



CITY OF SEATTLE

City Council

Agenda

Tuesday, March 25, 2025

2:00 PM

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

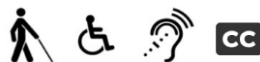
Sara Nelson, Council President
Joy Hollingsworth, Member
Robert Kettle, Member
Cathy Moore, Member
Alexis Mercedes Rinck, Member
Maritza Rivera, Member
Rob Saka, Member
Mark Solomon, Member
Dan Strauss, Member

Chair Info: 206-684-8809; Sara.Nelson@seattle.gov

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CITY OF SEATTLE

City Council Agenda

March 25, 2025 - 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. Details on how to provide 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. Speakers must be registered in order to be recognized by the Chair.

In-Person Public Comment - Register to speak on the Public Comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Submit written comments to all Councilmembers prior to 10 a.m. on the day of the meeting at Council@seattle.gov or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104.

A. CALL TO ORDER

B. ROLL CALL

C. PRESENTATIONS

D. PUBLIC COMMENT

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

E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR:

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

[IRC 472](#)

March 25, 2025

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.

Bills:

1. [CB 120959](#) AN ORDINANCE appropriating money to pay certain claims for the week of March 10, 2025, through March 14, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts.

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

Appointments:

GOVERNANCE, ACCOUNTABILITY, AND ECONOMIC DEVELOPMENT COMMITTEE:

2. [Appt 03080](#) Appointment of Joy R. Shigaki as member, Washington State Convention Center Public Facilities District Board, for a term to July 30, 2028.

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

**In Favor: 4 - Nelson, Kettle, Rivera, Solomon
Opposed: None**

Attachments: [Appointment Packet](#)

LAND USE COMMITTEE:

3. [Appt 03102](#) Appointment of Tristan Fields as member, Urban Forestry Commission, for a term to March 31, 2027.

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

**In Favor: 5 - Solomon, Strauss, Moore, Rinck, Rivera
Opposed: None**

Attachments: [Appointment Packet](#)

4. [Appt 03103](#) Appointment of Andrea Starbird as member, Urban Forestry Commission, for a term to March 31, 2027.

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

**In Favor: 5 - Solomon, Strauss, Moore, Rinck, Rivera
Opposed: None**

Attachments: [Appointment Packet](#)

H. COMMITTEE REPORTS

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

CITY COUNCIL:

1. [CB 120955](#) AN ORDINANCE relating to federal funding; authorizing department directors to accept certain grants and passthrough funding in 2025; and ratifying and confirming certain prior acts.

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

FINANCE, NATIVE COMMUNITIES, AND TRIBAL GOVERNMENTS COMMITTEE:

2. [Appt 03094](#) Appointment of Kiersten Grove as Director of the Department of Finance and Administrative Services, for a term to March 1, 2029.

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

In Favor: 5 - Strauss, Rivera, Kettle, Nelson, Saka

Opposed: None

Attachments: [Appointment Packet](#)
[City Council Questions and Responses](#)

GOVERNANCE, ACCOUNTABILITY, AND ECONOMIC DEVELOPMENT COMMITTEE:

3. [CB 120950](#) AN ORDINANCE relating to reaffirming The City of Seattle as a Welcoming City; supporting access to reproductive health care services and gender-affirming treatment in Seattle; extending the responsibility of City employees to protect the provision of reproductive health care services and gender-affirming treatment; and adding a new Chapter 14.115 to the Seattle Municipal Code.

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

In Favor: 4 - Nelson, Kettle, Rivera, Solomon

Opposed: None

Supporting Documents: [Summary and Fiscal Note v2](#)
[Amendment A](#)
[Amendment B](#)
[Amendment C v2](#)

I. ITEMS REMOVED FROM CONSENT CALENDAR

J. ADOPTION OF OTHER RESOLUTIONS

K. OTHER BUSINESS

L. ADJOURNMENT



Legislation Text

File #: IRC 472, **Version:** 1

March 25, 2025



Introduction and Referral Calendar

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

Record No.	Title	Committee Referral
<u>By: Strauss</u>		
1. CB 120959	AN ORDINANCE appropriating money to pay certain claims for the week of March 10, 2025, through March 14, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts.	City Council
<u>By: Rivera</u>		
2. Appt 03109	Appointment of Janet Ceballos as member, Families, Education, Preschool, and Promise Levy Oversight Committee, for a term to December 31, 2026.	Libraries, Education, and Neighborhoods Committee
<u>By: Hollingsworth</u>		
3. CB 120960	AN ORDINANCE relating to the Lower Duwamish Waterway; authorizing Seattle City Light and Seattle Public Utilities to: continue expending funds to participate in environmental investigation and remediation of the Lower Duwamish Waterway Superfund Site, according to the terms of a Consent Decree with the United States and the State of Washington and according to the terms of settlements with multiple other parties; accept funds from other parties and indemnify them according to settlement agreements with those parties; continue seeking and accepting state Remedial Action Grants for work related to the Superfund Site; commit to spend funds pursuant to the terms of additional orders from the federal and state regulatory agencies for remedial work at sites related to the Lower Duwamish, including T-108, South Park Marina, and North Boeing Field/Georgetown Steam Plant; and commit to sharing costs with other parties regarding those Related Sites; and ratifying and confirming certain prior acts.	Parks, Public Utilities, and Technology Committee



Legislation Text

File #: CB 120959, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE appropriating money to pay certain claims for the week of March 10, 2025, through March 14, 2025, 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 \$18,854,856.13 on PeopleSoft 9.2 mechanical warrants numbered 4100906654 - 4100908470 plus manual or cancellation issues for claims, e-payables of \$33,186.55 on PeopleSoft 9.2 9100015190 - 9100015205, and electronic financial transactions (EFT) in the amount of \$54,153,149.12 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 \$67,749,654.58 on City General Salary Fund mechanical warrants numbered 10393497 - 10394169 plus manual warrants, agencies warrants, and direct deposits numbered 0000001 - 0000001074 representing Gross Payrolls for payroll ending date March 11, 2025, as detailed in the Payroll Summary Report for claims against the City that were reported to the City Council March 20, 2025, is approved consistent with remaining appropriations in the current budget as amended.

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

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

ratified and confirmed.

Section 5. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council the 25th of March, 2025, and signed by me in open session in authentication of its passage this 25th of March, 2025.

President _____ of the City Council

Approved / returned unsigned / vetoed this ____ day of _____, 2025.

Bruce A. Harrell, Mayor

Filed by me this ____ day of _____, 2025.

Scheereen Dedman, City Clerk

(Seal)

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
Office of City Finance	Julie Johnson	Lorine Cheung

1. BILL SUMMARY

Legislation Title:

AN ORDINANCE appropriating money to pay certain claims for the week of March 10, 2025, through March 14, 2025, 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.

Summary and Background of the Legislation:

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.

2. CAPITAL IMPROVEMENT PROGRAM

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

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.

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

Please describe any financial costs or other impacts of *not* implementing the legislation. 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.

4. OTHER IMPLICATIONS

- a. **Please describe how this legislation may affect any departments besides the originating department.**

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

- b. **Does this legislation affect a piece of property? If yes, please attach a map and explain any impacts on the property. Please attach any Environmental Impact Statements, Determinations of Non-Significance, or other reports generated for this property.**

No.

- c. **Please describe any perceived implication for the principles of the Race and Social Justice Initiative.**

- i. **How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.**

N/A

- ii. **Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.**

N/A

- iii. **What is the Language Access Plan for any communications to the public?**

N/A

- d. **Climate Change Implications**

- i. **Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.**

N/A

- ii. **Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**

N/A

- e. **If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)? What mechanisms will be used to measure progress towards meeting those goals?**

N/A

5. CHECKLIST

- Is a public hearing required?**
- Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required?**
- If this legislation changes spending and/or revenues for a fund, have you reviewed the relevant fund policies and determined that this legislation complies?**
- Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?**

6. ATTACHMENTS

Summary Attachments: None.



Legislation Text


File #: Appt 03080, **Version:** 1

Appointment of Joy R. Shigaki as member, Washington State Convention Center Public Facilities District Board, for a term to July 30, 2028.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Joy R. Shigaki</i>		
Board/Commission Name: <i>Washington State Convention Center Public Facilities District Board</i>		Position Title: <i>Member</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		Term of Position: * <i>7/31/2024</i> to <i>7/30/2028</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>Downtown Seattle</i>	Zip Code: <i>98164</i>	Contact Phone No.: [REDACTED]
Background: Joy Shigaki is a fourth-generation Seattleite and national leader in helping fund and deliver civic projects and initiatives like major parks. She began her tenure as President & CEO of Friends of Waterfront Seattle in 2022 with over 25 years of experience in the non-profit, government, and community-based arenas in Seattle, New York and the Bay Area. Previously, she served as Campaign Director building the new Presidio Tunnel Tops Park as part of Golden Gate National Recreation Area in San Francisco, a \$98 million effort. Joy has deep roots in Seattle’s communities and her early experiences in Seattle shaped her lifelong commitment and belief in parks, public spaces and public lands, which make for dynamic cities.		
Authorizing Signature (original signature):  Date Signed (appointed): February 2nd, 2025		Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

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

JOY R. SHIGAKI

WORK EXPERIENCE

President & CEO, Friends of Waterfront Park (Seattle, WA) *2022 to present.*

Friends is the non-profit partner leading park management, fundraising, programming and activation, park experience, and stewardship of Waterfront Park now and into the future. Raising \$170M for the Campaign for Waterfront Park. Community and partnership are centered we prepare for park opening in 2025.

Vice President of Development, Golden Gate National Parks Conservancy (San Francisco, CA) *2020- 2021*

The Conservancy is the non-profit parks partner working with National Parks Service and Presidio Trust to transform places and people through conservation and improvement of the Golden Gate National Area. Responsible for overseeing a department of 13 and a \$8M budget. Senior leader for \$65 million organization.

Director of Campaign and Fundraising Initiatives, Golden Gate National Parks Conservancy *2017- 2020*

Led and directed the successful Presidio Tunnel Tops campaign, a new national parkland opening in July 2022. Raised \$103 million of the \$98 million goal and engaged community, partners, and diverse stakeholders.

Director of Development, Mayor's Fund to Advance New York City (New York, NY) *2016*

On behalf of the City of New York, led and facilitated high impact public private partnerships with the business, foundation, and philanthropic communities to support critical public programs for the Mayor's Fund priority areas.

Senior Director of Advancement, Episcopal Relief & Development (New York, NY) *2013 to 2016*

Episcopal Relief & Development is an international relief and development organization working in partnership with church, government, and community partners globally. Provided strategic planning, oversight, and execution of a \$14.2 million development portfolio. **Director, NetsforLife® Inspiration Fund (2010 to 2012)** Directed and implemented all aspects of a \$5 million national grassroots campaign in the fight against malaria.

Director of Development, Coro New York Leadership Center (New York, NY) *2007 to 2010*

Coro is a premier leadership training organization working with students, executives, activists and entrepreneurs. Provided strategic direction and oversight of \$2 million annual fundraising initiatives and partnerships.

Capital Campaign Manager, Wing Luke Asian Museum (Seattle, WA) *2004 to 2007*

Led, directed and managed a \$23.2 million capital project to create a permanent home for the museum, the only pan-Asian American and Pacific Islander Museum in the country. A historic campaign. Opened in 2007.

Community Relations Specialist, King County Executive Office (Seattle, WA) *1999 to 2003*

Appointed to support King County Executive Ron Sims. Led a variety of countywide projects collaborating with county departments, local jurisdictions, community based organizations, businesses, and other key stakeholders.

Program Development Officer, St. George's Cathedral Foundation (Cape Town, SA) *1997 to 1998* Project lead for a Food Bank Initiative. Coordinated an interfaith *Ubuntu Project* for children and youth to dialogue on reconciliation, nation building, and healing during the South African Truth and Reconciliation Commission.

EDUCATIONAL BACKGROUND

Occidental College (Los Angeles, CA) B.A. in American Ethnic Studies

COMMUNITY INVOLVEMENT

Seattle Center Advisory Commission, Member

Central Waterfront Oversight Committee, Member

Seattle Metropolitan Chamber of Commerce's Community Development Roundtable, Member

World Trade Center – Seattle, Board of Governors

Washington State Convention Center – Public Facilities District Board

9 Members: Pursuant to RCW 36.100.020 and King County Ordinance 16883, 3 members subject to Seattle City Council confirmation, 4-year terms:

- 3 Appointed by the Governor
- 3 Appointed by the County Executive, confirmed by the County Council
- 3 Appointed by the Mayor, confirmed by the City Council
 - 1 mayoral appointment must represent organized labor, except that this requirement does not apply to the initial board

Roster: 2025

*D	**G	RD	Pos. No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Position	Appointed By
2	F	N/A	1.	Member	Deryl Brown-Archie	7/31/10	7/30/26	2	Law: Health, Insurance	County
6	M	N/A	2.	Chair	Frank K. Finneran	7/31/10	7/30/26	2	Hospitality	County
6	M	7	3.	Member	Stuart Rolfe	7/31/24	7/30/28	2	Hospitality	County
3	N/A	N/A	4.	Member	Open	7/31/24	7/30/28	3		Governor
6	M	N/A	5.	Member	Tom Norwalk	01/01/23	7/30/26	1	Hospitality	Governor
6	M	7	6.	Vice Chair	Craig Schafer	7/31/20	7/30/28	2	Hospitality	Governor
6	F	2	7.	Member	Katie Garrow	7/31/22	7/30/26	1	Organized Labor	Mayor
2	M	2	8.	Member	Robert J. Flowers	7/31/22	7/30/26	4	Banking	Mayor
1	F	7	9.	Member	Joy R. Shigaki	7/31/24	7/30/28	1	Business	Mayor

SELF-IDENTIFIED DIVERSITY CHART

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

Key:

- *D List the corresponding Diversity Chart number (1 through 9)
- **G List gender, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown
- RD Residential Council District number 1 through 7 or N/A



Legislation Text

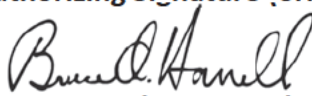
File #: Appt 03102, **Version:** 1

Appointment of Tristan Fields as member, Urban Forestry Commission, for a term to March 31, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Tristan Fields</i>		
Board/Commission Name: <i>Urban Forestry Commission</i>		Position Title: <i>6 – Landscape Architect</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other:	Term of Position: * 4/1/2024 to 3/31/2027 <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
Residential Neighborhood: <i>West Seattle</i>	Zip Code: <i>98116</i>	Contact Phone No.: [REDACTED]
Background: <i>Tristan Fields (she/her) is deeply committed to ensuring Seattle’s urban forest serves and benefits all communities, particularly communities of color, immigrants, refugees, Native and Indigenous communities, and those with low incomes. Professionally, Tristan has served on the Diversity, Equity, and Inclusion (DEI) Committee of the Pacific Northwest Chapter of the International Society of Arboriculture (PNW ISA) for three years. During this time, she has actively engaged in research, dialogue, and initiatives focused on fostering inclusion within the field of arboriculture and beyond.</i> <i>Tristan is motivated to contribute to the Urban Forestry Commission’s efforts to create an urban forest that is not only sustainable but also accessible and beneficial to all of Seattle’s residents, regardless of their background or economic status. Her approach to this work is grounded in collaboration, empathy, and a firm belief in the power of inclusive decision-making</i>		
Authorizing Signature (original signature):  Date Signed (appointed): December 4th, 2024	Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>	

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

SUMMARY A highly experienced Consulting Arborist and Registered Landscape Architect, with an extensive background in planning, equity, and development.

EXPERIENCE

ARBORICULTURE, PLANNING & DESIGN

JANUARY 2021 TO
PRESENT

CONSULTING ARBORIST & LANDSCAPE ARCHITECT LAND MEETS WATER LLC

Arborist: Municipal and development work including tree inventories, pre-design tree inspections, tree risk assessments due to construction impacts, best management practices construction details, summarized in full arborist reports, memos, and tree retention plans.

Design: Compliance design drawings including native compliance, residential design, and commercial development.

JUNE 2018 TO
2021

LANDSCAPE DESIGNER, CONSULTING ARBORIST & TREE RISK ASSESSOR KPG INTERDISCIPLINARY DESIGN

Arborist: Municipal work including tree inventories, pre-design tree inspections, tree risk assessments due to construction impacts, best management practices construction details, summarized in full arborist reports, memos, and tree plans.

Design: Urban, planting, and landscape designer working on a multitude of streetscape projects throughout Washington State.

Specifications: Specification writing for the protection of large trees, unique streetscape features, and landscape design features.

Construction Oversight: Provided oversight on landscape installations. As an arborist, I assessed construction impacts on trees.

JANUARY 2017 TO
JUNE 2018

LANDSCAPE DESIGNER CASCADE DESIGN COLLABORATIVE

Design: Specialized in Stormwater projects, fluent in the stormwater manual for DOE, Seattle, and WSDOT. Clients included the city of Seattle and WSDOT. Also worked on numerous schools, specializing in planting layout and wetland design.

FEBRUARY 2015
TO JANUARY 2017

LANDSCAPE DESIGNER, UNITED STATES BIOTOP NATURAL POOLS INC.

Design: Designed technical wetlands and waterways for private clients. The systems, based in European code, used wetlands, proprietary binders, and simulated wetlands to create clean bath-able water.

OCTOBER 2014 TO
FEBRUARY 2015

LANDSCAPE DESIGNER ERVIN LOVETT MILLER (CHRIS OVERDORF)

Design: Landscape Designer on the San Diego Zoo, Africa Rocks project. Worked from design development to construction documents.

JUNE TO
SEPTEMBER 2013

LANDSCAPE DESIGNER WH PACIFIC

This internship included design and development of planting plans, a bicycle feasibility study, 20 environmental exhibits for Oregon DOT, a master plan, and graphic design images.

Skills: Adobe Creative Suite, Office, and CAD to create excellent communication pieces.

EXPERIENCE, CONTINUED

JUNE 2011 TO
JUNE 2014

UNIVERSITY OF OREGON

Spring Plants Graduate Fellow: Primary teacher for a class of graduate and undergraduate students in a plant identification course. Taught 2 classes per week.

Principles of Applied Ecology Graduate Fellow: Teaching Fellow for an intensive applied ecology course.

MARKETING BACKGROUND

MARCH 2003 TO
SEPTEMBER 2010

MARKETING COORDINATOR / GRAPHIC DESIGNER

INCLUDES WORK AT: WEB MD; CITY OF PORTLAND; MAUL, FOSTER, & ALONGI; AND INTEGRAL CONSULTING

Developed marketing materials & layouts of public documents with Adobe Creative Suite.

Coordinated marketing programs representing consultants nationwide. Designed RFP's for over 20 projects, winning 75%.

PLANT KNOWLEDGE

MARCH 2003 TO
FEBRUARY 2006

HORTICULTURIST & MARKETING SWANSONS NURSERY

Gained extensive plant knowledge by selling plants to the public on the weekends. During the week, coordinated all aspects of the seminar & events program. Doubled the number of seminar & workshop offerings (to almost 200 a year) & increased attendance by 40% through an intensive online marketing campaign.

MARCH 2002 TO
MARCH 2004
& DECEMBER 1999
TO APRIL 2000

HORTICULTURIST BELLEVUE BOTANICAL GARDEN

Garden Intern & Plant Curator: Managed a volunteer curatorial team & worked as a liaison with garden partners while working in the garden to gain plant knowledge.

APRIL 2000 TO
MARCH 2002

HORTICULTURIST FILOLI HISTORIC ESTATE

Garden Apprentice & Plant Curator: 2 years in an intensive horticulture training program. Increased curatorial efficiency by 50% by designing FileMaker Pro Database. Managed a small team of volunteers.

EDUCATION, CERTIFICATES & SKILLS

EDUCATION

Master of Landscape Architecture:
University of Oregon, 2014

Bachelor of Liberal Arts:
The Evergreen State College, 1999

CERTIFICATES

Tree and Plant Appraisal Qualification,
2024

ISA Municipal Arborist, 2023

Registered Landscape Architect, 2021

ISA Qualified Tree Risk Assessor, 2019

ISA Licensed Arborist, 2018

Irrigation Design Certificate, Rainbird

Certified Erosion & Sediment Control
Lead: AGC Education Foundation, WA

Low Impact Development Certificate:
Washington State University, WA

Environmental Rehabilitation Certificate:
Peninsula College, WA

COMPUTER SKILLS

(PROFICIENCY, OUT OF 5 STARS)

- AutoCad *****
- Bluebeam***
- Creative Suite *****
- ArcGIS **
- MS Office *****
- SketchUp***
- MicroStation**

Urban Forestry Commission

11/1/2024

13 Members: Pursuant to SMC 3.72, all members are subject to City Council confirmation, 3-year terms, except the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51.

- 6 City Council-appointed
- 6 Mayor-appointed
- 1 Commission-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1	Wildlife Biologist	Vacant	4/1/23	3/31/26		Council
1	F	6	2	Urban Ecologist	Alicia Kellogg	4/1/23	3/31/26	1	Mayor
			3	Natural Resource Agency or University Representative	Vacant	4/1/22	3/31/25		Council
			4	Hydrologist or Similar Professional	Vacant	4/1/24	3/31/27		Mayor
			5	Arborist	Vacant	4/1/24	3/31/27		Council
6	F	1	6	Landscape Architect	Tristan Fields	4/1/24	3/31/27	1	Mayor
6	M	3	7	NGO Representative	Joshua Morris	4/1/22	3/31/25	2	Council
2	M	7	8	Development Community or Utility Representative	David Baker	4/1/22	3/31/25	1	Mayor
8	M	1	9	Economist, Financial Analyst, Realtor, or Similar Professional	Nathan Collins	4/1/23	3/31/26	1	Commission
3	M	6	10	Get Engaged Member	Timothy Patrick Randazzo	9/1/24	8/31/25	1	Mayor
			11	Environmental Justice Rep.	Vacant	4/1/24	3/31/27		Council
6	F	2	12	Public Health Rep.	Andrea Starbird	4/1/24	3/31/27	1	Mayor
9	F	2	13	Community/Neighborhood Rep.	Lia Hall	4/1/24	3/31/25	1	Council

SELF-IDENTIFIED DIVERSITY CHART

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)				
	Men	Women	Transgender	Unknown	Asian	Black/African American	Hispanic/Latino	American Indian/Alaska	Other	Caucasian/Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial

								Native					
Mayor	2	3			1	1	1			2			
Council	1	1								1			1
Other	1											1	
Total	4	4			1	1	1			3		1	1

Key:

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

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

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

Diversity information is self-identified and is voluntary.



Legislation Text

File #: Appt 03103, **Version:** 1

Appointment of Andrea Starbird as member, Urban Forestry Commission, for a term to March 31, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Andrea Starbird		
Board/Commission Name: Urban Forestry Commission		Position Title: 12 – Public Health Representative
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other:	Term of Position: * 4/1/2024 to 3/31/2027 <input checked="" type="checkbox"/> Serving remaining term of a vacant position	
Residential Neighborhood: Hillman City	Zip Code: 98118	Contact Phone No.: [REDACTED]
Background: Andrea Starbird (she/her) brings a unique, community-centered perspective to urban forestry challenges and opportunities facing our city. As an ISA Certified Arborist Municipal Specialist, urban forestry consultant, and co-founder of the Seattle Arborist Association Andrea also brings professional experience as a birth doula serving diverse communities. As a trained doula, she has a deepened understanding of the impact environmental factors can have on communities, especially in lower-income and marginalized settings, and advocates for the intersection between healthcare, environmental justice, and urban forestry. Through the Urban Forestry Commission, Andrea wants to bring a collaborative, problem-solving approach to ensure that policy and individual tree management supports the health and resiliency of our urban forest and our community as a whole.		
Authorizing Signature (original signature):  Date Signed (appointed): December 4th, 2024	Appointing Signatory: Bruce A. Harrell Mayor of Seattle	

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

Andrea Starbird

Professional Summary

ISA Certified Arborist and Municipal Specialist with extensive experience managing trees as critical green infrastructure to ensure accessible, liveable cities. Skilled in providing expert arboricultural consulting services across diverse sectors, including state and municipal parks, university and corporate campuses, and residential properties. Possesses deep insight into land use and environmental regulations at the parcel level, with a keen understanding of stakeholder dynamics.

Committed to environmental equity, employing a collaborative, problem-solving approach to develop policies and management plans that support urban forest health and community resilience.

Experienced in comprehensive ordinance evaluation and meaningful public engagement, creating tailored, actionable urban forest management plans. Adept at bridging the gap between technical arboriculture, policy development, and community needs to foster sustainable urban environments.

Professional Experience

Owner & Principal Consultant

Starbird Environmental | March 2024 - Present

- Provide comprehensive urban forestry consulting services to municipalities, private, and residential clients

Urban Forestry Planner

PlanIT Geo | June 2023 - January 2024

- Developed urban forestry management and master plans for small to medium municipalities
- Collaborated with city officials to integrate urban forestry into broader city planning initiatives
- Facilitated public workshops and stakeholder meetings to gather community input on urban forestry projects

Arborist Project Manager

Seattle Tree Care | June 2022 - June 2023

- Provided customized tree care plans to support effective tree management on private property.
- Ensured project compliance with municipal codes by implementing standards and procedures consistent with best practices and applicable regulations.

Consulting Arborist

Tree Solutions Inc. | April 2019 - May 2022

- Provided consulting services across 15+ Puget Sound municipalities, providing customized tree management specifications, interpreting complex construction plans, and evaluating tree health using advanced technologies (sonic tomography, micro-resistance drilling, SIA).
- Conducted park and right-of-way tree inspections, risk assessments, and permit reviews for municipal clients; implemented GIS data collection programs for long-term tree management serving HOAs, campuses, and municipalities.

Andrea Starbird

Professional Experience (cont.)

Facilities Site Manager

Fischer Studio Building | May 2018 - July 2019

- Oversaw building maintenance to ensure compliance with municipal code and local ordinances; supported multiple concurrent projects to increase livability and safety for residents.

Owner, Full Spectrum Doula

Aysis Doula Services | March 2016 - December 2018

- Advocated for pregnant people from highly diverse multicultural and socioeconomic backgrounds; effectively facilitated communication with providers and interpreted medical information increasing patient satisfaction and improving birth outcomes.

Education

Bachelor of Arts, History of Art - University of Michigan (2011)

Focus: Landscape Architecture and Public Space

Certificates, Urban Forestry and Landscape Horticulture - South Seattle College (2019, 2020)

Credentials

- Certified Arborist - International Society of Arboriculture, #PN-9084AM
- Municipal Specialist - International Society of Arboriculture
- Tree Risk Assessment Qualified - International Society of Arboriculture

Skills

- Urban Forest Management
- Tree Risk Assessment
- Community Engagement
- Policy Development
- Environmental Justice Advocacy
- Public Speaking & Facilitation
- Project Management
- ANSI A300 / Best Mgmt Practices

Leadership & Volunteer Experience

- **Co-founder, Seattle Arborist Association** | January 2023 - Present
- **Seattle City Council Land Use Committee** | Subject Matter Expert
 - Provided expert testimony and guidance on urban forestry policies and their community impacts
- **Mentorship Volunteer Coordinator, PNW ISA Annual Conference** | Fall 2021
- **Forest Steward, Green Seattle Partnership** | 2019
- **Board President and Community Doula, Full Spectrum Doulas** | 2016 - 2018

Urban Forestry Commission

11/1/2024

13 Members: Pursuant to SMC 3.72, all members are subject to City Council confirmation, 3-year terms, except the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51.

- 6 City Council-appointed
- 6 Mayor-appointed
- 1 Commission-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1	Wildlife Biologist	Vacant	4/1/23	3/31/26		Council
1	F	6	2	Urban Ecologist	Alicia Kellogg	4/1/23	3/31/26	1	Mayor
			3	Natural Resource Agency or University Representative	Vacant	4/1/22	3/31/25		Council
			4	Hydrologist or Similar Professional	Vacant	4/1/24	3/31/27		Mayor
			5	Arborist	Vacant	4/1/24	3/31/27		Council
6	F	1	6	Landscape Architect	Tristan Fields	4/1/24	3/31/27	1	Mayor
6	M	3	7	NGO Representative	Joshua Morris	4/1/22	3/31/25	2	Council
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								Native					
Mayor	2	3			1	1	1			2			
Council	1	1								1			1
Other	1											1	
Total	4	4			1	1	1			3		1	1

Key:

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

Diversity information is self-identified and is voluntary.



Legislation Text

File #: CB 120955, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to federal funding; authorizing department directors to accept certain grants and passthrough funding in 2025; and ratifying and confirming certain prior acts.

WHEREAS, in January 2025, over the course of two days, the U.S. federal government announced that it was suspending federal grant and funding programs and then rescinded that announcement; and

WHEREAS, given this quickly changing landscape, to best serve the people of Seattle the Mayor and City Council wish to proactively grant City department directors authority to accept federal money when it is available to the City; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Upon consultation with the City Budget Director, Council President, and Finance Committee Chair, The City of Seattle department directors or their designees are authorized to accept non-City funding from the U.S. federal government, including federal funding that passes through the State of Washington, King County, or other governmental entities or regional authorities, and are authorized to execute, deliver, and perform, on behalf of The City of Seattle, agreements for the purposes of receiving said funds.

Section 2. At the end of each month where such funding was accepted under the authority granted in Section 1 of this ordinance, the City Budget Director will prepare a list of accepted funding and share it with the members of the City Council and Council Central Staff.

Section 3. While Section 1 of this ordinance authorizes the acceptance of funding, changes to department appropriations must be approved by the City Council via the normal legislative process.

Section 4. Acceptance of federal funding should follow the established quarterly grant acceptance and appropriation ordinance schedule to the extent possible.

Section 5. The authority granted in Section 1 of this ordinance will expire on January 31, 2026, unless extended by future ordinance.

Section 6. Any act consistent with the authority of this ordinance taken after its passage and prior to its effective date is ratified and confirmed.

Section 7. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council the _____ day of _____, 2025, and signed by me in open session in authentication of its passage this _____ day of _____, 2025.

President _____ of the City Council

Approved /returned unsigned /vetoed this _____ day of _____, 2025.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2025.

Scheereen Dedman, City Clerk

(Seal)

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
City Budget Office		Adam Schaefer

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to federal funding; authorizing department directors to accept certain grants and passthrough funding in 2025; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation: This legislation authorizes City of Seattle department directors to proactively accept federal funding in 2025 instead of waiting months to legally accept said funding under the City’s current legislated grants practice.

In January 2025, over the course of two days, the U.S. federal government announced that it was suspending grant and other funding streams that go to states and municipalities, and then rescinded that suspension.

Given the uncertainty in the climate, the Mayor and City Council believe it is prudent to temporarily authorize department directors to legally accept and bind the federal funding (whether administered directly through a federal agency or as a passthrough via state, county, or regional authority).

Departments will be required to seek authority from the City Budget Director before acceptance. The City Budget Director will consult with the Council President and Chair of the Finance, Native Communities, and Tribal Governments Committee before granting said authority.

At the end of any month where this authority is used, the City Budget Director will provide a list of new federal funding accepted under this authority to the City Council and Council Central Staff.

This authority expires at the end of 2025 unless extended by future ordinance.

2. CAPITAL IMPROVEMENT PROGRAM

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

3.d. Other Impacts

Does the legislation have other financial impacts to The City of Seattle, including direct or indirect, one-time or ongoing costs, that are not included in Sections 3.a through 3.c? If so, please describe these financial impacts.

N/A

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

N/A

Please describe any financial costs or other impacts of *not* implementing the legislation.

This legislation is designed to avoid a scenario in which federal funding is offered to the City and then rescinded before the City had a chance to legally accept the funding via legislation. It is unknown if that possibility will come to pass, but if it did, this authority could prevent the City from losing committed funding.

4. OTHER IMPLICATIONS

a. Is a public hearing required for this legislation?

No.

b. Is publication of notice with The Daily Journal of Commerce and/or The Seattle Times required for this legislation?

No.

c. Please describe how this legislation may affect any departments besides the originating department.

This legislation could potentially affect any City department that receives or could receive federal funding in 2025.

d. Does this legislation affect a piece of property?

No.

e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative.

N/A

- i. How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.**
 - ii. Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.**
 - iii. What is the Language Access Plan for any communications to the public?**
- f. Climate Change Implications**
N/A
 - i. Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.**
 - ii. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle’s resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**
- g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program’s desired goal(s)? What mechanisms will be used to measure progress towards meeting those goals?**
N/A
- h. Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?**
N/A

5. ATTACHMENTS

Summary Attachments:



Legislation Text

File #: Appt 03094, **Version:** 1

Appointment of Kiersten Grove as Director of the Department of Finance and Administrative Services, for a term to March 1, 2029.

The Appointment Packet is provided as an attachment.

City of Seattle



Director

Department of Finance and Administrative Services

**Confirmation Packet
January 29, 2025**

Kiersten Grove



January 29, 2025

The Honorable Sara Nelson
President, Seattle City Council
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Council President Nelson:

It is my pleasure to transmit to the City Council the following confirmation packet for my appointment of Kiersten Grove as Director of the Department of Finance and Administrative Services (FAS).

The materials in this packet are divided into two sections:

1. **Kiersten Grove**
This section contains Ms. Grove's appointment, oath of office form, resume and the press release announcing her appointment.
2. **Background Check**
This section contains the report on Ms. Grove's background check.

Kiersten Grove has served in FAS leadership for over five years, beginning as the Deputy Director in 2019 and taking the role of Acting Director in January 2023. She has excelled in these roles, and I wholeheartedly recommend her for your consideration today.

FAS plays a crucial role in almost every facet of City service, both internally and externally. With Ms. Grove at the helm, FAS consistently provides high-quality customer service to over 77,000 customers in the last year alone. In both 2023 and 2024, FAS exceeded its Women & Minority Business Engagement (WMBE) goals for both purchasing and consultant services and increased outreach efforts to these firms. FAS demonstrated exceptional leadership in managing our Seattle Animal Shelter and launched the City's first free pet vaccination clinics, reaching neighborhoods throughout Seattle. In addition, FAS has continued to lead on fleet electrification, priority hire, procurement processes, and promoting transparency, notably through the City's Open Data Portal.

Prior to joining FAS, Ms. Grove worked in multiple City departments, including the Seattle Department of Transportation, Seattle Public Utilities, and the former Mayor's Office. Her experience has equipped her with a profound and holistic understanding of City services.

Before referring Ms. Grove's nomination to you, my office consulted with stakeholders and leaders who worked alongside her, including labor partners, business leaders, community partners, staff within FAS, the City Clerk, Fire Chief, Human Services Director, and Seattle Public Schools leadership. They conveyed that Ms. Grove is a respected, thoughtful, and admired leader, and they appreciated her efforts to connect with staff and understand the diverse range of work happening within the department. Overall, they provided overwhelmingly positive feedback and expressed enthusiasm over her nomination.

The Honorable Sara Nelson
Kiersten Grove Confirmation Letter
January 29, 2025
Page 2 of 2

I trust that after reviewing Ms. Grove's application materials, meeting with her, and following the thoughtful review of Councilmember Strauss' Finance, Native Communities & Tribal Governments Committee, you will find that Ms. Grove is the ideal leader for FAS.

If you have any questions about the attached materials or need additional information, Chief Operating Officer Marco Lowe would welcome hearing from you. I appreciate your consideration.

Sincerely,

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

Bruce A. Harrell
Mayor of Seattle

SECTION

A



City of Seattle

Mayor Bruce Harrell

January 22, 2025

Kiersten Grove
Seattle, WA
Transmitted via e-mail

Dear Kiersten,

It gives me great pleasure to appoint you to the position of Director of the Department of Finance and Administrative Services at an annual salary of \$266,638.

Your appointment as Director is subject to City Council confirmation; therefore, you will need to attend the Council's confirmation hearings. Once confirmed by the City Council, your initial term will be for four years.

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

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

Sincerely,


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

Bruce A. Harrell
Mayor of Seattle

cc: Seattle Department of Human Resources file



City of Seattle Department Head Notice of Appointment

Appointee Name: <i>Kiersten Grove</i>	
City Department Name: <i>Finance and Administrative Services</i>	Position Title: <i>Director</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Term of Position: * Council Confirmation to <i>3/1/2029</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Background: Kiersten Grove has served in FAS leadership for over five years, beginning as the Deputy Director in 2019 and taking the role of Acting Director in January 2023. She has excelled in these roles, and I wholeheartedly recommend her for your consideration today. FAS plays a crucial role in almost every facet of City service, both internally and externally. With Ms. Grove at the helm, FAS consistently provides high-quality customer service to over 77,000 customers in the last year alone. In both 2023 and 2024, FAS exceeded its Women & Minority Business Engagement (WMBE) goals for both purchasing and consultant services and increased outreach efforts to these firms. FAS demonstrated exceptional leadership in managing our Seattle Animal Shelter and launched the City's first free pet vaccination clinics, reaching neighborhoods throughout Seattle. In addition, FAS has continued to lead on fleet electrification, priority hire, procurement processes, and promoting transparency, notably through the City's Open Data Portal. Prior to joining FAS, Ms. Grove worked in multiple City departments, including the Seattle Department of Transportation, Seattle Public Utilities, and the former Mayor's Office. Her experience has equipped her with a profound and holistic understanding of City services.	
Authorizing Signature:  Date Signed: January 29, 2025	Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

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



CITY OF SEATTLE ▪ STATE OF WASHINGTON
OATH OF OFFICE

State of Washington

County of King

I, Kiersten Grove, swear or affirm that I possess all of the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Director of the Department of Finance and Administrative Services; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of The City of Seattle; and that I will faithfully conduct myself as Director of the Department of Finance and Administrative Services.

Kiersten Grove

Subscribed and sworn to before me

this ____ day of _____, 2025.

[Seal]

Scheereen Dedman, City Clerk

Kiersten Grove



Summary

Collaborative executive with experience and expertise in managing a diverse portfolio of issues and stakeholders; delivering complex projects in a matrix-managed team environment; working with multiple, often conflicting, stakeholders to develop and implement policy and program initiatives; communicating and coordinating among state and local public and private sector stakeholders; and working through legal, budget and human resource challenges in a political environment.

Experience

Seattle Finance and Administrative Services

Acting Director, 1/23 – current

Leading department with 10 operational units composed of a staff of 500+ employees. Implementing training and support for department culture improvements. Serving as both Deputy Director and Acting Director, continuing the duties of each role. Leading personnel, operational and budget decisions for the department. Managing department operations with a budget of approximately \$500M. Partnering with the department's 14 Labor Unions on the implementation of the City's Collective Bargaining Agreement and a new payroll system.

Seattle Finance and Administrative Services

Deputy Director, 9/19 – 1/23

Supervised operational elements of the department for a staff of 500+ employees. Served as department lead on policy initiatives and emergency response efforts. Determined operational direction regarding personnel and budget actions of the department. Coordinated with elected officials on department work. Led senior management in operational decision-making across divisions. Served as the chief on-site operations officer for the City's vaccination clinic at Lumen Field and managed partnership with Swedish Health Services, vaccine ordering and staff development and training.

City of Seattle Office of the Mayor

Senior Operations Manager, 1/16 – 11/17, 6/18 – 9/19

Managed and aligned department and Mayoral priorities across large City departments. Guided communication and project development among the Mayor's Office and eight to twelve City of Seattle departments, including Finance and Administrative Services, the Department of Construction and Inspections, the Office of the Waterfront, Seattle Center, Department of Parks and Recreation, Human Resources, Seattle Information Technology, Office of Housing, Seattle Public Utilities and Seattle City Light. Coordinated and managed stakeholder relationships including with City Council, residents, City staff, advocates and partner governments.

Seattle Public Utilities

Interim Assistant Deputy, Project Delivery and Engineering Branch, 3/18 – 6/18

Provided strategic oversight of the Project Delivery and Engineering Branch. Supervised 30 project management division staff, including multi agency project delivery for projects such as the SR-520 redevelopment, Sound Transit II and III, Waterfront construction and Viaduct demolition and the 1st Ave Streetcar. Assisted through the leadership transition during the search for the Project Delivery and Engineering Branch Deputy.

Seattle Department of Transportation

Shared Mobility Strategic Advisor, 6/12 – 1/16

Led the development and implementation of policies and programs related to shared mobility such as free-floating car share, taxis, micro-transit and transportation network companies (TNC). Coordinated program evaluations and reports to Council and the Executive. Led the Seattle Transportation Benefit District Low Income Access to Transportation program. Coordinated cross-departmental and jurisdictional teams to develop, implement and evaluate strategies to improve access to the ORCA LIFT and Vehicle License Fee Rebate programs. Served as the policy lead and primary author of Seattle's taxi and TNC mediation and free-floating car share legislation.

**Chicago Department of Transportation In-House Consultant
Pedestrian Program Coordinator, 8/07 – 6/12**

Managed pedestrian-related planning, education and infrastructure work including Complete Streets implementation efforts, Safe Routes to School projects, \$10 million in Congestion Mitigation and Air Quality projects, Centers for Disease Control and Prevention Communities Putting Prevention to Work programs and National Highway Traffic Safety Administration education and enforcement projects. Led the development of Chicago's first Pedestrian Master Plan. Advised on policy initiatives and legislation at both the state and local level. Developed Chicago's first pedestrian safety partnership with the Chicago Police Department.

University of Illinois at Chicago

Complete Streets Course Adjunct Lecturer, 8/10 – 6/12

Instructed Masters and PhD planning and engineering students in a Complete Streets course. Developed curriculum, assessments and course materials. Consistently rated by students as an excellent instructor.

Education

Master of Urban and Regional Planning, Concentration in Physical Planning and Transportation

University of Michigan, Ann Arbor, MI, 9/05 – 5/07

Wallenberg Scholarship and Planning Department Fellowship Recipient

Bachelor of Arts in Middle Eastern Studies and Anthropology

New York University, New York, NY, 9/96 – 5/99

Magna Cum Laude

Other Experience

Chicago Metropolitan Agency for Planning, Chicago, IL

Summer Research Intern, 6/07 – 8/07

Researched mitigation and adaptation strategies for regional responses to climate change. Developed hypotheses to assist in building scenario models for the regional Go To 2040 Comprehensive Plan.

Office of the Wayne County Treasurer, Detroit, MI

Foreclosure Prevention Research Intern, 1/07 – 5/07

Responded to taxpayer questions regarding delinquent taxes, foreclosure procedures and financial assistance. Developed a plan to fund and implement a county tax foreclosure prevention program.

University of Michigan, Ann Arbor, MI

Graduate Student Instructor, Introduction to Urban Planning and the Environment, 8/06 – 1/07

Led weekly discussion sections of 20 students. Developed and graded student assessments and coordinated guest lecturers. 100% of students evaluated the section and instructor as excellent.

Excellence Charter School of Bedford Stuyvesant, Brooklyn, NY

Kindergarten Lead Teacher, 7/04 – 7/05

Taught a class of 22 Kindergarten boys while mentoring a first-year teaching assistant. 100% of students performed at or above grade level in both math and literacy skills.

East Sunflower Elementary, Sunflower, MS

Kindergarten Teacher, Teach For America Corps Member, 6/02 – 6/04

Taught a classroom of 40% English Language Learner students. Served on the Peer Advisory Committee tasked with modeling excellence in teaching. Raised class assessed reading score by two grade levels.



Press Release

For Immediate Release

Contact Information

Callie Craighead

callie.craighead@seattle.gov

Mayor Harrell Announces Cabinet Promotions Including New Deputy Mayor Jessyn Farrell and SDOT Director Adiam Emery

Seattle – Today, Mayor Bruce Harrell announced new promotions to and within his Cabinet. Effective February 4th, Adiam Emery will serve as the next interim director of the Seattle Department of Transportation following the departure of Director Greg Spotts, and Jessyn Farrell is promoted to deputy mayor.

“Over the last three years working in our office – and nearly 30 years at SDOT from intern to division director – Adiam Emery has proved to be one of the Seattle's most effective advocates for transportation safety,” **said Mayor Harrell.** “As one of the lead architects of our voter-approved Keep Seattle Moving transportation levy, there's no one I trust more than Adiam to lead its implementation and champion programs and projects to create safety and solutions for all transportation users – no matter how they get around. I want to thank Director Spotts for his service, positive energy, and strategic vision, and wish him all the best as he seeks to be closer to family.”

Mayor Harrell added, “We are also extremely enthusiastic to welcome Jessyn Farrell to our office as deputy mayor. Jessyn has been at the forefront of our administration in advancing meaningful climate action with tangible benefits for

our residents – more trees, cleaner buildings, and a healthier and more sustainable food system. Jessyn will bring big-picture-thinking, a comprehensive approach, and the know-how to get things done for Seattle residents, drawing on years of public service, transportation expertise, and climate leadership."

The full inventory of Cabinet staff transitions include:

- Deputy Mayor Adiam Emery will become the interim Director of the Seattle Department of Transportation (SDOT), effective February 4
- Office of Sustainability and Environment Director Jessyn Farrell will become Deputy Mayor, overseeing a portfolio that includes transportation, parks, and climate action, effective February 4
- Director of Public Safety Natalie Walton-Anderson will become Chief Public Safety Officer, a member of the mayor's Executive Team and the portfolio manager overseeing the Seattle Police Department, Community Assisted Response and Engagement Department, and the Office of Emergency Management, effective immediately
- Angela Brady will become the mayor's Sound Transit Designated Representative, while maintaining her position as the Director of the Office of the Waterfront, effective immediately
- Kiersten Grove will be nominated later this month for confirmation as the permanent Director of Finance and Administrative Services
- Office of Sustainability and Environment Deputy Director Michelle Caulfield will become acting Director of the Office of Sustainability and Environment, effective February 4, while a national search is launched for the department's next director

"Our administration is guided by a **One Seattle** approach as a learning, growing organization, committed to continuous improvement for our city. I want to thank Natalie, Angela, Kiersten, and Michelle for their willingness to further advance our efforts to build a safe, welcoming, thriving Seattle. These leaders are well deserving of this expanded responsibility and will allow us to do even more in our efforts to serve Seattle residents," **said Mayor Harrell.**

"I am honored to step into this role as a Deputy Mayor and support Mayor Harrell's ambitious goals for a healthier, safer, and more climate resilient

Seattle,” **said Deputy Mayor Farrell.** “In my three years as Director of the Office of Sustainability and Environment, we as **One Seattle** tackled the climate crisis head-on through collaboration between government, communities, and businesses. We secured and invested millions of dollars into environmental justice and workforce development, significantly reduced pollution from buildings, and made residents more comfortable with increased access to heating, cooling, clean air, and healthy foods. There is much more to do, and I look forward to working closely with Mayor Harrell and City staff to accelerate our progress toward a more sustainable Seattle.”

“I first started working for the City as an intern after graduating from UW, and after decades of different roles with the Department of Transportation I am overjoyed to be returning as Interim Director,” **said Adiam Emery, Interim Director for the Seattle Department of Transportation.** “SDOT has been a second home for me, and I would not be where I am today without the opportunities it provided or the outstanding individuals there who have been colleagues, friends, and mentors to me over the years. I am fully invested in our commitment to safety, equity, and sustainability in transportation and am excited by the opportunity to amplify the outstanding work people in this department do every day. I look forward to delivering projects as part of our voter-approved transportation levy, better connections to make it easier and safer for people to get around, and improved programs to better serve Seattle’s diverse communities.”

“Seattle faces some real challenges as we work to improve public safety but as someone who has spent my career doing this work and as the mother of three boys still in school, I have never been more hopeful,” **said Chief Public Safety Officer Natalie Walton-Anderson.** “Under Mayor Harrell we have made significant strides in addressing crime, investing in neighborhood improvements, and better supporting our first responders. I am honored and humbled to step into this new role as Chief Public Safety Officer and look forward to continuing to work closely with our public safety departments. This work is not easy, simple, or straightforward, but it is essential to making Seattle a safe place for everyone to call home and I am wholeheartedly committed to this work, this administration, and this community.”

“As Sound Transit moves forward with designing and constructing new investments in Seattle’s communities and downtown core, the City’s ability to provide nimble and streamlined leadership will be critical,” **said Angela Brady, Sound Transit Designated Representative.** “I am excited to step into the Sound Transit Designated Representative role, where I will work on behalf of the

City to advise on key policies, foster partnerships and strategies, offer technical expertise to support project delivery, and lead interdepartmental coordination for planning, permitting, design, and review of Sound Transit projects, as well as City-delivered projects that support Sound Transit's program."

"From Customer Service Centers to the Seattle Animal Shelter to fleets and facilities to creating pathways for women- and minority-owned businesses to work with the City of Seattle, FAS provide services that make a positive difference to Seattle residents," **said Kiersten Grove, Acting Director of the Department of Finance and Administrative Services.** "I am truly honored to be nominated to lead the Department of Finance and Administrative Services and look forward to continuing to work alongside Mayor Harrell and City and community partners to keep Seattle moving forward."

"Under Jessyn's leadership, OSE has met the moment of the climate crisis head-on," **said Michelle Caulfield, Acting Director of the Office of Sustainability and Environment.** "Her passion, leadership, and effective collaboration led to the passage of nation-leading legislation like the Building Emissions Performance Standard, which will reduce building emissions by 27% by 2050. Her strategy, relationships, and communications skills will make her an exceptional deputy mayor. In the interim, I am honored to serve the mayor to continue the Office of Sustainability & Environment's momentum as we work to build a healthier, safer, and more sustainable Seattle."

Jessyn Farrell, J.D., is a leader in building public consensus on difficult issues related to the environment, housing, transportation, and the economy. A long-time environmental advocate, Jessyn served as a state legislator from the 46th District where she passed ground-breaking legislation on oil-by-rail safety, paid family leave, affordable housing near transit centers, education supports for low-income and homeless youth, protections for pregnant workers and restrictions to cell-phone use while driving. As Executive Director of Transportation Choices she led advocacy efforts resulting in billions of dollars in regional



light rail investments. Jessyn most recently served as the Director of Office of Sustainability and Environment for the City of Seattle where she led the city's work to advance climate and environmental justice, reduce carbon pollution and build healthy, resilient communities. She has three kids, a dog, two cats, and is working on her first book.



Adiam Emery is a dedicated public servant with over 30 years of experience working for the City of Seattle. Since January 2022, Emery has served on Mayor Harrell's Executive Team, most recently as deputy mayor. Throughout her tenure in the Mayor's Office, Emery has led several transformative initiatives, including advancing transportation safety, securing the passage of the \$1.55 billion transportation levy, adapting the six-year Park District Budget, restoring Seattle parks, relaunching the Park Rangers program, and advancing the One Seattle Climate Action Plan. She has also championed major investments in youth mental health and mentorship while strengthening support for Seattle's immigrant communities.

Originally from Ethiopia, Emery came to the United States as part of the African Diaspora to pursue an education. After earning a Bachelor of Applied Science from the University of Washington, she began her career with the City as an engineering intern. Over the years, she has risen through the ranks at SDOT, serving as a transportation engineer, manager of the Transportation Operations Center, and division director for Transportation Operations.

Natalie Walton-Anderson is an experienced public safety leader who brings nearly 30 years

of experience addressing complex safety issues to her new role as Chief Public Safety Officer and a member of the mayor's Executive Team. She joined the Mayor's Office in June 2024 as Director of Public Safety where she has led efforts including police recruitment and chief search, the expansion of the CARE responder team, the Downtown Activation Team pilot, and more.



Walton-Anderson previously served as a former Assistant United States Attorney for the Western District of Washington Criminal Division, Senior Deputy Prosecuting Attorney for the King County Prosecuting Attorney's Office Criminal Division, and Criminal Division Chief for the Seattle City Attorney's Office, she is a champion for keeping people safe, including supporting survivors and victims of crimes such as domestic violence and sexual assault, holding offenders accountable, and designing and implementing diversion strategies. Walton-Anderson has a Juris Doctor from Seattle University School of Law and a Bachelor of Arts from the University of Washington.

Angela Brady is the Director of the City's Office of the Waterfront and Civic Projects, leading the charge in creating 20 acres of new parks and public spaces, as well as extensive multi-modal transportation and utility improvements on the waterfront and along key east/west connections into downtown as part of the City's \$1.2B Central Waterfront Program. With over 30 years of experience leading large multi-disciplinary teams in the fields of civil, transportation, utility, and structural engineering, Angela has successfully managed a variety of complex engineering projects from



“cradle to grave.” Prior to her work on Seattle’s Waterfront, she led the Mercer Corridor Program, a \$260M capital improvement program which completely transformed more than 30 city blocks in South Lake Union from a low-density industrial zone to a high-density mix of residential, commercial and business use. She has a bachelor’s degree in civil engineering from the University of Washington, is a licensed Professional Engineer in Washington State, and is also a licensed Project Management Professional with the Project Management Institute.



Kiersten Grove serves as the Acting Director of the Department of Finance and Administrative Services (FAS) for the City of Seattle, where she leads a 500-plus person team in providing customer-focused services that help support City operations and Seattle residents. Kiersten enjoys her work with FAS highlighting the often-unseen areas of government that have the greatest day-to-day impacts. Kiersten grew up in Washington, spent time in public service in Chicago, and returned to Seattle 13 years ago, serving the City of Seattle in several departments across the City. When she’s not at work, you can find Kiersten and her partner cheering on their 7-year son in his many sporting activities.

Michelle Caulfield has served as Deputy Director for Seattle’s Office of Sustainability & Environment since 2016. She is passionate about working at the intersection of government and community and brings more than a decade of public sector management and leadership to advance climate action, urban greening, healthy and local food, and environmental



justice. In her role as deputy, Michelle contributes to officewide success through the strategic integration of policy, planning, and communications. Michelle represents Seattle on several regional, national, and international networks and serves as Vice Chair of the Board of Directors for the Puget Sound Clean Air Agency. Prior to the City of Seattle, Michelle worked as an environmental consultant, providing policy, planning, program design, implementation, and evaluation services in the areas of resource conservation, waste, sustainability, climate, and clean energy to a wide range of public and private sector clients. She holds a Bachelor of Science in History and Environmental Studies from the University of Wisconsin-Madison and a Master of City Planning from the Massachusetts Institute of Technology (MIT).

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SECTION

B



City of Seattle

Seattle Human Resources

Kimberly Loving, Director

January 28, 2025

TO: Pam Inch – Senior Executive Recruiter SHR

FROM: Annie Nguyen - Seattle Human Resources

SUBJECT: Background check for **Kiersten Hutton Grove**

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

Cc: Personnel File

Seattle Department of Human Resources

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

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Confirmation Questions for Kiersten Grove
Director of the Department of Finance and Administrative Services

General

1. *What are your major goals for Finance and Administrative Services (FAS) over the next five years?*

FAS has an incredibly diverse portfolio that serves both internal City departments and the public. Work includes the design and construction of new buildings; renovating, updating and maintaining existing buildings; purchasing and maintaining the City's vehicles; running the Seattle Animal Shelter; leading purchasing and contracting policies and processes; implementing the City's consumer protection laws and running the City's Customer Service Centers. Each of these lines of business have important operational goals in the coming years, but of particular importance to me are building and fleet electrification, strengthening customer service within our communities and leveraging funding opportunities for the Seattle Animal Shelter.

The City has ambitious goals to reduce fleet greenhouse emissions, be fossil fuel free by 2030 and to remove fossil fuel systems and appliances from buildings by 2035. These efforts are expensive to realize but Seattle is leading the nation in this work. In the next five years, I will seek to maximize City and grant funding opportunities to prioritize and direct de-carbonization efforts where they have the most impact. For Customer Service, I would like to continue the strong work of our neighborhood Customer Service Centers and utilize emerging technologies to help streamline work and assist our Customer Service Representatives in getting information to the public. And finally, I would like to better equip the Seattle Animal Shelter (SAS) to tell their story effectively and leverage grant and fundraising resources to support animal care. As an example, SAS recently began planning for the Furry 5K event to take place on June 8, 2025. This is the first time in many years that SAS has independently hosted this event, and we see it as an opportunity to share our work and further build community around animal welfare in Seattle.

Beyond the operational goals above, over the last two years I have led with a focus on customer service for both our internal and public facing work. My leadership style balances structure and efficient decision-making with a focus on encouraging collaboration and open sharing of ideas. This balance has strengthened our organizational culture and has resulted in improvements in the quality of service FAS provides.

2. *What do you view as your major achievements as Interim Director of FAS?*

FAS and the City have set and met ambitious women- and minority-owned business (WMBE) spending goals over the past two years. Under my leadership, FAS has increased outreach efforts to small and minority-owned businesses and has just convened the second WMBE advisory council of community stakeholders. Last year, FAS launched the City's first ever free pet vaccination clinics in

neighborhoods throughout Seattle. Our incredible team at the Seattle Animal Shelter brought veterinary care into Seattle communities, serving over 1,500 animals in 2024. My FAS team and I also worked in partnership with the Mayor and Council to update the City's Priority Hire legislation to expand access to apprenticeships across the broader region. This new legislation has the potential to create up to 14,000 construction career opportunities for people of color, women, veterans and residents living in economically distressed neighborhoods. And in 2024, FAS put the City's 500th electric vehicle into operation. We've reduced fuel consumption by 500,000 gallons over the past 10 years. On a broader scale, I implemented leadership training across the department; first for our people leaders and then more broadly for individual contributors. The goal of these trainings, and our continued implementation, is to shift towards an organizational culture of collaboration and growth, with an emphasis on integrating an equity lens into all we do.

3. *What are the biggest challenges facing FAS?*

Given the unique and diverse services provided by FAS, divisions can have a range of challenges. However, the two issues spanning across the department are escalating maintenance and repair costs and recruitment and retention of skilled trade positions. For the two largest divisions within FAS, Facility Operations and Fleet Management, rising costs in the construction industry and in vehicle purchase and repairs stress our annual budgets. Our existing funding does not go as far as it once did due to increasing inflation, and our needs are increasing; a condition that is true across the City's services. For Facility Operations, FAS owns and maintains over 120 buildings. Costs for system upgrades for HVAC, elevators and fire safety systems can be in the millions of dollars for our larger buildings like SMT, City Hall and the Justice Center. And while we work to maintain and extend the life of these systems, parts often become unavailable, and technologies are no longer supported. Additionally, as our buildings age, unexpected maintenance and repairs become more common, further stressing our staff and budget resources. These conditions can make the work environment for our employees in our skilled trades – mechanics, HVAC technicians, carpenters, plumbers and electricians particularly challenging. To address this, my team and I are working with CBO to identify upcoming needs and repairs, so that we can proactively plan for major projects within the City's Capital Improvement Plan (CIP).

4. *What has been your approach to promoting the City's equity goals in FAS?*

Centering equity is essential to the operations of any department within Seattle. In promoting the City's equity goals, I've focused on integrating an equity lens into our everyday operations, and how we set department and division goals and priorities within our annual workplan. This work is personally important to me as I've focused much of my career on improving racial equity outcomes whether through my teaching career, my time in Chicago working on transportation safety or my work here at the City of Seattle. I believe strongly that the internal, often unseen work of City government has the ability to catalyze the most significant change. And this is the work that FAS

does. This materializes in different ways across the department and has included improving our performance on WMBE goals, fostering opportunities in City-owned space for Black-owned businesses, bringing regulatory licensing services into our customer service centers to better serve communities or realigning our animal foster program at the Seattle Animal Shelter.

Focusing on our internal practices, FAS Change Team leads are a part of our Leadership Team. We encourage Change Team membership from each of our divisions, not to be solely responsible for considering equity within the division, but to build capacity and give opportunities for growth and leadership development. We've added changes to our hiring processes, including how we recruit and how we think about interview questions throughout our candidate selection processes. Finally, we've integrated training across the department's 500 people to further empathy and respect with a focus on equity, encouraging our employees to recognize and grow from the ideas and experiences that each member of FAS brings to their work.

5. *How has and will FAS continue to align with Council Districts, each having unique needs, and improving your communications, education and outreach?*

Council Districts each have individual needs that are important to consider in how services are delivered. FAS operates Customer Service Centers in Southeast, Southwest, Central, Ballard, the University District and Lake City. Each of these service centers provides general information, payment options and passport services. In addition to the standard services offered, our Service Centers also function as community hubs for meetings, offer specific licensing services if requested, and where space is available, also host Council offices, providing a dedicated space for community members to work with their representative. In addition to these services, the Seattle Animal Shelter hosts vaccination clinics in south Seattle furthering the reach of the shelter's Interbay location. For our internal services, FAS is installing vehicle charging stations for City departments so that they are better able to serve neighborhoods outside the downtown core. And finally, FAS builds and maintains fire and police facilities throughout Seattle neighborhoods ensuring the community has access to critical public safety resources. I appreciate inclusion of our work in your district newsletters and am committed to continuing to share our work with Council offices to help us further share our services.

6. *How does your past work in transportation shape your work at FAS?*

Transportation is fundamental to our community, to safety and opportunity across the city. My work both here in Seattle and in Chicago shaped my approach to leading FAS in a variety of ways. First, and most broadly, because I've worked in a number of City departments, I have a good sense of their operational needs and how FAS as an internal services department might help them achieve those goals – for example, vehicle electrification, facility improvements or contracting needs. My work in transportation also included both policy development and capital project delivery. FAS' portfolio

includes both of those functions, and I feel comfortable working with our teams and thinking critically about how to improve processes. And finally, most directly, I first began working with FAS more than 10 years ago while I was at SDOT. At the time, my role was to help develop a regulatory framework for taxi and Transportation Network Companies (TNCs) that would meet SDOT's goal to provide more transportation options. The experience helped me better understand the complicated relationships between consumer protection, economic opportunity, marketplace options and operating expenses.

7. *What do you see as the role of FAS in effectuating the Transportation Levy passed by the voters?*

The new Transportation Levy is a huge undertaking that will deliver so many essential projects for the residents of Seattle. My team and I at FAS are excited to be a part of it. There are three primary areas where FAS may assist in the implementation of the transportation levy. SDOT has already begun project planning and FAS will support them in securing the needed space for people working on the levy. This could include office space or space proximate to project sites. Additionally, FAS would play a role in acquiring any new vehicle or machinery needed for the scale and scope of the levy. And finally, FAS' Purchasing and Contracting division will work with SDOT on public works contracting for capital projects.

Facilities Management

8. *What are the maintenance and refurbishment plans for Benaroya Hall and the Garden of Remembrance? Are there developments yet?*

Benaroya Hall and the Garden of Remembrance are an incredible asset for the people of Seattle. While the City owns the underlying land and building, Benaroya Hall is completely responsible for operations and maintenance of the facility and the Garden of Remembrance. The separate and independent Office of City Finance maintains the City's relationship with Benaroya Hall, sits on their board, reviews their capital plan and administers City funds that support their ongoing maintenance (in 2025, \$491,962 for Benaroya and \$242,537 for the Garden of Remembrance) as well as capital repairs for the Garden of Remembrance such as the \$50,000 to study the Garden's membrane. Benaroya is required to provide a list of building changes to the City that may affect the exterior of the building or require a permit and these include the following:

- Replacement of five pairs of exterior doors on 3rd Ave. arcade with matching storefront
- Replacement of the exterior marquees with digital signage screens and related electrical modifications
- Renovation of exterior poster boxes on 3rd Ave. and Union St. to house digital screens and related electrical modifications
- Upgrades to exterior lighting at northeast and southeast entrance canopies

- Structural, HVAC and electrical modifications to expand and reconfigure the Level 4 Balcony, East 1st Tier and Bar area into a new lounge
- HVAC and electrical modifications to renovate the 3rd Ave. arcade and reconfigure the existing box office, coat check, retail, and concessionaire outlets, into a new community room, lounge and concession area and concierge counter
- Electrical modifications to relocate the bars at Level 3 Grand Lobby and to enhance existing bars at Level 4 West and East 2nd Tiers and Recital Hall Lobby
- HVAC and electrical modifications to reconfigure a portion of Level 4 East restrooms to be all-user restrooms

9. *What policies guide lease agreements with for-profit companies on city property, e.g. at City Hall or the Seattle Armory?*

Managing retail space within City buildings can include balancing a number of factors. FAS has jurisdictional authority over the City's downtown office buildings, including Seattle City Hall, Seattle Municipal Tower and Seattle Justice Center. In those buildings there are several storefront spaces that provide amenities to the tenants of the building, usually City employees, and to the general public.

FAS considers a variety of factors when determining a potential lease. Factors include amenities potential lessees would provide to building tenants; variety and complement of tenancies on the property; anticipated and historical level of foot traffic; potential WMBE businesses that the City might attract as potential lessees; past leasing practice; past structure of leases; rent charged for current tenants; duration of desired lease; and the longevity of lessee in business. Prior to the pandemic, FAS retail tenants were stable and retail space was fully occupied. During and post-pandemic, SMT and SCH experienced turnover including continued vacancies despite rent reductions and significant attempts to retain tenants.

Besides FAS, a number of City departments have jurisdiction over buildings including CEN, SPL and SPR. Each department has jurisdictional oversight over their properties and will have similar but perhaps slightly different considerations in determining tenancy in their spaces.

Consumer Protection Division

10. *What do you see as the biggest challenges facing the Consumer Protection Division and what are your plans to address them?*

FAS' Consumer Protection Division is charged with protecting consumers across 25 industries including short-term rentals, retail cannabis sales, network company operations, taxis and the for-hire industry, weights and measures and many others. This work is personally important to me

because it's central to the work of good government – protecting people while also ensuring economic opportunity. The biggest challenge in doing this work effectively is balancing the needs of the consumer, the needs of the business and the cost of regulation. To illustrate this challenge, some recent work my team has done related to the taxi/for-hire industry is a good example. In any regulatory framework, we do our best to recoup costs from the regulated industry so that the General Fund is not needed to support ongoing regulation. Historically, the taxi industry was a heavily regulated industry, but as Uber and Lyft entered the marketplace, historic taxi regulation unintentionally burdened the industry. Over the ensuing years we worked to bring more parity and in late 2023 we worked alongside King County to create a streamlined and simplified regulation process that included changes to technology requirements. We moved towards requiring taxi companies to adopt digital application dispatch systems to improve the customer experience and make City regulation of the industry simpler.

11. How can the City of Seattle, including the Seattle City Council, help better empower the work of the Consumer Protection Division?

I would like to thank you all for the work your offices have done to date. My team and I have appreciated the opportunity to work with you and provide operational context as new consumer protection legislation is explored and drafted. FAS is charged with implementing the regulatory frameworks established by the Mayor and Council and our role is to meet the legislative objectives of the ordinance. Working collaboratively has been invaluable as it establishes the best foundation for us to begin effective and clear implementation of new laws. In addition to early coordination, we also recognize that Councilmembers are a voice for the communities we serve. If anything, please keep engaging with us as you develop new legislation that involves FAS. We understand that you often hear from constituents on opportunities for better communication and coordination. We value you sharing those with us to improve our programs for our communities.

12. Can you describe the mechanics – in terms of time, FTES, etc. – that come into play when FAS has to collect new fees and establish new licensing schemes required in legislation? For example, what challenges has FAS faced as it prepares to begin collecting the \$0.10 per delivery licensing fee on app-based delivery companies that Council approved in 2023 to enforce the deactivation ordinance, and what is the status of the work?

In establishing a new regulatory license, several items are necessary to ensure the success of timing and execution. First is the identification of a technology solution – in the case of the network company fee, Accela, an existing City resource which Seattle IT manages and implements necessary changes. Next is finding adequate staffing, aside from Seattle IT staff that includes project management staff to coordinate the development of the technology with internal CPD staff and train CPD staff on the use of the technology, as well as strategic advisors to become experts in the legislation, help shape and form the technology needs, create any needed Director's Rules and

coordinate with affected City departments and external stakeholders. Once those items are complete, Customer Service staff do outreach to the affected industry and assist with first-time licensees, ongoing licensing questions and annual license renewals. Inspectors both review and enforce compliance with the new law. Lastly, technology upgrades, staffing and outreach all take time in ensuring success.

In terms of the most recent network company fee, the legislation provided necessary staffing resources and time to allow for CPD to begin accepting applications in October 2025 and for the City to begin collecting fees beginning in January 2026, per the Council-approved legislation. Currently, FAS is working with IT and has completed the design phase of the development of the IT project. The project will then be sent to an internal IT developer in April and expected to be ready for testing in the summer. FAS is simultaneously hiring two positions – a License and Standards Inspector and Customer Service Representative, both expected to begin this month. FAS has been working with OLS on the coordination for the roll out of the new fees since passage of the legislation in anticipation of the October 2025 application deadline.

Animal Shelter

- 13. There have been news reports of issues with culture, understaffing of behaviorists and foster coordinators, and insufficient facilities at the shelter. What do you see as the biggest needs at the Animal Shelter, and what has and needs to be done to address them?*

First let me say how much I respect, appreciate and admire the work of our team at the Seattle Animal Shelter (SAS). SAS is the only open admissions shelter in the city, meaning we take in any animal in need. Animals in our care may be there because their owner may no longer be able to keep them because of financial or health issues, they have suffered abuse, may have bitten someone, may be lost or the police have placed them with us. SAS' Animal Control Officers, Customer Service Representatives, Veterinary care team, Behaviorist, Foster and Volunteer Program Coordinators and leadership have extensive experience working with animals who are under stress or have experienced trauma. Our goal is to protect the public and ensure that animals receive the best care available, recognizing that the most successful outcome for animals is to be placed in a home as soon as possible. To both care for animals in and out of the shelter, we have extensive volunteer support including those who clean kennels, feed animals, do laundry and foster volunteers who care for animals in their homes.

We serve thousands of people and pets annually and are incredibly proud of the work that the SAS does. That said, the facility itself is over 40 years old and has not been significantly expanded since it was built. Operationally, we have a larger staff, bigger volunteer base, see more animals and most significantly are able to rescue more than 90% of the animals we take in. Given this, providing the level of service that we do within the existing building is challenging. We keep only about 50% of

animals at the SAS facility itself and whenever possible, work to house animals in volunteer foster homes. The Animal Control Officers, Behaviorist and Foster Care Coordinator are instrumental in evaluating an animal to determine whether it can be placed in a home and which placement will be the most successful. We rely on these positions to ensure that the facility is not overcrowded and that the animals who must remain in the care of the shelter have the space available. At this time, we are also starting the planning for a new Seattle Animal Shelter, engaging with the Mayor's Office to identify locations, needs and service delivery options.

14. Please detail how staffing of behaviorists and foster coordinators or insufficient facilities affect operations.

When an animal first comes to the shelter, our team works to get a behavioral assessment on the animal. The veterinary care team then addresses any medical needs and the Behaviorist evaluates this information and works directly with the animal to understand if a foster placement is possible. The Foster Care Coordinator then works with our volunteer foster families for placement. Because it is a best practice to keep animals in a home environment, we try to place animals that are healthy and behaviorally acceptable for a foster home as quickly as possible to leave enough space in the shelter for animals whose medical or behavioral condition makes foster or immediate adoption difficult.

These roles are critical to the operation of the SAS and are integral into animal health and adoption. Currently both positions are funded through grants or donations. We are actively exploring opportunities for fully funding both positions on an ongoing basis and expanding services to include more hours of operation. Also, as stated above, FAS is actively exploring a new building for the animal shelter.

15. What support from the City of Seattle, including the Seattle City Council, to achieve those goals?

First thank you to the Councilmembers who have supported our work to add additional permanent staffing to SAS operations and for the opportunity to discuss this here. I also want to extend my thanks to Councilmembers who have adopted pets from us and supported animals in need in our communities. It is meaningful to our team in so many ways. More than anything, we appreciate the opportunity to acknowledge and discuss the incredible work of the staff and volunteers at the Seattle Animal Shelter.

Customer Service

16. Please detail past and ongoing work to improve the Find It, Fix It app and the responses to issues people report through it. How do you believe it's working now? What were some problems in the past, and what has been done to make it more successful?

Find It, Fix It (FiFi) is a widely used app for reporting issues to the City. It's a great tool to quickly share minor maintenance issues throughout the city. Many large cities across the country use a version of this app, customizing it to meet their specific needs.

Where FiFi excels is in handling the entire workflow within the app. When an issue is reported, it is assigned to the appropriate department, dispatched to a worker, and marked as completed once resolved. The app then notifies the user that their issue has been addressed. Challenges remain when an issue must be routed to a larger department with its own separate work management system, such as Seattle City Light (SCL), Seattle Public Utilities (SPU), the Seattle Department of Transportation (SDOT), the Seattle Department of Construction and Inspections (SDCI) and Seattle Parks and Recreation (SPR). The City is currently working on integrating FiFi with department work management systems, starting with high-volume service requests in Parks. This effort will enable near real-time updates, so users are notified when a job is completed. A similar process is being explored for streetlight repairs.

Last year, the City completed a major app upgrade to improve usability. Additionally, the City is working with Motorola to meet accessibility requirements by April 2026. The team has also added the six most requested datasets to the City of Seattle Open Data Portal for greater transparency.

17. *What is your vision for the Customer Service Bureau over the next five years?*

First, I cannot say enough about the amazing work of FAS' Customer Service Division. The work they do to connect people with services throughout the city is critical to the health of our communities. Our team does this by centering the customer experience and approaching their work with empathy and respect. In FAS this team is composed of two customer service groups. The first is the Customer Service Team, which manages the City's main line (206-684-CITY), assigns online general service requests to the appropriate departments, and researches issues as needed. This team also has access to the language line, enabling communication with customers in 240 languages.

The second group consists of six customer service centers, one in each Council District (the City Hall kiosk and department kiosks in SMT function as a District 7 in-person touchpoint). These centers provide essential in-person services, with first-time passport applications being the most common request, especially as other government locations have discontinued passport processing. Additionally, they offer services such as utility payments, compost bag distribution, and assistance with City-related requests.

I am proud to say that our customer service staff regularly receive positive feedback from residents for their exceptional service. To continue and enhance this great service, there are opportunities to improve accessibility and innovation to ensure seamless, responsive service. By leveraging data

analytics to better understand what our customers need, we can adjust service delivery. Additionally, there is significant potential to integrate digital and AI solutions to support staff with more streamlined access to information. This can allow us to get information to people more quickly and serve a wider range of customers. As technology continues to evolve, my team and I will look for opportunities to implement new tools that enhance efficiency while maintaining our commitment to excellent service.



Legislation Text

File #: CB 120950, **Version:** 2

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to reaffirming The City of Seattle as a Welcoming City; supporting access to reproductive health care services and gender-affirming treatment in Seattle; extending the responsibility of City employees to protect the provision of reproductive health care services and gender-affirming treatment; and adding a new Chapter 14.115 to the Seattle Municipal Code.

WHEREAS, The City of Seattle (“City”) recognizes the inherent worth and equal rights of all people, including 2SLGBTQIA+ individuals, and seeks to provide a safe and welcoming environment for those who reside in, work in, or visit the City; and

WHEREAS, the City unequivocally supports the rights of individuals to seek, obtain, provide, or facilitate reproductive health care services and gender-affirming treatment that is legal in Washington State; and

WHEREAS, the City has a long history of opposing discrimination based on race, color, religion, national origin, ancestry, disability, age, sexual orientation, gender identity, and sex; and

WHEREAS, the City fosters a culture and environment that make it a vibrant, global city where all residents, including immigrants, refugees, 2SLGBTQIA+ individuals, and other marginalized persons can fully participate in and be integrated into the social, civic, and economic fabric of Seattle; and

WHEREAS, the City has previously affirmed in Resolution 31730 the promotion of policies and programs that reflect Seattle’s status as a Welcoming City; and

WHEREAS, the City has previously affirmed in Resolution 32054 and Ordinance 126649 its support of laws safeguarding reproductive rights to provide everyone in Seattle, Washington State, and beyond access to safe abortions and comprehensive reproductive health care, including protections against

discrimination; and

WHEREAS, the City has previously affirmed in Resolution 31738 its request to the United States Congress to ensure that federal civil rights laws are fully inclusive of protections based on sexual orientation and gender identity or expression; and

WHEREAS, Ordinance 125100, adopted August 3, 2016, recognizes that members of the 2SLGBTQIA+ community still face threats to their physical safety, economic security, and overall well-being, and the City has a compelling interest in protecting the physical and psychological well-being of minors, including 2SLGBTQIA+ youth, and in protecting its minors against exposure to serious harms caused by conversion therapy; and

WHEREAS, Ordinance 126634, adopted August 1, 2022, establishes the City as a sanctuary city for those seeking abortion care and prevents the Seattle Police Department from cooperating with out-of-state warrants related to abortions or other reproductive health care; and

WHEREAS, Ordinance 124829, adopted August 14, 2015, helps create safer, more accessible restroom facilities for everyone, including transgender and gender diverse individuals; and

WHEREAS, Executive Order 2023-07 Equity and Opportunity in City Contracting recognizes that LGBTQ-owned businesses are also impacted by contracting equity, and directed the Finance and Administrative Services Department to explore ways to advance opportunity for these firms; and

WHEREAS, Washington State's Shield Law that was enacted in 2023 provides protections for those who pursue or provide legal reproductive health care services or gender-affirming treatment in Washington State; and

WHEREAS, Washington State's Shield Law provides a mechanism by which any person in the state who receives a subpoena from any court, state or federal, in the United States or any of its territories, may, pursuant to the Washington Rules of Civil Procedure, move to modify or quash that subpoena on the grounds that it is inconsistent with the public policy of Washington under the

State’s Shield Law; and

WHEREAS, the City recognizes that such a motion is consistent with the public policy of the City of Seattle;
and

WHEREAS, the City affirms its role as a leader in inclusion by upholding Washington State’s Shield Law and Washington State’s Law Against Discrimination and resisting efforts to impose discriminatory policies that violate constitutional rights or Washington State’s anti-discrimination laws; and

WHEREAS, a federal judge granted Washington State’s request for a preliminary injunction blocking President Trump’s action to deny life-saving medical care to transgender youth; and

WHEREAS, the 2SLGBTQIA+ community in Seattle represents a vital part of the City’s cultural, social, and economic diversity, and faces ongoing discrimination, violence, and systemic barriers that threaten their safety and well-being; and

WHEREAS, the City recognizes that transgender, non-binary, and gender-diverse individuals are disproportionately targeted by violence and discriminatory policies and seeks to protect and affirm their rights; and

WHEREAS, across the country, anti-2SLGBTQIA+ legislation continues to be enacted, threatening access to health care, education, and protections under the law, and the City remains steadfast in its commitment to reject such policies and protect 2SLGBTQIA+ residents and visitors; and

WHEREAS, the City rejects efforts that criminalize or marginalize 2SLGBTQIA+ identities, including attempts to ban gender-affirming treatment, censor 2SLGBTQIA+ literature, restrict 2SLGBTQIA+ expression, or otherwise undermine the rights of 2SLGBTQIA+ individuals; and

WHEREAS, the City unequivocally supports the rights of individuals to engage in free speech or expression supporting 2SLGBTQIA+ rights, embrace and express their own authentic gender and sexuality, and define their own gender and sex with or without regard to biological sex at birth; and

WHEREAS, the City opposes any government actions that restrict access to reproductive and 2SLGBTQIA+

health care, including gender-affirming treatment; and

WHEREAS, the City has a long-standing commitment to improving the lives of 2SLGBTQIA+ individuals and communities, including investments in the first 2SLGBTQIA+ affirming senior housing project in Washington; hubs and communal spaces for 2SLGBTQIA+ individuals seeking resources, wellness, and community; gender-inclusive youth and older adult athletic programming; and supporting economic development for 2SLGBTQIA+ owned businesses; and

WHEREAS, the City's Office of Civil Rights enforces Seattle civil rights laws, protecting people from discrimination in city services, employment, housing, contracting, and public accommodations on the basis of, among other things, gender identity, sexual orientation, and sex; and

WHEREAS, the City is committed to providing services and enforcing laws in a professional, nondiscriminatory, fair, and equitable manner, and continues to improve its policies and delivery of services for 2SLGBTQIA+ individuals, including bias-free policing policies, and culturally relevant training programs for health, housing, and social service providers; and

WHEREAS, the Seattle Police Department is the only law enforcement agency in Washington to have a full time 2SLGBTQIA+ liaison, who serves as a point of contact, advocates for community members, and builds trust, and the City is committed to maintaining this valuable position; and

WHEREAS, the City is continually seeking ways to reduce barriers to accessing resources and support for 2SLGBTQIA+ individuals and organizations; and

WHEREAS, the City will continue to celebrate and uplift 2SLGBTQIA+ voices and contributions through public events, education, and partnerships with community organizations; and

WHEREAS, the City seeks to serve as a refuge of fairness, respect, and dignity for all, including 2SLGBTQIA+ individuals, immigrants, refugees, and other historically marginalized communities; and

WHEREAS, the City reaffirms its commitment to diversity, inclusion, and justice, and its commitment to fostering an environment where all individuals, regardless of sexual orientation, gender identity, or

reproductive health care needs, can live authentically and without fear of discrimination or harm; and
WHEREAS, as a Welcoming City, the City is committed to recognizing the dignity of all its residents, workers,
and visitors, including the right to reside in, work in, and visit a city that does not subject them to
prejudicial treatment or discrimination; and

WHEREAS, the City seeks to codify relevant portions of Washington State’s Shield Law and extend provisions
to City employees; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. A new Chapter 14.115 is added to the Seattle Municipal Code as follows:

Chapter 14.115 PROTECTED HEALTH CARE SERVICES

14.115.005 Purpose

The purpose of this Chapter 14.115 is to incorporate relevant portions of the Washington State Shield Law
(chapter 7.115 RCW) into City law and extend provisions to City employees.

14.115.010 Definitions

The definitions in this Section 14.115.010 apply throughout this Chapter 14.115 unless the context clearly
requires otherwise.

“Aggrieved party” means a person against whom an underlying action is commenced based on the
aggrieved party’s provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or
attempted assistance in the provision or receipt of protected health care services.

“City” means The City of Seattle.

“Gender-affirming treatment” means health services or products that support and affirm an individual’s
gender identity, including social, psychological, behavioral, and medical or surgical interventions. Gender-
affirming care services include, but are not limited to, evaluation and treatments for gender dysphoria, gender-
affirming hormone therapy, and gender-affirming surgical procedures.

“Protected health care services” means gender-affirming treatment and reproductive health care services

that are lawful in the state of Washington.

“Reproductive health care services” means all services, care, or products of a medical, surgical, psychiatric, therapeutic, mental health, behavioral health, diagnostic, preventative, rehabilitative, supportive, counseling, referral, prescribing, or dispensing nature relating to the human reproductive system including, but not limited to, all services, care, and products relating to pregnancy, assisted reproduction, contraception, miscarriage management, or the termination of a pregnancy, including self-managed terminations.

“Underlying action” means a civil, criminal, or administrative proceeding, or any proceeding preliminary thereto.

14.115.020 Declaration of public policy - Cooperation to enforce other state’s laws

A. It is the public policy of this City to protect the provision of protected health care services that are lawful in the state of Washington by a person duly licensed under the laws of the state of Washington and the provision of insurance coverage for such services regardless of the location of the person receiving the services.

B. A law of another state that authorizes the imposition of civil or criminal penalties or liability related to the provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of protected health care services that are lawful in the state of Washington is against the public policy of the City.

C.

1. A City court, judicial officer, court employee or clerk, or public employee or official shall not issue or effectuate a warrant for the arrest of any person in connection with the provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of protected health care services that are lawful in the state of Washington and a City law enforcement agency or officer shall not effectuate such a warrant or knowingly arrest, or knowingly participate in the arrest of, any person for the provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of such protected health care services.

2. A City agency, commission, board, or department, or any employee thereof, acting in their official capacity, shall not cooperate with or provide information to any individual, agency, commission, board, or department from another state or, to the extent permitted by federal law, to a federal law enforcement agency, for the purpose of enforcing another state's law or an investigation related to another state's law that asserts criminal or civil liability for the provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of protected health care services that are lawful in the state of Washington.

3. A City court, judicial officer, court employee or clerk, or attorney shall not issue a subpoena, warrant, court order, or other civil or criminal legal process pursuant to any state law in connection with a proceeding in another state related to the provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of protected health care services that are lawful in the state of Washington.

4. Nothing in this Section 14.115.020 prohibits the investigation of any criminal activity in this state that may involve the alleged provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of protected health care services occurring in the state of Washington. Any information relating to any protected health care services provided to a specific individual shall not be shared with an agency, department, or individual from another state for the purpose of investigating or enforcing another state's law that asserts criminal or civil liability for the provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of protected health care services that are lawful in the state of Washington.

5. A City court, judicial officer, court employee or clerk, or public employee or official shall not apply to a case or controversy heard in City court any law that is contrary to this City's public policy as described in this Section 14.115.020.

14.115.040 Civil claim for interference with protected health care services

A.

1. A claim for interference with protected health care services arises when:

a. Any underlying action is commenced against an aggrieved party in any court, state or federal, in the United States or any of its territories, where liability in the underlying action is based in whole or in part on:

1) The aggrieved party's provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of protected health care services that are lawful in the state of Washington;

2) Conduct occurring in this state; and

3) A cause of action or criminal liability that is not available under City or Washington law or the law of another state that is substantially similar to City or Washington law; or

b.

1) Any person in the state of Washington receives a subpoena from any court, state or federal, in the United States or any of its territories, where the information sought concerns the provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of protected health care services that are lawful in the state of Washington; and

2) Where liability in the underlying action is based in whole or in part on a cause of action or criminal liability that is not available under Washington law or the law of another state that is substantially similar to Washington law.

2. An underlying action is based on conduct occurring in this state if any part of the acts or omissions that form the basis of liability in the underlying action occur in Washington state, whether or not such acts or omissions are alleged in the action.

B. A person may maintain a claim for interference with protected health care services under this Section 14.115.040 if the underlying action is objectively baseless and brought for an improper purpose.

1. An underlying action is objectively baseless under this Section 14.115.040 if:

- a. The court in the underlying action lacked jurisdiction over the aggrieved party;
- b. The underlying action impedes the right to travel; or
- c. Other factors exist that the court determines demonstrate the objective baselessness of

the underlying action.

2. An underlying action is brought for an improper purpose under this Section 14.115.040 if:

a. A purpose of the underlying action is to deter acts or omissions in Washington state that are permitted under the laws of the state of Washington; or

b. Other factors exist that the court determines demonstrate the underlying action was brought for an improper purpose.

C. If a court finds for the aggrieved party in an action asserting a claim for interference with protected health care services authorized by this Section 14.115.040, the aggrieved party may recover damages from any party that brought the underlying action. Recoverable damages include:

1. Actual damages including, but not limited to, costs and reasonable attorneys' fees spent in defending the underlying action;

2. Costs and reasonable attorneys' fees incurred in bringing an action under this Section 14.115.040 as may be allowed by the court; and

3. Statutory damages up to \$10,000 if the underlying action is found to be frivolous.

D. The provisions of this Section 14.115.040 do not apply to a judgment entered in another state that is based on an action:

1. Founded in tort, contract, or statute, and for which a similar claim would exist under the laws of this state, brought by the person who received the protected health care services upon which the original lawsuit was based or the person's authorized legal representative, for damages suffered by the person or damages derived from an individual's loss of consortium of the person;

2. Founded in contract, and for which a similar claim would exist under the laws of this state, brought or sought to be enforced by a party with a contractual relationship with the person that is the subject of the judgment entered in another state; or

3. Where no part of the acts that formed the basis for liability occurred in this state.

14.115.050 Enforcement by City Attorney

The City Attorney may bring an action to enjoin any person from violating any provision of this Chapter

14.115. Upon proper showing, a court of competent jurisdiction may grant a permanent or temporary injunction, restraining order, writ of mandamus, or any additional orders or judgments necessary to enjoin such persons from violating this Chapter 14.115. For any action in which the City Attorney prevails, the City Attorney may recover the costs of the action, including a reasonable attorney’s fee.

14.115.900 Short title

This Chapter 14.115 may be known and cited as the Shield Law.

14.115.901 Construction - Full faith and credit

The courts of this state shall give full faith and credit as provided for in the United States Constitution to the public acts, records, and judicial proceedings of another state and nothing in this Chapter 14.115 shall be construed to undermine the primacy of that clause.

Section 2. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council the _____ day of _____, 2025, and signed by me in open session in authentication of its passage this _____ day of _____, 2025.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2025.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2025.

Scheereen Dedman, City Clerk

(Seal)

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
Mayor's Office	Kate Hoffman	Adam Schaefer

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to reaffirming The City of Seattle as a Welcoming City; supporting access to reproductive health care services and gender-affirming treatment in Seattle; extending the responsibility of City employees to protect the provision of reproductive health care services and gender-affirming treatment; and adding a new Chapter 14.115 to the Seattle Municipal Code.

Summary and Background of the Legislation as introduced: This legislation reaffirms that the City of Seattle seeks to provide a safe and welcoming environment for those who reside in or visit our city, including 2SLGBTQIA+ people, people seeking protected health services, immigrants, refugees, and other historically marginalized communities. The legislation codifies relevant sections of Washington State's Shield law, which protects the provision of reproductive health care services and gender-affirming treatment, into the SMC and extends that law's application to City employees to demonstrate its commitment to protecting the rights and liberties of its residents and providing all with access to the City services.

Governance, Accountability & Economic Development Committee Amendment: On March 13, 2025, the Governance, Accountability & Economic Development Committee approved the following amendment to this legislation, and passed CB 120950 out of committee as amended:

- Amendment 1: Removes Section 14.115.030 Subpoena – Quashing and instead creates recitals that identify the Washington State code provisions authorizing residents of Washington State to avail themselves of courts of competent jurisdiction to assert their rights under Washington State's Shield Law.

2. CAPITAL IMPROVEMENT PROGRAM

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

3.d. Other Impacts

Does the legislation have other financial impacts to The City of Seattle, including direct or indirect, one-time or ongoing costs, that are not included in Sections 3.a through 3.c? If so, please describe these financial impacts.

No.

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

The City Attorney's Office is responsible for enforcing this law. It is projected to be unlikely that additional resources will be required to support that effort, but in the event that they are, the department will document them in a future budget request.

Please describe any financial costs or other impacts of *not* implementing the legislation.

There is no direct financial cost of not implementing the legislation.

Please describe how this legislation may affect any City departments other than the originating department.

All City departments and employees will be expected to comply with the law. The City Attorney's Office is responsible for enforcing this law.

4. OTHER IMPLICATIONS

a. Is a public hearing required for this legislation?

No.

b. Is publication of notice with The Daily Journal of Commerce and/or The Seattle Times required for this legislation?

No.

c. Does this legislation affect a piece of property?

No.

d. Please describe any perceived implication for the principles of the Race and Social Justice Initiative.

i. How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.

This ordinance uplifts policies to protect the rights of historically disadvantaged and vulnerable communities, including immigrants and refugees, 2SLGBTQIA+ people, and people pursuing reproductive health care services or gender-affirming treatment.

Further, this legislation extends that law's application to City employees to demonstrate its commitment to protecting the rights and liberties of its residents and providing all with access to the City services.

ii. Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.

N/A

iii. What is the Language Access Plan for any communications to the public?

N/A

e. Climate Change Implications

i. Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.

N/A

ii. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.

N/A

f. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)? What mechanisms will be used to measure progress towards meeting those goals?

N/A

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

No.

5. ATTACHMENTS

Summary Attachments: None.

Amendment A to CB 120950 – Shield Law

Sponsor: Councilmember Moore

Defining term and clarifying scope of prohibitions

Effect: This amendment would define the term “assistance,” which is used in this bill and in state law but is currently undefined. This amendment would also add agents of City agencies, commissions, boards, or departments to the prohibition on cooperation with or provision of information related to protected health care services.

Background: The changes this amendment would mirror relevant changes to the State Shield Law that are proposed by legislation (Senate Bill 5632) currently active in the state legislature and supported by the State Attorney General’s Office.

Amend Section 1 of CB 120950 as follows:

Section 1. A new Chapter 14.115 is added to the Seattle Municipal Code as follows:

* * *

14.115.010 Definitions

The definitions in this Section 14.115.010 apply throughout this Chapter 14.115 unless the context clearly requires otherwise.

“Aggrieved party” means a person against whom an underlying action is commenced based on the aggrieved party’s provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of protected health care services.

“Assistance” means any action to help, aid, or support the provision or receipt of protected health services including, but not limited to, providing financial, logistical, informational, or travel support to facilitate access to protected health services.

“City” means The City of Seattle.

“Gender-affirming treatment” means health services or products that support and affirm an individual’s gender identity, including social, psychological, behavioral, and medical or surgical interventions. Gender-affirming care services include, but are not limited to, evaluation and treatments for gender dysphoria, gender-affirming hormone therapy, and gender-affirming surgical procedures.

“Protected health care services” means gender-affirming treatment and reproductive health care services that are lawful in the state of Washington.

“Reproductive health care services” means all services, care, or products of a medical, surgical, psychiatric, therapeutic, mental health, behavioral health, diagnostic, preventative, rehabilitative, supportive, counseling, referral, prescribing, or dispensing nature relating to the human reproductive system including, but not limited to, all services, care, and products relating to pregnancy, assisted reproduction, contraception, miscarriage management, or the termination of a pregnancy, including self-managed terminations.

“Underlying action” means a civil, criminal, or administrative proceeding, or any proceeding preliminary thereto.

14.115.020 Declaration of public policy – Cooperation to enforce other state’s laws

* * *

C.

1. A City court, judicial officer, court employee or clerk, or public employee or official shall not issue or effectuate a warrant for the arrest of any person in connection with the provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of protected health care services that are lawful in the state of Washington and a City law enforcement agency or officer shall not effectuate such a

warrant or knowingly arrest, or knowingly participate in the arrest of, any person for the provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of such protected health care services.

2. A City agency, commission, board, or department, or any employee or agent thereof, acting in their official capacity, shall not cooperate with or provide information to any individual, agency, commission, board, or department from another state or, to the extent permitted by federal law, to a federal law enforcement agency, for the purpose of enforcing another state's law or an investigation related to another state's law that asserts criminal or civil liability for the provision, receipt, attempted provision or receipt, assistance in the provision or receipt, or attempted assistance in the provision or receipt of protected health care services that are lawful in the state of Washington.

* * *

Amendment B to CB 120950 – Shield Law

Sponsor: Councilmember Rinck

Adding a trigger provision

Effect: This amendment would add a trigger provision creating legal effect for this bill only if the State Shield Law is repealed.

Amend Section 2 of CB 120950 as follows:

Section 2. ~~((This))~~ Section 1 of this ordinance shall take effect ~~((as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070))~~ on the date that a repeal of chapter 7.115 RCW becomes effective.

Amendment C to CB 120950 – Shield Law – Version 2

Sponsor: Councilmember Solomon

Monitoring future State Shield Law changes

Effect: This amendment would require that the Office of Intergovernmental Relations notify Council of future changes to the State Shield Law so that such changes could be considered for adoption into Seattle Municipal Code by future ordinance.

Amend Section 1 of CB 120950 as follows:

Section 1. A new Chapter 14.115 is added to the Seattle Municipal Code as follows:

* * *

14.115.902 Notice of future modifications to State law

The Office of Intergovernmental Relations shall monitor and keep the Council apprised of any proposed changes to Chapter 7.115 RCW and notify the Council in writing within 21 days of any enacted changes to Chapter 7.115 RCW that may occur following the enactment of this Chapter 14.115.