



# SEATTLE CITY COUNCIL

## Governance, Accountability, and Economic Development Committee

### Agenda

#### Public Hearing

Thursday, December 11, 2025

2:00 PM

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

Sara Nelson, Chair  
Robert Kettle, Vice-Chair  
Joy Hollingsworth, Member  
Eddie Lin, Member  
Maritza Rivera, Member

Chair Info: 206-684-8809; [Sara.Nelson@seattle.gov](mailto:Sara.Nelson@seattle.gov)

[Watch Council Meetings Live](#) [View Past Council Meetings](#)

Council Chamber Listen Line: 206-684-8566

The City of Seattle encourages everyone to participate in its programs and activities. For disability accommodations, materials in alternate formats, accessibility information, or language interpretation or translation needs, please contact the Office of the City Clerk at 206-684-8888 (TTY Relay 7-1-1), [CityClerk@Seattle.gov](mailto:CityClerk@Seattle.gov), or visit <https://seattle.gov/cityclerk/accommodations> at your earliest opportunity. Providing at least 72-hour notice will help ensure availability; sign language interpreting requests may take longer.



**SEATTLE CITY COUNCIL**  
**Governance, Accountability, and Economic  
Development Committee**  
**Agenda**  
**December 11, 2025 - 2:00 PM**  
**Public Hearing**

**Meeting Location:**

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

**Committee Website:**

[seattle.gov/council/committees/governance-accountability-and-economic-development](https://seattle.gov/council/committees/governance-accountability-and-economic-development)

---

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business. Pursuant to Council Rule VI.C.10, members of the public providing public comment in Chambers will be broadcast via Seattle Channel.

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

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

In-Person Public Comment - Register to speak on the public comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting.

Please submit written comments no later than four business hours prior to the start of the meeting to ensure that they are distributed to Councilmembers prior to the meeting. Comments may be submitted at [Council@seattle.gov](mailto:Council@seattle.gov) or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104. Business hours are considered 8 a.m. - 5 p.m. Comments received after that time will be distributed after the meeting to Councilmembers and included as part of the public record.

*Please Note: Times listed are estimated*

**A. Call To Order**

**B. Approval of the Agenda**

**C. Public Comment**

**D. Items of Business**

1.     [CB 121130](#)     **AN ORDINANCE relating to the Ethics Code; establishing reporting and disclosure requirements for political consultants; prohibiting political consultants from concurrently performing consulting work with the city; establishing a cooling-off period for political consultants; adding a new Section 4.16.072 to the Seattle Municipal Code; and amending Section 4.16.030 of the Seattle Municipal Code.**

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

**Briefing, Discussion, and Possible Vote**

**Presenter:** Lauren Henry, Council Central Staff

2.     [CB 121073](#)     **AN ORDINANCE relating to the SODO Parking and Business Improvement Area; changing the assessment rate and exemptions; and amending Ordinance 125678, as previously amended by Ordinance 126191.**

Supporting  
Documents:

[Summary and Fiscal Note](#)  
[Central Staff Memo](#)  
[SODO BIA Presentation \(12/12/25\)](#)  
[Amendment 1](#)

**Public Hearing, Briefing, Discussion, and Possible Vote**

**Presenters:** Jasmine Marwaha, Council Central Staff; Casey Rogers, Office of Economic Development; Erin Goodman, Executive Director, SODO Business Improvement Area (BIA)

3.     [CB 121141](#)     **AN ORDINANCE relating to City employment; exempting positions from the civil service system; returning positions to the civil service system; and amending Section 4.13.010 of the Seattle Municipal Code; all by a 2/3 vote of the City Council.**

Supporting  
Documents:

[Summary and Fiscal Note](#)  
[Summary Att 1 – Department Submissions](#)  
[Presentation](#)  
[Central Staff Memo](#)

**Briefing, Discussion, and Possible Vote**

**Presenter:** Amanda Allen, Council Central Staff

4.     [CB 121142](#)     **AN ORDINANCE relating to City employment; and establishing the Deferred Compensation Analyst classification title series and corresponding rates of pay in the Seattle City Employees' Retirement System.**

*Supporting  
Documents:*

[Summary and Fiscal Note](#)  
[Summary Att 1 – Department Submission](#)  
[Central Staff Memo](#)

**Briefing, Discussion, and Possible Vote**

**Presenter:** Amanda Allen, Council Central Staff

5.     [Appt 03107](#)     **Reappointment of Thomas J. Kelly as member, Joint Apprenticeship Training Committee, for a term to December 31, 2027.**

*Attachments:*     [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote**

6.     [Appt 03108](#)     **Reappointment of Lisa Reager as member, Joint Apprenticeship Training Committee, for a term to December 31, 2027.**

*Attachments:*     [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote**

7.     [Appt 03437](#)     **Reappointment of Jonathan Schirmer as member, Seattle Ethics and Elections Commission, for a term to December 31, 2028.**

*Attachments:*     [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote**

8. [Appt 03438](#)      **Appointment of Pimnipa Thawai as member, Domestic Workers Standards Board, for a term to February 28, 2028.**

Attachments:    [Appointment Packet](#)

**Briefing, Discussion, and Possible Vote**

**E. Adjournment**



## Legislation Text

---

**File #:** CB 121130, **Version:** 1

---

### **SCITY OF SEATTLE**

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

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

AN ORDINANCE relating to the Ethics Code; establishing reporting and disclosure requirements for political consultants; prohibiting political consultants from concurrently performing consulting work with the city; establishing a cooling-off period for political consultants; adding a new Section 4.16.072 to the Seattle Municipal Code; and amending Section 4.16.030 of the Seattle Municipal Code.

WHEREAS, the integrity of city government depends on public confidence that decisions are made in the public interest without undue influence from private interests; and

WHEREAS, consultant arrangements that blur the lines between policy advice and political campaign strategy undermine democratic governance and create unfair electoral advantages; and

WHEREAS, taxpayer-funded consultants should not concurrently profit from private political work that may conflict with their government duties; NOW, THEREFORE,

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

Section 1. The City finds and declares:

A. The City of Seattle is committed to ethical, open, transparent, and accountable government.

B. In furtherance of that commitment, the City has a wide-ranging Ethics Code in Chapter 4.16 of the Seattle Municipal Code (SMC).

C. Chapter 4.16 SMC does not specifically address political consultants or businesses providing political consulting services, important categories of persons and entities that may influence public policy beyond the public's awareness or oversight.

D. City elected officials, specifically the Mayor, City Councilmembers, and the City Attorney, must

uphold the public trust and confidence in government by being ethical and transparent in policy decisions.

Candidates for City elected offices, City elected officials, and campaigns for City ballot propositions engage political consultants as advisors.

E. In providing political consulting services, which include campaign management and political strategy services, a political consultant or consulting business has access to nonpublic information related to elected official clients.

F. Registered lobbyists must file reports pursuant to Chapter 2.06 SMC, which makes their relationships with elected officials more publicly transparent than the elected officials' unreported relationships with their political consultant(s). Given consultants' access and potential influence over the City's decisionmakers, it is important to expand transparency by establishing registration and reporting requirements for political consultants and City elected officials and prohibiting certain concurrent consulting activities.

G. In SMC 4.16.075, those leaving City employment, including City contractors and consultants, are restricted from certain types of activities or from using confidential information gained from the City; likewise, this legislation creates a cooling off period wherein those performing consulting services for the City must wait one year before providing political consulting services to an election campaign.

H. The new regulations in this ordinance build on similar regulations in Portland and San Francisco.

I. The new regulations do not regulate the content and viewpoint of the services provided to City elected officials.

Section 2. Section 4.16.030 of the Seattle Municipal Code, last amended by Ordinance 125589, is amended as follows:

#### **4.16.030 Definitions**

As used in this ~~((chapter, the following terms shall have the meanings indicated))~~ Chapter 4.16:

\* \* \*

“Ballot proposition” has the same meaning as in Section 2.04.010.



~~((“Board of Ethics” or “Board” or “Commission” means the Seattle Ethics and Elections Commission established by Section 3.70.010.))~~

“Candidate” has the same meaning as in Section 2.04.010.

“City” means The City of Seattle.

“City agency” means every department, office, board, commission, or committee of the City, or any subdivision thereof, but excludes public corporations and ad hoc advisory committees.

\* \* \*

“City officer” means every individual elected or appointed to an office in any City agency, whether such individual is paid or unpaid.

“City volunteer” means someone who volunteers services to the City.

“Commission” means the Seattle Ethics and Elections Commission established by Section 3.70.010.

\* \* \*

~~((“City volunteer” means someone who volunteers services to the City.))~~

“Elected official” has the same meaning as in Section 2.04.010.

“Election campaign” means any campaign in support of or in opposition to a candidate for election to public office of the City and any campaign in support of or in opposition to a City ballot proposition.

“Employee member of an advisory committee” means a paid City officer or employee who serves on an advisory committee by virtue of their paid position with the City.

“Executive Director” means the Executive Director of the Seattle Ethics and Elections Commission or designee.

\* \* \*

“Legislative matter” means any enacted or introduced ~~((council bill))~~ Council Bill, ordinance, resolution, ~~((clerk file))~~ Clerk File, ballot ~~((measure))~~ proposition, or ~~((charter))~~ Charter amendment. A legislative matter may include a possible future ~~((council bill))~~ Council Bill, ordinance, resolution, ~~((clerk file))~~

Clerk File, ballot ((measure)) proposition, or ((charter)) Charter amendment, if the possible future matter has been discussed on the public record at an open public meeting of the City Council or one of its committees.

\* \* \*

“Person” means an individual, association, corporation, or other legal entity.

“Political consultant” means a person that provides political consulting services to: an elected official; a candidate for City office; or the authorized campaign committee registered with the Washington Public Disclosure Commission for a City ballot proposition. “Political consultant” does not include: a City employee; an accountant, attorney, pollster, or professional fundraiser who provides only accounting, legal, polling, or fundraising services, respectively; or a vendor or subvendor who supplies goods or services other than political consulting services for an election campaign.

“Political consulting services” means actions in City campaign management and political strategy services, including but not limited to: advocacy and strategy; political polling; advising or assisting in voter contact strategies and services; advising in media strategy, buying, and advertisement; providing candidate development, policy training, political image consulting, and designing, implementing, and analyzing polls and surveys; performing issues research and opposition research; developing and assisting in strategic communication such as news releases, talking points, and speech writing; and advising on negative information handling and political crisis management.

“Quarter” has the meaning as in Section 2.06.010.

Section 3. A new Section 4.16.072 is added to the Seattle Municipal Code as follows:

#### **4.16.072 Political consultants**

A. The purpose of this Section 4.16.072 is to prevent conflicts of interest and enhance transparency by prohibiting political consultants from engaging in certain activities and otherwise requiring political consultants to comply with registration and reporting requirements. This Section 4.16.072 does not regulate the content and viewpoint of services provided regarding an election campaign.

B. Within 15 days after providing any political consulting services, a political consultant shall register with the Executive Director. The registration shall include at least:

1. If the political consultant is an individual, the name, address, and contact information of both the individual and any of the individual's associated entities;
2. If the political consultant is an entity, the names, addresses, and contact information of its principals, employees, and contractors;
3. The name of the candidate or elected official to whom the political consultant provided political consulting services, or, if the political consultant services were provided to the principal campaign committee for a ballot proposition, the identity of the proposition; and
4. The date when services commenced.

If any information in the registration changes, the political consultant shall update that information within 15 days of the change.

C. When a political consultant who is required to register under this Section 4.16.072 later terminates all political consulting services provided regarding an election campaign, the political consultant shall file a termination statement with the Executive Director within 15 days of termination.

D. Within 15 days after the end of a quarter, an elected official shall file a statement with the Executive Director identifying for that quarter any political consultant that provides or provided political consulting services to that official, and the date when services commenced. This statement is required whether the services were during an election campaign, or during the quarter when the elected official either received certified election results or an appointment to the position, as applicable. If an elected official uses political consulting services regarding a ballot proposition, the elected official shall identify the proposition and the political consultant that will provide or provided political consulting services for the proposition. If any information in the registration changes, the elected official shall update that information within 15 days of the change.

E. All information submitted in any statement or registration required by this Section 4.16.072 will be

posted on the Commission's website within five days after receipt.

F. A political consultant shall not:

1. Provide political consulting services without reporting as required by this Section 4.16.072;

2. Perform compensated work on both an election campaign and perform consulting services with the City at the same time; or

3. Perform compensated political consulting services for an election campaign within one year after the termination of any consulting services contract between the City and a political consultant or the political consultant's principals, employees, or contractors.

G. An elected official shall not knowingly use a political consultant that is in violation of this Section 4.16.072.

H. A person shall not submit false, fraudulent, or misleading information in any statement or registration, including but not limited to misrepresenting the scope or nature of services provided or the identity of clients to whom services are provided.

I. The Commission's rulemaking powers for this Section 4.16.072 include but are not limited to prescribing forms for registration and reporting, determining the method for filing, conducting appropriate inquiry and review of reports or statements for completeness and accuracy, and establishing fees for late filing or non-filing.

J. In addition to other enforcement provisions in this Chapter 4.16:

1. A person that fails to report as required by this Section 4.16.072 is subject to a civil penalty or other administrative sanctions until the registration or reporting is complete and in compliance with this Section 4.16.072.

2. A contract with the City that is in violation of this Section 4.16.072 is void. Upon determination by the Executive Director that such a contract is void, the Executive Director is authorized to pursue collection of payments made by the City related to the contract.

3. A person that violates subsection 4.16.072.F.2 shall not contract with the City for five years after the date the person is found to be in violation. Pursuant to Section 20.70.030, the Director of Finance and Administrative Services may issue an order of debarment that prevents a person from entering into any contract with the City or from acting as a subcontractor on any contract with the City.

Section 4. The provisions of this ordinance are declared to be separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this ordinance, or the invalidity of its application to any person or circumstance, does not affect the validity of the remainder of this ordinance or the validity of its application to other persons or circumstances.

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 \_\_\_\_\_ 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**

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
Legislative	Ben Noble	NA

### **1. BILL SUMMARY**

#### **Legislation Title:**

AN ORDINANCE relating to the Ethics Code; establishing reporting and disclosure requirements for political consultants; prohibiting political consultants from concurrently performing consulting work with the city; establishing a cooling-off period for political consultants; adding a new Section 4.16.072 to the Seattle Municipal Code; and amending Section 4.16.030 of the Seattle Municipal Code.

#### **Summary and Background of the Legislation:**

This legislation would:

- Create a new section in Seattle Municipal Code Chapter 4.16, Code of Ethics;
- Create reporting and disclosure requirements for political consultants contracted with elected officials or election campaigns;
- Prohibit individuals from working with the City in a consulting capacity while concurrently providing services for an election campaign for city office or ballot measure;
- Establish a one year cooling-off period after termination of a city consulting contract before the consultant can provide political consulting services;
- Authorize the SEEC to enforce the provisions, with the civil penalties of the Code of Ethics applicable to anyone found in violation of the legislation.

### **2. CAPITAL IMPROVEMENT PROGRAM**

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

☐ Yes ☒ No

If yes, please fill out the table below and attach a new (if creating a project) or marked-up (if amending) CIP Page to the Council Bill.  
Please include the spending plan as part of the attached CIP Page. If no, please delete the table.

<b>Project Name:</b>	<b>Master Project I.D.:</b>	<b>Project Location:</b>	<b>Start Date:</b>	<b>End Date:</b>	<b>Total Project Cost Through 2030:</b>

### **3. SUMMARY OF FINANCIAL IMPLICATIONS**

#### **Does this legislation have financial impacts to the City?**

☒ Yes ☐ No

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

<b>Expenditure Change (\$);</b>	<b>2025</b>	<b>2026 est.</b>	<b>2027 est.</b>	<b>2028 est.</b>	<b>2029 est.</b>
<b>General Fund</b>			\$248,000	\$152,000	\$157,000

<b>Expenditure Change (\$); Other Funds</b>	<b>2025</b>	<b>2026 est.</b>	<b>2027 est.</b>	<b>2028 est.</b>	<b>2029 est.</b>
			<b>\$248,000</b>	<b>\$152,000</b>	<b>\$157,000</b>

<b>Revenue Change (\$); General Fund</b>	<b>2025</b>	<b>2026 est.</b>	<b>2027 est.</b>	<b>2028 est.</b>	<b>2029 est.</b>
			<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Revenue Change (\$); Other Funds</b>	<b>2025</b>	<b>2026 est.</b>	<b>2027 est.</b>	<b>2028 est.</b>	<b>2029 est.</b>
			<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>Number of Positions</b>	<b>2025</b>	<b>2026 est.</b>	<b>2027 est.</b>	<b>2028 est.</b>	<b>2029 est.</b>
			<b>1.0</b>	<b>1.0</b>	<b>1.0</b>
<b>Total FTE Change</b>	<b>2025</b>	<b>2026 est.</b>	<b>2027 est.</b>	<b>2028 est.</b>	<b>2029 est.</b>
			<b>1.0</b>	<b>1.0</b>	<b>1.0</b>

If there are no changes to expenditures, revenues, or positions, please delete Sections 3.a, 3.b, and 3.c and answer the questions in Section 4.

The costs summarized in the table above include: (1) \$100,000 for the one-time expense associated with developing the IT system needed to track compliance and support enforcement of new registration and reporting requirements; (2) one Strategic Advisor II (SA II) position to staff and implement these new regulations. The duties of this position would include such things:

- Creating and administering an online system of registration and reporting;
- Collecting reporting forms quarterly from political consultants;
- Monitoring political consulting activities for code of ethics and election law violations;
- Publishing political consultant reporting data or otherwise answering PDRs requesting the reported data;
- Investigating complaints derived from conduct of City consultants and political consultants; and
- Enforcing the legislation, including rendering any civil penalties, participation in appeals, and performing related enforcement duties.

The cost estimate presented here assumes that this will require a dedicated full-time staff, but at this stage the volume of work is not known. Costs could vary somewhat if marginally more or less staff time is needed to support the new work. In any case, this legislation does not appropriate the funding needed for the IT system, nor does it provide authority to create a new



position. Subsequent legislation will be needed to provide sufficient funding and the required position authority.

### 3.a. Appropriations

☐ This legislation adds, changes, or deletes appropriations.

Fund Name / Number	Dept	Budget Control Level Name/Number*	2025 Appropriation Change	2026 Estimated Appropriation Change
TOTAL				

\*See budget book to obtain the appropriate Budget Control Level for your department.

**Appropriations Notes:** This authorizing legislation does not appropriate the resources needed to implement the proposed regulatory structure. Separate legislative action, through a supplemental budget amendment, will be needed to create the required position and appropriate the funding needed for that position and the other attendant costs.

### 3.b. Revenues/Reimbursements

☐ This legislation adds, changes, or deletes revenues or reimbursements.

**Anticipated Revenue/Reimbursement Resulting from This Legislation:**

Fund Name / Number	Dept	Revenue Source	2025 Revenue	2026 Revenue Est.
TOTAL				

**Revenue/Reimbursement Notes:**

### 3.c. Positions

☐ This legislation adds, changes, or deletes positions.

**Total Regular Positions Created, Modified, or Abrogated through This Legislation, Including FTE Impact:**

Position # for Existing Positions	Position Title & Department*	Fund Name & Number	Program & BCL	PT/FT	2025 Positions	2025 FTE	Does it sunset? (If yes, explain below in Position Notes)
TOTAL							

\* List each position separately.

**Position Notes:** As described above, the legislation does not create the position needed to implement the proposed regulatory structure. Subsequent legislation will be needed to create and fund this new position.

### 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?**

It does not.

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

There are none.

### 4. OTHER IMPLICATIONS

**Please describe how this legislation may affect any departments besides the originating department.** The legislation could reduce the number of potential consultants available to other departments, due to the disqualification of political consultants performing consulting work simultaneously to any campaign work.

- a. **Does this legislation affect a piece of property? If yes, please attach a map and explain any impacts on the property.** No
- b. **Please describe any perceived implication for the principles of the Race and Social Justice Initiative.** No analysis conducted.
- c. **Climate Change Implications** None
- d. **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?** See legislative summary on the first page.

### 5. CHECKLIST

Please click the appropriate box if any of these questions apply to this legislation.

- ☐ **Is a public hearing required?** No
- ☐ **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required?** No
- ☐ **If this legislation changes spending and/or revenues for a fund, have you reviewed the relevant fund policies and determined that this legislation complies?** N/A

☐

**Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization? No**

If yes, please review requirements in Resolution 31203 for applicability and complete and attach “Additional risk analysis and fiscal analysis for non-utility partner projects” form.

## 6. ATTACHMENTS

**Summary Attachments:**



SEATTLE CITY COUNCIL  
**CENTRAL STAFF**

# Political Consultant Ethics bill

---

LAUREN HENRY, LEGISLATIVE LEGAL COUNSEL

GOVERNANCE, ACCOUNTABILITY, AND ECONOMIC DEVELOPMENT COMMITTEE  
DECEMBER 4, 2025

# Overview of the bill

---

- Amends SMC 4.16 Code of Ethics to define and regulate political consultants and political consulting services.
- Modeled after Reporting Regulations in Portland and San Francisco.
- Political consultants would be required to register and report on political consulting services to the SEEC.
- CB 121130 would prohibit political consultants from performing compensated work on an election campaign and being under contract with the City at the same time.
- The SEEC would be empowered to enforce the bill's regulations with civil penalties.

# Definitions

---

## Political Consultant

- A person that provides political consulting services to: an elected official; a candidate for City office; or the authorized campaign committee registered with the Washington Public Disclosure Commission for a City ballot proposition. “Political consultant” does not include: a City employee; an accountant, attorney, pollster, or professional fundraiser who provides only accounting, legal, polling, or fundraising services, respectively; or a vendor or subvendor who supplies goods or services other than political consulting services for an election campaign.

# Definitions

---

## Political Consulting Services

- Actions in City campaign management and political strategy services, including but not limited to: advocacy and strategy; political polling; advising or assisting in voter contact strategies and services; advising in media strategy, buying, and advertisement; providing candidate development, policy training, political image consulting, and designing, implementing, and analyzing polls and surveys; performing issues research and opposition research; developing and assisting in strategic communication such as news releases, talking points, and speech writing; and advising on negative information handling and political crisis management.

# Registration Requirements

---

## 1. Who registers?

- A political consultant (individual or business entity)

## 2. When does registration occur?

- Within 15 days after providing any political consulting services.

## 3. When is registration updated?

- Within 15 days of a change in registration information; or
- A termination statement is filed within 15 days of the termination of all political consulting services provided regarding an election campaign.



# Elected Official Reporting Requirements

---

- Within 15 days after the end of a quarter, an elected official must file a statement with SEEC Executive Director identifying for that quarter any political consultant that provides or provided political consulting services to that official and the date when services commenced.
- An elected official must update the information within 15 days of a change to the reporting information.

# SEEC Website Publishes Reported Info

---

- The Commission must post on its website all information submitted in any statement or registration within 5 days of receipt.

# Review of Portland's Reporting Law

---

The reporting aspects of CB 121130 closely track Portland's political consulting reporting law (Portland Code Chapter 2.14), with some differences:

## Scope:

- Portland's law applies to political consultants for elected officials, *successful* candidates for City elected office, or *successful* campaign committees. Also only applies to political consultants that make the work their trade or profession.
- CB 121130 would apply to elected officials, *any* candidate for office, and *any* authorized campaign committee for ballot measures, but *not* campaign committees for candidates.

# Review of Portland's Reporting Law (cont.)

---

## Registration:

- Portland requires a political consultant to report the names and contact info of principals, employees, and contractors *that provide political consulting services to a City elected official*.
- CB 121130 would require a political consultant to register the name and contact info of *all* their business principals, employees, and contractors regardless of their work on a campaign.

# Review of San Francisco's Reporting Law

---

Like Portland's regulations, San Francisco's law focuses on reporting and transparency.

- San Francisco's political consulting law applies to political consultants that earn \$1,000 or more from political consulting in a calendar year.
- The reporting information collected is more detailed, including how much the political consultant was paid.
- The political consultants file quarterly reports instead of the elected officials. They also include information about any City contract obtained by the political consultant during the reporting period if the contract was approved by a client.

# Prohibited Conduct of Political Consultants

---

**In addition to reporting requirements, CB 121130 would prohibit certain specific actions by political consultants.**

In particular, political consultants could not:

1. Provide political consulting services without reporting as required by Section 4.16.072;
2. Perform compensated work on both an election campaign and perform consulting services with the City at the same time; or
3. Perform compensated political consulting services for an election campaign within one year after the termination of any consulting services contract between the City and a political consultant or the political consultant's principals, employees, or contractors.

# Enforcement Provisions

---

**CB 121130 would use the existing enforcement provisions in SMC 4.16 and apply them to the requirements for political consultants.**

- Elected officials would be prohibited from knowingly using a political consultant that is in violation of the bill's provisions.
- No person could submit false, fraudulent, or misleading info in any statement or registration to the SEEC.
- If a person fails to report as required by the bill, they would face potential civil penalties.

# Enforcement Provisions (cont.)

---

- Contracts that violate the provisions of the bill would be considered void.
- A person who violates subsection F.2 (working for both a campaign and a City contract at the same time) would be precluded from contracting with the City for 5 years.
- Under SMC 4.16.100.B, enforcement penalty options include a monetary fine of up to five thousand dollars (\$5,000) per violation or three (3) times the economic value of any thing sought or received in violation of Chapter 4.16, whichever is greater.
- The Executive Director of the SEEC would establish the fine amount and other available code sanctions, and violations are subject to appeal.



# Sponsor's Substitute Bill

---

- The bill sponsor has linked a substitute bill for briefing and consideration. It makes 3 changes to the introduced version:
  - Defines political consultant only as someone PAID to perform political consulting services.
  - Amends the quarterly reporting section to require the political consultant to file reports instead of the elected official.
  - Adds a 4<sup>th</sup> prohibited action to provide a cooling off period between the end of a political campaign and beginning of a consulting contract with the City

# Questions?

**CITY OF SEATTLE**

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

**COUNCIL BILL 121130**

..title

AN ORDINANCE relating to the Ethics Code; establishing reporting and disclosure requirements for political consultants; prohibiting political consultants from concurrently performing consulting work with the city; establishing a cooling-off period for political consultants; adding a new Section 4.16.072 to the Seattle Municipal Code; and amending Section 4.16.030 of the Seattle Municipal Code.

..body

WHEREAS, the integrity of city government depends on public confidence that decisions are made in the public interest without undue influence from private interests; and

WHEREAS, consultant arrangements that blur the lines between policy advice and political campaign strategy undermine democratic governance and create unfair electoral advantages; and

WHEREAS, taxpayer-funded consultants should not concurrently profit from private political work that may conflict with their government duties; NOW, THEREFORE,

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

Section 1. The City finds and declares:

A. The City of Seattle is committed to ethical, open, transparent, and accountable government.

B. In furtherance of that commitment, the City has a wide-ranging Ethics Code in Chapter 4.16 of the Seattle Municipal Code (SMC).

C. Chapter 4.16 SMC does not specifically address political consultants or businesses providing political consulting services, important categories of persons and entities that may influence public policy beyond the public's awareness or oversight.

1           D. City elected officials, specifically the Mayor, City Councilmembers, and the City  
2 Attorney, must uphold the public trust and confidence in government by being ethical and  
3 transparent in policy decisions. Candidates for City elected offices, City elected officials, and  
4 campaigns for City ballot propositions engage political consultants as advisors.

5           E. In providing political consulting services, which include campaign management and  
6 political strategy services, a political consultant or consulting business has access to nonpublic  
7 information related to elected official clients.

8           F. Registered lobbyists must file reports pursuant to Chapter 2.06 SMC, which makes  
9 their relationships with elected officials more publicly transparent than the elected officials'  
10 unreported relationships with their political consultant(s). Given consultants' access and  
11 potential influence over the City's decisionmakers, it is important to expand transparency by  
12 establishing registration and reporting requirements for political consultants and City elected  
13 officials and prohibiting certain concurrent consulting activities.

14           G. In SMC 4.16.075, those leaving City employment, including City contractors and  
15 consultants, are restricted from certain types of activities or from using confidential information  
16 gained from the City; likewise, this legislation creates a cooling off period wherein those  
17 performing consulting services for the City must wait one year before providing political  
18 consulting services to an election campaign.

19           H. The new regulations in this ordinance build on similar regulations in Portland and San  
20 Francisco.

21           I. The new regulations do not regulate the content and viewpoint of the services provided  
22 to City elected officials.

Section 2. Section 4.16.030 of the Seattle Municipal Code, last amended by Ordinance 125589, is amended as follows:

**4.16.030 Definitions**

As used in this ~~((chapter, the following terms shall have the meanings indicated))~~ Chapter 4.16:

\* \* \*

“Ballot proposition” has the same meaning as in Section 2.04.010.

~~((“Board of Ethics” or “Board” or “Commission” means the Seattle Ethics and Elections Commission established by Section 3.70.010.))~~

“Candidate” has the same meaning as in Section 2.04.010.

“City” means The City of Seattle.

“City agency” means every department, office, board, commission, or committee of the City, or any subdivision thereof, but excludes public corporations and ad hoc advisory committees.

\* \* \*

“City officer” means every individual elected or appointed to an office in any City agency, whether such individual is paid or unpaid.

“City volunteer” means someone who volunteers services to the City.

“Commission” means the Seattle Ethics and Elections Commission established by Section 3.70.010.

\* \* \*

~~((“City volunteer” means someone who volunteers services to the City.))~~

“Elected official” has the same meaning as in Section 2.04.010.

“Election campaign” means any campaign in support of or in opposition to a candidate for election to public office of the City and any campaign in support of or in opposition to a City ballot proposition.

“Employee member of an advisory committee” means a paid City officer or employee who serves on an advisory committee by virtue of their paid position with the City.

“Executive Director” means the Executive Director of the Seattle Ethics and Elections Commission or designee.

\* \* \*

“Legislative matter” means any enacted or introduced ~~((council bill))~~ Council Bill, ordinance, resolution, ~~((clerk file))~~ Clerk File, ballot ~~((measure))~~ proposition, or ~~((charter))~~ Charter amendment. A legislative matter may include a possible future ~~((council bill))~~ Council Bill, ordinance, resolution, ~~((clerk file))~~ Clerk File, ballot ~~((measure))~~ proposition, or ~~((charter))~~ Charter amendment, if the possible future matter has been discussed on the public record at an open public meeting of the City Council or one of its committees.

\* \* \*

“Person” means an individual, association, corporation, or other legal entity.

“Political consultant” means a person that provides compensated political consulting services to: an elected official; a candidate for City office; or the authorized campaign committee registered with the Washington Public Disclosure Commission for a City ballot proposition.

“Political consultant” does not include: a City employee; an accountant, attorney, pollster, or professional fundraiser who provides only accounting, legal, polling, or fundraising services, respectively; or a vendor or sub-vendor who supplies goods or services other than political consulting services for an election campaign.

1       “Political consulting services” means compensated actions in City campaign management  
2 and political strategy services, including but not limited to: advocacy and strategy; political  
3 polling; advising or assisting in voter contact strategies and services; advising in media strategy,  
4 buying, and advertisement; providing candidate development, policy training, political image  
5 consulting, and designing, implementing, and analyzing polls and surveys; performing issues  
6 research and opposition research; developing and assisting in strategic communication such as  
7 news releases, talking points, and speech writing; and advising on negative information handling  
8 and political crisis management.

9       “Quarter” has the meaning as in Section 2.06.010.

10       Section 3. A new Section 4.16.072 is added to the Seattle Municipal Code as follows:

11       **4.16.072 Political consultants**

12       A. The purpose of this Section 4.16.072 is to prevent conflicts of interest and enhance  
13 transparency by prohibiting political consultants from engaging in certain activities and  
14 otherwise requiring political consultants to comply with registration and reporting requirements.  
15 This Section 4.16.072 does not regulate the content and viewpoint of services provided regarding  
16 an election campaign.

17       B. Within 15 days after contracting with the City to provide any political consulting  
18 services, a political consultant shall register with the Executive Director. The registration shall  
19 include at least:

20               1. If the political consultant is an individual, the name, address, and contact  
21 information of both the individual and any of the individual’s associated entities;

22               2. If the political consultant is an entity, the names, addresses, and contact  
23 information of its principals, employees, and contractors;

1                   3. The name of the candidate or elected official to whom the political consultant  
2 provided political consulting services, or, if the political consultant services were provided to the  
3 principal campaign committee for a ballot proposition, the identity of the proposition; and

4                   4. The date when services commenced.

5                   If any information in the registration changes, the political consultant shall update that  
6 information within 15 days of the change.

7                   C. When a political consultant who is required to register under this Section 4.16.072  
8 later terminates all political consulting services provided regarding an election campaign, the  
9 political consultant shall file a termination statement with the Executive Director within 15 days  
10 of termination.

11                  D. Within 15 days after the end of a quarter, a political consultant shall file a statement  
12 with the Executive Director identifying for that quarter any political consulting services that the  
13 political consultant provides or provided to an elected official, and the date when services  
14 commenced. This statement is required whether the services were during an election campaign,  
15 or during the quarter when the elected official either received certified election results or an  
16 appointment to the position, as applicable. If an elected official uses political consulting services  
17 regarding a ballot proposition, the political consultant shall identify the proposition. If any  
18 information in the registration changes, the political consultant shall update that information  
19 within 15 days of the change.

20                  E. All information submitted in any statement or registration required by this Section  
21 4.16.072 will be posted on the Commission's website within five days after receipt.

22                  F. A political consultant shall not:



1                   1. Provide political consulting services without reporting as required by this  
2 Section 4.16.072;

3                   2. Perform compensated work on both an election campaign and perform  
4 consulting services with the City at the same time; or

5                   3. Perform compensated political consulting services for an election campaign  
6 within one year after the termination of any consulting services contract between the City and a  
7 political consultant or the political consultant's principals, employees, or contractors.

8                   4. Perform work under a consulting services contract with the City within one  
9 year after the termination of any political consulting services for an election campaign.

10               G. An elected official shall not knowingly use a political consultant that is in violation of  
11 this Section 4.16.072.

12               H. A person shall not submit false, fraudulent, or misleading information in any statement  
13 or registration, including but not limited to misrepresenting the scope or nature of services  
14 provided or the identity of clients to whom services are provided.

15               I. The Commission's rulemaking powers for this Section 4.16.072 include but are not  
16 limited to prescribing forms for registration and reporting, determining the method for filing,  
17 conducting appropriate inquiry and review of reports or statements for completeness and  
18 accuracy, and establishing fees for late filing or non-filing.

19               J. In addition to other enforcement provisions in this Chapter 4.16:

20                   1. A person that fails to report as required by this Section 4.16.072 is subject to a  
21 civil penalty or other administrative sanctions until the registration or reporting is complete and  
22 in compliance with this Section 4.16.072.

1                   2. A contract with the City that is in violation of this Section 4.16.072 is void.

2   Upon determination by the Executive Director that such a contract is void, the Executive  
3   Director is authorized to pursue collection of payments made by the City related to the contract.

4                   3. A person that violates subsection 4.16.072.F.2 shall not contract with the City  
5   for five years after the date the person is found to be in violation. Pursuant to Section 20.70.030,  
6   the Director of Finance and Administrative Services may issue an order of debarment that  
7   prevents a person from entering into any contract with the City or from acting as a subcontractor  
8   on any contract with the City.

9                   Section 4. The provisions of this ordinance are declared to be separate and severable. The  
10   invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this ordinance,  
11   or the invalidity of its application to any person or circumstance, does not affect the validity of  
12   the remainder of this ordinance or the validity of its application to other persons or  
13   circumstances.

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 \_\_\_\_\_ 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)



## Legislation Text

---

**File #:** CB 121073, **Version:** 1

---

### CITY OF SEATTLE

#### ORDINANCE \_\_\_\_\_

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

AN ORDINANCE relating to the SODO Parking and Business Improvement Area; changing the assessment rate and exemptions; and amending Ordinance 125678, as previously amended by Ordinance 126191. WHEREAS, in 2018, through Ordinance 125678, the City established the SODO Parking and Business

Improvement Area (BIA), providing for the levy of special assessments upon businesses and property owners within the SODO BIA for the purpose of enhancing conditions for operation of those businesses and properties; and

WHEREAS, in 2020, the City passed Ordinance 126191, modifying the basis for the 2021 assessment values due to the COVID-19 pandemic; and

WHEREAS, the SODO district is a vital employment and industrial hub, with more than 45,000 people commuting into the area daily, and drawing hundreds of thousands of visitors to its commercial, industrial, sports, and entertainment venues; and

WHEREAS, the City finds that many tax-exempt properties benefit from BIA services to the same proportional degree as properties that are currently assessed; and

WHEREAS, the City recognizes that the lot square footage rate for government-owned properties with commercial tenants has not adjusted for inflation or appreciation since 2018; and

WHEREAS, the City finds that assessing properties based on Total Appraised Value, instead of Total Taxable Value, would more accurately and equitably reflect the level of benefits received by ratepayers; and

WHEREAS, in 2022 and 2024, significant delays in the King County Assessor's data release forced the SODO

BIA to bill based on incomplete information, resulting in the need to back-bill or issue refunds to correct underassessments or overpayments, at significant burden to the SODO BIA and its services to ratepayers; and

WHEREAS, amending Ordinance 125678 is necessary in the short term to streamline operations, promote greater equity among all ratepayers, and maintain essential services; and

WHEREAS, on December 11, 2025, the City Council held a public hearing regarding its intention to modify the SODO BIA's assessment formula and exemptions; NOW, THEREFORE,

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

Section 1. Section 3 of Ordinance 125678, last amended by Ordinance 126191, is amended as follows:

Section 3. To finance the programs authorized in Section 2 of this ordinance, there is a ten-year special assessment levied upon and shall be collected from the owners of business property, multi-family residential property (buildings containing four or more residential units), and mixed-use property (multi-family residential and commercial) located within the boundaries of the SODO Business Improvement Area described in Section 1 of this ordinance. Records for the initial assessment calculations are based on data and information from the King County Assessor's Office for Tax Year 2017/Assessment Year 2016. The SODO Business Improvement Area will update records based on data and information provided by the King County Assessor's Office. Ratepayers will be assessed by The City of Seattle in ten annual installments to be billed semi-annually beginning in the year of authorization (2019), by applying an assessment rate to each ratepayer as described below:

A. The assessment rate on each assessable property within the SODO Business Improvement Area will be \$0.50 per \$1,000 of total ~~((taxable))~~ appraised value, as assessed by the King County Assessor's Office, except as described in subsection~~((s 5.B and 5.C))~~ 3.B of this ordinance.

~~((B. Any properties designated by the King County Assessor as "Tax Exempt" that are leased by~~

~~commercial tenants will be assessed at a rate of \$0.03 per lot square foot.~~

~~C. Any properties designated by the King County Assessor as “Tax Exempt” that are leased by commercial tenants may contribute to the funding of SODO Business Improvement Area services but are not directly charged.))~~

B.If the property is owned by a governmental agency, then it is exempt from mandatory assessment unless the property is leased or available for lease by a non-governmental tenant.

~~((D.))~~ C. In 2019 and 2020, the assessment will be based on King County Assessor’s Office data and information for Tax Year 2017/Assessment Year 2016.

~~((E.))~~ D. All records will be updated ~~((every two years))~~ using King County Assessor’s Office data and information as described below:

1. In 2021, the assessment will be based on King County Assessor’s Office data and information for Tax Year 2017/Assessment Year 2016. In 2022, the assessment will be based on King County Assessor’s Office data and information for Tax Year 2021/Assessment Year 2020.

2. In 2023 and 2024, the assessment will be based on King County Assessor’s Office data and information for Tax Year 2023/Assessment Year 2022;

3. In 2025 ~~((and 2026))~~, the assessment will be based on King County Assessor’s Office data and information for Tax Year 2025/Assessment Year 2024~~((; and))~~ .

4. In 2026, the assessment will be based on King County Assessor’s Office data and information for Tax Year 2026/Assessment Year 2025, as recorded on January 1, 2026. The appraised value recorded on this date shall serve as the basis for the assessment in 2026, regardless of any subsequent changes in appraisal from the King County Assessor’s Office.

~~((4.))~~ 5. In 2027 ~~((and 2028))~~, the assessment will be based on King County Assessor’s Office data and information for Tax Year 2027/Assessment Year 2026~~((;))~~ , as recorded on October 1, 2026. The appraised value recorded on this date shall serve as the basis for the assessment in 2027,

regardless of any subsequent changes in appraisal from the King County Assessor's Office.

6. In 2028, the assessment will be based on King County Assessor's Office data and information for Tax Year 2028/Assessment Year 2027, as recorded on October 1, 2027. The appraised value recorded on this date shall serve as the basis for the assessment in 2028, regardless of any subsequent changes in appraisal from the King County Assessor's Office.

F. Changes in assessment rates other than as described in this section shall only be authorized by ordinance consistent with RCW 35.87A.140 with the approval of the Ratepayers Advisory Board and shall not occur more than one time per calendar year. The Ratepayers Advisory Board is described in Section 14 of this ordinance.

Section 2. The Office of Economic Development (OED) shall convene impacted stakeholders to develop a proposal for further changes to the SODO Business Improvement Area (BIA) assessment rate and exemptions, with the intent to assess the conditions under which government-owned properties benefit from BIA services, and to provide a recommendation for their assessment rates. OED shall report back to Council by no later than July 1, 2026 with proposed changes.

Section 3. 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**

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
LEG	Jasmine Marwaha	N/A

### **1. BILL SUMMARY**

**Legislation Title:** AN ORDINANCE relating to the SODO Parking and Business Improvement Area; changing the assessment rate and exemptions; and amending Ordinance 125678, as previously amended by Ordinance 126191.

**Summary and Background of the Legislation:** The SODO Business Improvement Area (BIA) assesses properties based on the total taxable value (TTV) of a property. Non-profits and government-owned properties that are leased to commercial tenants are assessed using a rate based on their lot square footage. However, the lot square footage rate does not escalate with inflation or property value appraisal. Assessing properties based on Total Appraised Value, instead of Total Taxable Value, would more accurately and equitably reflect the level of benefits received by ratepayers. This Ordinance would change the basis of assessments to total appraised value, with an exemption for government-owned properties unless they are leased, or available for lease, by a non-governmental tenant. The Ordinance further includes a section directing the Office of Economic Development (OED) to convene impacted stakeholders to develop a proposal for further changes to the SODO BIA assessment rate and exemptions, with the intent to assess the conditions under which government-owned properties benefit from BIA services, and to provide a recommendation for their assessment rates. OED would report back to Council by no later than July 1, 2026 with proposed changes.

The Ordinance would also establish a fixed cutoff date each update year for pulling assessment data. The values recorded on that date would serve as the basis for assessing the rate to be paid by ratepayers the following billing year, regardless of any subsequent changes from the King County Assessor's Office. In 2022 and 2024, significant delays in the King County Assessor's data release forced the SODO BIA to bill based on incomplete information, resulting in the need to back-bill or issue refunds to correct underassessments or overpayments, at significant burden to the SODO BIA and its services to ratepayers. The changes reflected in the Ordinance are intended to streamline the SODO BIA operations and maintain consistent services.

### **2. CAPITAL IMPROVEMENT PROGRAM**

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

If yes, please fill out the table below and attach a new (if creating a project) or marked-up (if amending) CIP Page to the Council Bill.  
Please include the spending plan as part of the attached CIP Page. If no, please delete the table.

### **3. SUMMARY OF FINANCIAL IMPLICATIONS**

**Does this legislation have financial impacts to the City?** ☐ Yes ☒ No

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

If there are no changes to expenditures, revenues, or positions, please delete Sections 3.a, 3.b, and 3.c and answer the questions in Section 4.

### **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.**

**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.**

This legislation would require OED to convene stakeholders and submit recommended changes to the SODO BIA assessment formula for tax-exempt properties by July 1, 2026. This would require OED staff to absorb this body of work in their work plan for 2026, and may result in staff deprioritizing other work related to business improvement areas.

OED also works closely with the City Finance Department, which administers the assessments for the BIAs. This change will add a small number of accounts to the SODO BIA project that City Finance will need to bill and manage. This is a minor change that can likely be absorbed within existing staffing and budgets.

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

The cost of not doing this would not directly impact the City, but may result in the SODO BIA receiving less funding than otherwise anticipated in 2026, particularly if government agencies acquire additional properties in SODO.

### **4. OTHER IMPLICATIONS**

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

This legislation would require OED to convene stakeholders and submit recommended changes to the SODO BIA assessment formula for tax-exempt properties by July 1, 2026.

- 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.**

N/A

**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?**

Currently there is no language access plan. It is unclear whether there are any ratepayers that need language access assistance.

**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

Please click the appropriate box if any of these questions apply to this legislation.

- ☒ **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?**

If yes, please review requirements in Resolution 31203 for applicability and complete and attach “Additional risk analysis and fiscal analysis for non-utility partner projects” form.

## 6. ATTACHMENTS

**Summary Attachments: none**

September 11, 2025

## MEMORANDUM

**To:** Government, Accountability and Economic Development Committee  
**From:** Jasmine Marwaha, Analyst  
**Subject:** SODO Business Improvement Area Assessment Amendment - Council Bill 121073

---

On September 11, 2025, the Government, Accountability and Economic Development Committee (Committee) will have an initial briefing and discussion on [Council Bill \(CB\) 121073](#), which would change the assessment rate and exemptions to the Levy of Special Assessment of the SODO Business Improvement Area (BIA). Proponents of the changes from the SODO BIA will be at the Committee meeting to describe the background, outreach, and intent of the proposal.

This memorandum: (1) provides general background about BIAs and State law governing amending BIA assessment rates; (2) summarizes the content of [CB 121073](#); and (3) identifies next steps.

### Background

BIAs are economic development funding mechanisms that allow businesses, multifamily residential developments, and mixed-use developments located within the geographic boundaries of an area to assess themselves to fund enhanced services, programming, and management for the area.

OED provides staff support to BIAs, and the Department of Finance and Administrative Services (FAS) collects assessment revenues from ratepayers and disburses the funds. There are currently 11 [established BIAs](#) in Seattle, including the SODO BIA.

Procedures for establishing, amending, and operating a BIA are governed by [Chapter 35.87A RCW](#). BIA assessment rates may be amended by ordinance after a public hearing. [Resolution 32182](#), scheduled to be voted on at Full Council on September 16, states the City's intent to amend the SODO BIA assessment rates and exemptions, and sets a date of the public hearing for the GAED Committee on December 11, 2025, with notice published in the Daily Journal of Commerce and mailed to all potential ratepayers.

### Council Bill 121073

The SODO BIA currently funds programs and services relating to transportation, safety, cleaning, economic development, and business community engagement.<sup>1</sup> The boundaries can be found on the [SODO BIA website](#). BIA services are predominantly funded by private property owners within the BIA's boundaries, assessed at \$0.50 per \$1,000 of a property's total taxable

---

<sup>1</sup> <https://sodoseattle.org/sodo-bia/#sodo-workplan>

value (TTV). Non-profit-owned properties and government-owned properties that are leased to commercial tenants are assessed using a rate based on their lot square footage. However, this lot square footage rate does not escalate with inflation or property value appraisal. As a result, properties with taxable value have seen their rates rise while the rates of other assessed properties have not kept pace.

[Council Bill \(CB\) 121073](#) is intended to adjust assessments to more accurately and equitably reflect the level of benefits received by all ratepayers. The bill would change the basis of assessments to total *appraised* value (TAV), with an exemption for government-owned properties unless they are leased, or available for lease, by a non-governmental tenant (and therefore assumed to be not in government use). Using this approach, all non-profit-owned properties<sup>2</sup> and more government-owned properties would be subject to additional assessment.

It is possible that there are additional government-owned properties within the SODO BIA boundaries that benefit from ratepayer services. The bill includes a section directing the Office of Economic Development (OED) to convene stakeholders to develop a recommendation for any changes in assessment rates for those properties. OED would report back to Council by no later than July 1, 2026 with proposed changes.

Finally, the Bill would also establish a fixed cutoff date each year for pulling assessment data, to serve as the basis for the amount to be billed to property owners, regardless of any subsequent changes in assessment data from the King County Assessor's Office. This change was requested by the SODO BIA due to instances where significant delays in the King County Assessor's data release forced the SODO BIA to bill based on incomplete information, resulting in the need to back-bill or issue refunds to correct underassessments or overpayments. The changes in CB 121073 are intended to streamline SODO BIA operations and maintain consistent services.

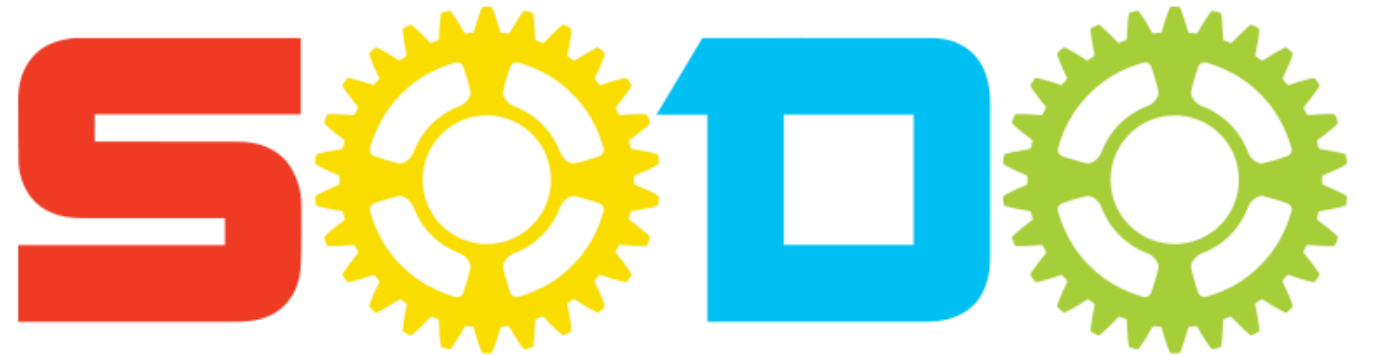
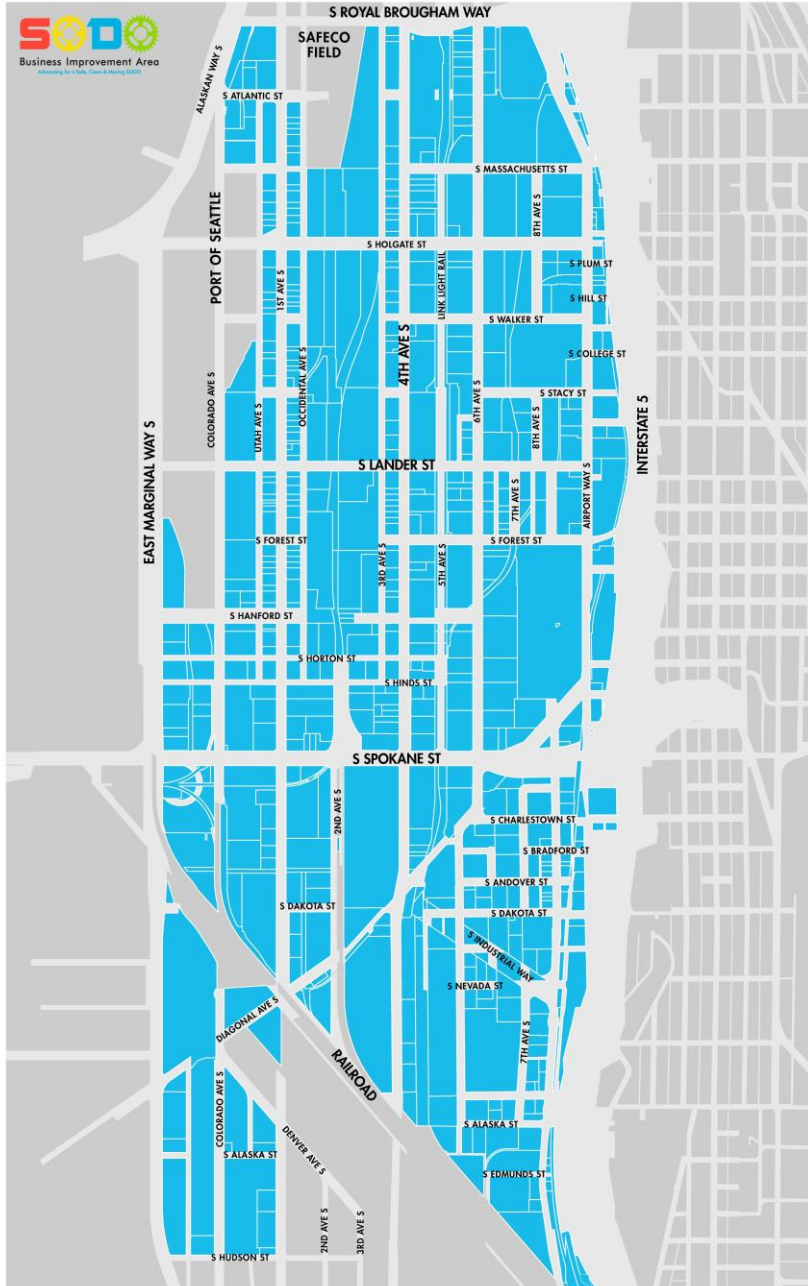
## Next Steps

On September 11, 2025, the Committee will have an initial briefing and discussion on [Council Bill \(CB\) 121073](#). At the following Committee meeting on December 11, 2025, the Committee will hold a public hearing on CB 121073, consider any proposed amendments and possibly vote on the Council Bill.

cc: Ben Noble, Director  
Lish Whitson, Lead Analyst

---

<sup>2</sup> Currently two parcels are owned by non-profits within the SODO BIA boundaries – Evergreen Treatment Services and Recovery Café. According to materials supplied by the SODO BIA, this Council Bill would result in an annual assessment of about \$3,000 each. Central Staff's understanding is that SODO BIA has made them aware of the potential changes and they are supportive.



# Business Improvement Area

Advocating for a Safe, Clean, Connected and Engaged SODO

**Erin Goodman**

Executive Director





## 2025

- 605 Tons of Debris Removed
- 3504 Supplemental Patrol Hours
- 295 Blocks Pressure Washed
- 1 New Pocket Park Opened
- Outreach to 90+ Businesses
- 400+ Attendees at Events





To continue providing quality services to the SODO neighborhood we seek to:

- Fix ongoing billing challenges.
- Align our assessment practices with other Seattle BIAs.
- Promote greater equity among all SODO property owners.







Moving from a **TTV**-based assessment model to a **TAV**-based one would address the following challenges:

- Lack of Escalation Clause for Lot Square Foot Rate Assessments
- Delays & Discrepancies in King County Property Assessments
- New Non-Profit Tax-Exempt Properties



Even with the amendment, the SODO BIA would still face:

- Inequitable Assessment for Certain Tax-Exempt Uses
- Revenue Loss from Government Acquisition of Commercial Properties



To better understand these challenges, Seattle's Office of Economic Development would conduct a 6-month study to inform future amendments.

## Amendment 1 Version 1 to CB 121073 – SODO BIA Assessment Amendment

Sponsor: Council President Nelson

*Changing effective Date*

**Effect:** This amendment would clarify that the effective date of the new assessment formula and proposed exemptions contained in Council Bill 121073 would go into effect for the second billing installment of 2026.

Amend Section 1 of CB 121073 as follows:

~~((E.))~~ D. All records will be updated ~~((every two years))~~ using King County Assessor's Office data and information as described below:

1. In 2021, the assessment will be based on King County Assessor's Office data and information for Tax Year 2017/Assessment Year 2016. In 2022, the assessment will be based on King County Assessor's Office data and information for Tax Year 2021/Assessment Year 2020.

2. In 2023 and 2024, the assessment will be based on King County Assessor's Office data and information for Tax Year 2023/Assessment Year 2022;

3. In 2025, and for the first billing installment of 2026 ~~((and 2026))~~, the assessment will be based on King County Assessor's Office data and information for Tax Year 2025/Assessment Year 2024~~((; and))~~ .

4. ~~((In 2026,))~~ Beginning July 1, for the second billing installment of 2026, the assessment will be based on King County Assessor's Office data and information for Tax Year 2026/Assessment Year 2025, as recorded on ~~((January))~~ May 1, 2026. The appraised value recorded on this date shall serve as the basis for the assessment in 2026, regardless of any subsequent changes in appraisal from the King County Assessor's Office. The second billing

Jasmine Marwaha  
Government Accountability and Economic Development Committee  
December 11, 2025  
D3

installment of 2026 shall be assessed at half of the total assessment for 2026, for all properties  
subject to assessment as of July 1, 2026.

Add a new Section 3 to CB 121073 and renumber subsequent sections:

Section 3. Section 1 of this ordinance shall take effect on June 30, 2026.



## Legislation Text

---

**File #:** CB 121141, **Version:** 1

---

### CITY OF SEATTLE

### ORDINANCE \_\_\_\_\_

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

AN ORDINANCE relating to City employment; exempting positions from the civil service system; returning positions to the civil service system; and amending Section 4.13.010 of the Seattle Municipal Code; all by a 2/3 vote of the City Council.

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

Section 1. Exempting one position from civil service status. As requested by the department in the Classification Determination report specified, the following position is exempted from civil service:

- 1 filled position (00024071) in the Seattle Department of Human Resources, Manager 3, Exempt (Report # 22235)

Section 2. Returning four positions to civil service status. As requested by the department in the Classification Determination Report specified, the following positions are returned to the civil service:

- 1 filled position (00019593) in the City Attorney's Office, Paralegal - Law (Report # 22392)
- 1 filled position (10004480) in the Seattle Department of Human Resources, Manager 2, General Government (Report # 22038)
- 1 vacant position (10005054) in Seattle City Light, Strategic Advisor 1, Utilities L21C (Report # 22643)
- 1 filled position (10006479) in Seattle City Light, Manager 2, General Government (Report # 22553)

Section 3. Section 4.13.010 of the Seattle Municipal Code, last amended by Ordinance 126824, is amended as follows:

**4.13.010 Exemptions from the Civil Service and Public Safety Civil Service Systems**

\* \* \*

Employment Unit		Titles of Exempt Positions
* * *		
13.	Law	All positions in the Law Department, except clerical positions classified in the Administrative Support Accounting Support class series, Strategic Advisor (PosNo. 10005302), and Paralegal - Law (PosNo. 00019593)
* * *		

Section 4. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by a 2/3 vote of all the members of 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**

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
Seattle Department of Human Resources	Shane Eubank	Alyssa Ha

### **1. BILL SUMMARY**

**Legislation Title:** AN ORDINANCE relating to City employment; exempting positions from the civil service system; returning positions to the civil service system; and amending Section 4.13.010 of the Seattle Municipal Code; all by a 2/3 vote of the City Council.

**Summary and Background of the Legislation:** If passed, this legislation would:

- a. Exempt one position in the Seattle Department of Human Resources from the civil service system. The department has requested the position be exempt, pursuant to Seattle Municipal Code 4.13.010 subsection 1.
- b. Return four positions in the City Attorney’s Office, Seattle City Light, and the Seattle Department of Human Resources to the civil service system. These departments have requested the positions be returned to the civil service system, as the positions no longer meet the exemption criteria.

The Seattle Department of Human Resources (“SDHR”) Compensation and Classification Unit provides centralized classification and compensation services for The City of Seattle, including classifying positions citywide and maintaining the City’s compensation programs. When City departments request a classification review of a position, they may also request a change in the position’s civil service status, in accordance with Chapter 4.13 of the SMC. Civil service status changes must be approved by City Council.

The following summarizes background information provided by the aforementioned City departments underlying the request for changes to civil service status in this legislation (see Summary Attachment for additional information):

#### **1. Exempt Manager 3 position in SDHR (PosNo. 00024071) from civil service system.**

Initial classification: Strategic Advisor 3, General Government

Final classification: Manager 3, Exempt

Vacancy status: Filled

Reason for civil service change: Change in assigned duties and responsibilities

Body of work in initial classification: The initial classification – Strategic Advisor 3, General Government – served as a Labor Relations Negotiator to assigned City departments. This position was an individual contributor role and provided no managerial or oversight duties and responsibilities.

Body of work in new classification: The Manager 3, Exempt position serves as a deputy to the Labor Relations Director, with authority to act in the Labor Relations Director's absence. The Manager 3 provides oversight of daily operations, leads the development of direct reports and staff, and manages projects of high importance and/or impact.

Impact of new body of work not being performed: If the new body of work is not performed, the Labor Relations Director must assume oversight of daily operations and direct management of staff, leaving less time and attention on strategic planning and leadership. Additionally, in the event of the Labor Relations Director's absence, the absence of a deputy to act on the Labor Relations Director's behalf would result in leadership and continuity of operations issues.

## **2. Return Paralegal – Law position in the City Attorney's Office (PosNo. 00019593) to civil service system.**

Initial classification: Executive Assistant

Final classification: Paralegal – Law

Vacancy status: Filled

Reason for civil service change: Change in assigned duties and responsibilities

Body of work in initial classification: The initial classification – Executive Assistant - performed administrative duties in the areas of budget and personnel.

Body of work in new classification: The new classification – Paralegal – Law – works on public disclosure requests for the City Attorney's Office, and provides advice and training on compliance with the Public Records Act. Consistent with Ordinance 126394, which recognized public disclosure officers in the Mayor's Office, Legislative Department, and the City Attorney's Office should receive civil service protections, the City Attorney's Office requested that this position be returned to the civil service system.

Impact of new body of work not being performed: If the new body of work is not performed, the City Attorney's Office will not have a designated public disclosure officer to respond to public disclosure requests. Without a designated public disclosure officer, the department may be at legal and financial risk for non-compliance with the Public Records Act.

## **3. Return Manager 2, General Government in SDHR (PosNo. 10004480) to civil service system.**

Initial classification: Manager 2, Exempt

Final classification: Manager 2, General Government

Vacancy status: Filled

Reason for classification change: Change in assigned duties and responsibilities

Body of work in initial classification: The initial classification – Manager 2, Exempt – previously served as the Manager of Workforce Development, overseeing Citywide workforce development programs, including internships, Flash Mentorship program, and career development workshops. As part of SDHR’s reorganization under the adopted 2025 budget, Citywide workforce development programs were eliminated, and the Manager 2, Exempt position was reorganized to manage SDHR’s Talent Acquisition unit, now under SDHR’s Service Delivery Division.

Body of work in new classification: The new classification – Manager 2, General Government – oversees a team of recruiters and recruitment services for 20 departments within the SDHR’s Service Delivery Division’s portfolio. In addition, the Manager 2, General Government position will provide advice and guidance on workforce development and oversee the Supported Employment Program.

Impact of new body of work not being performed: If the new body of work is not performed, the team of recruiters who provide recruitment services for 20 departments within SDHR’s Service Delivery Division’s portfolio would be without a manager, who provides strategic leadership and oversight to recruitment. In addition, Citywide workforce development advice and guidance and oversight of the Supported Employment Program would be impacted.

#### **4. Return Strategic Advisor 1, Utilities L21C in Seattle City Light (PosNo. 10005054) to civil service system.**

Initial classification: Information Technology Professional A, Exempt

New classification: Strategic Advisor 1, Utilities L21C

Vacancy status: Vacant

Reason for civil service change: Allocation of duties and responsibilities to a contract-in position

Body of work in initial classification: The initial position was a “contract-in” position assigned to Seattle City Light for a non-permanent time period. The contract-in position was used to perform work as an ITP-A, providing skills and experience with computer applications and infrastructure to implement critical operations technology (OT) projects to replace end-of-life technology in support of enhanced electric power reliability for

customers, safe operations for crews and the public, system automation, advanced situational awareness, cyber security, and NERC reliability compliance.

Body of work in new classification: The body of work in the new classification – Strategic Advisor 1, Utilities L21C – influences the nature and scope of the Advance Metering Infrastructure (AMI) meter exchange program and is responsible for evaluating and rewriting policies that impact AMI meter exchange operations and provide recommendations that shape Time of Use and other key Seattle City Light programs.

Impact of new body of work not being performed: If the new body of work is not performed, Seattle City Light’s AMI meter exchange program would be without a strategic advisor responsible for AMI policy development and operational compliance.

**5. Return Manager 2, General Government position in Seattle City Light (PosNo. 10006479) to civil service system.**

Initial classification: Strategic Advisor 1, Exempt

New classification: Manager 2, General Government

Vacancy status: Filled

Reason for civil service change: Change in assigned duties and responsibilities

Body of work in initial classification: The initial body of work was responsible for developing and implementing initiatives that enhance employee growth, workplace engagement, and internal communication, overseeing training and development programs, creating programs that enhance workplace culture, boost morale, and recognize employee contributions, and managing messaging across various channels to keep employees informed and connected.

Body of work in new classification: The new classification is a reorganization of two bodies of work into one, created to better align how Seattle City Light supports and enhances the employee experience. The body of work in the new classification leads Seattle City Light workforce initiatives and designs and manages training programs, engagement strategies, and onboarding experiences aligned with organizational goals through data-driven decision-making and collaboration with leadership. The new classification establishes measurable goals for programs, develops KPIs and assessment tools, oversees program budgeting, and supervises 7 FTEs.

Impact if new body of is not performed: If the body of work in the new classification is not performed, Seattle City Light, as one of the City’s largest departments, would be without a manager/leader overseeing the department’s workforce development programs and initiatives, including onboarding, training and development, and employee engagement programs.

## 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.**

There are no direct costs associated with the recommended changes to civil service status. Any changes to compensation for incumbents or new hires in the reclassified positions covered by this legislation would be subject to the appointing authority (i.e., head of department) and do not relate directly to the Council's decision to approve the recommended civil service status. In this sense, the legislation does not have an immediate fiscal impact for the return or exemption of positions to the civil service system.

However, changes to pay systems may have financial impacts over time. For classification and pay changes requiring Council approval, the fiscal note will lay out potential expected costs and when any additional appropriation will be requested, if applicable.

Table 1 below details the potential costs based upon how the city budgets for positions (changes to the mid-point of salary range and benefits of each job classification) of the reclassified positions in this legislation by position, and by department. However, no actions in this legislation require additional appropriation, and the City Budget Office (CBO) has confirmed this with the three departments.

Unless a department flags the need for an appropriation request to accompany the reclassification or pay change, CBO expects the department to realign its current labor budget to accommodate the changes of the reclassification on an ongoing basis. CBO will verify this with relevant departments in preparing and reviewing legislation.

Table 1. Difference in Mid-Point Salary and Benefits Between Initial and Final Classification

	Department	Initial classification	Final classification	Mid-point cost difference
1	Seattle Department of Human Resources	Strategic Advisor 3, General Government	Manager 3, Exempt	\$ -
2	Seattle Department of Human Resources	Manager 2, Exempt	Manager 2, General Government	\$ -
	<i>Seattle Department of Human Resources Subtotal</i>			\$ -
3	City Attorney's Office	Executive Assistant	Paralegal - Law	\$ (37,581)
	<i>City Attorney's Office Subtotal</i>			\$ (37,581)
4	Seattle City Light	Info Technol Prof A, Exempt	Strategic Advisor 1, Utilities L21C SCL	\$ (32,229)
5	Seattle City Light	Strategic Advisor 1, Exempt	Manager 2, General Government	\$ 20,733
	<i>Seattle City Light Subtotal</i>			\$ (11,496)
	<b>Total Mid-Point Cost Difference</b>			<b>\$ (49,077)</b>

**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.**

SDHR reclassifications in the table above do not result in any changes financially because both positions do not change pay bands as a result of the civil service status change, so there is no change in pay.

The change in classification for the City Attorney's Office may result in savings, which the department would use to support other priorities.

Seattle City Light (SCL) will absorb costs for reclassifications that are approved by HR by prioritizing those costs when building and rebalancing SCL's budget. SCL's budget is entirely funded by the City Light Fund, and any savings in the fund can only be used for SCL purposes. If needed, SCL will incorporate labor cost increases due to SDHR-approved reclassifications or pay scale adjustments into future rate adjustments.

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

This legislation is needed to appropriately designate civil service status, which can have personnel implications.

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

This legislation impacts the City Attorney's Office, Seattle City Light, and the Seattle Department of Human Resources.

#### **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.**

Increasing the number of positions with civil service status would support the City's commitment to eliminating racial disparities and achieving workforce equity. By increasing the number of positions with civil service protections, especially those with opportunities for higher pay and/or additional benefits, more equity for BIPOC employees could be achieved by requiring a competitive hiring process and removing the barriers that create risk and uncertainty for employees seeking career growth.

**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?**

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.**  
No.
- 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:

Summary Attachment 1 – Department Submissions



<b>Department</b>
Seattle Human Resources - Labor Relations
<b>Exempt/Return</b>
Exempt
<b>Current Classification Title</b>
Strategic Advisor 3, General Government
<b>Recommended Classification Title</b>
Manager 3, Exempt
<b>Request #</b>
REQ22235
<b>Position Number</b>
00024071
<b>Request Number</b>
REQ22235
<b>As of this submission, is the position Vacant or Filled?</b>
Vacant
<b>Is this a new position?</b>
Yes
<b>Have the duties for this position changed?</b>
Yes
<b>Describe the duties that will be changing</b>
<ul style="list-style-type: none"> <li>- Manages daily operations and oversees LR team projects of high importance and/or impact.</li> <li>- Acts as a key consultant and strategic partner to the LR Director on operational and labor relations program and policy development to align labor relations strategies with the organization's long-term goals and objectives.</li> <li>- Works with SDHR leaders and citywide senior executives on a collaborative development of the LR policies implementation, identifies and proactively engages key stakeholders, partners and SMEs</li> <li>- Assess or develop LR best practices for the team and citywide to adapt to changing conditions and improve outcomes.</li> <li>- Design strategies to improve existing LR processes for maximum clarity, efficiency, and success. Develop trainings or info sessions to ensure management and HR partners understand and support labor relations practices to maintain a unified approach</li> <li>- Develops, implements, and serves as custodian of LR Standard Operating Procedures.</li> </ul>
<b>Describe the reasons behind the need for the change in duties</b>
This position provides support for the LR Director and supports management of direct reports and daily operational functions for the team. The LR team currently has a horizontal organizational structure that creates a catch-all position for the LR Director for many functions.
<b>Describe How the change in duties will impact the department</b>
The Labor Relations Manager is the second in command to the Director of Labor Relations (LR Director), operates as the sole designee vested with the full authority of the LR Director in their absence. That authority consists of the sole responsibility for coordinating and chairing

all meetings with the bargaining representatives of represented public employees of the City for the purposes of collective bargaining as contemplated by RCW 41.56. It also includes the sole authority to bind the City to collective bargaining agreements and any other agreements that impact the wages, hours, and working conditions of represented employees.
<b>Is there any potential budget impact to the department?</b>
No
<b>Describe why there will/won't be budget impact</b>
The position is still within the same pay band range as an SA3 and subject to the same level of pay discretion as the prior position
<b>Department</b>
Law Department
<b>Exempt/Return</b>
Return
<b>Current Classification Title</b>
Executive Assistant
<b>Recommended Classification Title</b>
Paralegal - Law
<b>Request #</b>
REQ22392
<b>Position Number</b>
00019593
<b>Request Number</b>
REQ22392
<b>As of this submission, is the position Vacant or Filled?</b>
Filled
<b>Is this a new position?</b>
Yes
<b>Have the duties for this position changed?</b>
Yes
<b>Describe the duties that will be changing</b>
The City Attorney's Office had a vacant Executive Assistant Position which was Civil Service Exempt in the Criminal Division and moved the position to the Civil Division to help with the increased work with public disclosure requests. This role assists with Public disclosure Request primarily in the Criminal Division and assists on the less complex request for the Civil Division. Additionally, this role assists with advice to City Departments on compliance with the Public Records Act (PRA). Handles record analysis, record request and communication and collaboration with external agencies.
<b>Describe the reasons behind the need for the change in duties</b>
We have taken a Civil Service Exempt Executive Administrative Position in our Criminal Division and placed it in our Civil Division to act as a liasion between the department with public records request.

<b>Describe How the change in duties will impact the department</b>
The Executive Admin position is no longer in our Criminal division, and those duties have been assumed by others.
<b>Is there any potential budget impact to the department?</b>
No
<b>Describe why there will/won't be budget impact</b>
This was an established position that was already budgeted for.
<b>Department</b>
Seattle Human Resources - Service Delivery Division
<b>Exempt/Return</b>
Return
<b>Current Classification Title</b>
Manager 2, Exempt
<b>Recommended Classification Title</b>
Manager 2, General Government
<b>Request #</b>
REQ22038
<b>Position Number</b>
10004480
<b>Request Number</b>
REQ22038
<b>As of this submission, is the position Vacant or Filled?</b>
Filled
<b>Is this a new position?</b>
No
<b>Have the duties for this position changed?</b>
Yes
<b>Describe the duties that will be changing</b>
The position oversees the team of recruiters and recruitment services for 20 departments within the SDD portfolio in addition to the duties to support the citywide program like supported employment and citywide advisory support on Workforce development.
<b>Describe the reasons behind the need for the change in duties</b>
Talent division was merged with Service Delivery effective 1/1/25.
<b>Describe How the change in duties will impact the department</b>
The merger of the Talent division with Service Delivery will support more consistent HR practices and streamlined HR services for the Service Delivery portfolio departments.
<b>Is there any potential budget impact to the department?</b>
No
<b>Describe why there will/won't be budget impact</b>
It's not a new position, the duties are being redefined due to the business needs and structural changes within SHR, specifically the combination of the Talent manager duties with the

workforce development advisory responsibilities and oversight of the supported employment program.
<b>Department</b>
Seattle City Light
<b>Exempt/Return</b>
Return
<b>Current Classification Title</b>
Info Technol Prof A, Exempt
<b>Recommended Classification Title</b>
Strategic Advisor 1, Utilities L21C SCL
<b>Request #</b>
REQ22643
<b>Position Number</b>
10005054
<b>Request Number</b>
REQ22643
<b>As of this submission, is the position Vacant or Filled?</b>
Vacant
<b>Is this a new position?</b>
Yes
<b>Have the duties for this position changed?</b>
No
<b>Describe the duties that will be changing</b>
N/A
<b>Describe the reasons behind the need for the change in duties</b>
N/A
<b>Describe How the change in duties will impact the department</b>
N/A
<b>Is there any potential budget impact to the department?</b>
Yes
<b>Describe why there will/won't be budget impact</b>
This is a contract position established for a limited term period. The current classification is ITP-A, while the reallocated classification is SA1 within the Utilities BU. The budget impact will be positive (cost savings) because the salary range for SA1 is lower than that of ITP-A. Specifically, the top of the SA1 salary band is approximately 16.68% lower than the top of the ITP-A band.
<b>Department</b>
Seattle City Light
<b>Exempt/Return</b>

Return
<b>Current Classification Title</b>
Strategic Advisor 1, Exempt
<b>Recommended Classification Title</b>
Manager 2, General Government
<b>Request #</b>
REQ22553
<b>Position Number</b>
10006479
<b>Request Number</b>
REQ22553
<b>As of this submission, is the position Vacant or Filled?</b>
Filled
<b>Is this a new position?</b>
No
<b>Have the duties for this position changed?</b>
Yes
<b>Describe the duties that will be changing</b>
This is a reorganization of two bodies of work into one. This position now supervises a team of 7 FTE. This reorganization was created to better align how City Light enhances and supports the employee experience through the development and implementation of training and development and employee engagement programs.
<b>Describe the reasons behind the need for the change in duties</b>
The change in duties is to better align how City Light enhances and supports the employee experience through the development and implementation of training and development and employee engagement programs.
<b>Describe How the change in duties will impact the department</b>
This supports the employee experience through the development and implementation of training and development and employee engagement programs.
<b>Is there any potential budget impact to the department?</b>
Yes
<b>Describe why there will/won't be budget impact</b>
This position is being reclassified from Strategic Advisor 1 to Manager 2. The budget impact arises from the change in base salary, as the salary range for Manager 2 is higher than that of SA1. As a result, the reclassification is expected to increase overall personnel costs.



## **2026 Seattle Department of Human Resources Ordinances**

- Deferred Compensation Analyst Classification Title Series Creation Ordinance
  - Status Changes Ordinance
- 

AMANDA ALLEN, LEGISLATIVE ANALYST

GOVERNANCE, ACCOUNTABILITY & ECONOMIC DEVELOPMENT COMMITTEE

12/11/2025

# Purpose of the Deferred Compensation Classification Analyst Classification Title Series Ordinance

---

- Changes in classification titles is managed by SDHR and must be adopted by Council
- The Deferred Compensation unit was transferred from SHR to the Seattle City Employees' Retirement System (SCERS) department in 2025
- 2.0 FTE moved to SCERS were classified as Personnel Analysts, a classification restricted for SHR's use
- New classification titles were created for use within SCERS
- The new pay structure for the new titles mirror that of Personnel Analysts, ensuring salary costs remain the same

# Purpose of the Civil Service Status Changes Ordinance

---

- The City has two status types of positions at it relates to the application of Civil Service Rules: Civil Service Exempt and Non-exempt
  - An “Exempt employee” serves at the discretion of the appointing authority and is exempt from Civil Service Rules regarding selection, discipline, discharge, and appeals of personnel actions
- Positions are reviewed when reclassified to determine if they meet the standards for exemption from Civil Service Rules
- SDHR facilitates a periodic, consolidated Civil Service Ordinance for all City departments to change civil service exemption status of positions



# Proposed Changes in Civil Service Status

---

This ordinance provides a routine maintenance of civil service protections and includes the following changes:

**1. Exempts One position from civil service:**

Department	Initial Classification (Civil Service)	Final Classification (Exempt)
Seattle Department of Human Resources	Strategic Advisor 3, General Government	Manager 3, Exempt

*Note:* the Pay Zone for Strategic Advisor 3's and Managers 3's is identical, no change in pay is necessary

# Return to Civil Service

---

## 2. Returns Four Positions to Civil Service

	Department	Initial Classification (Exempt)	Final Classification (Civil Service)	Vacancy Status
1	City Attorney's Office	Executive Assistant	Paralegal – Law	Vacant
2	Seattle Department of Human Resources	Manager 2, Exempt	Manager 2, General Government	Filled
3	Seattle City Light	Info Technol Prof A, Exempt	Strategic Advisor 1, Utilities L21C SCL	Vacant
4	Seattle City Light	Strategic Advisor 1, Exempt	Manager 2, General Government	Filled

# Financial Impacts of Civil Service Changes

---

Using salary midpoints for these classifications, the overall cost difference across the three departments could be a reduction of about (\$50,000).

The estimated cost differences are as follows:

- City Attorney Office, (\$37,600)
- SDHR, no cost difference
- Seattle City Light, (\$11,500)

*Note:* Departments will retain any savings and absorb any increases, depending on how the positions are filled within the Pay Zones.

# Questions?

December 8, 2025

## MEMORANDUM

**To:** Governance, Accountability, and Economic Development Committee  
**From:** Amanda Allen, Analyst  
**Subject:** CB 1201141, Civil Service Classification Changes

---

On December 11, 2025, the Governance, Accountability, and Economic Development (GAED) Committee will discuss and possibly vote on [Council Bill \(CB\) 1201141](#) which would propose changes to the civil service status of five positions per the requirements of [Seattle Municipal Code \(SMC\) Section 4.13.010](#), which maintains the official list of positions and titles exempt from civil service protections. This memo provides a high-level summary of the bill and identifies next steps.

### Summary

City positions are either exempt from Civil Service rules or non-exempt. An “exempt employee” means one who serves at the discretion of the appointing authority in a position exempt from Civil Service Rules.<sup>1</sup> The Council authorizes certain City personnel actions through ordinances. This ordinance would authorize the Seattle Department of Human Resources (SDHR) Director to implement the following personnel actions:

1. Exempt one position from civil service, and
2. Return four positions to civil service

### Financial Impacts

Council’s approval of CB 1201141 would not have immediate fiscal impacts. Compensation changes related to implementation of these personnel actions would be subject to the appointing authority (i.e., head of department) and any necessary increase in a department’s budget would require separate legislation. None are proposed through this legislation and departments are expected to absorb any salary changes within their existing budgets.

The City Budget Office (CBO) provided information on the potential associated costs of the reclassifications (revised job titles) by comparing the difference in mid-point salary and benefits between the initial and the final classification of the roles. The information indicates net salary savings which departments anticipate redeploying to higher priority uses. More information in Tables 1 and 2 (pg. 2).

---

<sup>1</sup> Civil service exempt positions serve at the discretion of the appointing authority and are exempt from the City Charter or Chapter 4.13 from compliance with this Chapter 4.04 regarding selection, discipline, and discharge of employees, and appeals of personnel actions to the Civil Service Commission.

## Overview of Changes Proposed

### Exempt Four Positions from Civil Service

The SDHR Director determined that the body of work of one position meets the criteria for an automatic civil service exemption under [SMC 4.13.010](#) and recommends exempting this position from the civil service system. The SDHR Director's recommendation for this exemption would only take effect upon approval by two-thirds vote of the Council. [Attachment 1](#) to the ordinance summary and fiscal note provides an overview of the position changes and a summary of how the role has changed; Table 1 provides an overview of the proposed exemption.

*Table 1. Position Exempted from Civil Service*

	Department	Initial Classification (Civil Service)	Final Classification (Exempt)	Vacancy Status
1	SDHR	Strategic Advisor 3, General Government	Manager 3, Exempt	Vacant
Note: Both classifications share an identical pay band and would not necessarily require a pay increase for the final classification, once the position is filled				

### Return Four Positions to the Civil Service System from Exempt Status

Requesting departments, with SDHR's engagement as an advisor, determined that four positions no longer met the criteria for civil service exemption and recommend returning these positions to the civil service system. Attachment 1 to the ordinance summary and fiscal note provides the rationale to return these positions to civil service system; Table 2 provides an overview of the position changes.

*Table 2. Positions Returned to Civil Service*

	Department	Initial Classification (Exempt)	Final Classification (Civil Service)	Vacancy Status
1	City Attorney's Office (CAO)	Executive Assistant	Paralegal – Law	Vacant
2	SDHR	Manager 2, Exempt	Manager 2, General Government	Filled
3	Seattle City Light (SCL)	Info Technol Prof A, Exempt	Strategic Advisor 1, Utilities L21C SCL	Vacant
4	Seattle City Light	Strategic Advisor 1, Exempt	Manager 2, General Government	Filled
Note: By comparing the salary midpoints for these classifications, the overall cost difference across the three departments could be a reduction of about (\$50,000). The estimated CAO cost difference is (\$37,600). There is no cost difference for SDHR. The estimated SCL cost difference is (\$11,500). Departments will retain any savings and absorb any increases, depending on how the positions are filled within the respective Pay Zones.				

**Next Steps**

If the Council votes to approve Council Bill 1201141, [SMC Section 4.13.010](#) would be amended to reflect an updated list of positions exempted from the civil service system.

Please contact Amanda Allen if you have questions about the proposed legislation.

cc: Ben Noble, Director  
Lish Whitson, Lead Analyst



## Legislation Text

File #: CB 121142, Version: 1

### CITY OF SEATTLE

#### ORDINANCE \_\_\_\_\_

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

AN ORDINANCE relating to City employment; and establishing the Deferred Compensation Analyst classification title series and corresponding rates of pay in the Seattle City Employees' Retirement System.

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

Section 1. Establishing new titles and salaries. As recommended by the Seattle Human Resources Director, the following titles and salary rates are established as displayed below, effective as of the date shown, and pay is authorized as of the effective date:

Department:	Seattle City Employees' Retirement System
New Title:	Deferred Compensation Analyst
Salary Range:	\$45.47 - \$47.54 - \$49.46 - \$51.29 - \$53.27
Report:	21912
Effective Date of Title:	1/1/2025* *Salary steps effective after December 31, 2025, have not been pre-adjusted to reflect any 2026 annual wage increases.

Department:Seattle City Employees' Retirement System	
New Title:	Deferred Compensation Analyst, Senior
Salary Range:	\$53.27 - \$55.32 - \$57.54 - \$59.81 - \$62.02
Report:	21912
Effective Date of Title:	1/1/2025* *Salary steps effective after December 31, 2025, have not been pre-adjusted to reflect any 2026 annual wage increases.

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**

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
Seattle Department of Human Resources	Shane Eubank	Alyssa Ha

### **1. BILL SUMMARY**

**Legislation Title:** AN ORDINANCE relating to City employment; and establishing the Deferred Compensation Analyst classification title series and corresponding rates of pay in the Seattle City Employees' Retirement System.

**Summary and Background of the Legislation:** If passed, this legislation would:

- a. Establish two new titles (Deferred Compensation Analyst and Deferred Compensation Analyst, Senior) and corresponding rates of pay in the Seattle City Employees' Retirement System department.

The Seattle Department of Human Resources (SDHR) Compensation and Classification Unit provides centralized classification and compensation services for the City of Seattle, including classifying positions citywide and maintaining the City's compensation programs. City departments may request adjustments to compensation and classification programs, including the establishment of new titles, modification of salary ranges, or other programmatic changes. These changes must be approved by the City Council.

In 2024, SDHR submitted a request to the Compensation and Classification Unit for the creation of classification specifications and salaries for a "Deferred Compensation Analyst" (historically classified as a Personnel Analyst) and "Deferred Compensation Analyst, Senior" (historically classified as a Personnel Analyst, Senior). These requests were submitted in tandem with the reorganization and physical move of the Deferred Compensation Unit to the Seattle City Employees' Retirement System (SCERS) department, effective January 1, 2025.

The Deferred Compensation Analyst and Senior classifications perform ongoing citywide defined contribution pension services comparable to those performed prior to the organizational and physical relocation from SDHR to SCERS effective January 1, 2025. However, the deferred compensation analytical work in the Deferred Compensation Analyst classification series would be better defined and appropriately distinguished from other citywide human resources services that continue to remain within SDHR, as well as from individual contributor defined benefit classifications located within SCERS.

The rates of pay for the Deferred Compensation Analyst and Deferred Compensation Analyst, Senior classifications remain identical to/correspond with the rates of pay of the Personnel Analyst and Personnel Analyst, Senior classifications, respectively. Therefore, rates of pay remain unchanged for the two impacted incumbent employees, and there are no financial impacts or other costs associated with this legislation.

## 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 legislation has no financial impacts because the new and former titles are on the same pay scale.

### 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.

N/A

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

If this legislation is not implemented, the Deferred Compensation Classification title series within SCERS would not be established. This new classification title series better reflects citywide defined contribution services, which are distinguished from other citywide human resources services that continue to remain within SDHR, as well as individual contributor defined benefit classifications located within SCERS.

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

This legislation affects the Seattle City Employees' Retirement System (SCERS).

## 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.**

N/A

- 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?**

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.**

No.

- 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:**

Summary Attachment 1 – Department Submission

<b>Department</b>
Seattle City Employees Retirement System
<b>Current Classification Title</b>
Personnel Analyst
Personnel Analyst, Senior
<b>Requested Classification Title</b>
Deferred Compensation Analyst
Deferred Compensation Analyst, Senior
<b>Current Salary Scale</b>
\$45.47 - \$47.54 - \$49.46 - \$51-29 - \$53.27
\$53.27 - \$55.32 - \$57.54 - \$59.81 - \$62.02
<b>Requested Salary Scale</b>
\$45.47 - \$47.54 - \$49.46 - \$51-29 - \$53.27
\$53.27 - \$55.32 - \$57.54 - \$59.81 - \$62.02
<b>Request #</b>
REQ21912
<b>Position #</b>
10004819, 10005913
<b>Describe the history of how these needs came about (describe why/how/when/who; if applicable, describe any agreements/MOUs)</b>
In 2024, Seattle Human Resources (SHR) submitted a request for the creation of classification specifications and salaries for a “Deferred Compensation Analyst” (historically classified as a Personnel Analyst) and “Deferred Compensation Analyst, Senior” (historically classified as a Personnel Analyst, Senior) in tandem with the reorganization and physical move of the Deferred Compensation Unit to Seattle Retirement effective January 1, 2025. Seattle Retirement includes Deferred Compensation and Seattle City Employees' Retirement System (SCERS). The deferred compensation analytical work would be better defined and appropriately distinguished from other citywide human resource services that continue to remain in SHR as well as from individual contributor defined benefit classifications located at SCERS.
<b>What are the implications for the department if the legislation is not approved?</b>
If legislation is not approved, these positions will not have an appropriate pay classification.
<b>Were these changes a result of labor bargaining or negotiations?</b>
No
<b>Describe the history of these bargained changes</b>
N/A
<b>Has the Labor Relations Policy Committee (LRPC) approved these bargained changes?</b>
N/A
<b>If approved, what are the department's next steps?</b>
If approved, the next steps would be to reclassify the positions in the new titles by completing and submitting a Position Description Questionnaire (PDQ) for each position to the City's Compensation/Classification department.
<b>What is the total additional cost to the City associated with these changes?</b>

The salary scale for the Deferred Compensation Analyst series and the Personnel Analyst series are the same range (\$45.74 - \$53.27 hourly & \$53.27 - \$62.02 hourly). There are no additional costs to the City associated with these changes.

**Describe how the department proposes to fund these changes.**

The administrative costs of the Deferred Compensation program, including the staffing positions, are fully covered by account fees paid by participating employees. The department does not cover these costs.

December 8, 2025

## MEMORANDUM

**To:** Governance, Accountability and Economic Development Committee  
**From:** Amanda Allen, Legislative Analyst  
**Subject:** CB 1201142, Creation of Deferred Compensation Classification Series

---

On December 11, 2025, the Governance, Accountability and Economic Development Committee will discuss and possibly vote on [Council Bill \(CB\) 1201142](#) proposed by the Seattle Department of Human Resources (SDHR) to create of the new classification series: Deferred Compensation Analyst and Analyst, Senior. This memo provides a high-level summary of the bill and identifies next steps.

### Summary

The legislation would create a new classification series for employees providing deferred compensation benefit services in the restructured Seattle City Employees' Retirement System (SCERS) department. The current classification series of 'Personnel Analyst' is restricted for SDHR staff, however staff working on deferred compensation in that classification have been transferred to SCERS. The new classification offers a defined scope limited to deferred compensation work within SCERS, rather than reference to citywide human resources services.

### Financial Impacts

Council's approval of CB 1201142 would not have a fiscal impact. The rates of pay for the Deferred Compensation Analyst and Deferred Compensation Analyst, Senior classifications would remain identical to and correspond directly with the rates of pay of the Personnel Analyst and Personnel Analyst, Senior classifications. Pay rates for the two impacted incumbent employees will remain unchanged.

### Overview of Changes Proposed

#### SDHR Authority and Role in Setting Classifications

- SDHR Compensation and Classification Unit provides centralized classification and compensation services for the City of Seattle, including classifying positions citywide and maintaining the City's compensation programs.
- City departments may request adjustments to compensation and classification programs, including the establishment of new titles, modification of salary ranges, or other programmatic changes.
- Changes must be approved by the City Council.



### Addressing Structural Staffing Changes in SDHR and SCERS

In 2024, SDHR requested creation of classification specifications and salaries for a “Deferred Compensation Analyst” (historically classified as a Personnel Analyst) and a “Deferred Compensation Analyst, Senior” (historically classified as a Personnel Analyst, Senior). This request was prompted by the move of SDHR’s Deferred Compensation Unit to the Seattle City Employees’ Retirement System (SCERS) department, as adopted in the 2025 Budget. The Personnel Analyst series is reserved for SDHR staff only. Given the narrow focus on deferred compensation analytical work and home location within SCERS, SDHR recommends that the classification of the employees supporting the work would be better defined and distinguished from other citywide human resource services that continue to remain in SDHR, as well as from individual contributor defined benefit classifications located at SCERS. The Deferred Compensation Analyst and Senior classifications will perform the same ongoing citywide defined contribution pension services performed prior to the reorganization.

### **Next Steps**

If the Council votes to approve CB 1201142, the Citywide Position List would be amended to reflect the addition of the classifications of Deferred Compensation Analyst and Analyst, Senior.

Please contact Amanda Allen if you have questions about the proposed legislation.

cc: Ben Noble, Director  
Lish Whitson, Lead Analyst



## Legislation Text

---

**File #:** Appt 03107, **Version:** 1


---

Reappointment of Thomas J. Kelly as member, Joint Apprenticeship Training Committee, for a term to December 31, 2027.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> Thomas J. Kelly		
<b>Board/Commission Name:</b> Joint Apprenticeship Training Committee (JATC)		<b>Position Title:</b> Organized Labor Local 289
<b>Appointment</b> OR <input checked="" type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority		<b>Term of Position: *</b> 1/1/2025 to 12/31/2027  <input type="checkbox"/> Serving remaining term of a vacant position
<b>Residential Neighborhood:</b> Sea Tac, Washington	<b>Zip Code:</b> 98188	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> See attached resume		
<b>Authorizing Signature (original signature):</b>   <b>Date Signed (appointed):</b> December 30 <sup>th</sup> , 2024		<b>Appointing Signatory:</b> Bruce A. Harrell Mayor of Seattle

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

# **THOMAS J. KELLY**

## **Profile Summary**

- Expert in maintaining both manual and computerized records utilizing Fleet Anywhere (FA).
- Skilled in working collaboratively with team members and other departments on daily activities and special projects.
- Specialized in training and providing ongoing feedback to apprentice mechanics.
- Professional in troubleshooting and facilitating the repair needs of assigned City vehicles.

## **Professional Experience**

### **CITY OF SEATTLE, FLEETS AND FACILITIES - SEATTLE, WA**

1998 to Present

#### **AUTO MECHANIC**

##### ***Key Responsibilities:***

- Work independently to diagnose the maintenance and repair needs of assigned City vehicles.
- Utilize Fleet Anywhere (FA) to update daily status of work in progress and keep customers informed.
- Identify needed parts and communicate with warehouse to obtain.
- Train and mentor apprentice mechanics; track apprentice daily work; complete monthly evaluations.
- Participate in various Departmental committees.
- Mentor and committee member to apprentices
- Mentor to high school C-West program

### **TOM'S AUTOMOTIVE – SEATTLE, WA**

1996 to 1998

#### **AUTO MECHANIC**

##### ***Key Responsibilities:***

- General automotive repair of various vehicles and trucks.

### **ROSEVELT AUTO REPAIR, SEATTLE, WA**

1987 to 1996

#### **STORE MANAGER**

##### ***Key Responsibilities:***

- General automotive repair of various vehicles and trucks
- Worked with customers to create work orders, estimates of repairs, and provided updates on completion status.
- Daily inventory assessment and weekly ordering of shop supplies.
- Reconciling cash register and bank deposits.

## **Education and Licenses**

### **RENTON VOCATIONAL TECHNICAL INSTITUTE – RENTON, WA**

#### **AUTOMOTIVE TECHNOLOGY CERTIFICATE – 1984**

#### **AUTOMOTIVE SERVICE EXCELLENCE (ASE) – 1984 TO PRESENT**

#### **WASHINGTON STATE COMMERCIAL DRIVERS LICENSE – 1999 TO PRESENT**

## Joint Apprenticeship Training Committee (JATC)

6 Members with three year terms. Pursuant to Resolution 16820, 29680, and Ordinance 107790. All members subject to City Council confirmation:

- # City Council-appointed
- 6 Mayor-appointed
- # Other Appointing Authority-appointed (specify):

### Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
5	F	N/A	1.	City Service	Michiko Starks	1/1/25	12/31/27	3	Mayor
6	F	N/A	2.	Organized	Summer Hepburn	1/1/24	12/31/26	1	Mayor
9	M	N/A	3.	City Service	Todd Snider	1/1/24	12/31/26	4	Mayor
6	F	N/A	4.	City Service	Lisa Reager	1/1/25	12/31/27	2	Mayor
6	M	N/A	5.	Organized	Thomas J. Kelly	1/1/25	12/31/27	4	Mayor
2	M	N/A	6.	Organized	Jeffrey G. Berry	1/1/25	12/31/27	3	Mayor

### SELF-IDENTIFIED DIVERSITY CHART

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 Native	Other (Specification Optional)	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	3	3				1			1	3			1
Council													
Other													
Total	3	3				1			1	3			1

### Key:

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

\*\*G List *gender*, M = Male, F= Female, T= Transgender, 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 03108, **Version:** 1

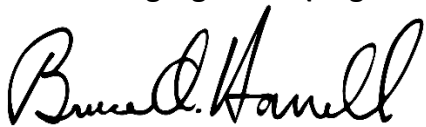
---

Reappointment of Lisa Reager as member, Joint Apprenticeship Training Committee, for a term to December 31, 2027.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Lisa Reager</i>		
<b>Board/Commission Name:</b> <i>Joint Apprenticeship Training Committee (JATC)</i>		<b>Position Title:</b> <i>Secretary</i>
<b>Appointment</b> OR <input checked="" type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> 1/1/2025 to 12/31/2027  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> West Seattle, Genessee Hill	<b>Zip Code:</b> 98116	<b>Contact Phone No.:</b> [REDACTED]
<b>Background:</b> Most of my career was in retail automotive – briefly as a tech, then a service advisor/assistant manager/service manager/fixed ops director, until entering the Fleets world as Deputy Director for Fleet Management. In addition to my current appointment as Secretary of the JATC, I am an advisory board member for the Shoreline Community College GST/AST program, and the STEM advisory board for Meadowdale High School.		
<b>Authorizing Signature (original signature):</b>   <b>Date Signed (appointed):</b> December 30 <sup>th</sup> , 2024		<b>Appointing Signatory:</b> <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.

# LISA REAGER

## Operations Management

Collaborative communicator with 10+ years leading fixed operations within the automotive industry, including Volvo, Mazda, and Mercedes Benz. Committed to creating a diverse group of self-sufficient leaders to achieve results by driving high-performance behaviors through servant leadership and coaching. Demonstrates a strong track record of success in driving operational excellence, boosting client satisfaction, and growing talent while increasing sales and profits.

### Career Highlights

- ✓ Collaborated with sales department to create used car reconditioning plan, reducing turnaround time from 12 to four days and growing department revenue from \$5K to \$50K per month, *Volvo*
- ✓ Utilized Kaizen process to improve operational efficiency, realizing a 30% productivity increase, *Volvo*
- ✓ Tripled annual operating profit through process development, achieved 87% absorption, *Volvo*
- ✓ Improved Net Promoter Score (NPS) rank from 8th in 2019 to 5th in 2020, *Volvo*
- ✓ Established new parts processes, resulting in fill rate increase from 69% to 92%, idle inventory decrease to 1.8%, and improved inventory performance (discrepancy reduced from \$150K to \$10K, *Doug's (Mazda)*)
- ✓ Increased per-transaction revenue year-over-year by 10% in 2015, 16% in 2016, 16% in 2017, and 5% in 2018, *Doug's*

### Core Expertise

Strategic Planning | Operations | Training and Development | Quality Assurance | Process Improvement | Project Management  
Cross-Functional Leadership | Policies and Procedures | Regulatory Compliance | Customer Satisfaction | KPI & ROI Tracking

---

## PROFESSIONAL EXPERIENCE

### **Deputy Director, Fleet Management, City of Seattle, Seattle, WA**

**Aug 2021 – current**

- Manage teams of fleet professionals spanning repair shops, body shop, metal shop, equipment servicers, and parts warehouse
- Lead operations teams in continuous improvement of workshop processes, resulting in increased productivity and morale
- Develop strategies to ready fleets for technological changes, including associated evolution of data capture and communications
- Lead operations teams in the evaluation of current shop technology and tools
- Actively collaborate across departments to break down silos and practice the One Seattle mission

### **Fixed Operations Manager – Service | Volvo Cars Seattle, Seattle, WA**

**Feb 2019 – Nov 2020**

- Managed shop upgrade projects, including remodel for EV service area, tire shop, VSS shop (2-person/lift work area)
- Led implementation of Volvo Simplified Service program (lean process operations)
- Deployed an integrated service management tool used by advisor and tech teams, drove system and process integration, recognized as only store in auto group to meet all performance standards before end of 90-day implementation period
- Managed on-line scheduling software to ensure functional integration with website, marketing, and valet service software
- Created processes and training program to support technology enhancements, resulting in a 300% increase in department net profit
- Improved employee compensation while reducing payroll expense from 38% to 23% of sales (NADA national benchmark 25%)
- Implemented a plan to share hours and cycle time off between all team members, leveraging a people-first approach during COVID-related shutdowns

### **Service Director | Doug's Mazda Hyundai, Seattle, WA**

**May 2013 – Jan 2019**

- Planned and led opening of a new service facility: coordinated construction and advertising, deployed IT systems, established new service and parts department workflows
- Corrected warranty, quality of work, and environmental compliance issues through internal audits and OKR plans
- Improved CX ranking from bottom 20% of dealers in the nation to receiving district service awards
- Managed staff at 2 locations, created new hire training documents, and ran bi-weekly training for new advisors
- Partnered with tech training programs to recruit apprentices and created a mentorship system
- Collaborated with IT manager to correct integration issues with dealer management system and on-line scheduling software

### **Additional Roles include:**

*Assistant Service Manager* at Phil Smart Mercedes Benz, Seattle, WA 2006-2013

*Assistant Service Manager* at Smythe European Mercedes Benz, San Jose, CA 2001-2006

---

## ADDITIONAL INFORMATION

**Education:** Bachelor of Science, Planning, Public Policy and Management at University of Oregon

**Professional Affiliations:** Advisory Board Member at Meadowdale High School Automotive Technology Program (STEM) (2016 – Present), Advisory Board Member at Shoreline Community College Automotive Technology Program (2014 – Present)



## Joint Apprenticeship Training Committee (JATC)

6 Members with three year terms. Pursuant to Resolution 16820, 29680, and Ordinance 107790. All members subject to City Council confirmation:

- # City Council-appointed
- 6 Mayor-appointed
- # Other Appointing Authority-appointed (specify):

### Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
5	F	N/A	1.	City Service	Michiko Starks	1/1/25	12/31/27	3	Mayor
6	F	N/A	2.	Organized	Summer Hepburn	1/1/24	12/31/26	1	Mayor
9	M	N/A	3.	City Service	Todd Snider	1/1/24	12/31/26	4	Mayor
6	F	N/A	4.	City Service	Lisa Reager	1/1/25	12/31/27	2	Mayor
6	M	N/A	5.	Organized	Thomas J. Kelly	1/1/25	12/31/27	4	Mayor
2	M	N/A	6.	Organized	Jeffrey G. Berry	1/1/25	12/31/27	3	Mayor

### SELF-IDENTIFIED DIVERSITY CHART

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 Native	Other (Specification Optional)	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	3	3				1			1	3			1
Council													
Other													
Total	3	3				1			1	3			1

### Key:

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

\*\*G List *gender*, M = Male, F= Female, T= Transgender, 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 03437, **Version:** 1


---

Reappointment of Jonathan Schirmer as member, Seattle Ethics and Elections Commission, for a term to December 31, 2028.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Jonathan Schirmer</i>		
<b>Board/Commission Name:</b> <i>Seattle Ethics and Elections Commission</i>		<b>Position Title:</b> <i>Member</i>
<input type="checkbox"/> Appointment <b>OR</b> <input checked="" type="checkbox"/> Reappointment		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> <i>1/1/2026</i> <b>to</b> <i>12/31/2028</i>  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Magnolia/ District 7</i>	<b>Zip Code:</b> <i>98199</i>	<b>Contact Phone No.:</b>
<b>Background:</b>  <i>Jonathan Schirmer is a construction lawyer with Lane Powell PC in Seattle. He is a magna cum laude graduate of Seattle University, and also holds a degree in Political Science from Montana State University. In his free time, he enjoys snowboarding at Crystal mountain and playing soccer in local rec leagues.</i>		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> <i>12/4/25</i>		<b>Appointing Signatory:</b> <i>Sara Nelson</i> <i>City Council President</i>

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

# Jonathan Schirmer

## EXPERIENCE

---

### Lane Powell PC

Seattle, WA

*Associate Attorney*

October 2021 – Present

- Represent public entities, private owners, design professionals, general contractors, and subcontractors in litigation of contract disputes, lien and bond claims, design claims, delay claims, and complex construction matters in state and federal court.
- Advise public entities, contractors, and tribes on various bidding and procurement laws, bid protest, and construction related issues and potential claims.
- Negotiate and draft construction contracts for various public, private, and tribal entities.

### Ahlers Cressman & Sleight PLLC

Seattle, WA

*Associate Attorney*

August 2018 – July 2019; August 2020 – September 2021

- Represented developers, general contractors, and subcontractors in litigation of contract disputes, lien and bond claims, and complex construction disputes in state and federal court.
- Represented clients in bid protests at the state and federal level, including multiple successful GAO Protests of contracts exceeding \$100M and multiple successful Washington State protests of municipal contracts.
- Prepared and developed case strategy and schedule; drafted substantive motions; prepared mediation and arbitration materials; and collaboratively managed discovery for voluminous productions including productions of 1M+ documents.
- Advised clients on compliance with state and federal employment regulations and investigations, corporate compliance issues, and contract issues.

### Hoffman & Blasco LLC

Juneau, AK

*Associate Attorney*

July 2019 – August 2020

- Served as civil litigation defense counsel for various corporations and insured parties in personal injury defense, employment law, medical malpractice, and business and commercial disputes.
- Represented various municipalities in litigation and advised on municipal issues including environmental permitting, contract drafting, employment law, tribal law, and constitutional issues.
- Drafted dispositive motions and briefs; handled case management and discovery; managed communications with insurers and engaged in settlement negotiations to bring matters to successful resolution.

## EDUCATION

---

### Seattle University School of Law

Seattle, WA

*J.D. Magna Cum Laude*

GPA/Rank: 3.78/Top 5%

Honors: Presidential Law Scholar; Dean's List; CALI Award in Legal Writing II

Activities: James E. Bond Appellate Moot Court Competition; Regional Qualifier for Alternative Dispute Resolution Competition; Research and Technical Editor, Seattle University Law Review

### Montana State University

Bozeman, MT

*B.A., Political Science*

# Seattle Ethics and Elections Commission

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

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

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	F	7	1	Member	Kristin Hawes	1/1/24	12/31/26	2	Mayor
			2	Member		1/1/25	12/31/27		City Council
6	M	5	3	Member	Kai Smith	1/1/25	12/31/27	1	Mayor
2	F	3	4	Member	Vivian Vassall	1/1/25	12/31/27	1	Commission
6	M	7	5	Member	Jonathan Schirmer	1/1/26	12/31/28	1	City Council
6	M	3	6	Member	Zach Pekelis	1/1/23	12/31/25	2	Mayor
2	M	3	7	Member	Bobby Forch	1/1/24	12/31/26	1	City Council

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	1								3	1		
Council	2					1				1			
Other		1				1							
Total	4	2				2				4	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 03438, **Version:** 1


---

Appointment of Pimnipa Thawai as member, Domestic Workers Standards Board, for a term to February 28, 2028.

The Appointment Packet is provided as an attachment.



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Pimnipa Thawai</i>		
<b>Board/Commission Name:</b> Domestic Workers Standards Board		<b>Position Title:</b> <i>Position 4</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> 3/1/2025 <b>to</b> 2/28/2028  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Bellevue</i>	<b>Zip Code:</b> <i>98007</i>	<b>Contact Phone No.:</b> <i>N/A</i>
<b>Background:</b>  <i>Originally from Northern Thailand, Pimnipa is currently completing her final year at the University of Washington in Human Centered Design &amp; Engineering. She arrived in the USA in 2018 as an immigrant faced with the urgent need to learn a new language and obtain the skills and education to succeed. Pimnipa loves working with people of all ages and backgrounds, learning new skills and working in diverse environments. She says "I care about immigrant workers - especially during the critical first years of having arrived in a new country; I believe that having a safe work environment and equal access to basic human rights are urgent basic necessities that must be afforded to all human beings." In her free time, she likes to connect with her community, learn new things, and spend time outdoors</i>		
<b>Authorizing Signature (original signature):</b>    <b>Date Signed (appointed):</b> August 5 <sup>th</sup> , 2025		<b>Appointing Signatory:</b> <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.

---

# Pimnipa Thawai



## BIO

Originally from Northern Thailand, I am currently completing my final year at the University of Washington in Human Centered Design & Engineering. I arrived in the USA in 2018 as an immigrant faced with the urgent need to learn a new language and obtain the skills and education to succeed. I love working with people of all ages and backgrounds, learning new skills and working in diverse environments. I care about immigrant workers - especially during the critical first years of having arrived in a new country; I believe that having a safe work environment and equal access to basic human rights are urgent basic necessities that must be afforded to all human beings. In my free time, I like to connect with my community, learn new things, and spend time outdoors

## EXPERIENCE

### **Nanny, Private Households | Bellevue WA || 2021 - PRESENT**

- Worked with multiple families
- Cared for children age between 0-8 years old
- Arranged learning activities for children
- Prepared healthy meals & snacks, depending on child's dietary needs
- Managed children's laundry & maintained clean, organized environment

### **“Cultural Care” Au Pair (Live-in Nanny), Private Households | CA & WA State 2018-2021**

- Arrived to the USA from Thailand in 2018
- Cared for children age between 2-5 years old

## EDUCATION

**University of Washington | BA Science: Human Centered Design & Engineering || 2024-PRESENT**

**Bellevue College | Associate's Degree: Art & Science || 2022-2024**

**Bangkok, Thailand | Cultural Care 200hr Training Early Education || 2017-2018**



---

## STRENGTHS

Reliable & compassionate; patient and open minded; passionate & eager to learn & connect; experience with multiple communities of mixed ages & backgrounds; technical skills experience in research & design

## Domestic Workers Standards Board

9 Members: Pursuant to CB 119286; effective January 2020 13 members.

All members subject to City Council confirmation, initial terms for positions 1, 3, 5, 7, 10 and 11 are 2-year terms, positions 2, 4, 6, 8, 9, 12, and 13 to 3-year terms; all subsequent terms shall be 3-years.

- 6 City Council-appointed
- 6 Mayor-appointed
- 1 Other Appointing Authority: Board

### Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
3	F	NA	1.	Member	Silvia Gonzalez	3/1/24	2/28/27	2	Mayor
6	F	5	2.	Member	Baylie Freeman	3/1/22	2/28/25	2	Mayor
6	F	6	3.	Member	Liz Hunter	3/1/24	2/28/27	2	Mayor
			4.	Member	Pimnipa Thawai	3/1/25	2/28/28	1	Mayor
3	F	4	5.	Member	Edilka "Edy" Dominguez	3/1/24	2/28/27	2	City Council
2	F	N/A	6	Member	VACANT	3/1/25	2/28/28		City Council
9	F		7.	Member	Gea Bassett	3/1/24	2/28/27	1	City Council
6	F	2	8.	Member	Becca Miller Rose	3/1/25	2/28/28	1	City Council
6	F	NA	9.	Member	Danielle Budd	3/1/25	2/28/28	1	Board
6	M	4	10.	Member	Jordan Goldwarg	3/1/22	2/28/25	2	Mayor
2	F	NA	11.	Member	Etelbina Hauser	3/1/22	2/28/25	2	Mayor
			12.	Member	VACANT	3/1/20	2/28/23	-	City Council
			13.	Member	Elvia Cortes Cortes	3/1/23	2/28/26	1	City Council

### SELF-IDENTIFIED DIVERSITY CHART

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

### Key:

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

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

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

*Diversity information is self-identified and is voluntary.*