



**King County**

**Shannon Braddock**

King County Executive

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August 28, 2025

The Honorable Girmay Zahilay  
Chair, King County Council  
Room 1200  
C O U R T H O U S E

Dear Councilmember Zahilay:

This letter transmits the Office of Labor Standards Feasibility Report, in response to Ordinance 19861, Section 16, Proviso P3. The enclosed report explores the feasibility of creating a King County Office of Labor Standards to enforce County ordinances related to labor standards for the employees of any employer in unincorporated King County, other than King County. The report presents operational, policy, and legal considerations as well as potential locations where the office could be housed and ranges of estimated one-time and ongoing costs.

King County Code contains approximately a half-dozen wage, labor, and workforce standards. No central organization within King County government oversees compliance with these requirements, with responsibility having been assigned to various County agencies over the years.

Establishing an OLS within King County government would require the County to address a variety of operational, policy, and legal considerations, as summarized below.

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Policy	<ul style="list-style-type: none"><li>○ Mission</li><li>○ Covered regulations</li><li>○ OLS activities/actions</li></ul>
Operational	<ul style="list-style-type: none"><li>○ Budget and number/type of FTEs</li><li>○ Office location</li><li>○ Implementation plan</li><li>○ Enforcement mechanisms and roles</li></ul>
Legal	<ul style="list-style-type: none"><li>○ Required code changes and legal support needs</li><li>○ Work of the Human and Civil Rights Commission regarding the King County Civil Rights Program</li></ul>

The estimated cost of a King County Office of Labor Standards varies based on policy and operational decisions, but ongoing costs are estimated to be between \$1 million and \$7 million annually, with one-time costs estimated at \$525,000 to \$850,000. It is recommended that the office, if created, be located within the Department of Local Services, Department of Executive Services, or Office of Equity and Racial and Social Justice.

Thank you for your consideration of this report. If your staff have questions, please contact Shelley De Wys, Executive Analyst/Project Manager, 206-263-9718.

Sincerely,



for

Shannon Braddock  
King County Executive

Enclosure

cc: King County Councilmembers  
ATTN: Stephanie Cirkovich, Chief of Staff, King County Council  
Melani Hay, Clerk of the Council  
Karan Gill, Deputy Executive, Chief of Staff, Office of the Executive  
Stephanie Pure, Council Relations Director, Office of the Executive  
Dwight Dively, Director, Office of Performance, Strategy and Budget