



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 20114

Proposed No. 2026-0126.3

Sponsors Dunn

1 AN ORDINANCE related to the King County employee
2 code of ethics; and amending Ordinance 12014, Section 2,
3 as amended, and K.C.C. 3.04.017, Ordinance 1308, Section
4 3, as amended, and K.C.C. 3.04.020, Ordinance 12014,
5 Section 3, as amended, and K.C.C. 3.04.030, Ordinance
6 6144, Section 2, as amended, and K.C.C. 3.04.035,
7 Ordinance 9704, Section 8, as amended, and K.C.C.
8 3.04.037, and Ordinance 1308, Section 6, as amended, and
9 K.C.C. 3.04.050.

10 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

11 SECTION 1. Ordinance 12014, Section 2, as amended, and K.C.C. 3.04.017 are
12 hereby amended to read as follows:

13 The definitions in this section apply throughout this chapter unless the context
14 clearly requires otherwise.

15 A. "Accomplice" means an individual who with knowledge that an action will
16 promote or facilitate the commission of a crime or violation of an ordinance:

17 1. Solicits, commands, encourages, or requests another individual to commit the
18 crime or violation; or

19 2. Aids or agrees to aid another individual in planning or committing the crime
20 or violation.

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21 B. "Close relative" means spouse, domestic partner, parent, child, child of
 22 domestic partner, sibling, aunt, uncle, niece, nephew, grandparent, grandchild, father-in-
 23 law, mother-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, or
 24 relatives of a domestic partner who would be included in this subsection if the employee
 25 and the domestic partner were married.

26 C. "Compensation" means anything of economic value that is paid, granted, or
 27 transferred, or is to be paid, granted, or transferred for, or in consideration of, personal
 28 services to any person.

29 D. "County action" means any action on the part of the county, including, but not
 30 limited to:

- 31 1. Any decision, determination, finding, ruling, or order; and
- 32 2. Any grant, payment, award, license, contract, transaction, sanction, or
- 33 approval, or the denial thereof or the failure to act with respect thereto. "County action"
- 34 shall not include actions of the county's judicial branch but shall include employees of the
- 35 department of judicial administration.

36 E. "County employee" or "employee" means any individual who is appointed as
 37 an employee by the appointing authority of a county agency, office, department, council,
 38 board, commission, or other separate unit or division of county government, however
 39 designated, but does not include employees of the county's judicial branch. "County
 40 employee" also includes county elected officials and members of county boards,
 41 commissions, committees, or other multimember bodies, but does not include officials or
 42 employees of the county's judicial branch but does include employees of the department
 43 of judicial administration.

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F. "De minimis personal use" means: personal use that is brief and infrequent, incurs negligible or no additional cost to the county, and does not interfere with the conduct of county business.

G. "Department" means:

1. In the executive branch, an executive department or administrative office that reports to the executive or the county administrative officer, as applicable;

2. The department of assessments;

3. The prosecuting attorney's office;

4. In the legislative branch, the council together with any subordinate legislative branch agency;

5. The department of judicial administration;

6. The department of public safety;

7. The office of economic and financial analysis; and

8. The department of elections.

H. "Doing business with the county" or "transactions with the county" means to participate in any proceeding, application, submission, request for ruling, or other determination, contract, claim, case, or other such a particular matter that the county employee or former county employee in question believes, or has reason to believe:

1. Is, or will be, the subject of county action;

2. Is one to which the county is or will be a party; or

3. Is one in which the county has a direct and substantial proprietary interest.

I. "Gift or thing of value" or "gift or other thing of value" means anything of economic value or tangible worth that is not compensation. It shall not include campaign

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contributions regulated by chapter 42.17A RCW or the charter and ordinances implementing it; informational materials exclusively for official or office use; memorials, trophies, and plaques of no commercial value; gifts of fifty dollars or less for bona fide, nonrecurring, ceremonial occasions; any gifts that are not used and that, within thirty days after receipt, are returned to the donor, or donated to a charitable organization without seeking a tax deduction; or promotional benefits that an employee receives from a travel service provider in connection with official travel if obtained under the same conditions as those offered to the general public at no additional cost to the county.

J. "Immediate family" means a county employee's spouse, domestic partner, employee's child or the child of an employee's spouse or domestic partner, and other dependent relatives if living in the employee's household.

K. "Office of ~~((P))~~public ~~((C))~~complaints" means the office established under Section 260 of the King County Charter and K.C.C. chapter 2.52.

L. "Participate" means, in connection with a transaction involving the county, to be involved in a county action personally and substantially as a county employee either directly, or through others through approval, disapproval, decision, recommendation, the rendering of advice, investigation, or otherwise. However, for the purposes of K.C.C. 3.04.035, "participate" does not include the provision of legal advice or other activities involving the practice of law and does not include, as an elected official, preparation, consideration, or enactment of legislation or the performance of legislative duties.

M. "Person" means any individual, partnership, association, corporation, firm, institution, or other entity, whether or not operated for profit. The term does not include governmental units of or within the United States.

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N. "Respondent" means the individual against whom a complaint is filed or an investigation is conducted.

O. "Retaliatory action" means any action by a supervisor or other employee that is intended to embarrass or to harass any individual as a result of the individual having filed a written complaint with the office of public complaints or having raised privately or publicly any concern or question regarding an actual or apparent violation of this chapter.

P. "Significant Relationship" means a relationship between a county employee and any individual when the nature of the relationship may impair the employee's objectivity. The nature of a "significant relationship" may include:

1. A history of shared address or domicile between the employee and the individual or immediate family members of the individual;

2. A romantic, sexual, or cohabitating relationship between the employee and the individual, regardless of marital status; or

3. A familial relationship between the employee and the individual if the individual is not a "close relative" as defined under K.C.C. 3.04.017.B. or "immediate family" as defined under K.C.C. 3.04.017.J.

Q. "Substantial financial interest" means a financial interest in a person that exceeds one-tenth of one percent of the outstanding securities of the person, or, if the interest is in an unincorporated business concern, exceeds one percent of the net worth of the concern; or a financial interest that exceeds five percent of the net worth of the employee and the employee's immediate family.

SECTION 2. Ordinance 1308, Section 3, as amended, and K.C.C. 3.04.020 are hereby amended to read as follows:

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113 A. No county employee shall request, use, or permit the use of county-owned
114 vehicles, equipment, materials, or other property or the expenditure of county funds for
115 personal convenience or profit of the employee, a close relative or an immediate family
116 member of the employee, or an individual with whom the employee has a significant
117 relationship. Use or expenditure is to be restricted to such services as are available to the
118 public generally or for such an employee in the conduct of official business. However,
119 de minimis personal use of county-owned property by county employees may be
120 authorized by policies of the executive, council, or other elected county officials.

121 B. No county employee shall grant any special consideration, treatment, or
122 advantage beyond that which is available to every other resident.

123 C. Except as authorized by law and in the course of the employee's official duties,
124 no county employee shall use the power or authority of the employee's office or position
125 with the county in a manner intended to induce or coerce any other person, directly or
126 indirectly, to provide the county employee or any other person, including a close relative
127 or an immediate family member of the employee, or an individual with whom the
128 employee has a significant relationship, with any compensation, gift, or thing of value.

129 D. No county employee shall seek or receive, directly or indirectly, any
130 compensation, gift, or thing of value, or promise thereof, ~~((for))~~ as a result of either the
131 employee performing or ((for)) the employee omitting or deferring the performance of
132 any official duty~~((;))~~ or action by the county other than the compensation, costs, or fees
133 provided by law.

134 E. Except as may be authorized under K.C.C. 3.04.037, no county employee may
135 supervise a close relative or an immediate family member of the employee, or an

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individual with whom the employee has a significant relationship, who is also a county employee. For purposes of this section, "supervise" includes participating in the management or overseeing of county contracts or grants when the contractor or grantee is:

1. A close relative or an immediate family member of the employee, or an individual with whom the employee has a significant relationship; or

2. The person identified in subsection E.1. of this section is an employee, agent, officer, partner, director, or consultant of contractor or grantee doing business with the county.

F. Except as may be authorized under K.C.C. 3.04.037, no county employee may influence county action related to employment-related decisions, including hiring or compensation decisions, involving a close relative or an immediate family member of the employee, or an individual with whom the employee has a significant relationship. For purposes of this section, county action also includes participating in any selection or award process for county contracts or grants in which either a close relative or an immediate family member of the employee, or an individual with whom the employee has a significant relationship, is:

1. Seeking to do business with the county; or

2. An employee, agent, officer, partner, director, or consultant of any person seeking to do business with the county.

G. County employees are encouraged to participate in the political process on their own time and outside of the workplace by assisting a campaign for the election of any individual to any office or for the promotion of or opposition to any ballot

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proposition, but shall not use or authorize the use of the facilities of King County for such purposes except as authorized by RCW 42.17A.555.

~~((F-))~~ H. No county employee shall disclose or use for the personal benefit of the employee, ~~((F-))~~ the employee's immediate family or a close relative, or an individual with whom the employee has a significant relationship, any information acquired in the course of official duties that is not available as a matter of public knowledge or public record.

~~((G-))~~ I. No county employee shall engage in retaliatory action.

SECTION 3. Ordinance 12014, Section 3, as amended, and K.C.C. 3.04.030 are hereby amended to read as follows:

A. No county employee shall engage in any act that is in conflict with the performance of official duties.

B. A county employee shall be deemed to have a conflict of interest if the employee, a close relative or immediate family member of the employee, or an individual with whom the employee has a significant relationship, directly or indirectly:

1. Receives or has any financial interest in any purchase, sale, or lease to or by the county of any service or property when the financial interest was received or obtained with the prior knowledge of the employee that the county intended to purchase, sell, or lease such a property or service;

2. Is beneficially interested or has a substantial financial interest in, or accepts any compensation, gift, or thing of value from any other person beneficially interested in ~~((-))~~ any contract, sale, lease, option, or purchase that may be made by, through, or under the supervision of the employee, in whole or in part;

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182 3. Accepts or seeks for others(~~(;)~~) any employment, travel expense, service,
183 information, compensation, gift, or thing of value on more favorable terms than those
184 granted to other county employees or the public generally, from any person doing
185 business, or seeking to do business, with the county for which the employee has
186 responsibility or with regard to which the employee may participate, but this subsection
187 B.3. shall not apply to the receipt by elected officials, or by employees who are
188 supervised directly by an elected official, of meals, refreshments, or transportation within
189 the boundaries of the county when given in connection with meetings with constituents or
190 meetings that are informational or ceremonial in nature;

191 4. Accepts or directs any favor, loan, retainer, entertainment, travel expense,
192 compensation, gift, or other thing of value from any person doing business or seeking to
193 do business with the county when such an acceptance or direction may conflict with the
194 performance of the employee's official duties. A conflict shall be deemed to exist where
195 a reasonable and prudent individual would believe that it was given for the purpose of
196 obtaining special consideration or to influence county action. The financing of county
197 election campaigns shall continue to be governed by chapter 42.17A RCW and the
198 provisions of the charter and ordinances implementing it;

199 5. Participates in, influences, or attempts to influence, the selection of, or the
200 conduct of business or a transaction with a person doing or seeking to do business with
201 the county if the employee, a close relative or immediate family member of the
202 employee, or an individual with whom the employee has a significant relationship, has a
203 substantial financial interest in or with (~~(said)~~) the person;

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204 6. Discusses or accepts an offer of future employment for the employee, a close
 205 relative or an immediate family member of the employee, or an individual with whom the
 206 employee has a significant relationship, with any person doing or seeking to do business
 207 with the county if either:

208 a. the employee knows or has reason to believe that the offer of employment
 209 was or is intended, in whole or in part, as compensation or reward for the performance or
 210 nonperformance of a duty by the employee during the course of county employment or to
 211 influence county action pertaining to the business; or

212 b. the employee has responsibility for a matter upon which the person is doing
 213 or seeking to do business with the county, unless the employee has given notice in
 214 accordance with K.C.C. 3.04.037 and a method of providing for an alternative decision
 215 maker for the matter has been designated by the employee's appointing authority in a
 216 memorandum filed with the board of ethics, a copy of which is maintained by the
 217 appointing authority;

218 7. Within one year of entering county employment:

219 a. participates in a county action benefiting a person that formerly employed
 220 the employee, a close relative or an immediate family member of the employee, or an
 221 individual with whom the employee has a significant relationship, except that
 222 participation may be authorized in a memorandum by the appointing authority following
 223 written disclosure by the affected employee and the authorization shall be filed with the
 224 board of ethics and a copy maintained by the appointing authority; or

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225 b. awards a county contract benefiting a person that formerly employed the
226 employee, a close relative or an immediate family member of the employee, or an
227 individual with whom the employee has a significant relationship;

228 8. Is an employee, agent, officer, partner, director, or consultant((;)) of any
229 person doing or seeking to do business with the county, or a close relative or an
230 immediate family member of the employee, or an individual with whom the employee
231 has a significant relationship, is an employee, agent, officer, partner, director, or
232 consultant of any person doing or seeking to do business with the county unless such a
233 relationship has been disclosed as provided by this chapter;

234 9. Engages in or accepts compensation, employment, or renders services for any
235 person or a governmental entity other than the county when such an employment or
236 service is incompatible with the proper discharge of the employee's official duties or
237 would impair independence of judgment or action in the performance of official duties;

238 10. Enters into a business relationship outside county government:

239 a. with any other employee for whom the employee has any supervisory
240 responsibility; or

241 b. with any person with regard to a matter for which the employee has
242 responsibility as a county employee;

243 11. Possesses a substantial financial interest in any person which does or seeks
244 to do business with the county, without disclosing such an interest as provided by this
245 chapter;

246 12. As an appointive member of a board or commission, has a close relative
247 serving on the same board or commission; or

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248 13. Acts as an accomplice in any act by an immediate family member or a close
249 relative of the employee, or an individual with whom the employee has a significant
250 relationship, which, if the act were performed by the employee, would be prohibited by
251 this subsection. However, it shall not be a conflict of interest for the immediate family
252 member or a close relative of the employee, or an individual with whom the employee
253 has a significant relationship, to enter into a bona fide contract of employment that is not
254 intended to influence the action of the county employee.

255 C.1. The following employees must obtain the prior written consent of their
256 highest ranking supervisor authorizing new or continued employment outside King
257 County government, or authorizing the acceptance of any compensation or anything of
258 value for services performed outside King County government:

- 259 a. the county administrative officer, the chief officer of each executive
260 department or administrative office as defined by the charter, the manager of each
261 division of the department or office, and all individuals who report directly to them;
- 262 b. all nonelected council employees, except that the personal staff of each
263 individual councilmember shall obtain the consent from the councilmember;
- 264 c. all nonelected employees of the prosecuting attorney;
- 265 d. all nonelected employees of the department of judicial administration;
- 266 e. all nonelected employees of the department of assessments; and
- 267 f. the chief economist of the office of economic and financial analysis.

268 2. If the employment or service is deemed by the highest-ranking supervisor to
269 pose a conflict of interest, the employee immediately shall divest the employment and
270 failure to do so shall be grounds for dismissal.

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271 D. A county employee shall be deemed to have a conflict of interest if the
272 employee appears on behalf of a person in any action or proceeding against the interest of
273 the county in any litigation to which the county is a party, unless the employee has a
274 personal interest in the litigation and this personal interest has been disclosed to the
275 regulatory governmental agency or adjudicating individual or body. A county
276 councilmember may appear before regulatory governmental agencies on behalf of
277 constituents in the course of the councilmember's duties as a representative of the
278 electorate or in the performance of public or civic obligations; however, no official or
279 employee shall accept a retainer or compensation, or any gift or thing of value that is
280 contingent upon a specific action by a county agency.

281 E.1. A county councilmember shall be deemed to have a conflict of interest if the
282 councilmember, directly or indirectly, has a substantial financial or other private interest
283 in any legislation or other matter coming before the council, and fails to disclose the
284 interest on the records of the county council. This subsection shall not apply if the
285 county councilmember is excused from voting by stating the nature and extent of such an
286 interest.

287 2. Any other employee who is not a county councilmember, who, directly or
288 indirectly, has a substantial financial or other private interest in, and who participates in,
289 an action or proposed action of the county council and fails to disclose on the records of
290 the county council the nature and extent of the interest, shall be deemed in violation of
291 this chapter.

292 F.1. A county employee shall be deemed to have a conflict of interest if the
293 employee, a close relative or an immediate family member of the employee, or an

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294 individual with whom the employee has a significant relationship, directly or indirectly,
 295 has an interest in any property being considered for revaluation by the county board of
 296 appeals and equalization or has a personal interest or connection with another person's
 297 petition for revaluation while the employee is:

- 298 a. an elected county official;
- 299 b. the executive's administrative assistant or office manager;
- 300 c. a county councilmember's executive secretary;
- 301 d. the county administrative officer, the county administrative officer's
 302 administrative assistants, or the county administrative officer's confidential secretary;
- 303 e. the chief officer of an executive department, the chief officer's
 304 administrative assistant, or the chief officer's confidential secretary;
- 305 f. the chief officer of an administrative office, the chief officer's
 306 administrative assistants, or the chief officer's confidential secretary;
- 307 g. the council administrator, the council administrator's administrative assistant,
 308 or the council administrator's secretary;
- 309 h. an employee of the office of public complaints;
- 310 i. an employee of the department of assessments;
- 311 j. an employee assigned to either the board of equalization or the board of
 312 appeals, or both;
- 313 k. any other county employee who has direct contact with the board of appeals
 314 and equalization in the carrying out of the employee's duties;
- 315 l. a member of either the county board of appeals or the board of equalization,
 316 or both; or

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317 m. The clerk of the council or the clerk's secretary.

318 2. All individuals listed in this subsection who wish to appeal to the county
319 board of equalization on a matter of property revaluation shall be governed by the
320 procedure in K.C.C. 3.04.040.

321 SECTION 4. Ordinance 6144, Section 2, as amended, and K.C.C. 3.04.035 are
322 hereby amended to read as follows:

323 A. For one year after terminating service to the county, a former member of a
324 county board, commission, committee, or other multimember body may not appear
325 before that board, commission, committee, or other multimember body, or receive
326 compensation for any services rendered on behalf of or for assistance to any person, in
327 relation to any county action in which the former member participated during the period
328 of the former member's service. This prohibition also applies during the same period of
329 time to any person with which the former member has a financial or beneficial interest.
330 However, this prohibition does not apply if the former member's financial or beneficial
331 interest in any entity listed in this subsection is limited to investments and does not
332 include managerial or other influential authority, including holding controlling interest in
333 any class of stock.

334 B. For one year after leaving county employment, a former county employee may
335 not have a financial or beneficial interest in a contract or grant that was planned,
336 authorized, or funded by a county action in which the former county employee
337 participated during county employment.

338 C. For one year after leaving county employment, a former county employee may
339 not assist a person, whether or not for compensation, in any county action in which the

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former county employee participated during county employment. This subsection does not prohibit a former county employee from rendering assistance to county employees in the course of union or guild business.

D. For one year after leaving county employment, a former employee must disclose the former employee's past county employment before participation in any county action. The disclosure shall be made in writing to the department considering or taking the county action on which the former employee is or would be participating.

E. A former county employee may not, for the personal benefit of the former employee, ~~((or))~~ a member of the former employee's immediate family, a close relative of the employee, or an individual with whom the former employee has a significant relationship, disclose or use any privileged or proprietary information gained by reason of the former employee's county employment unless the information is a matter of public knowledge or is available to the public on request.

F. A former county employee may not assist any person for compensation on matters in which the former employee is personally prohibited from participating.

G. It is not a violation of this chapter for a former county employee to render assistance to a person if the assistance is provided without compensation in any form and is limited to one or more of the following:

1. Providing names, work addresses, and work telephone numbers of county agencies or county employees, to the extent the information is available as a matter of public record under state law;

2. Providing free transportation to another for the purpose of conducting business with a county agency;

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363 3. Assisting oneself or another person in obtaining or completing forms required
364 by a county agency for the conduct of a county business;

365 4. Providing assistance to the poor or infirm; or

366 5. Engaging in conduct that is authorized or protected by the constitutions or
367 laws of Washington state or the United States.

368 H.1. This section does not prohibit a former county employee from accepting
369 future employment with the county at any time, including employment with a former
370 department.

371 2. Except as otherwise provided in this section, a former county employee is not
372 prohibited from appearing before the county or seeking a county action on the former
373 county employee's own behalf to the same extent other persons may appear before or
374 seek actions by the county.

375 I. Except as otherwise limited by this chapter, a former county employee may
376 contract with the county, or participate in a contract with the county, to provide materials,
377 equipment, supplies, or services. However, any such a contract must comply
378 with applicable requirements and procedures related to procurement.

379 SECTION 5. Ordinance 9704, Section 8, as amended, and K.C.C. 3.04.037 are
380 hereby amended to read as follows:

381 Any employee who becomes aware that the employee might have a potential
382 conflict of interest that arises in the course of the employee's official duties shall notify in
383 writing the employee's supervisor or appointing authority of the potential conflict
384 immediately upon becoming aware of the potential conflict.

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385 Upon receipt of such a notification, the supervisor or appointing authority shall
386 take action to resolve the potential conflict of interest within a reasonable time, which
387 ~~((may))~~ shall include at minimum, but is not limited to, designating an alternative
388 employee to perform the duty that is involved in the potential conflict and informing the
389 office of the ombuds of the potential conflict. The supervisor or appointing official may
390 also request an advisory opinion from the board of ethics before disposing of the potential
391 conflict. The supervisor or appointing authority shall document the disposition of the
392 potential conflict in writing in files maintained by the appointing authority. ~~((The~~
393 ~~supervisor or appointing authority may request an advisory opinion from the board of~~
394 ~~ethics before disposing of the potential conflict.))~~

395 SECTION 6. Ordinance 1308, Section 6, as amended, and K.C.C. 3.04.050 are
396 hereby amended to read as follows:

397 A. All nominees for appointment to any county elective office except for judicial
398 candidates, within two weeks of becoming a nominee, and all elected officials who are
399 defined as county employees under K.C.C. 3.04.017, paid in whole or in part by county
400 funds, shall file with the board of ethics a statement of financial and other interests as
401 prescribed in subsection D. of this section. This requirement may be satisfied by filing
402 with the board of ethics a signed copy of the report required to be filed by RCW
403 42.17A.700.

404 B.1. Within two weeks of employment or appointment and on or before April 15
405 of each year thereafter, the following employees shall file a statement of financial and
406 other interests, as prescribed in subsection D. of this section, with the board of ethics: all
407 elected county officials; all employees appointed by the county executive; all employees

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408 appointed by the county administrative officer or department directors and who are
409 subject to the approval of the county executive; all employees of the council; all
410 employees of the office of economic and financial analysis; and such additional
411 employees as may be determined in accordance with criteria adopted by the board of
412 ethics under subsection C. of this section. Statements of financial and other interests that
413 are to be filed within two weeks of employment or appointment shall report on
414 information for the preceding twelve calendar months. Annual statements of financial
415 and other interests shall report on information for the preceding calendar year.

416 2. Within two weeks of becoming a nominee for appointment to county boards
417 and commissions, the nominee shall file with the board of ethics a statement of financial
418 and other interests, as prescribed in subsection D. of this section, reporting on
419 information for the preceding twelve calendar months.

420 C The board of ethics shall adopt by rule criteria for determining which
421 employees, in addition to those designated in subsection B. of this section, are required
422 to complete and file statements of financial and other interests. The criteria must
423 consider the association between the duties and responsibilities of employees and
424 the conflict of interest provisions in K.C.C. 3.04.030.

425 D. The statement of financial and other interests required to be filed under this
426 section must include the following information of which the employee has, or reasonably
427 should have, knowledge for the reporting period:

428 1.a. the name of each person engaged in a transaction with the county in which
429 the employee may participate or has responsibility for, where the employee ~~((or))~~, a
430 member of the employee's immediate family, a close relative of the employee, or an

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431 individual with whom the employee has a significant relationship, received any
 432 compensation, gift, or thing of value, possessed a financial interest, or held a position
 433 with the person;

434 b. the name of the individual who received the compensation, gift, or thing of
 435 value from, possessed the financial interest in, or held a position with the person engaged
 436 in the transaction with the county, and the individual's relationship to the employee; and

437 c. the title of the position; and

438 2.a. Real property, listed by street address, assessor parcel number or legal
 439 description that was involved in or the subject of an action by the county, in which the
 440 employee ~~((or))~~, a member of the employee's immediate family, a close relative of the
 441 employee, or an individual with whom the employee has a significant relationship
 442 possessed a financial interest, except that property for which the only county action was
 443 valuation for tax purposes does not have to be reported except by those employees of the
 444 department of assessments and the board of appeals who are required to file a report
 445 related to the valuation;

446 b. the name of the individual who possessed the financial interest and the
 447 individual's relationship to the employee; and

448 c. the name of the King County department involved in the transaction.

449 d. The use the individual made of the real property, such as recreation,
 450 personal residence, or income, does not have to be reported.

451 E. The statement of financial and other interests must be signed with location of
 452 signing, dated, and declared to be complete, true, and correct under penalty of perjury of
 453 the laws of the state of Washington.

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454 F. The financing of election campaigns shall continue to be governed by other
455 applicable local, state, and federal laws, and not by the provisions of this chapter.

456 G. Filing of the statement of financial and other interests does not relieve the
457 employee of the duty to notify the employee's supervisor of a potential conflict of interest
458 as required by K.C.C. 3.04.037.

459 H. The board may adopt rules and regulations by which affected employees may
460 request suspension or modification of the requirements to disclose financial and other
461 interests set forth in this section if the literal application of the requirements would cause
462 a manifestly unreasonable hardship and the suspension or modification would not
463 frustrate the purposes of this chapter.

464 I. The board of ethics may adopt necessary and appropriate rules, regulations and
465 forms related to completing, filing, maintaining, and disclosing statements of financial

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466 and other interests under this section. The board shall follow the requirements of K.C.C.
467 chapter 2.98 for rule making.

Ordinance 20114 was introduced on 5/12/2026 and passed as amended by the
Metropolitan King County Council on 7/28/2026, by the following vote:

Yes: 9 - Balducci, Barón, Dembowski, Dunn, Fain, Lewis,
Mosqueda, Perry and von Reichbauer

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Signed by:

062AC77E76FB49B...
Sarah Perry, Chair

ATTEST:

DocuSigned by:

8DE1BB375AD3422...
Melani Hay, Clerk of the Council

APPROVED this ____ day of _____, _____.

Deemed enacted without the executive's
signature on 8-10-26

Attachments: None

_ Girmay Zahilay, County Executive

Certificate Of Completion

Envelope Id: C25950FF-2218-8275-8284-35C3A6BFC2CC

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Signer Events

Sarah Perry

sarah.perry@kingcounty.gov

Chair, King County Council

Security Level: Email, Account Authentication
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062AC77E76FB49B...

Signature Adoption: Pre-selected Style

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Sent: 7/29/2026 3:52:31 PM

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Melani Hay

melani.hay@kingcounty.gov

Clerk of the Council

King County Council

Security Level: Email, Account Authentication
(None)

DocuSigned by:

Melani Hay
8DE1BB375AD3422...

Signature Adoption: Pre-selected Style

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Accepted: 9/30/2022 11:27:12 AM

ID: 639a6b47-a4ff-458a-8ae8-c9251b7d1a1f

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Carly Pena

cpena@kingcounty.gov

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Witness Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	7/29/2026 3:52:31 PM
Envelope Updated	Security Checked	8/11/2026 8:01:39 AM
Certified Delivered	Security Checked	7/30/2026 7:31:59 AM
Signing Complete	Security Checked	7/30/2026 7:32:28 AM
Completed	Security Checked	8/11/2026 8:01:39 AM
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