



SEATTLE CITY COUNCIL

Sustainability and Renters' Rights Committee

Agenda

Friday, March 17, 2023

9:30 AM

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

Kshama Sawant, Chair
Sara Nelson, Vice-Chair
Debora Juarez, Member
Andrew J. Lewis, Member
Tammy J. Morales, Member

Chair Info: 206-684-8803; Kshama.Sawant@seattle.gov

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Sustainability and Renters' Rights Committee
Agenda
March 17, 2023 - 9:30 AM

Meeting Location:

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

Committee Website:

<http://www.seattle.gov/council/committees/sustainability-and-renters-rights>

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.

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

Remote Public Comment - Register online to speak during the Public Comment period at the meeting at <http://www.seattle.gov/council/committees/public-comment>. Online registration to speak will begin two hours before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

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

Submit written comments to Councilmember Sawant at Kshama.Sawant@seattle.gov

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

D. Items of Business

1. [CB 120530](#) **AN ORDINANCE relating to residential tenancy; limiting the amount of fees charged for late payment of rent; and adding a new Section 7.24.034 to the Seattle Municipal Code.**

Supporting Documents:

[Summary and Fiscal Note](#)

Briefing and Discussion (45 minutes)

Presenters: Violet Lavatai, Tenant's Unions of Washington; Kate Rubin, Be:Seattle; Edmund Witter, Housing Justice Project; Jozi Uebelhoer, Ruth Blinderman, and Ellen Anderson, Seattle renters

2. [Appt 02498](#) **Appointment of Schnidine Sendia Registin as member, Seattle Renters' Commission, for a term to February 28, 2024.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote
(10 minutes for items 2 and 3)

Presenters for items 2 and 3: Schnidine Sendia Registin and Alan Chi, Renters Commission Appointees

3. [Appt 02499](#) **Appointment of Alan Chi as member, Seattle Renters' Commission, for a term to February 28, 2025.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

E. Adjournment



Legislation Text

File #: CB 120530, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to residential tenancy; limiting the amount of fees charged for late payment of rent; and adding a new Section 7.24.034 to the Seattle Municipal Code.

WHEREAS, over the past several years, rents in Seattle and King County have increased, and vacancies for affordable housing are at low levels, making it difficult for tenants, especially those with low incomes, to locate affordable rental housing; and

WHEREAS, the King County Regional Affordable Housing Task Force issued its Final Report and Recommendations for King County, December 2018 (rev. March 2019) (“Affordable Housing Task Force Final Report”), which identifies that renting rather than owning a home increases the chances of being severely cost burdened, and recognizes an existing affordable housing crisis in King County; and

WHEREAS, the Affordable Housing Task Force Final Report includes a regional plan with goals, strategies, and a five-year action plan to address the affordable housing crisis, and Goal 4 of the action plan is to “[p]reserve access to affordable homes for renters by supporting tenant protections to increase housing stability and reduce risk of homelessness”; and

WHEREAS, a report by the Seattle Women’s Commission and the Housing Justice Project of the King County Bar Association, entitled Losing Home: The Human Cost of Eviction in Seattle (Sept. 2018) (“Losing Home Report”) identifies that: (1) national research shows eviction is one of the leading cause of homelessness; (2) research data show that 51.7 percent of tenants evicted were people of color; (3) tenants face steep financial costs resulting from eviction; and (4) 86.5 percent of eviction filings were

for nonpayment of rent and, of these, 52 percent were for one month or less; and

WHEREAS, the Losing Home Report states that “[b]ecause evictions disproportionately impact marginalized communities and have long-lasting harm on individuals as well as the broader community, it is imperative for local and state governments to take immediate action to address evictions”; and

WHEREAS, in GAO-20-433, a report to the Chairwoman, Committee on Financial Services, House of Representatives entitled “Better HUD Oversight of Data Collection Could Improve Estimates of Homeless Population,” the Government Accountability Office estimated that “a \$100 rent increase was associated with a 9% increase in the estimated homelessness rate;” and

WHEREAS, a January 12, 2023 Economic News Release from the U.S. Bureau of Labor Statistics shows that the average hourly earnings for all employees decreased three percent from July 2021 to July 2022; and

WHEREAS, 2017 data from the Urban Institute report entitled “Homeowner and Renter Experiences of Material Hardship: Implications for the Safety Net,” the May 12-24 2022 Census Pulse survey, and the “The State of the Nation’s Housing 2020” Joint Center for Housing Studies suggest that renters are foregoing utility payments, food, and medical costs and tapping into their savings and retirement accounts to prioritize rent payments; and

WHEREAS, many Seattle residents are experiencing large increases in rent that may result in substantial charges for nonpayment of rent; and

WHEREAS, in the face of the affordable housing crisis, several other jurisdictions such as Redmond (Ord. 3091AM) and unincorporated King County (Ord. 2021-0131) have adopted ordinances limiting late fees to 1.5 percent of the monthly rent, and Auburn (ACC 5.23.040) limits late fees to \$10 per month; and

WHEREAS, the Council finds that adoption of a \$10 limitation on late fees is in the best interests of the residents of Seattle and will promote the public health, safety, and welfare of the City; NOW,
THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. A new Section 7.24.034 is added to the Seattle Municipal Code as follows:

7.24.034 Late fees

A. Any fee for late payment of rent shall not exceed ten dollars per month. No other fee may be charged for late payment of rent or violation of the rental agreement related to the late payment of rent, including for the service of any notice required under state law.

B. The Director shall prepare a notice describing how persons may obtain information about the rights and obligations of landlords and owners under this Section 7.24.034. Any notice to pay or vacate served under RCW 59.12.030(3) shall clearly indicate the amount of owed money that is unpaid rent and the amount that is for late fees. The Director shall place the notice on the Department's website and provide links to translated versions of the notice in the five languages most commonly spoken in Seattle other than English, as determined on an annual basis. The Director may provide links to translated versions in other languages at the Director's discretion. If requested, the Director shall provide copies of the notice to an owner at no cost.

Section 2. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the _____ day of _____, 2023, and signed by
me in open session in authentication of its passage this _____ day of _____, 2023.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2023.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2023.

Elizabeth M. Adkisson, Interim City Clerk

(Seal)

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact:	CBO Contact:
LEG	Venkataraman/4-5382	

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

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to residential tenancy; limiting the amount of fees charged for late payment of rent; and creating a new section 7.24.034 of the Seattle Municipal Code.

Summary and Background of the Legislation: This legislation would limit the amount of fees a landlord could charge to a tenant when the tenant is late paying rent to \$10 per month. It would also prohibit a fee for notices related to late payment of rent.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? ___ Yes X No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes X No

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

Full potential costs of outreach and enforcement by the Seattle Department of Construction and Inspections are not reflected here.

Are there financial costs or other impacts of *not* implementing the legislation?
To the extent that excessive late fees increase the likelihood of an eviction record, not implementing limits on late fees could increase the potential for tenants to lose housing or remain unhoused.

4. OTHER IMPLICATIONS

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

SDCI will enforce this legislation. Given the amount and complexity of landlord-tenant policy that has gone into effect at the state and City levels over the past several years, the recommencement of evictions since the lifting of the eviction moratorium, and increases in tenant relocation assistance claims, SDCI’s POTA group is dealing with a substantial increase in call volume, an increase in response time to inquiries for assistance, and staff at or over capacity. This piece of legislation is an incremental addition to an already large

body of work. For example, intakes (questions, coaching, advice, cases) have increased over the past several years (please note this table does not fully reflect the volume of all calls, but demonstrates the increase year to year):

Year	Intake
2019	2399
2020	2799
2021	3271
2022	4847

In addition, SDCI indicated that cases have become more complicated and time-consuming over the last few years. Central Staff is in continuing conversations about if and how many resources or staff will be needed to address these issues.

b. Is a public hearing required for this legislation?

No

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

No

d. Does this legislation affect a piece of property?

No

e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?

To the extent that excessive late fees increase the likelihood of an eviction record, capping them could mitigate impacts of eviction and housing instability that are often experienced disproportionately by Black, Indigenous, and other communities of color.

f. Climate Change Implications

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

NA

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

NA

- g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)?**

NA

Summary Attachments (if any):



Legislation Text


File #: Appt 02498, **Version:** 1

Appointment of Schnidine Sendia Registin as member, Seattle Renters' Commission, for a term to February 28, 2024.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Schnidine Sendia Registin</i>		
Board/Commission Name: <i>Seattle Renters' Commission</i>		Position Title: <i>Member</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Date Appointed: 11/3/2022	Term of Position: * 3/1/2022 to 2/28/24 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: West Seattle	Zip Code: 98126	Contact Phone No.: [REDACTED]
Background: <i>Schnidine is a legal specialist with an interest in local government and the policies that impact our lives. Schnidine is interested in joining the Seattle Renter's Commission to be a part of the solution as opposed to just voicing grievances.</i>		
Authorizing Signature (original signature):  Date: 11/3/2022		Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

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

SCHNIDINE SENDIA REGISTIN

EDUCATION

Florida State University: College of Law

Juris Master Candidate

GPA: 3.41

Tallahassee, FL

May 2022 - Oct 2022

Florida International University

Bachelor of Arts - Political Science

GPA: 3.0

Miami, FL

Aug 2018 - July 2020

Dean's List Recipient

Miami Dade College

Associate of Arts – Political Science

GPA: 3.45

Miami, FL

Aug 2016 - May 2018

Dean's List Recipient

WORK EXPERIENCE

Brooks Sports, Inc.

Legal Analyst

May 2021 – Present

Seattle, WA

- Draft, review and negotiate inbound contracts, including Non-Disclosure Agreement (NDAs), Statement of Works (SOWs), Master Services Agreements (MSAs), hospitality and hotel contracts, SAAS contracts, etc.
- Proactively monitor, study, and develop written summaries of anticipated and endorsed legislation, regulations, court decisions, industry standards, trade journals and other relevant publications.
- Research key issues and prepare reports and present findings to the Legal team or other stakeholders.
- Spearhead and support ongoing litigation, labor and employment, regulatory, and compliance matters handled by Legal.
- Lead internal fact investigation for cases; provide document and deposition discovery support; interview internal witnesses; investigate and coordinate responses to demand letters, subpoena requests, and pre-dispute communications; coordinate and schedule outside counsel; and participate in witness preparation, sending litigation hold emails and assisting outside counsel with discovery responses.
- Synthesize and organize information and create reference tools for easy use by the team.
- Manage renewals and terminations and report to stakeholders; review or draft notices of termination.
- Enhanced legal response time to business clients' inquiries and contract reviews
- Fostered a meaningful and more open relationship between the business and the legal team

Legal Specialist

- Manage a create expense reports accurately document legal team outings
- Prepare contractual agreements using current research methods and a knowledge of a client's needs and ability to fulfill its requirements
- Collaborate with a legal team consisting of lawyers, paralegals, and office staff
- Assist domestic and international clients to fulfill the terms of or to terminate contracts on mutually amicable terms
- Review contract terms and conditions to verify that they are in compliance with company policies and all applicable federal and state regulations.
- Improved margins by increasing the volume of reviewed and negotiated contracts in a desirable amount of time.

Law Offices of Mathew Carter, P.A.

Paralegal

Sept.2020–Mar. 2021

Miami, FL

- Organized attorney's calendar to ensure that he is prepared and aware of hearing, deposition, trial, etc.
- Prepare Haitian clients on recorded statements and depositions with Insurance companies in creole.
- Schedule depositions, inspections, and hearings with opposing counsel, insurance companies, and clients.
- Calculate settlement payments from opposing counsel and draft letters to client in English and Creole.
- Collect, review, and organize documents for the client's post-loss obligations regarding the claims.
- Analyze Release Agreements (contracts), legal documents, case law, and discovery documents.
- Report claims to Insurance companies as well as extract information from them regarding the claim.

Linton Robinson & Higgins, LLP

Oct. 2019 – Sept. 2020

Legal Assistant

Miami, FL

- Communicated with clients about updates and calmed them down when they were upset and confused.
- Assisted with over 40 intakes of new cases and updated legal software with new matters.
- Conducted legal research weekly on previous cases related to over ten (10) retained matters.
- Trained new paralegal on litigation and discovery process and created a flow chart for the office.
- Implemented a new mail and scanning system that increased productivity by 50%.
- Responded to over 30 inquiries from opposing counsel, medical offices, clients, insurance companies daily.
- Complete over 5 full demands to opposing counsel by gathering medical records, bills, and incident reports.

Louis Law Group, PLLC

Mar.2019 –Sept. 2019

Paralegal

Miramar, FL

- Communicated with clients, Judicial Assistants, adjusters, and opposing counsel daily.
- Conducted interviews with clients regarding discovery and drafted responses for the attorney to review.
- Scheduled matters for trials and hearing according to the Judge's procedures
- Drafted over 30 motions, notices, and orders to be sent to the opposing counsel and the Judge weekly.
- Coordinated over 10 inspections, discovery conferences, depositions, mediations, and hearings weekly.
- Manage case management system and update the assigned attorneys on the status of each of their cases.

The Law Offices of Noam J. Cohen, P.A.

Dec.2017 – Mar.2019

Clerical Assistant

Miami, FL

- Efficiently electronically filed over 50 documents into court electronic system daily.
- Ensured prompt and professional responses to over 25 phone and email inquiries daily.
- Prepared pleadings conducted research on assigned cases and executed administrative tasks.
- Managed over 200 confidential records, processes, and documents throughout legal proceedings.

Nike, Inc.

Oct. 2016 - Aug. 2018

Sales Associate

Miami, FL

- Quickly learned the fundamentals of all roles, including but not limited to Service, Visual Presentation, and Stockroom.
- Delivered premium service and paid attention to all consumers' needs..
- Executed all daily retail operations to ensure premium service and smooth store functioning.
- Developed positive relationships with consumers and teammates
- Active in the store community by attending and supporting store events i.e community service events, group runs, and special events..

CERTIFICATION/SKILLS

- **Certifications:** Administrative Professional Foundations; Team Management; Strategic Thinking; Conflict Resolution; Photoshop 2020 Essential Training: The Basics
 - **Languages:** Haitian-Creole (fluent), Spanish (beginner)
 - **Technical:** Microsoft Word, PowerPoint, & Outlook (intermediate); Excel (intermediate); Adobe Pro (proficient), SharePoint
 - **Soft Skills:** Teamwork, adaptability, interpersonal skills, fast learner, communications, writing, organization, active listening, customer service, and problem-solving, leadership
 - **Interests:** Anime, hiking, podcasts, community service, and mountain biking
-

AWARDS

Everyday Young Hero Award (2021)

RELEVANT WORK

Brooks Sports, Inc.

Nov 2022 - Present

Black Employee Resource Group (ERG) Chair

- Created the name, mission statement, goals and budget for the ERG
- Created a marketing plan to recruit and mobilize members to join and engage in the ERG
- Delegate tasks to Advisors and other leaders in the ERG
- Ensure that the ERG makes effective changes to improve the experience of black employees as well as create a comfortable space for members and allies to fellowship.
- Provide insights to Brooks on making policies and hiring more equitable for black people as well as helping retain black employees at the company.

StrongHer Sisters, Inc.

July 2019 – Feb 2021

President/Founder

Miami, FL

- Participated in and lead, short- and long-term planning for StrongHer Sisters. This includes developing programs to carry out our goals and overseeing the implementation of these programs.
- Primary spokesperson for the organization, recruited donors and attended fundraising functions for StrongHer Sisters, Inc.
- Served as mentor and advocate for the young girls that StrongHer Sisters, Inc. worked with.

Alpha Kappa Psi Fraternity, Inc.

Mar 2019 - July 2020

Community Service Chair

Miami, FL

- Organized community events to build relationships between the chapter and community.
- Mobilized chapter members to participate in beach clean-ups, speaker series at local schools, and partner with other organizations.
- Increased visibility on campus and throughout the community through assisting with community events and networking.

Sigma Gamma Rho Sorority, Inc.

Nov. 2020 - Present

Member

- Attend and participate in chapter meetings, provide feedback and ideas on how we can make a meaningful impact in our community.
- Participate in chapter initiatives with local organizations such as the Urban League.
- Mentor middle girls through the organizations by providing guidance on the next steps, problem solving, and managing emotions.

Seattle Renters' Commission

15 Members: Pursuant to *Ordinance 125280*, all members subject to City Council confirmation, 2-year terms:

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

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	O	1	1.	Member	Haley Freedlund	3/1/22	2/28/24	1	Council
			2.	Member					Council
			3.	Member					Council
6	F	2	4.	Member	Dinah Braccio	3/1/21	2/28/23	2	Council
6	M	2	5.	Member	Mac S. R. McGregor	3/1/22	2/28/24	2	Council
9	F	3	6.	Member	Gina Owens	3/1/21	2/28/23	2	Council
6	O	6	7.	Member	Char Smith	3/1/22	2/28/24	1	Mayor
2	F	3	8.	Member	Laurie Goff	3/1/21	2/28/23	2	Mayor
6	F	3	9.	Member	Kim McGillivray	3/1/22	2/28/24	1	Mayor
9	M	2	10.	Member	Tim Guy	3/1/21	2/28/23	1	Mayor
			11.	Member	Schnidine Sendia Registin	3/1/22	2/28/24	1	Mayor
9	NB	5	12.	Member	ChrisTiana ObeySumner	3/1/21	2/28/23	2	Mayor
3	T	4	13.	Member	Arianna Laureano	3/1/22	2/28/24	1	Commission
			14.	Member		3/1/21	2/28/23	1	Commission
6	M	7	15.	Get Engaged Member	Dan Godfrey	9/1/21	8/31/22	1	Mayor

SELF-IDENTIFIED DIVERSITY CHART

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

Key:

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



Legislation Text

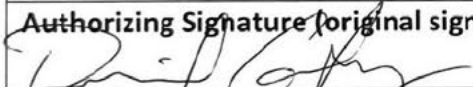
File #: Appt 02499, **Version:** 1

Appointment of Alan Chi as member, Seattle Renters' Commission, for a term to February 28, 2025.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Alan Chi		
Board/Commission Name: Seattle Renters' Commission		Position Title: Member
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>Commission</i>	Date Appointed: mm/dd/yy.	Term of Position: * 3/1/2023 to 2/28/2025 <input type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: Bryant	Zip Code: 98105	Contact Phone No.: [REDACTED]
Background: <i>Alan is interested in serving on the Seattle Renter's Commission because they are interested in learning about and participating in building housing equity for the Seattle. Although Alan is in a fortunate position to be able to afford to pay rent comfortably, many of their fellow Seattleites are not in this situation and really struggle to pay for the basic need of housing. As the mission of this commission states, I would like to be a part of representing the "diverse renter voices across the city" and participate in developing policies that positively impact housing affordability.</i>		
Authorizing Signature (original signature): 		Appointing Signatory: DANIEL GODFREY - CO-CHAIR

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



EXPERIENCE

Convoy, Seattle, WA — Program Manager, Product

September 2019 - Present

- Oversaw team in planning and execution of all-company hackathon event (Moonshot Week); managed communication across the entire company and led bi-weekly team meetings.
- Designed standardized technical interviewing processes to maintain a high bar of talent for the Data Science organization.
- Created dashboards for C-level leaders to track organizational health, giving leaders the ability to make data driven decisions on how and where to grow the business.
- Launched quarterly employee experience survey to measure employee satisfaction, then developed programs to improve employee experience and retention.
- Collaborate cross-functionally with HR, Engineering, Product, Finance, and Legal.

La Vie Counseling Center, Pasadena, CA — Marriage & Family Therapist Trainee

April 2018 - June 2019

- From 2017-2019, I took a 2 year hiatus from working in the technology industry to pursue a graduate degree in psychology.
- Accrued over 300 clinical hours providing outpatient therapy treatment for adults, children, couples, and families with mental health issues.

Groupon Inc., Seattle, WA — Data Analyst

October 2016 - August 2018

- Created and optimized SQL queries for the Push Marketing team's core business intelligence metrics.
- Designed Tableau dashboards to measure KPIs, including conversion rate and revenue, to assess the push notifications marketing channel.
- Partnered with company leaders to translate data analytics into business strategy.

Concur Technologies (now part of SAP), Bellevue, WA — Data Analyst

July 2015 - August 2016

- Designed Tableau dashboards for tracking recruiting metrics and recruiter performance.
- Built ETL pipeline for migrating data from Business Objects to Tableau.
- Gathered user requirements from key stakeholders and iterated on dashboard design for increased adoption across the business.

Tableau Software (now part of Salesforce), Seattle, WA — Technical Support Engineer

July 2013 - July 2015

- Resolved technical issues using expert level understanding of the Tableau suite of products.
- Built data visualization reports in Tableau based on customers' user requirements.
- Leveraged strong communication skills to de-escalate customer concerns via email, phone and screen sharing.

EDUCATION

Fuller Theological Seminary, Pasadena, CA

Master of Science (M.S.), Marriage & Family Therapy

September 2017 - June 2019

University of Washington, Seattle, WA

Bachelor of Science (B.S), Informatics

September 2009 - June 2013

Seattle Renters' Commission

15 Members: Pursuant to *Ordinance 125280*, all members subject to City Council confirmation, 2-year terms:

Appointing Authority for SRC Member Positions

- 6 City Council-appointed (Positions 1 through 6)
- 6 Mayor-appointed (Positions 7 through 12)
- 2 Commission-appointed (Positions 13 and 14)
- 1 Other Appointing Authority-appointed (specify): Get Engaged Program (Position 15)

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Atif Osmani	3/1/22	2/28/24	1	Council
			2.	Member		3/1/21	2/28/23	1	Council
			3.	Co-Chair	Dan Godfrey	3/1/22	2/28/24	2	Council
			4.	Member					Council
			5.	Member					Council
			6.	Member					Council
6	O	6	7.	Member	Char Smith	3/1/22	2/28/24	1	Mayor
			8.	Member		3/1/21	2/28/23		Mayor
6	F	3	9.	Co-Chair	Kim McGillivray	3/1/22	2/28/24	1	Mayor
			10.	Member		3/1/21	2/28/23		Mayor
			11.	Member	Schnidine Registin	3/1/22	2/28/24	1	Mayor
			12.	Member					Mayor
3	T	4	13.	Member	Arianna Laureano	3/1/22	2/28/24	1	Commission
			14.	Member	Alan Chi	3/1/23	2/28/25	1	Commission
			15.	Get Engaged Member	Lydia Felty	9/1/22	8/31/23	1	Get Engaged Program

SELF-IDENTIFIED DIVERSITY CHART

			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		
	Male	Female	Transgender /Non-Binary	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.*