exclusive bargaining representative for those duties. Any disagreement between the parties over the application of this Section shall be processed and resolved pursuant to RCW 41.56. WAC 391.35.

2.1.2 In the event the duties of a particular classification change due to new technologies or future automation, the individuals within that classification shall be provided with adequate training to prepare them to carry out those duties while making use of the new technologies.

2.2 The Department shall include in all specifications for work to be performed on contract by the Board of Public Works reference to existing State laws covering minimum wages, and residence of employees where the work to be performed is outside of the limits of the City of Seattle; where such work is inside the City of Seattle reference shall be made to the provisions of the City Charter and existing State Laws.

2.3 The right to hire, promote, discharge for just cause, maintain efficiency, and determine the location of Department headquarters are examples of management prerogatives. It is also understood that the Department retains the right, in its discretion, to manage its affairs and to direct its working force, and retains all other inherent Management rights except as may be limited by provisions of this Agreement.

2.4 The Union may grieve contracting out of work as described in Article 2, if such contract involves work normally performed by the employees covered by this Agreement, and provided that such contract is the cause of the layoff of employees covered by this Agreement.

2.5 If the City of Seattle were to sell or otherwise transfer, per RCW 35.94.020, the functions of the City Light Department performed by the Bargaining Unit to another entity, such as a private sector company or a newly formed or existing public utility district, hereinafter referred to as the successor employer, the City will include as part of the agreement for sale or transfer a requirement that the entity shall continue to provide electrical services on a reliable basis during and after the transfer. To support this requirement, the City will include in such agreement of sale or transfer the following provision:

All affected employees of the Bargaining Unit will be offered the option of employment by the successor employer within their job classification (or other classification as may be mutually agreed with IBEW, Local 77).

2.5.1 The City of Seattle recognizes that it has obligations under RCW 41.56 to bargain with IBEW, Local 77 the effects of its decision to transfer or sell property or assets under RCW 35.94.020. The City will give notice and enter into bargaining at least six (6) months prior to the sale or transfer. The subjects for bargaining will include, but not be limited to: (1) the effects of severing or transferring from group benefit and retirement plans that require participants be employees of the City of Seattle and (2) payment for or transfer of accrued paid leave benefits.

2.5.2 The City will give at least six (6) months' notice and will bargain the impacts of the sale or transfer of property or assets surpluses under RCW 35.94.040 should such sale result in the displacement of IBEW, Local 77 represented employees.

2.5.3 The General Manager and Chief Executive Officer of Seattle City Light or his/her designee will notify the Union in advance when the Department will be discussing, in a meeting of the City Council, or committee of the City Council, proposals or options for the sale or transfer of the City Light electric utility under the terms of RCW 35.94.020.

2.5.4 The Union recognizes the City and Department cannot be held accountable or liable for the actions or inactions of the successor employer provided the terms of this Section 2.5 have been complied with and no misrepresentations have been made to the successor regarding the spirit and intent of this successor clause.

2.6 Reorganization/Merger with another City Department: The City agrees that should it place the electric utility Bargaining Unit work within the scope of this Agreement and/or the employees performing the Bargaining Unit work in another City Department during the term of this Agreement, IBEW, Local 77 will continue to be recognized as representing this Bargaining Unit work per the provisions of this Collective Bargaining Agreement; provided that the merger/reorganization and this Section 2.6 do not violate a statutory requirement of representation.

ARTICLE 3. JOINT LABOR MANAGEMENT COMMITTEE

3.1 It is the purpose and intent of the Joint Labor/Management Committee to disclose, investigate, study and develop proposed solutions to issues and interests affecting labor and/or management. The following represents the consensus of labor and management to enable the Joint Labor/Management Committee process to work, recognizing the interest and concerns of the parties.

3.1.1 During the term of the Collective Bargaining Agreement, both parties are mutually bound to use the Joint Labor/Management Committee process to disclose and address issues which either party recognizes as affecting wages, hours, and working conditions, and to complete the Joint Labor/Management Committee process before pursuing other statutory or contractual options.

3.1.2 In the event that the Joint Labor/Management Committee process does not produce agreement on how to resolve an issue, either party may declare impasse, and both parties recognize the other party's right to retain their statutory and contractual options, including management's legal obligation and the union's legal right to negotiate all matters affecting wages, hours and working conditions which affect the Bargaining Unit. Similarly, the Joint Labor/Management Committee process shall not abridge or otherwise diminish the parties' rights as set forth under the Agreement and/or R.C.W., Chapter 41.56 Public Employees Collective Bargaining. Agreement to negotiate can take place at any point during the Joint Labor/Management Committee process upon mutual consent by the parties, to resolve issues affecting wages, hours and working conditions.

3.1.3 The Joint Labor/Management Committee process shall be transparent, well defined, timely, provide equal access to the parties, and include all parties necessary to accomplish resolution of issues.

3.1.4 The parties are mutually committed to the Joint Labor/Management process and agree to be held accountable.

3.1.5 The Joint Labor/Management Committee process may address the causes of grievances but is not intended by the parties to be used as a forum to resolve grievances filed under the Collective Bargaining Agreement. Nothing in the Joint Labor/Management Committee process will restrict, impair or interfere with the parties' right to file and process grievances under Article 7 of the Collective Bargaining Agreement.

3.1.6 The parties shall not make unilateral changes in the terms of this Collective Bargaining Agreement.

3.2.1 Management representatives on the Committee will be as follows:

- General Manager and Chief Executive Officer of City Light Department (or designee).
- City of Seattle Director of Labor Relations (or designee).

- Seattle City Light Human Resources Officer (or designee).
- Up to three (3) affected division directors or other management representatives.

3.2.2 Labor representatives on the Committee shall be as follows:

- Union Business Manager (or designee).
- Up to five (5) other union representatives, as designated by IBEW, Local 77.

3.2.3 Alternates may be designated, and both parties recognize that continuity of membership is essential to the effectiveness of the Labor/Management Committee process. Members shall be designated as authorized representatives of the Parties, with the delegated authority to make decisions on behalf of the Parties.

3.3 The responsibility for Chairing meetings shall alternate each meeting between the Union and Management. The chairperson shall function as a facilitator of committee deliberations, or delegate the function to another member. Each party will determine whether their chair assignment will be permanent or rotate among their members.

3.4 Regular meetings to be scheduled on a bi-monthly basis, 9 a.m. to 4 p.m., at a location mutually agreed to by the Committee. Interim meetings or sub-committees meetings, may be held as mutually agreed to by the Committee.

3.4.1 Resources necessary to prepare and distribute an agenda one week in advance of each regular meeting shall be provided by the Seattle City Light Human Resources Officer (or designee).

3.4.2 The Joint Labor/Management Committee shall set the agenda at their previous meeting. Additional issues will be placed on the agenda at the request of either party, provided the request is received by the Seattle City Light Human Resources Officer (or designee) at least two (2) weeks in advance of the scheduled meeting. The agenda shall include a brief description of each item to be discussed. Agenda issues must be addressed at that meeting unless continued by mutual agreement. Topics not on the agenda shall be discussed only if mutually agreed to by Labor and Management.

3.4.3 Summary minutes shall be taken during each meeting and shall consist of the topics discussed and the disposition of each. The minutes shall be prepared by management in electronic format and distributed electronically via e-mail prior to the next regularly scheduled meeting for approval by the Committee at the following meeting.

3.4.4 Added resource personnel and resource materials will be made available by both parties as needed to fully disclose, understand, and resolve each agenda item.

3.4.5 Sub-committees, when established, are to be given a clear scope for their deliberations and a due date for reporting to the full Labor/Management Committee.

3.5 Emergency meetings of the Labor/Management Committee will be scheduled by the City of

Seattle Director of Labor Relations (or designee), within two working days, at the request of either party.

3.6 For purposes of placing issues on the agenda for regular meetings of the Labor/Management Committee, the management representative to contact is the General Manager and Chief Executive Officer of City Light (or designee) or the Seattle City Light Human Resources Officer (or designee). The labor representative to contact is the IBEW, Local 77 Business Manager (or designee).

3.6.1 For scheduling an emergency meeting of the Labor/Management Committee, the designated management contact is the City of Seattle Labor Relations Director (or designee). The designated labor contact is the IBEW, Local 77 Business Manager (or designee).

3.7 The findings, recommendations and conclusions of the Labor/Management Committee will be set forth in writing for each issue. The resulting document shall be signed by the General Manager and Chief Executive Officer of City Light (or designee), City of Seattle Personnel Director (or designee), and the IBEW, Local 77 Business Manager (or designee).

3.7.1 It is understood and agreed that the recommendations, including any and all modifications to the terms of the Agreement, may be subject to ratification by the affected parties. Once ratified, such resolutions can be modified only by mutual written agreement, signed by the appropriate parties.

3.8 During the term of this agreement the parties agree to establish a subcommittee to address the potential incorporation of all outstanding memorandums/letters of understandings or agreement in preparation for the bargaining of a successor agreement.

ARTICLE 4. DURATION, MODIFICATION AND CHANGES

4.1 For and in consideration of the promises and obligations of each party to the other, as hereinafter set forth, the parties hereby agree to the following conditions of employment effective January 23, 2026 through January 22, 2030 and from year to year thereafter. The parties must notify the other party not less than ninety (90) days prior to January 22 of the calendar year 2030 of its desire to terminate or amend the same for the following year. If an amendment is desired, the substance thereof shall be contained in such notice. Without giving such notice of termination, the Working Rules shall be subject to such changes or modifications as shall be mutually agreed upon by the parties hereto, but such changes or modifications, if made, shall not be retroactive.

4.2 Effective January 23, 2026, the rates shall be increased by two and seven-tenths (2.7%) plus one percent (1%) as identified in Schedule "A" of this Agreement. All other pay rates in Schedule "A" shall be adjusted in accordance with the stated percentage relationship to the rates.

4.3 Effective January 23, 2027, the rates shall be increased in accordance with Article 17, Section 17.1.2. Power structures Mechanic series will see an additional five percent (5%) increase after the COLA increase.

4.3.1 Effective January 23, 2028, the rates shall be increased in accordance with Article 17, Section 17.1.3. Power Structures Mechanic series will see an additional five percent (5%) increase after the COLA increase.

4.3.2 Effective January 23, 2029, the rates shall be increased in accordance with Article 17, Section 17.1.4.

4.3.3 At its discretion for any one or all of the annual pay increase effective dates, the City may implement the new pay rates prior to the January 23 pay date, but no earlier than the beginning of the pay period in which this date falls.

4.4 A Wage Review Committee shall be provided by the Department to hear and rule on wage relationship adjustments. Requests for such adjustments, together with justification therefore, must be presented to the Department in writing with endorsement by the Union no later than October 15th prior to the expiration of the Agreement, but not during the period of January 1 to March 31 of each year. A request for wage adjustment of a particular class will be considered only once during the period of the Agreement. A written report of the Wage Review Committee on each request shall be made within forty-five (45) days of the hearing and forwarded to the Union. If the Union desires a review of the Committee's reply, it shall be granted and be held no later than thirty (30) days from the request of the meeting. Wage relationship adjustments approved by the Committee shall be applied at the same time as the next general wage settlement and effective the same date as the settlement.

ARTICLE 5. EMPLOYMENT

5.1 It is agreed that the Department shall select all employees in accordance with the provisions of Article XVI of the City Charter. However, the Union signatory to this Agreement will assist the Department by directing qualified eligible applicants to the sources through which employees are obtained. In the event, however, that employees are desired and not available through the Seattle Human Resources Department, the Department will notify the Union for assistance in filling such vacancies at the same time as other sources of such employees are notified.

5.2 Except for the adoption of Emergency Rules, at least fourteen (14) days prior to adoption of amendments to the City Personnel Rules the City Labor Relations Director shall notify the Union of the proposed changes for purposes of allowing the Union to comment thereupon as provided in Ordinance 102228.

5.3 The layoff of employees covered by this Agreement shall be accomplished in accordance with City Personnel Rules provided, however, performance evaluation shall not be used as a criterion for determining the order of layoff for employees covered by this Agreement.

5.3.1 As soon as it is determined by the Department that a layoff among employees covered by this Agreement is necessary, the Department will notify the Union.

ARTICLE 6. UNION MEMBERSHIP

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6.1 The City agrees to deduct from the paycheck of each employee, who has so authorized it, the regular initiation fee, regular monthly dues, assessments and other fees as certified by the Union. uniformly required by members of the Union. The amounts deducted shall be transmitted monthly to the Union on behalf of the employees involved.

6.2 The performance of this function is recognized as a service to the Union by the City and the City shall honor the terms and conditions of each worker's Union payroll deduction authorization(s) for the purposes of dues deduction only.

6.3 The Union agrees to indemnify and hold the City harmless from all claims, demands, suits or other forms of liability that arise against the City for deducting dues from Union members pursuant to this Article, including those that have communicated a desire to revoke a previous deduction authorization, along with all other issues related to the deduction of dues or fees.

6.3 The employees covered by this Agreement may examine their Departmental Personnel File in the Department Personnel Office in the presence of the Human Resources Officer or a designee. Employees who disagree with material included in their Personnel file are permitted to insert a statement relating to the disagreement in their Personnel File.

6.4 The City will provide the Union access to all newly hired employees and/or persons entering the bargaining unit within thirty (30) days of such hire or entry into the bargaining unit.

6.5 The Union and a shop steward/member leader will have at least thirty (30) minutes with such individuals during the employee's normal working hours and at their usual worksite or mutually agreed upon location.

6.6 The City will require all new employees to attend a New Employee Orientation (NEO) within thirty (30) days of hire. The NEO will include an at-minimum thirty (30) minute presentation by a Union representative to all employees covered by a collective bargaining agreement.

6.7 At least five (5) business days before the date of the NEO, the City shall provide the Union with a list of names of the bargaining unit members attending the Orientation.

6.8 New Employee and Change in Employee Status Notification: The City shall supply the Union with the following information on a monthly basis for new employees:

a) Name
b) Home address
c) Personal phone
d) Personal email (if a member offers)
e) Job classification and title

f) Department and division
g) Work location
h) Date of hire
i) Hourly or salary (FLSA) status
j) Compensation rate

6.9 Any employee may revoke their authorization for payroll deduction of payments to their Union by written notice to the Union in accordance with the terms and conditions of the Union dues authorization rules.

610 The Union shall transmit to the City, in writing, by the cutoff date for each payroll period, the name(s) of the Employee(s), as well as [Employee ID Number], who have, since the previous payroll cutoff date, provided the Union with a written authorization for payroll deductions, or have changed their prior written authorization for payroll deductions.

6.11 Every effort will be made by the City to end the deductions effective on the first payroll, and not later than the second payroll, after receipt by the City of confirmation from the Union that the terms of the employee's authorization regarding dues deduction revocation have been met.

6.12 The City will refer all employee inquiries or communications regarding union dues to the Union. The City may answer any employee inquiry about process or timing of payroll deductions.

6.13 Issues arising over the interpretation, application, or enforceability of the provisions of this Article shall be addressed during the parties Labor Management Committee meeting and shall not be subject to the grievance procedure set forth in this collective bargaining agreement.

ARTICLE 7. GRIEVANCE PROCEDURE

7.1 Recognizing that the terms of the Agreement may be subject to different interpretations, both the Department and the Union should have recourse to an orderly means of resolving grievances. The following outline of procedure by which grievances shall be processed is written as for a grievance of the Union against the Department, but it is understood that the steps are similar for a grievance of the Department against the Union.

A grievance is defined as any dispute between the parties and/or any employee concerning the interpretation, application, claim of breach or violation of the terms and conditions addressed in this Agreement.

Step 1: As the initial step, the grievance shall be verbally presented by the Union Steward to the employee's immediate supervisor (who is outside of the Bargaining Unit) within fifteen (15) working days of the Steward's knowledge that a grievable incident has allegedly occurred.

Step 2: If no settlement is arrived at in Step 1, the grievance may be referred in writing by the employee or the Steward to the Business Manager of the Union. If the Business Manager decides that the grievance should be forwarded to the Department Human Resources Officer (or designee), he shall submit it in writing, with a copy to the City Director of Labor Relations, within fifteen (15) working days after the discussion in Step 1. The grievance should set forth the following:

a. A statement of the nature of the grievance and the facts upon which it is based.

b. The remedy or correction desired.

c. The Section or Sections of the Agreement relied upon as being applicable thereto. When a grievance is so presented, the Department and Union shall, within ten (10) working days schedule a meeting to discuss the grievance. The Department shall reply in writing within fifteen (15) working days from the date of the meeting. Should the parties agree to forego such a meeting, the Department shall, within fifteen (15) working days from the grievance being so presented, investigate and reply to the Union in writing.

Step 3: If no settlement is arrived at in Step 2, the grievance shall be submitted in writing within fifteen (15) working days after the Step 2 answer, to a Joint Labor/Management Committee composed of three (3) representatives of the Union and three (3) representatives for the Department, one of whom shall be the City Director of Labor Relations (or designee), who shall endeavor to settle the grievance within fifteen (15) working days.

Step 4: If the difference or complaint is not settled in Step 3, it may be referred to the American Arbitration Association for arbitration to be conducted under its voluntary

labor arbitration regulations. Such reference to arbitration will be made within thirty (30) calendar days after receipt of the Step 3 response, and will be accompanied by the following information:

1. Question or questions at issue.
2. Statement of facts.
3. Position of employee or employees.
4. Remedy sought.

The parties agree to abide by the award made in connection with any arbitral difference. There will be no suspension of work, slow down or curtailment of services while any difference is in process of adjustment or arbitration.

a. In connection with any arbitration proceeding held pursuant to this Agreement, it is understood as follows:

    1. The arbitrator shall have no power to render a decision that will add to, subtract from or alter, change or modify the terms of this Agreement, and the arbitrator's power shall be limited to interpretation or application of the express terms of this Agreement, and all other matters shall be excluded from arbitration.

    2. The decision of the arbitrator shall be final, conclusive and binding upon the Department, the Union, and the employee(s) involved.

    3. The cost of the arbitrator shall be borne equally by the Department and the Union, and each party shall bear the cost of presenting its own case.

    4. The arbitrator's decision shall be made in writing and shall be issued to the parties within thirty (30) days after the case is submitted to the arbitrator.

    5. Nothing herein shall be construed as preventing the Department and Union from settling by mutual agreement, prior to final award, any grievance submitted to arbitration herein.

7.1.1 By mutual agreement, the parties to this Agreement, the Union and the City, may: 1) submit the grievance for mediation prior to arbitration under the City's mediation model; or 2) may request the arbitrator selected for arbitration, or another arbitrator, mediate the dispute which shall then be subject to arbitration by a different Arbitrator if mediation should fail to result in a settlement.

7.1.2 Grievances processed through Step 3 shall be heard during normal City working hours (7:45 a.m. to 4:15 p.m.) at the Department's Human Resources Office Headquarters or Union Office unless the parties agree a satellite location is more appropriate. Employees involved in such grievance meetings during their working hours shall be allowed to do so without suffering a

loss in pay. No more than one (1) Shop Steward and the grievant shall attend the grievance meeting, except through prior approval of the Department.

7.2 Any time limits stipulated in the grievance procedure may be extended for the stated periods of time by the appropriate parties by mutual agreement in writing.

7.3 When a grievance is of a general nature, it will not be necessary that the Union list the names of the aggrieved employees.

7.4 Arbitration awards or grievance settlements shall not be retroactive beyond the date of occurrence or non-occurrence upon which the grievance is based.

ARTICLE 8. DISCIPLINE

8.1 The City/Department may suspend, demote or discharge an employee for just cause.

8.2 The parties agree that in their respective roles primary emphasis shall be placed on preventing situations requiring disciplinary actions through effective employee-management relations. The primary objective of discipline shall be to correct and rehabilitate, not to punish or penalize. To this end, in order of increasing severity, the disciplinary actions which the City/Department may take against an employee include:

a. verbal warning
b. written reprimand
c. suspension
d. demotion
e. termination

Which disciplinary action is taken depends upon the seriousness of the affected employee's conduct.

8.3 In cases of suspension, demotion or discharge, the specified charges shall be furnished to the Union and the employee in writing.

8.4 The Union/employee covered by this Agreement must, upon initiating an appeal relating to disciplinary action, use either the grievance procedure contained herein or pertinent procedures regarding disciplinary appeals to the Civil Service Commission. Under no circumstances may the Union/employee use both the contract grievance procedure and Civil Service Commission procedures relative to the same disciplinary action.

8.5 Provided an employee has received no further or additional discipline in the intervening period, a verbal warning or written reprimand may not be used for progressive discipline after two (2) years other than to show notice of any rule or policy at issue.

8.6 Discipline that arises as a result of a violation of workplace policies of City Personnel Rules regarding harassment, discrimination, retaliation, or workplace violence, shall not be subject to Section 8.5 of this agreement.

ARTICLE 9. WORK STOPPAGE

9.1 The public interest in the accomplishment of the purposes of the Department always being paramount, the Department and the Union further agree that, pending the determination or adjustment of any issue arising between them, there will be no change in the conditions in any schedules or recorded understanding applicable to such issue. There will be no stoppage or interference with the progress of the work during the term of this Agreement.

ARTICLE 10. HOLIDAYS

10.1 The following days shall be recognized as paid holidays:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Indigenous Peoples' Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	First Friday following
Christmas	December 25
First Floating Holiday	
Second Floating Holiday	
Third Floating Holiday after 9 years of service	
Fourth Floating Holiday after 9 years of service	

10.2 An employee must be on pay status on the regularly scheduled workday immediately preceding or immediately following a holiday to be entitled to holiday pay and new employees and employees returning from non-pay leave starting work the day after a holiday shall not be entitled to pay for the holiday preceding their first day of work; provided, that short authorized absences of not to exceed four (4) days' duration shall not be considered in the application of the preceding portion of this subsection, and provided further, that no combination of circumstances whereby two (2) holidays are affected by the foregoing proviso may result in payment for more than one (1) of such holidays. Employees who work less than a full calendar year shall be entitled only to those holidays, Monday to Friday inclusive, which fall within their work period. Employees quitting work or discharged for cause shall not be entitled to pay for holidays following their last day of work.

10.3 Holidays falling on Saturday or Sunday shall be recognized and paid on those actual days for employees regularly scheduled to work those days. Payment will be made only once for any holiday. When an employee's regularly scheduled day off falls on a Holiday (i.e. Monday) then the employee has the option to have the following day off.

10.4 New employees employed on or before February 12 of a calendar year shall be entitled to use the First Floating Holiday as referenced in Section 10.1 of this Article during that calendar year. New employees employed on or before October 1 of a calendar year shall be entitled to use the Second Floating Holiday during the calendar year.

10.5 Effective January 23, 2026, employees who have completed eighteen thousand seven hundred and twenty (18,720) hours or more on regular pay status (Article 11.2) on or before December 31st of the current year shall receive an additional two (2) personal holidays for a total of four (4) personal holidays (per Article 10.1) to be added to their leave balance on the pay date of the first full pay period in January of the following year.

10.6 It is the intent of the Department, the City and the Union that employees be treated equitably and nonarbitrarily in their ability to schedule floating holidays on the date of their choice.

ARTICLE 11. VACATIONS

11.1 Annual vacations with pay shall be granted to eligible employees computed at the rate shown in Section 11.3 for each hour on regular pay status as shown on the payroll.

11.2 "Regular pay status" is defined as regular straight-time hours of work plus paid time off such as vacation time, holiday time off, compensated time and sick leave. At the discretion of the City, up to one hundred and sixty (160) hours per calendar year of unpaid leave of absence may be included as service for purposes of accruing vacation.

11.3 The vacation accrual rate shall be determined in accordance with the rates set forth in Column No. 1. Column No. 2 depicts the corresponding equivalent annual vacation for a regular full-time employee. Column No. 3 depicts the maximum number of vacation hours that can be accrued and accumulated by an employee at any time.

Accrual Years/Hours	Vacation Days	Hours per Year	Maximum Hours
Year 0-3 / 0-6,240	12	96	192
Year 4-7 / 6,241-14,560	16	128	256
Year 8-13 / 14,561-27,040	20	160	320
Year 14-18 / 27,041-37,440	23	184	368
Year 19 / 37,440 -39,520	24	192	384
Year 20 / 39,521-41,600	25	200	400
Year 21 / 41,601 – 43,680	26	208	416
Year 22 / 43,681 – 45,760	27	216	432
Year 23 / 45,761 – 47,840	28	224	448
Year 24 / 47,841 – 49,920	29	232	464
Year 25+ - 49,921+	30	240	480

11.4 An employee who is eligible for vacation benefits shall accrue vacation from the date of entering City service or the date upon which he/she became eligible and may accumulate a vacation balance which shall never exceed at any time two (2) times the number of annual vacation hours for which the employee is currently eligible. Accrual and accumulation of vacation time shall cease at the time an employee's vacation balance reaches the maximum balance allowed and shall not resume until the employee's vacation balance is below the maximum allowed; provided, however, any employee whose vacation balance on January 1, 1994 exceeds the maximum allowed may retain the excess balance and accrue additional vacation at the appropriate rate through January 1, 1996, after which date all vacation hours in excess of the maximum vacation balance allowed for in Section 11.3 and 11.4 shall be lost, and further accrual and the maximum vacation balance shall be in accordance with the provisions of this Article without benefit of the 1993 grace period proviso.

11.5

11.6 An employee may, upon approval of the appropriate Management representative, exceed the maximum vacation allowance by no more than twenty (20) days when the employee has been prevented from using said vacation time by reason of injury, illness or department work schedules. The employee shall have one (1) year to use the special extension and will be allowed to continue to accrue vacation during this period.

11.7 "Service year" is defined as the period of time between an employee's date of hire and the one-year anniversary date of the employee's date of hire or the period of time between any two (2) consecutive anniversaries of the employee's date of hire thereafter.

11.8 The minimum vacation allowance to be taken by an employee shall be four (4) hours or, at the discretion of the appropriate management representative, such lesser fraction of a day as shall be approved by the appropriate management representative.

11.9 An employee who leaves the City service for any reason after more than six (6) months of service shall be paid in a lump sum for any unused vacation he/she has previously accrued.

11.9.1 Upon the death of an employee in active service, pay shall be allowed for any vacation earned in the preceding year and in the current year and not taken prior to the death of such employee.

11.10 Where an employee has exhausted his/her sick leave balance, the employee may use vacation for further leave for medical reasons. In all other instances, employees must use all accrued vacation prior to beginning a leave of absence, except that employees who are called to active military service or who respond to requests for assistance from the Federal Emergency Management Agency (FEMA) may, at their option, use accrued vacation in conjunction with a leave of absence.

Where the terms of this Section 11.10 are in conflict with Ordinance 116761 (family and medical leave) as it exists or may be hereafter modified, the ordinance shall apply.

11.11 The appropriate Management representative shall arrange vacation time for employees on such schedules as will least interfere with the functions of the department but which accommodate the desires of the employee to the greatest degree feasible.

11.12 Employees with prior regular City service who are regularly appointed to positions within the City shall begin accruing vacation at the rate which was applicable upon their most recent separation from regular City service.

11.13 On June 1, 1993, employees with twenty (20) years of service or more were eligible to convert to the system as outlined above or remain on the system outlined in the 1991-1994 Collective Bargaining Agreement and attached hereto as Appendix E. Employees who remained on the system as outlined in the 1991-1994 Collective Bargaining Agreement may convert to the

new system in September of each succeeding year. These subsequently converting employees shall receive a two (2) year transition period in which to use excess hours as outlined in 11.4.

11.14 For purposes of establishing the vacation accrual rate for employees who are in the Bargaining Unit on the date of ratification, the City will assign the date January 1 of the year the employee joined City service as the Anniversary date and begin calculating hours on regular pay status from that date. This assignment will prevent a loss of accrual which would result from the conversion of the vacation system.

11.15 New employees joining City service after the date of ratification shall be immediately placed on hourly vacation accrual with an Anniversary date of the first day of actual service.

ARTICLE 12. SICK LEAVE, FUNERAL LEAVE, DENTAL CARE, MEDICAL CARE AND LONG-TERM DISABILITY INSURANCE

12.1 All employees in classifications covered by this Agreement will be allowed sick leave according to provisions of Ordinance 88522 as amended by Ordinances 89939, 93066, 93257 and 114648. The Union shall be furnished with copies of any emergency rules adopted pursuant to Ordinance 114648 and shall receive copies of any proposed changes thereto not less than thirty (30) days prior to adoption.

12.1.1 Sick leave credit will be accumulated at the rate of .046 hours for each hour on regular pay status, but not to exceed forty (40) hours a week.

12.1.2 Employees shall be entitled to use sick leave after thirty (30) days of employment.

12.1.3 Unlimited sick leave credit may be accumulated. Upon retirement, twenty-five percent (25%) of an employee's sick leave credit accumulation can be applied to the payment of health care premiums, or to a cash payment at the straight time rate of pay of such employee in effect on the day prior to retirement.

Upon the death of an employee, either by accident or natural causes, twenty-five percent (25%) of such employee's accumulated sick leave credits shall be paid to the employee's designated beneficiary.

Cash payments of unused sick leave may be deferred for a period of one (1) year or less, providing the employee notifies the Department Personnel Office of this election at the time of retirement. Requests for deferred cash payments of unused sick leave shall be made in writing.

12.1.4 Sick leave credit can be used for time off with pay, from the first workday of such absence, for bona fide cases of:

- Sickness or injury of an employee;
- Disability due to pregnancy and/or childbirth;
- Medical or dental appointments.

Sick leave credit may also be used for care of family members as required of the City by state law and/or for care of family members, including domestic partners, as defined and provided for by City of Seattle ordinance as cited above.

12.1.5 Any application for sick leave of over four (4) days' duration must be supported by a report of the employee's personal physician. All applications for sick leave must be approved by the appropriate Management representative.

12.1.6 The employee shall promptly notify the immediate supervisor no later than the start of the employee's workday, if medically possible, by telephone or otherwise, on the first day off due to illness. Employees must also keep their supervisor informed as to their availability to return to work.

12.1.7 All employees while on sick leave shall make themselves available for such investigation, medical or otherwise, as may be ordered by the City Personnel Director or the Department.

12.2 All employees covered by this Agreement are allowed forty (40) hours off without salary deduction for bereavement purposes in the event of the death of any relative. Bereavement leave may be used in full day increments or increments of one (1) hour, at the employee's discretion. Bereavement leave must be used within one (1) year; employees may submit for exceptions to this within thirty (30) days (requests that come in after the 30 days will be considered) of the death if they know they will need longer than one (1) year to use leave for that event. This benefit is prorated for less-than-full time employees.

For purposes of this Section, "relative" is defined as any person related to the employee by blood, marriage, adoption, fostering, guardianship, in loco parentis, or domestic partnership.

12.3 During the term of this Agreement, The City shall provide a Medical Care Program to all eligible employees and their dependents under conditions of:

A. The medical care contracts between the City, Aetna and Kaiser is only available to employees covered by this Agreement with modifications to benefit levels and costs from the 2023 plan year as identified herein; The City and the Union agree to split the Local 77 monthly health care premium costs; the City shall pay 90 percent and employees shall pay 10 percent of such costs.

Employees who elect Local 77 health care plans will receive coverage enhancements to comply with the requirements of the Patient Protection and Affordable Care Act, and the City will implement that following changes to copay costs:

Aetna Preventative
Office visit copay will increase from $5 to $10
Retail Rx copay will increase from $5/10/25 to $10/20/40
Mail Rx copay will increase from $10/20/50 to $20/40/80

Aetna Traditional
Retail Rx copays will increase from $8 to $15
Mail Rx copays will increase from $16 to $30

Kaiser Standard
Office visit copays will increase from $5 to $10
Retail Rx copays will increase from $5 to $10
Mail Rx copays will increase from $15 to $30

and which is in effect upon the execution of this Agreement by both parties; or

B. The medical care contracts between the City, Aetna and Kaiser provided to "Most Employees" health care plan, enhanced for Local 77 members to comply with the requirements of the Patient Protection and Affordable Care Act. Employees who elect such plan will have the current (as of 2/18/14) cost sharing arrangement as other participants in the "most employees" health care plan in years 2-3 of this agreement. Employees who elect the "most employees" health care plan may not elect to return to the health care plan contracts identified in Article 12.3 A.

C. The City will hold an open enrollment period as soon as practicable after signature of this agreement so that union members may elect coverage of health care plans. This shall be considered the open enrollment period in 2024.

12.3.1 The City will not revise the benefits of the plans identified in article 12.3 A for this Bargaining Unit except by mutual agreement with the Union. The deductibles, coinsurance levels, copay amounts and other cost sharing terms of these plans will not be revised except by mutual agreement by the Union and the City.

A. There will be an annual open enrollment period for IBEW, Local 77, Bargaining Unit members.

B. Time or other conditions that have served to satisfy pre-existing medical condition provisions of any of the health care plans offered by the City will apply to other plans offered by the City when an employee chooses to change plans during the open enrollment period.

12.3.2 If the City offers new health care plans or other optional benefit programs, these will be offered on a voluntary basis to IBEW, Local 77. These programs may be re-bid to ensure quality and cost effectiveness. If these optional programs are no longer offered to City employees, they will no longer be offered to IBEW, Local 77.

12.3.3 If the City terminates a health care plan it provides at its discretion and an employee (or a dependent covered by the employee's health care plan) is undergoing prescribed treatment for a health care condition at the time of the plan termination, the employee or family member will be permitted to continue with that treatment program with the HMA Traditional, Aetna Preventative self-insured plans or Group Health Standard program if chosen, until that treatment is completed, provided the employee notifies the City of Seattle health care Program Manager in writing of this fact on the open enrollment change form. This provision will not serve to add to or subtract from any benefit plan provisions.

12.4 Dental Care – During the term of this Agreement, the City shall provide a Dental Care Program to all eligible employees and their dependents under conditions of the dental care contract between the City and Washington Dental Service (or a similar program mutually

agreed upon) which is applicable to employees covered by this Agreement and which was in effect upon the date of execution of this Agreement by both parties. The City shall pay one hundred percent (100%) of the monthly premium for dental care coverage.

12.5 Vision Care – During the term of this Agreement, the City shall provide a Vision Care Program to all eligible employees and their dependents under conditions of the vision care contract between the City and Vision Service Plan (or a similar program mutually agreed upon) which is applicable to employees covered by this Agreement and which was in effect upon the date of execution of this Agreement by both parties. The City shall pay one hundred percent (100%) of the monthly premium for vision care coverage.

12.6 Effective 2026, the maximum City share of the monthly premium for the medical plans identified in Article 12.3 A of this agreement shall be ninety percent (90%) and the maximum Employee share shall be ten percent (10%) of the total premium costs. Employees who elect a health care plan provided under Article 12.3 B of this agreement will have the same premium sharing arrangement as other employees in the most employees' health care plan.

12.6.1 The maximum monthly medical, dental and vision care premiums per covered employee, including his/her dependents, the City shall assume, shall be no less, but no more than the City's share of premium rates established for the calendar year 2023, but not to exceed the maximum limitation on the City's monthly premium obligation per calendar year as set forth within this Article.

12.7 If a carrier(s) is unable or unwilling to maintain a major benefit now covered under the plans in Sections 12.3, 12.4, and 12.5, the parties to this Agreement shall enter into immediate negotiations over selection of a new carrier and/or modification of the existing plan.

12.7.1 If state and/or federal health care legislation is enacted, the parties agree to negotiate the impact of such legislation. The parties agree that the intent of this Agreement to negotiate the impact shall not be to diminish existing benefit levels and/or to shift costs.

12.8 During the term of this Agreement, the City and the Union may mutually agree to eliminate the insurance carrier for any of the medical, dental or vision benefits covered above and provide an alternative plan either through self-insurance or a combination of self-insurance and carrier provided benefits; provided such change maintains substantially the same level of medical, dental or vision benefits and is more cost effective.

12.9 Long Term Disability – The City will provide a Long-Term Disability Insurance (LTD) program for all eligible employees for occupational and non-occupational accidents or illnesses. The City will pay the full monthly premium cost of a Base Plan with a ninety (90) day elimination period, which insures sixty percent (60%) of the employee's first $667 base monthly wage. Employees may purchase through payroll deduction, an optional Buy-Up Plan with a ninety (90) day elimination period, which insures sixty percent (60%) for the remainder of the employee's base monthly wage (up to a maximum $8,333 per month). Benefits may be reduced by the employee's income from other sources as set forth in the Plan Description.

The provisions of the plan shall be further and more fully defined in the Plan Description issued by the Standard Insurance Company.

12.9.1 During the term of this Agreement, the City may, at its discretion change or eliminate the insurance carrier for any of the long-term disability benefits covered by this Section and provide an alternative plan either through self-insurance or another insurance carrier; however, the long-term disability benefit level shall remain substantially the same.

12.9.2 The maximum monthly premium cost to the City shall be no more than the monthly premium rates established for calendar year 2026 for the Base Plan, but not to exceed the maximum limitation on the City's premium obligation per calendar year as set forth within this Section.

12.10 VEBA Benefit: Upon retirement, thirty-five percent (35%) of an employee's unused sick leave credit accumulation shall be transferred to a VEBA account (as described below) to be used according to Internal Revenue Service (IRS) regulations on the day prior to their retirement. Upon the death of an employee, either by accident or natural causes, twenty-five percent (25%) of such employee's accumulated sick leave credits shall be paid to their designated beneficiary. However, if an employee is eligible for retirement and chooses to vest their funds with the Retirement System at the time they leave City Employment, they will lose all sick leave credit and not be eligible to receive the twenty five percent (25%) cash out.

Employees who are eligible to retire shall participate in a vote administered by the Union to determine if the Voluntary Employee Benefits Association (VEBA) benefit shall be offered to employees who elect to retire. The VEBA benefit allows employees who are eligible to retire from City Service to cash out their unused sick leave balance upon retirement and place it in a VEBA account to be used for post-retirement healthcare costs as allowed under IRS regulations.

Eligibility-to-Retire Requirements:
A. 5 – 9 years of service and are age 62 or older
B. 10 – 19 years of service and are age 57 or older
C. 20 – 29 years of service and are age 52 or older
D. 30 years of service and are any age

For purposes of identifying all potential eligible-to-retire employees, the City shall create a list of members who are in the City’s HRIS system at age 45 or older and provide this list to the Union so that the Union can administer the vote. If the eligible-to-retire members of the bargaining unit vote to accept the VEBA, then all members of the bargaining unit who retire from City service shall either:

A. Place their sick leave cash out at 35% into their VEBA account, or

B. Forfeit the sick leave cash out altogether. There is no minimum threshold for the sick leave cash out.

Members are not eligible to deposit their sick leave cash out into their deferred compensation account or receive cash.

If the eligible-to-retire members of the bargaining unit vote to reject the VEBA, all members of the bargaining unit who retire from City service shall be ineligible to place their sick leave cash out into a VEBA account. Instead, these members shall have two choices:

A. Members can cash out their sick leave balance at 35% and deposit those dollars into their deferred compensation account. The annual limits for the deferred compensation contributions as set by the IRS would apply; or

B. Members can cash out their sick leave balance at 25% and receive the dollars as cash on their final paycheck.

12.11 Sabbatical Leave: Regular employees covered by this Agreement shall be eligible for sabbatical leave under the terms of Seattle Municipal Code Chapter 4.33.

12.12 Sabbatical Leave and VEBA: Members of a bargaining unit that votes to accept the VEBA and who meet the eligible-to-retire criteria are not eligible to cash out their sick leave at 25% as a part of their sabbatical benefit. Members who do not meet the eligible-to-retire criteria may cash out their sick leave at 25% in accordance with the sabbatical benefit.

ARTICLE 13. LEAVE OF ABSENCE and EMERGENCY LEAVE

13.1 If employees request time off in addition to their regular time off, such request may be granted without pay as provided by City Personnel Rules.

13.2 One (1) day of~~, for a total of eight (8) hours~~emergency leave per Agreement year without loss of pay may be taken with approval of the employee's supervisor and/or department head when it is necessary that the employee be off work in the event of a serious illness or accident of a member of the immediate family, or an unforeseen occurrence with respect to the employee's household, either of which necessitates immediate action on the part of the employee. The "immediate family" is limited to the spouse, domestic partner, children and parents of the employee. The "household" is defined as the physical aspects of the employee's residence. Emergency leave may be used in one (1) hour increments.

ARTICLE 14. APPRENTICESHIP

14.1 The City of Seattle, Washington Standards of Apprenticeship developed by the City of Seattle Joint Apprenticeship Training Committee are hereby recognized. This conforms to the provisions of the City Charter.

Both City Light and the Union recognize that the Washington State Apprentice and Training Council (herein after referred to as the WSATC) has the authority to develop, administer and enforce apprenticeship program standards for the operation and success of apprenticeship and training programs and may change its rules, policy, and/or administrative practices. Upon WSATC notification of those changes, such rules, policy and/or administrative practices shall be recognized as part of this Agreement unless specifically addressed under Section 14.2.

14.2 Application of the standards and detailed procedure for the operation of the program, (including, but not limited to, work processes, apprentice rotation, changes to work schedule and administrative standards as defined in WAC 296-05-003), shall be worked out by the Electrical Crafts Apprenticeship Committee (herein after referred to as the ECAC), recommended to the City of Seattle Joint Apprenticeship Training Committee (herein after referred to as the JATC), and, when approved by the JATC, be recognized as a part of this Agreement. The areas and hours of training for all the apprenticeships may be changed upon recommendation of the ECAC and approved by the JATC and the WSATC.

14.3 Rules, regulations and requirements concerning Apprentices shall be furnished to employees and will be made available as provided in Section 25.1 of Article 25.

14.4 All apprentices who have passed the journey level exam and satisfactorily completed the requirements for the Apprentice Program shall be granted journey level classification and status. Classification seniority for bidding purposes shall begin one (1) calendar year previous to the day the apprentice completes his/her apprenticeship. This Section does not guarantee any employment right beyond that of any other employee in the Bargaining Unit.

In cases where two (2) or more apprentices complete the program simultaneously, the following criteria shall be used to break ties, in the following descending order:

a. Seniority in classification (per Schedule "A" title)
b. Seniority in City Light Department
c. Examination score
d. Seniority in City of Seattle
e. Such other criteria as established by the Joint Labor Management Committee, in the event that there is still a tie between two or more bidders for the same specific purpose.

14.5 The following rules, some of which are covered in the City of Seattle Apprenticeship Standards, apply:

a. Lineworker Apprentices

1. Lineworker Apprentices (Period 1 through 5) where practical, should be rotated from crew to crew approximately every three (3) months or more often; those in Period 6 and 7, where practical, approximately every six (6) months or more often.

2. Lineworker Apprentice training shall include the type of work reflected in the Standards of Apprenticeship adopted by the JATC, approved by the WSATC, October 22, 2004, Work Processes section, Lineworker subsection, or most current version.

3. Lineworker Apprentices shall be required to practice and be trained in safe and proper climbing techniques, and pole-top and vault rescue.

4. Unless decided otherwise pursuant to 14.1 and 14.2 above, Lineworker Apprentices shall be given adequate climbing instruction with a minimum of forty (40) hours (one week), but not to exceed eighty (80) hours (two weeks), before beginning work with the crews. This training shall be during regular working hours.

b. Electrician Constructor Apprentices

1. Electrician Constructor Apprentice training shall include the type of work reflected in the Standards of Apprenticeship adopted by the JATC, approved by the WSATC, October 22, 2004, Work Processes section, Electrician Constructor subsection, or most current version.

2. Electrician Constructor Apprentices will be trained on safe and proper techniques for bucket-based pole top, tower and vault rescue.

3. The Electrician Constructor Apprentice Program will be modified to provide a common base from which the new combined classification workforce (Electrician Constructor and Substation Operator) will emerge. Operators' duties, tasks and responsibilities will be incorporated into the third and fourth years of the Electrician Constructor Apprenticeship program. ECAC will report the amended standards back to the JLMC prior to submitting them to the JATC.

c. Cable Splicer Apprentices

1. Cable Splicer Apprentice training shall include the type of work reflected in the Standards of Apprenticeship adopted by the JATC, approved by the WSATC, October 22, 2004, Work Processes section, Cable Splicer subsection, or most current version.

2. Cable Splicer Apprentices shall be required to practice and be trained in safe and proper techniques and be competent in bucket-based pole top and vault rescue.

d. Meter Apprentices

1. Meter Apprentice training shall include the type of work reflected in the Standards of Apprenticeship adopted by the JATC, approved by the WSATC, October 22, 2004, Work Processes section, Meter Electrician subsection, or most current version.

2. Meter Apprentices shall be required to practice and be trained in safe and proper techniques in bucket-based pole top and vault rescue.

e. General

1. Within one (1) week after each ECAC meeting, the approved minutes of the previous meeting shall be distributed electronically to each apprentice falling under the jurisdiction of that Committee. Matters of a strictly confidential or personal nature will be omitted from such distributed minutes.

Within thirty (30) days after each JATC meeting, the approved minutes of the previous meeting shall be distributed electronically to each electrical apprentice falling under the jurisdiction of that Committee, and a copy of such minutes shall also be furnished, at that time, to each interested City Light Department general supervisor, and to IBEW, Local 77. Matters of a strictly confidential or personal nature will be omitted from such distributed minutes.

Apprentices shall have computer training and access to review these minutes.

2. Each apprentice shall enroll in and attend classes in subjects related to the employee's trade for not less than four (4) hours weekly for a total minimum of 144 hours per year during the term of apprenticeship, when such classes are made available by the public schools and approved by the State Board of Vocational Education.

3. Adequate safety training will be given in the related classes so each apprentice will be fully informed on safety practices. Failure on the part of the apprentice to show regular attendance at classes will be deemed sufficient cause for dismissal from the entire training system.

4. Apprentices shall receive, at least quarterly, a true copy of every progress report made on them, including quarterly progress reports.

14.6 Employees entering the apprenticeship (or pre-apprenticeship) from a regular City position in the electrical trades, or a IBEW, Local 77 represented position, shall enter that apprenticeship (or pre-apprenticeship) at the closest next higher pay step to the step currently being paid. Such step placement shall not result in a loss of pay unless the step the employee received prior to entering the apprenticeship exceeds the journey level pay of that appropriate journey level classification. In any case, the maximum pay for an apprentice shall not exceed the

journey level pay of that classification. Those persons starting at other than the first period rate shall remain at their entry rate (other than cost of living increases) until such time as their progress through the apprenticeship will result in a wage increase.

ARTICLE 15. HOURS OF WORK

15.1 The standard work week shall consist of five (5) consecutive standard workdays of eight (8) hours each, aggregating forty (40) hours per week, and shall be scheduled Monday through Friday (except where such other schedules may have been previously established, and where changes in existing or other previous established schedules are contemplated, and such changes are mutually agreed upon by the signatories to this Agreement, and except where provided for elsewhere in this Agreement).

15.2 Employees employed outside the Department's distribution area, and operating employees employed in a powerhouse, a power dispatching headquarter, or substation inside the distribution area, may work schedules providing for ten (10) consecutive workdays of eight (8) hours each and four (4) consecutive days off, or other work schedules which may have been previously established; and, where changes in existing schedules are contemplated, such changes shall require mutual agreement between the parties signatory to this Agreement, providing for a longer period of consecutive workdays with corresponding increase in days off. Such scheduled employees may, with the consent of the proper supervisors, be permitted to change shifts on any day among themselves, provided such change does not result in additional expense to the Department.

15.3 The standard workday shall consist of eight (8) hours, exclusive of the meal periods, in any twenty-four (24) hour period, without regard to any particular shift or the number of shifts which may be scheduled. For the purpose of payroll accounting, the workday shall begin at 12:01 a.m. The hours of work for one (1) shift per day, or for morning shift where there is more than one, shall generally start at either 6:30 a.m. or 7:00 a.m. with one-half (1/2) hour off for lunch. Whenever it is found necessary to meet Department needs, hours of duty may also be scheduled to cover for the period during off hours; or the hours of standard work shifts may be varied, provided that notice of such variation shall be given as far in advance as practically possible, and provided further that no variation shall be made solely for the purpose of avoiding overtime payment to employees who would otherwise be entitled thereto.

15.4 If work to be done on any specified job shall require a longer period than ten (10) workdays, such work may be organized on a shift basis. In that case, employees will be paid at the regular straight time wage for any eight (8) hour shift; and working conditions governing regular working hours shall prevail for any eight (8) hour shift. If any specified job is completed in less than ten (10) workdays, employees will be paid at the prevailing overtime rate provided, however, the overtime rate shall only apply to those employees who have been switched from the day shift to a swing or graveyard shift or vice versa. No work shall be performed under these conditions which can reasonably be done during regular working hours.

15.5 Compensatory Time in Lieu of Overtime Pay will be allowed using the following procedures, as addressed in SCL Policy and Procedure 500 P II-297 effective on June 1, 1998, or as mutually revised:

15.5.1 The accrual and use of compensatory time shall be by mutual agreement between eligible employee and appropriate supervisor.

15.5.2 Authorized compensatory time shall be earned at the rate equivalent to the overtime rate specified in Section 16.2

15.5.3 Scheduling the use of any compensatory time will be by mutual agreement of the employee and their supervisor.

15.5.4 A written record of compensatory time earned and used shall be maintained by the City.

15.5.5 Compensatory time may be accumulated up to a maximum of eighty (80) hours (40 hours at the double time rate) in any one contract year.

15.5.6 Authorized accumulated compensatory time hours (not to exceed the maximum allowable balance) will be cashed out upon separation from employment with the City Light Department. Authorized accumulated compensatory time hours will be cashed out upon transfer or promotion to an ineligible title.

ARTICLE 16. OVERTIME

16.1 "Overtime work" is defined to be work over eight (8) hours in a twenty-four (24) hour period or over forty (40) in a given workweek.

16.1.1 Scheduled overtime- relates to employees instructed before quitting time or notified at least twelve (12) hours in advance of starting time, to report for overtime work at a stated hour.

16.1.2 Unscheduled overtime- relates to employees who are requested, without notice as defined in "scheduled overtime", to report for overtime work.

16.1.3 Each crew member who is called out on overtime shall receive a Call-Out stipend equivalent to two and one-half (2.5) hours at the employee's callout rate. When employees are called out outside of regular working hours, Crew Chiefs shall notify them as soon as practical. Employees shall begin receiving compensation at the applicable callout rate upon arrival at their headquarters.

- Crew Chiefs shall be paid at their callout rate upon acceptance of the call.
- Crew Members shall be considered "engaged by the employer" while traveling to their designated headquarters; however, such travel time is not compensable until they arrive at their headquarters.

If an employee receives another call from Dispatch within thirty (30) minutes of leaving headquarters after completing a call-out shift, the travel stipend shall not apply to the subsequent call-out, and no additional call-out stipend shall be paid if the employee is already on an active call-out assignment.

Callout Rates: When employees are called out to perform work outside of their normal work hours, following conditions shall apply:

Employees will also receive the call-out rate at double time and a half (2.5x) for each hour worked, effective from the time of arrival at headquarters until completion of the work and the employee leaving their headquarters, or when the employee's regular shift begins, whichever occurs first.

This rule does not apply to Crew Chiefs, who will be considered "working" acceptance of the call.

1. Regular Workweeks

   a. Call-Out Compensation

      i. Employees who are called into work shall receive the call-out stipend.~~,~~
      ii. The call-out rate is paid at double time and a half (2.5x) rate of pay for each

hour worked upon arrival at headquarters until the work is completed or the employee's regular shift begins, whichever comes first.

2. Holiday

a. Call-Out Compensation

i. Employees called out to work on a recognized holiday shall be paid at three times (3x) their regular rate of pay for each hour worked, beginning upon arrival at headquarters and continuing until the assignment is completed or the employee's regular shift begins, whichever occurs first

- If the recognized holiday falls on a Tuesday, Wednesday, or Thursday, only the holiday itself will be compensated at the call out rate.

- If the recognized holiday falls on a Friday, the employee shall receive call-out compensation for Friday, Saturday, and Sunday.

- If the recognized holiday falls on a Monday, the employee shall receive call-out compensation for Saturday, Sunday, and Monday.

For purposes of this article, holidays are defined as the official holiday dates (e.g., July 4). If the City observes a holiday on an alternate day (such as a Friday or Monday) but the actual official date of the holiday falls on a weekend, the holiday callout rate shall apply.

3. "Weekend" Callouts: Employees who are called out to work on a weekend shall be compensated at three times (3x) their regular rate of pay for each hour worked, beginning at the end of the employee's regularly scheduled shift and upon arrival at their designated headquarters, continuing until the assignment is completed or the employee's next regular shift begins, whichever occurs first. The employees' alternate work arrangement day off shall not be considered part of the weekend for purposes of this provision.

4. Holdover

a. Holdover Compensation Procedure

i. If a crew that is in holdover status and call out is engaged, the holdover crew shall be paid at the applicable call out rate as described above beginning at the time the call out crew arrives.

Employees responding to a callout shall receive a minimum guarantee of 3.5 hours of pay at their callout rate of pay.

Turndown

This provision applies only to call-outs. Employees who are called out but do not accept shall be charged turndown, unless on approved leave. Employees may decline a call-out when contacted; however, such turndowns shall be tracked. Turndown rosters shall be maintained by the assigned supervisor and submitted to the timekeeper no later than the end of the following working day. Managers are responsible for ensuring the accuracy of turndown records for payroll and auditing purposes.

Employees who are assigned overtime work prior to the start of their regular shift shall continue to receive compensation in accordance with Article 28.3.

16.2 Overtime for all employees shall be compensated at the rate of double (2) time except as follows: Employees regularly scheduled to work on any recognized paid holiday shall be paid for the holiday in addition to one and one-half (1½) time their straight-time pay for working the shift. Employees in classifications whose functions do not normally require holiday work, but who are specifically called for an emergency shall be paid at the triple (3) time rate for the actual hours worked, in addition to holiday pay. No combinations of payments to employees shall exceed four (4) times the regular rate of pay, except as provided in Section 28.7 for "High Climb." Employees may be required to work overtime when requested.

ARTICLE 17. WAGE RATES

17.1 The Department agrees to pay to its employees, and the Union agrees that its members employed by the Department will accept, the wage scales for the various classifications set forth and contained in Schedule "A" of this Agreement.

17.1.1 The base wage rates effective on January 23, 2026, shall be computed to reflect a two and seven-tenths percent (2.7%) increase plus one percent (1%). The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent..

17.1.2 The base wage rates effective on January 23, 2027, shall be computed to reflect a percentage increase equivalent to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bellevue area Consumer Price Index for June 2026 over the same index for June 2025; provided, however, said percentage increase shall not be less than two and five-tenths percent (2.5%) nor shall it exceed six percent (6.0%). The index used shall be the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), All Items, Revised Series (1982-84=100), covering the period June 2025 – June 2026 as published by the Bureau of Labor Statistics. The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent

17.1.3 The base wage rates effective on January 23, 2028, shall be computed to reflect a percentage increase equivalent to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bellevue area Consumer Price Index for June 2027 over the same index for June 2026; provided, however, said percentage increase shall not be less than two and five-tenths percent (2.5%) nor shall it exceed six percent (6.0%). The index used shall be the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), All Items, Revised Series (1982-84=100), covering the period June 2026 – June 2027 as published by the Bureau of Labor Statistics. The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent.

17.1.4 The base wage rates effective on January 23, 2029, shall be computed to reflect a percentage increase equivalent to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bellevue area Consumer Price Index for June 2028 over the same index for June 2027; provided, however, said percentage increase shall not be less than two and five-tenths percent (2.5%) nor shall it exceed six percent (6.0%). The index used shall be the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), All Items, Revised Series (1982-84=100), covering the period June 2027 – June 2028 as published by the Bureau of Labor Statistics. The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent.

17.1.4 In the event the "Consumer Price Index" becomes unavailable for purposes of computing any one of the afore-referenced increases, the parties shall jointly request the Bureau of Labor Statistics to provide a comparable index for purposes of computing such increase and if that is not satisfactory, the parties shall promptly undertake negotiations solely with respect to agreeing upon a substitute formula for determining a comparable adjustment.

17.2 Every employee upon first appointment or assignment shall receive not less than minimum rate of the salary range fixed for the position.

17.2.1 Unless otherwise specified in this Agreement or applicable Standards of Apprentices, an employee shall be granted the first automatic step increase in salary rate upon completion of six (6) months of "actual service" when hired at the first step of the salary range, and succeeding automatic step increases shall be granted after twelve (12) months of "actual service" from the date of eligibility for the last step increase to the maximum of the range. Actual service for purposes of this Section shall be defined in terms of one (1) month's service for each month of full-time employment, including paid absences.

17.2.2 For employees assigned salary steps other than the beginning step of the salary range, subsequent salary increases within the salary range shall be granted after twelve (12) months of "actual service" from the appointment or increase, then at succeeding twelve (12) month intervals to the maximum of the salary range established for the class.

17.2.3 In determining "actual service" for advancement in salary step, absence due to sickness or injury for which the employee does not receive compensation may at the discretion of the City be credited at the rate of thirty (30) calendar days per year. Unpaid absences due to other causes may, at the discretion of the City, be credited at the rate of fifteen (15) calendar days per year. For the purposes of this paragraph, time lost by reason of disability for which an employee is compensated by Industrial Insurance or Charter disability provisions shall not be considered absence. An employee who returns after layoff, or who is reduced in rank to a position in the same or another department, may be given credit for such prior service.

17.2.4 Any increase in salary based on service shall become effective upon the first day immediately following completion of the applicable period of service.

17.2.5 An employee transferred to another position in the same class or having an identical salary range shall continue to be compensated at the same rate of pay until the combined service requirement is fulfilled for a step increase and shall thereafter receive step increases as provided in Section 17.2.1 of this Article.

17.3 As a matter of general personnel administration, employees can be expected to assume responsibilities and perform duties within their craft above or below their classifications, in a relief capacity or for a portion of their time, except where contrary to current practices.

17.4 Employees who are regularly scheduled to work shifts other than the regular day shift (first shift), unless agreed otherwise between the parties, shall receive a shift differential of six percent (6%) of their base hourly rate for all hours worked on such shifts. Employees who are already receiving a ten percent (10%) shift differential as of the effective date of this Agreement shall be grandfathered at that rate.

17.4.1 Employees on vacation, sick leave, industrial injury and light duty (day shift) shall not receive shift differential. It is understood that shift differential stays with the shift and not with the individual.

17.4.2 Shift extensions before and after the regular work shift other than day crews (first shift) will be paid at the double (2) time rate of pay plus the shift differential.

17.4.3 All hours worked on shift work relief for vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignments, and/or special assignment will be paid at the double (2) time rate of pay plus the shift differential.

17.4.4 Employees working a twelve (12) hour dayshift will receive the shift differential for the last four (4) hours of the shift.

17.4.5 Shift differential will be paid for all shift hours worked in accordance with Section 15.4.

17.4.6 All scheduled overtime shall be paid at the double (2) time rate of pay; however, employees assigned unscheduled overtime work prior to the start of their regular shift shall be compensated in accordance with Section 16.1.3 and 28.3, which shall prevail.

17.4.7 This shift differential pay is included as compensation on which retirement system contributions are calculated and made by the employee and by the City, except in overtime situations.

17.4.8 Shift personnel will have access to safety meetings, training opportunities and Union representation.

17.5 Employees assigned to perform Crew Coordinator duties shall receive a Crew Coordinator Premium of five percent (5%) of their base hourly rate for all hours paid in such assignment. This premium shall be included in the employee's regular rate of pay for purposes of calculating overtime, and employees receiving this premium shall remain eligible for overtime compensation in accordance with Article 16 (Overtime). Employees eligible for the Crew Coordinator Premium include those assigned as Crew Coordinators in the following classifications:

- Meter Crew Chief
- Line Crew Chief
- Network (Cable Splicer) Crew Chief
- Electrician Constructor Crew Chief
- Powerline Clearance Coordinator

ARTICLE 18. SUBSISTENCE

18.1 When employees are required by the Department to travel more than thirty (30) miles from their normal headquarters (except to Bothell Substation or Cedar Falls for employees normally headquartered within the Seattle area) they shall receive a meal allowance at the Federal Per Diem rate if travel occurs during a meal period. When overnight lodging away from the employee's home is required, it shall be reimbursed up to the Runzheimer rate. This does not preclude the Department from making special accommodations available for outage restorations. Accommodations, other than outage restoration, will be equivalent to the Runzheimer rate in quality, or best available, when the Runzheimer standard cannot be met.

18.2 When an employee, crews, or any part of a crew or crews, are staying overnight at the Skagit, they shall be provided housing at the Skagit when available, otherwise Section 18.1 will apply.

18.3 In order to cover personal incidental expenses during periods away from home, a payment of two (2) additional hours at the normal rate of pay for each night of required absence from their regular place of employment shall apply.

18.4 When attending a conference and/or training on an employee's regular workday, the employees are expected to adjust their hours for normal daily training and/or conference sessions.

18.4.1 If the conference and/or training is scheduled and exceeds eight (8) hours per day, the employee shall be compensated at the overtime rate of pay for those hours in excess of said eight (8) regular hours (excluding meals).

18.4.2 Travel to and/or from the employee's regular headquarters to a conference and/or training location shall be considered part of the employee's normal workday. Any time consumed for travel outside of the normal working hours shall be compensated at the overtime rate of pay.

18.5 Travel Pay-Nothing in this article and this collective bargaining agreement is intended to supersede the provisions laid out in Washington State Court of Appeals decision No. 5498-9-II nor WAC 296-126-002(8).

18.6 During the term of this agreement, the parties agree to a reopener for Runzheimer rates related to FAS Draft Policy.

ARTICLE 19. MEAL PERIODS AND MEAL PAYMENTS

19.1 All overtime meal payments, whether the meal is taken or not, shall be receipt-less and paid at the meal rate listed in Schedule "A" on the employee's check.

19.1.1 Meal Payment amounts shall be adjusted annually based on the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPIW).

19.2 In general, and except as otherwise provided herein, the regular meal periods shall be at 6 a.m., 12 noon, 12 midnight, and 6 p.m. For the 12 noon meal period, employees working regular day shifts may take their 30-minute meal period any time between 11:00 a.m. and 1:00 p.m., at the discretion of the Crew Chief, to minimize work disruption and reduce the need to work through lunch. Employees required to work during a regular meal period shall receive the overtime rate of pay for such portion of the meal period that they work. The amount of time used from the regular eight (8) hour day for the meal shall then be deducted from the regular work day time in computing the day's compensation.

19.3 When employees are on overtime work they will be compensated for meals as described below, unless returned to headquarters before meal time, or except when notified before regular quitting time, or at least twelve (12) hours in advance of the starting time, in which event they shall furnish their own 12 noon or 12 midnight meal.

19.3.1 Employees working up to a meal period on unscheduled overtime shall be paid at the meal rate- listed in schedule "A" for payment of the meal.

19.3.2 If overtime is to continue through or after a regular meal period and is ninety (90) minutes or more in duration, the department shall pay employees for the meal, except when the department furnishes the meal at or from its own mess hall. The 6 a.m., 12 noon, 12 midnight and 6 p.m. meals will be paid at the meal rate listed in Schedule "A".

19.4 When an employee is called out to work unscheduled overtime prior to the 6 a.m. meal period and continues to work past the 12 noon meal period the Department shall pay the employee for the 12 noon meal.

19.5 Meal payment for shift employees on unscheduled overtime shall be provided as set forth in Sections 19.5.1, 19.5.2, 19.5.3, and 19.5.4.

19.5.1 The term "shift employees" refers to those employees subject to shift rotation or who regularly work either evening or night shifts. It also refers to all employees working other than the standard work day, and standard work week, as defined in the Agreement.

19.5.2 Meals and meal periods for unscheduled hours worked either before or after a normally scheduled shift (shift extension) shall be as follows:

a) The meal period will start ninety (90) minutes prior to the regularly scheduled beginning of a shift; the meal will be paid at the meal rate listed in Schedule"A" .

b) The meal period will be ninety (90) minutes after the end of a regularly scheduled shift. Working beyond the start of this meal period will entitle the employee to a meal paid ~~at~~ at the meal rate listed in Schedule "A".

c) All succeeding shift meal periods will be in six (6) hour increments and will be paid ~~at the~~ at the meal rate listed in Schedule "A".

19.5.3 Mid-shift meals and meal periods for unscheduled overtime hours worked when called out shall be as follows:

a) Four hours after the predetermined time for the start of the shift, the meal will be paid ~~at~~ at the meal rate listed in Schedule "A".

b) All succeeding shift meal periods shall be in six (6) hour increments, and will be paid ~~at~~ at the meal rate listed in Schedule "A".

19.5.4 Employees working up to (but not into) a meal period on overtime shall be paid at the meal rate listed in Schedule "A".

19.6 Meal reimbursement, including any required supporting documentation, must be submitted to the employee's supervisor within forty-five (45) days of the meal being consumed. Failure to submit the required documentation shall result in forfeiture of the reimbursement.

ARTICLE 20. UNION REPRESENTATIVES

20.1 The authorized representatives of the Union signatory to this Agreement shall be allowed admission to any job at any reasonable time for the purpose of investigating conditions existing on the job. On projects which are under military guard, the Department will cooperate with the Union officials in this regard as far as regulations will permit.

20.2 Such authorized labor representatives shall confine their activities during such investigations to matters relating to this Agreement, and will first make their presence known to the management.

20.3 Employees elected or appointed to office with the IBEW, Local 77 Union which requires a part or all of their time shall be given leave of absence of up to seven (7) years upon application. They shall not lose their seniority established with the Department at the time of the leave of absence.

ARTICLE 21. STEWARDS

21.1 The Business Manager and/or Representatives shall have the right to appoint a Steward at any shop or on any job where employees are working under the terms of this Agreement. The Steward shall see that the provisions of this Agreement are observed, and shall be allowed reasonable time to perform these duties during regular working hours without suffering a loss in pay. This shall not include processing grievances at Step 4 of the grievance procedure set forth in Article 7 of this Agreement. The Department shall be furnished with the names of Stewards so appointed. Under no circumstances shall the Department dismiss or otherwise discriminate against an employee for making a complaint or giving evidence with respect to alleged violation of any provision of the Agreement.

ARTICLE 22. SAFETY AND HEALTH

22.1 All work shall be done in a competent and Journeyworker like manner, and in accordance with the State of Washington Safety Codes. Where Department standards are more stringent than those called for as a minimum by State Construction Code, then the Department standards shall prevail.

22.2 It shall not be considered a violation of this Agreement as described in Article 9 for an employee to refuse to work with unsafe equipment, where adequate safeguards are not provided or when the facilities and services are not being maintained in a sanitary condition. An employee who is involved in such a work stoppage shall not be disciplined or suffer any loss of wages for such action if one of the three conditions as described above actually prevailed at the time of the work stoppage. Any questions regarding the merits of safe vs. unsafe conditions shall be judged pursuant to Article 22.

22.3 All employees whose work requires them to work on elevated structures or in vaults, manholes and handholes shall be instructed in a system of rescue and resuscitation at least once a year in order to become and remain proficient in its application. A record of such training and individual performance shall be kept. When Instructors of these rescue systems are selected from the IBEW, Local 77 Bargaining Unit, they shall be compensated at their regular rates of pay when receiving CPR Instructor training.

22.4 The Department and Union recognize safe working conditions to be essential to the parties signatory to this Agreement. The employee has the duty and privilege of immediately reporting hazardous conditions to the employee's crew chief or supervisor. If not resolved at that level, the employee should submit a written safety suggestion. The Department recognizes that the individual employee also has the right, in compliance with appropriate State and/or Federal laws, to report the hazardous condition directly to the State of Washington, Department of Labor and Industries, Division of Safety.

22.5 The Department will maintain an effective hearing conservation program. The program will include (a) noise exposure analysis, (b) control of noise exposure and (c) measurement of hearing through audiometric testing. Employees exposed to noise which equals or exceeds the limits specified in the Walsh-Healy Act will be audiometrically tested every eighteen (18) months or as often as stipulated in the Washington Industrial Safety and Health Act.

22.6 The Department agrees to maintain an effective Safety Program. To accomplish this end, the Department agrees to the following:

1. The practice of safety shall have first priority in all Department activities.

2. The Safety Unit or other appropriate work unit shall issue job orders for any matter pertaining to unsafe working conditions.

3. Those safety job orders pertaining to hazardous conditions affecting the personal safety of the Department personnel shall be given the first priority and those job orders pertaining to unsafe conditions which place an employee in immediate peril shall be completed in advance of any other work that may be pending on that job.

4. The Department will develop and employ a professional safety staff. The majority of this professional staff shall be assigned exclusively to safety.

5. Employees have the right to have safety and health inspections made at the job site and may have a representative present during the inspections.

6. The Department shall post on all safety bulletin boards, with copies to the Union, any reports concerning the inspections which reveal hazardous conditions or toxic substances.

7. Employees have the right to a safe working environment so that no employee suffers impaired health or diminished life expectancy. Dangerous substances and conditions shall be identified and posted.

8. All plant facilities and mobile equipment shall be designed or selected with employees' safety as a paramount consideration.

9. A Safety Advisory Committee composed of three (3) members of the Union and three (3) members of the Department shall be established. The Committee shall meet at least quarterly to review the effectiveness of the Department's Safety Program.

10. When a safety watch is required, the person assigned shall be a journey level Lineworker, Cable Splicer or Electrician Constructor as appropriate to the type of work being performed. The responsibility of this person shall be to function as a safety watch.

22.7 After an electrical contractor has completed any new underground or overhead distribution installation, the final primary (4 kV and over) termination tap or connection required to energize the system shall be made by the appropriate union-recognized classification in accordance with this Agreement.

22.8 The Union shall be notified of serious injury or fatal accident involving an employee covered by this Agreement, and the Union may, at its discretion, have at least one (1) representative from the Bargaining Unit at all investigations of such accidents. The Union Representative's supervisor must be notified before the representative leaves work for this purpose. Work time involved by the Union's representative shall be paid by the Union. Department accident or injury reports of such investigations shall be available to the Union, and the monthly Safety Accident and Industrial Illness Report shall be provided to the Union.

22.9 Safety meetings shall be scheduled monthly (except as provided for in Article 29, Working Rules for Operating Personnel Working in Substations) and shall be on Department time, but shall be so arranged that the employees can report to their headquarters prior to the meeting

and travel to and from such safety meetings in Department equipment and on Department time. Employee's attendance shall be compulsory.

ARTICLE 23. WORK OUTSIDE OF CLASSIFICATION IN EMERGENCIES

23.1 In cases of extreme emergencies, employees may be required to perform work outside of their classification. In such a case the employees affected shall, whenever practicable, be under the direct supervision of a Crew Chief, or other employee regularly performing this work.

23.2 For the purpose of definition in this Agreement, "emergency" shall mean an unforeseen occurrence endangering life, limb and/or property as determined by the person-in-charge.

ARTICLE 24. UNEMPLOYMENT COMPENSATION

24.1 When and if members of IBEW, Local 77 covered by an agreement between themselves and the City of Seattle, City Light Department cease to be covered by the Federal and State law requiring City of Seattle, City Light Department participation in an unemployment compensation program, the City of Seattle, City Light Department, will implement a self-insured form of unemployment compensation for employees covered by this Agreement.

The unemployment compensation will meet the following criteria:

24.1.1 Provide coverage for full-time employees who have completed one (1) continuous year of service with the City immediately preceding such layoff; provided, however, an employee who is on authorized leave of absence during the year immediately prior to layoff shall be deemed in continuous employment immediately preceding such layoff for purposes of eligibility for unemployment compensation benefits as provided herein, but such leave time when taken without pay shall not be included in the computation of the one (1) year requirement.

24.1.2 Coverage will only apply to those employees who are laid off.

24.1.3 Employees who are receiving compensation under this program must provide evidence of actively seeking employment.

24.1.4 The weekly benefit will be the same as the State of Washington Unemployment Compensation Program, but shall be good for twenty-six (26) weeks only (no extended benefits).

24.1.5 When and if the City of Seattle is required by Federal or State law to participate in any unemployment compensation program or finance unemployment compensation benefits, the City of Seattle's obligation to any employee under Section 24.1 will cease as long as the weekly benefit amount under said Federal or State law is equivalent to or exceeds the weekly benefit amount specified under Section 24.1. If the weekly benefit received under the Federal or State mandated program is less than that provided under Section 24.1, the City of Seattle shall supplement the payments made pursuant to Federal or State law to the extent that the unemployment compensation weekly benefit would equal that provided under Section 24.1.

24.1.6 Under no circumstances shall an employee be entitled to the City of Seattle unemployment compensation benefit while drawing a similar benefit from another source.

ARTICLE 25. BULLETIN BOARDS

25.1 Bulletin boards shall be maintained at all permanent headquarters and shall be available to the signatory Union for posting of official Union bulletins.

ARTICLE 26. GENERAL AND MISCELLANEOUS

26.1 All employees who are required to use their own transportation on Department business shall be reimbursed at a rate to reflect the United States Internal Revenue Service cents per mile rate as announced in that year, or immediately prior thereto, for purposes of United States Income Tax deductions for use of a privately owned automobile for business purposes.

26.2 No wage rate, reasonable condition or privilege not inconsistent with this Agreement presently enjoyed by any classification of employees covered by this Agreement shall be reduced because of the signing of this Agreement.

26.3 Employees relieved from duty except for cause during the first half of the day or shift shall receive not less than one-half (1/2) day's pay; if relieved from duty except for cause after having been on duty more than one-half (1/2) day, they shall receive a full day's pay, unless relieved at their own request.

26.4 The Union signatory to this Agreement shall have the option or privilege of payroll deductions for Union dues in compliance with Department regulations.

26.5 Industrial Injury or Illness: In August of 1991, the City Council enacted an ordinance revising this benefit. The provisions are reflected in the following language which replaces language which became null and void per the 1991-94 Agreement.

Any employee who is disabled in the discharge of his/her duties and if such disablement results in absence from his/her regular duties, shall be compensated, except as otherwise hereinafter provided, in the amount of eighty percent (80%) of the employee's normal hourly rate of pay, not to exceed two hundred sixty-one (261) regularly scheduled workdays counted from the first regularly scheduled workday after the day of the on-the-job injury; provided the disability sustained must qualify the employee for benefits under State Industrial Insurance and Medical Aid Acts.

26.5.1 Whenever an employee is injured on the job and compelled to seek immediate medical treatment, the employee shall be compensated in full for the remaining part of the day of injury without effect to his/her sick leave or vacation account. Scheduled workdays falling within only the first three (3) calendar days following the day of injury shall be compensable through accrued sick leave. Any earned vacation may be used in a like manner after sick leave is exhausted, provided that, if neither accrued sick leave nor accrued vacation is available, the employee shall be placed on no pay status for these three (3) days. If the period of disability extends beyond fourteen (14) calendar days, then (1) any accrued sick leave or vacation leave utilized that results in absence from his/her regular duties (up to a maximum of eighty percent (80%) of the employee's normal hourly rate of pay per day) shall be reinstated by industrial insurance or (2) if no sick leave or vacation leave was available to the employee at that time, then the employee shall thereafter be compensated for the three (3) calendar days at the eighty percent (80%) compensation rate described in Section 26.5.

26.5.2 Such compensation shall be authorized by the Personnel Director or his/her designee with the advice of such employee's department head on request from the employee supported by satisfactory evidence of medical treatment of the illness or injury giving rise to such employee's claim for compensation under Seattle Municipal Code 4.44, as now or hereinafter amended.

26.5.3 Compensation for holidays and earned vacation falling within a period of absence due to such disability shall be at the normal rate of pay but such days shall not be considered as regularly scheduled workdays as applied to the time limitations set forth within Section 26.5. Disabled employees affected by the provisions of SMC 4.44 shall continue to accrue vacation and sick leave as though actively employed during the period set forth within Sections 26.5 and 26.5.1.

26.5.4 Any employee eligible for the benefits provided by SMC 4.44 whose disability prevents him/her from performing his/her regular duties but in the judgment of his/her physician could perform duties of a less strenuous nature, shall be employed at his/her normal rate of pay in such other suitable duties as the department head shall direct, with the approval of such employee's physician until the Personnel Director requests closure of such employee's claim pursuant to SMC 4.44, as now or hereinafter amended.

26.5.5 Sick leave shall not be used for any disability herein described except as allowed in Section 26.5.1.

26.5.6 The afore-referenced disability compensation shall be understood to be in lieu of State Industrial Insurance Compensation and Medical Aid.

26.5.7 Appeals of any denials under this Article shall be made through the Department of Labor and Industries as prescribed in Title 51 R.C.W.

26.6 A qualified City Light Journeyworker shall review at appropriate intervals during construction and prior to energization, electrical portions of all underground, all overhead, and all station projects undertaken by contractors for the Department within the City Light service area. Network work shall be reviewed by a Journeyworker Cable Splicer, Overhead work shall be reviewed by a Journeyworker Lineworker, and station work shall be reviewed by a Journeyworker Electrician Constructor. Underground URD work may be reviewed by either a Journeyworker Lineworker or a Cable Splicer. Direct burial facilities installed by contract may be reviewed by any of the Journeyworker classifications as covered by Section 31.17.

The Journeyworker selected to review the contractor's job shall become familiar with the electrical system to insure that no undue hazard exists so far as future maintenance is concerned. The Journeyworker shall have the responsibility and authority to point out and/or report any condition or situation that would render the job unsafe. A copy of these reports shall be turned in to the Supervisor of the appropriate Division. Should it be necessary to leave a job in a temporary or unsafe condition for a short period of time, the Department shall post a report of such condition on the safety bulletin boards in the appropriate Division.

The Department agrees that conditions which are documented as unsafe will be corrected before work is accepted for regular operation and maintenance.

A copy of the City Light Inspection Division's authorization to energize shall include the name of the Journeyworker who reviewed the construction and shall be furnished to the Supervisor of the appropriate Division and the Power Dispatcher. In order to review the contractor's job, the Journeyworker selected may be required to work the same hours as the contractor's employees and shall not be paid overtime except when working more than an eight-hour day. As used in this Section, the term "Journeyworker" shall also include the appropriate Crew Chief.

26.7 Electrical Trades Trainees shall be included in the Bargaining Unit. It is understood and agreed that the Electrical Trades Trainee position is a training position in which the Electrical Trades Trainee is trained in all phases of an Electrical Helper's job. The concept is that under direction and guidance, the Electrical Trades Trainee will perform tasks as needed to learn the safest, best and most efficient method to do an Electrical Helper's job. The job site portion of this learning process will be under the direct guidance of a regular helper with participation by the Journeyworker and/or Crew Chief.

It is further understood that the Electrical Trades Trainee will in no way replace or substitute for a regular Helper.

26.8 Journeyworkers in all classifications shall receive the training required to perform all aspects of their job.

26.9 CORRECTION OF PAYROLL ERRORS:
The Parties agree to establish a new Section 26.8 of the current collective bargaining agreement as follows:

Correction of Payroll Errors – In the event Management has been notified there has been an error in employee's paycheck, and the error is not in dispute, an underpayment shall be corrected within two (2) pay periods. Corrections not made within two pay periods shall be paid by separate check within two days of not receiving such payment and at the request of said employee and, upon written notice, an overpayment shall be corrected as follows:

A. If the overpayment involved only one (1) paycheck;
   1. By payroll deductions spread over two (2) pay periods; or
   2. By payments from the employee spread over two (2) pay periods.

B. If the overpayment involved multiple paychecks, by a repayment schedule through payroll deduction not to exceed twenty-six (26) pay periods in duration, with a minimum payroll deduction of not less than Twenty-five Dollars ($25) per pay period.

C. If an employee separates from the City service before an overpayment is repaid, any remaining amount due the City will be deducted from the employee's final paycheck(s).

D. By other means as may be mutually agreed between the City and the employee, the Union representative may participate in this process at the request of the involved employee. All parties will communicate/cooperate in resolving these issues.

E. Delays in correcting payroll errors shall be resolved through the contractual Labor Management process.

ARTICLE 27. SAVINGS CLAUSE

27.1 Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof; provided, however, upon such invalidation that parties agree immediately to meet and negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full force and effect.

ARTICLE 28. GENERAL WORKING RULES

28.1 The Working Rules contained herein, and not inconsistent with the provisions of this Agreement, are hereby adopted, and will remain in effect until modified or amended. Any changes in the Working Rules between the Department and the local Union signatory hereto shall be promulgated in the form of schedules supplementary to and incorporated in this Agreement.

28.2. Employees will be paid car mileage as covered in Section 26.1 if they are required to furnish their transportation to and from their homes on a callout as described in Section 16.1.3. No mileage payment will be made if the employees are notified before leaving their regular daily work to report for duty after regular working hours

28.3 Employees on overtime pay before the start of their regular shift, who have enough of such overtime to equal eight (8) hours or more of regular time rate of pay, shall have eight (8) consecutive hours of relief before being returned to regular straight-time rate of pay, and such employees may be relieved from duty for the day after having earned at least ten (10) hours' straight-time pay. The employees/crew may choose to work one-half of their next regular shift at the overtime rate of pay. After the involved employees have realized compensation equal to their regular shift pay, their supervisor may release them from duty for the remainder of their shift. Alternatively, the employees may at their option use sick leave to compensate for the required time off from their regular scheduled shifts.

28.4 Employees called for duty less than four (4) hours before the beginning of their regular working hours or shift hours shall be paid at the rate of double time (except intermission for meals); however, employees in call-out status shall be compensated in accordance with Section 16.1.3, which shall prevail.

28.5 Where the Department desires the transfer of employees from one shift to another, no loss in regular pay shall result and a nominal sixteen (16) hours off duty between shifts shall be allowed and the overtime rate shall be paid for all the time less than the nominal sixteen (16) hours off duty, except where otherwise agreed upon by the Department and the Union.

28.5.1 The schedule for the days to work and the days off go with the job and not the employee, and an employee exercising the option for the change from one job to another assumes the days of work and days off of the new job, and anything pertaining to the schedule for the old job ceases at the beginning of the new job.

28.5.2 Nothing in this Section shall be construed to avoid the payment of overtime to an upgraded employee called back from scheduled time off to fill a higher position when the regular employee in that position is absent from work.

28.6 When employees are transferred to any position in which they have had no previous experience, they shall be given a reasonable break-in period with an experienced employee in that position.

28.7 All employees working on poles, towers, or suspension type platforms seventy-five (75) feet above ground or higher shall receive additional compensation while actually working at these heights. This additional compensation shall be at the straight time rate in addition to the normal rate in effect at the time the work is being performed. This rule shall not apply when employees are working on roofs of buildings where no exceptional hazard exists, nor does it apply to Lineworker (Testing Live Line Insulators over 7500 volts).

28.8 Employees shall not be required to report before or after their regular work periods to other than their regular headquarters for the purpose of picking up vehicles or materials.

28.9 Employees required to attend meetings called by the Department outside of regular working hours shall be paid overtime for those hours which are worked in addition to their regular shift. When attendance at departmental meetings cannot reasonably be scheduled during an employee's regular shift, such employee can be expected to attend as scheduled. An employee who has compelling reasons which make it unreasonable for the employee to attend a given meeting outside of the employee's regular shift shall discuss the situation with the supervisor as far in advance as possible so that alternate arrangements can be made. An employee's attendance at such meetings shall be scheduled at least seven (7) days in advance.

28.10 When a job to be done has been given to an individual or crew and, after inspecting or attempting to do the job, it has been turned back unfinished, the reason for turning it back must be put in writing by the person so doing. Special note must be made of extraordinary hazards, and this information must be given to all persons or crews that are later requested to do the same job.

28.11 Employees classified as Helpers will in no event be used as substitutes to replace Journeyworkers.

28.12 Headquarters shall be where adequate toilet, washroom, lunchroom, and locker facilities are available to accommodate personnel assigned thereto, and where their tools and clothing may be kept in a safe, dry and warm place. Suitable privacy will be provided in the above facilities. All changes of headquarters for any work unit (bid position) shall first be reviewed by the Joint Labor Management Committee for compliance with this Article.

28.12.1 All employees shall be assigned to a headquarters which meets the definition of 28.12. Thereafter, they shall report to that place as their "normal work headquarters" at the beginning of the workday and shall be regarded as on duty. Travel from headquarters to job locations and back to headquarters shall be part of the employee's work time, and any transportation necessary shall be provided by the Department. Instead of reporting to their headquarters, employees may be directed to begin their regular work shift at a department

designated location within the distribution area for training. Parking costs, supported by a receipt, shall be reimbursed by the Department.

28.12.2 If the City Light Department undertakes a project within the distribution area which will occupy one (1) or more employees for a period of more than ten (10) days, one (1) or more employees may be required to report at the headquarters nearest the work project for the duration of the project. The employee shall (except for breakdown or emergency) receive at least five (5) workdays advance notice of a shift in a headquarters as covered in this paragraph. Upon completion of the project, the employees shall return to their "normal work headquarters." These headquarters shall meet the requirements of Section 28.12.

28.12.3 When employees are required by the Department to do temporary work in a location outside of the area surrounding their normal headquarters, the following shall apply:

a. If an employee is required to travel more than thirty (30) miles, Article 18 shall apply.

b. If an employee is required to travel thirty (30) miles or less, or to Bothell Substation or Cedar Falls, time consumed in traveling to and from Seattle and the work location shall be considered part of the workday. Any time consumed in this travel, outside of regular working hours, shall be at the overtime rate of pay.

c. The normal work week for those crews traveling may need to conform to the schedules at work locations they may be temporarily assigned to.

d. An employee regularly assigned to the Seattle distribution area shall not be assigned to work at any headquarters outside that area for more than thirty (30) working days out of any ninety (90) working days. Assignments may be extended by mutual agreement between the Union and the City.

e. Except for unanticipated occurrences, at least three (3) days notice shall be given the employee for assignment to work outside the Seattle distribution area.

f. For work assignments outside of the distribution area, transportation other than provided by the Department may be used provided this results in no additional cost to the Department.

28.12.4 Employees laterally transferred or accepting promotion to or from permanent headquarters outside the Seattle distribution area to or from another permanent headquarters shall be paid for all reasonable moving expenses of household goods.

28.12.5 When a transfer is out of the Seattle distribution area and at the request of the Department, adequate family housing facilities shall be furnished as soon as available under the housing rule of the area. The provisions of this paragraph shall not apply to personnel whose headquarters is Bothell Substation or Cedar Falls.

28.12.6 Upon retirement of, or death in service of, an employee whose permanent headquarters is outside the Seattle Distribution Area, the Department shall pay all reasonable moving expenses of the employee's household goods to Seattle or a distance not greater, providing the move is made within thirty (30) days after death or retirement of the employee.

28.13 In case of an employee being employed at two (2) classifications in the same day the employee shall receive the higher rate of pay for all hours worked at the higher classification, or except as otherwise specified in Article 36, POWER PRODUCTION, Sections 36.11 and 36.12.

28.13.1 When an employee is appointed on a "work out of class" basis to a position in a class, with multiple pay steps, having a higher maximum salary such employee shall be paid at the nearest step in the higher range which (1) provides the employee who is not at the top step of his/her current salary range a dollar amount at least equal to the next step increase of the employee's current salary range or (2) provides the employee who is at the top step of his/her current salary range an increase in pay nearest to four percent (4%) provided that such increase shall not exceed the maximum step established for the higher paying position.

28.13.2 Replacement relief of a higher classification shall be the same pay rate as the pay of the relieved position. Holidays falling in the replacement period shall be paid at such higher rate providing the employee works the day before and the day after the holiday. The higher rate of pay does not apply to vacation occurring during such assignment.

28.14 Permanent transfers to another headquarters or organizational unit to permanent vacancies in an employee's current classification (job titles listed in Schedule A) requested by Electrical Journeyworkers or employees in lower related classifications who have completed their probationary period shall be made in accordance with the following factors:

a. The Department shall post all permanent vacancies in Electrical Journeyworker or lower related classifications for a period of not less than six (6) working days at the headquarters of the classifications affected. The Department shall furnish a copy of all postings and awards to the Union.

b. Seniority for purposes of this Article shall be based on total employment from the most recent date of employment with the Department in one's current classification listed in Schedule “A”.

1. In the event two (2) or more employees have the same classification seniority, then Department seniority shall govern. Department seniority shall be based on the total continuous employment with the Department under regular appointment.

2. There will be no seniority credit granted for time worked at a higher level when working out-of-class assignments, but seniority shall continue to accrue in the employee's regular job classification.

3. For the purpose of determining either classification or Department seniority, leave of absence without pay not to exceed sixty (60) days per calendar year shall not be deducted.

4. An employee on leave of absence per 20.3 shall continue to accrue seniority in the employee's regular job classification.

5. Employees reduced for any reason other than discipline shall retain their accumulated seniority in their lower classification listed in Schedule "A."

6. Employees reduced for any reason other than discipline, then later returned to their former higher position, shall retain their accumulated seniority in their higher classification listed in Schedule "A."

7. Seniority for Journeyworker bids shall include combined time as journey-level, JIC and Crew Chief or Chief Hydroelectric Operator in the respective classification series of the posted bids.

Classifications affected by 28.14c shall be as follows: Lineworker, Electrician Constructor, Cable Splicer, Meter Electrician, Communication Electrician, Protection and Control Electrician (PaCE), Power Structure Mechanic(PSM), Structural Iron Worker, Hydroelectric Operator.

Upon ratification, seniority lists will be adjusted accordingly.

d. Seniority lists shall be established annually as of April 1st and used for the ensuing year for bidding. Such lists shall be posted at headquarters and units herein having affected employees, and copies shall be furnished to the Union by April 15th of that same year.

e. Notwithstanding anything contained herein, the Department need not consider the request of the employee who does not possess the knowledge, skill, adaptability and physical ability required for the job on which the application for transfer is made, or who has not completed the probationary period.

f. Headquarters for the purpose of bidding shall be: North Service Center, South Service Center, Newhalem, Boundary, Cedar Falls, and the System Control Center.

g. A permanent vacancy must be posted for bidding if it is to be filled for more than one thousand forty (1040) hours (6 months) unless the vacancy is created by an employee on sick leave, Industrial Injury, or approved Leave of Absence.

h. The senior qualified bidder shall be awarded the permanent vacancy which is posted per this Article.

28.14.1 Transfer of an employee from one headquarters or organizational unit to another headquarters or organizational unit shall not constitute a promotion, provided however, the following job titles will be filled by bidding as defined in Section 28.14:

FROM	TO
a) Material Supplier, Electrical	Material Supplier. Electrical asg Line Equipment Operator/ Pole Digging Machine
b) Material Supplier, Electrical	Material Supplier, Electrical asg to Pole Hauling Detail
c) Material Supplier, Electrical	Material Supplier, Electrical asg Electrical Equipment Custodian
d) Material Supplier, Electrical	Material Supplier, Electrical asg 15000 GVW or heavier truck equipped with cable winch and/or derrick
e) Material Supplier, Electrical	Material Supplier, Electrical asg Oil Truck, Vactor Truck, Pump Truck or Tool Room
f) Electrical Helper	Material Supplier, Electrical

28.14.2 If the Department does not within the time provided herein receive any applications from qualified applicants for posted openings, the transfer rules of this Section shall not apply.

28.14.3 The Department shall have the right to make transfers at the request of employees whose health or physical condition makes it advisable to transfer them from duty in occupations which are hazardous or involve physical or mental strain, and nothing in this Agreement shall be construed to restrict or restrain the Department in the exercise of such right.

28.14.4 The purpose of this Section is to establish the process that will be used when it becomes necessary to transfer employees between any of the following work units:

URD	Overhead Line Construction
Streetlighting	Line Service

When the workload (work quantity and committed completion dates) changes due to decisions or circumstances outside of the department's control, and produces a workload peak that exceeds the capacity of the available or assigned work force, employees may be shifted from their job in the work unit (bid position) to another work unit within job classifications for purposes of meeting workload peaks or to cover for the absence of critical skills. Such transfers shall be accomplished utilizing the following process:

- Priority shall be given to transferring work between units and/or headquarters over transferring employees temporarily between units within headquarters to meet workload peaks.

- The reason necessitating the transfer shall be provided to the employee.

- For temporary assignments of five (5) or less working days, employees will be given verbal notice as soon as possible, but in no case later than the end of their previous workday.

- For temporary assignments lasting over five (5) working days, employees will be given not less than forty-eight (48) hours advance notice, in writing.

- Such temporary transfers of employees from their work group shall consider:

  - Employees shall experience no change in hours of work or headquarters.

  - Volunteers first by classification, seniority and headquarters.

  - If no volunteers are available, transfers shall be made by reverse order of seniority. Employees with previously approved vacation or other previously approved leave shall be excluded during that specific time period.

  - Non-voluntary transfers shall be limited to thirty (30) working days or eight (8) incidents, whichever comes first, in any calendar year.

- "Work unit" shall be defined as the employees regular job assignment per Section 28.14 of the Agreement.

This section shall only apply to Section 28.14 of the Agreement. All other sections of Article 28 and other articles in the Agreement shall remain in full force and effect.

28.15 An annual reimbursement of $140.00 will be made to those employees that do not receive FR Clothing. Any questions as to the application of this Article shall be resolved by the Joint Labor Management Committee.

28.15.1 FR / Arc Resistant Clothing:

a. The Letter of Agreement fully executed on January 5, 2014 shall be updated as follows and the Letter of Agreement shall be incorporated into the contract.

i. Initial Outfitting Contributions:

1. Daily wearer with Coveralls "initial outfitting" contribution shall be increased to $1,661.
2. Daily wearer without Coveralls "initial outfitting" contribution shall be increased to $1,496.

3. Intermittent wearer "initial outfitting" contribution shall be increased to $620.

ii. Yearly Contributions:

1. Daily wearer with Coveralls "yearly" contribution shall be increased to $992.
2. Daily wearer without Coveralls "yearly" contribution shall be increased to $860.
3. Intermittent wearer with Coveralls "yearly" contribution shall be increased to $245.

28.16 The Department, with the cooperation of the Union and the affected employees, shall make every effort to find employment for employees that are displaced as a result of automation programs at the hydro plants and substations, including, but not limited to, the following:

1. The Department shall make every effort to place employees within the Light Department or other City departments at comparable rates of pay.

2. The Department shall make every effort to provide retraining programs and necessary classes.
3. The Department shall make every effort to locate employment with other utilities; however, the acceptance of this employment is purely voluntary on the part of the employee.

28.17 The Department shall pay the amounts for the below classifications per employee during the term of this Agreement as a yearly lump sum payment allowance via payroll for the cost of purchasing protective footwear. Any questions as to the application of this Article shall be resolved by the Joint Labor/Management Committee.

i. Lineworker-$400 per year
ii. All other classifications under U100-$250 per year
iii. Dispatchers-$150 per year

28.18 The Department will pay all fees associated with obtaining and renewing a Commercial Drivers License, for employees required to obtain/maintain such license.

28.19 When the crew at a worksite consists of two (2) journeyworkers, one (1) journeyworker shall be designated and compensated as a Journeyworker in Charge (JIC). When a crew consists of three (3) or more journeyworkers, apprentices, and/or other classifications, one (1) journeyworker shall be designated and compensated at the Working Crew Chief rate.

ARTICLE 29. WORKING RULES FOR OPERATING PERSONNEL WORKING IN SUBSTATIONS

29.1 The installation, maintenance, and operation of light and power equipment in substations and operational support for Cedar Falls and Tolt shall be considered the work of Electrician Constructors and other classifications and job titles as identified in Article 29 and Article 32. These rules (Articles 29 and 32) shall not conflict with the present duties of other classifications covered by this Agreement.

29.1.1 Effective with the signing of the 1995-98 Collective Bargaining Agreement, the classifications of Electrician Constructor and Substation Operator I and II were combined into one classification. A separate work force of Operating personnel will be maintained to respond to the System Control Center. Incumbent employees in the Substation and Power Station Operator titles were placed in job titles of Electrician Constructor (Operator Incumbent) and Electrician Constructor (Operator Incumbent) Working Crew Chief assigned Crew Coordinator. The titles and status of employees in this work unit are:

Prior Job Classification	Incumbent Title	New Combined Classification Title
Substation Operator II	Electrician Constructor (Operator Incumbent)	Electrician Constructor
Substation Operator I	Electrician Constructor (Operator Incumbent)	Electrician Constructor
Power Station Operator, assigned Crew Coordinator	Electrician Constructor (Operator Incumbent) Working Crew Chief assigned Crew Coordinator	Electrician Constructor Working Crew Chief assigned Crew Coordinator

29.1.2 The job tasks listed in Appendix C, paragraphs "A" of Sections I. and II. shall be performed by employees in either title, Electrician Constructor or Electrician Constructor (Operator Incumbent) at both the journey and Crew Chief/Crew Coordinator levels, upon signing of this Agreement. After training, employees in these titles shall perform the work in Appendix C, paragraphs "B" of Sections I. and II. as assigned. Job tasks in Appendix C are in addition to those performed prior to negotiation of this Agreement. The parties agree that the department has the responsibility to provide training on "B" list duties and that Incumbent Operators have the responsibility to take advantage of that training within their work schedule.

29.2 Employees in the Power Stations Operations Unit as of August 8, 1994 were assigned to Operator Incumbent job titles, per Section 29.1.1 and were identified in a Memorandum of Agreement between the Union and the City.

29.2.1 Except for just cause discipline, Operator Incumbents shall not be laid off or demoted except through attrition, or voluntary change of both classification and work unit.

29.3 It is agreed that the System Control Center shall be headquarters for Substation Operations personnel.

29.4 The working schedule may include vacation days in the days off.

29.5 The complement of a crew on shift at the various attended substations shall consist of an adequate number of employees in proper and applicable classifications necessary to the operation of the plant.

29.5.1 Members of crews shall be required to perform only those duties which properly fall within the job description of their individual classifications and except in cases of extreme emergency involving danger to life or property, there shall be no unreasonable expansion of the employees normal workload. The job description and workload shall include the duties which result from the combination of job classifications as described in Sections 29.1, 29.1.1, 29.1.2, and 14.5.b.3.

29.5.2 The Working Crew Chiefs assigned Crew Coordinators may be required to fill shifts on the day shifts of the Crew Coordinator normal workday.

29.6 The working schedule for each work period shall be posted for seven (7) days before it is to go into effect.

29.7 Transfers requested by operating personnel shall be made as provided in the General Working Rules 28.14.

29.7.1 The seniority to bid for vacancies shall be computed as of the day the vacancy occurs. For this purpose, an annual seniority list shall be furnished the Union and sent to all headquarters. All jobs to be vacant over six (6) months except for vacation relief, shall be filled by bidding. Any job to be open for more than one (1) year, except for sick leave, shall be filled by bidding as if it were a permanent opening. The successful bidder shall be placed on the job as soon as practical.

29.8 Schedules provided for rotation of shifts and/or rotation of days off shall be mutually agreed upon by the signatories of this Agreement and the Department. Staffing and workload influence and play a part in the schedule. The Department has a responsibility to disclose workload and staffing levels in a timely manner because they influence and play a part in the development of work schedules. Bidding within the same classification to these agreed upon work schedules shall be by seniority as defined in Section 28.14.

29.8.1 When a permanent vacancy occurs in the Substation Operations Work Unit, the open position on the work schedule shall be offered to employees within the Unit by the bid procedure defined in Section 29.8. The Employer shall then either bid the position in accordance with 29.8.2 or develop a new schedule pursuant to 29.8.3.

29.8.2 Upon completion of the work schedule bid procedure, the vacancy will be filled by the following procedure:

1. By Electrician Constructors through a bid (Headquarters and Work Unit);

2. If no bids are received and management decides not to hire a replacement, then the least senior Electrician Constructor may be assigned to the Substation Operations Work Unit;

3. If no bids are received and management decides to hire a replacement, then management will hire an Electrician Constructor into the vacant position.

29.8.3 If the vacant position is not to be filled upon completion of either the bid procedure in Section 29.8.1 or 29.8.2, a new schedule will be mutually agreed to. Relief personnel may be scheduled to fill the schedule vacancies until the new schedule is adopted.

29.9 Safety meetings shall be held regularly at a centrally located place or places and at the time of day specified by management. At least one representative from each station shall be in attendance.

29.10 When sick or injured, operating employees shall if physically possible, notify their immediate supervisor by telephone or otherwise sufficiently in advance so that relief can be provided. Employees must also keep their supervisors informed as to their availability to return to work.

29.11 All operating personnel temporarily assigned to the Bothell Substation shall be compensated in the amount of an additional one-half hour's pay per day when so assigned.

29.12 Vacations shall be scheduled in accordance with Sections 11.4 and 11.8, however, consideration will be given to classification seniority as determined by Article 29.

29.13 The working schedule for Electrician Constructor (Operator Incumbent) and Electrician Constructors working in Substation Operations may include six (6) Orientation Days per employee, per calendar year. An Orientation Day is defined as a shift during which the employees familiarize themselves with equipment and operating practices, while performing no routine duties. It is desirable that these days be spaced so that no more than two (2) are scheduled per employee in any three (3) month period. Any Orientation Day utilized for relief work shall be rescheduled to the closest practical later date. Orientation days shall be worked the same hours as the employee's current working shift hours provided the employee has submitted a prior training plan and that plan has been approved or modified by their supervisor. Employees who fail to submit a training plan, or those with plans that are expressly disapproved as opposed to being modified by their supervisor, will report for Orientation training at a time designated by their supervisor and in consonance with the training that is to be accomplished. A plan submitted by an employee may be modified or revised by their supervisor in consonance with the training that is to be accomplished, but such a plan will not be expressly disapproved except for a good training reason.

ARTICLE 30. WORKING RULES FOR LINE CREWS

30.1 All framing of poles will be done by Lineworkers with the help of Lineworker Apprentices and/or Material Suppliers. The erection of poles will be done by Line Crews. This rule does not apply to erection or maintenance of poles under the supervision of Transmission Lineworkers who have Line personnel under their jurisdiction.

30.2 Stubbing of poles will be done under supervision of a Line Crew Chief, Lineworker, or Transmission Lineworker.

30.3 All tree trimming where there is a possibility of contact with transmission or distribution circuits will be done by Lineworkers.

30.4 Crews normally under a Line Crew Chief will not be regularly scheduled for work on Saturdays.

30.5 When employees are required to put in time before or after their regular working hours for the purpose of picking up vehicles or trailers or for loading materials, only the additional time worked will be compensated for at the overtime rate.

30.6 The standard workday shall consist of eight (8) hours, exclusive of meal periods, in any twenty four (24) hour period, except for employees on approved Alternate Work Schedules (AWS), whose daily and weekly hours of work shall be governed by their assigned schedule. For the purpose of payroll accounting, the workday shall begin at 12:01 a.m. The hours of work for the day shift shall consist of four (4) hours from 7:45 a.m. until 11:45 a.m. and four (4) hours from 12:15 p.m. until 4:15 p.m. Whenever it is found necessary to meet department needs, hours of duty may also be scheduled to cover the period between 4:15 p.m. and 7:45 a.m.; or the hours of standard work shifts may be varied; provided that notice of such variations shall be given as far in advance as practically possible; and provided further that no variation shall be made solely for the purpose of avoiding overtime payment to employees who would otherwise be entitled thereto. When travel for the meal is involved, it will be included in the one-half (1/2) hour meal period; provided, however, that a meal period of one (1) hour may be taken by crew(s) of the Line Division during periods when weather conditions warrant, under the following conditions:

a. When Crew Chiefs request a one (1) hour meal period for their crew they must notify the Supervisor or designee prior to the meal period that day.

b. When travel for the meal is involved, it will be included in the one (1) hour meal period.
c. When a one (1) hour meal period is taken by a crew, the affected employees will work one-half (1/2) hour later on that shift so as to complete the workday.

30.7 The basic Line Crew shall consist of the following:

1 Crew Chief

1 Lineworker
2 Any combination of Lineworker, Material Supplier, or Lineworker Apprentice. However, there will be no more than one (1) 1st through 7th period Lineworker Apprentice on any four (4) member crew.

30.7.1 Not more than two (2) employees shall be working on a pole or structure at any one time.

30.7.2 The crew chief is a working crew chief on four (4) member crews.

30.7.3 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, a Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker per WAC 296 Chapter 45. A Journeyworker shall immediately be designated and compensated at the Crew Chief rate per Section 28.13.

A Crew Chief who, in his/her judgment, needs to leave the job site in order to perform assigned duties and responsibilities, shall designate a Journeyworker per WAC 296 Chapter 45 and Section 17.2 of this Agreement. Compensation for each such designation by a Crew Chief shall be made per Section 28.13. However, such compensation shall become effective only when the Crew Chief is absent from the job site for two (2) or more hours (accumulative) in a day.

30.7.4 The four (4) member crew shall do all linework with the following exceptions, provided that the Crew Chief has determined that adequate equipment is available to do the work safely.

30.7.4.1 The four (4) member crew shall not transfer conductors or change crossarms on 3-phase corners involving dead ended energized 26 kV circuits.

30.7.4.2 The four (4) member crew shall not work on any circuits above an energized 26 kV circuit.

30.7.4.3 The four (4) member crew shall not hang 3-phase transformer banks or capacitor banks above energized primaries.

30.7.4.4 The four (4) member crew shall not pull wire in the vicinity of energized primaries.

30.7.4.5 The four (4) member crew shall not reconductor 120/240 kV circuits.

30.7.5 In the event the crew is given an assignment which the Crew Chief determines is beyond the capability of the crew, for reasons involving training needs, appropriate classifications/skills, safety or difficult work situations, the Crew Chief will return the job for assignment to a larger crew or will arrange for additional workers of appropriate classifications/skills to be assigned to the crew.

30.7.6 A Line Crew with less than four (4) members shall limit their work to secondaries, streetlights, guywires, insulator washing, replacing pole grounds, installing molding and guy guards,

maintenance inspections, pole testing, removal of vacated poles below the primary conductors, and installing anchors. Any departure from the basic four (4) person overhead line crew structure shall be subject to the following restrictions:

1. This will only take place when all possible four (4) person crews have been formed, with the proper classifications.

2. Any line crew with less than four (4) persons shall include a Crew Chief and Journeylevel Lineworker.

3. If it is not possible to comply with the preceding restrictions, unassigned personnel shall be combined with other existing crews or placed on special assignment within their classification assisting a Crew Coordinator.

4. The work assigned shall be consistent with the skill levels of the members composing the crew and equipment available, as determined by the Crew Chief.

30.8 The Department at its discretion may assign other work crews to perform the work as defined in Article 30.

30. 9 **Dedicated Service Crews (DSC)**

30.9.1 DSC shall consist of 1- Overhead Line Crew Chief and 3 Overhead Journey-level Lineworkers.

Other line crews shall not be filled using personnel off the DSC except in emergency situations. The union shall be notified as soon as possible. Personnel from line crews may be used to fill DSC if needed.

30.9.2 DSC may run as 2-2 person crews, a 3-person crew, or a 4/ 4+ person crew, at Crew Chief's discretion in accordance with the work being assigned.

a. When the crew is split into 2 crews, the first crew shall consist of the Crew Chief and one Journey Level Lineworker. The second crew shall consist of 2 journey level lineworkers and one linework shall be paid at the JIC rate.

30.9.3 DSC shall remain on their respective overtime list.

30.9.4 DSC shall not be called away for emergent line service work during their normal working hours.

30.9.5 DSC shall be filled by bid initially; if no bids occur, the crew shall be filled following reverse seniority.

1. Initial Crew Chief placement shall be based on one time bid. Future placement for Crew Chief shall be an assignment.
2. Crew Chief bid shall be completed prior to lineworker bids. Future placement for Lineworker shall be an assignment.

30.9.6 DSC shall follow Alternative Work Schedule Agreement.

30.9.7 DSC shall report directly to Overhead Line Supervisor

30.9.8 There shall be no more than one Dedicated Service Crew at each service center who will work under the Dedicated Service Crew (DSC) rules

ARTICLE 31. WORKING RULES FOR UNDERGROUND NETWORK CREWS

31.1 All cable splicing, installation, and maintenance of primary and higher voltage cable, of secondary and DC cables and terminal ends in the Underground Network shall be considered under the jurisdiction of Journeyworker Cable Splicers. For reasons of this Agreement, the Underground Network is understood to mean electrical facilities directly associated with area-wide secondary network systems. All other work in connection with any underground installation may be done by either journey level Lineworkers, journey level Electrician Constructors or journey level Cable Splicers, as determined by Department management.

31.2 The Underground Crew shall connect to the first point of feed of customer's wiring.

31.3 A crew pulling lead covered cables or non-leaded cables with power shall include not less than two (2) Journeyworker Cable Splicers and shall be supervised by a Crew Chief.

31.4 With respect to underground, when capacity of the main line switch is over 200 amps and when worked hot, such work shall be done by not less than two (2) Journeyworker Cable Splicers one (1) of whom may be a working Crew Chief.

31.5 In the Underground Section 15000 GVW or heavier trucks equipped with cable winch and/or derrick when used for pulling cable or handling transformers shall be operated by a Material Supplier (assigned to operate 15000 GVW or heavier truck equipped with cable winch and/or derrick).

31.6 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, a Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker per WAC 296 Chapter 45. A Journeyworker shall immediately be designated and compensated at the respective Crew Chief rate per Section 28.13.

A Crew Chief who, in his/her judgment, needs to leave the job site in order to perform assigned duties and responsibilities, shall designate a Journeyworker per WAC 296 Chapter 45 and Section 17.2 of this Agreement. Compensation for each such designation by a Crew Chief shall be made per Section 28.13. However, such compensation shall become effective only when the Crew Chief is absent from the job site for two (2) or more hours (accumulative) in a day.

31.7 The basic Underground Network Crew will be:

1 Cable Splicer Crew Chief
1 Journeyworker Cable Splicer
1 any of the following: Journeyworker Cable Splicer, Cable Splicer Apprentice or Material Supplier.

31.7.1 The crew structure may vary, depending on the availability of employees (e.g. sick leave, vacation, training or other leave of absence) and/or assigned work tasks. The following are possible variations from the basic crew structure:

- Cable Splicer Crew Chief
- Journeyworker Cable Splicer
  any combination of two (2) of the following:
  - Journeyworker Cable Splicer
  - Material Supplier
  - Cable Splicer Apprentice

- Cable Splicer Crew Chief
- Two (2) of any combination of the following:
  - Material Supplier
  - Cable Splicer Apprentice

31.7.2 Any departure from the basic three (3) person Network crew structure shall be subject to the following restrictions:

1. This will only take place when all possible three (3) person crews have been formed, with the proper classifications.

2. Any Underground Network crew shall include a Crew Chief.

3. If it is not possible to comply with the preceding restrictions, unassigned personnel shall be combined with other existing crews or placed on special assignment within their classification assisting a Crew Coordinator.

4. The work assigned shall be consistent with the skill levels of the members composing the crew and equipment available, as determined by the Crew Chief.

31.8 The Cable Splicer Crew Chief shall be a Working Crew Chief when four (4) or fewer employees are assigned to a crew. When there are more than four (4) employees, the Crew Chief shall supervise only, and will not work with tools except in cases of emergency.

31.9 The three (3) member crew will do all cable splicing work with the following exceptions, provided that the Crew Chief has determined that adequate equipment is available to do the work safely.

31.9.1 The three (3) member crew shall not lay or install 3-inch or larger steel conduit.

31.9.2 The three (3) member crew shall not perform cable pulls.

31.9.3 The three (3) member crew shall not install an integral web collector bus. Assembly is permitted while working in a vault containing energized equipment.

31.9.4 The three (3) member crew shall not perform fault locating.

31.10 In the event the crew is given an assignment which the Crew Chief determines is beyond the capability of the crew, for reasons involving training needs, appropriate classifications/skills,

safety or difficult work situations, the Crew Chief will return the job for reassignment to a larger crew or will arrange for additional workers of appropriate classifications/skills to be assigned to the crew.

31.11 A non-working Cable Splicer Crew Chief shall not supervise more than seventeen (17) employees at one time or more than three (3) working Crew Chiefs.

31.12 All primary hot tapping on a pole shall be done by journey level Lineworkers and/or Line Crew Chiefs.

31.13 On scheduled overtime jobs the work will be performed by employees in the proper classifications. A Cable Splicer Crew Chief, if assigned, shall supervise other classifications involved only as necessary to coordinate the entire operation. To further the end result the Crew Chief may assign them work common to all classifications.

31.14 All hot work on underground distribution cables carrying over 300V shall be done by two (2) Journeyworker Cable Splicers, one (1) of whom may be a Working Crew Chief.

31.15 When employees are required to put in time before or after their regular working hours for the purpose of picking up vehicles or trailers or for loading materials, only the additional time worked will be compensated for at the overtime rate.

31.16 All lead covered power cable and high voltage pipe-type cable work to include removal for salvage and reuse or for scrap shall be done by Journeyworker Cable Splicers, Working Crew Chiefs, and their respective Apprentices or Material Suppliers. In the URD and 4kV Unit Substations lead covered power cable to be removed for salvage or scrap may be done by other qualified Journeyworkers listed in Section 31.1. High voltage lead covered power cable testing for "dead" shall be accomplished by two (2) qualified Journeyworker Cable Splicers one (1) of which may be a working Crew Chief.

31.17 Outside of the Underground network areas all underground facilities shall be installed and maintained by Cable Splicers, Lineworkers, Electrician Constructors and their respective Helpers, Material Suppliers, Apprentices and/or working Crew Chiefs except the ditching, trenching and backfilling as described in Section 39.2; provided, however, that all spot networks, dedicated network cable, terminal ends, high voltage pipe-type cable and self-contained cable shall be installed and maintained by Cable Splicer Crew Chiefs, Journeyworker Cable Splicers, and their respective Apprentices, and/or Material Suppliers.

31.18 Journeyworker Cable Splicers working on a pole shall be assisted from the ground by a Cable Splicer Apprentice, Material Supplier, another Cable Splicer and/or Cable Splicer Crew Chief when working on a lead cable, pipe-type cable, or any cable over 5000 volt rating.

31.19 Cable Splicers (non-network) may bid for available positions in the network area on a seniority basis.

ARTICLE 32. WORKING RULES FOR ELECTRICIAN CONSTRUCTORS IN STATIONS AND SHOPS

32.1 The installation, maintenance, and operation of light and power equipment in substations shall be considered the work of Electrician Constructors and other classifications and job titles as identified in Article 32 and Article 29. These rules (Articles 32 and 29) shall not conflict with the present duties of other classifications covered by this Agreement.

32.1.1 Incumbent employees in the Electrician Constructor and Electrician Constructor Crew Chief titles will remain in these job titles as modified below. The titles and status of employees in this work unit are:

Prior Job Classification	New Combined Classification Title
Electrician Constructor	Electrician Constructor
Electrician Constructor Working Crew Chief	Reverted Electrician Constructor
Electrician Constructor Working Crew Chief	Electrician Constructor Core Crew Chief
Electrician Constructor Working Crew Chief	Electrician Constructor Working Crew Chief (Shops, Spares, Out-of-Class)
Electrician Constructor Working Crew Chief Assigned Crew Coordinator	Electrician Constructor Crew Chief Assigned Crew Coordinator

32.1.2 The job tasks listed in Appendix C, paragraphs "A" of Sections I. and II. shall be performed by employees in either title, Electrician Constructor or Electrician Constructor (Operator Incumbent) at both the journey and Crew Chief/Crew Coordinator levels, upon signing of this Agreement. After training, employees in these titles shall perform the work in Appendix C, paragraphs "B" of Sections I. and II. as assigned. Job tasks in Appendix C are in addition to those performed prior to negotiation of this Agreement. The parties agree that the Department has the responsibility to provide training on "B" list duties and that Electrician Constructors have the responsibility to take advantage of that training, within their work schedule.

32.1.3 A co-equal training and implementation team will be established and will report on their progress to the JLMC in accordance with the Memorandum of Agreement "Co-Equal Training and Implementation Team."

32.2 A crew shall be assigned primary responsibility for all capital improvement projects (CIP) and maintenance work in substations within the core groups of north and south stations listed in Section 32.3 below.

32.2.1 The basic crew assigned to, and responsible for, each core shall be a minimum of five (5) electrical workers.

- An Electrician Constructor Core Crew Chief;
- Four (4) journey level workers; and

- Additional personnel may be journey level worker(s), Helper(s) or Apprentice(s).

These crews may be shifted in whole or part within the core, or as otherwise covered in this Agreement, to meet the needs of the Department. Beyond the crew minimum, management has the right to allocate vacant positions; these allocations are subject to review by either party at the JLMC.

32.3 Employees in Station Construction and Maintenance work units shall have the right to bid vacancies in a core group by seniority as described in Section 28.14. Vacancies within cores will first be bid within their respective headquarters prior to being offered as part of a classification headquarters bid, then to the remaining headquarters prior to being offered as part of a classification headquarters bid. Requests to be considered for these assignments will be made via e-mail. Concerns over station assignments will be addressed through JLMC.

By Headquarters, the Core Group and associated stations are:

A. North Service Center Headquarters

Core 1: Bothell and Shoreline Substations
Core 2: Viewland, University, and North Substations
Core 3: Broad, Denny, and Canal Substations.

(Work at North Mountain Substation will be assigned from Core 1 or the North Service Center. Work at the North Service Center and Annex, METRO work, unit substations (4kV), commercial/industrial substations, and the System Operations Center shall be assigned from North Service Center.)

B. South Service Center Headquarters

Core 4: Creston, Delridge and East Pine Substations
Core 5: South Substations and Union
Core 6: Duwamish , Massachusetts Street Substation

(Work at NuCor Steel will be assigned from Core 6 or the South Service Center. Work at Boeing, unit substations (4kV), and the commercial/industrial substations will be assigned from the South Service Center.)

32.3.1 Bidding for Journeyworkers and Helpers will occur after the initial selection of Crew Coordinators and Crew Chiefs.

32.3.2 Electrician Constructor Crew Chief assigned Crew Coordinators will be assigned to plan, schedule, coordinate and monitor the installation, maintenance, construction, repair and operation of facilities used for the distribution and transmission of electrical power. Assignment to these positions shall be made per Article 43, Section 43.5.

32.3.3 The Battery Crew will report to a Crew Chief.

32.3.4 Apprentices' reporting assignments will continue to be governed by ECAC and Apprenticeship Standards. No new bidding rights for apprentices are created by the new combined classification.

32.4 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, a Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker. A Journeyworker shall immediately be designated and compensated at the Crew Chief rate per Section 28.13.

32.4.1 A Crew Chief who, in his/her judgment, needs to leave the job site in order to perform assigned duties and responsibilities, shall designate a Journeyworker per Section 17.2 of this Agreement. Compensation for each such designation by a Crew Chief shall be made per Section 28.13. However, such compensation shall become effective only when the Crew Chief is absent from the job site for two (2) or more hours (accumulative) in a day.

32.4.2 When the crew at a worksite consists of two (2) journey level Electrician Constructors, one (1) of the journey level Constructors will be assigned and paid as a Journeyworker-In-Charge and compensated in accordance with Article 28.19. If two (2) crew members at a worksite consist of one (1) journey level Electrician Constructor and any other job classification, the requirement for supervision is satisfied.

32.4.3 The Core Crew Chief shall supervise only, and will not work with tools except in cases of emergency.

32.4.4 When there are more than four (4) employees and there is no Core Crew Chief, the Crew Chief shall supervise only, and will not work with tools except in cases of emergency.

32.4.5 A Core Crew Chief shall not supervise more than seventeen (17) employees at one time or more than three (3) Crew Chiefs.

32.5 Locating work in stations and switchyards will be the work of Electrician Constructors. When Constructors perform locating work on either scheduled or unscheduled overtime, they shall have a Crew Chief on duty or else a Journeyworker will be designated and compensated at the Crew Chief rate.

32.6 On-site reporting within core can be required up to one hundred-twenty (120) working days of eight (8) hours each (960 hours per calendar year).

32.6.1 Minimum notice for mandatory assignment will be seven (7) calendar days.

32.6.2 Minimum expected on-site reporting shall be for one (1) week and the Crew Coordinators and Crew Chiefs will make good faith projections (jobs may be stacked).

32.6.3 Minimum notice to end on-site reporting shall be one (1) week, unless the change is due to decisions or circumstances outside of the Department's control. (See Section 28.5.1 for detail.)

32.6.4 Voluntary on-site reporting may exceed one hundred-twenty (120) days, with preference first to the core, and then to others within that Headquarters, with the approval of the Crew Chief and the Supervisor.

32.6.5 Absences occurring when a crew is on-site reporting may be covered by the following:

- Fill with selected volunteers;
- Send substitute from service center;
- Run crew short;
- Use Operators for selected tasks (Section 32.1.2).

32.6.6 Management shall be allowed to assign employees from outside the core. These cannot be mandatory on-site assignments. Management will provide transportation to location and back to Headquarters.

32.6.7 Management will provide transportation to and from stations if meetings are required by the Department while a crew is reporting on site, and travel shall be part of the employee's work time.

32.6.8 The facilities required of stations for on-site reporting are lockable bathroom, personal lockers, secured parking, lockable tool storage, safety items (stocked first aid kit, fire extinguisher, blood pathogens kit) and telephone.

32.7 The Shops work shall be divided into two (2) crews, each supervised by a Working Crew Chief. The workload for each of these crews will be divided as follows: Electric repair shop and commercial wiring work; transformer testing and repair. The crew size may vary.

32.7.1 Electrician Constructors and Helpers may be required to rotate within the shops to maintain skill level.

32.7.2 Other Electrician Constructors may be assigned to backfill Electric Shop positions as needed. (Shops will not be an on-site assignment for Station Constructors.)

32.7.3 Out-of-town assignments shall be voluntary. Management shall have the right to make assignments if there are no volunteers. Shops will provide support for small, temporary labor needs for the hydroelectric projects.

32.7.4 Apprentices will provide support per their normal assignment. Apprentices will not be permanently assigned to Shops crews.

ARTICLE 33. WORKING RULES FOR LINE SERVICE CREWS

33.1 When two (2) or more shifts of Line Service Crews are required, all shifts shall rotate at least every two (2) calendar months except when employees request late or undesirable shifts as permanent shifts and they can be granted by the Department.

33.2 In emergency conditions Material Suppliers may be called out with Line Service Crews.

33.3 On Sundays, holidays, and after 5 p.m. on regular workdays, all employees of the Line Service Section shall be required to perform those duties consistent with rendering adequate customer service, including street light maintenance; provided that employees on these shifts shall do no new construction work and providing further that they shall not perform other routine duties which can reasonably be done on regular workdays.

33.3.1 The basic Line Service crew will be:

1 Journey level Lineworker in Charge.
1 Lineworker.

33.3.2 The crew structure may vary, depending on the availability of employees (eg sick leave, vacation, training or other leave of absence) scheduled shifts and/or assigned work tasks as agreed to by the Journeyworker in Charge. The following are possible variations from the basic crew structure:

1 Journey level Lineworker in Charge
1 Lineworker
1 Any of the following:
Line Apprentice
Material Supplier

33.3.3 From one (1) hour after sunset until one (1) hour before sunrise, there shall be two (2) Journeyworkers working together on the climbing of poles to perform work within two (2) feet of 4kV primary, as provided in Section 5.10 of the Electrical Workers Safety Rules, except that one (1) employee may be used in cases of emergency, as provided in Section 5.4 of those safety rules.

33.3.4 Lineworkers working alone shall perform those one (1) member jobs normally required for continuity of customer service.

33.3.5 Line Service crews scheduled to work Sundays, holidays and before 8 a.m. or after 5 p.m. on regular workdays shall consist of no less than two (2) journey level Lineworkers per crew.

33.3.6 Line Service may install meters in conjunction with new residential service installations to a maximum of four (4) meter sets per service installation.

33.4 Transfers to Line Service shall be considered as transfers to another headquarters and shall be made as provided in the General Working Rules 28.14.

33.4.1 Bidding to Journeyworker-in-Charge, Line Service Crew shall be limited to Lineworkers in the Line Service Section; and provided also that only time in the Line Service Section will apply for the awarding of the bid. Following one (1) continuous year of service in the Line Service Section, total Lineworker seniority shall apply for future bidding.

ARTICLE 34. WORKING RULES FOR METER

34.1 All Meter Electricians shall draw out material and replace stock on Department time.

34.2 Established headquarters for all Meter Electricians shall be designated for each employee by the City Light Department. If more than one (1) headquarters is established for Meter, headquarters will be selected per Article 28 of the Collective Bargaining Agreement.

34.3 All Meter Electricians shall report to headquarters unless the location for the work in which they are engaged is nearer to their homes than headquarters, in which case they may be requested to go directly to the job from home. In such case, their time shall commence at the time of leaving home.

34.4 All Meter Electricians shall travel from headquarters to headquarters on Department time.

34.5 All Meter Electrician Crew Chiefs shall be Working Crew Chiefs and may perform all functions of journey Meter Electricians. Incumbent Non-Working Meter Crew Chiefs will have bid rights to Meter Crew Chief Assigned Crew Coordinator per Sections 43.6 and 28.14.

34.6 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, a Meter Electrician Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment) for two (2) hours or more shall be replaced by a journey Meter Electrician as long as there is a viable crew of two (2) or more Meter Electricians including a Crew Chief. While working in that capacity the Journeyworker shall be compensated at the respective Crew Chief rate per Section 28.13 of this Agreement.

34.7 The following shall be considered the work of a journey Meter Electrician. The installation, permanent removal, testing, calibration, programming, auditing, repairing, and adjusting of revenue watthour meters, metering transformers, meter calibration equipment, indicating and recording electrical metering instruments, and associated metering data schemes from point of metering to customers interface. The installation, removal, testing, calibration, programming, dismantling, repairing or adjustment of parts of metering equipment used in City Light substations and generation plants, as may be assigned. Trouble calls on residential, commercial/industrial installations and panels.

These rules shall not conflict with the present duties and jurisdictions of other classifications covered by this Agreement.

34.8 Meter Electricians shall perform storm spotting while under the direction of the Trouble Center Dispatcher and will require two (2) people per vehicle.

34.9 The hours of work for the Meter Unit for one (1) shift per day, or for morning shift where there is more than one (1), shall normally be from 7:30 a.m. to 4 p.m. with one-half (1/2) hour off for lunch.

34.10 To assist in training and improving job skills, a skill maintenance training program will be developed by a standing training committee selected by mutual agreement of Labor and Management to include a Meter Crew Coordinator, Meter Crew Chief and journey Meter Electrician which shall meet quarterly to establish and assess training programs.

34.11- Station/Generation Meter Electrician (SGME) OJT and OOC Program

1. Purpose
The purpose of this program is to provide structured On-the-Job Training (OJT) for Station/Generation Meter Electricians (SGME) and to establish Out-of-Class (OOC) assignments to support operational needs.

2. Pre-Qualification
Candidates must have obtained, or currently hold, an IBEW Meterman Card prior to participation in the program.

3. OJT Structure
Six-Month Program Candidates will be evaluated monthly for progress and knowledge retention according to the following curriculum:

• Month 1: Substation and Generation system functions; Bulk Power exchange
• Month 2: Meter construction and system applications
• Month 3: Construction print reading and project identification
• Month 4: Meter programming and functionality
• Month 5: Transducer testing/scaling and DNP mapping/scaling
• Month 6: Meter testing/calibration and record keeping

4. Proficiency and OOC Assignment • Successful candidates will be afforded a Proficiency Exam for SGME OOC (Station/Generation Meter Electrician Out-of-Class) status.

• SGME OOC employees may work as a second person to a permanent SGME and provide coverage as needed.
• When a permanent SGME position becomes available, candidates with SGME OOC status may apply as the pre-qualification requirement for the classification.
• Applicants will be selected to participate in a proficiency exam and working test for hiring into a permanent SGME position.

5. SGMECC OOC Status
• All SGME employees must have two (2) years of experience, or equivalent, to obtain SGMECC OOC (Station/Generation Meter Electrician Crew Chief Out-of-Class) status.
• When a permanent SGMECC position becomes available, all qualified SGMECC OOC candidates may apply.

6. Apprentice and Journeyworker Rotations
• Apprentices shall rotate through the team to gain experience across all SGME duties.
• Journey-level employees shall have the opportunity to rotate to expand experience and obtain OOC status to provide coverage as needed.
7. Wages shall be the same as those in the Electrician Constructor Series.

ARTICLE 35. WORKING RULES FOR COMMUNICATIONS ELECTRICIANS

35.1 Communications Electricians have responsibility for Operational Technologies (OT) communication equipment, telemetry equipment, RTU's, video equipment and infrastructure, internal voice communication and recording system, outside plant, and mobile radio and radio console communication systems throughout SCL service territory but not within the scope of generation communication electricians.

35.2.1 Generation Communications Electricians reporting to Skagit are responsible for Communication Plant east of Darrington.

35.2.2 Any Programmable Logic Controller (PLC) at Generations sites outside of the physical plant will be the responsibility of the Communication Electricians.

35.2.3 Generation Communications Electricians are responsible for installation, maintenance, and repair of the project LAN providing highspeed internet access for residents (Skagit) and repair of the on-project LAN using switches, routers, and firewalls to transport special circuits between generation sites (Skagit).

35.2.4 Generation Communications Electricians reporting to Boundary are responsible for Communication Plant within the Boundary Project and City Light-owned equipment south to Spokane.

35.3 Communications Electricians will have responsibility for communications equipment and transport of newly implemented operations technologies.

35.4 Responsible for the Local Area OT Network (LAN) in automated substations

35.5 Work that occurs in the comms room or buildings on SCL Communications Equipment is the responsibility of Communication Electricians up to the SCL point of demarcation.

35.6 Communications Electricians have responsibility for Installation, maintenance, and repair of Underground communications cables and innerduct when passing through communications vaults and/or hand-holes with no distribution or transmission infrastructure.

35.6.1 Have the responsibility for Installation, maintenance, and repair of Aerial communications cables and innerduct from ground to one foot above the neutral.

35.7 The Non-working Communications Electrician Crew Chief will have the following responsibilities; to plan, schedule, coordinate and monitor the installation, maintenance, construction, repair and operation of facilities, communications equipment, and outside plant related to transport of Operational Technology (OT) and its associated LANs in operations.

35.7.1 The Non- working Crew Chief shall supervise only and shall not be permitted to use tools except in case of emergency.

35.8 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, the Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker per WAC 296 Chapter 45. A Journeyworker shall immediately be designated and compensated at the respective Crew Chief rate per Section 28.13.

35.8.1 A Crew Chief who, in his/her judgment, needs to leave the job site in order to perform assigned duties and responsibilities, shall designate a Journey worker per WAC 296 Chapter 45 and Section 17.2 of this Agreement. Compensation for each such designation by a Crew Chief shall be made per Section 28.13. However, such compensation shall become effective only when the Crew Chief is absent from the job site for two (2) or more hours (consecutive) in a day.

35.9 When the crew at a worksite consists of two (2) journey-level Communication Electricians and the non-working Communication Electrician Crew Chief is not present, one (1) of the journey level Communication Electricians will be assigned and paid as a Journeyworker-In-Charge.

35.10 A Journey worker shall be immediately designated as a Communication Electrician Crew Chief and shall be a working Crew Chief when more than three (3) Communication Electricians are assigned to a crew and the non-working Communication Electrician Crew Chief is not present. When there are more than four (4) employees, and Non-working Crew chief is not present, then a journey worker shall be immediately designated as a Non-Working Communications Electrician Crew Chief.

35.11 A non-working Communication Electrician Crew Chief shall not supervisor more than seventeen (17) employees at one time or more than three (3) working Crew Chiefs.

ARTICLE 36. WORKING RULES FOR POWER PRODUCTION PERSONNEL

36.1 Employees will be notified of impending assignment before quitting time of previous day worked. (The intent of this provision is that tools, etc., will be gathered on Department time.)

36.2 All employees will report to Newhalem and travel to work locations in department vehicles on department time.

36.3 During regular work hours when Generation employees are prevented from returning to their assigned work location because of impassable roads or similar conditions beyond their control, they may upon reporting to their supervisor be permitted to work at their regular rate of pay at a Seattle City Light location designated by that supervisor. Employees who are not given a work assignment shall be on standby during normal working hours and compensated at their regular rate of pay. Employees who do not accept a work assignment pursuant to this paragraph will be eligible to use their accumulated leave.

36.4 The job functions of Hydroelectric Operators and Electrician Constructors at the Skagit Project may be shared as described in Appendix D.

36.4.1 The Gorge, Diablo, Ross and Boundary hydroelectric stations, when staffed, shall be operated by a Hydroelectric Operator II.

36.5 When employees are prevented (due to impassable roads or similar conditions) from returning to their regular place of residence after completing their workday, the Department shall provide the employees with food and quarters at no cost to the employees. Section 18.3 shall apply. Employees shall return to their own place of residence as soon as conditions allow.

36.6 Hourly employees covered by this agreement shall be compensated for all time spent traveling to and from out of-town work assignments that are not their normal worksite as deemed compensable under the Washington Minimum Wage Act, RCW 49.46 and WAC 296-126-002(8).

36.7 When Generation management is unavailable to crews, the Generation management will appoint a Powerhouse Journeyworker-in-Charge (PJIC) if the unavailability will exceed two (2) consecutive hours. Generation Management may appoint a PJIC if the unavailability will not exceed two (2) consecutive hours, especially when safety concerns or direct supervision requirements of the crews make on-site supervision necessary. The employee so designated will supervise, but will also work and shall be permitted to use the tools of their respective trade. The classification of "Powerhouse Journeyworker-in-Charge" is unique to this Bargaining Unit and the Skagit Project. Assignments to the PJIC title will be made among employees regularly appointed to titles within Schedule A. "Unavailable" means that Generation Management is outside the Skagit Project, or that Generation Management, although within the Skagit Project, is either not on duty or not able to respond to the needs of respective personnel.

36.8 All Hydroelectric Operator positions will be classified as Hydroelectric Operator II. Incumbents in Hydroelectric Operator positions currently designated at the trainee (I) level shall continue to be employed in the title Hydroelectric Operator I until certified as having successfully completed the training program. Upon successful completion, the Incumbent employees shall be appointed to the title of Hydroelectric Operator II. (This is a fill "in-lieu-of" situation. That is, the position will be allocated to the classification of Hydroelectric Operator II. The position is filled with an employee with a job title of Hydroelectric Operator I in lieu of the title to which the position is allocated until such time as the employee is appointed to the higher paying title.)

36.9 Newhalem, Boundary, and Cedar Falls are designated as headquarters for bidding purposes and will meet the requirements of Article 28.

36.10 Skagit Housing

a. All employees of the City Light Department Skagit Project who were hired after January 1, 1973 and who currently reside in city-owned housing on the project will continue to abide by the terms of their respective monthly rental agreements. All future new hires who can be offered and who elect to live in city-owned housing on the project will be subject to these same terms.

c. The City will continue to determine the job classifications along with the number and location of positions which are to be considered as key positions. Individuals employed in key positions will be required to live on-site at the Skagit Project to assure their availability to cope with emergencies. Employees in these key positions will continue to receive city-owned housing and utilities at no cost. It is clearly understood that future numbers and location of each classification/position considered key may be increased or decreased as determined by the City.

36.11 Electrical Helper or Hydro Maintenance Worker II - Boundary will be assigned as a Power Structure Mechanic When operating any equipment that Power Structure Mechanics operate at Skagit or in Seattle.

36.12 When a Hydroelectric Operator I does switching for the B.P.A. the Operator shall be paid the Hydroelectric Operator II rate for the next higher whole hour.

36.13 The Generation Supervisor shall arrange vacation time for the Boundary Project personnel. Vacation schedules may limit the number of employees simultaneously allowed vacation time. Vacation time shall not be prohibited during any portion of the year, except for a planned unit of work. The vacation restriction shall be not more than one (1) month per year.

36.14 The working schedule may include vacation days in the days off.

36.14.1 The working schedule for each work period shall be posted for seven (7) days before it is to go into effect.

36.14.2 Schedules provided for rotation of shifts and/or rotation of days off shall be mutually agreed upon by the Union and the Department. Staffing and workload influence and play a part in the schedule. The Department has a responsibility to disclose workload and staffing levels in a timely manner because they influence and play a part in the development of work schedules. Bidding within the same classification to these agreed upon work schedules shall be by seniority as defined in Section 28.14.

36.15 The maintenance crew chiefs shall be under the supervision of a Generation Supervisor.

36.16 The Boundary Hydroelectric Operators shall be under the supervision of a working Chief Hydro Operator. The employee in this position may fill in for regular shifts as may be determined to be necessary by the Generation Supervisor.

36.17 When the Skagit Powerhouse supervisor is absent from their respective premises for more than two (2) consecutive hours, the Department may appoint any one (1) of the journey classifications as "In Charge." The employee so designated will supervise but will also work and shall be permitted to use the tools of their respective trades.

36.18 The Skagit Hydroelectric Operators shall be under the supervision of a Working Chief Hydro Operator. The Chief Operator may fill in for regular day shifts as may be determined to be necessary by the Operations Supervisor.

36.19 The work schedule for the Skagit hydroelectric operators shall be a schedule of ten (10) workdays of eight (8) hours each followed by four (4) days off. The four (4) days off shall be every other Friday, Saturday, Sunday, Monday. The work hours shall be 7:45 a.m. through 4:15 p.m. The remainder of Schedule 'A' employees shall be 7:45 a.m. through 4:15 p.m., Monday through Friday. Alternative hours of work and schedules may be approved by mutual agreement of Management and the Union.

36.19.1 Work on the Friday through Monday days off shall be performed on a scheduled or callout overtime basis, or in conjunction with the Holiday Operator Schedule pursuant to the Skagit MOU, date August 12, 2003.

36.20 The work schedule for Boundary maintenance crew shall be 7 a.m. through 3:30 p.m., Monday through Friday. Alternative hours of work and schedules may be approved by mutual agreement of Management and the Union.

36.21 The work schedule for Cedar Falls/Tolt shall be 7 a.m. through 5:30 p.m., Monday through Thursday. Alternative hours of work and schedules may be approved by mutual agreement of Management and the Union.

36.21.1 Apprentices assigned to Cedar Falls shall work the Cedar Falls work schedule unless this schedule interferes with school. The Apprentice will report to the South Service Center or the North Service Center as assigned for work on the Cedar Falls off day if the Apprentice does not have a forty (40) hour work week.

36.22 The Cedar Falls work crew shall consist of the following job titles:

1 Electrician Constructor Working Crew Chief
3 Electrician Constructors
1 Hydro Maintenance Worker I

36.22.1 Increases in crew size and/or the addition of other job classifications is subject to mutual agreement through discussions in JLMC and per Memorandum of Agreement on Cedar Falls.

36.22.2 Absences from this crew shall not prohibit the remaining crew members from performing their normal work duties, as long as employee safety is not compromised. The Crew Chief shall decide how soon the absence needs to be filled. If the Crew Chief is absent for more than two (2) hours, then one (1) of the remaining journey level Electrician Constructor crew members shall be upgraded to Crew Chief.

36.22.3 The crew at the Cedar Falls and Tolt facilities is to perform all plant maintenance, construction, repair and operation within their capability. If the Crew Chief determines a project is beyond the crew capability, assistance will be requested from another headquarters for additional personnel to complete the project.

36.22.4 The Cedar Falls crew shall be a composite crew. Members of the crew shall be required to perform those duties which properly fall within the job description of either classification (Electrician Constructor and Hydroelectric Operator).

36.22.5 Travel from headquarters to Tolt or other job locations and back to headquarters shall be part of the employee's work time. Any transportation necessary shall be provided by the Department.

36.22.6 Management will supply transportation to and from headquarters for meetings and mandatory training. The travel shall be part of the employee's work time or compensated at the overtime rate.

36.22.7 Cedar Falls headquarters shall have a lockable bathroom (with toilet, wash area and shower), personal lockers, secured parking, lockable tool storage, safety items (to include, but not limited to, stocked first aid kit, blood pathogens kit, fire extinguisher, telephone and communications radio. This shall have no effect on any other headquarters during the term of this Agreement.

36.22.8 Overtime callouts will first be made to the Crew Chief. Failing contact with the Crew Chief the callout will be made to other Journeyworkers on the Cedar Falls crew; if they are

unavailable, callout will be covered by Electrician Constructor (Operator Incumbents) who have been trained for work at Cedar Falls.

36.22.9 Transfers to Cedar Falls shall be considered as transfers to another headquarters and shall be made as provided in the general working rules (Section 28.14).

36.22.10 When assistance to the Cedar Falls crew pursuant to 36.23.3 is provided, travel from normal Headquarters to Cedar Falls and back to Headquarters shall be part of the employee work time, and any transportation necessary shall be provided by the Department. Assistance shall be provided from the South Service Center.

36.23 The installation, maintenance, and operation of light and power equipment in generating plants shall be considered the work of Electrician Constructors and other classifications and job titles as identified in this article. These rules shall not conflict with the present duties of other classifications covered by this Agreement.

36.24 The complement of a crew on shift at the various attended hydroelectric plants shall consist of an adequate number of employees in proper and applicable classifications necessary to the operation of the plant.

36.25 Locating work in powerhouses and switchyards will be the work of Electrician Constructors.

36.26 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, a Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker. A Journeyworker shall immediately be designated and compensated at the Crew Chief rate per Section 28.13.

36.27 Hydro Maintenance Workers shall be supervised by the Power Structure Mechanic Crew Chief.

36.27.1 The Power Structure Mechanic Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class, special assignment) shall be replaced. When the Hydro Maintenance Crew consists of three (3) or more Hydro Maintenance Workers, one of them shall be paid at the Power Structure Mechanic Crew Chief rate of pay. When the Hydro Maintenance Crew consists of two (2) Hydro Maintenance Workers, one (1) shall be paid as a Hydro Maintenance Worker II and the requirement for supervision is satisfied.

36.27.2 When the Hydro Maintenance Crew consists of two (2) Hydro Maintenance Workers and one (1) or more is conducting work in accordance with Section 36.11 of this agreement, one (1) Hydro Maintenance Worker of that crew shall be paid as a Power Structure Mechanic Crew Chief.

ARTICLE 37. SPECIAL WORKING RULES FOR STRUCTURAL IRON WORKERS

37.1 Section 28.12.3.d shall not apply to Structural Iron Workers.

37.2 When Structural Iron Workers work in vaults, manholes, or other isolated areas there shall be another employee in the area.

37.3 Per article 28.19, The Journeyworker in charge may be required to use tools.

37.4 Crew Chief shall supervise only and shall not be permitted to use tools except in case of emergency.

37.5 When a crew of three (3) or more, three per article 28.19 one shall be designated and paid at the crew chief rate. One of the Crew Chief's primary responsibilities is to insure that all safety rules are observed. The Crew Chief supervises employees under the direction of the local supervisor; if there is no Crew Chief, employees will be supervised by the local supervisor.

37.6 A journey level part-time assistant to the Crew Chief may be used. Any certified Journeyworker may participate, but serving is not mandatory. Rotation will be on an hours basis (after 1040 hours, for instance.) The employee will not work in the office every day, but on an as-needed basis.

ARTICLE 38. WORKING RULES FOR PROTECTION AND CONTROL ELECTRICIANS

38.1 The Protection and Control Electrician Crew Chief shall supervise only and shall not be permitted to use tools except in case of emergency.

38.2 When the crew working on a specific job in a remote location consists of more than one (1) Protection and Control Electrician, one (1) of the electricians will be paid at the PACE in Charge rate. A remote site is one which is located more than seventy-five (75) miles from the crews' assigned headquarters. Cedar Falls, Tolt, North Mountain, and Bothell are not considered remote sites.

38.3 Bidding to the PACE in Charge (PIC) pay title shall be limited to employees in the PACE II classification in accordance with Article 28.14.

38.4 SCL shall staff PIC positions at a minimum of 50% of the PaCE FTE assigned positions or other FTE's filled by a PaCE (not including the PaCE Crew Chief, working or non-working)

38.5 For initial placement, the PaCE II employees at Skagit will continue to rotate OOC until such a time as one of them leaves. At that time, the remaining incumbent PaCE II employee shall become the permanent PaCE in Charge. Subsequent PaCE in charge positions shall be filled by seniority bid.

For initial placement in town, the PaCE in Charge pockets shall be filled by seniority bid from the current "in-town" PaCE II employees. Subsequent PaCE in charge positions shall be filled by seniority bid from within the entire PaCE work group to include Skagit.

38.6 Protection and Control Electricians shall not do their own switching for the purpose of getting clearances on lines or equipment except Department facilities to serve a customer substation or in cases of emergency as requested by the Dispatcher.

38.7 The Protection and Control Electrician Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, or special assignment) shall be replaced by a Journeyworker. A Journeyworker shall immediately be designated and compensated at the respective Protection and Control Electrician Crew Chief rate.

38.8 The Protection and Control Electrician Crew Chief who, in his/her judgment, needs to leave the job site in order to perform assigned duties and responsibilities, shall designate a Journeyworker who is compensated at the Protection and Control Electrician Crew Chief rate. However, such compensation shall become effective only when the Crew Chief is absent from the job site for two (2) or more hours (consecutive) in a day.

38.9 The basic PACE crew will be: (1) one PCE-In Charge and (1) PACE II. When a crew consists of three (3) or more electrical workers, a PACE in Charge shall be assigned the duties of PACE Crew Chief and compensated at the PACE Crew Chief rate. When the crew consists of five (5) or more electrical workers, the PACE Crew Chief shall be non-working.

38.10 The Parties agree that the basic crew size for the Skagit PaCE Crew is two (2) crew members and does not include a crew chief. The 2016 PaCE MOU does not increase the basic Skagit PaCE crew size from two (2) to three (3). Management will designate a member of the PaCE crew at Skagit to be PaCE in Charge. The Skagit PaCE Crew will report to the in-town Crew Chief.

38.11 The Parties agree that if management assigns three (3) PaCE crew members to Skagit, management will assign one of the three (3) crew members to serve as crew chief.

38.12 The Parties agree that Seattle City Light management will identify work to be performed, prioritize work, and communicate those management decisions to the in-town PaCE Crew Chief. The in-town PaCE Crew Chief will then assign the work to the Skagit PaCE Crew.

38.13 To assist in training and improving job skills, a skill development and maintenance training program will be developed by a standing training committee selected by mutual agreement of Labor and Management to include the Protection and Control Electrician Crew Chief and Protection and Control Electrician II which shall meet annually, or as needed, to establish and assess training programs.

38.14 Should a problem arise with the individuals not being able to progress from a Protection and Control Electrician I to a Protection and Control Electrician II, the affected employee(s) in said position shall be afforded the opportunity to return to their previous classification(s) within the Department. If the individual was a non-Department employee prior to entering the Protection and Control Electrician I position, the employee shall be terminated.

ARTICLE 39. WORKING RULES FOR UNDERGROUND CONSTRUCTION CREWS

39.1 Power Structure Mechanic shall operate construction equipment in excavating - back filling of ditches and trenches of underground facilities.

39.2 Power Structure Mechanic shall act as leadworker in the absence of the Power Structure Mechanic Crew Chief, in the construction of transformer vaults, manholes, all nonmetallic conduit runs and installations of pre-cast transformer vaults, manholes and handholes. These crews may install the metal pre-fabricated 90 degree bend at the base of the pole, together with the first length of pipe up the pole. No permanent attachments will be made to the pole nor will these crews bend steel pipe.

39.3 Power Structure Mechanic Crew Chief shall supervise only and shall not be permitted to use tools except in the case of emergency.

ARTICLE 40. POWER DISPATCHING

40.1 Power Dispatching shall be performed by employees in the following classifications:

Power Dispatcher, Senior
Power Dispatcher
Power Dispatcher, Assistant

40.2 The working schedule for each work period of twenty-eight (28) days shall be posted with copies available for each individual, a minimum of seven (7) days before it is to go into effect. The working schedule shall provide for rotation of shifts and/or rotation of days off in a repeatable pattern which shall be mutually agreed upon by the Union and the Department. The Dispatchers shall have the right to trade shifts among themselves, provided that such shift trades do not result in additional expense to the Department. The Dispatchers shall have the right to trade shifts among themselves, provided that such shift trades do not result in additional expense to the Department, and that the trades are approved by their supervisors. Bidding within the same classification to these agreed upon work schedules shall be by seniority as defined in Section 28.14.

40.3 Dispatchers will be allowed to use accrued vacation on their days off.

ARTICLE 41. WORKING RULES FOR UNDERGROUND RESIDENTIAL DISTRIBUTION CREWS

41.1 Underground Residential Distribution (URD) work covers constructing, installing, modifying, testing, maintaining and/or removing an Underground Residential Distribution system. Framing or re-framing on URD terminal poles may be done by Lineworkers working in the URD work unit.

41.2 A crew pulling primary cable between vaults shall include no less than two (2) Journeyworkers and shall be supervised by a Crew Chief.

41.3 All work on energized conductors at primary voltages including testing or primary terminators shall be done by at least two (2) Journeyworkers one (1) of whom may be a Working Crew Chief.

41.4 When a crew is switching an energized oil switch of 200 amps or more, such work shall be done by two (2) Journeyworkers one (1) of whom may be a working Crew Chief.

41.5 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, a Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker per WAC 296 Chapter 45. A Journeyworker shall immediately be designated and compensated at the respective Crew Chief rate per Section 28.13.

A Crew Chief who, in his/her judgment, needs to leave the job site in order to perform assigned duties and responsibilities, shall designate a Journeyworker per WAC 296 Chapter 45 and Section 17.2 of this Agreement. Compensation for each such designation by a Crew Chief shall be made per Section 28.13. However, such compensation shall become effective only when the Crew Chief is absent from the job site for two (2) or more hours (accumulative) in a day.

41.6 The basic URD crew structure will be:

1 Line Crew Chief
2 Lineworkers
1 of the following: Lineworker, Material Supplier or Lineworker Apprentice.

41.6.1 The crew structure may vary, depending on the availability of employees (e.g. sick leave, vacation, training or other leave of absence) and/or assigned work tasks as agreed to by the Crew Chief. The following are possible variations from the basic crew structure:

Line Crew Chief	Line Crew Chief
Lineworker	Lineworker

Material Supplier	Lineworker Apprentice
Line Crew Chief	
Lineworker	
Lineworker	

41.6.2 The Crew Chief is a Working Crew Chief on four (4) member crews.

41.6.3 In the event the crew is given an assignment which the Crew Chief determines is beyond the capability of the crew, for reasons involving training needs, appropriate classifications/skills, safety or difficult work situations, the Crew Chief will return the job for assignment to a larger crew or will arrange for additional workers of appropriate classifications/skills to be assigned to the crew.

41.6.4 Sections 30.7.4 and 31.9 shall apply to the basic URD, four (4) member crew when performing the same or similar work within the URD.

41.7 Transfers to Underground Residential Distribution shall be considered as transfers to another headquarters and shall be made as provided in the General Working Rules 28.14 provided, however, this provision does not imply that the Department cannot at its discretion assign other work crews to perform the work defined in 41.1.

41.8 A Non-Working Crew Chief performing URD work shall not supervise more than seventeen (17) employees at one time or more than three (3) working Crew Chiefs.

ARTICLE 42. WORKING RULES FOR STREETLIGHT CREWS

42.1 Transfers to Streetlighting shall be considered as transfers to another headquarters and shall be made as provided in General working rules 28.14. Disabled (e.g. permanently, partially, temporarily) electrical workers will be accommodated in accordance with applicable law.

42.2 The basic Streetlight Service crew will be:

1 Lineworker
1 Any of the following: Lineworker,
Lineworker Apprentice,
Material Supplier

42.2.1 A one person streetlight crew will be permitted to replace photo electric cells, lamps and troubleshoot street lights on residential streets only.

42.2.2 The Department and the Union agree that the one person crew may change streetlight heads only after the Department has provided adequate trucks, tools and procedures.

42.3 A working Line Crew Chief shall be assigned as one (1) of the crew members on a two (2) person crew at the North and the South Service Centers, and shall provide day-to-day field supervision for the other two (2) person Streetlighting crews at that headquarters.

42.4 The senior Lineworker when two (2) Lineworkers are assigned to a crew shall be designated as the lead person for purposes of supervising the other crew member and paid at the Lineworker JIC rate.

42.5 A two (2) member Streetlighting crew shall not work on and/or over energized primary circuits.

42.6 A two (2) member Streetlighting crew shall not install arterial streetlighting standards.

42.7 When four (4) employees, at least two (2) of whom are Journeyworkers, are working on one specific job, one (1) Journeyworker shall be in charge and shall receive additional compensation at the Line Crew Chief rate.

42.8 The journey level Lineworker assigned to the Streetlight Repair shop shall be paid at the JIC rate when supervising two (2) or more employees.

ARTICLE 43. WORKING RULES FOR WORKLOAD PLANNING AND SUPPORT PERSONNEL

43.1 Crew Coordinators shall utilize any automation and will be provided training for the operation of this equipment and technology.

43.2 Requests from individual Crew Coordinators to revert to working Crew Chief shall be honored within the requirements of the work, training of a replacement, and availability of a vacant Crew Chief position.

43.3 Crew Coordinator vacancies shall be filled by seniority bid in accordance with Section 28.14 from the Incumbent Non-Working Line Crew Chiefs respectively as of January 23, 1991. The Incumbent Non-Working Cable Splicer Crew Chief - Non Network shall be considered an Incumbent Non-Working Line Crew Chief for purposes of this Section. When the specified Incumbent Non-Working Crew Chiefs have bid, are promoted, or otherwise vacate their Crew Chief position (retire, resign, etc.), or absent such bids, Crew Coordinators shall be assigned from the respective Working Crew Chiefs.

43.4 The present Incumbent Non-Working Cable Splicer Crew Chief shall be allowed a one (1) time successful bid for appointment to the title of Cable Splicer Crew Chief assigned Crew Coordinator. This one (1) time bid right will be exercised at the Incumbent's discretion.

43.5 Electrician Constructor Crew Coordinator vacancies shall be filled by seniority bid first from the Incumbent Non-Working Electrician Constructor Crew Chiefs as of October 14, 1994. Such bid shall be first offered within a headquarters. If no bids are received, bids will be honored across headquarters. The South headquarters shall include the shops. Each Incumbent Non-Working Crew Chief shall be allowed a one (1) time successful bid for appointment to this title to be used at their discretion.

43.6 Meter Crew Chief Assigned Crew Coordinator vacancies shall be filled by seniority bid in accordance with Section 28.14 from the Incumbent Non-Working Meter Electrician Crew Chiefs respectively as of January 23, 2002. When the specified Incumbent Non-Working Crew Chiefs have bid, are promoted, or otherwise vacate their Crew Chief position (retire, resign, etc.), or absent such bids, Crew Coordinators shall be assigned from the respective Working Crew Chiefs.

43.7 Employees appointed to Crew Coordinator will not be assigned to the work of a Crew Chief except in emergencies.

ARTICLE 44. WORKING RULES FOR LOCATORS

44.1 The parties recognize the need for continual supervision of the Locator crew. Therefore, a Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker. A Journeyworker shall immediately be designated and compensated at the Crew Chief rate per Section 28.13.

44.1.1 When the Locator crew consists of seven (7) or more crew members (including the Crew Chief), then the Crew Chief becomes a Non-Working Crew Chief.

44.1.2 If the Crew Chief is absent from the work assignment and:

a. there are two (2) journey level Locators on the same work assignment, then one (1) will be designated and paid as a JIC at the 111.65% rate.

b. the crew consists of three (3) or more of any classification on the same work assignment, then one (1) Journeyworker will be designated and compensated as a Working Crew Chief.

c. the crew consists of one (1) Locator on the same work assignment, that crew member will be paid at the journey level rate.

44.1.3 When Locators work either scheduled or unscheduled overtime, they shall have a Crew Chief on duty or else a Journeyworker will be designated and compensated at the Crew Chief rate.

44.2 The Locator overtime accumulation list determines who is called. However, the duty Supervisor may consider distance as a factor if he/she is notified that the requester has a crew on site. The Locator overtime accumulation list shall include all Locators and the Locator Crew Chief.

The Locator overtime accumulation list determines who is offered scheduled overtime.

44.3 The Crew Chief makes the work assignments. In the event a Locator is given an assignment which he or she determines is beyond his or her individual capability for reasons involving training needs, appropriate classifications/skills, safety or difficult work situations, the Locator will notify the Locator Crew Chief who shall arrange for additional workers of appropriate classification/skills to be assigned to the crew.

44.4 Transfer of locating work, as defined in Section 28.14.4, shall be to Network or URD crews.

44.5 Cable Splicers and Lineworkers may bid to the Locator crew, per Section 28.14. Transfers to the Locator crew(s) shall be considered as transfer to another headquarters and shall be

made as provided in the General Working Rules 28.14. Successful bidders will be assigned to the Locator crew(s) as a Lineworker assigned Locator or Cable Splicer assigned Locator; however, they will retain their status and continue to accrue seniority in their base classification as Lineworker or Cable Splicer.

44.6 Cable Splicers assigned Locator or Lineworkers assigned Locator will be eligible for selection and permanent assignment to Locator Crew Chief one year after assignment to the Locator crew. A Locator Crew Chief may return to their base class of Cable Splicer or Lineworker, but they cannot transfer to another Crew Chief position, other than a Locator Crew Chief.

A journey level Cable Splicer assigned Locator or Lineworker assigned Locator is eligible for temporary, out-of-class assignment to Locator Crew Chief after successfully completing the training in locating work.

44.7 All members of the Locator crew will be trained and utilized in all aspects of locating work, included in the URD and Network.

44.8 Upon a successful bid, each employee will have a training assessment done by the Crew Chief and Supervisor. The Crew Chief and/or Journeyworkers will do the training; management will make the determination of when the crew member has successfully completed the training.

44.9 The following job titles will be used for positions assigned to Locator work.

Cable Splicer assigned Locator

Cable Splicer assigned Locator Crew Chief

Lineworker assigned Locator

Lineworker assigned Locator Crew Chief

Locator Crew Chiefs will be selected from the Locator crew.

44.10 These Locator unit work rules shall supersede the terms and conditions of the following grievance settlement letters: 1) February 4, 1992, #91-015 and 2) May 15, 1990, #89-04.

ARTICLE 45. RETIREMENT

45.1 Pursuant to Ordinance 78444, as amended, and as further amended in 1998 by Ordinance Numbers 119275 and 119291, all employees shall be covered by the Seattle City Employees Retirement System. The 1998 amendment incorporates the terms and conditions of the settlement agreement signed on August 19, 1998, by the City and a coalition of Unions representing City employees, including IBEW, Local 77, as follows:

Any retirement system member who was employed in a Bargaining Unit position on or after January 1, 1998, which was represented by the Union shall be provided retirement benefits consistent with the following concepts:

a. An annual, compounding COLA of 1.5%.

b. A 60% "floor" COLA adjusted annually with no limitation to the annual increase in the CPI.

c. A member's retirement allowance shall reflect the highest of the calculations described in a, b, or the "13th Check."

d. Effective January 1, 1999, the existing six (6) month waiting period required before new employees become eligible for retirement system membership shall be eliminated as a policy matter.

e. If through negotiations or by other means the City makes changes to benefits under the Seattle City Employees' Retirement System different from those reflected above, the Union will be given the opportunity to review said changes and either accept or reject them.

45.2 City of Seattle Traditional, City of Seattle Preventive, Secure Horizons (affiliated with PacifiCare) and Group Health Cooperative (Standard and Deductible): A pre-Medicare eligible retiree health care plan shall be made available by each health care plan provider for employees covered by the provisions of this contract who retire from IBEW, Local 77 represented positions and their City employment.

45.3 During the term of this agreement the City of Seattle shall have the right to re-open on proposed changes to the retirement system.

ARTICLE 46. Journeyworker assigned Safety, Health and Wellness (JSHaW)

46.1 The Journey Worker Assigned SHaW is a full-time Two (2) year assignment filled through a competitive selection process. The assignment may be extended in increments of 12- months by mutual agreement between SCL and Local 77. The role will be filled by a journey-level worker or above. Management may exercise its right to select and assign from various bargaining units those journeyworkers assigned SHaW with knowledge of safety rules and safe work practices.

Journey Workers assigned to SHaW are selected to support the following crafts:

a. Line
b. Stations
c. Network
d. Meter
e. Additional Journey Worker's Assigned SHAW may be hired as necessary.

Headquarters: Candidates will be notified of the assigned Headquarters.

Reporting Relationship: The Journey Worker Assigned SHaW will report to the Director of the Safety, Health, and Wellness Division or similar director level unless a different reporting relationship is agreed upon between the Parties.

Rate of Pay: The rate of pay for the Journey Worker Assigned SHAW will be the crew chief rate for the electrical trade that they support, i.e. journey worker assigned SHaW supporting the network employees or cable splicers shall be paid at the Crew Chief, Cable Splicer - Network Area.

Working Conditions: The Journey worker assigned SHaW shall retain their standing on the overtime callout roster. The Parties agree that the priority is the SHaW work assignment. Journey Workers who accept an overtime callout are responsible for managing any impacts to the SHaW work assignment such that the SHaW assignment is subject to the least adverse effect.

Journey worker assigned SHaW shall not be used to perform normal crew work nor to supplant any journey worker while performing SHaW duties.

In this position, management shall not allow the skimming of work done by a given craft/classification, by any other.

Journey worker assigned SHaW shall not participate directly in the disciplinary process.

Schedule A Wages

January 23, 2026, to January 22, 2027

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Cable Splicer-Assigned Locator	*73.95*	*77.03*	*80.24*	*83.45*	*86.79*
Cable Splicer-Journeyworker In Charge	*77.89*	*81.14*	*84.52*	*87.90*	*91.41*
Cable Splicer Helper-Net Area	*55.45*	*57.77*	*60.17*	*62.58*	*65.08*
Cable Splicer Helper-Non-Net(Incum)	*54.41*	*56.68*	*59.04*	*61.40*	*63.86*
Cable Splicer Crew Chief-Net Area	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Cable Splicer Crew Chief-Non Net(Incum)	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Cable Splicer Crew Chief-Assigned C Coordinator	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Premium + 5 %	*4.16*	*4.33*	*4.51*	*4.69*	*4.88*
Cable Splicer Crew Chief-Assigned Locator	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Cable Splicer-Net Area	*73.95*	*77.03*	*80.24*	*83.45*	*86.79*
Cable Splicer-Non Net Area(Incum)	*73.95*	*77.03*	*80.24*	*83.45*	*86.79*
Cable Splicer-Journeyworker In Charge-Assigned PT	*77.89*	*81.14*	*84.52*	*87.90*	*91.41*
Cable Splicer-Journeyworker In Charge-Assigned VT	*77.89*	*81.14*	*84.52*	*87.90*	*91.41*
Cable Splicer Apprentice (67%)	*53.76*				
Cable Splicer Apprentice (71%)	*56.98*				
Cable Splicer Apprentice (77%)	*61.79*				
Cable Splicer Apprentice (79%)	*63.39*				
Cable Splicer Apprentice (83%)	*66.60*				
Cable Splicer Apprentice (87%)	*69.81*				
Cable Splicer Apprentice (91%)	*73.02*				
Cable Splicer Apprentice (95%)	*76.23*				
Communications Electrician II-In TempCharge	*70.04*	*72.96*	*76.00*	*79.04*	*82.20*
Communications Electrician Journeyworker-In Charge-Skagit	*70.04*	*72.96*	*76.00*	*79.04*	*82.20*
Communications Electrician I	*61.57*	*64.14*	*66.81*	*69.48*	*72.26*
Communications Electrician II	*66.50*	*69.27*	*72.15*	*75.04*	*78.04*
Communications Electrician II	*66.50*	*69.27*	*72.15*	*75.04*	*78.04*
Communications Electrician II	*66.50*	*69.27*	*72.15*	*75.04*	*78.04*
Communications Electrician Crew Chief	*74.81*	*77.93*	*81.18*	*84.42*	*87.80*
Craft Instructor-Apprenticeship	*78.21*	*81.46*	*84.86*	*88.25*	*91.78*
Craft Instructor-Apprenticeship (LineCrew Chief)	*84.85*	*88.38*	*92.06*	*95.74*	*99.58*
Craft Instructor-Apprenticeship (PaCE Crew Chief)	*104.64*				
Electrician Constructor Apprentice (67%)	*53.76*				
Electrician Constructor Apprentice (71%)	*56.98*				
Electrician Constructor Apprentice (77%)	*61.79*				
Electrician Constructor Apprentice (79%)	*63.39*				
Electrician Constructor Apprentice (83%)	*66.60*				
Electrician Constructor Apprentice (87%)	*69.81*				

Electrician Constructor Apprentice (91%)	*73.02*				
Electrician Constructor Apprentice (95%)	*76.23*				
Electrical Work Rev Crew Chief	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Network Reviewer	*91.51*	*95.32*	*99.29*	*103.26*	*107.39*
Electrical Helper-Boundary	*41.99*	*43.73*	*45.56*	*47.38*	*49.27*
Electrical Helper-Boundary	*41.99*	*43.73*	*45.56*	*47.38*	*49.27*
Electrical Helper-Boundary	*41.99*	*43.73*	*45.56*	*47.38*	*49.27*
Electrical Helper-Boundary/Heavy Equipment	*44.58*	*46.43*	*48.37*	*50.30*	*52.31*
Electrical Helper	*41.99*	*43.73*	*45.56*	*47.38*	*49.27*
Electrical Helper	*41.99*	*43.73*	*45.56*	*47.38*	*49.27*
Electrical Helper	*41.99*	*43.73*	*45.56*	*47.38*	*49.27*
Electrician-Constructor-Working Crew Chief	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Electrician-Constructor Crew Chief-Assigned Crew Coordinator	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Premium + 5 %	*4.16*	*4.33*	*4.51*	*4.69*	*4.88*
Electrician-Constructor Core Crew Chief	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Electrician-Constructor Crew Chief	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Electrician-Con-In TempCharge	*77.89*	*81.14*	*84.52*	*87.90*	*91.41*
Electrician Constructor Assigned Substation Op	*73.95*	*77.03*	*80.24*	*83.45*	*86.79*
Electrician-Constructor	*73.95*	*77.03*	*80.24*	*83.45*	*86.79*
Generation Station/Substation Meter Electrician	*73.95*	*77.03*	*80.24*	*83.45*	*86.79*
Generation Station/Substation Meter Electrician CREW CHIEF	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Electrician-Constructor-Working Crew Chief-Assigned C Coordinator	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Premium + 5 %	*4.16*	*4.33*	*4.51*	*4.69*	*4.88*
Hydrocrane Operator	*50.38*	*52.48*	*54.66*	*56.85*	*59.12*
Journeyworker In Charge	*77.89*	*81.14*	*84.52*	*87.90*	*91.41*
Journeyworker In Charge-Powerhouse	*80.77*	*84.13*	*87.64*	*91.14*	*94.79*
Journeyworker Assigned Meter	*68.53*	*71.39*	*74.36*	*77.34*	*80.43*
Journeyworker Assigned Streetlighting	*73.95*	*77.03*	*80.24*	*83.45*	*86.79*
Hydroelectric Operator I					
Hydroelectric Operator I	*67.39*	*70.20*	*73.13*	*76.05*	*79.09*
Hydroelectric Operator II	*73.61*	*76.67*	*79.87*	*83.06*	*86.39*
Hydroelectric Maintenance Worker II-Gen	*44.58*	*46.43*	*48.37*	*50.30*	*52.31*
Hydroelectric Maintenance Worker II-Gen-HEO	*44.58*	*46.43*	*48.37*	*50.30*	*52.31*
Hydroelectric Maintenance Worker I-Gen	*41.99*	*43.73*	*45.56*	*47.38*	*49.27*
Hydroelectric Maintenance Worker I-Gen	*41.99*	*43.73*	*45.56*	*47.38*	*49.27*
Hydroelectric Maintenance Worker I-Gen	*41.99*	*43.73*	*45.56*	*47.38*	*49.27*
Hydroelectric Operator,Chief	*81.18*	*84.56*	*88.08*	*91.61*	*95.27*
Line Crew Chief-Assigned C Coordinator	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Premium + 5 %	*4.16*	*4.33*	*4.51*	*4.69*	*4.88*
Lineworker	*73.95*	*77.03*	*80.24*	*83.45*	*86.79*
Line C Crew Chief	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*

Lineworker-Assigned Locator	*73.95*	*77.03*	*80.24*	*83.45*	*86.79*
Lineworker-Assigned Powerline Clearance	*79.35*	*82.66*	*86.10*	*89.55*	*93.13*
Lineworker Pre-Apprentice	*48.07*	*50.07*	*52.15*	*54.24*	*56.41*
Lineworker,Transmission	*79.35*	*82.66*	*86.10*	*89.55*	*93.13*
Lineworker Apprentice (67%)	*53.76*				
Lineworker Apprentice (73%)	*58.57*				
Lineworker Apprentice (77%)	*61.79*				
Lineworker Apprentice (80%)	*64.20*				
Lineworker Apprentice (85%)	*68.21*				
Lineworker Apprentice (90%)	*72.21*				
Lineworker Apprentice (95%)	*76.23*				
Lineworker Crew Chief-Assigned Locator	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Material Supplier,Electric-Assigned Phd/Cw/D	*50.45*	*52.56*	*54.75*	*56.94*	*59.21*
Material Supplier-Assigned Leo/Pdm/Hb	*53.62*	*55.85*	*58.18*	*60.51*	*62.93*
Material Supplier,Electric-Assigned Equipment Cust	*56.75*	*59.12*	*61.58*	*64.05*	*66.61*
Material Supplier,Electric-Assigned OperatorVTCHBNSTR	*47.57*	*49.55*	*51.61*	*53.68*	*55.83*
Material Supplier Net Assigned VT/PT	*47.57*	*49.55*	*51.61*	*53.68*	*55.83*
Material Supplier,Electric-Assigned Cs and/or Cdt	*46.12*	*48.05*	*50.05*	*52.05*	*54.13*
2026 Meal Rate			*50.10*		
Meter Electrician Crew Chief,Assistant	*68.53*	*71.39*	*74.36*	*77.34*	*80.43*
Meter Electrician Working Crew Chief	*77.09*	*80.30*	*83.65*	*86.99*	*90.47*
Meter Electrician Apprentice (67%)	*49.82*				
Meter Electrician Apprentice (73%)	*54.28*				
Meter Electrician Apprentice (77%)	*57.26*				
Meter Electrician Apprentice (83%)	*61.72*				
Meter Electrician Apprentice (89%)	*66.18*				
Meter Electrician Apprentice (95%)	*70.64*				
Meter Electrician Crew Chief Assigned C Coordinator	*77.09*	*80.30*	*83.65*	*86.99*	*90.47*
Premium + 5 %	*3.85*	*4.01*	*4.18*	*4.35*	*4.52*
Meter Electrician	*68.53*	*71.39*	*74.36*	*77.34*	*80.43*
Pole Yard Crew Chief	*59.33*	*61.80*	*64.37*	*66.95*	*69.63*
Protection and Control Electrician II (138.51%)	*84.85*				
Protection and Control Electrician II (141.08%)	*85.69*				
Protection and Control Electrician II (143.66%)	*87.26*				
Protection and Control Electrician II (147.50%)	*89.59*				
Protection and Control Electrician II (151.36%)	*91.93*				
Protection and Control Electrician-In Charge	*96.82*				
Protection and Control Electrician Crew Chief	*103.43*				
Protection and Control Electrician I	*82.58*				
Protection and Control Electrician I	*84.12*				
Power Dispatcher,Assistant	*72.17*				

Power Dispatcher,Assistant	*75.07*				
Power Dispatcher,Assistant	*77.95*				
Power Dispatcher,Senior	*111.52*				
Power Dispatcher	*96.96*				
Power Dispatcher	*100.40*				
Power Dispatcher	*103.86*				
Powerline Clear Tree Trimmer	*58.81*	*61.26*	*63.81*	*66.37*	*69.02*
Powerline Clear Tree Trimmer-JIC	*62.23*	*64.83*	*67.53*	*70.23*	*73.04*
Powerline Clear Coordinator	*83.19*	*86.65*	*90.26*	*93.87*	*97.63*
Premium + 5 %	*3.85*	*4.01*	*4.18*	*4.35*	*4.52*
Structural Iron Worker-In TempCharge	*66.23*	*68.99*	*71.87*	*74.74*	*77.73*
Structural Iron Worker	*61.79*	*65.01*	*68.23*	*70.96*	*73.80*
Structural Iron Worker Crew Chief	*70.74*	*73.69*	*76.76*	*79.83*	*83.02*
Power Structures Mechanic	*54.33*	*56.60*	*58.95*	*61.31*	*63.77*
Power Structures Mechanic Crew Chief	*62.30*	*64.90*	*67.60*	*70.31*	*73.12*

APPENDIX A

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

DEPARTMENT OF CITY LIGHT

THE CITY OF SEATTLE

AND

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 77

1. The City of Seattle recognizes the International Brotherhood of Electrical Workers, Local 77, as the exclusive collective bargaining representative of employees appointed to the position title Lineworker Pre-Apprentice.

2. Effective January 23, 1988, the title of Lineworker Pre-Apprentice was accreted to Schedule "A" of the current bargaining agreement between the City and International Brotherhood of Electrical Workers, Local 77. Lineworker Pre-Apprentices will be paid at the wage rate percentage level which is 65% of the journey level rate.

3. Individuals entering the Pre-Apprentice position from other positions in City Light Department with a higher wage rate, will retain that wage during their time as Pre-Apprentice. Upon successful completion of the Pre-Apprentice Program individuals will be assigned to the position of Lineworker Apprentice, and assigned the first step wage rate of 67% of the existing Lineworker journey level rate. Individuals entering at a wage level higher than the existing first step wage rate for Apprentice will be advanced to the next highest apprentice and held at that rate until such time as their period of training is appropriate for the next step increment.

4. The Pre-Apprentice position will consist of a six month (1040) training program covering physical strength training, general electrical training, on-the-job training, and climbing school. In order to proceed to the Lineworker Apprenticeship Program, each Pre-Apprentice must successfully attain the final Program standards, including physical strength standards and climbing school, at the conclusion of their full six months of training. Failure to meet the standards within the 1040 hours will result in removal from the Pre-Apprentice Program. Individuals who enter the Pre-Apprentice Program from other positions in City Light Department and who remove themselves or are removed from the Program or do not successfully attain the final Program standards will be returned to their former positions. Individuals who were not previously employed by the Department will have their employment with the Department terminated, unless otherwise mutually agreed by the employee, the Department, and the Union, in writing. Individuals whose initial employment by the Department is a Lineworker Pre-Apprentice will serve a probationary period of six months (1040 hours). Such employees may be terminated without just cause during the probationary period.

5. All pertinent conditions of employment covered by the Collective Bargaining Agreement between the City and International Brotherhood of Electrical Workers, Local 77 shall apply to the title of Lineworker Pre-Apprentice.

6.

APPENDIX B

LETTER OF AGREEMENT

by and between

THE CITY OF SEATTLE

and the

SEATTLE CITY LIGHT DEPARTMENT

and the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 77

RE: SHIFT DIFFERENTIAL FOR GRANDFATHERING POWER DISPATCHERS, STATION OPERATORS AND BOUNDARY HYDRO OPERATORS

This LETTER OF AGREEMENT is supplemental to the AGREEMENT by and between the City of Seattle, hereinafter referred to as the City, and the International Brotherhood of Electrical Workers, Local 77, hereinafter referred to as the Union.

It is understood and agreed by and between the City and the Union that:

Effective January 23, 2006, employees named in the classifications listed below and attached hereto will continue to receive shift differential. These Power Dispatching, Substation Operators and Boundary Hydro Operator Group employees are grandfathered at the shift differential rate of 10% of their base wage and the following conditions shall apply:

1. **Retirement System Contributions:**
Shift differential pay is included as compensation on which retirement system contributions are calculated and made by the employee and by the City of Seattle. This pay is included in the calculation that determines an employee's retirement benefit if earned and paid for during the highest two years of wages that are designated as average salary as defined by the retirement system.

2. **Shift Differential is paid for** actual hours of work and paid leave for those employees assigned to a 2nd, night, swing or graveyard shift under conditions that meet the terms of this agreement within the work units designated below.

System Control Center

A. Assistant Power Dispatcher
B. Power Dispatcher
C. Senior Power Dispatcher

Power Station Operations

A. Electrician Constructor (Operator Incumbent)
B. Electrician Constructor (Operator Incumbent) Working Crew Chief Assigned Crew Coordinator
C. Electrician Constructor
D. Electrician Constructor Working Crew Chief
E. Electrician Constructor Working Crew Chief Assigned Crew Coordinator

Boundary

A. Hydro Electric Operators

3. **Boundary Hydro Electric Operators** on 1st shift, 7 days per week, will not receive a shift differential. Boundary Hydro Electric Operators on 2nd and 3rd shift, seven days per week, will receive the shift differential. Shift extensions before and after the 2nd and 3rd shifts will be at the double time rate plus the shift differential. Doubling over on a shift will not be considered a shift extension. All other overtime, whether scheduled or by callout, will be paid at the double time rate only.

4. **Power Dispatchers** scheduled to work 8-hour shifts described as Day Shifts per the Twelve Hour Schedule MOU, or the first 8 hours of a 12-hour shift, seven days per week, will not receive a shift differential. Power Dispatchers scheduled to work straight time on 8-hour shifts described as Swing Shift or Graveyard Shift, or the 12-hour shift described as a Night Shift, or the last 4 hours of a 12-hour Day Shift, will receive a shift differential for these hours. Shift extensions, either before or after a shift that is normally entitled to a shift differential, will be at the double time rate plus the shift differential. Doubling over will not be considered a shift extension. All other overtime, whether scheduled or by callout, will be paid at the double time rate only.

5. **Power Station Operators** (Electrician Constructors and Electrician Constructors [Operator Incumbents]) scheduled to work 8-hour or 10-hour shifts described as Day Shifts per the Twelve Hour Schedule MOU, or the first 8 hours of a 12-hour Day Shift, seven days per week, will not receive a shift differential. Power Station Operators scheduled to work straight time on 8-hour shifts described as Swing Shift or Graveyard Shift, or the 12-hour shift described as a Night Shift, or the last 4 hours of a 12-hour Day Shift, will receive a shift differential for these hours. Shift extensions, either before or after a shift that is normally entitled to a shift differential, will be at the double time rate plus the shift differential. Doubling over will not be considered a shift extension. All other overtime, whether scheduled or by callout, will be paid at the double time rate only.

GRANDFATHERED PERSONNEL ELIGIBLE TO RECEIVE 10% SHIFT DIFFERENTIAL

Baird, Gary
Bennett, Dennis
Blouch, Cynthia
Board, Sally
Bowen, Joshua
Bungard, Terry
Caravan, William
Chin, Thomas
Chittanounh, Vattana
Collins, Peter
Cote, Dimne
Dissel, Christopher
Drager, Alan
Dunlap, Rodney
Fujita, Laurence
Grace III, James
Graves, Larry
Hall, Donna
Harrison, Daniel
Hayashi, Henry
Jang, Michael
Johnson, Gerald
Jones, William
Kelly, Thomas
Kimes, Marshall
Kopp, Ed
Krupa, Pawel
Kurlo, Wilhelm
Leonard, Donald
Lieser III, Ralph
Lundquist, Kari
Peterson Jr, Garth
Podominich, Tom
Rick, David
Ross, Leonard
Sandoval, Marcus
Settle, Eileen
Stewart, Scott
Streissguth, Stephen
Sturgeon, Kenneth
Tongue, Patrick
Watkins, Michael
Welshon, Douglas
Wheelock, Dana
Williams, Denise

APPENDIX C

I. Examples or work performed by Electrician Constructors (Operator Incumbents) which may be performed by Electrician Constructors.

A. Examples of work that can be assigned without additional training include (but are not limited to):

1. Respond to Constructor generated alarms.
2. Disable alarms, change fuses/amprites.
3. Take readings for Dispatcher.
4. Stand-by wire down.
5. Station cleaning and relamping work.
6. Perform emergency switching (which is done now).
7. Adjust TCUL tap changers.
8. Take PCB samples to the lab for testing.

B. Examples of work that can be assigned with additional training include (but are not limited to):

1. Respond to station alarms at direction of the Dispatcher.
2. Respond to wire downs, arcing wires and perform field checks (all reasons) at the direction of the Dispatcher.
3. Tag and re-tag at the direction of the Dispatcher.
4. 4 kV Unit Stations - Under Dispatcher orders the Constructor can remove tags, restore the breaker and operationally test.
5. Evaluate problems - check relay targets, breaker operations and report to the Dispatcher.
6. Perform planned switching, clearance restoration and outage restoration.
7. Perform recloser switching, tagging and logging.
8. Do routines - test equipment, fans, pumps, alarms, readings etc.
9. Capacitor switching (both in station and in the field).

II. Examples of work performed by Electrician Constructors that can be performed by Electrician Constructors (Operator Incumbents).

A. Examples of work that can be assigned without any additional training include (but are not limited to):

1. Gassing Unit Substation transformers.
2. Changing fuses, control lights, control building and yard lights (where lift equipment is not necessary).
3. PCB inspection (& upgrading tags), inspect and change oil pads and log.
4. Unit Substation door maintenance - interlock adjustments, lube hinges, service locks, etc.

5. Monthly fire extinguisher inspection.
6. Support onsite reporting:
    i. Transport personnel (if change is needed)
    ii. Parts delivery
    iii. Set-up (start ventilating before Constructors arrive)
    iv. Assist in cleaning parts.

B. Examples of work that can be assigned with additional training include (but are not limited to):

1. Safety watch.
2. Changing gas bottles.
3. Taking oil samples for breakers and transformers.
4. Test oil samples for dielectric.
5. Explosive gas testing.
6. Assist in grounding.
7. Assist the Constructor when a second Journeyworker is needed for safety reasons.
8. Communications facilities routine inspections (i.e. French Creek).

APPENDIX D
(Skagit)

Per Article 36, Section 36.4, the parties agree the following job functions and duties may be shared between Hydroelectric Operators and Electrician Constructors:

1. When a second Hydro Operator is on site at a powerhouse and has been properly trained, the Operator may function as a safety watch, second qualified Journeyworker for installation of working grounds, confined entry observers.

   A Hydroelectric Operator may hold clearances on generators and other generation facilities as "back-up" clearance holder on extended outages. However, Hydro Operators will not be moved from one powerhouse to the other to perform this work. Hydro Operators will function as clearance holders only after an initial clearance is taken and double checks are completed.

2. Electrician Constructors may assist Hydro Operators by performing operational tasks or functions at the direction of the Hydro Operator.

3. Employees in either classification may ask for assistance from the other provided the employees are comfortable with their level of skill and knowledge for the task being performed. The sharing of tasks for assistance shall be appropriate where practical, effective, and safe.

4. A co-equal implementation team will be established and develop options for resolving problems that may arise from the shared duties between Hydroelectric Operator and Electrician Constructor. Unresolved problems shall be referred to the JLMC for final resolution.

APPENDIX E

Section 11.13 of this Agreement states: On June 1, 1993, employees with twenty (20) years of service or more were eligible to convert to the system as outlined above or remain on the system outlined in the 1991-1994 Collective Bargaining Agreement and attached hereto as Appendix E. Employees who remained on the system as outlined in the 1991-1994 Collective Bargaining Agreement may convert to the new system in September of each succeeding year. These subsequently converting employees shall receive a two-year transition period in which to use excess hours as outlined in 11.4.

VACATIONS
Article 11 From 1991-94 Collective Bargaining Agreement

The vacation accrual system in place in the 1991-1994 contract is as follows:

Vacations shall be allowed under Ordinance No. 86799 as amended by Ordinance Nos. 97110, 97354 and 95389 as follows:

11.1 Employees with less than five (5) years' service shall receive vacations at the rate of twelve (12) working days per year.

11.1.1 For service of less than one (1) year, employees shall receive vacations at the rate of one (1) working day for each month of actual service in the preceding calendar year.

11.2 Employees with more than five (5) years' service shall receive vacations at the following rate:

From 5 to 10 years' service - 15 working days
From 10 to 15 years' service - 16 working days
From 15 to 20 years' service - 18 working days
20 years' service - 20 working days
21 years' service - 21 working days
22 years' service - 22 working days
23 years' service - 23 working days
24 years' service - 24 working days
25 years' service - 25 working days
26 years' service - 26 working days
27 years' service - 27 working days
28 years' service - 28 working days
29 years' service - 29 working days
30 years' service and over - 30 working days

11.2.1 For service of less than a full year, employees eligible for vacations, as provided in section 8.2, shall receive vacations at a rate proportionate to the applicable annual vacation for each month of actual service to the nearest four (4) hours of vacation allowance.

11.2.2 Additional vacation allowances for employees with five (5) or more years' service shall accrue on January 1 of the year in which the service requirement is met.

11.3 Temporary or intermittent employees who leave the employment of the City and later are re-employed shall, for the purpose of this ordinance, commence their actual service with the date of re-employment.

11.4 Any vacation earned must be taken within the calendar year next succeeding the calendar year in which service was rendered, with the following exceptions:

11.4.1 Employees who are laid off, retired, or who resign after more than one years' service shall be given proportionate vacation earned in the current year, together with any unused earned vacations for the preceding calendar year, before being separated from the payroll.

11.4.2 On the death of an employee in active service, pay will be allowed for any vacation earned in the preceding year and in the current year, and not taken prior to the death of such employee.

11.4.3 Any employee who quits or is dismissed for cause will be allowed pay for any vacation earned in the preceding year and not taken prior to separation from City service, but not for the current year.

11.4.4 An employee granted an extended leave of absence which includes the next succeeding calendar year shall be paid in a lump sum for any unused vacation previously accrued or, at the department's option, the employee shall be required to exhaust such vacation time before being separated from the payroll.

11.4.5 All employees returning from military leave of absence as defined in Ordinance No. 69816, as amended by Ordinance No. 71739, shall be given a vacation allowance for the previous calendar year as if they had been employed.

11.4.6 Upon transfer, the Department receiving the employee shall grant any earned vacation due such employee at its expense, subject to the other rules set forth herein.

11.4.7 The minimum vacation allowance to be taken by an employee shall be one half (1/2) of a day or, at the discretion of the head of the department, such lesser fraction of a day as shall be approved by the Department Head.

11.4.8 The heads of the various departments shall arrange vacation time for the officers and employees on such schedules as will least interfere with the functions of the Department.

11.4.9 Following one (1) full calendar year of employment, an employee may carry over and/or accumulate two (2) days of vacation annually. Employees having twenty five years' service may carry over and/or accumulate five (5) days vacation annually. Employees shall not be

permitted to carry over and/or accumulate more vacation days than their current annual earned vacation. Employees who desire to carry over vacations must make their request at the time vacations are being scheduled.

Employees who elect to use 5 or more days of accumulated carry over vacation at one time, must request such use from the immediate supervisor at least 60 days in advance.

11.4.10 An employee may, upon approval of the department head, carry over a maximum of twenty days of unused vacation time to the next succeeding year when the employee has been prevented from using said vacation time by reason of injury, illness or department work schedules.

11.5 For the purpose of this ordinance, former Puget Sound Power and Light Company employees who became City Light employees as a result of the merger, and at the request of the Superintendent of Lighting, on or shortly after March 5, 1951, shall be given credit for continuous employment with the Company immediately prior to the acquisition of Puget Sound properties.

From Article 13 LEAVE OF ABSENCE

13.3 It is understood that the two days vacation carryover as provided in Article 11.4.9 is for additional days off the job because of an emergency as covered in Article 13.2 or this carryover may be used as vacation as covered in Article 11.4.9.

APPENDIX F

MEMORANDUM OF AGREEMENT

JLMC ISSUES

The City of Seattle/City Light Department

and the

International Brotherhood of Electrical Workers
Local No. 77

As part of the current contract negotiations, we hereby agree to start the process to address the following item in the Joint Labor Management Committee with the understanding that Article 3 of the Agreement by and between the City of Seattle, City Light Department and the International Brotherhood of Electrical Workers Local Union No. 77 shall apply.

Joint Issue

Advanced Electrician Constructor Apprenticeship (AECA) –

Management will continue to work with the Union in labor/management meetings to formalize the details of the program

APPENDIX G

MEMORANDUM OF UNDERSTANDING
NETWORK VACTORS AND PUMP TRUCKS

by and between

THE CITY OF SEATTLE

and the

SEATTLE CITY LIGHT DEPARTMENT

and the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 77

January 23, 2006, through January 22, 2009

This MEMORANDUM OF UNDERSTANDING is supplemental to the AGREEMENT by and between the City of Seattle, hereinafter referred to as the City, and the International Brotherhood of Electrical Workers, Local 77, hereinafter referred to as the Union.

It is understood and agreed by and between the City and the Union that:

This MOU applies to the 7 and 10 cu. Yd. Vactor trucks, and not to the 500 gallon VacTron hydroexcavator/potholer unless operated by a two person crew.

1. Vactor & Pump Trucks: The Vactor Truck/Pump Truck shall be staffed by a Journeyworker In Charge (JIC) – Cable Splicer and a Material Supplier (82.5%) and operate as a two person crew.
2. When crewmembers are added so that the crew consists of three (3) or more people, the JIC shall be compensated at the Cable Splicer Crew Chief rate.
3. The Material Suppliers on the Vactor and Pump crews shall have a Class "A" CDL with Tanker Endorsement. The JIC's on the Vactor and Pump crews shall have a Class "A" or "B" CDL with Tanker Endorsement.
4. In emergency callout situations, the JIC and Material Supplier permanently assigned to the Vactor Truck will be called first to staff the Vactor Truck, and the JIC and Material Supplier permanently assigned to the Pump Truck will be called first to staff the Pump Truck. The overtime callout list will then be used to staff the Vactor and Pump Trucks.
5. Bids for Vactor/Pump crew JIC-Cable Splicer and Material Supplier shall be awarded according to seniority.
6. For work other than emergency callout, the Vactor & Pump Trucks can also be operated by staff in classifications in other crafts, appropriate for the worksite, who have been trained in operation of the equipment.

Permanent Vactor/Pump Crew personnel shall be supplied with reflective raingear, knee high rubber boots, like those used by Firefighters and Atlas Fit brand cotton/rubber gloves or equivalent.

APPENDIX H

LETTER OF AGREEMENT

by and between

THE CITY OF SEATTLE

And the

CITY LIGHT DEPARTMENT

And the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local No. 77

For North and South Stations Realignment

Including

Electrician Constructor Reversion Rights In Stations and Shops

1. Articles 44.1, 44.2 and 44.6 shall apply.

2. Seniority for Electrician Constructor Crew Chiefs and Electrician Constructor Crew Chief assigned Crew Coordinators is combined time between the Electrician Constructor Working Crew Chief and Electrician Constructor Working Crew Chief assigned Crew Coordinator as of the date of ratification.

3. Initial assignment to Crew Coordinator positions shall be offered by seniority bid using the following order:

    a. Incumbent Non-Working Electrician Constructor Crew Chiefs (as of October 14, 1994) who have not exercised their one-time successful bid for the appointment to Electrician Constructor Working Crew Chief assigned Crew Coordinator AND the current Electrician Constructor Working Crew Chief assigned Crew Coordinators in North and South Stations that were Non-Working Electrician Constructor Crew Chiefs as of October 14, 1994; if vacancies still exist then,

    b. The incumbent Electrician Constructor Working Crew Chiefs and Electrician Constructor Working Crew Chief assigned Crew Coordinators using the combined seniority list (from 2 above).

    c. Crew Coordinators can bid headquarters for initial assignment, bid for Core Crew Chiefs (see number 4, below) or elect to become **Reverted Electrician Constructors**.

4. Initial assignment to Electrician Constructor Crew Chief positions shall be offered by seniority bid from Crew Chiefs and Crew Coordinators using the combined seniority list (from 2 [two] above). Crew Chiefs can bid headquarters and cores for initial assignment or elect to become **Reverted Electrician Constructors**.

    For the purpose of bidding, Headquarters shall be: Shops, North Stations and South Stations.

Any Crew Chiefs who become **Reverted Electrician Constructors** in Shops shall remain assigned to their current Headquarters if they so desire.

5. In the event the initial Crew Chief and Crew Coordinator positions aren't filled from the above selection criteria, the issue shall be disclosed and addressed through the JLMC process.

6. After Crew Coordinators and Crew Chiefs are determined, the remaining Crew Chiefs and Crew Coordinators shall become **Reverted Electrician Constructors**, and shall bid headquarters and core by combined seniority. (The combined seniority is total Crew Chief, Crew Coordinator and Electrician Constructor journey level time).

7. Future crew chief vacancies shall be offered first by seniority to the **Reverted Electrician Constructors** that remain on the list identified in number 2 above, but are not currently in a Crew Chief position. Each **Reverted Electrician Constructor** shall be allowed a one-time successful bid for appointment to the Core Crew Chief title to be used at their discretion. Any refusals shall not result in penalty.

8. Existing Electrician Constructor Working Crew Chiefs as of date of CBA ratification, who become **Reverted Electrician Constructors,** shall remain at the Electrician Constructor Crew Chief rate of pay (with any future general and Cost of Living Adjustment wage increases).

9. Once the Electrician Constructor Crew Coordinator and Crew Chief positions are filled, Electrician Constructors and Electrical Helpers shall bid headquarters and cores for Shops, North Stations and South Stations. Any remaining vacancies will be filled following Section 28.1

APPENDIX I

By and Between

THE CITY OF SEATTLE
City Light Department Bargaining Unit

And the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 77

The parties agree the attached Memoranda and Letters of Agreement will continue in full force and effect during the term of the new agreement which shall expire on January 23, 2017, unless the parties mutually agree otherwise.

The applicable Memoranda and Letters and affected or referenced contract sections are listed.

1	Operator Incumbents and the Appointment of Kelly and Simmons to Crew Coordinator 1/27/1995	Article 29, Article 43
2	Working Rules for Locators and Homer Overtime if Helper Needed 1/8/1999	Article 44
3	Appliance Repair MOUs and LOAs: a) Journeyworker Assigned Streetlighting (MOU) 12/19/1996 b) Headquarters Bidding for Journeyworker Assigned Streetlighting (LOA) 12/23/1996 c) Journeyworker Assigned to Technical Metering Section (MOU) 3/24/1997 d) Journeyworker Assigned to Technical Metering Section Addendum (MOU) 9/3/1997 b)	
4	Settlement Agreement re: Maintenance Electrician 5/19/1993	
5	Line Service Work Schedules – Extending work schedules agreement a) Line Service Schedule (Letter) 2/18/1993 b) New Shifts for Line Service (Agreement) 2/25/1993 c) Line Service Work Schedule Extension (Letter) 3/24/1994	Article 33
6	Hydroelectric Operator I Guidelines a) Skagit (LOA) 8/22/1995 b) Boundary (LOA) 12/23/1996	Article 36
7	Dispatchers' Work Schedule (MOA) 1/27/1995	Article 40
8	Temporary Employees Represented by Local 77 (LOA) 10/12/1999	
9	Elect Const/Comm Elect Duties/Jurisdiction (LOA) 6/23/1999	
10	Working Rules Powerline Clearance (LOA) 6/21/2000	
11		
12	Lineworker JIC Transfer and Bid Rights (LOA) 8/19/2002	Article 33
13	Power Stations Operations Work Schedule (LOA) 9/10/2002	Article 29
14	Unscheduled Overtime Callout Procedure (LOA) 4/16/2003	

15	Skagit Holiday Schedule (Agreement) 8/12/2003	Article 36
16	Condor Loaned to Other Utilities (MOA) 11/9/2004	
17		Article 36

APPENDIX J

LETTER OF AGREEMENT

by and between

THE CITY OF SEATTLE/SEATTLE CITY LIGHT

and

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,

LOCAL 77

Re: Standby Crews

The undersigned parties hereby agree to the establishment of Standby Crews. This agreement shall specify the terms and conditions agreed to between the City of Seattle/Seattle City Light (employer) and the International Brotherhood of Electrical Workers, Local 77 (collectively parties) regarding the implementation of this program/opportunity.

Standby Crews *shall not displace any current existing first responders, including line service and operators. There may be standby crew(s), as determined by City Light for the following:*

1. *North Service Center*

2. *South Service Center*

The basic crew shall consist of the following:

1 Line Crew Chief
2 Lineworkers
1 Any combination of Lineworker or Material Supplier

Once first responders have made the initial assessment and reported back to the Service Dispatcher, the Service Dispatcher then calls out the appropriate standby crew.

Whenever an employee covered by this Letter of Agreement is placed on standby duty by the Department, the employee shall be available to respond to emergency calls and, when necessary, return to work. Each member on standby shall be issued a City Light phone and report to the headquarters within forty-five (45) minutes of receiving the call. The Department and Union agree that situations and/or weather conditions may occur that could prevent an employee on standby from arriving to the Service Center within 45 minutes of being called. ***Employees who cannot report within 45 minutes should not volunteer to be on standby.***

Should a standby crew member(s) fail to respond within 45 minutes then, after 60 minutes, Line Service may be utilized to supplement the standby crew until the standby crew member(s) arrive. At no other time will Line Service be utilized in place of the standby crew members. At no time will Line Service be utilized if additional crew members are needed.

When an employee fails to respond within the 45 minute window period then the following will be assessed;
The employee will be removed from their Standby List for one rotation after first incident of non-response. The duration of the removal will run two (2) weeks.

Standby assignment will be from a list of volunteers, the lists shall be comprised of members currently assigned to either an overhead or underground crew. There shall be three (3) standby lists:

1. *Line Crew Chief*
2. *Lineworker*
3. *Material Supplier*

Standby lists shall be created on a quarterly basis and posted two weeks prior to their application.

Line Crew Chief's assigned to standby crew will alternate between overhead and underground crew chiefs.

When assigned to standby, the member will be compensated for standby duty at the rate of two (2) hours of their regular straight time hourly rate of pay for weekdays, and regular weekends, and compensated at the rate of three (3) hours of their regular straight time hourly rate of pay for holidays and holiday weekends. When an employee is called into work, the provisions of Article 28.2 and Article 28.2.1 shall apply.

Issues arising out of the standby crew shall be resolved by mutual agreement in JLMC

This agreement expresses in writing the entire Agreement between the parties. This Agreement may be amended or extended by mutual agreement between the Union, the Department, and the City. If mutual agreement cannot be reached on any desired changes, the Letter of Agreement shall remain in full force and effect as originally drafted and signed.

The parties agree to all of the above by their signatures affixed hereto:

For the City of Seattle	*For the Union*	*For Seattle City Light*
_____	_____	_____
Steven A. Jewell	*Joe Simpson*	*DaVonna Johnson*
Labor Negotiator	*Business Rep*	*HR Officer*
City of Seattle	*IBEW Local 77*	*Seattle City Light*
*Date*_____	*Date*_____	*Date*_____

APPENDIX K

Memorandum of Agreement
By and Between
The City of Seattle, Seattle City Light
And
The International Brotherhood of Electrical Workers, Local 77
Regarding Alternative Work Schedules

This Memorandum of Agreement ("MOA") regarding Alternative Work Schedules is made and entered between the City of Seattle ("City"), Seattle City Light ("SCL"), and IBEW Local 77 ("Union") (collectively the "Parties"). The terms of this MOA shall remain effective until it is incorporated into the next collective bargaining agreement, unless otherwise negotiated by the Parties.

A. Background

The following guidelines apply to the employees in the classifications listed below for the purposes of supporting an Alternative Work Schedule program.

-Lineworker
-Cablesplicer
-Meter Electrician
-Electrician Constructor
-Material Supplier
-Protection and Control Electrician
-Power Structure Mechanic
-Structural Iron Worker

(Excludes Cedar Falls Electrician Constructors except for Section B. 1)

It is mutually understood that continuation of this MOA depends upon the maintenance of customer service, productivity, the ability to coordinate with others, and the ability to maintain the agreed upon work schedules. The Parties agree to work to resolve problems or issues that may arise due to this MOA. This MOA may be terminated by either party with thirty (30) days' notice and will automatically terminate when it is incorporated into the next collective bargaining agreement, unless otherwise negotiated by the Parties.

The parties agree that any reported conflict between this MOA and any other LOA/MOA will be brought to the AWS committee for resolution.

B. General Guidelines

1. **Holidays Schedule**: When at least one holiday falls within a work week. Crews and employees may return to the five/eight (5/8) schedule for the work week that the holiday falls within or they shall have the option to remain on their current work schedule and supplement the holiday pay with an additional two hours using vacation or comp time. The crew work schedule shall be unanimous. Crews not working the

5/8 schedule whose regularly scheduled days off land on Holidays observed on a Friday will take the preceding Thursday off. Crews not working the 5/8 schedule whose regularly scheduled days off land on Holidays observed on a Monday will take the following day off or any other day mutually agreed upon.

Floating holidays: may be supplemented with two (2) hours of vacation pay, or comp time.

(Cedar Falls 77 bargaining unit employees may elect to adopt B.1 of this agreement for holiday scheduling)

2. **Schedule Balancing**: Employees working four (4) day, ten (10) hour Alternative Work Schedules will either have Monday or Friday off during the work week. Employee preference will be considered.

3. **28.3 Revised:** Employees working four (4) day, ten (10) hour Alternative Work Schedules or five (5) day, eight (8) hour Schedules on overtime pay before the start of their regular shift, who have enough of such overtime to equal eight (8) hours or ten (10) hours or more of regular time rate of pay, shall have eight (8) consecutive hours of relief before being returned to regular straight-time rate of pay, and such employees may be relieved from duty for the day after having earned at least ten (10) hours' straight-time pay. The employees/crew may choose to work one-half of their next regular shift at the overtime rate of pay. After the involved employees have realized compensation equal to the irregular shift pay, their supervisor may release them from duty for the remainder of their shift. Alternatively, the employees may at their option use sick leave to compensate for the required time off from their regular scheduled shifts.

C. Agreement

1. **Enrollment: Scheduled twice per year if not addressed in future contract negotiations**: Employees must request their scheduling preference in writing before 4:00 p.m. on cut-off date. Employee preference will be considered when balancing schedules. Employees working the AWS schedule of 4- 10's may be able to revert to the 5-8's schedule as outlined in the CBA with mutual agreement from local management. If mutual agreement is not made with local management, the issue will be escalated to the AWS committee for resolution. If no request is made, the employee will be scheduled under the terms of Section C.2 of this agreement. . Except for the initial year, those dates shall be agreed to at a Joint Labor Management Committee Meeting prior to implementation. Any issues arising with the enrollment schedule shall be mutually resolved through the AWS committee.

2. In the event a Crew Chief wishes to revert as described above, and their crew wishes to remain on AWS the following shall apply:

I. Journey Workers will be selected by reverse seniority from available crews to work as a crew under the reverted Crew Chief.

II. The crew remaining on AWS (if not selected by reverse seniority above) will be separated and the Journey Workers will be placed as either a replacement for the junior Journey Workers who have moved or will be placed on available crews matching their AWS.

Specific dates for following years will be agreed upon at Joint Labor Management Committee (JLMC). For purpose of the initial enrollment schedules will be effective May 11, 2022.

3. Start time:

Work hours and start times for each work group will be established by mutual agreement through the AWS committee prior to each enrollment period.

Default work hours and start times in the case where mutual agreement has not been established, or where start times for new AWS cannot be agreed to, shall be as follows:

Employees who elected 4-day/10-hour schedule – 0700-1730
Employees who elected or were assigned 5-day/8-hour schedule- 0745-1615

4. Apprentices:

I. Apprentices will follow the schedule of their assigned crews. Crew assignments will be scheduled at the beginning of pay periods (Wednesdays).

II. During Testing and training periods apprentices will convert to the same schedule the testers and trainers are working. Management shall notify both the employee and the union the effective date of the apprentice's schedule change during testing and training periods. Both the apprentices and the union shall receive Fourteen (14) calendar days' notice prior to the change. The apprentice will then move back to the schedule of the assigned crew upon completion of the testing and training period.

5. The Skagit Project:

The following only applies to the employees headquartered at the Skagit Project.

I. Excluding Skagit Hydro Operators, employees will report to work Monday through Thursday each week (flex day Friday), from 6:00 AM until 4:30 PM.

II. Skagit Hydro Operator and Hydro Operator Chief work week shall be Saturday through Friday. Operators shall be split into schedule A and B, each working eight consecutive 10-hour days followed by six days off commencing on Tuesdays. Any issues or changes needed for the Operators or Operator Crew Chief schedule will be brought to the AWS committee for resolution.

6. The Boundary Project:

The following only applies to the employees headquartered at the Boundary Project.

I. Excluding Boundary Hydro Operators, employees will report to work Monday through Thursday each week (flex day Friday), from 6:00 AM until 4:30 PM.

II. Any issues or changes needed for the Operators or Operator Crew Chief schedule will be brought to the AWS committee for resolution.

EXECUTION OF THIS AGREEMENT

Signed this _____day of _____, 2026

CITY OF SEATTLE
Executed under Authority
Ordinance _____

_____
Katie Wilson, Mayor

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 77

_____
Rex Habner,
Business Manager / Financial Secretary

_____
Rob Santoff, City Light
Interim General Manager & Chief Executive Officer

_____
Afton Larson, Labor Relations Manager

Summary and Fiscal Note

1. Legislation Summary

Department: Seattle Department of Human Resources

Title: An ordinance relating to City employment; authorizing execution of a collective bargaining agreement between The City of Seattle and Seattle City Light and the International Brotherhood of Electrical Workers, Local 77; and ratifying and confirming certain prior acts.

Background: This legislation authorizes the Mayor to implement a collective bargaining agreement between the City of Seattle (City), Seattle City Light (SCL), and the International Brotherhood of Electrical Workers (Local 77). The collective bargaining agreement covers wages, benefits, hours, and other working conditions for the period from January 23, 2026, through January 22, 2030. This legislation affects approximately 548 regularly appointed City employees within SCL. The previous collective bargaining agreement expired on January 22, 2026.

The collective bargaining agreement provides the following financial provisions for the specific class series effective January 23, 2026.

1. A 15.5 percent wage adjustment for the Power Structure Mechanic series, applied incrementally at 5 percent for three years;
2. A 10.0 percent wage adjustment for the Electrical Work Reviewer Crew Chief;
3. A 6.0 percent wage adjustment for Structural Iron Series;

4. A 5.0 percent wage adjustment for Crew Coordinators;
5. A structural realignment of classifications to maintain the historical wage differential between the Hydroelectric Operator Chief and the Hydroelectric Operator II classifications.
6. A shift differential of 6.0 percent of the base hourly rate for all hours regularly scheduled, except for the regular day shift (first shift).
    a. Employees who were already receiving a 10.0 percent shift differential as of the effective date of the successor agreement shall be grandfathered in at that rate.

Wage adjustments were determined based on a comparative study of other utility comparators and the market-average comparative classifications. This study was conducted by SCL Human Resources.

The contract also includes the following Annual Wage Increase (AWI) provisions for 2026 through 2029:

1. A 3.7 percent annual wage increase in 2026;
2. An annual wage increase in 2027 equal to 100 percent of the annual growth rate of the Seattle-Tacoma-Bellevue area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from June over June, with a minimum increase of 2.5 percent and a maximum increase of 6.0 percent;
3. An annual wage increase in 2028 equal to 100 percent of the annual growth rate of the Seattle-Tacoma-Bellevue area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from June over June, with a minimum increase of 2.5 percent and a maximum increase of 6.0 percent; and,

4. An annual wage increase in 2029 equal to 100 percent of the annual growth rate of the Seattle-Tacoma-Bellevue area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from June over June, with a minimum increase of 2.5 percent and a maximum increase of 6.0 percent.

The maximum of 6 percent for this contract is intended to address recruitment and retention challenges. Currently, SCL has over 80 skilled technician vacancies, and nearly 88 percent of its employees live in Tacoma and Snohomish, where salaries are at or above the City's rates. This creates a competitive salary environment.

Summary Attachments:

Summary Attachment 1 – Draft Agreement By and Between The City of Seattle and the City Light Department and the International Brotherhood of Electrical Workers Local No. 77

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2. Capital Improvement Program (CIP)

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

☐ Yes

☒ No

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3. Summary of Financial Implications

Does this legislation have financial impacts to the City?

☒ Yes

☐ No

a. Expenditure Change to Other Funds

2026	2027 est.	2028 est.	2029 est.	2030 est.
$7,022,977	$17,429,017	$28,485,288	$40,023,224	$40,023,224

The baseline wage used for the above costing was the 2025 actuals for regular and overtime, $163,613,025. Actual costs may vary because overtime actuals change based on workload needs and may be impacted significantly by weather conditions. All costs associated with this contract will be borne by the Light Fund and Seattle City Light. Consideration for cost increases associated with this and future collective bargaining agreements is included as part of the rate packages considered by the City Council.

Table 1: Detailed Costing Table

Years	2026	2027	2028	2029	4 Year Total
2025 Actuals - Baseline	**$163,613,025**	**$163,613,025**	**$163,613,025**	**$163,613,025**	**$654,452,098**
2026 - Wage Adjustment, Selected Titles	$741,828	$741,828	$741,828	$741,828	$2,967,312
2026 - 3.7% AWI	$6,125,505	$6,125,505	$6,125,505	$6,125,505	$24,502,021
2027 - 2nd Wage Adjustment, Power Structural Mechanics (PSM) Only		$147,021	$147,021	$147,021	$441,063
2027 - Maximum 6% AWI		$10,237,643	$10,237,643	$10,237,643	$30,712,928
2028 - Final Wage Adjustment, PSM Only			$171,427	$171,427	$342,853
2028 - Maximum 6% AWI			$10,862,187	$10,862,187	$21,724,374
2029 - Maximum 6% AWI				$11,513,918	$11,513,918
Shift Differential beginning 2026	$155,644	$177,020	$199,678	$223,695	$756,037
Total Annual Increment	**$7,022,977**	**$17,429,017**	**$28,485,288**	**$40,023,224**	**$92,960,506**

This legislation does not change revenue or position counts.

3a. Appropriations

Necessary appropriations related to this contract legislation will be addressed in the 2026 Year-End Supplemental Ordinance and the 2027-2028 Proposed Budget as required.

3d. Other Financial Impacts

a. Does this legislation create any other financial impacts for The City of Seattle, such as direct or indirect costs, one-time or ongoing, that aren't mentioned above? If yes, please explain these impacts.

No, all financial impacts are noted.

b. If the legislation has costs that can be covered within the current budget, explain how. Does the department have extra resources in its budget to handle these costs? Or does the department need to shift resources away from other work to handle these costs?

CBO will forward legislation to amend appropriations as required related to this legislation in 2026 and beyond. In some cases, employee wage growth is already factored into project planning and appropriations so appropriations and this legislation may not directly align.

c. What financial costs or other impacts might happen if this legislation is not implemented?

Legislation is required to implement bargained-for wages and changes to union members' working conditions. There may be other implications and legal risks if this legislation is not authorized.

d. How might this legislation affect other City departments besides the one that proposed it?

There are financial and operational impacts to Seattle City Light, where Local 77 members are employed.

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4. Other Impacts

a. Does this legislation require a public hearing?

☐ Yes

☒ No

b. Does this legislation require a notice to be published in The Daily Journal of Commerce and/or The Seattle Times?

☐ Yes

☒ No

c. Does this legislation affect a piece of property?

☐ Yes

☒ No

d. Race and Social Justice Initiative impacts:

1. How does this legislation affect vulnerable or historically disadvantaged communities? How did you come to this conclusion? Please consider both impacts within City government (like employees and internal programs) and in the broader community.

This collective bargaining agreement includes enhancements to pay and working conditions for union members, including BIPOC and women.

2. Please attach any Racial Equity Toolkits or other racial equity analyses used to develop or assess this legislation.

None

3. What is the Language Access Plan for communicating with the public about this legislation?

Not Applicable

e. Climate change impacts:

1. Emissions: Will this legislation significantly increase or decrease carbon emissions? Attach any studies or materials that inform your answer.

Not Applicable

2. Resiliency: Will this legislation make Seattle more or less able to adapt to climate change? If it reduces resiliency, explain what can be done to lessen the impact.

Not Applicable

f. If this legislation creates a new program or expands an existing one, what are the long-term, measurable goals? How will this legislation help achieve those goals? What methods will be used to track progress?

Not Applicable

g. Does this legislation create a non-utility CIP that involves shared funding with a non-City partner or organization?

No

A G R E E M E N T

by and between

THE CITY OF SEATTLE

and the

CITY LIGHT DEPARTMENT

and the

INTERNATIONAL

BROTHERHOOD OF

ELECTRICAL WORKERS

Local No. 77

Effective January 23, 2026~~3~~, through January 22, 2030~~29~~~~6~~

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Agreement

by and between the

City of Seattle

and the

City Light Department

and the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, Local 77

Effective January 23, 2026~~3~~, through January 22, 2023096~~6~~

PREAMBLE

THIS AGREEMENT is made and entered into by and between the City of Seattle hereinafter called the City, the City Light Department hereinafter called the Department, and the International Brotherhood of Electrical Workers Local Union No. 77, signatory hereto, the Union being recognized as the representative of certain Department employees as set forth under Schedule "A" WITNESSETH:

PURPOSE OF THIS AGREEMENT

The City, the Department and the Union recognize that harmonious relations should be maintained between them and with the public. The Department, the Union and the Public have a common and sympathetic interest in the progress of the Electrical Industry. All will benefit by continuous peace and by adjusting any differences which may arise by rational, common-sense methods. Therefore, the Department and the Union hereby agree to establish the conference and consultative machinery and procedures hereinafter provided for the following purposes:

1. To provide for fair and reasonable rates of pay, hours and working conditions for employees concerned in the territory in which the Department's activities are or may be carried on.

2. To insure the making of appointments and promotions as provided under Article XVI of the City Charter.

3. To promote stability of employment and establish satisfactory tenure.

4. To provide for improvement and betterment programs designed to aid the employees in achieving their acknowledged and recognized objectives as outlined in this Agreement.

5. To promote the highest degree of efficiency and responsibility in the performance of the work and the accomplishment of the public purposes of the Department.

6. To adjust promptly all disputes arising between them related to matters covered by this Agreement.

7. To promote systematic labor-management cooperation between the Department and its employees.

8. To aid the re-establishment in civilian life of returning veterans.

It is recognized that the Department of City Light is a Department of the City of Seattle that is dedicated to the accomplishment of the municipal functions for which it was created, and all applicable Federal and State Laws and the City Charters are paramount.

ARTICLE 1. NONDISCRIMINATION

1.1 The City and the Department will not discriminate against any employee by reason of race, color, age, sex, marital status, sexual orientation, political ideology, creed, religion, ancestry or national origin, Union activities, or presence of any sensory, mental or physical handicap.

1.2 Whenever words denoting gender are used in this Agreement, they are intended to apply equally to either gender.

The use of plural pronouns in this Agreement to avoid gender connotation is not intended to make any provision inapplicable to an individual.

In deleting "Gender Based" nomenclature from this contract, both parties agree that there is no intent to change meaning or to alter any relation to applicable city, state and federal laws, regulations and standards or to industry standards. Where "Gender Based" nomenclature occurs in such documents it shall be interpreted to apply to any substitute term used in this contract. Prior contracts shall be used to resolve doubts.

ARTICLE 2. SCOPE OF THE AGREEMENT

2.1 This Agreement is applicable to employees of the Department as noted in the Classifications of Schedule "A", who have designated as their representative Local Union Number 77, IBEW, signatory to this Agreement.

2.1.1 Those duties performed by employees represented by the Union at Seattle City Light on January 22, 1991 shall remain in the jurisdiction of the Union. If those duties are assigned to a different or new classification in the classified service due to amendments resulting from future automation and technologies, the Union will continue to be recognized as the exclusive bargaining representative for those duties. Any disagreement between the parties over the application of this Section shall be processed and resolved pursuant to RCW 41.56. WAC 391.35.

2.1.2 In the event the duties of a particular classification change due to new technologies or future automation, the individuals within that classification shall be provided with adequate training to prepare them to carry out those duties while making use of the new technologies.

2.2 The Department shall include in all specifications for work to be performed on contract by the Board of Public Works reference to existing State laws covering minimum wages, and residence of employees where the work to be performed is outside of the limits of the City of Seattle; where such work is inside the City of Seattle reference shall be made to the provisions of the City Charter and existing State Laws.

2.3 The right to hire, promote, discharge for just cause, maintain efficiency, and determine the location of Department headquarters are examples of management prerogatives. It is also understood that the Department retains the right, in its discretion, to manage its affairs and to direct its working force, and retains all other inherent Management rights except as may be limited by provisions of this Agreement.

2.4 The Union may grieve contracting out of work as described in Article 2, if such contract involves work normally performed by the employees covered by this Agreement, and provided that such contract is the cause of the layoff of employees covered by this Agreement.

2.5 If the City of Seattle were to sell or otherwise transfer, per RCW 35.94.020, the functions of the City Light Department performed by the Bargaining Unit to another entity, such as a private sector company or a newly formed or existing public utility district, hereinafter referred to as the successor employer, the City will include as part of the agreement for sale or transfer a requirement that the entity shall continue to provide electrical services on a reliable basis during and after the transfer. To support this requirement, the City will include in such agreement of sale or transfer the following provision:

All affected employees of the Bargaining Unit will be offered the option of employment by the successor employer within their job classification (or other classification as may be mutually agreed with IBEW, Local 77).

2.5.1 The City of Seattle recognizes that it has obligations under RCW 41.56 to bargain with IBEW, Local 77 the effects of its decision to transfer or sell property or assets under RCW 35.94.020. The City will give notice and enter into bargaining at least six (6) months prior to the sale or transfer. The subjects for bargaining will include, but not be limited to: (1) the effects of severing or transferring from group benefit and retirement plans that require participants be employees of the City of Seattle and (2) payment for or transfer of accrued paid leave benefits.

2.5.2 The City will give at least six (6) months' notice and will bargain the impacts of the sale or transfer of property or assets surpluses under RCW 35.94.040 should such sale result in the displacement of IBEW, Local 77 represented employees.

2.5.3 The General Manager and Chief Executive Officer of Seattle City Light or his/her designee will notify the Union in advance when the Department will be discussing, in a meeting of the City Council, or committee of the City Council, proposals or options for the sale or transfer of the City Light electric utility under the terms of RCW 35.94.020.

2.5.4 The Union recognizes the City and Department cannot be held accountable or liable for the actions or inactions of the successor employer provided the terms of this Section 2.5 have been complied with and no misrepresentations have been made to the successor regarding the spirit and intent of this successor clause.

2.6 Reorganization/Merger with another City Department: The City agrees that should it place the electric utility Bargaining Unit work within the scope of this Agreement and/or the employees performing the Bargaining Unit work in another City Department during the term of this Agreement, IBEW, Local 77 will continue to be recognized as representing this Bargaining Unit work per the provisions of this Collective Bargaining Agreement; provided that the merger/reorganization and this Section 2.6 do not violate a statutory requirement of representation.

ARTICLE 3. JOINT LABOR MANAGEMENT COMMITTEE

3.1 It is the purpose and intent of the Joint Labor/Management Committee to disclose, investigate, study and develop proposed solutions to issues and interests affecting labor and/or management. The following represents the consensus of labor and management to enable the Joint Labor/Management Committee process to work, recognizing the interest and concerns of the parties.

3.1.1 During the term of the Collective Bargaining Agreement, both parties are mutually bound to use the Joint Labor/Management Committee process to disclose and address issues which either party recognizes as affecting wages, hours, and working conditions, and to complete the Joint Labor/Management Committee process before pursuing other statutory or contractual options.

3.1.2 In the event that the Joint Labor/Management Committee process does not produce agreement on how to resolve an issue, either party may declare impasse, and both parties recognize the other party's right to retain their statutory and contractual options, including management's legal obligation and the union's legal right to negotiate all matters affecting wages, hours and working conditions which affect the Bargaining Unit. Similarly, the Joint Labor/Management Committee process shall not abridge or otherwise diminish the parties' rights as set forth under the Agreement and/or R.C.W., Chapter 41.56 Public Employees Collective Bargaining. Agreement to negotiate can take place at any point during the Joint Labor/Management Committee process upon mutual consent by the parties, to resolve issues affecting wages, hours and working conditions.

3.1.3 The Joint Labor/Management Committee process shall be transparent, well defined, timely, provide equal access to the parties, and include all parties necessary to accomplish resolution of issues.

3.1.4 The parties are mutually committed to the Joint Labor/Management process and agree to be held accountable.

3.1.5 The Joint Labor/Management Committee process may address the causes of grievances but is not intended by the parties to be used as a forum to resolve grievances filed under the Collective Bargaining Agreement. Nothing in the Joint Labor/Management Committee process will restrict, impair or interfere with the parties' right to file and process grievances under Article 7 of the Collective Bargaining Agreement.

3.1.6 The parties shall not make unilateral changes in the terms of this Collective Bargaining Agreement.

3.2.1 Management representatives on the Committee will be as follows:

- General Manager and Chief Executive Officer of City Light Department (or designee).
- City of Seattle Director of Labor Relations (or designee).

- Seattle City Light Human Resources Officer (or designee).
- Up to three (3) affected division directors or other management representatives.

3.2.2 Labor representatives on the Committee shall be as follows:

- Union Business Manager (or designee).
- Up to five (5) other union representatives, as designated by IBEW, Local 77.

3.2.3 Alternates may be designated, and both parties recognize that continuity of membership is essential to the effectiveness of the Labor/Management Committee process. Members shall be designated as authorized representatives of the Parties, with the delegated authority to make decisions on behalf of the Parties.

3.3 The responsibility for Chairing meetings shall alternate each meeting between the Union and Management. The chairperson shall function as a facilitator of committee deliberations, or delegate the function to another member. Each party will determine whether their chair assignment will be permanent or rotate among their members.

3.4 Regular meetings to be scheduled on a bi-monthly basis, 9 a.m. to 4 p.m., at a location mutually agreed to by the Committee. Interim meetings or sub-committees meetings, may be held as mutually agreed to by the Committee.

3.4.1 Resources necessary to prepare and distribute an agenda one week in advance of each regular meeting shall be provided by the Seattle City Light Human Resources Officer (or designee).

3.4.2 The Joint Labor/Management Committee shall set the agenda at their previous meeting. Additional issues will be placed on the agenda at the request of either party, provided the request is received by the Seattle City Light Human Resources Officer (or designee) at least two (2) weeks in advance of the scheduled meeting. The agenda shall include a brief description of each item to be discussed. Agenda issues must be addressed at that meeting unless continued by mutual agreement. Topics not on the agenda shall be discussed only if mutually agreed to by Labor and Management.

3.4.3 Summary minutes shall be taken during each meeting and shall consist of the topics discussed and the disposition of each. The minutes shall be prepared by management in electronic format and distributed electronically via e-mail prior to the next regularly scheduled meeting for approval by the Committee at the following meeting.

3.4.4 Added resource personnel and resource materials will be made available by both parties as needed to fully disclose, understand, and resolve each agenda item.

3.4.5 Sub-committees, when established, are to be given a clear scope for their deliberations and a due date for reporting to the full Labor/Management Committee.

3.5 Emergency meetings of the Labor/Management Committee will be scheduled by the City of

Seattle Director of Labor Relations (or designee), within two working days, at the request of either party.

3.6 For purposes of placing issues on the agenda for regular meetings of the Labor/Management Committee, the management representative to contact is the General Manager and Chief Executive Officer of City Light (or designee) or the Seattle City Light Human Resources Officer (or designee). The labor representative to contact is the IBEW, Local 77 Business Manager (or designee).

3.6.1 For scheduling an emergency meeting of the Labor/Management Committee, the designated management contact is the City of Seattle Labor Relations Director (or designee). The designated labor contact is the IBEW, Local 77 Business Manager (or designee).

3.7 The findings, recommendations and conclusions of the Labor/Management Committee will be set forth in writing for each issue. The resulting document shall be signed by the General Manager and Chief Executive Officer of City Light (or designee), City of Seattle Personnel Director (or designee), and the IBEW, Local 77 Business Manager (or designee).

3.7.1 It is understood and agreed that the recommendations, including any and all modifications to the terms of the Agreement, may be subject to ratification by the affected parties. Once ratified, such resolutions can be modified only by mutual written agreement, signed by the appropriate parties.

3.8 During the term of this agreement the parties agree to establish a subcommittee to address the potential incorporation of all outstanding memorandums/letters of understandings or agreement in preparation for the bargaining of a successor agreement.

ARTICLE 4. DURATION, MODIFICATION AND CHANGES

4.1 For and in consideration of the promises and obligations of each party to the other, as hereinafter set forth, the parties hereby agree to the following conditions of employment effective January 23, 2026~~3~~ through January 22, 2030~~27~~~~96~~ and from year to year thereafter. The parties must notify the other party not less than ninety (90) days prior to January 22 of the calendar year 2030~~27~~~~96~~ of its desire to terminate or amend the same for the following year. If an amendment is desired, the substance thereof shall be contained in such notice. Without giving such notice of termination, the Working Rules shall be subject to such changes or modifications as shall be mutually agreed upon by the parties hereto, but such changes or modifications, if made, shall not be retroactive.

4.2 Effective January 23, 2026~~3~~, the ~~100% Journeyworker~~ rates shall be increased by ~~five percent~~three and seven-tenths ~~percent~~two and seven tenths (3~~2~~.7%) plus one percent (1%) ~~(5%)~~ as identified in Schedule "A" of this Agreement. All other pay rates in Schedule "A" shall be adjusted in accordance with the stated percentage relationship to the ~~100% Journeyworker~~ rates.

4.3 Effective January 23, 2027, the ~~100% Journeyworker~~ rates shall be increased in accordance with Article 17, Section 17.1.2. Power structures Mechanic series will see and additional five percent (5%) increase after the COLA increase.~~All other pay rates in Schedule "A" shall be adjusted in accordance with the stated percentage relationship to the 100% Journeyworker rate.Effective January 23, 2024, the 100% Journeyworker rate shall be increased by four-and-one-half percent (4.5%) as identified in Schedule "A" of this Agreement. .All other pay rates in Schedule "A" shall be adjusted in accordance with the stated percentage relationship to the 100% Journeyworker rate.~~

4.3.1 Effective January 23, 2028, the ~~100% Journeyworker~~ rates shall be increased in accordance with Article 17, Section 17.1.3. Power Structures Mechanic series will see and additional five percent (5%) increase after the COLA increase.~~All other pay rates in Schedule "A" shall be adjusted in accordance with the stated percentage relationship to the 100%~~ Journeyworker rate.~~Effective January 23, 2025, January 23, 2026, and January 23, 2027, the 100% Journeyworker rate shall be increased in accordance with Article 17, Sections 17.1.3, 17.1.4, and 17.1.4. All other pay rates in Schedule "A" shall be adjusted in accordance with the stated percentage relationship to the 100% Journeyworker rate.~~

4.3.2 Effective January 23, 2029, the ~~100% Journeyworker~~ rates shall be increased in accordance with Article 17, Section 17.1.4. ~~All other pay rates in Schedule "A" shall be adjusted in accordance with the stated percentage relationship to the 100% Journeyworker rate.~~

4.3.3~~2~~ At its discretion for any one or all of the annual pay increase effective dates, the City may implement the new pay rates prior to the January 23 pay date, but no earlier than the beginning of the pay period in which this date falls.

4.4 A Wage Review Committee shall be provided by the Department to hear and rule on wage

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relationship adjustments. Requests for such adjustments, together with justification therefore, must be presented to the Department in writing with endorsement by the Union no later than October 15th prior to the expiration of the Agreement, but not during the period of January 1 to March 31 of each year. A request for wage adjustment of a particular class will be considered only once during the period of the Agreement. A written report of the Wage Review Committee on each request shall be made within forty-five (45) days of the hearing and forwarded to the Union. If the Union desires a review of the Committee's reply, it shall be granted and be held no later than thirty (30) days from the request of the meeting. Wage relationship adjustments approved by the Committee shall be applied at the same time as the next general wage settlement and effective the same date as the settlement.

ARTICLE 5. EMPLOYMENT

5.1 It is agreed that the Department shall select all employees in accordance with the provisions of Article XVI of the City Charter. However, the Union signatory to this Agreement will assist the Department by directing qualified eligible applicants to the sources through which employees are obtained. In the event, however, that employees are desired and not available through the Seattle Human Resources Department, the Department will notify the Union for assistance in filling such vacancies at the same time as other sources of such employees are notified.

5.2 Except for the adoption of Emergency Rules, at least fourteen (14) days prior to adoption of amendments to the City Personnel Rules the City Labor Relations Director shall notify the Union of the proposed changes for purposes of allowing the Union to comment thereupon as provided in Ordinance 102228.

5.3 The layoff of employees covered by this Agreement shall be accomplished in accordance with City Personnel Rules provided, however, performance evaluation shall not be used as a criterion for determining the order of layoff for employees covered by this Agreement.

5.3.1 As soon as it is determined by the Department that a layoff among employees covered by this Agreement is necessary, the Department will notify the Union.

ARTICLE 6. UNION MEMBERSHIP

~~6.1 Each employee within the Bargaining Unit shall make application to become a member of the Union within thirty (30) days following the date of employment within the unit, and all other employees within the Bargaining Unit who have voluntarily become members of the Union shall maintain such membership in good standing, and failure by any such employee to apply for and/or maintain such membership in accordance with this provision shall constitute cause for discharge of such employee; provided that it is expressly understood and agreed that the discharge of employees is governed by applicable provisions of the City Charter which provisions are paramount and shall prevail; provided further that the above requirements to apply for Union membership and/or maintain Union membership shall be satisfied by an offer of the employee to pay the regular initiation fee and the regular dues uniformly required by the Union of its members in municipal employment .~~

6.12 The City agrees to deduct from the paycheck of each employee, who has so authorized it, the regular initiation fee, ~~and~~ regular monthly dues, assessments and other fees as certified by the Union. uniformly required by members of the Union. The amounts deducted shall be transmitted monthly to the Union on behalf of the employees involved.

6.2 ~~Authorization by the employees shall be on a form approved by the parties hereto and may be revoked by the employee upon request.~~ The performance of this function is recognized as a service to the Union by the City and the City shall honor the terms and conditions of each worker's Union payroll deduction authorization(s) for the purposes of dues deduction only. ~~The Union agrees to indemnify and save harmless the employer from any and all liability arising out of this article, except Section 6.3.~~

6.3 The Union agrees to indemnify and hold the City harmless from all claims, demands, suits or other forms of liability that arise against the City for deducting dues from Union members pursuant to this Article, including those that have communicated a desire to revoke a previous deduction authorization, along with all other issues related to the deduction of dues or fees.

6.3 The employees covered by this Agreement may examine their Departmental Personnel File in the Department Personnel Office in the presence of the Human Resources Officer or a designee. Employees who disagree with material included in their Personnel file are permitted to insert a statement relating to the disagreement in their Personnel File.

6.4 The City will provide the Union access to all newly hired employees and/or persons entering the bargaining unit within thirty (30) days of such hire or entry into the bargaining unit.

6.45 The Union and a shop steward/member leader will have at least thirty (30) minutes with such individuals during the employee's normal working hours and at their usual worksite or mutually agreed upon location.

6.~~5~~6 The City will require all new employees to attend a New Employee Orientation (NEO) within thirty (30) days of hire. The NEO will include an at-minimum thirty (30) minute presentation

by a Union representative to all employees covered by a collective bargaining agreement.

6.67 At least five (5) business days before the date of the NEO, the City shall provide the Union with a list of names of the bargaining unit members attending the Orientation.

6.7 8 New Employee and Change in Employee Status Notification: The City shall supply the Union with the following information on a monthly basis for new employees:

a) Name
b) Home address
c) Personal phone
d) Personal email (if a member offers)
e) Job classification and title
f) Department and division
g) Work location
h) Date of hire
i) Hourly or salary (FLSA) status
j) Compensation rate

6.89 Any employee may revoke their authorization for payroll deduction of payments to their Union by written notice to the Union in accordance with the terms and conditions of the Union dues authorization rules.

6.910 The Union shall transmit to the City, in writing, by the cutoff date for each payroll period, the name(s) of the Employee(s), as well as [Employee ID Number], who have, since the previous payroll cutoff date, provided the Union with a written authorization for payroll deductions, or have changed their prior written authorization for payroll deductions.

6.1011 Every effort will be made by the City to end the deductions effective on the first payroll, and not later than the second payroll, after receipt by the City of confirmation from the Union that the terms of the employee's authorization regarding dues deduction revocation have been met.

6.1112 The City will refer all employee inquiries or communications regarding union dues to the Union. The City may answer any employee inquiry about process or timing of payroll deductions.

6.1213 Issues arising over the interpretation, application, or enforceability of the provisions of this Article shall be addressed during the parties Labor Management Committee meeting and shall not be subject to the grievance procedure set forth in t this collective bargaining agreement.

ARTICLE 7. GRIEVANCE PROCEDURE

7.1 Recognizing that the terms of the Agreement may be subject to different interpretations, both the Department and the Union should have recourse to an orderly means of resolving grievances. The following outline of procedure by which grievances shall be processed is written as for a grievance of the Union against the Department, but it is understood that the steps are similar for a grievance of the Department against the Union.

A grievance is defined as any dispute between the parties and/or any employee concerning the interpretation, application, claim of breach or violation of the terms and conditions addressed in this Agreement.

Step 1: As the initial step, the grievance shall be verbally presented by the Union Steward to the employee's immediate supervisor (who is outside of the Bargaining Unit) within fifteen (15) working days of the Steward's knowledge that a grievable incident has allegedly occurred.

Step 2: If no settlement is arrived at in Step 1, the grievance may be referred in writing by the employee or the Steward to the Business Manager of the Union. If the Business Manager decides that the grievance should be forwarded to the Department Human Resources Officer (or designee), he shall submit it in writing, with a copy to the City Director of Labor Relations, within fifteen (15) working days after the discussion in Step 1. The grievance should set forth the following:

a. A statement of the nature of the grievance and the facts upon which it is based.

b. The remedy or correction desired.

c. The Section or Sections of the Agreement relied upon as being applicable thereto. When a grievance is so presented, the Department and Union shall, within ten (10) working days schedule a meeting to discuss the grievance. The Department shall reply in writing within fifteen (15) working days from the date of the meeting. Should the parties agree to forego such a meeting, the Department shall, within fifteen (15) working days from the grievance being so presented, investigate and reply to the Union in writing.

Step 3: If no settlement is arrived at in Step 2, the grievance shall be submitted in writing within fifteen (15) working days after the Step 2 answer, to a Joint Labor/Management Committee composed of three (3) representatives of the Union and three (3) representatives for the Department, one of whom shall be the City Director of Labor Relations (or designee), who shall endeavor to settle the grievance within fifteen (15) working days.

Step 4: If the difference or complaint is not settled in Step 3, it may be referred to the American Arbitration Association for arbitration to be conducted under its voluntary

labor arbitration regulations. Such reference to arbitration will be made within thirty (30) calendar days after receipt of the Step 3 response, and will be accompanied by the following information:

1. Question or questions at issue.
2. Statement of facts.
3. Position of employee or employees.
4. Remedy sought.

The parties agree to abide by the award made in connection with any arbitral difference. There will be no suspension of work, slow down or curtailment of services while any difference is in process of adjustment or arbitration.

a. In connection with any arbitration proceeding held pursuant to this Agreement, it is understood as follows:

    1. The arbitrator shall have no power to render a decision that will add to, subtract from or alter, change or modify the terms of this Agreement, and the arbitrator's power shall be limited to interpretation or application of the express terms of this Agreement, and all other matters shall be excluded from arbitration.

    2. The decision of the arbitrator shall be final, conclusive and binding upon the Department, the Union, and the employee(s) involved.

    3. The cost of the arbitrator shall be borne equally by the Department and the Union, and each party shall bear the cost of presenting its own case.

    4. The arbitrator's decision shall be made in writing and shall be issued to the parties within thirty (30) days after the case is submitted to the arbitrator.

    5. Nothing herein shall be construed as preventing the Department and Union from settling by mutual agreement, prior to final award, any grievance submitted to arbitration herein.

7.1.1 By mutual agreement, the parties to this Agreement, the Union and the City, may: 1) submit the grievance for mediation prior to arbitration under the City's mediation model; or 2) may request the arbitrator selected for arbitration, or another arbitrator, mediate the dispute which shall then be subject to arbitration by a different Arbitrator if mediation should fail to result in a settlement.

7.1.2 Grievances processed through Step 3 shall be heard during normal City working hours (7:45 a.m. to 4:15 p.m.) at the Department's Human Resources Office Headquarters or Union Office unless the parties agree a satellite location is more appropriate. Employees involved in such grievance meetings during their working hours shall be allowed to do so without suffering a

loss in pay. No more than one (1) Shop Steward and the grievant shall attend the grievance meeting, except through prior approval of the Department.

7.2 Any time limits stipulated in the grievance procedure may be extended for the stated periods of time by the appropriate parties by mutual agreement in writing.

7.3 When a grievance is of a general nature, it will not be necessary that the Union list the names of the aggrieved employees.

7.4 Arbitration awards or grievance settlements shall not be retroactive beyond the date of occurrence or non-occurrence upon which the grievance is based.

ARTICLE 8. DISCIPLINE

8.1 The City/Department may suspend, demote or discharge an employee for just cause.

8.2 The parties agree that in their respective roles primary emphasis shall be placed on preventing situations requiring disciplinary actions through effective employee-management relations. The primary objective of discipline shall be to correct and rehabilitate, not to punish or penalize. To this end, in order of increasing severity, the disciplinary actions which the City/Department may take against an employee include:

a. verbal warning
b. written reprimand
c. suspension
d. demotion
e. termination

Which disciplinary action is taken depends upon the seriousness of the affected employee's conduct.

8.3 In cases of suspension, demotion or discharge, the specified charges shall be furnished to the Union and the employee in writing.

8.4 The Union/employee covered by this Agreement must, upon initiating an appeal relating to disciplinary action, use either the grievance procedure contained herein or pertinent procedures regarding disciplinary appeals to the Civil Service Commission. Under no circumstances may the Union/employee use both the contract grievance procedure and Civil Service Commission procedures relative to the same disciplinary action.

8.5 Provided an employee has received no further or additional discipline in the intervening period, a verbal warning or written reprimand may not be used for progressive discipline after two (2) years other than to show notice of any rule or policy at issue.

8.6 Discipline that arises as a result of a violation of workplace policies of City Personnel Rules regarding harassment, discrimination, retaliation, or workplace violence, shall not be subject to Section 8.5 of this agreement.

ARTICLE 9. WORK STOPPAGE

9.1 The public interest in the accomplishment of the purposes of the Department always being paramount, the Department and the Union further agree that, pending the determination or adjustment of any issue arising between them, there will be no change in the conditions in any schedules or recorded understanding applicable to such issue. There will be no stoppage or interference with the progress of the work during the term of this Agreement.

ARTICLE 10. HOLIDAYS

10.1 The following days shall be recognized as paid holidays:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Indigenous Peoples' Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	First Friday following
Christmas	December 25
First Floating Holiday	
Second Floating Holiday	
Third Floating Holiday after 9 years of service	
Fourth Floating Holiday after 9 years of service	

10.2 An employee must be on pay status on the regularly scheduled workday immediately preceding or immediately following a holiday to be entitled to holiday pay and new employees and employees returning from non-pay leave starting work the day after a holiday shall not be entitled to pay for the holiday preceding their first day of work; provided, that short authorized absences of not to exceed four (4) days' duration shall not be considered in the application of the preceding portion of this subsection, and provided further, that no combination of circumstances whereby two (2) holidays are affected by the foregoing proviso may result in payment for more than one (1) of such holidays. Employees who work less than a full calendar year shall be entitled only to those holidays, Monday to Friday inclusive, which fall within their work period. Employees quitting work or discharged for cause shall not be entitled to pay for holidays following their last day of work.

10.3 Holidays falling on Saturday or Sunday shall be recognized and paid on those actual days for employees regularly scheduled to work those days. Payment will be made only once for any holiday. When an employee's regularly scheduled day off falls on a Holiday (i.e. Monday) then the employee has the option to have the following day off.

10.4 New employees employed on or before February 12 of a calendar year shall be entitled to use the First Floating Holiday as referenced in Section 10.1 of this Article during that calendar year. New employees employed on or before October 1 of a calendar year shall be entitled to use the Second Floating Holiday during the calendar year.

10.5 Effective January 23, 2026~~3~~, employees who have completed eighteen thousand seven hundred and twenty (18,720) hours or more on regular pay status (Article 11.2) on or before December 31st of the current year shall receive an additional two (2) personal holidays for a total of four (4) personal holidays (per Article 10.1) to be added to their leave balance on the pay date of the first full pay period in January of the following year.

10.6 It is the intent of the Department, the City and the Union that employees be treated equitably and nonarbitrarily in their ability to schedule floating holidays on the date of their choice.

ARTICLE 11. VACATIONS

11.1 Annual vacations with pay shall be granted to eligible employees computed at the rate shown in Section 11.3 for each hour on regular pay status as shown on the payroll.

11.2 "Regular pay status" is defined as regular straight-time hours of work plus paid time off such as vacation time, holiday time off, compensated time and sick leave. At the discretion of the City, up to one hundred and sixty (160) hours per calendar year of unpaid leave of absence may be included as service for purposes of accruing vacation.

11.3 The vacation accrual rate shall be determined in accordance with the rates set forth in Column No. 1. Column No. 2 depicts the corresponding equivalent annual vacation for a regular full-time employee. Column No. 3 depicts the maximum number of vacation hours that can be accrued and accumulated by an employee at any time.

Accrual Years/Hours	Vacation Days	Hours per Year	Maximum Hours
Year 0-3 / 0-6,240	12	96	192
Year 4-7 / 6,241-14,560	16	128	256
Year 8-13 / 14,561-27,040	20	160	320
Year 14-18 / 27,041-37,440	23	184	368
Year 19 / 37,440 -39,520	24	192	384
Year 20 / 39,521-41,600	25	200	400
Year 21 / 41,601 – 43,680	26	208	416
Year 22 / 43,681 – 45,760	27	216	432
Year 23 / 45,761 – 47,840	28	224	448
Year 24 / 47,841 – 49,920	29	232	464
Year 25+ - 49,921+	30	240	480

11.4 An employee who is eligible for vacation benefits shall accrue vacation from the date of entering City service or the date upon which he/she became eligible and may accumulate a vacation balance which shall never exceed at any time two (2) times the number of annual vacation hours for which the employee is currently eligible. Accrual and accumulation of vacation time shall cease at the time an employee's vacation balance reaches the maximum balance allowed and shall not resume until the employee's vacation balance is below the maximum allowed; provided, however, any employee whose vacation balance on January 1, 1994 exceeds the maximum allowed may retain the excess balance and accrue additional vacation at the appropriate rate through January 1, 1996, after which date all vacation hours in excess of the maximum vacation balance allowed for in Section 11.3 and 11.4 shall be lost, and further accrual and the maximum vacation balance shall be in accordance with the provisions of this Article without benefit of the 1993 grace period proviso.

11.5 ~~New employees may, with department approval, use accumulated vacation with pay after completing one thousand forty (1040) hours on regular pay status.~~

11.6 An employee may, upon approval of the appropriate Management representative, exceed the maximum vacation allowance by no more than twenty (20) days when the employee has been prevented from using said vacation time by reason of injury, illness or department work schedules. The employee shall have one (1) year to use the special extension and will be allowed to continue to accrue vacation during this period.

11.7 "Service year" is defined as the period of time between an employee's date of hire and the one-year anniversary date of the employee's date of hire or the period of time between any two (2) consecutive anniversaries of the employee's date of hire thereafter.

11.8 The minimum vacation allowance to be taken by an employee shall be four (4) hours or, at the discretion of the appropriate management representative, such lesser fraction of a day as shall be approved by the appropriate management representative.

11.9 An employee who leaves the City service for any reason after more than six (6) months of service shall be paid in a lump sum for any unused vacation he/she has previously accrued.

11.9.1 Upon the death of an employee in active service, pay shall be allowed for any vacation earned in the preceding year and in the current year and not taken prior to the death of such employee.

11.10 Where an employee has exhausted his/her sick leave balance, the employee may use vacation for further leave for medical reasons. In all other instances, employees must use all accrued vacation prior to beginning a leave of absence, except that employees who are called to active military service or who respond to requests for assistance from the Federal Emergency Management Agency (FEMA) may, at their option, use accrued vacation in conjunction with a leave of absence.

Where the terms of this Section 11.10 are in conflict with Ordinance 116761 (family and medical leave) as it exists or may be hereafter modified, the ordinance shall apply.

11.11 The appropriate Management representative shall arrange vacation time for employees on such schedules as will least interfere with the functions of the department but which accommodate the desires of the employee to the greatest degree feasible.

11.12 Employees with prior regular City service who are regularly appointed to positions within the City shall begin accruing vacation at the rate which was applicable upon their most recent separation from regular City service.

11.13 On June 1, 1993, employees with twenty (20) years of service or more were eligible to convert to the system as outlined above or remain on the system outlined in the 1991-1994 Collective Bargaining Agreement and attached hereto as Appendix E. Employees who remained on the system as outlined in the 1991-1994 Collective Bargaining Agreement may convert to the

new system in September of each succeeding year. These subsequently converting employees shall receive a two (2) year transition period in which to use excess hours as outlined in 11.4.

11.14 For purposes of establishing the vacation accrual rate for employees who are in the Bargaining Unit on the date of ratification, the City will assign the date January 1 of the year the employee joined City service as the Anniversary date and begin calculating hours on regular pay status from that date. This assignment will prevent a loss of accrual which would result from the conversion of the vacation system.

11.15 New employees joining City service after the date of ratification shall be immediately placed on hourly vacation accrual with an Anniversary date of the first day of actual service.

ARTICLE 12. SICK LEAVE, FUNERAL LEAVE, DENTAL CARE, MEDICAL CARE AND LONG-TERM DISABILITY INSURANCE

12.1 All employees in classifications covered by this Agreement will be allowed sick leave according to provisions of Ordinance 88522 as amended by Ordinances 89939, 93066, 93257 and 114648. The Union shall be furnished with copies of any emergency rules adopted pursuant to Ordinance 114648 and shall receive copies of any proposed changes thereto not less than thirty (30) days prior to adoption.

12.1.1 Sick leave credit will be accumulated at the rate of .046 hours for each hour on regular pay status, but not to exceed forty (40) hours a week.

12.1.2 Employees shall be entitled to use sick leave after thirty (30) days of employment.

12.1.3 Unlimited sick leave credit may be accumulated. Upon retirement, twenty-five percent (25%) of an employee's sick leave credit accumulation can be applied to the payment of health care premiums, or to a cash payment at the straight time rate of pay of such employee in effect on the day prior to retirement.

Upon the death of an employee, either by accident or natural causes, twenty-five percent (25%) of such employee's accumulated sick leave credits shall be paid to the employee's designated beneficiary.

Cash payments of unused sick leave may be deferred for a period of one (1) year or less, providing the employee notifies the Department Personnel Office of this election at the time of retirement. Requests for deferred cash payments of unused sick leave shall be made in writing.

12.1.4 Sick leave credit can be used for time off with pay, from the first workday of such absence, for bona fide cases of:

- Sickness or injury of an employee;
- Disability due to pregnancy and/or childbirth;
- Medical or dental appointments.

Sick leave credit may also be used for care of family members as required of the City by state law and/or for care of family members, including domestic partners, as defined and provided for by City of Seattle ordinance as cited above.

12.1.5 Any application for sick leave of over four (4) days' duration must be supported by a report of the employee's personal physician. All applications for sick leave must be approved by the appropriate Management representative.

12.1.6 The employee shall promptly notify the immediate supervisor no later than the start of the employee's workday, if medically possible, by telephone or otherwise, on the first day off due to illness. Employees must also keep their supervisor informed as to their availability to return to work.

12.1.7 All employees while on sick leave shall make themselves available for such investigation, medical or otherwise, as may be ordered by the City Personnel Director or the Department.

12.2 All employees covered by this Agreement are allowed forty (40) hours off without salary deduction for bereavement purposes in the event of the death of any relative. Bereavement leave may be used in full day increments or increments of one (1) hour, at the employee's discretion. Bereavement leave must be used within one (1) year; employees may submit for exceptions to this within thirty (30) days (requests that come in after the 30 days will be considered) of the death if they know they will need longer than one (1) year to use leave for that event. This benefit is prorated for less-than-full time employees.

For purposes of this Section, "relative" is defined as any person related to the employee by blood, marriage, adoption, fostering, guardianship, in loco parentis, or domestic partnership.

12.3 During the term of this Agreement, The City shall provide a Medical Care Program to all eligible employees and their dependents under conditions of:

A. The medical care contracts between the City, Aetna and Kaiser is only available to employees covered by this Agreement with modifications to benefit levels and costs from the 2023 plan year as identified herein; The City and the Union agree to split the Local 77 monthly health care premium costs; the City shall pay 90 percent and employees shall pay 10 percent of such costs.

Employees who elect Local 77 health care plans will receive coverage enhancements to comply with the requirements of the Patient Protection and Affordable Care Act, and the City will implement that following changes to copay costs:

Aetna Preventative
Office visit copay will increase from $5 to $10
Retail Rx copay will increase from $5/10/25 to $10/20/40
Mail Rx copay will increase from $10/20/50 to $20/40/80

Aetna Traditional
Retail Rx copays will increase from $8 to $15
Mail Rx copays will increase from $16 to $30

Kaiser Standard
Office visit copays will increase from $5 to $10
Retail Rx copays will increase from $5 to $10
Mail Rx copays will increase from $15 to $30

and which is in effect upon the execution of this Agreement by both parties; or

B. The medical care contracts between the City, Aetna and Kaiser provided to "Most Employees" health care plan, enhanced for Local 77 members to comply with the requirements of the Patient Protection and Affordable Care Act. Employees who elect such plan will have the current (as of 2/18/14) cost sharing arrangement as other participants in the "most employees" health care plan in years 2-3 of this agreement. Employees who elect the "most employees" health care plan may not elect to return to the health care plan contracts identified in Article 12.3 A.

C. The City will hold an open enrollment period as soon as practicable after signature of this agreement so that union members may elect coverage of health care plans. This shall be considered the open enrollment period in 2024.

12.3.1 The City will not revise the benefits of the plans identified in article 12.3 A for this Bargaining Unit except by mutual agreement with the Union. The deductibles, coinsurance levels, copay amounts and other cost sharing terms of these plans will not be revised except by mutual agreement by the Union and the City.

A. There will be an annual open enrollment period for IBEW, Local 77, Bargaining Unit members.

B. Time or other conditions that have served to satisfy pre-existing medical condition provisions of any of the health care plans offered by the City will apply to other plans offered by the City when an employee chooses to change plans during the open enrollment period.

12.3.2 If the City offers new health care plans or other optional benefit programs, these will be offered on a voluntary basis to IBEW, Local 77. These programs may be re-bid to ensure quality and cost effectiveness. If these optional programs are no longer offered to City employees, they will no longer be offered to IBEW, Local 77.

12.3.3 If the City terminates a health care plan it provides at its discretion and an employee (or a dependent covered by the employee's health care plan) is undergoing prescribed treatment for a health care condition at the time of the plan termination, the employee or family member will be permitted to continue with that treatment program with the HMA Traditional, Aetna Preventative self-insured plans or Group Health Standard program if chosen, until that treatment is completed, provided the employee notifies the City of Seattle health care Program Manager in writing of this fact on the open enrollment change form. This provision will not serve to add to or subtract from any benefit plan provisions.

12.4 Dental Care – During the term of this Agreement, the City shall provide a Dental Care Program to all eligible employees and their dependents under conditions of the dental care contract between the City and Washington Dental Service (or a similar program mutually

agreed upon) which is applicable to employees covered by this Agreement and which was in effect upon the date of execution of this Agreement by both parties. The City shall pay one hundred percent (100%) of the monthly premium for dental care coverage.

12.5 Vision Care – During the term of this Agreement, the City shall provide a Vision Care Program to all eligible employees and their dependents under conditions of the vision care contract between the City and Vision Service Plan (or a similar program mutually agreed upon) which is applicable to employees covered by this Agreement and which was in effect upon the date of execution of this Agreement by both parties. The City shall pay one hundred percent (100%) of the monthly premium for vision care coverage.

12.6 Effective 20263, the maximum City share of the monthly premium for the medical plans identified in Article 12.3 A of this agreement shall be ninety percent (90%) and the maximum Employee share shall be ten percent (10%) of the total premium costs. Employees who elect a health care plan provided under Article 12.3 B of this agreement will have the same premium sharing arrangement as other employees in the most employees' health care plan.

12.6.1 The maximum monthly medical, dental and vision care premiums per covered employee, including his/her dependents, the City shall assume, shall be no less, but no more than the City's share of premium rates established for the calendar year 2023, but not to exceed the maximum limitation on the City's monthly premium obligation per calendar year as set forth within this Article.

12.7 If a carrier(s) is unable or unwilling to maintain a major benefit now covered under the plans in Sections 12.3, 12.4, and 12.5, the parties to this Agreement shall enter into immediate negotiations over selection of a new carrier and/or modification of the existing plan.

12.7.1 If state and/or federal health care legislation is enacted, the parties agree to negotiate the impact of such legislation. The parties agree that the intent of this Agreement to negotiate the impact shall not be to diminish existing benefit levels and/or to shift costs.

12.8 During the term of this Agreement, the City and the Union may mutually agree to eliminate the insurance carrier for any of the medical, dental or vision benefits covered above and provide an alternative plan either through self-insurance or a combination of self-insurance and carrier provided benefits; provided such change maintains substantially the same level of medical, dental or vision benefits and is more cost effective.

12.9 Long Term Disability – The City will provide a Long-Term Disability Insurance (LTD) program for all eligible employees for occupational and non-occupational accidents or illnesses. The City will pay the full monthly premium cost of a Base Plan with a ninety (90) day elimination period, which insures sixty percent (60%) of the employee's first $667 base monthly wage. Employees may purchase through payroll deduction, an optional Buy-Up Plan with a ninety (90) day elimination period, which insures sixty percent (60%) for the remainder of the employee's base monthly wage (up to a maximum $8,333 per month). Benefits may be reduced by the employee's income from other sources as set forth in the Plan Description.

The provisions of the plan shall be further and more fully defined in the Plan Description issued by the Standard Insurance Company.

12.9.1 During the term of this Agreement, the City may, at its discretion change or eliminate the insurance carrier for any of the long-term disability benefits covered by this Section and provide an alternative plan either through self-insurance or another insurance carrier; however, the long-term disability benefit level shall remain substantially the same.

12.9.2 The maximum monthly premium cost to the City shall be no more than the monthly premium rates established for calendar year 2023~~,6~~ for the Base Plan, but not to exceed the maximum limitation on the City's premium obligation per calendar year as set forth within this Section.

12.10 VEBA Benefit: Upon retirement, thirty-five percent (35%) of an employee's unused sick leave credit accumulation shall be transferred to a VEBA account (as described below) to be used according to Internal Revenue Service (IRS) regulations on the day prior to their retirement. Upon the death of an employee, either by accident or natural causes, twenty-five percent (25%) of such employee's accumulated sick leave credits shall be paid to their designated beneficiary. However, if an employee is eligible for retirement and chooses to vest their funds with the Retirement System at the time they leave City Employment, they will lose all sick leave credit and not be eligible to receive the twenty five percent (25%) cash out.

Employees who are eligible to retire shall participate in a vote administered by the Union to determine if the Voluntary Employee Benefits Association (VEBA) benefit shall be offered to employees who elect to retire. The VEBA benefit allows employees who are eligible to retire from City Service to cash out their unused sick leave balance upon retirement and place it in a VEBA account to be used for post-retirement healthcare costs as allowed under IRS regulations.

Eligibility-to-Retire Requirements:
A. 5 – 9 years of service and are age 62 or older
B. 10 – 19 years of service and are age 57 or older
C. 20 – 29 years of service and are age 52 or older
D. 30 years of service and are any age

For purposes of identifying all potential eligible-to-retire employees, the City shall create a list of members who are in the City's HRIS system at age 45 or older and provide this list to the Union so that the Union can administer the vote. If the eligible-to-retire members of the bargaining unit vote to accept the VEBA, then all members of the bargaining unit who retire from City service shall either:

A. Place their sick leave cash out at 35% into their VEBA account, or

B. Forfeit the sick leave cash out altogether. There is no minimum threshold for the sick leave cash out.

Members are not eligible to deposit their sick leave cash out into their deferred compensation account or receive cash.

If the eligible-to-retire members of the bargaining unit vote to reject the VEBA, all members of the bargaining unit who retire from City service shall be ineligible to place their sick leave cash out into a VEBA account. Instead, these members shall have two choices:

A. Members can cash out their sick leave balance at 35% and deposit those dollars into their deferred compensation account. The annual limits for the deferred compensation contributions as set by the IRS would apply; or

B. Members can cash out their sick leave balance at 25% and receive the dollars as cash on their final paycheck.

12.11 Sabbatical Leave: Regular employees covered by this Agreement shall be eligible for sabbatical leave under the terms of Seattle Municipal Code Chapter 4.33.

12.12 Sabbatical Leave and VEBA: Members of a bargaining unit that votes to accept the VEBA and who meet the eligible-to-retire criteria are not eligible to cash out their sick leave at 25% as a part of their sabbatical benefit. Members who do not meet the eligible-to-retire criteria may cash out their sick leave at 25% in accordance with the sabbatical benefit.

ARTICLE 13. LEAVE OF ABSENCE and EMERGENCY LEAVE

13.1 If employees request time off in addition to their regular time off, such request may be granted without pay as provided by City Personnel Rules.

13.2 One (1) day of~~, for a total of eight (8) hours,~~emergency leave per Agreement year without loss of pay may be taken with approval of the employee's supervisor and/or department head when it is necessary that the employee be off work in the event of a serious illness or accident of a member of the immediate family, or an unforeseen occurrence with respect to the employee's household, either of which necessitates immediate action on the part of the employee. The "immediate family" is limited to the spouse, domestic partner, children and parents of the employee. The "household" is defined as the physical aspects of the employee's residence. Emergency leave may be used in one (1) hour increments.

ARTICLE 14. APPRENTICESHIP

14.1 The City of Seattle, Washington Standards of Apprenticeship developed by the City of Seattle Joint Apprenticeship Training Committee are hereby recognized. This conforms to the provisions of the City Charter.

Both City Light and the Union recognize that the Washington State Apprentice and Training Council (herein after referred to as the WSATC) has the authority to develop, administer and enforce apprenticeship program standards for the operation and success of apprenticeship and training programs and may change its rules, policy, and/or administrative practices. Upon WSATC notification of those changes, such rules, policy and/or administrative practices shall be recognized as part of this Agreement unless specifically addressed under Section 14.2.

14.2 Application of the standards and detailed procedure for the operation of the program, (including, but not limited to, work processes, apprentice rotation, changes to work schedule and administrative standards as defined in WAC 296-05-003), shall be worked out by the Electrical Crafts Apprenticeship Committee (herein after referred to as the ECAC), recommended to the City of Seattle Joint Apprenticeship Training Committee (herein after referred to as the JATC), and, when approved by the JATC, be recognized as a part of this Agreement. The areas and hours of training for all the apprenticeships may be changed upon recommendation of the ECAC and approved by the JATC and the WSATC.

14.3 Rules, regulations and requirements concerning Apprentices shall be furnished to employees and will be made available as provided in Section 25.1 of Article 25.

14.4 All apprentices who have passed the journey level exam and satisfactorily completed the requirements for the Apprentice Program shall be granted journey level classification and status. Classification seniority for bidding purposes shall begin one (1) calendar year previous to the day the apprentice completes his/her apprenticeship. This Section does not guarantee any employment right beyond that of any other employee in the Bargaining Unit.

In cases where two (2) or more apprentices complete the program simultaneously, the following criteria shall be used to break ties, in the following descending order:

a. Seniority in classification (per Schedule "A" title)
b. Seniority in City Light Department
c. Examination score
d. Seniority in City of Seattle
e. Such other criteria as established by the Joint Labor Management Committee, in the event that there is still a tie between two or more bidders for the same specific purpose.

14.5 The following rules, some of which are covered in the City of Seattle Apprenticeship Standards, apply:

a. Lineworker Apprentices

1. Lineworker Apprentices (Period 1 through 5) where practical, should be rotated from crew to crew approximately every three (3) months or more often; those in Period 6 and 7, where practical, approximately every six (6) months or more often.

2. Lineworker Apprentice training shall include the type of work reflected in the Standards of Apprenticeship adopted by the JATC, approved by the WSATC, October 22, 2004, Work Processes section, Lineworker subsection, or most current version.

3. Lineworker Apprentices shall be required to practice and be trained in safe and proper climbing techniques, and pole-top and vault rescue.

4. Unless decided otherwise pursuant to 14.1 and 14.2 above, Lineworker Apprentices shall be given adequate climbing instruction with a minimum of forty (40) hours (one week), but not to exceed eighty (80) hours (two weeks), before beginning work with the crews. This training shall be during regular working hours.

b. Electrician Constructor Apprentices

1. Electrician Constructor Apprentice training shall include the type of work reflected in the Standards of Apprenticeship adopted by the JATC, approved by the WSATC, October 22, 2004, Work Processes section, Electrician Constructor subsection, or most current version.

2. Electrician Constructor Apprentices will be trained on safe and proper techniques for bucket-based pole top, tower and vault rescue.

3. The Electrician Constructor Apprentice Program will be modified to provide a common base from which the new combined classification workforce (Electrician Constructor and Substation Operator) will emerge. Operators' duties, tasks and responsibilities will be incorporated into the third and fourth years of the Electrician Constructor Apprenticeship program. ECAC will report the amended standards back to the JLMC prior to submitting them to the JATC.

c. Cable Splicer Apprentices

1. Cable Splicer Apprentice training shall include the type of work reflected in the Standards of Apprenticeship adopted by the JATC, approved by the WSATC, October 22, 2004, Work Processes section, Cable Splicer subsection, or most current version.

2. Cable Splicer Apprentices shall be required to practice and be trained in safe and proper techniques and be competent in bucket-based pole top and vault rescue.

d. Meter Apprentices

1. Meter Apprentice training shall include the type of work reflected in the Standards of Apprenticeship adopted by the JATC, approved by the WSATC, October 22, 2004, Work Processes section, Meter Electrician subsection, or most current version.

2. Meter Apprentices shall be required to practice and be trained in safe and proper techniques in bucket-based pole top and vault rescue.

e. General

1. Within one (1) week after each ECAC meeting, the approved minutes of the previous meeting shall be distributed electronically to each apprentice falling under the jurisdiction of that Committee. Matters of a strictly confidential or personal nature will be omitted from such distributed minutes.

   Within thirty (30) days after each JATC meeting, the approved minutes of the previous meeting shall be distributed electronically to each electrical apprentice falling under the jurisdiction of that Committee, and a copy of such minutes shall also be furnished, at that time, to each interested City Light Department general supervisor, and to IBEW, Local 77. Matters of a strictly confidential or personal nature will be omitted from such distributed minutes.

   Apprentices shall have computer training and access to review these minutes.

2. Each apprentice shall enroll in and attend classes in subjects related to the employee's trade for not less than four (4) hours weekly for a total minimum of 144 hours per year during the term of apprenticeship, when such classes are made available by the public schools and approved by the State Board of Vocational Education.

3. Adequate safety training will be given in the related classes so each apprentice will be fully informed on safety practices. Failure on the part of the apprentice to show regular attendance at classes will be deemed sufficient cause for dismissal from the entire training system.

4. Apprentices shall receive, at least quarterly, a true copy of every progress report made on them, including quarterly progress reports.

14.6 Employees entering the apprenticeship (or pre-apprenticeship) from a regular City position in the electrical trades, or a IBEW, Local 77 represented position, shall enter that apprenticeship (or pre-apprenticeship) at the closest next higher pay step to the step currently being paid. Such step placement shall not result in a loss of pay unless the step the employee received prior to entering the apprenticeship exceeds the journey level pay of that appropriate journey level classification. In any case, the maximum pay for an apprentice shall not exceed the

journey level pay of that classification. Those persons starting at other than the first period rate shall remain at their entry rate (other than cost of living increases) until such time as their progress through the apprenticeship will result in a wage increase.

ARTICLE 15. HOURS OF WORK

15.1 The standard work week shall consist of five (5) consecutive standard workdays of eight (8) hours each, aggregating forty (40) hours per week, and shall be scheduled Monday through Friday (except where such other schedules may have been previously established, and where changes in existing or other previous established schedules are contemplated, and such changes are mutually agreed upon by the signatories to this Agreement, and except where provided for elsewhere in this Agreement).

15.2 Employees employed outside the Department's distribution area, and operating employees employed in a powerhouse, a power dispatching headquarter, or substation inside the distribution area, may work schedules providing for ten (10) consecutive workdays of eight (8) hours each and four (4) consecutive days off, or other work schedules which may have been previously established; and, where changes in existing schedules are contemplated, such changes shall require mutual agreement between the parties signatory to this Agreement, providing for a longer period of consecutive workdays with corresponding increase in days off. Such scheduled employees may, with the consent of the proper supervisors, be permitted to change shifts on any day among themselves, provided such change does not result in additional expense to the Department.

15.3 The standard workday shall consist of eight (8) hours, exclusive of the meal periods, in any twenty-four (24) hour period, without regard to any particular shift or the number of shifts which may be scheduled. For the purpose of payroll accounting, the workday shall begin at 12:01 a.m. The hours of work for one (1) shift per day, or for morning shift where there is more than one, shall generally start at either 6:30 a.m. or 7:00 a.m. with one-half (1/2) hour off for lunch. Whenever it is found necessary to meet Department needs, hours of duty may also be scheduled to cover for the period during off hours; or the hours of standard work shifts may be varied, provided that notice of such variation shall be given as far in advance as practically possible, and provided further that no variation shall be made solely for the purpose of avoiding overtime payment to employees who would otherwise be entitled thereto.

15.4 If work to be done on any specified job shall require a longer period than ten (10) workdays, such work may be organized on a shift basis. In that case, employees will be paid at the regular straight time wage for any eight (8) hour shift; and working conditions governing regular working hours shall prevail for any eight (8) hour shift. If any specified job is completed in less than ten (10) workdays, employees will be paid at the prevailing overtime rate provided, however, the overtime rate shall only apply to those employees who have been switched from the day shift to a swing or graveyard shift or vice versa. No work shall be performed under these conditions which can reasonably be done during regular working hours.

15.5 Compensatory Time in Lieu of Overtime Pay will be allowed using the following procedures, as addressed in SCL Policy and Procedure 500 P II-297 effective on June 1, 1998, or as mutually revised:

15.5.1 The accrual and use of compensatory time shall be by mutual agreement between eligible employee and appropriate supervisor.

15.5.2 Authorized compensatory time shall be earned at the rate equivalent to the overtime rate specified in Section 16.2

15.5.3 Scheduling the use of any compensatory time will be by mutual agreement of the employee and their supervisor.

15.5.4 A written record of compensatory time earned and used shall be maintained by the City.

15.5.5 Compensatory time may be accumulated up to a maximum of eighty (80) hours (40 hours at the double time rate) in any one contract year.

15.5.6 Authorized accumulated compensatory time hours (not to exceed the maximum allowable balance) will be cashed out upon separation from employment with the City Light Department. Authorized accumulated compensatory time hours will be cashed out upon transfer or promotion to an ineligible title.

ARTICLE 16. OVERTIME

16.1 "Overtime work" is defined to be work over eight (8) hours in a twenty-four (24) hour period or over forty (40) in a given workweek.

16.1.1 Scheduled overtime- relates to employees instructed before quitting time or notified at least twelve (12) hours in advance of starting time, to report for overtime work at a stated hour.

16.1.2 Unscheduled overtime- relates to employees who are requested, without notice as defined in "scheduled overtime", to report for overtime work.

16.1.3 *Each crew member who is called out on overtime shall receive a Call-Out stipend equivalent to two and one-half (2.5) hours at the employee's callout rate. When employees are called out ~~from their homes~~ outside of regular working hours, Crew Chiefs shall notify them as soon as practical. Employees shall begin receiving compensation at the applicable callout rate upon arrival at their headquarters.*

- Crew Chiefs shall be paid at their callout rate upon acceptance of the call.
- Crew Members shall be considered "engaged by the employer" while traveling ~~from their residence~~ to their designated headquarters; however, such travel time is not compensable until they arrive at their headquarters.

If an employee receives another call from Dispatch within thirty (30) minutes of leaving headquarters after completing a call-out shift, the travel stipend shall not apply to the subsequent call-out, and no additional call-out stipend shall be paid if the employee is already on an active call-out assignment.

Callout Rates: When employees are called out to perform work outside of their normal work hours, following conditions shall apply:

Employees will also receive the call-out rate at double time and a half (2.5x) for each hour worked, effective from the time of arrival at headquarters until completion of the work and the employee leaving their headquarters, or when the employee's regular shift begins, whichever occurs first.

This rule does not apply to Crew Chiefs, who will be considered "working" acceptance of the call.

1. Regular Workweeks ~~2.~~
a. Call-Out Compensation
i. Employees who are called into work shall receive the call-out stipend ~~, upon~~
ii. The call-out rate is paid at double time and a half (2.5x) rate of pay for each hour worked upon arrival at headquarters until the work is completed or the employee's regular shift begins, whichever comes first.

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2. Holiday

a. Call-Out Compensation

i. Employees called out to work on a recognized holiday shall be paid at three times (3x) their regular rate of pay for each hour worked, beginning upon arrival at headquarters and continuing until the assignment is completed or the employee's regular shift begins, whichever occurs first

- If the recognized holiday falls on a Tuesday, Wednesday, or Thursday, only the holiday itself will be compensated at the call out rate.

- If the recognized holiday falls on a Friday, the employee shall receive call-out compensation for Friday, Saturday, and Sunday.

- If the recognized holiday falls on a Monday, the employee shall receive call-out compensation for Saturday, Sunday, and Monday.

For purposes of this article, holidays are defined as the official holiday dates (e.g., July 4). If the City observes a holiday on an alternate day (such as a Friday or Monday) but the actual official date of the holiday falls on a weekend, the holiday callout rate shall apply.

3. "Weekend" Callouts: Employees who are called out to work on a weekend shall be compensated at three times (3x) their regular rate of pay for each hour worked, beginning at the end of the employee's regularly scheduled shift and upon arrival at their designated headquarters, continuing until the assignment is completed or the employee's next regular shift begins, whichever occurs first. The employees' alternate work arrangement day off shall not be considered part of the weekend for purposes of this provision.

4. Holdover

a. Holdover Compensation Procedure

i. If a crew that is in holdover status and call out is engaged, the holdover crew shall be paid at the applicable call out rate as described above beginning at the time the call out crew arrives.

Employees responding to a callout shall receive a minimum guarantee of 3.5 hours of pay at their callout rate of pay.

Turndown

This provision applies only to call-outs. Employees who are called out but do not accept shall be charged turndown, unless on approved leave. Employees may decline a call-out when contacted; however, such turndowns shall be tracked. Turndown rosters shall be

maintained by the assigned supervisor and submitted to the timekeeper no later than the end of the following working day. Managers are responsible for ensuring the accuracy of turndown records for payroll and auditing purposes.

Employees who are assigned overtime work prior to the start of their regular shift shall continue to receive compensation in accordance with Article 28.3.~~Call-out pay. Employees shall receive an amount not less than the equal of four (4) hours of straight time pay each time called out from their homes at times other than regular working hours. They shall be paid the overtime rates from the time they leave home until they return to their homes, except no pay shall be allowed while eating or sleeping; provided, however, that if employees are notified as defined in 16.1.1, they shall be paid only from the time they report to headquarters until the time of their return to headquarters, but in any event not less than the equal of four (4) hours of straight-time pay. Crew Chiefs will call crews as soon as practical. City Light and the Union will work together in the implementation of technology to automate the call-out process in the future.~~

16.2 Overtime for all employees shall be compensated for at the rate of double (2) time except as follows: Employees regularly scheduled to work on any recognized paid holiday shall be paid for the holiday in addition to one and one-half (1½) time their straight-time pay for working the shift. Employees in classifications whose functions do not normally require holiday work, but who are specifically called for emergency shall be paid at the ~~double (2)~~ triple (3) time rate for the actual hours worked, in addition to holiday pay. No combinations of payments to employees shall exceed ~~three (3)~~four (4) times the regular rate of pay, except as provided in Section 28.7 for "High Climb." Employees may be required to work overtime when requested.

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ARTICLE 17. WAGE RATES

17.1 The Department agrees to pay to its employees, and the Union agrees that its members employed by the Department will accept, the wage scales for the various classifications set forth and contained in Schedule "A" of this Agreement.

17.1.1 The base wage rates effective on January 23, 2026, shall be computed to reflect a ~~three~~ two and seven-tenths percent (3~~2~~.7%) increase plus one percent (1%). The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent. ~~The base wage rates **effective on January 23, 2023**, shall be computed to reflect a 5% percentage increase. The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent~~.

17.1.2 The base wage rates effective on January 23, 2027, shall be computed to reflect a percentage increase equivalent to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bellevue area Consumer Price Index for June 2026 over the same index for June 2025; provided, however, said percentage increase shall not be less than two and five-tenths percent (2.5%) nor shall it exceed six percent (6.0%). The index used shall be the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), All Items, Revised Series (1982-84=100), covering the period June 2025 – June 2026 as published by the Bureau of Labor Statistics. The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent~~The base wage rates **effective on January 23, 2024**, shall be computed to reflect a 4.5% percentage increase.The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent.~~

17.1.3 The base wage rates effective on January 23, 2028, shall be computed to reflect a percentage increase equivalent to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bellevue area Consumer Price Index for June 2027 over the same index for June 2026; provided, however, said percentage increase shall not be less than two and five-tenths percent (2.5%) nor shall it exceed six percent (6.0%). The index used shall be the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), All Items, Revised Series (1982-84=100), covering the period June 2026 – June 2027 as published by the Bureau of Labor Statistics. The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent..~~The base wage rates **effective on January 23, 2025,** shall be computed to reflect a percentage increase equivalent to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bremerton area Consumer Price Index for June 2024 over the same index for June 2023; provided, however, said percentage increase shall not be less than two percent (2%) nor shall it exceed four percent (4%). The index used shall be the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), All Items, Revised Series (1982-84=100), covering the period June 2023 – June 2024 as published by the Bureau of Labor Statistics. The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent.~~

17.1.4 The base wage rates effective on January 23, 2029, shall be computed to reflect a percentage increase equivalent to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bellevue area Consumer Price Index for June 2028 over the same index for June

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2027; provided, however, said percentage increase shall not be less than two and five-tenths percent (2.5%) nor shall it exceed six percent (6.0%). The index used shall be the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), All Items, Revised Series (1982-84=100), covering the period June 2027 – June 2028 as published by the Bureau of Labor Statistics. The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent.

17.1.4 In the event the "Consumer Price Index" becomes unavailable for purposes of computing any one of the afore-referenced increases, the parties shall jointly request the Bureau of Labor Statistics to provide a comparable index for purposes of computing such increase and if that is not satisfactory, the parties shall promptly undertake negotiations solely with respect to agreeing upon a substitute formula for determining a comparable adjustment.

17.2 Every employee upon first appointment or assignment shall receive not less than minimum rate of the salary range fixed for the position.

17.2.1 Unless otherwise specified in this Agreement or applicable Standards of Apprentices, an employee shall be granted the first automatic step increase in salary rate upon completion of six (6) months of "actual service" when hired at the first step of the salary range, and succeeding automatic step increases shall be granted after twelve (12) months of "actual service" from the date of eligibility for the last step increase to the maximum of the range. Actual service for purposes of this Section shall be defined in terms of one (1) month's service for each month of full-time employment, including paid absences.

17.2.2 For employees assigned salary steps other than the beginning step of the salary range, subsequent salary increases within the salary range shall be granted after twelve (12) months of "actual service" from the appointment or increase, then at succeeding twelve (12) month intervals to the maximum of the salary range established for the class.

17.2.3 In determining "actual service" for advancement in salary step, absence due to sickness or injury for which the employee does not receive compensation may at the discretion of the City be credited at the rate of thirty (30) calendar days per year. Unpaid absences due to other causes may, at the discretion of the City, be credited at the rate of fifteen (15) calendar days per year. For the purposes of this paragraph, time lost by reason of disability for which an employee is compensated by Industrial Insurance or Charter disability provisions shall not be considered absence. An employee who returns after layoff, or who is reduced in rank to a position in the same or another department, may be given credit for such prior service.

17.2.4 Any increase in salary based on service shall become effective upon the first day immediately following completion of the applicable period of service.

17.2.5 An employee transferred to another position in the same class or having an identical salary range shall continue to be compensated at the same rate of pay until the combined service requirement is fulfilled for a step increase and shall thereafter receive step increases as provided in Section 17.2.1 of this Article.

17.3 As a matter of general personnel administration, employees can be expected to assume responsibilities and perform duties within their craft above or below their classifications, in a relief capacity or for a portion of their time, except where contrary to current practices.

17.4 Employees who are regularly scheduled to work shifts other than the regular day shift (first shift), unless agreed otherwise between the parties, shall receive a shift differential of six percent (6%) of their base hourly rate for all hours worked on such shifts. Employees who are already receiving a ten percent (10%) shift differential as of the effective date of this Agreement shall be grandfathered at that rate.

~~Effective January 23, 2006 shift differential pay will be three dollars and twenty five cents ($3.25) per hour added to the base rate. An employee who is regularly scheduled to work shifts other than regular dayshift hours (first shift), unless agreed otherwise between the parties, shall receive shift differential for all hours worked.~~

17.4.1 Employees on vacation, sick leave, industrial injury and light duty (day shift) shall not receive shift differential. It is understood that shift differential stays with the shift and not with the individual.

17.4.2 Shift extensions before and after the regular work shift other than day crews (first shift) will be paid at the double (2) time rate of pay plus the shift differential.

17.4.3 All hours worked on shift work relief for vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignments, and/or special assignment will be paid at the double (2) time rate of pay plus the shift differential.

17.4.4 Employees working a twelve (12) hour dayshift will receive the shift differential for the last four (4) hours of the shift.

17.4.5 Shift differential will be paid for all shift hours worked in accordance with Section 15.4.

17.4.6 ~~All scheduled overtimeother overtime, whether scheduled or by callout, will be paid at the double (2) time rate of pay.of pay only.~~All scheduled overtime shall be paid at the double (2) time rate of pay; however, employees assigned unscheduled overtime work prior to the start of their regular shift shall be compensated in accordance with Section 16.1.3 and 28.3, which shall prevail.

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17.4.7 This shift differential pay is included as compensation on which retirement system contributions are calculated and made by the employee and by the City, except in overtime situations.

17.4.8 Shift personnel will have access to safety meetings, training opportunities and Union representation.

17.5 Employees assigned to perform Crew Coordinator duties shall receive a Crew Coordinator Premium of five percent (5%) of their base hourly rate for all hours paid~~worked~~ in such assignment. This premium shall be included in the employee's regular rate of pay for purposes of calculating overtime, and employees receiving this premium shall remain eligible for overtime compensation in accordance with Article 16 (Overtime). Employees eligible for the Crew Coordinator Premium include those assigned as Crew Coordinators in the following classifications:

- Meter Crew Chief
- Line Crew Chief
- Network (Cable Splicer) Crew Chief
- Electrician Constructor Crew Chief
- Powerline Clearance Coordinator

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ARTICLE 18. SUBSISTENCE

18.1 When employees are required by the Department to travel more than thirty (30) miles from their normal headquarters (except to Bothell Substation or Cedar Falls for employees normally headquartered within the Seattle area) they shall receive a meal allowance at the Federal Per Diem rate if travel occurs during a meal period. When overnight lodging away from the employee's home is required, it shall be reimbursed up to the Runzheimer rate. This does not preclude the Department from making special accommodations available for outage restorations. Accommodations, other than outage restoration, will be equivalent to the Runzheimer rate in quality, or best available, when the Runzheimer standard cannot be met.

18.2 When an employee, crews, or any part of a crew or crews, are staying overnight at the Skagit, they shall be provided housing at the Skagit when available, otherwise Section 18.1 will apply.

18.3 In order to cover personal incidental expenses during periods away from home, a payment of two (2) additional hours at the normal rate of pay for each night of required absence from their regular place of employment shall apply.

18.4 When attending a conference and/or training on an employee's regular workday, the employees are expected to adjust their hours for normal daily training and/or conference sessions.

18.4.1 If the conference and/or training is scheduled and exceeds eight (8) hours per day, the employee shall be compensated at the overtime rate of pay for those hours in excess of said eight (8) regular hours (excluding meals).

18.4.2 Travel to and/or from the employee's regular headquarters to a conference and/or training location shall be considered part of the employee's normal workday. Any time consumed for travel outside of the normal working hours shall be compensated at the overtime rate of pay.

18.5 Travel Pay-Nothing in this article and this collective bargaining agreement is intended to supersede the provisions laid out in Washington State Court of Appeals decision No. 5498-9-II nor WAC 296-126-002(8).

18.6 During the term of this agreement, the parties agree to a reopener for Runzheimer rates related to FAS Draft Policy.

ARTICLE 19. MEAL PERIODS AND MEAL PAYMENTS

19.1 All overtime meal payments, whether the meal is taken or not, shall be receipt-less and paid ~~at the Eighty Two point Five percent rate (82.5%)~~ at the meal rate ~~as~~ listed in Schedule "A" on the employee's check.

19.1.1 Meal Payment amounts shall be adjusted annually based on the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPIW).

19.2 In general, and except as otherwise provided herein, the regular meal periods shall be at 6 a.m., 12 noon, 12 midnight, and 6 p.m. For the 12 noon meal period, employees working regular day shifts may take their 30-minute meal period any time between 11:00 a.m. and 1:00 p.m., at the discretion of the Crew Chief, to minimize work disruption and reduce the need to work through lunch. Employees required to work during a regular meal period shall receive the overtime rate of pay for such portion of the meal period that they work. The amount of time used from the regular eight (8) hour day for the meal shall then be deducted from the regular work day time in computing the day's compensation.

19.3 When employees are on overtime work they will be compensated for meals as described below, unless returned to headquarters before meal time, or except when notified before regular quitting time, or at least twelve (12) hours in advance of the starting time, in which event they shall furnish their own 12 noon or 12 midnight meal.

19.3.1 Employees working up to a meal period on unscheduled overtime shall be paid ~~at the Eighty Two point Five percent rate (82.5%)~~ at the meal rate ~~as~~ listed in schedule "A" for payment of the meal.

19.3.2 If overtime is to continue through or after a regular meal period and is ninety (90) minutes or more in duration, the department shall pay employees for the meal, except when the department furnishes the meal at or from its own mess hall. The 6 a.m., 12 noon, 12 midnight and 6 p.m. meals will be paid ~~at the Eighty Two point Five percent rate (82.5%)~~ at the meal rate ~~as~~ listed in Schedule "A".

19.4 When an employee is called out to work unscheduled overtime prior to the 6 a.m. meal period and continues to work past the 12 noon meal period the Department shall pay the employee for the 12 noon meal.

19.5 Meal payment for shift employees on unscheduled overtime shall be provided as set forth in Sections 19.5.1, 19.5.2, 19.5.3, and 19.5.4.

19.5.1 The term "shift employees" refers to those employees subject to shift rotation or who regularly work either evening or night shifts. It also refers to all employees working other than the standard work day, and standard work week, as defined in the Agreement.

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19.5.2 Meals and meal periods for unscheduled hours worked either before or after a normally scheduled shift (shift extension) shall be as follows:

a) The meal period will start ninety (90) minutes prior to the regularly scheduled beginning of a shift; the meal will be paid ~~at the Eighty Two point Five percent rate (82.5%)~~ at the meal rate ~~as~~ listed in Schedule"A" .

b) The meal period will be ninety (90) minutes after the end of a regularly scheduled shift. Working beyond the start of this meal period will entitle the employee to a meal paid ~~at the Eighty Two point Five percent rate (82.5%)~~ at the meal rate ~~as~~ listed in Schedule"A" ~~rate~~ .

c) All succeeding shift meal periods will be in six (6) hour increments and will be paid ~~at the Eighty Two point Five percent rate (82.5%)~~ at the meal rate ~~as~~ listed in Schedule"A"~~rate~~ .

19.5.3 Mid-shift meals and meal periods for unscheduled overtime hours worked when called out shall be as follows:

a) Four hours after the predetermined time for the start of the shift, the meal will be paid ~~at the Eighty Two point Five percent rate (82.5%)~~ at the meal rate ~~as~~ listed in Schedule"A"~~rate~~ .

b) All succeeding shift meal periods shall be in six (6) hour increments, and will be paid ~~at the Eighty Two point Five percent rate (82.5%)~~ at the meal rate ~~as~~ listed in Schedule"A"~~82.5% rate.~~

19.5.4 Employees working up to (but not into) a meal period on overtime shall be paid ~~at the Eighty Two point Five percent rate (82.5%)~~ at the meal rate ~~as~~ listed in Schedule"A".

19.6 Meal reimbursement, including any required supporting documentation, must be submitted to the employee's supervisor within forty-five (45) days of the meal being consumed. Failure to submit the required documentation shall result in forfeiture of the reimbursement.

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ARTICLE 20. UNION REPRESENTATIVES

20.1 The authorized representatives of the Union signatory to this Agreement shall be allowed admission to any job at any reasonable time for the purpose of investigating conditions existing on the job. On projects which are under military guard, the Department will cooperate with the Union officials in this regard as far as regulations will permit.

20.2 Such authorized labor representatives shall confine their activities during such investigations to matters relating to this Agreement, and will first make their presence known to the management.

20.3 Employees elected or appointed to office with the IBEW, Local 77 Union which requires a part or all of their time shall be given leave of absence of up to seven (7) years upon application. They shall not lose their seniority established with the Department at the time of the leave of absence.

ARTICLE 21. STEWARDS

21.1 The Business Manager and/or Representatives shall have the right to appoint a Steward at any shop or on any job where employees are working under the terms of this Agreement. The Steward shall see that the provisions of this Agreement are observed, and shall be allowed reasonable time to perform these duties during regular working hours without suffering a loss in pay. This shall not include processing grievances at Step 4 of the grievance procedure set forth in Article 7 of this Agreement. The Department shall be furnished with the names of Stewards so appointed. Under no circumstances shall the Department dismiss or otherwise discriminate against an employee for making a complaint or giving evidence with respect to alleged violation of any provision of the Agreement.

ARTICLE 22. SAFETY AND HEALTH

22.1 All work shall be done in a competent and Journeyworker like manner, and in accordance with the State of Washington Safety Codes. Where Department standards are more stringent than those called for as a minimum by State Construction Code, then the Department standards shall prevail.

22.2 It shall not be considered a violation of this Agreement as described in Article 9 for an employee to refuse to work with unsafe equipment, where adequate safeguards are not provided or when the facilities and services are not being maintained in a sanitary condition. An employee who is involved in such a work stoppage shall not be disciplined or suffer any loss of wages for such action if one of the three conditions as described above actually prevailed at the time of the work stoppage. Any questions regarding the merits of safe vs. unsafe conditions shall be judged pursuant to Article 22.

22.3 All employees whose work requires them to work on elevated structures or in vaults, manholes and handholes shall be instructed in a system of rescue and resuscitation at least once a year in order to become and remain proficient in its application. A record of such training and individual performance shall be kept. When Instructors of these rescue systems are selected from the IBEW, Local 77 Bargaining Unit, they shall be compensated at their regular rates of pay when receiving CPR Instructor training.

22.4 The Department and Union recognize safe working conditions to be essential to the parties signatory to this Agreement. The employee has the duty and privilege of immediately reporting hazardous conditions to the employee's crew chief or supervisor. If not resolved at that level, the employee should submit a written safety suggestion. The Department recognizes that the individual employee also has the right, in compliance with appropriate State and/or Federal laws, to report the hazardous condition directly to the State of Washington, Department of Labor and Industries, Division of Safety.

22.5 The Department will maintain an effective hearing conservation program. The program will include (a) noise exposure analysis, (b) control of noise exposure and (c) measurement of hearing through audiometric testing. Employees exposed to noise which equals or exceeds the limits specified in the Walsh-Healy Act will be audiometrically tested every eighteen (18) months or as often as stipulated in the Washington Industrial Safety and Health Act.

22.6 The Department agrees to maintain an effective Safety Program. To accomplish this end, the Department agrees to the following:

1. The practice of safety shall have first priority in all Department activities.

2. The Safety Unit or other appropriate work unit shall issue job orders for any matter pertaining to unsafe working conditions.

3. Those safety job orders pertaining to hazardous conditions affecting the personal safety of the Department personnel shall be given the first priority and those job orders pertaining to unsafe conditions which place an employee in immediate peril shall be completed in advance of any other work that may be pending on that job.

4. The Department will develop and employ a professional safety staff. The majority of this professional staff shall be assigned exclusively to safety.

5. Employees have the right to have safety and health inspections made at the job site and may have a representative present during the inspections.

6. The Department shall post on all safety bulletin boards, with copies to the Union, any reports concerning the inspections which reveal hazardous conditions or toxic substances.

7. Employees have the right to a safe working environment so that no employee suffers impaired health or diminished life expectancy. Dangerous substances and conditions shall be identified and posted.

8. All plant facilities and mobile equipment shall be designed or selected with employees' safety as a paramount consideration.

9. A Safety Advisory Committee composed of three (3) members of the Union and three (3) members of the Department shall be established. The Committee shall meet at least quarterly to review the effectiveness of the Department's Safety Program.

10. When a safety watch is required, the person assigned shall be a journey level Lineworker, Cable Splicer or Electrician Constructor as appropriate to the type of work being performed. The responsibility of this person shall be to function as a safety watch.

22.7 After an electrical contractor has completed any new underground or overhead distribution installation, the final primary (4 kV and over) termination tap or connection required to energize the system shall be made by the appropriate union-recognized classification in accordance with this Agreement.

22.8 The Union shall be notified of serious injury or fatal accident involving an employee covered by this Agreement, and the Union may, at its discretion, have at least one (1) representative from the Bargaining Unit at all investigations of such accidents. The Union Representative's supervisor must be notified before the representative leaves work for this purpose. Work time involved by the Union's representative shall be paid by the Union. Department accident or injury reports of such investigations shall be available to the Union, and the monthly Safety Accident and Industrial Illness Report shall be provided to the Union.

22.9 Safety meetings shall be scheduled monthly (except as provided for in Article 29, Working Rules for Operating Personnel Working in Substations) and shall be on Department time, but shall be so arranged that the employees can report to their headquarters prior to the meeting

and travel to and from such safety meetings in Department equipment and on Department time. Employee's attendance shall be compulsory.

ARTICLE 23. WORK OUTSIDE OF CLASSIFICATION IN EMERGENCIES

23.1 In cases of extreme emergencies, employees may be required to perform work outside of their classification. In such a case the employees affected shall, whenever practicable, be under the direct supervision of a Crew Chief, or other employee regularly performing this work.

23.2 For the purpose of definition in this Agreement, "emergency" shall mean an unforeseen occurrence endangering life, limb and/or property as determined by the person-in-charge.

ARTICLE 24. UNEMPLOYMENT COMPENSATION

24.1 When and if members of IBEW, Local 77 covered by an agreement between themselves and the City of Seattle, City Light Department cease to be covered by the Federal and State law requiring City of Seattle, City Light Department participation in an unemployment compensation program, the City of Seattle, City Light Department, will implement a self-insured form of unemployment compensation for employees covered by this Agreement.

The unemployment compensation will meet the following criteria:

24.1.1 Provide coverage for full-time employees who have completed one (1) continuous year of service with the City immediately preceding such layoff; provided, however, an employee who is on authorized leave of absence during the year immediately prior to layoff shall be deemed in continuous employment immediately preceding such layoff for purposes of eligibility for unemployment compensation benefits as provided herein, but such leave time when taken without pay shall not be included in the computation of the one (1) year requirement.

24.1.2 Coverage will only apply to those employees who are laid off.

24.1.3 Employees who are receiving compensation under this program must provide evidence of actively seeking employment.

24.1.4 The weekly benefit will be the same as the State of Washington Unemployment Compensation Program, but shall be good for twenty-six (26) weeks only (no extended benefits).

24.1.5 When and if the City of Seattle is required by Federal or State law to participate in any unemployment compensation program or finance unemployment compensation benefits, the City of Seattle's obligation to any employee under Section 24.1 will cease as long as the weekly benefit amount under said Federal or State law is equivalent to or exceeds the weekly benefit amount specified under Section 24.1. If the weekly benefit received under the Federal or State mandated program is less than that provided under Section 24.1, the City of Seattle shall supplement the payments made pursuant to Federal or State law to the extent that the unemployment compensation weekly benefit would equal that provided under Section 24.1.

24.1.6 Under no circumstances shall an employee be entitled to the City of Seattle unemployment compensation benefit while drawing a similar benefit from another source.

ARTICLE 25. BULLETIN BOARDS

25.1 Bulletin boards shall be maintained at all permanent headquarters and shall be available to the signatory Union for posting of official Union bulletins.

ARTICLE 26. GENERAL AND MISCELLANEOUS

26.1 All employees who are required to use their own transportation on Department business shall be reimbursed at a rate to reflect the United States Internal Revenue Service cents per mile rate as announced in that year, or immediately prior thereto, for purposes of United States Income Tax deductions for use of a privately owned automobile for business purposes.

26.2 No wage rate, reasonable condition or privilege not inconsistent with this Agreement presently enjoyed by any classification of employees covered by this Agreement shall be reduced because of the signing of this Agreement.

26.3 Employees relieved from duty except for cause during the first half of the day or shift shall receive not less than one-half (1/2) day's pay; if relieved from duty except for cause after having been on duty more than one-half (1/2) day, they shall receive a full day's pay, unless relieved at their own request.

26.4 The Union signatory to this Agreement shall have the option or privilege of payroll deductions for Union dues in compliance with Department regulations.

26.5 Industrial Injury or Illness: In August of 1991, the City Council enacted an ordinance revising this benefit. The provisions are reflected in the following language which replaces language which became null and void per the 1991-94 Agreement.

Any employee who is disabled in the discharge of his/her duties and if such disablement results in absence from his/her regular duties, shall be compensated, except as otherwise hereinafter provided, in the amount of eighty percent (80%) of the employee's normal hourly rate of pay, not to exceed two hundred sixty-one (261) regularly scheduled workdays counted from the first regularly scheduled workday after the day of the on-the-job injury; provided the disability sustained must qualify the employee for benefits under State Industrial Insurance and Medical Aid Acts.

26.5.1 Whenever an employee is injured on the job and compelled to seek immediate medical treatment, the employee shall be compensated in full for the remaining part of the day of injury without effect to his/her sick leave or vacation account. Scheduled workdays falling within only the first three (3) calendar days following the day of injury shall be compensable through accrued sick leave. Any earned vacation may be used in a like manner after sick leave is exhausted, provided that, if neither accrued sick leave nor accrued vacation is available, the employee shall be placed on no pay status for these three (3) days. If the period of disability extends beyond fourteen (14) calendar days, then (1) any accrued sick leave or vacation leave utilized that results in absence from his/her regular duties (up to a maximum of eighty percent (80%) of the employee's normal hourly rate of pay per day) shall be reinstated by industrial insurance or (2) if no sick leave or vacation leave was available to the employee at that time, then the employee shall thereafter be compensated for the three (3) calendar days at the eighty percent (80%) compensation rate described in Section 26.5.

26.5.2 Such compensation shall be authorized by the Personnel Director or his/her designee with the advice of such employee's department head on request from the employee supported by satisfactory evidence of medical treatment of the illness or injury giving rise to such employee's claim for compensation under Seattle Municipal Code 4.44, as now or hereinafter amended.

26.5.3 Compensation for holidays and earned vacation falling within a period of absence due to such disability shall be at the normal rate of pay but such days shall not be considered as regularly scheduled workdays as applied to the time limitations set forth within Section 26.5. Disabled employees affected by the provisions of SMC 4.44 shall continue to accrue vacation and sick leave as though actively employed during the period set forth within Sections 26.5 and 26.5.1.

26.5.4 Any employee eligible for the benefits provided by SMC 4.44 whose disability prevents him/her from performing his/her regular duties but in the judgment of his/her physician could perform duties of a less strenuous nature, shall be employed at his/her normal rate of pay in such other suitable duties as the department head shall direct, with the approval of such employee's physician until the Personnel Director requests closure of such employee's claim pursuant to SMC 4.44, as now or hereinafter amended.

26.5.5 Sick leave shall not be used for any disability herein described except as allowed in Section 26.5.1.

26.5.6 The afore-referenced disability compensation shall be understood to be in lieu of State Industrial Insurance Compensation and Medical Aid.

26.5.7 Appeals of any denials under this Article shall be made through the Department of Labor and Industries as prescribed in Title 51 R.C.W.

26.6 A qualified City Light Journeyworker shall review at appropriate intervals during construction and prior to energization, electrical portions of all underground, all overhead, and all station projects undertaken by contractors for the Department within the City Light service area. Network work shall be reviewed by a Journeyworker Cable Splicer, Overhead work shall be reviewed by a Journeyworker Lineworker, and station work shall be reviewed by a Journeyworker Electrician Constructor. Underground URD work may be reviewed by either a Journeyworker Lineworker or a Cable Splicer. Direct burial facilities installed by contract may be reviewed by any of the Journeyworker classifications as covered by Section 31.17.

The Journeyworker selected to review the contractor's job shall become familiar with the electrical system to insure that no undue hazard exists so far as future maintenance is concerned. The Journeyworker shall have the responsibility and authority to point out and/or report any condition or situation that would render the job unsafe. A copy of these reports shall be turned in to the Supervisor of the appropriate Division. Should it be necessary to leave a job in a temporary or unsafe condition for a short period of time, the Department shall post a report of such condition on the safety bulletin boards in the appropriate Division.

The Department agrees that conditions which are documented as unsafe will be corrected before work is accepted for regular operation and maintenance.

A copy of the City Light Inspection Division's authorization to energize shall include the name of the Journeyworker who reviewed the construction and shall be furnished to the Supervisor of the appropriate Division and the Power Dispatcher. In order to review the contractor's job, the Journeyworker selected may be required to work the same hours as the contractor's employees and shall not be paid overtime except when working more than an eight-hour day. As used in this Section, the term "Journeyworker" shall also include the appropriate Crew Chief.

26.7 Electrical Trades Trainees shall be included in the Bargaining Unit. It is understood and agreed that the Electrical Trades Trainee position is a training position in which the Electrical Trades Trainee is trained in all phases of an Electrical Helper's job. The concept is that under direction and guidance, the Electrical Trades Trainee will perform tasks as needed to learn the safest, best and most efficient method to do an Electrical Helper's job. The job site portion of this learning process will be under the direct guidance of a regular helper with participation by the Journeyworker and/or Crew Chief.

It is further understood that the Electrical Trades Trainee will in no way replace or substitute for a regular Helper.

26.8 Journeyworkers in all classifications shall receive the training required to perform all aspects of their job.

26.9 CORRECTION OF PAYROLL ERRORS:
The Parties agree to establish a new Section 26.8 of the current collective bargaining agreement as follows:

Correction of Payroll Errors – In the event Management has been notified there has been an error in employee's paycheck, and the error is not in dispute, an underpayment shall be corrected within two (2) pay periods. Corrections not made within two pay periods shall be paid by separate check within two days of not receiving such payment and at the request of said employee and, upon written notice, an overpayment shall be corrected as follows:

A. If the overpayment involved only one (1) paycheck;
   1. By payroll deductions spread over two (2) pay periods; or
   2. By payments from the employee spread over two (2) pay periods.

B. If the overpayment involved multiple paychecks, by a repayment schedule through payroll deduction not to exceed twenty-six (26) pay periods in duration, with a minimum payroll deduction of not less than Twenty-five Dollars ($25) per pay period.

C. If an employee separates from the City service before an overpayment is repaid, any remaining amount due the City will be deducted from the employee's final paycheck(s).

D. By other means as may be mutually agreed between the City and the employee, the Union representative may participate in this process at the request of the involved employee. All parties will communicate/cooperate in resolving these issues.

E. Delays in correcting payroll errors shall be resolved through the contractual Labor Management process.

ARTICLE 27. SAVINGS CLAUSE

27.1 Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof; provided, however, upon such invalidation that parties agree immediately to meet and negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full force and effect.

ARTICLE 28. GENERAL WORKING RULES

28.1 The Working Rules contained herein, and not inconsistent with the provisions of this Agreement, are hereby adopted, and will remain in effect until modified or amended. Any changes in the Working Rules between the Department and the local Union signatory hereto shall be promulgated in the form of schedules supplementary to and incorporated in this Agreement.

~~28.2 Employees shall receive an amount not less than the equal of four (4) hours of straight-time pay each time called out from their homes at times other than regular working hours. They shall be paid the regular overtime rates from the time they leave home until they return to their homes, except no pay shall be allowed while eating or sleeping; provided, however, that if employees are notified before leaving their regular daily work to report for duty after regular working hours, they shall be paid only from the time they report to headquarters until the time of their return to headquarters, but in any event not less than the equal of four (4) hours of straight-time pay.~~

28.2.~~1~~ Employees will be paid car mileage as covered in Section 26.1 if they are required to furnish their transportation to and from their homes on a callout as described in Section ~~28.2~~16.1.3. No mileage payment will be made if the employees are notified before leaving their regular daily work to report for duty after regular working hours~~.~~

Commented [SK7]: *We agreed they would still be paid mileage for call outs.*

28.3 Employees on overtime pay before the start of their regular shift, who have enough of such overtime to equal eight (8) hours or more of regular time rate of pay, shall have eight (8) consecutive hours of relief before being returned to regular straight-time rate of pay, and such employees may be relieved from duty for the day after having earned at least ten (10) hours' straight-time pay. The employees/crew may choose to work one-half of their next regular shift at the overtime rate of pay. After the involved employees have realized compensation equal to their regular shift pay, their supervisor may release them from duty for the remainder of their shift. Alternatively, the employees may at their option use sick leave to compensate for the required time off from their regular scheduled shifts.

~~28.4 Employees called for duty less than four (4) hours before beginning of regular working hours, or their shift hours, shall be paid at the rate of double time (except intermission for meals) from the time they are called until the beginning of their regular working hours or shift hours. Regular hours or shift hours following shall be at straight time~~ . Employees called for duty less than four (4) hours before the beginning of their regular working hours or shift hours shall be paid at the rate of double time (except intermission for meals); however, employees in call-out status shall be compensated in accordance with Section 16.1.3, which shall prevail.

Commented [SK8]: *We never agreed to remove this. Need to have the language so if called 4 hours or more they stay on overtime when their scheduled shift begins*

28.5 Where the Department desires the transfer of employees from one shift to another, no loss in regular pay shall result and a nominal sixteen (16) hours off duty between shifts shall be allowed and the overtime rate shall be paid for all the time less than the nominal sixteen (16) hours off duty, except where otherwise agreed upon by the Department and the Union.

28.5.1 The schedule for the days to work and the days off go with the job and not the employee, and an employee exercising the option for the change from one job to another assumes the days of work and days off of the new job, and anything pertaining to the schedule for the old job ceases at the beginning of the new job.

28.5.2 Nothing in this Section shall be construed to avoid the payment of overtime to an upgraded employee called back from scheduled time off to fill a higher position when the regular employee in that position is absent from work.

28.6 When employees are transferred to any position in which they have had no previous experience, they shall be given a reasonable break-in period with an experienced employee in that position.

28.7 All employees working on poles, towers, or suspension type platforms seventy-five (75) feet above ground or higher shall receive additional compensation while actually working at these heights. This additional compensation shall be at the straight time rate in addition to the normal rate in effect at the time the work is being performed. This rule shall not apply when employees are working on roofs of buildings where no exceptional hazard exists, nor does it apply to Lineworker (Testing Live Line Insulators over 7500 volts).

28.8 Employees shall not be required to report before or after their regular work periods to other than their regular headquarters for the purpose of picking up vehicles or materials.

28.9 Employees required to attend meetings called by the Department outside of regular working hours shall be paid overtime for those hours which are worked in addition to their regular shift. When attendance at departmental meetings cannot reasonably be scheduled during an employee's regular shift, such employee can be expected to attend as scheduled. An employee who has compelling reasons which make it unreasonable for the employee to attend a given meeting outside of the employee's regular shift shall discuss the situation with the supervisor as far in advance as possible so that alternate arrangements can be made. An employee's attendance at such meetings shall be scheduled at least seven (7) days in advance.

28.10 When a job to be done has been given to an individual or crew and, after inspecting or attempting to do the job, it has been turned back unfinished, the reason for turning it back must be put in writing by the person so doing. Special note must be made of extraordinary hazards, and this information must be given to all persons or crews that are later requested to do the same job.

28.11 Employees classified as Helpers will in no event be used as substitutes to replace Journeyworkers.

28.12 Headquarters shall be where adequate toilet, washroom, lunchroom, and locker facilities are available to accommodate personnel assigned thereto, and where their tools and clothing may be kept in a safe, dry and warm place. Suitable privacy will be provided in the above facilities.

All changes of headquarters for any work unit (bid position) shall first be reviewed by the Joint Labor Management Committee for compliance with this Article.

28.12.1 All employees shall be assigned to a headquarters which meets the definition of 28.12. Thereafter, they shall report to that place as their "normal work headquarters" at the beginning of the workday and shall be regarded as on duty. Travel from headquarters to job locations and back to headquarters shall be part of the employee's work time, and any transportation necessary shall be provided by the Department. Instead of reporting to their headquarters, employees may be directed to begin their regular work shift at a department designated location within the distribution area for training. Parking costs, supported by a receipt, shall be reimbursed by the Department.

28.12.2 If the City Light Department undertakes a project within the distribution area which will occupy one (1) or more employees for a period of more than ten (10) days, one (1) or more employees may be required to report at the headquarters nearest the work project for the duration of the project. The employee shall (except for breakdown or emergency) receive at least five (5) workdays advance notice of a shift in a headquarters as covered in this paragraph. Upon completion of the project, the employees shall return to their "normal work headquarters." These headquarters shall meet the requirements of Section 28.12.

28.12.3 When employees are required by the Department to do temporary work in a location outside of the area surrounding their normal headquarters, the following shall apply:

a. If an employee is required to travel more than thirty (30) miles, Article 18 shall apply.

b. If an employee is required to travel thirty (30) miles or less, or to Bothell Substation or Cedar Falls, time consumed in traveling to and from Seattle and the work location shall be considered part of the workday. Any time consumed in this travel, outside of regular working hours, shall be at the overtime rate of pay.

c. The normal work week for those crews traveling may need to conform to the schedules at work locations they may be temporarily assigned to.

d. An employee regularly assigned to the Seattle distribution area shall not be assigned to work at any headquarters outside that area for more than thirty (30) working days out of any ninety (90) working days. Assignments may be extended by mutual agreement between the Union and the City.

e. Except for unanticipated occurrences, at least three (3) days notice shall be given the employee for assignment to work outside the Seattle distribution area.

f. For work assignments outside of the distribution area, transportation other than provided by the Department may be used provided this results in no additional cost to the Department.

28.12.4 Employees laterally transferred or accepting promotion to or from permanent headquarters outside the Seattle distribution area to or from another permanent headquarters shall be paid for all reasonable moving expenses of household goods.

28.12.5 When a transfer is out of the Seattle distribution area and at the request of the Department, adequate family housing facilities shall be furnished as soon as available under the housing rule of the area. The provisions of this paragraph shall not apply to personnel whose headquarters is Bothell Substation or Cedar Falls.

28.12.6 Upon retirement of, or death in service of, an employee whose permanent headquarters is outside the Seattle Distribution Area, the Department shall pay all reasonable moving expenses of the employee's household goods to Seattle or a distance not greater, providing the move is made within thirty (30) days after death or retirement of the employee.

28.13 In case of an employee being employed at two (2) classifications in the same day the employee shall receive the higher rate of pay for all hours worked at the higher classification, or except as otherwise specified in Article 36, POWER PRODUCTION, Sections 36.11 and 36.12.

28.13.1 When an employee is appointed on a "work out of class" basis to a position in a class, with multiple pay steps, having a higher maximum salary such employee shall be paid at the nearest step in the higher range which (1) provides the employee who is not at the top step of his/her current salary range a dollar amount at least equal to the next step increase of the employee's current salary range or (2) provides the employee who is at the top step of his/her current salary range an increase in pay nearest to four percent (4%) provided that such increase shall not exceed the maximum step established for the higher paying position.

28.13.2 Replacement relief of a higher classification shall be the same pay rate as the pay of the relieved position. Holidays falling in the replacement period shall be paid at such higher rate providing the employee works the day before and the day after the holiday. The higher rate of pay does not apply to vacation ~~or sick leave~~ occurring during such assignment.

28.14 Permanent transfers to another headquarters or organizational unit to permanent vacancies in an employee's current classification (job titles listed in Schedule A) requested by Electrical Journeyworkers or employees in lower related classifications who have completed their probationary period shall be made in accordance with the following factors:

a. The Department shall post all permanent vacancies in Electrical Journeyworker or lower related classifications for a period of not less than six (6) working days at the headquarters of the classifications affected. The Department shall furnish a copy of all postings and awards to the Union.

b. Seniority for purposes of this Article shall be based on total employment from the most recent date of employment with the Department in one's current classification listed in Schedule "A".

1. In the event two (2) or more employees have the same classification seniority, then Department seniority shall govern. Department seniority shall be based on the total continuous employment with the Department under regular appointment.

2. There will be no seniority credit granted for time worked at a higher level when working out-of-class assignments, but seniority shall continue to accrue in the employee's regular job classification.

3. For the purpose of determining either classification or Department seniority, leave of absence without pay not to exceed sixty (60) days per calendar year shall not be deducted.

4. An employee on leave of absence per 20.3 shall continue to accrue seniority in the employee's regular job classification.

5. Employees reduced for any reason other than discipline shall retain their accumulated seniority in their lower classification listed in Schedule "A."

6. Employees reduced for any reason other than discipline, then later returned to their former higher position, shall retain their accumulated seniority in their higher classification listed in Schedule "A."

c. Seniority for Journeyworker bids shall include combined time as journey-level, JIC and Crew Chief or Chief Hydroelectric Operator in the respective classification series of the posted bids.

1. Classifications affected by 28.14c shall be as follows: Lineworker, Electrician Constructor, Cable Splicer, Meter Electrician, Communication Electrician, Protection and Control Electrician (PaCE), Power Structure Mechanic(PSM), Structural Iron Worker, Hydroelectric Operator.

Upon ratification, seniority lists will be adjusted accordingly.

de. Seniority lists shall be established annually as of April 1st and used for the ensuing year for bidding. Such lists shall be posted at headquarters and units herein having affected employees, and copies shall be furnished to the Union by April 15th of that same year.

ed. Notwithstanding anything contained herein, the Department need not consider the request of the employee who does not possess the knowledge, skill, adaptability and physical ability required for the job on which the application for transfer is made, or who has not completed the probationary period.

fe. Headquarters for the purpose of bidding shall be: North Service Center, South Service Center, Newhalem, Boundary, Cedar Falls, and the System Control Center.

gf. A permanent vacancy must be posted for bidding if it is to be filled for more than one thousand forty (1040) hours (6 months) unless the vacancy is created by an employee on sick leave, Industrial Injury, or approved Leave of Absence.

hg. The senior qualified bidder shall be awarded the permanent vacancy which is posted per this Article.

28.14.1 Transfer of an employee from one headquarters or organizational unit to another headquarters or organizational unit shall not constitute a promotion, provided however, the following job titles will be filled by bidding as defined in Section 28.14:

FROM	TO
a) Material Supplier, Electrical	Material Supplier. Electrical asg Line Equipment Operator/ Pole Digging Machine
b) Material Supplier, Electrical	Material Supplier, Electrical asg to Pole Hauling Detail
c) Material Supplier, Electrical	Material Supplier, Electrical asg Electrical Equipment Custodian
d) Material Supplier, Electrical	Material Supplier, Electrical asg 15000 GVW or heavier truck equipped with cable winch and/or derrick
e) Material Supplier, Electrical	Material Supplier, Electrical asg Oil Truck, Vactor Truck, Pump Truck or Tool Room
f) Electrical Helper	Material Supplier, Electrical

28.14.2 If the Department does not within the time provided herein receive any applications from qualified applicants for posted openings, the transfer rules of this Section shall not apply.

28.14.3 The Department shall have the right to make transfers at the request of employees whose health or physical condition makes it advisable to transfer them from duty in occupations which are hazardous or involve physical or mental strain, and nothing in this Agreement shall be construed to restrict or restrain the Department in the exercise of such right.

28.14.4 The purpose of this Section is to establish the process that will be used when it becomes necessary to transfer employees between any of the following work units:

URD	Overhead Line Construction
Streetlighting	Line Service

When the workload (work quantity and committed completion dates) changes due to decisions or circumstances outside of the department's control, and produces a workload peak that exceeds the capacity of the available or assigned work force, employees may be shifted from their job in the work unit (bid position) to another work unit within job classifications for purposes of meeting workload peaks or to cover for the absence of critical skills. Such transfers shall be accomplished utilizing the following process:

- Priority shall be given to transferring work between units and/or headquarters over transferring employees temporarily between units within headquarters to meet workload peaks.

- The reason necessitating the transfer shall be provided to the employee.

- For temporary assignments of five (5) or less working days, employees will be given verbal notice as soon as possible, but in no case later than the end of their previous workday.

- For temporary assignments lasting over five (5) working days, employees will be given not less than forty-eight (48) hours advance notice, in writing.

- Such temporary transfers of employees from their work group shall consider:

  - Employees shall experience no change in hours of work or headquarters.

  - Volunteers first by classification, seniority and headquarters.

  - If no volunteers are available, transfers shall be made by reverse order of seniority. Employees with previously approved vacation or other previously approved leave shall be excluded during that specific time period.

  - Non-voluntary transfers shall be limited to thirty (30) working days or eight (8) incidents, whichever comes first, in any calendar year.

- "Work unit" shall be defined as the employees regular job assignment per Section 28.14 of the Agreement.

This section shall only apply to Section 28.14 of the Agreement. All other sections of Article 28 and other articles in the Agreement shall remain in full force and effect.

28.15 An annual reimbursement of $140.00 will be made to those employees that do not receive FR Clothing. Any questions as to the application of this Article shall be resolved by the Joint Labor Management Committee.

28.15.1 FR / Arc Resistant Clothing:

a. The Letter of Agreement fully executed on January 5, 2014 shall be updated as follows

and the Letter of Agreement shall be incorporated into the contract.

i. Initial Outfitting Contributions:
   1. Daily wearer with Coveralls "initial outfitting" contribution shall be increased to $1,661.
   2. Daily wearer without Coveralls "initial outfitting" contribution shall be increased to $1,496.
   3. Intermittent wearer "initial outfitting" contribution shall be increased to $620.

ii. Yearly Contributions:
   1. Daily wearer with Coveralls "yearly" contribution shall be increased to $992.
   2. Daily wearer without Coveralls "yearly" contribution shall be increased to $860.
   3. Intermittent wearer with Coveralls "yearly" contribution shall be increased to $245.

28.16 The Department, with the cooperation of the Union and the affected employees, shall make every effort to find employment for employees that are displaced as a result of automation programs at the hydro plants and substations, including, but not limited to, the following:

1. The Department shall make every effort to place employees within the Light Department or other City departments at comparable rates of pay.

2. The Department shall make every effort to provide retraining programs and necessary classes.
3. The Department shall make every effort to locate employment with other utilities; however, the acceptance of this employment is purely voluntary on the part of the employee.

28.17 The Department shall pay the amounts for the below classifications per employee during the term of this Agreement as a yearly lump sum payment allowance via payroll for the cost of purchasing protective footwear. Any questions as to the application of this Article shall be resolved by the Joint Labor/Management Committee.

i. Lineworker-$400 per year
ii. All other classifications under U100-$250 per year
iii. Dispatchers-$150 per year

28.18 The Department will pay all fees associated with obtaining and renewing a Commercial Drivers License, for employees required to obtain/maintain such license.

28.19 When the crew at a worksite consists of two (2) journeyworkers, one (1) journeyworker shall be designated and compensated as a Journeyworker in Charge (JIC). When a crew consists of three (3) or more journeyworkers, apprentices, and/or other classifications, one (1)

journeyworker shall be designated and compensated at the Working Crew Chief rate.

ARTICLE 29. WORKING RULES FOR OPERATING PERSONNEL WORKING IN SUBSTATIONS

29.1 The installation, maintenance, and operation of light and power equipment in substations and operational support for Cedar Falls and Tolt shall be considered the work of Electrician Constructors and other classifications and job titles as identified in Article 29 and Article 32. These rules (Articles 29 and 32) shall not conflict with the present duties of other classifications covered by this Agreement.

29.1.1 Effective with the signing of the 1995-98 Collective Bargaining Agreement, the classifications of Electrician Constructor and Substation Operator I and II were combined into one classification. A separate work force of Operating personnel will be maintained to respond to the System Control Center. Incumbent employees in the Substation and Power Station Operator titles were placed in job titles of Electrician Constructor (Operator Incumbent) and Electrician Constructor (Operator Incumbent) Working Crew Chief assigned Crew Coordinator. The titles and status of employees in this work unit are:

Prior Job Classification	Incumbent Title	New Combined Classification Title
Substation Operator II	Electrician Constructor (Operator Incumbent)	Electrician Constructor
Substation Operator I	Electrician Constructor (Operator Incumbent)	Electrician Constructor
Power Station Operator, assigned Crew Coordinator	Electrician Constructor (Operator Incumbent) Working Crew Chief assigned Crew Coordinator	Electrician Constructor Working Crew Chief assigned Crew Coordinator

29.1.2 The job tasks listed in Appendix C, paragraphs "A" of Sections I. and II. shall be performed by employees in either title, Electrician Constructor or Electrician Constructor (Operator Incumbent) at both the journey and Crew Chief/Crew Coordinator levels, upon signing of this Agreement. After training, employees in these titles shall perform the work in Appendix C, paragraphs "B" of Sections I. and II. as assigned. Job tasks in Appendix C are in addition to those performed prior to negotiation of this Agreement. The parties agree that the department has the responsibility to provide training on "B" list duties and that Incumbent Operators have the responsibility to take advantage of that training within their work schedule.

29.2 Employees in the Power Stations Operations Unit as of August 8, 1994 were assigned to Operator Incumbent job titles, per Section 29.1.1 and were identified in a Memorandum of Agreement between the Union and the City.

29.2.1 Except for just cause discipline, Operator Incumbents shall not be laid off or demoted except through attrition, or voluntary change of both classification and work unit.

29.3 It is agreed that the System Control Center shall be headquarters for Substation Operations personnel.

29.4 The working schedule may include vacation days in the days off.

29.5 The complement of a crew on shift at the various attended substations shall consist of an adequate number of employees in proper and applicable classifications necessary to the operation of the plant.

29.5.1 Members of crews shall be required to perform only those duties which properly fall within the job description of their individual classifications and except in cases of extreme emergency involving danger to life or property, there shall be no unreasonable expansion of the employees normal workload. The job description and workload shall include the duties which result from the combination of job classifications as described in Sections 29.1, 29.1.1, 29.1.2, and 14.5.b.3.

29.5.2 The Working Crew Chiefs assigned Crew Coordinators may be required to fill shifts on the day shifts of the Crew Coordinator normal workday.

29.6 The working schedule for each work period shall be posted for seven (7) days before it is to go into effect.

29.7 Transfers requested by operating personnel shall be made as provided in the General Working Rules 28.14.

29.7.1 The seniority to bid for vacancies shall be computed as of the day the vacancy occurs. For this purpose, an annual seniority list shall be furnished the Union and sent to all headquarters. All jobs to be vacant over six (6) months except for vacation relief, shall be filled by bidding. Any job to be open for more than one (1) year, except for sick leave, shall be filled by bidding as if it were a permanent opening. The successful bidder shall be placed on the job as soon as practical.

29.8 Schedules provided for rotation of shifts and/or rotation of days off shall be mutually agreed upon by the signatories of this Agreement and the Department. Staffing and workload influence and play a part in the schedule. The Department has a responsibility to disclose workload and staffing levels in a timely manner because they influence and play a part in the development of work schedules. Bidding within the same classification to these agreed upon work schedules shall be by seniority as defined in Section 28.14.

29.8.1 When a permanent vacancy occurs in the Substation Operations Work Unit, the open position on the work schedule shall be offered to employees within the Unit by the bid procedure defined in Section 29.8. The Employer shall then either bid the position in accordance with 29.8.2 or develop a new schedule pursuant to 29.8.3.

29.8.2 Upon completion of the work schedule bid procedure, the vacancy will be filled by the following procedure:

1. By Electrician Constructors through a bid (Headquarters and Work Unit);

2. If no bids are received and management decides not to hire a replacement, then the least senior Electrician Constructor may be assigned to the Substation Operations Work Unit;

3. If no bids are received and management decides to hire a replacement, then management will hire an Electrician Constructor into the vacant position.

29.8.3 If the vacant position is not to be filled upon completion of either the bid procedure in Section 29.8.1 or 29.8.2, a new schedule will be mutually agreed to. Relief personnel may be scheduled to fill the schedule vacancies until the new schedule is adopted.

29.9 Safety meetings shall be held regularly at a centrally located place or places and at the time of day specified by management. At least one representative from each station shall be in attendance.

29.10 When sick or injured, operating employees shall if physically possible, notify their immediate supervisor by telephone or otherwise sufficiently in advance so that relief can be provided. Employees must also keep their supervisors informed as to their availability to return to work.

29.11 All operating personnel temporarily assigned to the Bothell Substation shall be compensated in the amount of an additional one-half hour's pay per day when so assigned.

29.12 Vacations shall be scheduled in accordance with Sections 11.4 and 11.8, however, consideration will be given to classification seniority as determined by Article 29.

29.13 The working schedule for Electrician Constructor (Operator Incumbent) and Electrician Constructors working in Substation Operations may include six (6) Orientation Days per employee, per calendar year. An Orientation Day is defined as a shift during which the employees familiarize themselves with equipment and operating practices, while performing no routine duties. It is desirable that these days be spaced so that no more than two (2) are scheduled per employee in any three (3) month period. Any Orientation Day utilized for relief work shall be rescheduled to the closest practical later date. Orientation days shall be worked the same hours as the employee's current working shift hours provided the employee has submitted a prior training plan and that plan has been approved or modified by their supervisor. Employees who fail to submit a training plan, or those with plans that are expressly disapproved as opposed to being modified by their supervisor, will report for Orientation training at a time designated by their supervisor and in consonance with the training that is to be accomplished. A plan submitted by an employee may be modified or revised by their supervisor in consonance with the training that is to be accomplished, but such a plan will not be expressly disapproved except for a good training reason.

ARTICLE 30. WORKING RULES FOR LINE CREWS

30.1 All framing of poles will be done by Lineworkers with the help of Lineworker Apprentices and/or Material Suppliers. The erection of poles will be done by Line Crews. This rule does not apply to erection or maintenance of poles under the supervision of Transmission Lineworkers who have Line personnel under their jurisdiction.

30.2 Stubbing of poles will be done under supervision of a Line Crew Chief, Lineworker, or Transmission Lineworker.

30.3 All tree trimming where there is a possibility of contact with transmission or distribution circuits will be done by Lineworkers.

30.4 Crews normally under a Line Crew Chief will not be regularly scheduled for work on Saturdays.

30.5 When employees are required to put in time before or after their regular working hours for the purpose of picking up vehicles or trailers or for loading materials, only the additional time worked will be compensated for at the overtime rate.

30.6 The standard workday shall consist of eight (8) hours, exclusive of meal periods, in any twenty four (24) hour period, except for employees on approved Alternate Work Schedules (AWS), whose daily and weekly hours of work shall be governed by their assigned schedule. ~~without regard to any particular shift or the number of shifts which may be scheduled~~. For the purpose of payroll accounting, the workday shall begin at 12:01 a.m. The hours of work for the day shift shall consist of four (4) hours from 7:45 a.m. until 11:45 a.m. and four (4) hours from 12:15 p.m. until 4:15 p.m. Whenever it is found necessary to meet department needs, hours of duty may also be scheduled to cover the period between 4:15 p.m. and 7:45 a.m.; or the hours of standard work shifts may be varied; provided that notice of such variations shall be given as far in advance as practically possible; and provided further that no variation shall be made solely for the purpose of avoiding overtime payment to employees who would otherwise be entitled thereto. When travel for the meal is involved, it will be included in the one-half (1/2) hour meal period; provided, however, that a meal period of one (1) hour may be taken by crew(s) of the Line Division during periods when weather conditions warrant, under the following conditions:

a. When Crew Chiefs request a one (1) hour meal period for their crew they must notify the Supervisor or designee prior to the meal period that day.

b. When travel for the meal is involved, it will be included in the one (1) hour meal period.
c. When a one (1) hour meal period is taken by a crew, the affected employees will work one-half (1/2) hour later on that shift ~~(until 4:45 p.m.)~~ so as to complete the ~~eight (8) hour~~ workday.

30.7 The basic Line Crew shall consist of the following:

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1 Crew Chief
1 Lineworker
2 Any combination of Lineworker, Material Supplier, or Lineworker Apprentice. However, there will be no more than one (1) 1st through 7th period Lineworker Apprentice on any four (4) member crew.

30.7.1 Not more than two (2) employees shall be working on a pole or structure at any one time.

30.7.2 The crew chief is a working crew chief on four (4) member crews.

30.7.3 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, a Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker per WAC 296 Chapter 45. A Journeyworker shall immediately be designated and compensated at the Crew Chief rate per Section 28.13.

A Crew Chief who, in his/her judgment, needs to leave the job site in order to perform assigned duties and responsibilities, shall designate a Journeyworker per WAC 296 Chapter 45 and Section 17.2 of this Agreement. Compensation for each such designation by a Crew Chief shall be made per Section 28.13. However, such compensation shall become effective only when the Crew Chief is absent from the job site for two (2) or more hours (accumulative) in a day.

30.7.4 The four (4) member crew shall do all linework with the following exceptions, provided that the Crew Chief has determined that adequate equipment is available to do the work safely.

30.7.4.1 The four (4) member crew shall not transfer conductors or change crossarms on 3-phase corners involving dead ended energized 26 kV circuits.

30.7.4.2 The four (4) member crew shall not work on any circuits above an energized 26 kV circuit.

30.7.4.3 The four (4) member crew shall not hang 3-phase transformer banks or capacitor banks above energized primaries.

30.7.4.4 The four (4) member crew shall not pull wire in the vicinity of energized primaries.

30.7.4.5 The four (4) member crew shall not reconductor 120/240 kV circuits.

30.7.5 In the event the crew is given an assignment which the Crew Chief determines is beyond the capability of the crew, for reasons involving training needs, appropriate classifications/skills, safety or difficult work situations, the Crew Chief will return the job for assignment to a larger crew or will arrange for additional workers of appropriate classifications/skills to be assigned to the crew.

30.7.6 A Line Crew with less than four (4) members shall limit their work to secondaries, streetlights, guywires, insulator washing, replacing pole grounds, installing molding and guy guards, maintenance inspections, pole testing, removal of vacated poles below the primary conductors, and installing anchors. Any departure from the basic four (4) person overhead line crew structure shall be subject to the following restrictions:

1. This will only take place when all possible four (4) person crews have been formed, with the proper classifications.

2. Any line crew with less than four (4) persons shall include a Crew Chief and Journeylevel Lineworker.

3. If it is not possible to comply with the preceding restrictions, unassigned personnel shall be combined with other existing crews or placed on special assignment within their classification assisting a Crew Coordinator.

4. The work assigned shall be consistent with the skill levels of the members composing the crew and equipment available, as determined by the Crew Chief.

30.8 The Department at its discretion may assign other work crews to perform the work as defined in Article 30.

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30. 9 **Dedicated Service Crews (DSC)**

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30.9.1 DSC shall consist of 1- Overhead Line Crew Chief and 3 Overhead Journey-level Lineworkers.

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Other line crews shall not be filled using personnel off the DSC except in emergency situations. The union shall be notified as soon as possible. Personnel from line crews may be used to fill DSC if needed.

30.9.2 DSC may run as 2-2 person crews, a 3-person crew, or a 4/ 4+ person crew, at Crew Chief's discretion in accordance with the work being assigned.

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a. When the crew is split into 2 crews, the first crew shall consist of the Crew Chief and one Journey Level Lineworker. The second crew shall consist of 2 journey level lineworkers and one linework shall be paid at the JIC rate.

30.9.3 DSC shall remain on their respective overtime list.

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30.9.4 DSC shall not be called away for emergent line service work during their normal working hours.

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30.9.5 DSC shall be filled by bid initially; if no bids occur, the crew shall be filled following reverse seniority.

1. Initial Crew Chief placement shall be based on one time bid. Future placement for Crew Chief shall be an assignment.
2. Crew Chief bid shall be completed prior to lineworker bids. Future placement for Lineworker shall be an assignment.

30.9.6 DSC shall follow Alternative Work Schedule Agreement.

30.9.7 DSC shall report directly to Overhead Line Supervisor

30.9.8 There shall be no more than one Dedicated Service Crew at each service center who will work under the Dedicated Service Crew (DSC) rules

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ARTICLE 31. WORKING RULES FOR UNDERGROUND NETWORK CREWS

31.1 All cable splicing, installation, and maintenance of primary and higher voltage cable, of secondary and DC cables and terminal ends in the Underground Network shall be considered under the jurisdiction of Journeyworker Cable Splicers. For reasons of this Agreement, the Underground Network is understood to mean electrical facilities directly associated with area-wide secondary network systems. All other work in connection with any underground installation may be done by either journey level Lineworkers, journey level Electrician Constructors or journey level Cable Splicers, as determined by Department management.

31.2 The Underground Crew shall connect to the first point of feed of customer's wiring.

31.3 A crew pulling lead covered cables or non-leaded cables with power shall include not less than two (2) Journeyworker Cable Splicers and shall be supervised by a Crew Chief.

31.4 With respect to underground, when capacity of the main line switch is over 200 amps and when worked hot, such work shall be done by not less than two (2) Journeyworker Cable Splicers one (1) of whom may be a working Crew Chief.

31.5 In the Underground Section 15000 GVW or heavier trucks equipped with cable winch and/or derrick when used for pulling cable or handling transformers shall be operated by a Material Supplier (assigned to operate 15000 GVW or heavier truck equipped with cable winch and/or derrick).

31.6 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, a Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker per WAC 296 Chapter 45. A Journeyworker shall immediately be designated and compensated at the respective Crew Chief rate per Section 28.13.

A Crew Chief who, in his/her judgment, needs to leave the job site in order to perform assigned duties and responsibilities, shall designate a Journeyworker per WAC 296 Chapter 45 and Section 17.2 of this Agreement. Compensation for each such designation by a Crew Chief shall be made per Section 28.13. However, such compensation shall become effective only when the Crew Chief is absent from the job site for two (2) or more hours (accumulative) in a day.

31.7 The basic Underground Network Crew will be:

1 Cable Splicer Crew Chief
1 Journeyworker Cable Splicer
1 any of the following: Journeyworker Cable Splicer, Cable Splicer Apprentice or Material Supplier.

31.7.1 The crew structure may vary, depending on the availability of employees (e.g. sick leave, vacation, training or other leave of absence) and/or assigned work tasks. The following are possible variations from the basic crew structure:

- Cable Splicer Crew Chief
- Journeyworker Cable Splicer
  any combination of two (2) of the following:
  - Journeyworker Cable Splicer
  - Material Supplier
  - Cable Splicer Apprentice

- Cable Splicer Crew Chief
- Two (2) of any combination of the following:
  - Material Supplier
  - Cable Splicer Apprentice

31.7.2 Any departure from the basic three (3) person Network crew structure shall be subject to the following restrictions:

1. This will only take place when all possible three (3) person crews have been formed, with the proper classifications.

2. Any Underground Network crew shall include a Crew Chief.

3. If it is not possible to comply with the preceding restrictions, unassigned personnel shall be combined with other existing crews or placed on special assignment within their classification assisting a Crew Coordinator.

4. The work assigned shall be consistent with the skill levels of the members composing the crew and equipment available, as determined by the Crew Chief.

31.8 The Cable Splicer Crew Chief shall be a Working Crew Chief when four (4) or fewer employees are assigned to a crew. When there are more than four (4) employees, the Crew Chief shall supervise only, and will not work with tools except in cases of emergency.

31.9 The three (3) member crew will do all cable splicing work with the following exceptions, provided that the Crew Chief has determined that adequate equipment is available to do the work safely.

31.9.1 The three (3) member crew shall not lay or install 3-inch or larger steel conduit.

31.9.2 The three (3) member crew shall not perform cable pulls.

31.9.3 The three (3) member crew shall not install an integral web collector bus. Assembly is permitted while working in a vault containing energized equipment.

31.9.4 The three (3) member crew shall not perform fault locating.

31.10 In the event the crew is given an assignment which the Crew Chief determines is beyond the capability of the crew, for reasons involving training needs, appropriate classifications/skills,

safety or difficult work situations, the Crew Chief will return the job for reassignment to a larger crew or will arrange for additional workers of appropriate classifications/skills to be assigned to the crew.

31.11 A non-working Cable Splicer Crew Chief shall not supervise more than seventeen (17) employees at one time or more than three (3) working Crew Chiefs.

31.12 All primary hot tapping on a pole shall be done by journey level Lineworkers and/or Line Crew Chiefs.

31.13 On scheduled overtime jobs the work will be performed by employees in the proper classifications. A Cable Splicer Crew Chief, if assigned, shall supervise other classifications involved only as necessary to coordinate the entire operation. To further the end result the Crew Chief may assign them work common to all classifications.

31.14 All hot work on underground distribution cables carrying over 300V shall be done by two (2) Journeyworker Cable Splicers, one (1) of whom may be a Working Crew Chief.

31.15 When employees are required to put in time before or after their regular working hours for the purpose of picking up vehicles or trailers or for loading materials, only the additional time worked will be compensated for at the overtime rate.

31.16 All lead covered power cable and high voltage pipe-type cable work to include removal for salvage and reuse or for scrap shall be done by Journeyworker Cable Splicers, Working Crew Chiefs, and their respective Apprentices or Material Suppliers. In the URD and 4kV Unit Substations lead covered power cable to be removed for salvage or scrap may be done by other qualified Journeyworkers listed in Section 31.1. High voltage lead covered power cable testing for "dead" shall be accomplished by two (2) qualified Journeyworker Cable Splicers one (1) of which may be a working Crew Chief.

31.17 Outside of the Underground network areas all underground facilities shall be installed and maintained by Cable Splicers, Lineworkers, Electrician Constructors and their respective Helpers, Material Suppliers, Apprentices and/or working Crew Chiefs except the ditching, trenching and backfilling as described in Section 39.2; provided, however, that all spot networks, dedicated network cable, terminal ends, high voltage pipe-type cable and self-contained cable shall be installed and maintained by Cable Splicer Crew Chiefs, Journeyworker Cable Splicers, and their respective Apprentices, and/or Material Suppliers.

31.18 Journeyworker Cable Splicers working on a pole shall be assisted from the ground by a Cable Splicer Apprentice, Material Supplier, another Cable Splicer and/or Cable Splicer Crew Chief when working on a lead cable, pipe-type cable, or any cable over 5000 volt rating.

31.19 Cable Splicers (non-network) may bid for available positions in the network area on a seniority basis.

ARTICLE 32. WORKING RULES FOR ELECTRICIAN CONSTRUCTORS IN STATIONS AND SHOPS

32.1 The installation, maintenance, and operation of light and power equipment in substations shall be considered the work of Electrician Constructors and other classifications and job titles as identified in Article 32 and Article 29. These rules (Articles 32 and 29) shall not conflict with the present duties of other classifications covered by this Agreement.

32.1.1 Incumbent employees in the Electrician Constructor and Electrician Constructor Crew Chief titles will remain in these job titles as modified below. The titles and status of employees in this work unit are:

Prior Job Classification	New Combined Classification Title
Electrician Constructor	Electrician Constructor
Electrician Constructor Working Crew Chief	Reverted Electrician Constructor
Electrician Constructor Working Crew Chief	Electrician Constructor Core Crew Chief
Electrician Constructor Working Crew Chief	Electrician Constructor Working Crew Chief (Shops, Spares, Out-of-Class)
Electrician Constructor Working Crew Chief Assigned Crew Coordinator	Electrician Constructor Crew Chief Assigned Crew Coordinator

32.1.2 The job tasks listed in Appendix C, paragraphs "A" of Sections I. and II. shall be performed by employees in either title, Electrician Constructor or Electrician Constructor (Operator Incumbent) at both the journey and Crew Chief/Crew Coordinator levels, upon signing of this Agreement. After training, employees in these titles shall perform the work in Appendix C, paragraphs "B" of Sections I. and II. as assigned. Job tasks in Appendix C are in addition to those performed prior to negotiation of this Agreement. The parties agree that the Department has the responsibility to provide training on "B" list duties and that Electrician Constructors have the responsibility to take advantage of that training, within their work schedule.

32.1.3 A co-equal training and implementation team will be established and will report on their progress to the JLMC in accordance with the Memorandum of Agreement "Co-Equal Training and Implementation Team."

32.2 A crew shall be assigned primary responsibility for all capital improvement projects (CIP) and maintenance work in substations within the core groups of north and south stations listed in Section 32.3 below.

32.2.1 The basic crew assigned to, and responsible for, each core shall be a minimum of five (5) electrical workers.

- An Electrician Constructor Core Crew Chief;
- Four (4) journey level workers; and

- Additional personnel may be journey level worker(s), Helper(s) or Apprentice(s).

These crews may be shifted in whole or part within the core, or as otherwise covered in this Agreement, to meet the needs of the Department. Beyond the crew minimum, management has the right to allocate vacant positions; these allocations are subject to review by either party at the JLMC.

32.3 Employees in Station Construction and Maintenance work units shall have the right to bid vacancies in a core group by seniority as described in Section 28.14. Vacancies within cores will first be bid within their respective headquarters prior to being offered as part of a classification headquarters bid, then to the remaining headquarters prior to being offered as part of a classification headquarters bid. Requests to be considered for these assignments will be made via e-mail. Concerns over station assignments will be addressed through JLMC.

By Headquarters, the Core Group and associated stations are:

A. North Service Center Headquarters

Core 1: Bothell and Shoreline Substations
Core 2: Viewland, University, and North Substations
Core 3: Broad, ~~Union~~ Denny, and Canal Substations.

(Work at North Mountain Substation will be assigned from Core 1 or the North Service Center. Work at the North Service Center and Annex, METRO work, unit substations (4kV), commercial/industrial substations, and the System Operations Center shall be assigned from North Service Center.)

B. South Service Center Headquarters

Core 4: Creston, Delridge and East Pine Substations
Core 5: South Substations and Union
Core 6: Duwamish , Massachusetts Street Substation

(Work at NuCor Steel will be assigned from Core 6 or the South Service Center. Work at Boeing, unit substations (4kV), and the commercial/industrial substations will be assigned from the South Service Center.)

32.3.1 Bidding for Journeyworkers and Helpers will occur after the initial selection of Crew Coordinators and Crew Chiefs.

32.3.2 Electrician Constructor Crew Chief assigned Crew Coordinators will be assigned to plan, schedule, coordinate and monitor the installation, maintenance, construction, repair and operation of facilities used for the distribution and transmission of electrical power. Assignment to these positions shall be made per Article 43, Section 43.5.

32.3.3 The Battery Crew will report to a Crew Chief.

32.3.4 Apprentices' reporting assignments will continue to be governed by ECAC and Apprenticeship Standards. No new bidding rights for apprentices are created by the new combined classification.

32.4 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, a Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker. A Journeyworker shall immediately be designated and compensated at the Crew Chief rate per Section 28.13.

32.4.1 A Crew Chief who, in his/her judgment, needs to leave the job site in order to perform assigned duties and responsibilities, shall designate a Journeyworker per Section 17.2 of this Agreement. Compensation for each such designation by a Crew Chief shall be made per Section 28.13. However, such compensation shall become effective only when the Crew Chief is absent from the job site for two (2) or more hours (accumulative) in a day.

32.4.2 When the crew at a worksite consists of two (2) journey level Electrician Constructors, one (1) of the journey level Constructors will be assigned and paid as a Journeyworker-In-Charge and compensated in accordance with Article 28.19. If two (2) crew members at a worksite consist of one (1) journey level Electrician Constructor and any other job classification, the requirement for supervision is satisfied.

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32.4.3 The Core Crew Chief shall supervise only, and will not work with tools except in cases of emergency.

32.4.4 When there are more than four (4) employees and there is no Core Crew Chief, the Crew Chief shall supervise only, and will not work with tools except in cases of emergency.

32.4.5 ~~When the crew at a worksite consists of any combination of three (3) or more journey level Electrician Constructors, Electrician Constructor Apprentices, and/or Electrical Helpers, one (1) of the journey level Constructors will be assigned and paid as an Electrician Constructor Working Crew Chief.~~ Covered by 28.19

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32.4.6 A Core Crew Chief shall not supervise more than seventeen (17) employees at one time or more than three (3) Crew Chiefs.

32.5 Locating work in stations and switchyards will be the work of Electrician Constructors. When Constructors perform locating work on either scheduled or unscheduled overtime, they shall have a Crew Chief on duty or else a Journeyworker will be designated and compensated at the Crew Chief rate.

32.6 On-site reporting within core can be required up to one hundred-twenty (120) working days of eight (8) hours each (960 hours per calendar year).

32.6.1 Minimum notice for mandatory assignment will be seven (7) calendar days.

32.6.2 Minimum expected on-site reporting shall be for one (1) week and the Crew Coordinators and Crew Chiefs will make good faith projections (jobs may be stacked).

32.6.3 Minimum notice to end on-site reporting shall be one (1) week, unless the change is due to decisions or circumstances outside of the Department's control. (See Section 28.5.1 for detail.)

32.6.4 Voluntary on-site reporting may exceed one hundred-twenty (120) days, with preference first to the core, and then to others within that Headquarters, with the approval of the Crew Chief and the Supervisor.

32.6.5 Absences occurring when a crew is on-site reporting may be covered by the following:

- Fill with selected volunteers;
- Send substitute from service center;
- Run crew short;
- Use Operators for selected tasks (Section 32.1.2).

32.6.6 Management shall be allowed to assign employees from outside the core. These cannot be mandatory on-site assignments. Management will provide transportation to location and back to Headquarters.

32.6.7 Management will provide transportation to and from stations if meetings are required by the Department while a crew is reporting on site, and travel shall be part of the employee's work time.

32.6.8 The facilities required of stations for on-site reporting are lockable bathroom, personal lockers, secured parking, lockable tool storage, safety items (stocked first aid kit, fire extinguisher, blood pathogens kit) and telephone.

32.7 The Shops work shall be divided into two (2) crews, each supervised by a Working Crew Chief. The workload for each of these crews will be divided as follows: Electric repair shop and commercial wiring work; transformer testing and repair. The crew size may vary.

32.7.1 Electrician Constructors and Helpers may be required to rotate within the shops to maintain skill level.

32.7.2 Other Electrician Constructors may be assigned to backfill Electric Shop positions as needed. (Shops will not be an on-site assignment for Station Constructors.)

32.7.3 Out-of-town assignments shall be voluntary. Management shall have the right to make assignments if there are no volunteers. Shops will provide support for small, temporary labor needs for the hydroelectric projects.

32.7.4 Apprentices will provide support per their normal assignment. Apprentices will not be permanently assigned to Shops crews.

ARTICLE 33. WORKING RULES FOR LINE SERVICE CREWS

33.1 When two (2) or more shifts of Line Service Crews are required, all shifts shall rotate at least every two (2) calendar months except when employees request late or undesirable shifts as permanent shifts and they can be granted by the Department.

33.2 In emergency conditions Material Suppliers may be called out with Line Service Crews.

33.3 On Sundays, holidays, and after 5 p.m. on regular workdays, all employees of the Line Service Section shall be required to perform those duties consistent with rendering adequate customer service, including street light maintenance; provided that employees on these shifts shall do no new construction work and providing further that they shall not perform other routine duties which can reasonably be done on regular workdays.

33.3.1 The basic Line Service crew will be:

1 Journey level Lineworker in Charge.
1 Lineworker.

33.3.2 The crew structure may vary, depending on the availability of employees (eg sick leave, vacation, training or other leave of absence) scheduled shifts and/or assigned work tasks as agreed to by the Journeyworker in Charge. The following are possible variations from the basic crew structure:

1 Journey level Lineworker in Charge
1 Lineworker
1 Any of the following:
Line Apprentice
Material Supplier

33.3.3 From one (1) hour after sunset until one (1) hour before sunrise, there shall be two (2) Journeyworkers working together on the climbing of poles to perform work within two (2) feet of 4kV primary, as provided in Section 5.10 of the Electrical Workers Safety Rules, except that one (1) employee may be used in cases of emergency, as provided in Section 5.4 of those safety rules.

33.3.4 Lineworkers working alone shall perform those one (1) member jobs normally required for continuity of customer service.

33.3.5 Line Service crews scheduled to work Sundays, holidays and before 8 a.m. or after 5 p.m. on regular workdays shall consist of no less than two (2) journey level Lineworkers per crew.

33.3.6 Line Service may install meters in conjunction with new residential service installations to a maximum of four (4) meter sets per service installation.

33.4 Transfers to Line Service shall be considered as transfers to another headquarters and shall be made as provided in the General Working Rules 28.14.

33.4.1 Bidding to Journeyworker-in-Charge, Line Service Crew shall be limited to Lineworkers in the Line Service Section; and provided also that only time in the Line Service Section will apply for the awarding of the bid. Following one (1) continuous year of service in the Line Service Section, total Lineworker seniority shall apply for future bidding.

ARTICLE 34. WORKING RULES FOR METER

34.1 All Meter Electricians shall draw out material and replace stock on Department time.

34.2 Established headquarters for all Meter Electricians shall be designated for each employee by the City Light Department. If more than one (1) headquarters is established for Meter, headquarters will be selected per Article 28 of the Collective Bargaining Agreement.

34.3 All Meter Electricians shall report to headquarters unless the location for the work in which they are engaged is nearer to their homes than headquarters, in which case they may be requested to go directly to the job from home. In such case, their time shall commence at the time of leaving home.

34.4 All Meter Electricians shall travel from headquarters to headquarters on Department time.

34.5 All Meter Electrician Crew Chiefs shall be Working Crew Chiefs and may perform all functions of journey Meter Electricians. Incumbent Non-Working Meter Crew Chiefs will have bid rights to Meter Crew Chief Assigned Crew Coordinator per Sections 43.6 and 28.14.

34.6 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, a Meter Electrician Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment) for two (2) hours or more shall be replaced by a journey Meter Electrician as long as there is a viable crew of two (2) or more Meter Electricians including a Crew Chief. While working in that capacity the Journeyworker shall be compensated at the respective Crew Chief rate per Section 28.13 of this Agreement.

34.7 The following shall be considered the work of a journey Meter Electrician. The installation, permanent removal, testing, calibration, programming, auditing, repairing, and adjusting of revenue watthour meters, metering transformers, meter calibration equipment, indicating and recording electrical metering instruments, and associated metering data schemes from point of metering to customers interface. The installation, removal, testing, calibration, programming, dismantling, repairing or adjustment of parts of metering equipment used in City Light substations and generation plants, as may be assigned. Trouble calls on residential, commercial/industrial installations and panels.

These rules shall not conflict with the present duties and jurisdictions of other classifications covered by this Agreement.

34.8 Meter Electricians shall perform storm spotting while under the direction of the Trouble Center Dispatcher and will require two (2) people per vehicle.

34.9 The hours of work for the Meter Unit for one (1) shift per day, or for morning shift where there is more than one (1), shall normally be from 7:30 a.m. to 4 p.m. with one-half (1/2) hour off for lunch.

~~34.10 To assist in training and improving job skills, a skill maintenance training program will be developed by a standing training committee selected by mutual agreement of Labor and Management to include a Meter Crew Coordinator, Meter Crew Chief and journey Meter Electrician which shall meet quarterly to establish and assess training programs.~~

- 34.10 To assist in training and improving job skills, a skill maintenance training program will be developed by a standing training committee selected by mutual agreement of Labor and Management to include a Meter Crew Coordinator, Meter Crew Chief and journey Meter Electrician which shall meet quarterly to establish and assess training programs.

- 34.11- Station/Generation Meter Electrician (SGME) OJT and OOC Program

  1. Purpose
  The purpose of this program is to provide structured On-the-Job Training (OJT) for Station/Generation Meter Electricians (SGME) and to establish Out-of-Class (OOC) assignments to support operational needs.
  2. Pre-Qualification
  Candidates must have obtained, or currently hold, an IBEW Meterman Card prior to participation in the program.
  3. OJT Structure
  Six-Month Program Candidates will be evaluated monthly for progress and knowledge retention according to the following curriculum:

  • Month 1: Substation and Generation system functions; Bulk Power exchange
  • Month 2: Meter construction and system applications
  • Month 3: Construction print reading and project identification
  • Month 4: Meter programming and functionality
  • Month 5: Transducer testing/scaling and DNP mapping/scaling
  • Month 6: Meter testing/calibration and record keeping
  4. Proficiency and OOC Assignment • Successful candidates will be afforded a Proficiency Exam for SGME OOC (Station/Generation Meter Electrician Out-of-Class) status.
  • SGME OOC employees may work as a second person to a permanent SGME and provide coverage as needed.
  • When a permanent SGME position becomes available, candidates with SGME OOC status may apply as the pre-qualification requirement for the classification.
  • Applicants will be selected to participate in a proficiency exam and working test for hiring into a permanent SGME position.
  5. SGMECC OOC Status
  • All SGME employees must have two (2) years of experience, or equivalent, to obtain SGMECC OOC (Station/Generation Meter Electrician Crew Chief Out-of-Class) status.
  • When a permanent SGMECC position becomes available, all qualified SGMECC OOC candidates may apply.
  6. Apprentice and Journeyworker Rotations
  • Apprentices shall rotate through the team to gain experience across all SGME duties.
  • Journey-level employees shall have the opportunity to rotate to expand experience and obtain OOC status to provide coverage as needed.

7. Wages *shall be the same as those in the Electrician Constructor Series.*

~~*shall be the same as those in the Electrician Constructor Series.*~~

ARTICLE 35. WORKING RULES FOR COMMUNICATIONS ELECTRICIANS

35.1 Communications Electricians have responsibility for Operational Technologies (OT) communication equipment, telemetry equipment, RTU's, video equipment and infrastructure, internal voice communication and recording system, outside plant, and mobile radio and radio console communication systems throughout SCL service territory but not within the scope of generation communication electricians.

35.2.1 Generation Communications Electricians reporting to Skagit are responsible for Communication Plant east of Darrington.

35.2.2 Any Programmable Logic Controller (PLC) at Generations sites outside of the physical plant will be the responsibility of the Communication Electricians.

35.2.3 Generation Communications Electricians are responsible for installation, maintenance, and repair of the project LAN providing highspeed internet access for residents (Skagit) and repair of the on-project LAN using switches, routers, and firewalls to transport special circuits between generation sites (Skagit).

35.2.4 Generation Communications Electricians reporting to Boundary are responsible for Communication Plant within the Boundary Project and City Light-owned equipment south to Spokane.

35.3 Communications Electricians will have responsibility for communications equipment and transport of newly implemented operations technologies.

35.4 Responsible for the Local Area OT Network (LAN) in automated substations

35.5 Work that occurs in the comms room or buildings on SCL Communications Equipment is the responsibility of Communication Electricians up to the SCL point of demarcation.

35.6 Communications Electricians have responsibility for Installation, maintenance, and repair of Underground communications cables and innerduct when passing through communications vaults and/or hand-holes with no distribution or transmission infrastructure.

35.6.1 Have the responsibility for Installation, maintenance, and repair of Aerial communications cables and innerduct from ground to one foot above the neutral.

35.7 The Non-working Communications Electrician Crew Chief will have the following responsibilities; to plan, schedule, coordinate and monitor the installation, maintenance, construction, repair and operation of facilities, communications equipment, and outside plant related to transport of Operational Technology (OT) and its associated LANs in operations.

35.7.1 The Non- working Crew Chief shall supervise only and shall not be permitted to use tools except in case of emergency.

35.8 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, the Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker per WAC 296 Chapter 45. A Journeyworker shall immediately be designated and compensated at the respective Crew Chief rate per Section 28.13.

35.8.1 A Crew Chief who, in his/her judgment, needs to leave the job site in order to perform assigned duties and responsibilities, shall designate a Journey worker per WAC 296 Chapter 45 and Section 17.2 of this Agreement. Compensation for each such designation by a Crew Chief shall be made per Section 28.13. However, such compensation shall become effective only when the Crew Chief is absent from the job site for two (2) or more hours (consecutive) in a day.

35.9 When the crew at a worksite consists of two (2) journey-level Communication Electricians and the non-working Communication Electrician Crew Chief is not present, one (1) of the journey level Communication Electricians will be assigned and paid as a Journeyworker-In-Charge.

35.10 A Journey worker shall be immediately designated as a Communication Electrician Crew Chief and shall be a working Crew Chief when more than three (3) Communication Electricians are assigned to a crew and the non-working Communication Electrician Crew Chief is not present. When there are more than four (4) employees, and Non-working Crew chief is not present, then a journey worker shall be immediately designated as a Non-Working Communications Electrician Crew Chief.

35.11 A non-working Communication Electrician Crew Chief shall not supervisor more than seventeen (17) employees at one time or more than three (3) working Crew Chiefs.

ARTICLE 36. WORKING RULES FOR POWER PRODUCTION PERSONNEL

36.1 Employees will be notified of impending assignment before quitting time of previous day worked. (The intent of this provision is that tools, etc., will be gathered on Department time.)

36.2 All employees will report to Newhalem and travel to work locations in department vehicles on department time. ~~Management reserves the discretion to determine, based on business need, any employees who are not to be required to report to Newhalem.~~

36.3 During regular work hours when Generation employees are prevented from returning to their assigned work location because of impassable roads or similar conditions beyond their control, they may upon reporting to their supervisor be permitted to work at their regular rate of pay at a Seattle City Light location designated by that supervisor. Employees who are not given a work assignment shall be on standby during normal working hours and compensated at their regular rate of pay. Employees who do not accept a work assignment pursuant to this paragraph will be eligible to use their accumulated leave.

36.4 The job functions of Hydroelectric Operators and Electrician Constructors at the Skagit Project may be shared as described in Appendix D. ~~Hydroelectric station is defined as the powerhouse and switch yard when operational.~~

36.4.1 The Gorge, Diablo, Ross and Boundary hydroelectric stations, when staffed, shall be operated by a Hydroelectric Operator II.

36.4.2 ~~When the crew at a worksite consists of two (2) or more Journey Level Workers, one (1) of the Journey Level Workers will be assigned and paid as a Journey Worker In Charge (111.65%). If two (2) crew members at a worksite consist of one (1) Journey Level Worker and any other job classification, the requirement for supervision is satisfied.~~

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36.5 When employees are prevented (due to impassable roads or similar conditions) from returning to their regular place of residence after completing their workday, the Department shall provide the employees with food and quarters at no cost to the employees. Section 18.3 shall apply. Employees shall return to their own place of residence as soon as conditions allow.

36.6 Hourly employees covered by this agreement shall be compensated for all time spent traveling to and from out of-town work assignments that are not their normal worksite as deemed compensable under the Washington Minimum Wage Act, RCW 49.46 and WAC 296-126-002(8).

36.7 *When Generation management is unavailable to crews, the Generation management will appoint a Powerhouse Journeyworker-in-Charge (PJIC) if the unavailability will exceed two (2) consecutive hours. Generation Management may appoint a PJIC if the unavailability will not exceed two (2) consecutive hours, especially when safety concerns or direct supervision requirements of the crews make on-site supervision necessary. The employee so designated will supervise, but will also work and shall be permitted to use the*

tools of their respective trade. The classification of "Powerhouse Journeyworker-in-Charge" is unique to this Bargaining Unit and the Skagit Project. Assignments to the PJIC title will be made among employees regularly appointed to titles within Schedule A. "Unavailable" means that Generation Management is outside the Skagit Project, or that Generation Management, although within the Skagit Project, is either not on duty or not able to respond to the needs of respective personnel. ~~When a Skagit Generation Supervisor is unavailable to crews, the Generation Supervisor will appoint a Powerhouse Journeyworker in Charge (PJIC) if the unavailability will exceed two (2) consecutive hours. The Supervisor may appoint a PJIC if the unavailability will not exceed two (2) consecutive hours, especially when safety concerns or direct supervision requirements of the crews make on-site supervision necessary. The employee so designated will supervise, but will also work and shall be permitted to use the tools of their respective trade. The classification of "Powerhouse Journeyworker in Charge" is unique to this Bargaining Unit and the Skagit Project. Assignments to the PJIC title will be made among employees regularly appointed to titles within Schedule A. "Unavailable" means that the Supervisor is outside the Skagit Project, or that the Supervisor, although within the Skagit Project, is either not on duty or not able to respond to the needs of respective personnel.~~

36.8 All Hydroelectric Operator positions will be classified as Hydroelectric Operator II. Incumbents in Hydroelectric Operator positions currently designated at the trainee (I) level shall continue to be employed in the title Hydroelectric Operator I until certified as having successfully completed the training program. Upon successful completion, the Incumbent employees shall be appointed to the title of Hydroelectric Operator II. (This is a fill "in-lieu-of" situation. That is, the position will be allocated to the classification of Hydroelectric Operator II. The position is filled with an employee with a job title of Hydroelectric Operator I in lieu of the title to which the position is allocated until such time as the employee is appointed to the higher paying title.)

36.9 Newhalem, Boundary, and Cedar Falls are designated as headquarters for bidding purposes and will meet the requirements of Article 28.

36.10 Skagit Housing

a. All employees of the City Light Department Skagit Project who were hired after January 1, 1973 and who currently reside in city-owned housing on the project will continue to abide by the terms of their respective monthly rental agreements. All future new hires who can be offered and who elect to live in city-owned housing on the project will be subject to these same terms.

c. The City will continue to determine the job classifications along with the number and location of positions which are to be considered as key positions. Individuals employed in key positions will be required to live on-site at the Skagit Project to assure their availability to cope with emergencies. Employees in these key positions will continue to receive city-owned housing and utilities at no cost. It is clearly understood that future

numbers and location of each classification/position considered key may be increased or decreased as determined by the City.

36.11 Electrical Helper or Hydro Maintenance Worker II - Boundary will be assigned ~~Operator, Heavy Equipment~~ as a Power Structure Mechanic ~~under the following conditions:~~

~~a.~~ When operating any equipment that Power Structure Mechanics operate at Skagit or in Seattle. ~~When operating a front loader with bucket capacity over one (1) cubic yard.~~

~~b. When operating a mobile crane over five (5) ton capacity. Payment while assigned Operator Heavy Equipment will be based on the next higher whole hour of actual equipment operation.~~

36.12 When a Hydroelectric Operator I does switching for the B.P.A. the Operator shall be paid the Hydroelectric Operator II rate for the next higher whole hour.

~~36.13 Personnel temporarily assigned to the Boundary Project shall be paid one half (1/2) hour pay per day at the straight time rate as compensation for travel time between the work site and the board and/or lodging facility. This payment will be in addition to that provision contained in Section 18.3.~~

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36.14 The Generation Supervisor shall arrange vacation time for the Boundary Project personnel. Vacation schedules may limit the number of employees simultaneously allowed vacation time. Vacation time shall not be prohibited during any portion of the year, except for a planned unit of work. The vacation restriction shall be not more than one (1) month per year.

36.14.1 The working schedule may include vacation days in the days off.

36.14.2 The working schedule for each work period shall be posted for seven (7) days before it is to go into effect.

36.14.3 Schedules provided for rotation of shifts and/or rotation of days off shall be mutually agreed upon by the Union and the Department. Staffing and workload influence and play a part in the schedule. The Department has a responsibility to disclose workload and staffing levels in a timely manner because they influence and play a part in the development of work schedules. Bidding within the same classification to these agreed upon work schedules shall be by seniority as defined in Section 28.14.

36.15 The maintenance crew chiefs shall be under the supervision of a~~n~~ Generation Supervisor.

36.16 The Boundary Hydroelectric Operators shall be under the supervision of a working Chief Hydro Operator. The employee in this position may fill in for regular shifts as may be determined to be necessary by the Generation Supervisor.

36.17 When the Skagit Powerhouse supervisor is absent from their respective premises for more than two (2) consecutive hours, the Department may appoint any one (1) of the journey classifications as "In Charge." The employee so designated will supervise but will also work and shall be permitted to use the tools of their respective trades.

36.18 The Skagit Hydroelectric Operators shall be under the supervision of a Working Chief Hydro Operator. The Chief Operator may fill in for regular day shifts as may be determined to be necessary by the Operations Supervisor. ~~The Chief Operator shall work the same hours as the maintenance crew.~~

36.19 The work schedule for the Skagit hydroelectric operators shall be a schedule of ten (10) workdays of eight (8) hours each followed by four (4) days off. The four (4) days off shall be every other Friday, Saturday, Sunday, Monday. The work hours shall be 7:45 a.m. through 4:15 p.m. The remainder of Schedule 'A' employees shall be 7:45 a.m. through 4:15 p.m., Monday through Friday. Alternative hours of work and schedules may be approved by mutual agreement of Management and the Union.

36.19.1 Work on the Friday through Monday days off shall be performed on a scheduled or callout overtime basis, or in conjunction with the Holiday Operator Schedule pursuant to the Skagit MOU, date August 12, 2003.

36.20 The work schedule for Boundary maintenance crew shall be 7 a.m. through 3:30 p.m., Monday through Friday. Alternative hours of work and schedules may be approved by mutual agreement of Management and the Union.

36.21 The work schedule for Cedar Falls/Tolt shall be 7 a.m. through 5:30 p.m., Monday through Thursday. Alternative hours of work and schedules may be approved by mutual agreement of Management and the Union.

36.21.1 Apprentices assigned to Cedar Falls shall work the Cedar Falls work schedule unless this schedule interferes with school. The Apprentice will report to the South Service Center or the North Service Center as assigned for work on the Cedar Falls off day if the Apprentice does not have a forty (40) hour work week.

36.22 The Cedar Falls work crew shall consist of the following job titles:

1 Electrician Constructor Working Crew Chief
3 Electrician Constructors
1 Hydro Maintenance Worker I

36.22.1 Increases in crew size and/or the addition of other job classifications is subject to mutual agreement through discussions in JLMC and per Memorandum of Agreement on Cedar Falls.

36.22.2 Absences from this crew shall not prohibit the remaining crew members from performing their normal work duties, as long as employee safety is not compromised. The Crew Chief

shall decide how soon the absence needs to be filled. If the Crew Chief is absent for more than two (2) hours, then one (1) of the remaining journey level Electrician Constructor crew members shall be upgraded to Crew Chief.

36.22.3 The crew at the Cedar Falls and Tolt facilities is to perform all plant maintenance, construction, repair and operation within their capability. If the ~~Generation Supervisor~~ Crew Chief determines a project is beyond the crew capability, assistance will be requested from another headquarters for additional personnel to complete the project.

36.22.4 The Cedar Falls crew shall be a composite crew. Members of the crew shall be required to perform those duties which properly fall within the job description of either classification (Electrician Constructor and Hydroelectric Operator).

36.22.5 Travel from headquarters to Tolt or other job locations and back to headquarters shall be part of the employee's work time. Any transportation necessary shall be provided by the Department.

36.22.6 Management will supply transportation to and from headquarters for meetings and mandatory training. The travel shall be part of the employee's work time or compensated at the overtime rate.

36.22.7 Cedar Falls headquarters shall have a lockable bathroom (with toilet, wash area and shower), personal lockers, secured parking, lockable tool storage, safety items (to include, but not limited to, stocked first aid kit, blood pathogens kit, fire extinguisher, telephone and communications radio. This shall have no effect on any other headquarters during the term of this Agreement.

36.22.8 Overtime callouts will first be made to the Crew Chief. Failing contact with the Crew Chief the callout will be made to other Journeyworkers on the Cedar Falls crew; if they are unavailable, callout will be covered by Electrician Constructor (Operator Incumbents) who have been trained for work at Cedar Falls.

36.22.9 Transfers to Cedar Falls shall be considered as transfers to another headquarters and shall be made as provided in the general working rules (Section 28.14).

36.22.10 When assistance to the Cedar Falls crew pursuant to 36.23.3 is provided, travel from normal Headquarters to Cedar Falls and back to Headquarters shall be part of the employee work time, and any transportation necessary shall be provided by the Department. Assistance shall be provided from the South Service Center.

36.23 The installation, maintenance, and operation of light and power equipment in generating plants shall be considered the work of Electrician Constructors and other classifications and job titles as identified in this article. These rules shall not conflict with the present duties of other classifications covered by this Agreement.

36.24 The complement of a crew on shift at the various attended hydroelectric plants shall consist of an adequate number of employees in proper and applicable classifications necessary to the operation of the plant.

36.25 Locating work in powerhouses and switchyards will be the work of Electrician Constructors.

36.26 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, a Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker. A Journeyworker shall immediately be designated and compensated at the Crew Chief rate per Section 28.13.

36.27 Hydro Maintenance Workers shall be supervised by the Power Structure Mechanic Crew Chief.

36.27.1 The Power Structure Mechanic Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class, special assignment) shall be replaced. When the Hydro Maintenance Crew consists of three (3) or more Hydro Maintenance Workers, one of them shall be paid at the Power Structure Mechanic Crew Chief rate of pay. When the Hydro Maintenance Crew consists of two (2) Hydro Maintenance Workers, one (1) shall be paid as a Hydro Maintenance Worker II and the requirement for supervision is satisfied.

36.27.2 When the Hydro Maintenance Crew consists of two (2) Hydro Maintenance Workers and one (1) or more is conducting work in accordance with Section 36.11 of this agreement, one (1) Hydro Maintenance Worker of that crew shall be paid as a Power Structure Mechanic Crew Chief.

ARTICLE 37. SPECIAL WORKING RULES FOR STRUCTURAL IRON WORKERS

~~Section 28.7 shall not apply to Structural Iron Workers.~~

37.1 Section 28.12.3.d shall not apply to Structural Iron Workers.

37.2 When Structural Iron Workers work in vaults, manholes, or other isolated areas there shall be another employee in the area.

37.3 ~~When three (3) or more journey level Structural Iron Workers are working on one (1) specific job, one (1) Journeyworker shall be in charge and shall receive additional compensation while acting in this capacity. This shall only be effective when their Crew Chief is absent from the premises for more than two (2) hours.~~ Per article 28.19, The Journeyworker in charge may be required to use tools.

37.4 Crew Chief shall supervise only and shall not be permitted to use tools except in case of emergency.

37.5 When a crew of three (3) or more, three per article 28.19 one shall be designated and paid at the crew chief rate. ~~(3) of whom are journey level are assigned to work out of town, one (1) will be designated as Crew Chief and compensated as such. This Crew Chief may use tools and perform all Bargaining Unit duties.~~ One of the Crew Chief's primary responsibilities is to insure that all safety rules are observed. The Crew Chief supervises employees under the direction of the local supervisor; if there is no Crew Chief, employees will be supervised by the local supervisor.

~~It is understood that the Department will continue its practice of designating one (1) employee "in charge" when two (2) journey level employees are working together. As is our current practice, no extra compensation will be paid for this designation.~~

37.6 A journey level part-time assistant to the Crew Chief may be used. Any certified Journeyworker may participate, but serving is not mandatory. Rotation will be on an hours basis (after 1040 hours, for instance.) The employee will not work in the office every day, but on an as-needed basis.

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ARTICLE 38. WORKING RULES FOR PROTECTION AND CONTROL ELECTRICIANS

38.1 The Protection and Control Electrician Crew Chief shall supervise only and shall not be permitted to use tools except in case of emergency.

38.2 When the crew working on a specific job in a remote location consists of more than one (1) Protection and Control Electrician, one (1) of the electricians will be paid at the PACE in Charge rate. A remote site is one which is located more than seventy-five (75) miles from the crews' assigned headquarters. Cedar Falls, Tolt, North Mountain, and Bothell are not considered remote sites.

~~When the crew working on a specific job in a remote location consists of more than one (1) Protection and Control Electrician, one (1) of the electricians will be paid at the Protection and Control Electrician in Temporary Charge rate. A remote site is one which is located more than seventy-five (75) miles from the crews' assigned headquarters. Cedar Falls, Tolt, North Mountain, and Bothell are not considered remote sites.~~

~~38.3~~ 38.3 Bidding to the PACE in Charge (PIC) pay title shall be limited to employees in the PACE II classification in accordance with Article 28.14.

38.4 SCL shall staff PIC positions at a minimum of 50% of the PaCE FTE assigned positions or other FTE's filled by a PaCE (not including the PaCE Crew Chief, working or non-working)

38.5 For initial placement, the PaCE II employees at Skagit will continue to rotate OOC until such a time as one of them leaves. At that time, the remaining incumbent PaCE II employee shall become the permanent PaCE in Charge. Subsequent PaCE in charge positions shall be filled by seniority bid.

For initial placement in town, the PaCE in Charge pockets shall be filled by seniority bid from the current "in-town" PaCE II employees. Subsequent PaCE in charge positions shall be filled by seniority bid from within the entire PaCE work group to include Skagit.

38.6 Protection and Control Electricians shall not do their own switching for the purpose of getting clearances on lines or equipment except Department facilities to serve a customer substation or in cases of emergency as requested by the Dispatcher.

38.7 The Protection and Control Electrician Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, or special assignment) shall be replaced by a Journeyworker. A Journeyworker shall immediately be designated and compensated at the respective Protection and Control Electrician Crew Chief rate.

38.8 The Protection and Control Electrician Crew Chief who, in his/her judgment, needs to leave the job site in order to perform assigned duties and responsibilities, shall designate a Journeyworker who is compensated at the Protection and Control Electrician Crew Chief rate. However, such compensation shall become effective only when the Crew Chief is absent from the job site for two (2) or more hours (consecutive) in a day.

38.9 The basic PACE crew will be: (1) one PCE-In Charge and (1) PACE II. When a crew consists of three (3) or more electrical workers, a PACE in Charge shall be assigned the duties of PACE Crew Chief and compensated at the PACE Crew Chief rate. When the crew consists of five (5) or more electrical workers, the PACE Crew Chief shall be non-working.

38.10 The Parties agree that the basic crew size for the Skagit PaCE Crew is two (2) crew members and does not include a crew chief. The 2016 PaCE MOU does not increase the basic Skagit PaCE crew size from two (2) to three (3). Management will designate a member of the PaCE crew at Skagit to be PaCE in Charge. The Skagit PaCE Crew will report to the in-town Crew Chief.

38.11 The Parties agree that if management assigns three (3) PaCE crew members to Skagit, management will assign one of the three (3) crew members to serve as crew chief.

38.12 The Parties agree that Seattle City Light management will identify work to be performed, prioritize work, and communicate those management decisions to the in-town PaCE Crew Chief. The in-town PaCE Crew Chief will then assign the work to the Skagit PaCE Crew.

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38.139 To assist in training and improving job skills, a skill development and maintenance training program will be developed by a standing training committee selected by mutual agreement of Labor and Management to include the Protection and Control Electrician Crew Chief and Protection and Control Electrician II which shall meet annually, or as needed, to establish and assess training programs.

38.141407 Should a problem arise with the individuals not being able to progress from a Protection and Control Electrician I to a Protection and Control Electrician II, the affected employee(s) in said position shall be afforded the opportunity to return to their previous classification(s) within the Department. If the individual was a non-Department employee prior to entering the Protection and Control Electrician I position, the employee shall be terminated.

ARTICLE 39. WORKING RULES FOR UNDERGROUND CONSTRUCTION CREWS

39.1 Power Structure Mechanic shall operate construction equipment in excavating - back filling of ditches and trenches of underground facilities.

39.2 Power Structure Mechanic shall act as leadworker in the absence of the Power Structure Mechanic Crew Chief, in the construction of transformer vaults, manholes, all nonmetallic conduit runs and installations of pre-cast transformer vaults, manholes and handholes. These crews may install the metal pre-fabricated 90 degree bend at the base of the pole, together with the first length of pipe up the pole. No permanent attachments will be made to the pole nor will these crews bend steel pipe.

39.3 Power Structure Mechanic Crew Chief shall supervise only and shall not be permitted to use tools except in the case of emergency.~~be considered working crew chiefs and permitted to use tools.~~

ARTICLE 40. POWER DISPATCHING

40.1 Power Dispatching shall be performed by employees in the following classifications:

Power Dispatcher, Senior
Power Dispatcher
Power Dispatcher, Assistant

40.2 The working schedule for each work period of twenty-eight (28) days shall be posted with copies available for each individual, a minimum of seven (7) days before it is to go into effect. The working schedule shall provide for rotation of shifts and/or rotation of days off in a repeatable pattern which shall be mutually agreed upon by the Union and the Department. The Dispatchers shall have the right to trade shifts among themselves, provided that such shift trades do not result in additional expense to the Department. The Dispatchers shall have the right to trade shifts among themselves, provided that such shift trades do not result in additional expense to the Department, and that the trades are approved by their supervisors. Bidding within the same classification to these agreed upon work schedules shall be by seniority as defined in Section 28.14.

40.3 Dispatchers will be allowed to use accrued vacation on their days off.

ARTICLE 41. WORKING RULES FOR UNDERGROUND RESIDENTIAL DISTRIBUTION CREWS

41.1 Underground Residential Distribution (URD) work covers constructing, installing, modifying, testing, maintaining and/or removing an Underground Residential Distribution system. Framing or re-framing on URD terminal poles may be done by Lineworkers working in the URD work unit.

41.2 A crew pulling primary cable between vaults shall include no less than two (2) Journeyworkers and shall be supervised by a Crew Chief.

41.3 All work on energized conductors at primary voltages including testing or primary terminators shall be done by at least two (2) Journeyworkers one (1) of whom may be a Working Crew Chief.

41.4 When a crew is switching an energized oil switch of 200 amps or more, such work shall be done by two (2) Journeyworkers one (1) of whom may be a working Crew Chief.

41.5 The parties recognize the need for continual supervision of the work and safe work practices. Therefore, a Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker per WAC 296 Chapter 45. A Journeyworker shall immediately be designated and compensated at the respective Crew Chief rate per Section 28.13.

A Crew Chief who, in his/her judgment, needs to leave the job site in order to perform assigned duties and responsibilities, shall designate a Journeyworker per WAC 296 Chapter 45 and Section 17.2 of this Agreement. Compensation for each such designation by a Crew Chief shall be made per Section 28.13. However, such compensation shall become effective only when the Crew Chief is absent from the job site for two (2) or more hours (accumulative) in a day.

41.6 The basic URD crew structure will be:

1 Line Crew Chief
2 Lineworkers
1 of the following: Lineworker, Material Supplier or Lineworker Apprentice.

41.6.1 The crew structure may vary, depending on the availability of employees (e.g. sick leave, vacation, training or other leave of absence) and/or assigned work tasks as agreed to by the Crew Chief. The following are possible variations from the basic crew structure:

Line Crew Chief	Line Crew Chief
Lineworker	Lineworker
Material Supplier	Lineworker Apprentice

Line Crew Chief
Lineworker
Lineworker

41.6.2 The Crew Chief is a Working Crew Chief on four (4) member crews.

41.6.3 In the event the crew is given an assignment which the Crew Chief determines is beyond the capability of the crew, for reasons involving training needs, appropriate classifications/skills, safety or difficult work situations, the Crew Chief will return the job for assignment to a larger crew or will arrange for additional workers of appropriate classifications/skills to be assigned to the crew.

41.6.4 Sections 30.7.4 and 31.9 shall apply to the basic URD, four (4) member crew when performing the same or similar work within the URD.

41.7 Transfers to Underground Residential Distribution shall be considered as transfers to another headquarters and shall be made as provided in the General Working Rules 28.14 provided, however, this provision does not imply that the Department cannot at its discretion assign other work crews to perform the work defined in 41.1.

41.8 A Non-Working Crew Chief performing URD work shall not supervise more than seventeen (17) employees at one time or more than three (3) working Crew Chiefs.

ARTICLE 42. WORKING RULES FOR STREETLIGHT CREWS

42.1 Transfers to Streetlighting shall be considered as transfers to another headquarters and shall be made as provided in General working rules 28.14. Disabled (e.g. permanently, partially, temporarily) electrical workers will be accommodated in accordance with applicable law.

42.2 The basic Streetlight Service crew will be:

1 Lineworker
1 Any of the following: Lineworker,
Lineworker Apprentice,
Material Supplier

42.2.1 A one person streetlight crew will be permitted to replace photo electric cells, lamps and troubleshoot street lights on residential streets only.

42.2.2 The Department and the Union agree that the one person crew may change streetlight heads only after the Department has provided adequate trucks, tools and procedures.

42.3 A working Line Crew Chief shall be assigned as one (1) of the crew members on a two (2) person crew at the North and the South Service Centers, and shall provide day-to-day field supervision for the other two (2) person Streetlighting crews at that headquarters.

42.4 The senior Lineworker when two (2) Lineworkers are assigned to a crew shall be designated as the lead person for purposes of supervising the other crew member and paid at the Lineworker JIC rate.

42.5 A two (2) member Streetlighting crew shall not work on and/or over energized primary circuits.

42.6 A two (2) member Streetlighting crew shall not install arterial streetlighting standards.

42.7 When four (4) employees, at least two (2) of whom are Journeyworkers, are working on one specific job, one (1) Journeyworker shall be in charge and shall receive additional compensation at the Line Crew Chief rate.

42.8 The journey level Lineworker assigned to the Streetlight Repair shop shall be paid at the JIC rate when supervising two (2) or more employees.

ARTICLE 43. WORKING RULES FOR WORKLOAD PLANNING AND SUPPORT PERSONNEL

43.1 Crew Coordinators shall utilize any automation and will be provided training for the operation of this equipment and technology.

43.2 Requests from individual Crew Coordinators to revert to working Crew Chief shall be honored within the requirements of the work, training of a replacement, and availability of a vacant Crew Chief position.

43.3 Crew Coordinator vacancies shall be filled by seniority bid in accordance with Section 28.14 from the Incumbent Non-Working Line Crew Chiefs respectively as of January 23, 1991. The Incumbent Non-Working Cable Splicer Crew Chief - Non Network shall be considered an Incumbent Non-Working Line Crew Chief for purposes of this Section. When the specified Incumbent Non-Working Crew Chiefs have bid, are promoted, or otherwise vacate their Crew Chief position (retire, resign, etc.), or absent such bids, Crew Coordinators shall be assigned from the respective Working Crew Chiefs.

43.4 The present Incumbent Non-Working Cable Splicer Crew Chief shall be allowed a one (1) time successful bid for appointment to the title of Cable Splicer Crew Chief assigned Crew Coordinator. This one (1) time bid right will be exercised at the Incumbent's discretion.

43.5 Electrician Constructor Crew Coordinator vacancies shall be filled by seniority bid first from the Incumbent Non-Working Electrician Constructor Crew Chiefs as of October 14, 1994. Such bid shall be first offered within a headquarters. If no bids are received, bids will be honored across headquarters. The South headquarters shall include the shops. Each Incumbent Non-Working Crew Chief shall be allowed a one (1) time successful bid for appointment to this title to be used at their discretion.

43.6 Meter Crew Chief Assigned Crew Coordinator vacancies shall be filled by seniority bid in accordance with Section 28.14 from the Incumbent Non-Working Meter Electrician Crew Chiefs respectively as of January 23, 2002. When the specified Incumbent Non-Working Crew Chiefs have bid, are promoted, or otherwise vacate their Crew Chief position (retire, resign, etc.), or absent such bids, Crew Coordinators shall be assigned from the respective Working Crew Chiefs.

43.7 Employees appointed to Crew Coordinator will not be assigned to the work of a Crew Chief except in emergencies.

ARTICLE 44. WORKING RULES FOR LOCATORS

44.1 The parties recognize the need for continual supervision of the Locator crew. Therefore, a Crew Chief with an approved absence from the crew (vacation, sick leave, industrial injury, leave of absence, training, out-of-class assignment, special assignment) shall be replaced by a Journeyworker. A Journeyworker shall immediately be designated and compensated at the Crew Chief rate per Section 28.13.

44.1.1 When the Locator crew consists of seven (7) or more crew members (including the Crew Chief), then the Crew Chief becomes a Non-Working Crew Chief.

44.1.2 If the Crew Chief is absent from the work assignment and:

a. there are two (2) journey level Locators on the same work assignment, then one (1) will be designated and paid as a JIC at the 111.65% rate.

b. the crew consists of three (3) or more of any classification on the same work assignment, then one (1) Journeyworker will be designated and compensated as a Working Crew Chief.

c. the crew consists of one (1) Locator on the same work assignment, that crew member will be paid at the journey level rate.

44.1.3 When Locators work either scheduled or unscheduled overtime, they shall have a Crew Chief on duty or else a Journeyworker will be designated and compensated at the Crew Chief rate.

44.2 The Locator overtime accumulation list determines who is called. However, the duty Supervisor may consider distance as a factor if he/she is notified that the requester has a crew on site. The Locator overtime accumulation list shall include all Locators and the Locator Crew Chief.

The Locator overtime accumulation list determines who is offered scheduled overtime.

44.3 The Crew Chief makes the work assignments. In the event a Locator is given an assignment which he or she determines is beyond his or her individual capability for reasons involving training needs, appropriate classifications/skills, safety or difficult work situations, the Locator will notify the Locator Crew Chief who shall arrange for additional workers of appropriate classification/skills to be assigned to the crew.

44.4 Transfer of locating work, as defined in Section 28.14.4, shall be to Network or URD crews.

44.5 Cable Splicers and Lineworkers may bid to the Locator crew, per Section 28.14. Transfers to the Locator crew(s) shall be considered as transfer to another headquarters and shall be

made as provided in the General Working Rules 28.14. Successful bidders will be assigned to the Locator crew(s) as a Lineworker assigned Locator or Cable Splicer assigned Locator; however, they will retain their status and continue to accrue seniority in their base classification as Lineworker or Cable Splicer.

44.6 Cable Splicers assigned Locator or Lineworkers assigned Locator will be eligible for selection and permanent assignment to Locator Crew Chief one year after assignment to the Locator crew. A Locator Crew Chief may return to their base class of Cable Splicer or Lineworker, but they cannot transfer to another Crew Chief position, other than a Locator Crew Chief.

A journey level Cable Splicer assigned Locator or Lineworker assigned Locator is eligible for temporary, out-of-class assignment to Locator Crew Chief after successfully completing the training in locating work.

44.7 All members of the Locator crew will be trained and utilized in all aspects of locating work, included in the URD and Network.

44.8 Upon a successful bid, each employee will have a training assessment done by the Crew Chief and Supervisor. The Crew Chief and/or Journeyworkers will do the training; management will make the determination of when the crew member has successfully completed the training.

44.9 The following job titles will be used for positions assigned to Locator work.

Cable Splicer assigned Locator	~~132.11%~~
Cable Splicer assigned Locator Crew Chief	~~148.61%~~
Lineworker assigned Locator	~~132.11%~~
Lineworker assigned Locator Crew Chief	~~148.61%~~

Locator Crew Chiefs will be selected from the Locator crew.

44.10 These Locator unit work rules shall supersede the terms and conditions of the following grievance settlement letters: 1) February 4, 1992, #91-015 and 2) May 15, 1990, #89-04.

ARTICLE 45. RETIREMENT

45.1 Pursuant to Ordinance 78444, as amended, and as further amended in 1998 by Ordinance Numbers 119275 and 119291, all employees shall be covered by the Seattle City Employees Retirement System. The 1998 amendment incorporates the terms and conditions of the settlement agreement signed on August 19, 1998, by the City and a coalition of Unions representing City employees, including IBEW, Local 77, as follows:

Any retirement system member who was employed in a Bargaining Unit position on or after January 1, 1998, which was represented by the Union shall be provided retirement benefits consistent with the following concepts:

a. An annual, compounding COLA of 1.5%.

b. A 60% "floor" COLA adjusted annually with no limitation to the annual increase in the CPI.

c. A member's retirement allowance shall reflect the highest of the calculations described in a, b, or the "13th Check."

d. Effective January 1, 1999, the existing six (6) month waiting period required before new employees become eligible for retirement system membership shall be eliminated as a policy matter.

e. If through negotiations or by other means the City makes changes to benefits under the Seattle City Employees' Retirement System different from those reflected above, the Union will be given the opportunity to review said changes and either accept or reject them.

45.2 City of Seattle Traditional, City of Seattle Preventive, Secure Horizons (affiliated with PacifiCare) and Group Health Cooperative (Standard and Deductible): A pre-Medicare eligible retiree health care plan shall be made available by each health care plan provider for employees covered by the provisions of this contract who retire from IBEW, Local 77 represented positions and their City employment.

45.3 During the term of this agreement the City of Seattle shall have the right to re-open on proposed changes to the retirement system.

ARTICLE 46. Journeyworker assigned Safety, Health and Wellness (JSHaW)

46.1 The Journey Worker Assigned SHaW is a full time Two (2) year assignment filled through a competitive selection process. The assignment may be extended in increments of 12- months by mutual agreement between SCL and Local 77. The role will be filled by a journey-level worker or above. Management may exercise its right to select and assign from various bargaining units those journeyworkers assigned SHaW with knowledge of safety rules and safe work practices.

Journey Workers assigned to SHaW are selected to support the following crafts:

a. Line
b. Stations
c. Network
d. Meter
e. Additional Journey Worker's Assigned SHAW may be hired as necessary.

Headquarters: Candidates will be notified of the assigned Headquarters.

Reporting Relationship: The Journey Worker Assigned SHaW will report to the Director of the Safety, Health, and Wellness Division or similar director level unless a different reporting relationship is agreed upon between the Parties.

Rate of Pay: The rate of pay for the Journey Worker Assigned SHAW will be the crew chief rate for the electrical trade that they support, i.e. journey worker assigned SHaW supporting the network employees or cable splicers shall be paid at the Crew Chief, Cable Splicer - Network Area.

Working Conditions: The Journey worker assigned SHaW shall retain their standing on the overtime callout roster. The Parties agree that the priority is the SHaW work assignment. Journey Workers who accept an overtime callout are responsible for managing any impacts to the SHaW work assignment such that the SHaW assignment is subject to the least adverse effect.

Journey worker assigned SHaW shall not be used to perform normal crew work nor to supplant any journey worker while performing SHaW duties.

In this position, management shall not allow the skimming of work done by a given craft/classification, by any other.

Journey worker assigned SHaW shall not participate directly in the disciplinary process.

ARTICLE 47. Dedicated Service Crews (DSC)

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47.1 DSC shall consist of 1- Overhead Line Crew Chief and 3 Overhead Journey-level Lineworkers.

Other line crews shall not be filled using personnel off the DSC except in emergency situations. The union shall be notified as soon as possible. Personnel from line crews may be used to fill DSC if needed.

47.2 DSC may run as 2-2 person crews, a 3-person crew, or a 4/ 4+ person crew, at Crew Chief's discretion in accordance with the work being assigned.

- When the crew is split into 2 crews, the first crew shall consist of the Crew Chief and one Journey Level Lineworker. The second crew shall consist of 2 journey level lineworkers and one linework shall be paid at the JIC rate.

47.3 DSC shall remain on their respective overtime list.

47.4 DSC shall not be called away for emergent line service work during their normal working hours.

47.5 DSC shall be filled by bid initially; if no bids occur, the crew shall be filled following reverse seniority.

- Initial Crew Chief placement shall be based on one time bid. Future placement for Crew Chief shall be an assignment.
- Crew Chief bid shall be completed prior to lineworker bids. Future placement for Lineworker shall be an assignment.

47.6 DSC shall follow Alternative Work Schedule Agreement.

47.7 DSC shall report directly to Overhead Line Supervisor

47.8 There shall be no more than one Dedicated Service Crew at each service center who will work under the Dedicated Service Crew (DSC) rules

Schedule A Wages

January 23, 2026, to January 22, 2027

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Cable Splicer-Assigned Locator	73.95	77.03	80.24	83.45	86.79
Cable Splicer-Journeyworker In Charge	77.89	81.14	84.52	87.90	91.41
Cable Splicer Helper-Net Area	55.45	57.77	60.17	62.58	65.08
Cable Splicer Helper-Non-Net(Incum)	54.41	56.68	59.04	61.40	63.86
Cable Splicer Crew Chief-Net Area	83.19	86.65	90.26	93.87	97.63
Cable Splicer Crew Chief-Non Net(Incum)	83.19	86.65	90.26	93.87	97.63
Cable Splicer Crew Chief-Assigned C Coordinator	83.19	86.65	90.26	93.87	97.63
Premium + 5 %	4.16	4.33	4.51	4.69	4.88
Cable Splicer Crew Chief-Assigned Locator	83.19	86.65	90.26	93.87	97.63
Cable Splicer-Net Area	73.95	77.03	80.24	83.45	86.79
Cable Splicer-Non Net Area(Incum)	73.95	77.03	80.24	83.45	86.79
Cable Splicer-Journeyworker In Charge-Assigned PT	77.89	81.14	84.52	87.90	91.41
Cable Splicer-Journeyworker In Charge-Assigned VT	77.89	81.14	84.52	87.90	91.41
Cable Splicer Apprentice (67%)	53.76				
Cable Splicer Apprentice (71%)	56.98				
Cable Splicer Apprentice (77%)	61.79				
Cable Splicer Apprentice (79%)	63.39				
Cable Splicer Apprentice (83%)	66.60				
Cable Splicer Apprentice (87%)	69.81				
Cable Splicer Apprentice (91%)	73.02				
Cable Splicer Apprentice (95%)	76.23				
Communications Electrician II-In TempCharge	70.04	72.96	76.00	79.04	82.20
Communications Electrician Journeyworker-In Charge-Skagit	70.04	72.96	76.00	79.04	82.20
Communications Electrician I	61.57	64.14	66.81	69.48	72.26
Communications Electrician II	66.50	69.27	72.15	75.04	78.04
Communications Electrician II	66.50	69.27	72.15	75.04	78.04
Communications Electrician II	66.50	69.27	72.15	75.04	78.04
Communications Electrician Crew Chief	74.81	77.93	81.18	84.42	87.80
Craft Instructor-Apprenticeship	78.21	81.46	84.86	88.25	91.78
Craft Instructor-Apprenticeship (LineCrew Chief)	84.85	88.38	92.06	95.74	99.58
Craft Instructor-Apprenticeship (PaCE Crew Chief)	104.64				
Electrician Constructor Apprentice (67%)	53.76				
Electrician Constructor Apprentice (71%)	56.98				
Electrician Constructor Apprentice (77%)	61.79				
Electrician Constructor Apprentice (79%)	63.39				
Electrician Constructor Apprentice (83%)	66.60				
Electrician Constructor Apprentice (87%)	69.81				
Electrician Constructor Apprentice (91%)	73.02				

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Electrician Constructor Apprentice (95%)	76.23				
Electrical Work Rev Crew Chief	83.19	86.65	90.26	93.87	97.63
Network Reviewer	91.51	95.32	99.29	103.26	107.39
Electrical Helper-Boundary	41.99	43.73	45.56	47.38	49.27
Electrical Helper-Boundary	41.99	43.73	45.56	47.38	49.27
Electrical Helper-Boundary	41.99	43.73	45.56	47.38	49.27
Electrical Helper-Boundary/Heavy Equipment	44.58	46.43	48.37	50.30	52.31
Electrical Helper	41.99	43.73	45.56	47.38	49.27
Electrical Helper	41.99	43.73	45.56	47.38	49.27
Electrical Helper	41.99	43.73	45.56	47.38	49.27
Electrician-Constructor-Working Crew Chief	83.19	86.65	90.26	93.87	97.63
Electrician-Constructor Crew Chief-Assigned Crew Coordinator	83.19	86.65	90.26	93.87	97.63
Premium + 5 %	4.16	4.33	4.51	4.69	4.88
Electrician-Constructor Core Crew Chief	83.19	86.65	90.26	93.87	97.63
Electrician-Constructor Crew Chief	83.19	86.65	90.26	93.87	97.63
Electrician-Con-In TempCharge	77.89	81.14	84.52	87.90	91.41
Electrician Constructor Assigned Substation Op	73.95	77.03	80.24	83.45	86.79
Electrician-Constructor	73.95	77.03	80.24	83.45	86.79
Generation Station/Substation Meter Electrician	73.95	77.03	80.24	83.45	86.79
Generation Station/Substation Meter Electrician CREW CHIEF	83.19	86.65	90.26	93.87	97.63
Electrician-Constructor-Working Crew Chief-Assigned C Coordinator	83.19	86.65	90.26	93.87	97.63
Premium + 5 %	4.16	4.33	4.51	4.69	4.88
Hydrocrane Operator	50.38	52.48	54.66	56.85	59.12
Journeyworker In Charge	77.89	81.14	84.52	87.90	91.41
Journeyworker In Charge-Powerhouse	80.77	84.13	87.64	91.14	94.79
Journeyworker Assigned Meter	68.53	71.39	74.36	77.34	80.43
Journeyworker Assigned Streetlighting	73.95	77.03	80.24	83.45	86.79
Hydroelectric Operator I					
Hydroelectric Operator I	67.39	70.20	73.13	76.05	79.09
Hydroelectric Operator II	73.61	76.67	79.87	83.06	86.39
Hydroelectric Maintenance Worker II-Gen	44.58	46.43	48.37	50.30	52.31
Hydroelectric Maintenance Worker II-Gen-HEO	44.58	46.43	48.37	50.30	52.31
Hydroelectric Maintenance Worker I-Gen	41.99	43.73	45.56	47.38	49.27
Hydroelectric Maintenance Worker I-Gen	41.99	43.73	45.56	47.38	49.27
Hydroelectric Maintenance Worker I-Gen	41.99	43.73	45.56	47.38	49.27
Hydroelectric Operator,Chief	81.18	84.56	88.08	91.61	95.27
Line Crew Chief-Assigned C Coordinator	83.19	86.65	90.26	93.87	97.63
Premium + 5 %	4.16	4.33	4.51	4.69	4.88
Lineworker	73.95	77.03	80.24	83.45	86.79
Line C Crew Chief	83.19	86.65	90.26	93.87	97.63
Lineworker-Assigned Locator	73.95	77.03	80.24	83.45	86.79
Lineworker-Assigned Powerline Clearance	79.35	82.66	86.10	89.55	93.13

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Lineworker Pre-Apprentice	48.07	50.07	52.15	54.24	56.41
Lineworker,Transmission	79.35	82.66	86.10	89.55	93.13
Lineworker Apprentice (67%)	53.76				
Lineworker Apprentice (73%)	58.57				
Lineworker Apprentice (77%)	61.79				
Lineworker Apprentice (80%)	64.20				
Lineworker Apprentice (85%)	68.21				
Lineworker Apprentice (90%)	72.21				
Lineworker Apprentice (95%)	76.23				
Lineworker Crew Chief-Assigned Locator	83.19	86.65	90.26	93.87	97.63
Material Supplier,Electric-Assigned Phd/Cw/D	50.45	52.56	54.75	56.94	59.21
Material Supplier-Assigned Leo/Pdm/Hb	53.62	55.85	58.18	60.51	62.93
Material Supplier,Electric-Assigned Equipment Cust	56.75	59.12	61.58	64.05	66.61
Material Supplier,Electric-Assigned OperatorVTCHBNSTR	47.57	49.55	51.61	53.68	55.83
Material Supplier Net Assigned VT/PT	47.57	49.55	51.61	53.68	55.83
Material Supplier,Electric-Assigned Cs and/or Cdt	46.12	48.05	50.05	52.05	54.13
2026 Meal Rate			50.10		
Meter Electrician Crew Chief,Assistant	68.53	71.39	74.36	77.34	80.43
Meter Electrician Working Crew Chief	77.09	80.30	83.65	86.99	90.47
Meter Electrician Apprentice (67%)	49.82				
Meter Electrician Apprentice (73%)	54.28				
Meter Electrician Apprentice (77%)	57.26				
Meter Electrician Apprentice (83%)	61.72				
Meter Electrician Apprentice (89%)	66.18				
Meter Electrician Apprentice (95%)	70.64				
Meter Electrician Crew Chief Assigned C Coordinator	77.09	80.30	83.65	86.99	90.47
Premium + 5 %	3.85	4.01	4.18	4.35	4.52
Meter Electrician	68.53	71.39	74.36	77.34	80.43
Pole Yard Crew Chief	59.33	61.80	64.37	66.95	69.63
Protection and Control Electrician II (138.51%)	84.85				
Protection and Control Electrician II (141.08%)	85.69				
Protection and Control Electrician II (143.66%)	87.26				
Protection and Control Electrician II (147.50%)	89.59				
Protection and Control Electrician II (151.36%)	91.93				
Protection and Control Electrician-In Charge	96.82				
Protection and Control Electrician Crew Chief	103.43				
Protection and Control Electrician I	82.58				
Protection and Control Electrician I	84.12				
Power Dispatcher,Assistant	72.17				
Power Dispatcher,Assistant	75.07				
Power Dispatcher,Assistant	77.95				
Power Dispatcher,Senior	111.52				

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Power Dispatcher	96.96				
Power Dispatcher	100.40				
Power Dispatcher	103.86				
Powerline Clear Tree Trimmer	58.81	61.26	63.81	66.37	69.02
Powerline Clear Tree Trimmer-JIC	62.23	64.83	67.53	70.23	73.04
Powerline Clear Coordinator	83.19	86.65	90.26	93.87	97.63
Premium + 5 %	3.85	4.01	4.18	4.35	4.52
Structural Iron Worker-In TempCharge	66.23	68.99	71.87	74.74	77.73
Structural Iron Worker	61.79	65.01	68.23	70.96	73.80
Structural Iron Worker Crew Chief	70.74	73.69	76.76	79.83	83.02
Power Structures Mechanic	54.33	56.60	58.95	61.31	63.77
Power Structures Mechanic Crew Chief	62.30	64.90	67.60	70.31	73.12

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APPENDIX A

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

DEPARTMENT OF CITY LIGHT

THE CITY OF SEATTLE

AND

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 77

1. The City of Seattle recognizes the International Brotherhood of Electrical Workers, Local 77, as the exclusive collective bargaining representative of employees appointed to the position title Lineworker Pre-Apprentice.

2. Effective January 23, 1988, the title of Lineworker Pre-Apprentice was accreted to Schedule "A" of the current bargaining agreement between the City and International Brotherhood of Electrical Workers, Local 77. Lineworker Pre-Apprentices will be paid at the wage rate percentage level which is 65% of the journey level rate.

3. Individuals entering the Pre-Apprentice position from other positions in City Light Department with a higher wage rate, will retain that wage during their time as Pre-Apprentice. Upon successful completion of the Pre-Apprentice Program individuals will be assigned to the position of Lineworker Apprentice, and assigned the first step wage rate of 67% of the existing Lineworker journey level rate. Individuals entering at a wage level higher than the existing first step wage rate for Apprentice will be advanced to the next highest apprentice and held at that rate until such time as their period of training is appropriate for the next step increment.

4. The Pre-Apprentice position will consist of a six month (1040) training program covering physical strength training, general electrical training, on-the-job training, and climbing school. In order to proceed to the Lineworker Apprenticeship Program, each Pre-Apprentice must successfully attain the final Program standards, including physical strength standards and climbing school, at the conclusion of their full six months of training. Failure to meet the standards within the 1040 hours will result in removal from the Pre-Apprentice Program. Individuals who enter the Pre-Apprentice Program from other positions in City Light Department and who remove themselves or are removed from the Program or do not successfully attain the final Program standards will be returned to their former positions. Individuals who were not previously employed by the Department will have their employment with the Department terminated, unless otherwise mutually agreed by the employee, the Department, and the Union, in writing. Individuals whose initial employment by the Department is a Lineworker Pre-Apprentice will serve a probationary period of six months (1040 hours). Such employees may be terminated without just cause during the probationary period.

5. All pertinent conditions of employment covered by the Collective Bargaining Agreement between the City and International Brotherhood of Electrical Workers, Local 77 shall apply to the title of Lineworker Pre-Apprentice.

6. ~~This Agreement shall remain in effect through January 22, 2017.~~

Commented [SK21]: Should we change this date or remove 6 altogether?

APPENDIX B

LETTER OF AGREEMENT

by and between

THE CITY OF SEATTLE

and the

SEATTLE CITY LIGHT DEPARTMENT

and the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 77

RE: SHIFT DIFFERENTIAL FOR GRANDFATHERING POWER DISPATCHERS, STATION OPERATORS AND BOUNDARY HYDRO OPERATORS

This LETTER OF AGREEMENT is supplemental to the AGREEMENT by and between the City of Seattle, hereinafter referred to as the City, and the International Brotherhood of Electrical Workers, Local 77, hereinafter referred to as the Union.

It is understood and agreed by and between the City and the Union that:

Effective January 23, 2006, employees named in the classifications listed below and attached hereto will continue to receive shift differential. These Power Dispatching, Substation Operators and Boundary Hydro Operator Group employees are grandfathered at the shift differential rate of 10% of their base wage and the following conditions shall apply:

1. **Retirement System Contributions:**
Shift differential pay is included as compensation on which retirement system contributions are calculated and made by the employee and by the City of Seattle. This pay is included in the calculation that determines an employee's retirement benefit if earned and paid for during the highest two years of wages that are designated as average salary as defined by the retirement system.

2. **Shift Differential is paid for** actual hours of work and paid leave for those employees assigned to a 2nd, night, swing or graveyard shift under conditions that meet the terms of this agreement within the work units designated below.

System Control Center

A. Assistant Power Dispatcher
B. Power Dispatcher
C. Senior Power Dispatcher

Power Station Operations

A. Electrician Constructor (Operator Incumbent)
B. Electrician Constructor (Operator Incumbent) Working Crew Chief Assigned Crew Coordinator
C. Electrician Constructor
D. Electrician Constructor Working Crew Chief
E. Electrician Constructor Working Crew Chief Assigned Crew Coordinator

Boundary

A. Hydro Electric Operators

3. **Boundary Hydro Electric Operators** on 1st shift, 7 days per week, will not receive a shift differential. Boundary Hydro Electric Operators on 2nd and 3rd shift, seven days per week, will receive the shift differential. Shift extensions before and after the 2nd and 3rd shifts will be at the double time rate plus the shift differential. Doubling over on a shift will not be considered a shift extension. All other overtime, whether scheduled or by callout, will be paid at the double time rate only.

4. **Power Dispatchers** scheduled to work 8-hour shifts described as Day Shifts per the Twelve Hour Schedule MOU, or the first 8 hours of a 12-hour shift, seven days per week, will not receive a shift differential. Power Dispatchers scheduled to work straight time on 8-hour shifts described as Swing Shift or Graveyard Shift, or the 12-hour shift described as a Night Shift, or the last 4 hours of a 12-hour Day Shift, will receive a shift differential for these hours. Shift extensions, either before or after a shift that is normally entitled to a shift differential, will be at the double time rate plus the shift differential. Doubling over will not be considered a shift extension. All other overtime, whether scheduled or by callout, will be paid at the double time rate only.

5. **Power Station Operators** (Electrician Constructors and Electrician Constructors [Operator Incumbents]) scheduled to work 8-hour or 10-hour shifts described as Day Shifts per the Twelve Hour Schedule MOU, or the first 8 hours of a 12-hour Day Shift, seven days per week, will not receive a shift differential. Power Station Operators scheduled to work straight time on 8-hour shifts described as Swing Shift or Graveyard Shift, or the 12-hour shift described as a Night Shift, or the last 4 hours of a 12-hour Day Shift, will receive a shift differential for these hours. Shift extensions, either before or after a shift that is normally entitled to a shift differential, will be at the double time rate plus the shift differential. Doubling over will not be considered a shift extension. All other overtime, whether scheduled or by callout, will be paid at the double time rate only.

GRANDFATHERED PERSONNEL ELIGIBLE TO RECEIVE 10% SHIFT DIFFERENTIAL

Baird, Gary
Bennett, Dennis
Blouch, Cynthia
Board, Sally
Bowen, Joshua
Bungard, Terry
Caravan, William
Chin, Thomas
Chittanounh, Vattana
Collins, Peter
Cote, Dimne
Dissel, Christopher
Drager, Alan
Dunlap, Rodney
Fujita, Laurence
Grace III, James
Graves, Larry
Hall, Donna
Harrison, Daniel
Hayashi, Henry
Jang, Michael
Johnson, Gerald
Jones, William
Kelly, Thomas
Kimes, Marshall
Kopp, Ed
Krupa, Pawel
Kurlo, Wilhelm
Leonard, Donald
Lieser III, Ralph
Lundquist, Kari
Peterson Jr, Garth
Podominich, Tom
Rick, David
Ross, Leonard
Sandoval, Marcus
Settle, Eileen
Stewart, Scott
Streissguth, Stephen
Sturgeon, Kenneth
Tongue, Patrick
Watkins, Michael
Welshon, Douglas
Wheelock, Dana
Williams, Denise

APPENDIX C

I. Examples or work performed by Electrician Constructors (Operator Incumbents) which may be performed by Electrician Constructors.

A. Examples of work that can be assigned without additional training include (but are not limited to):

1. Respond to Constructor generated alarms.
2. Disable alarms, change fuses/amprites.
3. Take readings for Dispatcher.
4. Stand-by wire down.
5. Station cleaning and relamping work.
6. Perform emergency switching (which is done now).
7. Adjust TCUL tap changers.
8. Take PCB samples to the lab for testing.

B. Examples of work that can be assigned with additional training include (but are not limited to):

1. Respond to station alarms at direction of the Dispatcher.
2. Respond to wire downs, arcing wires and perform field checks (all reasons) at the direction of the Dispatcher.
3. Tag and re-tag at the direction of the Dispatcher.
4. 4 kV Unit Stations - Under Dispatcher orders the Constructor can remove tags, restore the breaker and operationally test.
5. Evaluate problems - check relay targets, breaker operations and report to the Dispatcher.
6. Perform planned switching, clearance restoration and outage restoration.
7. Perform recloser switching, tagging and logging.
8. Do routines - test equipment, fans, pumps, alarms, readings etc.
9. Capacitor switching (both in station and in the field).

II. Examples of work performed by Electrician Constructors that can be performed by Electrician Constructors (Operator Incumbents).

A. Examples of work that can be assigned without any additional training include (but are not limited to):

1. Gassing Unit Substation transformers.
2. Changing fuses, control lights, control building and yard lights (where lift equipment is not necessary).
3. PCB inspection (& upgrading tags), inspect and change oil pads and log.
4. Unit Substation door maintenance - interlock adjustments, lube hinges, service locks, etc.

5. Monthly fire extinguisher inspection.
6. Support onsite reporting:
   i. Transport personnel (if change is needed)
   ii. Parts delivery
   iii. Set-up (start ventilating before Constructors arrive)
   iv. Assist in cleaning parts.

B. Examples of work that can be assigned with additional training include (but are not limited to):

1. Safety watch.
2. Changing gas bottles.
3. Taking oil samples for breakers and transformers.
4. Test oil samples for dielectric.
5. Explosive gas testing.
6. Assist in grounding.
7. Assist the Constructor when a second Journeyworker is needed for safety reasons.
8. Communications facilities routine inspections (i.e. French Creek).

APPENDIX D
(Skagit)

Per Article 36, Section 36.4, the parties agree the following job functions and duties may be shared between Hydroelectric Operators and Electrician Constructors:

1. When a second Hydro Operator is on site at a powerhouse and has been properly trained, the Operator may function as a safety watch, second qualified Journeyworker for installation of working grounds, confined entry observers.

   A Hydroelectric Operator may hold clearances on generators and other generation facilities as "back-up" clearance holder on extended outages. However, Hydro Operators will not be moved from one powerhouse to the other to perform this work. Hydro Operators will function as clearance holders only after an initial clearance is taken and double checks are completed.

2. Electrician Constructors may assist Hydro Operators by performing operational tasks or functions at the direction of the Hydro Operator.

3. Employees in either classification may ask for assistance from the other provided the employees are comfortable with their level of skill and knowledge for the task being performed. The sharing of tasks for assistance shall be appropriate where practical, effective, and safe.

4. A co-equal implementation team will be established and develop options for resolving problems that may arise from the shared duties between Hydroelectric Operator and Electrician Constructor. Unresolved problems shall be referred to the JLMC for final resolution.

APPENDIX E

Section 11.13 of this Agreement states: On June 1, 1993, employees with twenty (20) years of service or more were eligible to convert to the system as outlined above or remain on the system outlined in the 1991-1994 Collective Bargaining Agreement and attached hereto as Appendix E. Employees who remained on the system as outlined in the 1991-1994 Collective Bargaining Agreement may convert to the new system in September of each succeeding year. These subsequently converting employees shall receive a two-year transition period in which to use excess hours as outlined in 11.4.

VACATIONS
Article 11 From 1991-94 Collective Bargaining Agreement

The vacation accrual system in place in the 1991-1994 contract is as follows:

Vacations shall be allowed under Ordinance No. 86799 as amended by Ordinance Nos. 97110, 97354 and 95389 as follows:

11.1 Employees with less than five (5) years' service shall receive vacations at the rate of twelve (12) working days per year.

11.1.1 For service of less than one (1) year, employees shall receive vacations at the rate of one (1) working day for each month of actual service in the preceding calendar year.

11.2 Employees with more than five (5) years' service shall receive vacations at the following rate:

From 5 to 10 years' service - 15 working days
From 10 to 15 years' service - 16 working days
From 15 to 20 years' service - 18 working days
20 years' service - 20 working days
21 years' service - 21 working days
22 years' service - 22 working days
23 years' service - 23 working days
24 years' service - 24 working days
25 years' service - 25 working days
26 years' service - 26 working days
27 years' service - 27 working days
28 years' service - 28 working days
29 years' service - 29 working days
30 years' service and over - 30 working days

11.2.1 For service of less than a full year, employees eligible for vacations, as provided in section 8.2, shall receive vacations at a rate proportionate to the applicable annual vacation for each month of actual service to the nearest four (4) hours of vacation allowance.

11.2.2 Additional vacation allowances for employees with five (5) or more years' service shall accrue on January 1 of the year in which the service requirement is met.

11.3 Temporary or intermittent employees who leave the employment of the City and later are re-employed shall, for the purpose of this ordinance, commence their actual service with the date of re-employment.

11.4 Any vacation earned must be taken within the calendar year next succeeding the calendar year in which service was rendered, with the following exceptions:

11.4.1 Employees who are laid off, retired, or who resign after more than one years' service shall be given proportionate vacation earned in the current year, together with any unused earned vacations for the preceding calendar year, before being separated from the payroll.

11.4.2 On the death of an employee in active service, pay will be allowed for any vacation earned in the preceding year and in the current year, and not taken prior to the death of such employee.

11.4.3 Any employee who quits or is dismissed for cause will be allowed pay for any vacation earned in the preceding year and not taken prior to separation from City service, but not for the current year.

11.4.4 An employee granted an extended leave of absence which includes the next succeeding calendar year shall be paid in a lump sum for any unused vacation previously accrued or, at the department's option, the employee shall be required to exhaust such vacation time before being separated from the payroll.

11.4.5 All employees returning from military leave of absence as defined in Ordinance No. 69816, as amended by Ordinance No. 71739, shall be given a vacation allowance for the previous calendar year as if they had been employed.

11.4.6 Upon transfer, the Department receiving the employee shall grant any earned vacation due such employee at its expense, subject to the other rules set forth herein.

11.4.7 The minimum vacation allowance to be taken by an employee shall be one half (1/2) of a day or, at the discretion of the head of the department, such lesser fraction of a day as shall be approved by the Department Head.

11.4.8 The heads of the various departments shall arrange vacation time for the officers and employees on such schedules as will least interfere with the functions of the Department.

11.4.9 Following one (1) full calendar year of employment, an employee may carry over and/or accumulate two (2) days of vacation annually. Employees having twenty five years' service may carry over and/or accumulate five (5) days vacation annually. Employees shall not be

permitted to carry over and/or accumulate more vacation days than their current annual earned vacation. Employees who desire to carry over vacations must make their request at the time vacations are being scheduled.

Employees who elect to use 5 or more days of accumulated carry over vacation at one time, must request such use from the immediate supervisor at least 60 days in advance.

11.4.10 An employee may, upon approval of the department head, carry over a maximum of twenty days of unused vacation time to the next succeeding year when the employee has been prevented from using said vacation time by reason of injury, illness or department work schedules.

11.5 For the purpose of this ordinance, former Puget Sound Power and Light Company employees who became City Light employees as a result of the merger, and at the request of the Superintendent of Lighting, on or shortly after March 5, 1951, shall be given credit for continuous employment with the Company immediately prior to the acquisition of Puget Sound properties.

From Article 13 LEAVE OF ABSENCE

13.3 It is understood that the two days vacation carryover as provided in Article 11.4.9 is for additional days off the job because of an emergency as covered in Article 13.2 or this carryover may be used as vacation as covered in Article 11.4.9.

APPENDIX F

MEMORANDUM OF AGREEMENT

JLMC ISSUES

The City of Seattle/City Light Department

and the

International Brotherhood of Electrical Workers
Local No. 77

As part of the current contract negotiations, we hereby agree to start the process to address the following item in the Joint Labor Management Committee with the understanding that Article 3 of the Agreement by and between the City of Seattle, City Light Department and the International Brotherhood of Electrical Workers Local Union No. 77 shall apply.

Joint Issue

Advanced Electrician Constructor Apprenticeship (AECA) –

Management will continue to work with the Union in labor/management meetings to formalize the details of the program

APPENDIX G

MEMORANDUM OF UNDERSTANDING
NETWORK VACTORS AND PUMP TRUCKS

by and between

THE CITY OF SEATTLE

and the

SEATTLE CITY LIGHT DEPARTMENT

and the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 77

January 23, 2006, through January 22, 2009

This MEMORANDUM OF UNDERSTANDING is supplemental to the AGREEMENT by and between the City of Seattle, hereinafter referred to as the City, and the International Brotherhood of Electrical Workers, Local 77, hereinafter referred to as the Union.

It is understood and agreed by and between the City and the Union that:

This MOU applies to the 7 and 10 cu. Yd. Vactor trucks, and not to the 500 gallon VacTron hydroexcavator/potholer unless operated by a two person crew.

1. Vactor & Pump Trucks: The Vactor Truck/Pump Truck shall be staffed by a Journeyworker In Charge (JIC) – Cable Splicer and a Material Supplier (82.5%) and operate as a two person crew.
2. When crewmembers are added so that the crew consists of three (3) or more people, the JIC shall be compensated at the Cable Splicer Crew Chief rate.
3. The Material Suppliers on the Vactor and Pump crews shall have a Class "A" CDL with Tanker Endorsement. The JIC's on the Vactor and Pump crews shall have a Class "A" or "B" CDL with Tanker Endorsement.
4. In emergency callout situations, the JIC and Material Supplier permanently assigned to the Vactor Truck will be called first to staff the Vactor Truck, and the JIC and Material Supplier permanently assigned to the Pump Truck will be called first to staff the Pump Truck. The overtime callout list will then be used to staff the Vactor and Pump Trucks.
5. Bids for Vactor/Pump crew JIC-Cable Splicer and Material Supplier shall be awarded according to seniority.
6. For work other than emergency callout, the Vactor & Pump Trucks can also be operated by staff in classifications in other crafts, appropriate for the worksite, who have been trained in operation of the equipment.

Permanent Vactor/Pump Crew personnel shall be supplied with reflective raingear, knee high rubber boots, like those used by Firefighters and Atlas Fit brand cotton/rubber gloves or equivalent.

APPENDIX H

LETTER OF AGREEMENT

by and between

THE CITY OF SEATTLE

And the

CITY LIGHT DEPARTMENT

And the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local No. 77

For North and South Stations Realignment

Including

Electrician Constructor Reversion Rights In Stations and Shops

1. Articles 44.1, 44.2 and 44.6 shall apply.

2. Seniority for Electrician Constructor Crew Chiefs and Electrician Constructor Crew Chief assigned Crew Coordinators is combined time between the Electrician Constructor Working Crew Chief and Electrician Constructor Working Crew Chief assigned Crew Coordinator as of the date of ratification.

3. Initial assignment to Crew Coordinator positions shall be offered by seniority bid using the following order:

    a. Incumbent Non-Working Electrician Constructor Crew Chiefs (as of October 14, 1994) who have not exercised their one-time successful bid for the appointment to Electrician Constructor Working Crew Chief assigned Crew Coordinator AND the current Electrician Constructor Working Crew Chief assigned Crew Coordinators in North and South Stations that were Non-Working Electrician Constructor Crew Chiefs as of October 14, 1994; if vacancies still exist then,

    b. The incumbent Electrician Constructor Working Crew Chiefs and Electrician Constructor Working Crew Chief assigned Crew Coordinators using the combined seniority list (from 2 above).

    c. Crew Coordinators can bid headquarters for initial assignment, bid for Core Crew Chiefs (see number 4, below) or elect to become **Reverted Electrician Constructors**.

4. Initial assignment to Electrician Constructor Crew Chief positions shall be offered by seniority bid from Crew Chiefs and Crew Coordinators using the combined seniority list (from 2 [two] above). Crew Chiefs can bid headquarters and cores for initial assignment or elect to become **Reverted Electrician Constructors**.

    For the purpose of bidding, Headquarters shall be: Shops, North Stations and South Stations.

Any Crew Chiefs who become **Reverted Electrician Constructors** in Shops shall remain assigned to their current Headquarters if they so desire.

5. In the event the initial Crew Chief and Crew Coordinator positions aren't filled from the above selection criteria, the issue shall be disclosed and addressed through the JLMC process.

6. After Crew Coordinators and Crew Chiefs are determined, the remaining Crew Chiefs and Crew Coordinators shall become **Reverted Electrician Constructors**, and shall bid headquarters and core by combined seniority. (The combined seniority is total Crew Chief, Crew Coordinator and Electrician Constructor journey level time).

7. Future crew chief vacancies shall be offered first by seniority to the **Reverted Electrician Constructors** that remain on the list identified in number 2 above, but are not currently in a Crew Chief position. Each **Reverted Electrician Constructor** shall be allowed a one-time successful bid for appointment to the Core Crew Chief title to be used at their discretion. Any refusals shall not result in penalty.

8. Existing Electrician Constructor Working Crew Chiefs as of date of CBA ratification, who become **Reverted Electrician Constructors,** shall remain at the Electrician Constructor Crew Chief rate of pay (with any future general and Cost of Living Adjustment wage increases).

9. Once the Electrician Constructor Crew Coordinator and Crew Chief positions are filled, Electrician Constructors and Electrical Helpers shall bid headquarters and cores for Shops, North Stations and South Stations. Any remaining vacancies will be filled following Section 28.1

APPENDIX I

By and Between

THE CITY OF SEATTLE
City Light Department Bargaining Unit

And the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 77

The parties agree the attached Memoranda and Letters of Agreement will continue in full force and effect during the term of the new agreement which shall expire on January 23, 2017, unless the parties mutually agree otherwise.

The applicable Memoranda and Letters and affected or referenced contract sections are listed.

1	Operator Incumbents and the Appointment of Kelly and Simmons to Crew Coordinator 1/27/1995	Article 29, Article 43
2	Working Rules for Locators and Homer Overtime if Helper Needed 1/8/1999	Article 44
3	Appliance Repair MOUs and LOAs: a) Journeyworker Assigned Streetlighting (MOU) 12/19/1996 b) Headquarters Bidding for Journeyworker Assigned Streetlighting (LOA) 12/23/1996 c) Journeyworker Assigned to Technical Metering Section (MOU) 3/24/1997 d) Journeyworker Assigned to Technical Metering Section Addendum (MOU) 9/3/1997 b)	
4	Settlement Agreement re: Maintenance Electrician 5/19/1993	
5	Line Service Work Schedules – Extending work schedules agreement a) Line Service Schedule (Letter) 2/18/1993 b) New Shifts for Line Service (Agreement) 2/25/1993 c) Line Service Work Schedule Extension (Letter) 3/24/1994	Article 33
6	Hydroelectric Operator I Guidelines a) Skagit (LOA) 8/22/1995 b) Boundary (LOA) 12/23/1996	Article 36
7	Dispatchers' Work Schedule (MOA) 1/27/1995	Article 40
8	Temporary Employees Represented by Local 77 (LOA) 10/12/1999	
9	Elect Const/Comm Elect Duties/Jurisdiction (LOA) 6/23/1999	
10	Working Rules Powerline Clearance (LOA) 6/21/2000	
11		
12	Lineworker JIC Transfer and Bid Rights (LOA) 8/19/2002	Article 33
13	Power Stations Operations Work Schedule (LOA) 9/10/2002	Article 29
14	Unscheduled Overtime Callout Procedure (LOA) 4/16/2003	

15	Skagit Holiday Schedule (Agreement) 8/12/2003	Article 36
16	Condor Loaned to Other Utilities (MOA) 11/9/2004	
17		Article 36

APPENDIX J

LETTER OF AGREEMENT

by and between

THE CITY OF SEATTLE/SEATTLE CITY LIGHT

and

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,

LOCAL 77

Re: Standby Crews

The undersigned parties hereby agree to the establishment of Standby Crews. This agreement shall specify the terms and conditions agreed to between the City of Seattle/Seattle City Light (employer) and the International Brotherhood of Electrical Workers, Local 77 (collectively parties) regarding the implementation of this program/opportunity.

Standby Crews *shall not displace any current existing first responders, including line service and operators. There may be standby crew(s), as determined by City Light for the following:*

1. *North Service Center*

2. *South Service Center*

The basic crew shall consist of the following:

1 Line Crew Chief
2 Lineworkers
1 Any combination of Lineworker or Material Supplier

Once first responders have made the initial assessment and reported back to the Service Dispatcher, the Service Dispatcher then calls out the appropriate standby crew.

Whenever an employee covered by this Letter of Agreement is placed on standby duty by the Department, the employee shall be available to respond to emergency calls and, when necessary, return to work. Each member on standby shall be issued a City Light phone and report to the headquarters within forty-five (45) minutes of receiving the call. The Department and Union agree that situations and/or weather conditions may occur that could prevent an employee on standby from arriving to the Service Center within 45 minutes of being called. ***Employees who cannot report within 45 minutes should not volunteer to be on standby.***

Should a standby crew member(s) fail to respond within 45 minutes then, after 60 minutes, Line Service may be utilized to supplement the standby crew until the standby crew member(s) arrive. At no other time will Line Service be utilized in place of the standby crew members. At no time will Line Service be utilized if additional crew members are needed.

When an employee fails to respond within the 45 minute window period then the following will be assessed;
The employee will be removed from their Standby List for one rotation after first incident of non-response. The duration of the removal will run two (2) weeks.

Standby assignment will be from a list of volunteers, the lists shall be comprised of members currently assigned to either an overhead or underground crew. There shall be three (3) standby lists:

1. *Line Crew Chief*
2. *Lineworker*
3. *Material Supplier*

Standby lists shall be created on a quarterly basis and posted two weeks prior to their application.

Line Crew Chief's assigned to standby crew will alternate between overhead and underground crew chiefs.

When assigned to standby, the member will be compensated for standby duty at the rate of two (2) hours of their regular straight time hourly rate of pay for weekdays, and regular weekends, and compensated at the rate of three (3) hours of their regular straight time hourly rate of pay for holidays and holiday weekends. When an employee is called into work, the provisions of Article 28.2 and Article 28.2.1 shall apply.

Issues arising out of the standby crew shall be resolved by mutual agreement in JLMC

This agreement expresses in writing the entire Agreement between the parties. This Agreement may be amended or extended by mutual agreement between the Union, the Department, and the City. If mutual agreement cannot be reached on any desired changes, the Letter of Agreement shall remain in full force and effect as originally drafted and signed.

The parties agree to all of the above by their signatures affixed hereto:

For the City of Seattle	*For the Union*	*For Seattle City Light*
_____	_____	_____
Steven A. Jewell	*Joe Simpson*	*DaVonna Johnson*
Labor Negotiator	*Business Rep*	*HR Officer*
City of Seattle	*IBEW Local 77*	*Seattle City Light*
*Date*_____	*Date*_____	*Date*_____

APPENDIX K

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Memorandum of Agreement
By and Between
The City of Seattle, Seattle City Light
And
The International Brotherhood of Electrical Workers, Local 77
Regarding Alternative Work Schedules

This Memorandum of Agreement ("MOA") regarding Alternative Work Schedules is made and entered between the City of Seattle ("City"), Seattle City Light ("SCL"), and IBEW Local 77 ("Union") (collectively the "Parties"). The terms of this MOA shall remain effective until it is incorporated into the next collective bargaining agreement, unless otherwise negotiated by the Parties.

A. Background

The following guidelines apply to the employees in the classifications listed below for the purposes of supporting an Alternative Work Schedule program.

-Lineworker
-Cablesplicer
-Meter Electrician
-Electrician Constructor
-Material Supplier
-Protection and Control Electrician
-Power Structure Mechanic
-Structural Iron Worker

(Excludes Cedar Falls Electrician Constructors except for Section B. 1)

It is mutually understood that continuation of this MOA depends upon the maintenance of customer service, productivity, the ability to coordinate with others, and the ability to maintain the agreed upon work schedules. The Parties agree to work to resolve problems or issues that may arise due to this MOA. This MOA may be terminated by either party with thirty (30) days' notice and will automatically terminate when it is incorporated into the next collective bargaining agreement, unless otherwise negotiated by the Parties.

The parties agree that any reported conflict between this MOA and any other LOA/MOA will be brought to the AWS committee for resolution.

B. General Guidelines

1. **Holidays Schedule**: When at least one holiday falls within a work week. Crews and employees may return to the five/eight (5/8) schedule for the work week that the holiday falls within or they shall have the option to remain on their current work schedule and supplement the holiday pay with an additional two hours using vacation or comp time. The crew work schedule shall be unanimous. Crews not working the

5/8 schedule whose regularly scheduled days off land on Holidays observed on a Friday will take the preceding Thursday off. Crews not working the 5/8 schedule whose regularly scheduled days off land on Holidays observed on a Monday will take the following day off or any other day mutually agreed upon.

Floating holidays: may be supplemented with two (2) hours of vacation pay, or comp time.

(Cedar Falls 77 bargaining unit employees may elect to adopt B.1 of this agreement for holiday scheduling)

2. **Schedule Balancing**: Employees working four (4) day, ten (10) hour Alternative Work Schedules will either have Monday or Friday off during the work week. Employee preference will be considered.

3. **28.3 Revised:** Employees working four (4) day, ten (10) hour Alternative Work Schedules or five (5) day, eight (8) hour Schedules on overtime pay before the start of their regular shift, who have enough of such overtime to equal eight (8) hours or ten (10) hours or more of regular time rate of pay, shall have eight (8) consecutive hours of relief before being returned to regular straight-time rate of pay, and such employees may be relieved from duty for the day after having earned at least ten (10) hours' straight-time pay. The employees/crew may choose to work one-half of their next regular shift at the overtime rate of pay. After the involved employees have realized compensation equal to the irregular shift pay, their supervisor may release them from duty for the remainder of their shift. Alternatively, the employees may at their option use sick leave to compensate for the required time off from their regular scheduled shifts.

C. Agreement

1. **Enrollment: Scheduled twice per year if not addressed in future contract negotiations**: Employees must request their scheduling preference in writing before 4:00 p.m. on cut-off date. Employee preference will be considered when balancing schedules. Employees working the AWS schedule of 4- 10's may be able to revert to the 5-8's schedule as outlined in the CBA with mutual agreement from local management. If mutual agreement is not made with local management, the issue will be escalated to the AWS committee for resolution. If no request is made, the employee will be scheduled under the terms of Section C.2 of this agreement. . Except for the initial year, those dates shall be agreed to at a Joint Labor Management Committee Meeting prior to implementation. Any issues arising with the enrollment schedule shall be mutually resolved through the AWS committee.

2. In the event a Crew Chief wishes to revert as described above, and their crew wishes to remain on AWS the following shall apply:

I. Journey Workers will be selected by reverse seniority from available crews to work as a crew under the reverted Crew Chief.

II. The crew remaining on AWS (if not selected by reverse seniority above) will be separated and the Journey Workers will be placed as either a replacement for the junior Journey Workers who have moved or will be placed on available crews matching their AWS.

Specific dates for following years will be agreed upon at Joint Labor Management Committee (JLMC). For purpose of the initial enrollment schedules will be effective May 11, 2022.

3. Start time:

Work hours and start times for each work group will be established by mutual agreement through the AWS committee prior to each enrollment period.

Default work hours and start times in the case where mutual agreement has not been established, or where start times for new AWS cannot be agreed to, shall be as follows:

Employees who elected 4-day/10-hour schedule – 0700-1730
Employees who elected or were assigned 5-day/8-hour schedule- 0745-1615

4. Apprentices:

I. Apprentices will follow the schedule of their assigned crews. Crew assignments will be scheduled at the beginning of pay periods (Wednesdays).

II. During Testing and training periods apprentices will convert to the same schedule the testers and trainers are working. Management shall notify both the employee and the union the effective date of the apprentice's schedule change during testing and training periods. Both the apprentices and the union shall receive Fourteen (14) calendar days' notice prior to the change. The apprentice will then move back to the schedule of the assigned crew upon completion of the testing and training period.

5. The Skagit Project:

The following only applies to the employees headquartered at the Skagit Project.

I. Excluding Skagit Hydro Operators, employees will report to work Monday through Thursday each week (flex day Friday), from 6:00 AM until 4:30 PM.

II. Skagit Hydro Operator and Hydro Operator Chief work week shall be Saturday through Friday. Operators shall be split into schedule A and B, each working eight consecutive 10-hour days followed by six days off commencing on Tuesdays. Any issues or changes needed for the Operators or Operator Crew Chief schedule will be brought to the AWS committee for resolution.

6. The Boundary Project:

The following only applies to the employees headquartered at the Boundary Project.

I. Excluding Boundary Hydro Operators, employees will report to work Monday through Thursday each week (flex day Friday), from 6:00 AM until 4:30 PM.

II. Any issues or changes needed for the Operators or Operator Crew Chief schedule will be brought to the AWS committee for resolution.

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EXECUTION OF THIS AGREEMENT

Signed this _____day of _____, 2026

CITY OF SEATTLE
Executed under Authority
Ordinance _____

_____
~~Bruce Harrell~~Katie Wilson, Mayor

_____
~~Dawn Lindell~~Rob Santoff, City Light
Interim General Manager & Chief Executive Officer

_____
~~Shaun Van Eyk~~Afton Larson, ~~Interim~~ Labor Relations ~~Director~~
Manager

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 77

_____
~~_____~~ Rex Habner,
Business Manager / Financial Secretary

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The City of Seattle

Ordinance

Council Bill

An ordinance relating to City employment; authorizing the execution of a Memorandum of Understanding that modifies a collective bargaining agreement between The City of Seattle and the Professional and Technical Employees Local 17; and ratifying and confirming certain prior acts.

Recitals:

On April 5, 2024, the Mayor signed the collective bargaining agreements (CBA) between The City of Seattle and certain City unions in the Coalition of City Unions, effective January 1, 2023, through December 31, 2026 (Ordinance 127005). This CBA increased pay rates for represented classifications across The City, creating a pay inversion for the represented Professional and Technical Employees Local No. 17 (PROTEC17) positions Bridge Electrical Maintenance Supervisor and Bridge General Maintenance Supervisor.

The City seeks to maintain appropriate pay relationships between classification levels to reflect differences in responsibility and support effective supervision and retention.

To rectify this pay inversion, adjustments to the pay rates for both the Bridge Electrical Maintenance Supervisor and the Bridge General Maintenance Supervisor are necessary.

Collective bargaining has led to a Memorandum of Understanding (MOU) between The City of

Seattle and PROTEC17 to correct the pay inversion. The MOU term is January 1, 2023, through December 31, 2026, which aligns with the CBA term.

Separate, future legislation will be forwarded by the City Budget Office to provide department budget appropriation authority to cover compensation items authorized in the attached MOU.

Therefore,

Be it ordained by The City of Seattle as follows:

Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City of Seattle to execute a memorandum of understanding, substantially in the form attached to this ordinance as Attachment 1 and identified as “Memorandum of Understanding By and Between The City of Seattle and PROTEC17.”

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

Attachments:

Attachment 1- Memorandum of Understanding By and Between The City of Seattle and PROTEC17

This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council and signed in open session in authentication of its passage on .

President of the City Council
on .

Katie B. Wilson, Mayor

Attested on .

Scheereen Dedman, City Clerk

Seal

Memorandum of Understanding

By and Between

The City of Seattle and PROTEC 17

RE: Wage adjustments for Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor positions at SDOT

The City of Seattle ("City") and PROTEC17 ("Union") (jointly the "Parties) hereby enter into this agreement to adjust the wages for the classifications of Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor as described below.

Background:

The Union has a Collective Bargaining Agreement[1] ("CBA") with the City. The Union represents the classifications of Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor and they are covered under the Appendix B ("Technical Unit") of the CBA. The City currently has one (1) total position in each of these classifications and both positions work at the Seattle Department of Transportation ("SDOT").

On October 9, 2025, the Union filed a demand to bargain and requested that the City engage in bargaining to address a wage discrepancy between these two supervisory positions and their subordinate positions. At the time the Union filed its demand to bargain, wages for the two supervisory positions described herein were lower than the wages of their subordinate positions. On October 15, 2025, the City agreed to bargain regarding wages for the classifications of Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor only and if approval was granted under SMC 4.04.120.

On June 1, 2026, the Parties met to exchange proposals and have reached the following agreement:

2023 Wages

[1] The applicable CBA is the Agreement By And Between the City of Seattle and PROTEC17 Units: Professional, technical, Senior Business, Senior Professional, and Administrative Support, Effective January 1, 2023 through December 31, 2026

The Parties hereby agree to modify B.1 of the CBA such that wages effective January 4, 2023 are as listed below and include the wage increase as described by Art. 9.2 and applied per Art. 9.6:

Title	Step 1	Step 2	Step 3	Step 4	Step 5
Bridge Electrical Maintenance Supervisor	58.85	61.25	63.65	-	-
Bridge Maintenance General Supervisor	47.61	49.51	51.57	53.50	55.43

2024 Wages

The Parties hereby agree to modify B.2 of the CBA such that wages effective January 3, 2024 are as listed below and include the wage increase as described by Art. 9.3 and applied per Art. 9.6:

Title	Step 1	Step 2	Step 3	Step 4	Step 5
Bridge Electrical Maintenance Supervisor	61.50	64.01	66.51	-	-
Bridge Maintenance General Supervisor	49.75	51.74	53.89	55.91	57.92

2025 Wages

The Parties hereby agree to modify B.3 of the CBA such that wages effective January 4, 2025 are as listed below and include the wage increase described by Art. 9.4 and applied per Art. 9.6.

Title	Step 1	Step 2	Step 3	Step 4	Step 5
Bridge Electrical Maintenance Supervisor	63.96	66.57	69.17	-	-
Bridge Maintenance General Supervisor	51.74	53.81	56.05	58.14	60.24

2026 Wages

The Parties hereby agree to modify B.4 of the CBA such that wages effective December 31, 2025 are as listed below and include the wage increase described by Art. 9.5 and applied per Art. 9.6.

Title	Step 1	Step 2	Step 3	Step 4	Step 5
Bridge Electrical Maintenance Supervisor	66.26	68.96	71.66	-	-
Bridge Maintenance General Supervisor	53.61	55.74	58.06	60.24	62.41

Entire Agreement

The Parties agree that the wages listed above for the Bridge Electrical Maintenance Supervisor and Bridge Maintenance General Supervisor classifications are the final wage rates for these classifications for the term of the CBA and there are no other outstanding wage adjustments that will be made to either of these classifications for the term of the CBA. The $1.75 premium denoted by "***" of Appendix B of the CBA is not altered, adjusted, or modified by this Agreement and will continue to be applied as described in the CBA.

The Parties further agree that this Agreement does not alter, adjust or modify wages for any other classifications covered by the CBA that are not specifically stated herein.

The Parties agree that they have fully met their bargaining obligations under RCW 41.56 and upon execution of this Agreement, the Union's October 9, 2025 demand to bargain is fully resolved.

Should any disputes regarding the implementation of this Agreement arise, the parties agree to first meet to discuss such disputes. If the Parties are unable to resolve such disputes, they are subject to the grievance procedure in the CBA.

Following approval of this Agreement pursuant to SMC 4.04.120.D, the City will implement the wage rates described herein as soon as practicable.

Executed under authority of Ordinance _____.

This __ day of _____, 2026.

PROTEC 17	CITY OF SEATTLE
By: _____ Karen Estevenin Executive Director	By: _____ Katie B. Wilson Mayor
By: _____ Teasha Karell Union Representative	By: _____ William Winfield Labor Relations Director
By: _____ Steven Pray Union Representative	By: _____ Jana Weaver Labor Negotiator

Summary and Fiscal Note

1. Legislation Summary

Department: Department of Human Resources

Title: An ordinance relating to City employment; authorizing the execution of a Memorandum of Understanding that modifies a collective bargaining agreement between The City of Seattle and the Professional and Technical Employees Local 17; and ratifying and confirming certain prior acts.

Background:

Pay inversion occurs when a subordinate classification is paid more than a more senior or supervisory classification. Seattle's 2023-2026 Coalition of City Unions (CCU) labor agreements increased pay rates for approximately 500 represented titles across The City. This legislation corrects a pay inversion for two supervisory classifications represented by Professional and Technical Employees Local No. 17 (PROTEC17), Bridge Electrical Maintenance Supervisor, and Bridge General Maintenance Supervisor, effective January 1, 2023, through December 31, 2026.

Summary Attachments:

Summary Attachment 1 – PROTEC17 MOU Bridge Maintenance Supervisor Costing

2. Capital Improvement Program (CIP)

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

☐ Yes

☒ No

3. Summary of Financial Implications

Does this legislation have financial impacts to the City?

☒ Yes

☐ No

a. Expenditure Change to Other Funds

2026	2027 est.	2028 est.	2029 est.	2030 est.
$135,784	$44,000	$44,000	$44,000	$44,000

The estimates above are for straight time pay related to this cost adjustment. Any overtime incurred will also be adjusted for the new wages.

3a. Appropriations

Appropriations required by this change will be coordinated by the City Budget Office in a future ordinance as necessary.

3d. Other Financial Impacts

a. Does this legislation create any other financial impacts for The City of Seattle, such as direct or indirect costs, one-time or ongoing, that aren't mentioned above? If yes, please explain these impacts.

This legislation affects 2 positions citywide. As a result of this legislation, employees in the specified positions will receive pay increases for the period of 2023-2026.

b. If the legislation has costs that can be covered within the current budget, explain how. Does the department have extra resources in its budget to handle

these costs? Or does the department need to shift resources away from other work to handle these costs?

The City Budget Office has not yet determined whether these costs will be absorbed within current appropriations for 2026 or in future years. These positions worked on existing appropriated operating and capital projects and actual retroactive expense locations will vary by year. Retroactive costs will be applied to projects these employees have worked on and should additional appropriation be needed, will be addressed as part of the 2026 Year-End Supplemental.

For future years, this wage change will move the mid-point of the already budgeted positions. Should additional budget be required in future years for this mid-point shift, it will be addressed in the 2027-2028 Proposed Budget.

c. What financial costs or other impacts might happen if this legislation is not implemented?

The two positions impacted by this legislation are supervisory positions and, if this legislation is not implemented, will continue to experience pay inversion with the positions they supervise.

d. How might this legislation affect other City departments besides the one that proposed it?

This legislation will not impact any City departments other than SDOT.

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4. Other Impacts

a. Does this legislation require a public hearing?

☐ Yes

☒ No

b. Does this legislation require a notice to be published in The Daily Journal of Commerce and/or The Seattle Times?

☐ Yes

☒ No

c. Does this legislation affect a piece of property?

d. Race and Social Justice Initiative impacts:

1. How does this legislation affect vulnerable or historically disadvantaged communities? How did you come to this conclusion? Please consider both impacts within City government (like employees and internal programs) and in the broader community.

N/A

2. Please attach any Racial Equity Toolkits or other racial equity analyses used to develop or assess this legislation.

N/A

3. What is the Language Access Plan for communicating with the public about this legislation?

N/A

e. Climate change impacts:

1. Emissions: Will this legislation significantly increase or decrease carbon emissions? Attach any studies or materials that inform your answer.

N/A

2. Resiliency: Will this legislation make Seattle more or less able to adapt to climate change? If it reduces resiliency, explain what can be done to lessen the impact.

N/A

f. If this legislation creates a new program or expands an existing one, what are the long-term, measurable goals? How will this legislation help achieve those goals? What methods will be used to track progress?

N/A

g. Does this legislation create a non-utility CIP that involves shared funding with a non-City partner or organization?

No.

PROTEC17 MOU Bridge Maintenance Supervisor Costing

Table 1 – 2023 Bridge Maintenance Supervisor Wages

Job Code	Classification Title	Actual Hourly Wage (top step)	Actual Annual Wage (top step)	New Hourly Wage (top step)	New Annual Wage (top step)	Annual Difference
65725	Bridge Electrical Maintenance Supervisor	57.41	119,880.43	63.65	132,901.20	13,020.77
82520	Bridge Maintenance General Supervisor	50.43	105,300.97	55.43	115,737.84	10,436.87

Table 2 – 2024 Bridge Maintenance Supervisor Wages

Job Code	Classification Title	Actual Hourly Wage (top step)	Actual Annual Wage (top step)	New Hourly Wage (top step)	New Annual Wage (top step)	Annual Difference
65725	Bridge Electrical Maintenance Supervisor	60.00	125,280.00	66.51	138,872.88	13,592.88
82520	Bridge Maintenance General Supervisor	52.70	110,037.60	57.92	120,936.96	10,899.36

Summary Att 1 – SDHR PROTEC17 MOU Bridge Maintenance Supervisor Costing
V1

Table 3 – 2025 Bridge Maintenance Supervisor Wages

Job Code	Classification Title	Actual Hourly Wage (top step)	Actual Annual Wage (top step)	New Hourly Wage (top step)	New Annual Wage (top step)	Annual Difference
65725	Bridge Electrical Maintenance Supervisor	62.40	130,291.20	69.17	144,426.96	14,135.76
82520	Bridge Maintenance General Supervisor	54.81	114,443.28	60.24	125,781.12	11,337.84

Table 4 – 2026 Bridge Maintenance Supervisor Wages

Job Code	Classification Title	Current Hourly Wage (top step)	Actual Annual Wage (top step)	New Hourly Wage (top step)	New Annual Wage (top step)	Annual Difference
65725	Bridge Electrical Maintenance Supervisor	62.40	130,291.20	71.66	149,626.08	19,334.88
82520	Bridge Maintenance General Supervisor	54.81	114,443.28	62.41	130,312.08	15,868.80
					subtotal:	108,627.16
					Estimated increase in benefit cost	x 25%
					Total:	**$135,783.95**

Note: Hourly wages also include the actual AWIs received in 2024-26 for these two titles.

There are two employees in these titles.