



Human Services Commission Regular Meeting

Date: May 28, 2024

Time: 6:30 p.m.

Place: Hybrid – Rose Hill Room, Kirkland City Hall, 123 5th Ave Kirkland, WA 98033

Webinar ID: <https://kirklandwa.gov.zoom.us/j/95665567758?pwd=eEhGaEYraThBbnlhUTdzUWVCa3c5dz09>

Passcode: 862999

The commission is directed by the City Council to advise the Parks and Community Services Department, City Manager, and City Council in leading the City's efforts to support a socially sustainable community through health and human services and programs that fulfill the basic needs of all people and enhance the quality of life in our city now and into the future.

AGENDA

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **LAND ACKNOWLEDGEMENT**
4. **APPROVAL OF MINUTES**
 - a. May 14, 2024
5. **ITEMS FROM THE AUDIENCE**
6. **BUSINESS**
 - a. Annual Review of Code of Ethics and Conduct Agreements
 - b. 2025-2026 Goal Areas 5 and 4 Grant Application Review
7. **COMMUNICATIONS**
 - a. Commissioner Reports
 - b. Staff Reports and Announcements
8. **ADJOURNMENT**

Upcoming Commission Activities:

Special Meeting June 11, 2024

Alternate Formats: Persons with disabilities may request materials in alternative formats. Persons with hearing impairments may access the Washington State Telecommunications Relay Service at 711.

Title VI: Kirkland's policy is to fully comply with Title VI of the Civil Rights Act by prohibiting discrimination against any person on the basis of race, color, national origin or sex in the provision of benefits and services resulting from its programs and activities. Any person who believes his/her Title VI protection has been violated, may file a complaint with the City.

To request an alternate format, file a complaint or for questions about Kirkland's Title VI Program, contact the Title VI Coordinator at 425-587-3011 or titlevicoordinator@kirklandwa.gov.

The City of Kirkland strives to accommodate people with disabilities. Please contact the City Clerk's Office at 425.587.3190, or for TTY Services call 425.587.3111 (by noon the work day prior to the meeting) if we can be of assistance. If you should experience difficulty hearing the proceedings, please bring this to the attention of the Chairperson by raising your hand.

**CITY OF KIRKLAND
HUMAN SERVICES COMMISSION
Minutes Commission Regular Meeting
May 14, 2024**

1. CALL TO ORDER

Chair Jory Hamilton called the meeting to order at 6:35 pm.

2. ROLL CALL

Members Present: Commissioners Cristian Liu, Sriram Rajagopalan, Kobey Sage Chew, Chloe Sow, Melantha Jenkins, and Vice Chair Gabriela Lopez-Vazquez.

Commissioner Gildas Cheung joined at 7:08pm.

Staff Present: Jen Boone, Human Services Manager, Regi Schubiger, Youth Services Coordinator, Antoinette Smith, Human Services Coordinator, and Amanda Judd, Human Services Coordinator.

Meeting Recorder: Regi Schubiger, Youth Services Coordinator

3. LAND ACKNOWLEDGEMENT

Commissioner Sriram Rajagopalan read the acknowledgment. Commissioner Chloe Sow will read at the May 28th meeting and Commissioner Kobey Sage Chew will read at the June 11th Special meeting.

4. APPROVAL OF MINUTES

Chair Jory Hamilton requested a motion to approve the April 23, 2024 minutes. Commissioner Kobey Sage Chew made an amendment to remove dash from Sage-Chew. Commissioner Sriram Rajagopalan indicated that the title of item 7 was misspelled. Commissioner Melantha Jenkins made a motion for approval with the fore mentioned corrections. Commissioner Cristian Liu seconded. Motion carried (Yes: 7 No: 0).

5. ITEMS FROM THE AUDIENCE

None

6. BUSINESS

a. Group Expectations Draft Review

Commissioners reviewed the draft list of Group Expectations created at the April 23rd meeting. Commissioners requested edits and addition of one expectation.

b. 2025-2026 Grant Application Review Update

Commissioners reviewed the staff recommendation for the application review schedule and number of applications to be reviewed by the group. Follow up conversation regarding 7 applications that were included in staff recommendations for removal from review list will happen at the special meeting on June 11th, 2024.

c. 2025-2026 Goal Area 3 and 5 Grant Application Review

Goal Area 3 and 5 applications were reviewed by the Human Services Commission. A total of 14 applications were discussed.

LifeWire – Survivor Advocacy Services, Harborview Medical Center – Abuse and Trauma Counseling Services, Consejo Counseling and Referral Services, King County Sexual Assault Resource Center – Advocacy Services, Crisis Connections – Regional Crisis Line, Indian American Community Services – Crisis Services Program, Crisis Connections – King county 211, Hopelink – Adult Education, and Hero House – Supported Employment were recommended to move forward for funding consideration.

Crisis Connections – Teen Link, Friends of Youth – Youth Employment were put on hold and will be discussed again following Kirkland Youth Council feedback. Bright Early Learning Services – Infant Early Childhood Mental Health, Child Care Financial Assistance, and Child Care Technical Assistance and Training will come back for discussion at a later meeting.

7. COMMUNICATIONS

a. Commissioner Reports

Cristian went to opening of new fire station 27 on Saturday, May 11th.

b. Staff Reports and Announcements

Meeting in two weeks, packet will be posted tomorrow. Commissioners are asked to upload reviews by Tuesday, May 28th at noon.

8. ADJOURNMENT

Chair Jory Hamilton asked for a motion to adjourn meeting. Commissioner Gildas Cheung motioned and was seconded by Commissioner Melantha Jenkins. Meeting was adjourned at 9:31 pm.



CITY OF KIRKLAND
Department of Parks & Community Services
123 5th Avenue, Kirkland, WA 98033 425.587.3300
www.kirklandwa.gov

MEMORANDUM

To: Human Services Commission

From: Jen Boone, Human Services Manager
Antoinette Smith, Human Services Coordinator, Equity

Date: May 14, 2024

Subject: ANNUAL REVIEW OF CODE OF ETHICS AND CONDUCT AGREEMENTS

RECOMMENDATION

That the Human Services Commission review the code of ethics and code of conduct agreements signed to serve on the Human Services Commission.

BACKGROUND DISCUSSION

Upon appointment to the Human Services Commission, members are required to sign the City's Code of Conduct and Code of Ethics in accordance with the City Council's Policies and Procedures Chapter 2.01 and Chapter 8.10 and Kirkland Municipal Code Chapter 3.14. Attachment A includes a copy of the Council policies and procedures.

The Code of Conduct resolution was passed on September 6, 2011 for those holding public office and positions on City Boards and Commissions, ensuring the public's confidence in its elected and appointed representatives. Attachment B includes Resolution (R-4889), and Attachment C includes a copy of the code of conduct form signed upon appointment.

The Code of Ethics ordinance was passed on February 7th, 2012, ensuring members elected and appointed to the City Council and the City's Boards and Commissions will serve to promote public confidence in the integrity of the City of Kirkland through actions that practice fair, ethical, and accountable local government. Attachment D references Ordinance (O-4348) and Attachment E includes a copy of the code of ethics form Commissioners signed upon appointment.

Staff will lead the Commission through an annual review and discussion around the Code of Ethics and Code of Conduct agreements.

ATTACHMENT A – Council Policies and Procedures
ATTACHMENT B – Resolution R-4889
ATTACHMENT C – Code of Conduct Form
ATTACHMENT D – Ordinance O-4348
ATTACHMENT E – Code of Ethics Form

CITY OF KIRKLAND CITY COUNCIL POLICIES AND PROCEDURES



October 2023

TABLE OF CONTENTS

CHAPTER 1: CITY COUNCIL VISION AND GOALS..... 4
 1.01 Vision 4
 1.02 Goals — Purpose 4
 1.03 Operational Values..... 4
 1.04 City Council Goals 5
CHAPTER 2: CITY COUNCIL AND ADVISORY BOARDS CODE OF CONDUCT 7
 2.01 Code of Conduct for City Council and Advisory Boards and Commissions 7
 2.02 CHAPTER 3: CITY COUNCIL MEETINGS 9
 3.01 Rules Governing the Conduct of Meetings 9
 3.02 Submittal of Council Agenda Items 9
 3.03 Regular Meetings..... 9
 3.04 Quorum 9
 3.05 Order of Business 9
 3.06 Consent Calendar 10
 3.07 Public Comment 10
 3.08. Petitions 11
 3.09 Regional and Committee Reports 11
 3.10 Duties of the Presiding Officer..... 11
 3.11 Rules for Councilmember Conduct 11
 3.12 Voting 12
 3.13 Tie Votes 12
 3.14 Non-Tie Vote with Lack of Affirmative Votes 12
 3.15 Motions to Reconsider 13
 3.16 Motions to Lay A Matter on the Table 13
 3.17 Motion for Adjournment 13
 3.18 Motions and Discussion by the Presiding Officer 13
 3.19 Suspension of Rules..... 13
 3.20 City Staff Attendance at Meeting 13
 3.21 Minutes 13
 3.22 Procedure for Considering Process IIA Appeals 13
 3.23 Procedure for Considering Process IIB Applications 13
 3.24 Attendance at Council Meetings 13
 3.25 Special Meetings and Emergencies 14
 3.26 Vacancies 14
 3.27 Legislative Request Memoranda 15
CHAPTER 4: STUDY SESSIONS AND RETREATS 16
 4.01 Study Sessions 16
 4.02 Council Retreats 16
CHAPTER 5: COUNCIL COMMUNICATIONS 17
 5.01 Written Correspondence..... 17
 5.02 Council Communications with the Public. 17
CHAPTER 6: PROCLAMATIONS AND COMMENDATIONS 21
 6.01 Proclamations and Commendations 21
CHAPTER 7: COUNCIL COMMITTEES..... 23
 7.01 Purpose and Relationship to City Council..... 23
 7.02 Council Committee Meetings..... 23
 7.03 Council Intermittent Committees 23
 7.04 Council Committee Membership and Attendees..... 23
CHAPTER 8: BOARD AND COMMISSION APPOINTMENTS..... 24
 8.01 Applicability/Definition 24

8.02 Eligibility	24
8.03 Non-Discrimination	24
8.04 Concurrent Offices	24
8.05 Terms	24
8.06 Term Limitations	24
8.07 Attendance.	25
8.08 Appointment/Reappointment	25
8.09 Criteria for Reappointment	25
8.10 Reappointment Process.....	25
8.11 Application Process.....	25
8.12 Appointment Process	26
8.13 Criteria for Removal.	26
8.14 Open Government Training Requirement	26

CHAPTER 1: CITY COUNCIL VISION AND GOALS

1.01 Vision. Kirkland is one of the most livable cities in America. We are a vibrant, attractive, green and welcoming place to live, work, and play. Civic engagement, innovation and diversity are highly valued. We are respectful, fair, and inclusive. We honor our rich heritage while embracing the future. Kirkland strives to be a model, sustainable city that values preserving and enhancing our natural environment for our enjoyment and future generations.

1.02 Goals — Purpose. The purpose of the City Council Goals is to articulate key policy and service priorities for Kirkland. Council goals guide the allocation of resources through the budget and capital improvement program to assure that organizational work plans and projects are developed that incrementally move the community towards the stated goals. Council goals are long term in nature. The City's ability to make progress towards their achievement is based on the availability of resources at any given time. Implicit in the allocation of resources is the need to balance levels of taxation and community impacts with service demands and the achievement of goals.

1.03 Operational Values. In addition to the Council goal statements, there are operational values that guide how the City organization works toward goal achievement:

- **Regional Partnerships** – Kirkland encourages and participates in regional approaches to service delivery to the extent that a regional model produces efficiencies and cost savings, improves customer service, and furthers Kirkland's interests beyond our boundaries.
- **Efficiency** – Kirkland is committed to providing public services in the most efficient manner possible and maximizing the public's return on their investment. We believe that a culture of continuous improvement is fundamental to our responsibility as good stewards of public funds.
- **Accountability** – Kirkland is accountable to the community for the achievement of goals. To that end, meaningful performance measures will be developed for each goal area to track our progress toward the stated goals. Performance measures will be both quantitative and qualitative, with a focus on outcomes. The City will continue to conduct a statistically valid community member survey every two years to gather quantitative data about public satisfaction. An annual Performance Measure Report will be prepared for the public to report on our progress.
- **Community** – Kirkland is one community composed of multiple neighborhoods. Achievement of Council goals will be respectful of neighborhoods while supporting the needs and values of the community as a whole.

The Council goals are dynamic. They should be reviewed on an annual basis and updated or amended as needed to reflect community member input as well as changes in the external environment and community demographics.

1.04 City Council Goals

- **Inclusive and Equitable Community:** Kirkland is a diverse and inclusive community that is concerned for the welfare of all community members and where everyone is respected, valued, and has a sense of belonging.

Council Goal: Protect and serve all those who live in, work in or visit Kirkland without regard for race, religion, color, national origin, gender identity, age, income or economic status, political affiliation, military status, sexual orientation, or physical, mental or sensory ability; strive for equitable access to justice and eliminate systemic barriers to equality.

- **Vibrant Neighborhoods:** Kirkland community members experience a high quality of life in their neighborhoods.

Council Goal: Achieve active neighborhood participation and a high degree of satisfaction with neighborhood services and infrastructure.

- **Community Safety:** Ensure that all those who live, work and play in Kirkland are safe.

Council Goal: Provide public safety services through a community-based approach that focuses on prevention of problems and a timely and appropriate response.

- **Supportive Human Services:** Kirkland supports a regional coordinated system of human services designed to meet the basic needs of our community and remove barriers to opportunity.

Council Goal: Meet basic human needs, help people through economic and personal crises, help individuals thrive, and strive to remove barriers to allow all equal opportunities to succeed.

- **Balanced Transportation:** Kirkland values an integrated multi-modal system of transportation choices.

Council Goal: Reduce reliance on single occupancy vehicles and improve connectivity and multi-modal mobility in Kirkland in ways that maintain and enhance travel times, safety, health and transportation choices.

- **Abundant Parks, Open Spaces, and Recreational Services:** Kirkland values an exceptional park, natural areas and recreation system that provides a wide variety of opportunities aimed at promoting the community's health and enjoyment.

Council Goal: Provide and maintain natural areas and recreational facilities and opportunities that enhance the health and wellbeing of the community.

- **Attainable Housing:** Kirkland's housing stock meets the need of a diverse community by providing a wide range of types, styles, sizes and affordability.

Council Goal: Provide access to housing and encourage the construction and preservation of housing stock that meet a diverse range of incomes and needs.

- **Financial Stability:** Kirkland community members enjoy high-quality services that meet the community's priorities.

Council Goal: Provide a sustainable level of core services that are funded from predictable revenue.

- **Sustainable Environment:** Kirkland is committed to the protection of the natural environment through an integrated natural resource management system.

Council Goal: Protect our natural environment through sustainable goals and practices to meet the needs of community members for a healthy environment and clean energy without compromising the needs of future generations.

- **Thriving Economy:** Kirkland has a diverse, business-friendly economy that supports the community's needs.

Council Goal: Attract, retain and grow a diverse and stable economic base that supports city revenues, needed goods and services and jobs for community members.

- **Dependable Infrastructure:** Kirkland has a well-maintained and sustainable infrastructure that meets the functional needs of the community.

Council Goal: Maintain levels of service commensurate with growing community requirements at optimum life-cycle costs.

CHAPTER 2: CITY COUNCIL AND ADVISORY BOARDS CODE OF CONDUCT

2.01 Code of Conduct for City Council and Advisory Boards and Commissions. The Code of Conduct is supplemental to the Kirkland Municipal Code and the Code of Ethics and applies to the City Council and all members of City advisory boards and commissions. The code of conduct describes how Kirkland officials treat each other and work together for the common good of the community. Conducting the City's business in an atmosphere of respect and civility is the underlying theme in this code. City Officials are responsible for holding themselves and each other accountable for displaying actions and behaviors that consistently model the ideals expressed in the code.

Implicit in the code is recognition of the worth of individual members and an appreciation for their individual talents, perspectives, and contributions. The code will ensure an atmosphere where individual members, staff, and the public are free to express their ideas and work to their full potential.

As a City Official of the City of Kirkland, I agree to these principles of conduct:

We consistently demonstrate the principles of professionalism, respect and civility in working for the greater good of Kirkland.

We assure fair and equitable treatment of all people.

We conduct ourselves both personally and professionally in a manner that is above reproach.

We refrain from abusive conduct, personal charges or verbal attacks on the character or motives of Councilmembers, members of boards and commissions, staff, and the public.

We take care to avoid personal comments that could offend others.

We show no tolerance for intimidating behaviors.

We listen courteously and attentively to all public discussions and treat all people the way we wish to be treated.

We serve as a model of leadership and civility to the community.

Our actions inspire public confidence in Kirkland government.

Keeping in mind the common good as the highest purpose, we will focus on holding efficient meetings that achieve constructive solutions for the public benefit.

We work as a team to solve problems and render decisions that are based on the merits and substance of the matter.

We respect differences and views of other people.

We adhere to the principles and laws governing the Council/Manager form of government and treat all staff with respect and cooperation.

We will refrain from interfering with the administrative functions and professional duties of staff.

We will not publicly criticize individual staff but will privately communicate with the City Manager any concerns about a department or department director or staff person.

We will refrain from negotiating or making commitments without the involvement and knowledge of the City Manager.

We will work with staff in a manner that consistently demonstrates mutual respect.

We will not discuss personnel issues, undermine management direction, or give or imply direction to staff.

We will communicate directly with the City Manager, department directors, or designated staff contacts when asking for information, assistance, or follow up.

We will not knowingly blindside one another in public and will contact staff prior to a meeting with any questions or issues.

We will not attend City staff meetings unless requested by staff.

CHAPTER 3: CITY COUNCIL MEETINGS

3.01 Rules Governing the Conduct of Meetings. The order of procedure contained in this Chapter shall govern deliberations and meetings of the Council of the City of Kirkland, Washington. *Roberts Rules of Order, Newly Revised, Latest Edition*, shall govern the deliberations of the City Council except when in conflict with any of the rules set forth in this chapter. Notice of Council meetings shall be given in accordance with chapter 42.30 RCW, the Open Public Meetings Act. Public notice is not required for events at which no action as defined by law may be taken, e.g. trainings, social and purely ceremonial events, such as ribbon-cuttings.

3.02 Submittal of Council Agenda Items. Items of business to be considered at any Council meeting shall be submitted to the City Manager no later than the Wednesday morning prior to a scheduled Council meeting. A written agenda and informational material is to be prepared and sent the Friday preceding each meeting to each Councilmember. Urgent items arising after the regular agenda has been prepared may be placed on the agenda if the Councilmember or City Manager explains the necessity and receives a majority vote of the Council on a motion to add the item.

3.03 Regular Meetings. Regular meetings of the Council shall be held as provided for by ordinance.

3.04 Quorum. At all meetings of the Council, a majority of the Councilmembers shall constitute a quorum for the transaction of business, but a lesser number may adjourn from time to time to secure the attendance of absent members.

3.05 Order of Business. The order of business shall be as follows:

1. Call to Order
2. Roll Call
3. Study Session
4. Honors and Proclamations
5. Communications
 - a. Announcements
 - b. Items from the Audience (See Section 3.07 for the three-minute limitation.)
 - c. Petitions
6. Public Hearings
7. Special Presentations
8. Consent Calendar
 - a. Approval of Minutes
 - b. Audit of Accounts and Payment of Bills and Payroll
 - c. General Correspondence
 - d. Claims
 - e. Award of Bids
 - f. Acceptance of Public Improvements and Establishing Lien Periods
 - g. Approval of Agreements
 - h. Other Items of Business
9. Business
10. Reports
 - a. City Council Regional and Committee Reports

- b. City Manager Reports
 - (1) Calendar Update
- 11. Items from the Audience
- 12. Executive Session
- 13. Adjournment

3.06 Consent Calendar. Any matter, which because of its routine nature, would qualify for placement on the Consent Calendar pursuant to Section 3.05, may be included on the Consent calendar, notwithstanding action on the matter may, by law or otherwise, require adoption of a resolution or ordinance.

Any item may be removed from the calendar and moved to the regular agenda upon the request of any Councilmember. All items remaining on the calendar shall be approved by a single motion. Whenever an ordinance is included on the calendar, approval of the calendar shall be by roll call vote.

3.07 Public Comment. The Council believes that the following procedure for public comment during regular Council meetings will best accommodate the desires and concerns of the Council and the public:

1. During the time for "Items from the Audience," speakers may not comment on matters which are scheduled for a public hearing, or quasi-judicial matters. The Council will receive comments on other issues, whether the matter is on the agenda for the same meeting or not. When possible, items on the agenda will be marked with an asterisk when the Council cannot receive comments on such matters during the time for "Items from the Audience." Comments should be directed to the Council and speakers are encouraged to follow the Council's own principles of conduct related to professionalism, respect and civility in working for the greater good of Kirkland.
2. Speakers are not allowed under state law to offer public comment for the purposes of assisting a campaign for election of any person to any office. In addition, speakers are not allowed to offer public comment in support of or in opposition to any certified ballot measure unless the Council could but has not yet taken a position with respect to such measure.
3. During the times for "Items from the Audience," whether at the beginning or end of the meeting, each speaker will be limited to three minutes. No more than three speakers may address the Council on any one subject. However, if both proponents and opponents wish to speak, then up to three proponents and up to three opponents of the matter may address the Council. Unless it is 10:00 p.m. or later, speakers may continue to address the Council during an additional Items from the Audience period at the end of the meeting; provided, that the total amount of time allotted for the additional Items from the Audience period shall not exceed 15 minutes. A speaker who addressed the Council during the earlier Items from the Audience period may speak again, and on the same subject; however, speakers who have not yet addressed the Council will be given priority. Speakers may participate remotely through telephone or internet access provided by City staff even at meetings where in person comments may also be received.
4. Signs and placards may interfere with the orderly conduct of Council business and are not allowed at Council meetings, regardless of content.

5. During the times for "Items from the Audience," speakers shall not be allowed to use electronic visual aids, such as, but not limited to, Power Point presentations, as such electronic materials may interfere with the orderly conduct of Council business and may compromise City network security. Speakers may email such electronic materials to Councilmembers and staff or provide hard copy handouts of materials at Council meetings.

3.08. Petitions. In the event that the Council is presented with a petition from a community member, the Council will take a formal vote providing direction which may include any of the following options:

1. Accept the petition for further study.
2. Accept the petition and refer to staff for follow-up.
3. Accept the petition and determine that no further action is needed.

Any petition referred to a Council Committee or staff will be presented at a subsequent regular meeting with an explanation of the resolution.

In order to be considered complete, a petition should include each signer's name and their city of residence.

3.09 Regional and Committee Reports. The Councilmember representative or chair of each respective regional or other committee, or the Councilmember acting for the chair in the place of the chair, shall submit or make all reports to the Council related to new or significant items or when so requested by the presiding officer or any member of the Council. The purpose of such reports is to provide other Councilmembers with information from the regional committees and meetings that may have significant financial or policy impacts to the City.

3.10 Duties of the Presiding Officer. It shall be the duty of the presiding officer of the Council to:

1. Call the meeting to order.
2. Keep the meeting to its order of business.
3. Announce the agenda item and determine if the Council wishes to receive a staff report.
4. If, after presentation of the report or based upon the written report, action is desired, recognize a Councilmember to make a motion to propose appropriate action. Require a second to each motion for those motions which must be seconded.
5. Handle discussion in an orderly way:
 - a. Give every Councilmember who wishes an opportunity to speak.
 - b. Permit audience participation at appropriate times.
 - c. Keep all speakers to the rules and to the question.
 - d. Give pro and con speakers equal opportunity to speak.
 - e. Repeat motions, put motions to a vote and announce the outcome.
 - f. Suggest but not make motions for adjournment.
 - g. Appoint committees when authorized to do so.
6. Maintain order and decorum.
7. Provide direction to remove an individual or individuals from a Council meeting based on speech or conduct that has actually disrupted, disturbed, or impeded the orderly conduct of the meeting. If a disruption has rendered the orderly conduct of a meeting unfeasible and order cannot be restored through a recess or by the removal of the individual or individuals who interrupted the meeting, the Presiding Officer, upon a majority vote of the Councilmembers present, may order the meeting room cleared and continue the session or may adjourn the meeting and reconvene in another location in accordance with the provisions of the Open Public Meetings Act. This subsection will be followed and enforced on a content-neutral basis.

3.11 Rules for Councilmember Conduct.

1. No Councilmember shall speak more than twice on the same subject without permission of the presiding officer.
2. No person, not a member of the Council, shall be allowed to address the Council while it is in session without the permission of the presiding officer.
3. All questions on order shall be decided by the presiding officer with the right of appeal to the Council of any Councilmember.
4. Motions shall be reduced to writing when required by the presiding officer of the Council or any Councilmember. All resolutions and ordinances shall be in writing. The substance of Councilmember proposed amendments to resolutions and ordinances should be communicated to the City Manager whenever possible in order that City staff may reduce such amendments to writing for distribution by hard copy and Email to remaining Councilmembers no later than 5:00 p.m. on Council meeting days; provided, however, that nothing herein shall preclude amendments from being offered later, including orally during Council consideration of such resolutions and ordinances.

3.12 Voting. Each Councilmember present shall vote on all questions put to the Council. The duty to vote shall be excused when a Councilmember has a financial interest in the question or, in quasi-judicial matters, where a Councilmember has an appearance of fairness concern. When voting on any matter before the Council, a majority of the entire membership of the Council is required for passage of any ordinance, resolution or motion, provided that a simple majority of the Councilmembers present shall be sufficient with respect to the following motions:

1. To adjourn, to table or continue a matter,
2. To go into or out of executive session,
3. To schedule a special meeting of the Council,
4. To add or remove items on a future Council meeting agenda,
5. To approve or authorize the sending of a letter or other communication so long as the letter or communication sets forth a policy or position previously agreed to by a majority of the entire Council membership,
6. To establish the date for a public hearing, unless such hearing is required to be set by ordinance or resolution,
7. To authorize call for bids or requests for proposals,
8. To approve a Consent Calendar, provided that any ordinance, any grant or revocation of franchise or license, or any resolution for payment of money included on the calendar, has first been removed, and
9. To authorize a Councilmember to serve as presiding officer in the event of the absence, extended unavailability or vacancies in the offices of both the Mayor and Deputy Mayor.

3.13 Tie Votes. A tie vote, on a matter requiring four affirmative votes for passage, shall not be dispositive of the matter voted upon, but shall be deemed to have tabled the matter until the next succeeding regular meeting at which all seven Councilmembers are present. At that meeting, any Councilmember may move to take the matter off the table.

3.14 Non-Tie Vote with Lack of Affirmative Votes. A non-tie vote which fails for a lack of four affirmative votes, as to a matter which requires at least four affirmative votes for passage, shall be deemed to defeat the matter voted upon. Any Councilmember may move to reconsider the matter at the next succeeding regular meeting at which all seven Councilmembers are present.

3.15 Motions to Reconsider. Except as provided in Section 3.14, motions to reconsider must be made by a member who votes with the majority, and at the same or next succeeding meeting of the Council.

3.16 Motions to Lay A Matter on the Table. Motions to lay any matter on the table shall be first in order; and on all questions, the last amendment, the most distant day, and the largest sum shall be put first.

3.17 Motion for Adjournment. A motion for adjournment shall always be in order.

3.18 Motions and Discussion by the Presiding Officer. The presiding officer, as a member of the Council may, at such presiding officer's discretion, call any Councilmember to take the chair in order to allow the presiding officer to make a motion, but may otherwise discuss any other matter at issue subject only to such limitations as are imposed by these rules on other Councilmembers.

3.19 Suspension of Rules. The rules of the Council may be altered, amended or temporarily suspended by a vote of two-thirds of the members present; provided, that at least four affirmative votes be cast.

3.20 City Staff Attendance at Meeting. The City Manager, City Attorney, City Clerk, and such other officers and/or employees of the City shall, when requested, attend all meetings of the Council, which attendance may be either in person or remote.

3.21 Minutes. The City Clerk shall keep correct minutes of all proceedings. The votes of each Councilmember on any ordinance and the ayes and nays on any other question shall be entered in the minutes. Copies of the minutes shall be made available to the members of the Council as part of the Council meeting packet prior to their next regular meeting.

3.22 Procedure for Considering Process IIA Appeals. The Council shall consider a Process IIA appeal under Kirkland Zoning Code (KZC) Chapter 150 at one meeting, and shall vote on the appeal at the next or a subsequent meeting, in order for the Council to gather more information from the record and consider the appeal; provided, that the Council, by a vote of at least five members, may suspend this rule and consider and vote on the appeal at the first meeting. The Council's vote (to affirm, modify or reverse the decision of the Hearing Examiner, or direct the Hearing Examiner to hold a rehearing) shall occur within 60 calendar days of the date on which the letter of appeal was filed, pursuant to KZC 150.125.

3.23 Procedure for Considering Process IIB Applications. The Council shall consider a Process IIB application under KZC Chapter 152 at one meeting, and shall vote on the application at the next or a subsequent meeting; provided, that the Council, by a vote of at least five members, may suspend this rule and consider and vote on the application at the first meeting. The Council shall first consider the application at a meeting held within 45 calendar days of the date of issuance of the Hearing Examiner's recommendations, pursuant to KZC 152.90.

3.24 Attendance at Council Meetings. Councilmembers may attend Council meetings in person or virtually in accordance with this section:

1. Councilmembers are generally expected to attend Council meetings in person, absent emergent or other extenuating circumstances. However, the Council also intends that Councilmembers retain the flexibility to participate in Council meetings remotely from time to time, for reasons including, but not limited to, illness or injury, travel, or familial care by

utilizing technologies such as video conferencing that allow interactive engagement with other Councilmembers and interested members of the community. Whether participating in person or remotely, Councilmembers are expected to participate actively in Council meetings. The Council reserves to itself the authority to determine by majority vote that remote attendance by a Councilmember failing to meet these expectations constitutes an unexcused absence.

2. The Council has a strong preference for video and sound communication links that allow Councilmembers participating remotely to see and be seen and to hear and be heard. However, to account for different needs that may exist (e.g. those related to sight or hearing), the Council intends to allow for flexible approaches to meeting these communication needs. In any event, the ability to communicate effectively in real time is essential.
3. In the event a remote communication link is broken or significantly degraded such that it is no longer possible to communicate effectively in real time, the presiding officer shall confirm the loss of service and announce the termination of such remote attendance until such time as such service may be restored. An affected Councilmember shall not be considered to be present at any time during which remote service has been terminated. The City Clerk shall record the time period of any such closure.
4. For all other purposes under these policies and procedures, including voting, remote attendance by a Councilmember at a Council meeting shall be considered equal to being physically present at the meeting.

3.25 Special Meetings and Emergencies. Special meetings, including dates, times and locations for meetings conducted during emergencies, shall be held in accordance with the Open Public Meetings Act. Special meetings are held at the request of the Mayor or, in the event of the extended unavailability of the Mayor, the Deputy Mayor. In the event of the extended unavailability of both the Mayor and the Deputy Mayor, special meetings are held at the request of the Councilmember designated by the Council as presiding officer in the extended unavailability or vacancies in the offices of the Mayor and Deputy Mayor or, if no Councilmember has been so designated, then the Presiding Officer shall be the Councilmember present at such special meeting and selected as acting chair by motion for the duration of such meeting. When the unavailability of any Councilmember becomes extended depends on the facts and circumstances but generally occurs when a special meeting needs to be scheduled and held on an urgent basis and such Councilmember is not available for any reason other than vacancy. The extended unavailability of a Councilmember does not, by itself, constitute a vacancy.

3.26 Vacancies. Vacancies on the Council created by operation of applicable state law shall be filled as follows in accordance with RCW 42.12.070:

1. Where one position is vacant, the remaining Councilmembers shall appoint a qualified person to fill the vacant position.
2. Where two or more positions are vacant and two or more Councilmembers remain in office, the remaining Councilmembers shall appoint a qualified person to fill one of the vacant positions, the remaining Councilmembers and the newly appointed person shall appoint another qualified person to fill another vacant position, and so on until each of the vacant positions is filled, with each of the new appointees participating in each appointment that is made after the new appointee's appointment.
3. If less than two Councilmembers remain in office, the King County Council shall appoint a qualified person or persons to the Council until the Council has two Councilmembers.

4. If the Council fails to appoint a qualified person to fill a vacancy within 90 days of the occurrence of the vacancy, the authority of the Council shall cease and the King County Council shall appoint a qualified person to fill the vacancy.
5. If the King County Council fails to appoint a qualified person within 180 days of the occurrence of the vacancy, the King County Council or the Council may petition the Governor to appoint a qualified person to fill the vacancy. The Governor may appoint a qualified person to fill the vacancy after being petitioned if at the time the Governor fills the vacancy the King County Council has not appointed a qualified person to fill the vacancy.
6. As provided for in chapter 29A.24 RCW, each person who is appointed to the Council shall serve until a qualified person is elected at the next election at which a member of the Council normally would be elected. The person elected shall take office immediately and serve the remainder of the unexpired term.

3.27 Legislative Request Memoranda. The City Manager Calendar Update is the time during the order of business of a Council meeting for a Councilmember to propose the consideration of new legislation or request staff resources be allocated to issues not included in a current adopted budget, City Work Program, or department work plan. The process by which such proposals should be made is follows:

1. The Councilmember summarizes the issue and requests the preparation of a legislative request memorandum for the proposal. In appropriate consultation with the Councilmember, the legislative request memorandum analysis will follow a structured template which identifies at a high level:
 - a. Potential impacts and benefits of the proposal.
 - b. How the proposal supports the Council vision and goals.
 - c. How the proposal impacts diversity, equity, and inclusion.
 - d. Potential stakeholders impacted.
 - e. Potential outreach needed.
 - f. Potential staff resources needed.
 - g. Potential options or alternatives that could be evaluated.
 - h. Whether current staff resources and budget authority could accommodate the request.
2. The Council must by motion approve the preparation of a legislative request memorandum in connection with a proposal. The City Manager will include any such approved memorandum as part of a City Council packet for inclusion as part of a City Manager Calendar Update within two regular City Council meetings following the approved request. As part of such update the Council may by motion authorize staff to proceed with development of the proposal. Such authorization does not mean the Council has made a legislative decision or taken an action to approve adoption of the proposal. Any such decision or action must be taken, if at all, when final proposed legislation comes before the Council. If the Council does not approve proceeding with a proposal, the legislative request will be considered closed and the memorandum will be filed with the City Clerk to maintain a record of the request.

CHAPTER 4: STUDY SESSIONS AND RETREATS

4.01 Study Sessions. Study sessions shall be held as provided by Kirkland Municipal Code 3.10.020. Study sessions are used by the City Council to review upcoming agenda items, current and future programs or projects, to discuss, investigate, review or study matters of City business for informational purposes. No final action is taken while in study session; however, the Council may provide direction to staff by consensus or vote. Council direction shall be summarized in writing and presented to the Council at a regular meeting. Final action on direction provided at a study session will be scheduled for a regular or special council meeting.

4.02 Council Retreats. Council retreats are held annually, semi-annually or more frequently at the Council's discretion. The purpose of the retreats is to allow the Council to devote concentrated attention to single or multiple time consuming or general interest subjects. No final action is taken at retreats; however, the Council may provide direction to staff by consensus or vote. Council direction shall be summarized in writing and presented to the City Council at a regular meeting. Final action on direction provided at a Council retreat will be scheduled for a regular or special Council meeting.

CHAPTER 5: COUNCIL COMMUNICATIONS

5.01 Written Correspondence. Access to the City Council by written correspondence is a significant right of all members of the general public, including in particular community member. The Council desires to encourage the exercise of this access right by the general public to bring to the attention of the Council, matters of concern to Kirkland. In order to do this most effectively, some orderly procedure for the handling of written correspondence is essential. One concern of the Council is application of the appearance of fairness doctrine to correspondence addressed to the Council, concerning matters which will be coming before the Council in a quasi-judicial or land use hearing context. Special care in the way the content of those communications is brought to the attention of the individual members of the Council is essential in order that an unintended violation of the appearance of fairness doctrine does not result.

The Council believes that the following procedure for handling of written correspondence addressed to the Council will best accommodate the desires and concerns of the Council as set forth in this section:

1. Correspondence of an Information Only Nature — Correspondence which is purely of an informational nature and which does not require a response or action should not be placed on the Council meeting agenda by the City Clerk, but rather transmitted to the Councilmembers in the normal course of daily business.

2. Routine Requests — Items of a routine nature (minor complaints, routine requests, referrals, etc.) shall be answered by staff. Routine requests and staff responses shall be transmitted to the Councilmembers in the normal course of daily business.

3. Significant Correspondence — Correspondence that requires policy decision or approval by Council shall be placed by the City Clerk on the regular Council agenda and shall be accompanied by staff report as are all other agenda items. Direct replies may be made by the City Manager if policy matters are not involved or the Council has previously provided policy direction. Replies shall be transmitted to the Councilmembers in the normal course of daily business.

4. Correspondence Directly Relating to Quasi-Judicial Hearing Matters — All such correspondence when so identified by the City Clerk shall not be included within the agenda materials, but shall be placed in a City Council communication holding file, or directly into the appropriate hearing file, so that they will be circulated to City Councilmembers at the time that the matter comes before the Council for its quasi-judicial consideration, and as a part of the hearing record for that matter. The City Clerk shall also advise the sender of each such letter, that the letter will be coming to the attention of the Council at the time that the subject matter of the letter comes before the Council in ordinary hearing course.

5. Prompt Acknowledgments — The City Manager or designee will promptly acknowledge the receipt of all written correspondence and inquiries and, where appropriate, advise the writer of referral to the Council or a City department.

5.02 Council Communications with the Public. The Councilmembers are committed to open and progressive communications in their capacity as elected officials. Individual Councilmembers use a variety of methods to communicate with the public, stakeholders, partners and the media. Social media platforms offer a way to deliver public information and customer service to constituents and

give community members another means to interact with their government. The purpose of this policy is to provide guidelines for Council communication with the public, when Councilmembers are acting in their official capacity or commenting on City government matters, either through traditional media outlets or the use of social media platforms through personal accounts or pages.

The Council believes that the following guidelines will provide consistency in procedures and allow for use of more tools to communicate with the public.

1. The content and tenor of all public communications should model the same professional behavior displayed during Council meetings and community meetings and reflect well on the individual Councilmember, the Council as a whole, and the community.
2. The following disclaimers should be included in whole or referenced with a link to the disclaimers for all communications initiated by Councilmembers in open forums.
 - a. The views expressed represent the views of the author and may not reflect the views of the City of Kirkland or the Kirkland City Council.
 - b. Responses to this communication by other Councilmembers may be limited by the provisions of the Open Public Meetings Act. under which a policy discussion or other action taken must be held in an open public meeting if a quorum of the Council participates.
 - c. Comments posted in response to a Councilmember-initiated communication may be subject to public disclosure under chapter 42.56 RCW, the Public Records Act.
3. Media outlets such as newspapers, radio and television news coverage may be used as communications medium by individual Councilmembers provided that the communication clearly states that the views expressed do not represent those of the City Council or the City of Kirkland but the views of the individual Councilmember.
4. Communications Initiated by Councilmembers. Guest editorials, letters to the editor and blog posts published by Councilmembers should be provided to the full Council at the same time they are delivered to the media outlet. Drafts of guest editorials, letters to the editor or blog posts which may be submitted on behalf of the Council as opposed to an individual Councilmember may not be circulated for comment to a quorum of the Council prior to publication as this may violate the Open Public Meetings Act.
5. Use of Social Media. Posts to social media sites (Web 2.0) such as blogs, Facebook and Twitter may be used by individual Councilmembers to communicate with the public provided the following guidelines are used:
 - a. Blog posts or other posts to social media sites should include, or reference by a link, the disclaimers listed in Section 2.
 - b. Social media sites are not to be used for the conduct of Council business other than to informally communicate with the public. Public notices, items of legal or fiscal significance that have not been released to the public and discussion of quasi-judicial matters may not be included in Councilmembers social media posts. Councilmembers are encouraged to maintain social media sites with settings that can restrict users' ability to comment in order to avoid inadvertent discussions of

these items. Unsolicited public comments on quasi-judicial matters must be placed on the record by the Councilmember at the time the matter is before the Council for consideration.

- c. In order to demonstrate openness and a willingness to listen to the entire community, Councilmember posts on social media sites should be made through a public-facing page or by marking individual posts as available to the public as a whole.
 - d. When commenting on a post or an article published by someone other than a Councilmember, a link to the standard disclaimers in Section 2 should be included within the thread.
6. If a Councilmember makes a factual error in a public communication, it should be corrected as soon as the error is discovered. Blog posts may be corrected by amending a previous post with a note that a correction was made.
7. Retention of Council Electronic Communications and Social Media Content. All Email and text messages, files downloaded from outside sources and other electronic files, relating to the conduct of government or the performance of any governmental or proprietary function, are considered official City business records and are subject to the Public Records Act and the laws governing the retention and destruction of public records.¹
- a. Email messages sent or received via City Email addresses are captured by the City archiving system servers. Council communications are potentially archival and will be retained in accordance with the State retention schedule.
 - b. Email messages sent or received using personal addresses should be forwarded to the Councilmember's City account and also maintained in their original form to preserve associated metadata. Attachments should be saved to City server drives as appropriate.
 - c. Text message records are maintained by the communications carrier/providers with varying policies and practices and can be difficult to retrieve and to maintain in accordance with state law. Councilmembers should only use text messaging for transitory communications and not to discuss City business.
 - d. Social Media postings should be captured via screen shots which are emailed to, and retained in, the Councilmember's City Email account as an interim archiving method pending selection of an appropriate social media archiving technology solution.
 - e. Members should consult with the City Clerk's Office for assistance with any retention questions.
8. Use of City-owned equipment to update personal social media sites or Email accounts is subject to Administrative Policy 7.1 which allows for incidental use of City equipment for personal needs provided the activity does not cause the City to incur additional cost or liability or pose additional risk to security, privacy or conflict with any other City policy.

¹ "Public record" is broadly defined in RCW 42.56.010(3) to include, ". . . any writing containing information relating to the conduct of government or the performance of any governmental or proprietary function prepared, owned, used, or retained by any state or local agency regardless of physical form or characteristics. . . "

Use of City-owned equipment or Email accounts for campaign purposes is prohibited by RCW 42.17A.555.

CHAPTER 6: PROCLAMATIONS AND COMMENDATIONS

6.01 Proclamations and Commendations. A proclamation or commendation is a formatted certificate or letter, issued by the Mayor, to give recognition and support to ceremonial occasions and special events, civic achievements, or to raise awareness about concerns of interest to the community as a whole. Proclamations and commendations are symbolic; no official policy, action or legal act is imparted or intended as a result.

1. All proclamations and commendations will be issued at the discretion of the Mayor, except as the Mayor's discretion is limited herein.
2. Proclamations generally recognize international, national, state, and local events, as well as matters of historical interest, in order to bring them to the attention of Kirkland community members. Commendations generally honor a group or individual for civic achievements. Proclamation and commendation content should relate to a public purpose or benefit.
3. The City Council shall adopt by motion and publicly display a list of annually recurring proclamations that will be issued by the Mayor on behalf of the Council. The list of annually recurring proclamations shall be reviewed by the Council at least every two years to ensure they reflect the current values and policy positions of the Council.
4. A proclamation or commendation that has not previously been issued by the Mayor shall be reviewed by the Council whenever possible at least ten days before the Council meeting at which it is to be presented to ensure that it does not conflict with an adopted policy position of the Council. The Mayor may issue a new proclamation on behalf of the Council when the Mayor first obtains majority Council approval during a Council meeting.

Proclamations and commendations shall be nonreligious and nonpolitical in nature. This does not prohibit a proclamation or commendation from including information identifying a relevant organization, even if that organization is considered religious or political.

Proclamations must not advertise or promote the sale of any product, commodity, or service. This does not prohibit a proclamation from including information identifying a relevant organization, even if the organization is commercial.

5. The City Manager's Office will coordinate all requests for proclamations and commendations. Proclamation and commendation requests should be received no later than thirty (30) days in advance to allow time for the proclamation or commendation to be prepared and reviewed. Proclamations are generally added to a Council Meeting Agenda. Commendations are generally mailed to the recipient. Proclamation and commendation requests shall be made through the City Manager's Office on a template form that includes at least the following information: (a) target issuance date; (b) requestor's name, organization, address, telephone, and Email contact information; (c) proposed written content; and (d) brief narrative that includes a description of the event, cause or civic achievement to be recognized and the public benefits or purposes that would be served thereby.

6. Proclamations shall be categorized by the City Manager's Office in consultation with the Mayor as one of four categories.

Category 1 proclamations are read at Council meetings at the discretion of the Mayor and publicly displayed. Category 1 is appropriate if:

- a. The topic relates to a City Work Plan item or a major Council priority.
- b. Requested by a Kirkland community member or organization, and/or a formal community organization exists in or around Kirkland that can accept the proclamation.
- c. Proclamation is recurring for at least two years.

Category 2 proclamations are recorded on a publicly displayed video and noted in the Council agenda. Category 2 is appropriate if the topic relates to a specific City initiative, program, or service.

Category 3 proclamations are publicly displayed and noted in the Council agenda.

Category 3 is appropriate if:

- a. The topic is of public interest for the Kirkland community at large and not directly related to a City initiative, program, or service.
- b. The topic is proposed by City staff in recognition of a department, program, or service (e.g., Public Works Week) or as a requirement for a City certification (e.g., Arbor Day).

Category 4 proclamations are publicly displayed and provided directly to the recipient.

Category 4 is appropriate if requested by a recipient, or the topic of is of public interest for some in the Kirkland community and not directly related to a City initiative, program, or service.

Commendations will be sent by mail to the recipient, except they may be presented at a Council meeting at the discretion of the Mayor.

CHAPTER 7: COUNCIL COMMITTEES

7.01 Purpose and Relationship to City Council. Council Committees are advisory and do not take action on behalf of the Council. The purpose of committees is to review matters in detail and to make reports to the full Council for possible Council actions. The Council does not have standing committees but may have ad hoc or intermittent committees, which are appointed for special or time-limited subjects. Ad hoc committees are disbanded when they complete their assigned task(s). Issues which are not assigned to ad hoc or intermittent committees may be addressed by the Council during study sessions and at retreats.

7.02 Council Committee Meetings.

Unless a quorum of the Council is in attendance, meetings of Council Committees do not need to be posted to the City's website.

If a committee member is unable to attend the committee meeting in person, they may attend by speaker phone provided that adequate notice is provided to the Chair and the City Manager.

7.03 Council Intermittent Committees

Committee/Topic Areas	Staff
<ul style="list-style-type: none">• State and Federal Legislative Work Group• Transportation Ad Hoc Work Group• Lake Washington School District Coordinating Committee	Intergovernmental Relations Manager Transportation Manager Senior Neighborhood Services Coordinator

7.04 Council Committee Membership and Attendees. Each ad hoc or intermittent Council Committee will consist of no more than three appointed Councilmembers in order to support their advisory nature. In some limited instances, and with the prior approval of the Council by action taken at a Council meeting, additional Councilmembers may attend a committee meeting, but in such instances the committee may not vote on any matter before it. Further, each committee meeting expected to be attended by more than three Councilmembers will be noticed as a special meeting of the Council in accordance with the Open Public Meetings Act. Councilmembers not attending a committee meeting noticed as a special meeting of the Council and not appointed to such committee shall not be considered absent from such meeting.

CHAPTER 8: BOARD AND COMMISSION APPOINTMENTS

City advisory boards and commissions ("City advisory boards") shall consist of up to seven (7) and eight (8) members appointed by the City Council except to the extent otherwise provided by state law; provided further, however, that the Youth and Senior Council boards will continue to make their own appointments. All board meetings shall comply with the requirements of the Open Public Meetings Act, with meetings recorded and minutes posted on the City's website.

It shall be the policy of the City Council to make appointments to City advisory boards generally in accordance with the following:

8.01 Applicability/Definition. Unless otherwise provided by statute or the Kirkland Municipal Code, for the purposes of this policy, the term City advisory board shall include the following appointed bodies:

- Cultural Arts Commission
- Design Review Board
- Human Services Commission
- Park Board
- Planning Commission
- Library Board
- Tourism Development Committee (Lodging Tax Advisory Committee)
- Salary Commission
- Transportation Commission

8.02 Eligibility. Relatives, family members or domestic partners of Councilmembers will not be eligible to serve on City advisory boards. Members of the family of a City employee who works in a department, that provides staff assistance or support to a board, shall not be eligible to serve on that board.

8.03 Non-Discrimination. The Council shall not discriminate on the basis of an applicant's race, ethnic background, creed, age*, sex, marital status, sexual orientation, gender identification, or the presence of any sensory, mental, or physical disability in the making of appointments.

*City Council has made age a qualification for specific seats on certain advisory bodies.

8.04 Concurrent Offices. At no time shall any person serve concurrently as a member of more than one of the above listed City advisory boards.

8.05 Terms. Appointments shall be made for four-year terms, unless otherwise provided by statute or Kirkland Municipal Code. Terms shall expire on the 31st of March of the applicable year. A member being appointed to fill a vacant position on a City advisory board shall be appointed to fill the vacancy for the remainder of the unexpired term. Subject to Section 8.06, and by mutual agreement, appointments may be extended by the Council for up to an additional one year in exigent circumstances and after considering the general benefits of staggered board terms.

8.06 Term Limitations. No individual shall serve more than two full four-year terms as a member of a City advisory board; provided, if an individual is appointed to fill 730 days or less of an unexpired term and serves that term, the individual is eligible to apply for and serve two additional

four-year terms. If an individual is appointed to fill 731 days or more of an unexpired term and serves that term, the individual would be eligible to apply for and serve for only one additional four-year term.

8.07 Attendance. Appointees shall attend 80 percent of all City advisory board meetings in any 12-month period for which there is no prearranged absence, but in any case shall attend no less than 60 percent of all meetings unless waived by the Council.

8.08 Appointment/Reappointment. Pursuant to Section 2.1, all City advisory board members shall adhere to the City Council code of conduct. An open competitive process will be used to fill vacancies. The Council will initiate an open and competitive application process and solicit applicants for the position(s). Each such appointment and reappointment process shall include a City staff representative whose primary focus is on helping ensure diversity, equity and inclusion. All board members completing their term who are interested in and eligible for reappointment may be reappointed by the Council for a second term without an open competitive process.

8.09 Criteria for Reappointment. Information will be sought from the relevant City advisory board chair, the other current members of the board, and the City Manager (or appropriate staff) when considering reappointments. Reappointments are based on the following criteria:

Minimum performance – Attendance, incumbent reads the materials, has a basic understanding of the issues and participates in discussion.

Performance – Has well-thought-out arguments, logically presented, and is a good advocate. Shows ability to analyze complex issues and to judge issues on substantive grounds. Understands difference between quasi-judicial and legislative matters.

Personal relations – Has good understanding of relative roles of Council, City advisory boards, and staff and is sensitive to staff's job. Is respectful of others' viewpoints. Is a good team player, shows willingness to compromise, work towards a solution without sacrificing their own principles.

Growth/improvement – Has shown personal and/or intellectual growth in the position. Has shown improved performance, has taken advantage of continuing education opportunities or other indicia of growth or improvement.

Public benefit – Reappointment provides a benefit to the board as a body; enhances diversity on the board, including diversity of background and perspective.

8.10 Reappointment Process. Prior to the beginning of the open competitive process, an ad hoc committee of the Council will be chosen, by lot, to review and recommend incumbents for a second term. The recommendations will be based upon past performance and made in consultation with the relevant City advisory board chair, the other members of the board, and the City Manager for presentation to the Council at the next regular meeting.

8.11 Application Process. Openings for City advisory board positions shall be widely advertised in local newspapers, as well as other means available and appropriate for this purpose. Strong efforts will be made to encourage applications from a diverse pool of candidates, including with respect to race, ethnicity, gender, sexual orientation, gender identification, the presence of any sensory, mental, or physical disability, background, and perspective, and status as a home owner or renter in Kirkland. Applicants shall be required to complete a City application form provided for

this purpose, and to submit a completed application by the specified recruitment deadline. Late applications will not be accepted; however, the Council may choose to extend an application deadline, if necessary, to obtain a sufficient number of applicants for consideration. Copies of all applications will be provided to the Council.

8.12 Appointment Process. Upon receipt of applications, the ad hoc committee of the Council referenced in Section 8.10 will review the applications and reduce the number of applicants for interview to three applicants for each vacancy. For example, if there were one vacancy on a City advisory board, the Council would reduce the pool of applicants to be considered to three. If there were two vacancies, the Council would reduce the pool of applicants to be considered to six. In cases where the number of applicants for interview require a reduction from the number that have applied, the ad hoc committee of the Council will recommend to the entire Council those to be interviewed for each board and those recommended not to be interviewed.

Interviews of applicants shall be conducted in open session. The Council may choose to share anticipated interview questions with the applicant pools in advance of interviews. The chair of the relevant board (or a representative) and a City staff representative whose primary focus is on helping ensure diversity, equity and inclusion will also be invited to attend the interviews and may participate in the process to the degree desired by the Council. Upon completion of the interviews, the Council shall, in open session, make its reappointments of incumbents and appointments of new members and may designate alternates that could be considered for appointment in the event of a vacancy occurring within one year of the appointment through resignation or removal. The Council will seek to make appointments of qualified candidates who reflect the diversity of Kirkland, including with respect to race, ethnicity, gender, sexual orientation, gender identification, the presence of any sensory, mental, or physical disability, background, and perspective, and status as a home owner or renter in Kirkland. Following appointment, the appointee and alternates, as well as all other candidates, will be notified in writing of the Council's decisions.

8.13 Criteria for Removal. Failure to meet the requirements of the code of conduct set forth in Chapter 2 or the attendance standard set forth above are cause for the removal of a member of a board or commission by a majority vote of the Council.

8.14 Open Government Training Requirement. Within 90 days of assuming their positions, all members of boards and commissions appointed by the Council must receive the training required by the Open Government Trainings Act regarding the Open Public Meetings and the City should provide information and training opportunities on Public Records Act statutes.

RESOLUTION R-4889

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KIRKLAND
ADOPTING A CODE OF CONDUCT.

WHEREAS, the holding of public office and positions on City
Boards and Commissions is a public trust, and

WHEREAS, the Kirkland City Council desires to ensure the
public's confidence in its elected and appointed representatives;

NOW, THEREFORE, be it resolved by the City Council of the
City of Kirkland as follows:

Section 1. The Code of Conduct attached as Exhibit A is
adopted.

Passed by unanimous vote of the Kirkland City Council in open
meeting this 6th day of September, 2011.

Signed in authentication thereof this 6th day of September,
2011.



MAYOR

Attest:



City Clerk

CITY OF KIRKLAND CODE OF CONDUCT FOR CITY COUNCIL AND BOARDS AND COMMISSIONS

The Code of Conduct is supplemental to the Kirkland Municipal Code and the Code of Ethics and applies to the City Council and all members of City advisory boards and commissions. The Code of Conduct describes how Kirkland officials treat each other and work together for the common good of the community. Conducting the City's business in an atmosphere of respect and civility is the underlying theme in this code. City Officials are responsible for holding themselves and each other accountable for displaying actions and behaviors that consistently model the ideals expressed in the code.

Implicit in the Code of Conduct is recognition of the worth of individual members and an appreciation for their individual talents, perspectives and contributions. The Code will ensure an atmosphere where individual members, staff and the public are free to express their ideas and work to their full potential.

As a City Official of the City of Kirkland, I agree to these principles of conduct:

We consistently demonstrate the principles of professionalism, respect and civility in working for the greater good of Kirkland.

We assure fair and equal treatment of all people.

We conduct ourselves both personally and professionally in a manner that is above reproach.

We refrain from abusive conduct, personal charges or verbal attacks on the character or motives of Council members, commissioners, staff and the public.

We take care to avoid personal comments that could offend others.

We show no tolerance for intimidating behaviors.

We listen courteously and attentively to all public discussions and treat all people the way we wish to be treated.

We serve as a model of leadership and civility to the community.

Our actions inspire public confidence in Kirkland government.

Keeping in mind the common good as the highest purpose, we will focus on holding efficient meetings that achieve constructive solutions for the public benefit.

We work as a team to solve problems and render decisions that are based on the merits and substance of the matter.

We respect differences and views of other people.

We adhere to the principles and laws governing the Council/Manager form of government and treat all staff with respect and cooperation.

We will refrain from interfering with the administrative functions and professional duties of staff.

We will not publicly criticize individual staff but will privately communicate with the City Manager any concerns about a Department or Department Director or staff person.

We will refrain from negotiating or making commitments without the involvement and knowledge of the City Manager.

We will work with staff in a manner that consistently demonstrates mutual respect.

We will not discuss personnel issues, undermine management direction, or give or imply direction to staff.

We will communicate directly with the City Manager, department directors or designated staff contacts when asking for information, assistance or follow up.

We will not knowingly blindside one another in public and will contact staff prior to a meeting with any questions or issues.

We will not attend City staff meetings unless requested by staff.



CITY OF KIRKLAND CODE OF CONDUCT FOR CITY COUNCIL AND BOARDS AND COMMISSIONS

The Code of Conduct is supplemental to the Kirkland Municipal Code and the Code of Ethics and applies to the City Council and all members of City advisory boards and commissions. The Code of Conduct describes how Kirkland officials treat each other and work together for the common good of the community. Conducting the City's business in an atmosphere of respect and civility is the underlying theme in this code. City Officials are responsible for holding themselves and each other accountable for displaying actions and behaviors that consistently model the ideals expressed in the code.

Implicit in the Code of Conduct is recognition of the worth of individual members and an appreciation for their individual talents, perspectives and contributions. The Code will ensure an atmosphere where individual members, staff and the public are free to express their ideas and work to their full potential.

As a City Official of the City of Kirkland, I agree to these principles of conduct:

We consistently demonstrate the principles of professionalism, respect and civility in working for the greater good of Kirkland.

We assure fair and equal treatment of all people.

We conduct ourselves both personally and professionally in a manner that is above reproach.

We refrain from abusive conduct, personal charges or verbal attacks on the character or motives of Council members, commissioners, staff and the public.

We take care to avoid personal comments that could offend others.

We show no tolerance for intimidating behaviors.

We listen courteously and attentively to all public discussions and treat all people the way we wish to be treated.

We serve as a model of leadership and civility to the community.

Our actions inspire public confidence in Kirkland government.

Keeping in mind the common good as the highest purpose, we will focus on holding efficient meetings that achieve constructive solutions for the public benefit.

We work as a team to solve problems and render decisions that are based on the merits and substance of the matter.

We respect differences and views of other people.

We adhere to the principles and laws governing the Council/Manager form of government and treat all staff with respect and cooperation.

We will refrain from interfering with the administrative functions and professional duties of staff.

We will not publicly criticize individual staff but will privately communicate with the City Manager any concerns about a Department or Department Director or staff person.

We will refrain from negotiating or making commitments without the involvement and knowledge of the City Manager.

We will work with staff in a manner that consistently demonstrates mutual respect.

We will not discuss personnel issues, undermine management direction, or give or imply direction to staff.

We will communicate directly with the City Manager, department directors or designated staff contacts when asking for information, assistance or follow up.

We will not knowingly blindside one another in public and will contact staff prior to a meeting with any questions or issues.

We will not attend City staff meetings unless requested by staff.

I acknowledge that I have received and read this Code of Conduct

Name

Date

ORDINANCE O-4348

AN ORDINANCE OF THE CITY OF KIRKLAND RELATING TO THE ESTABLISHMENT OF A NEW CHAPTER 3.14 IN THE KIRKLAND MUNICIPAL CODE, CODE OF ETHICS.

WHEREAS, the citizens and business of Kirkland are entitled to have fair, ethical and accountable local government that has earned the public's full confidence for integrity; and

WHEREAS, adopting a Code of Ethics for members of the City Council and the City's boards and commissions will promote public confidence in the integrity of local government and fair operation; and

WHEREAS, the Code of Ethics will provide the basis for education and training for City officials both elected and appointed, to ensure that the highest standards and best practices with regard to ethics will be followed;

NOW, THEREFORE, the City Council of the City of Kirkland do ordain as follows:

Section 1. The Code of Ethics is established as Chapter 3.14 of the Kirkland Municipal Code as set forth in the attached Exhibit "A."

Section 2. If any section, subsection, sentence, clause, phrase, part or portion of this ordinance is for any reason held to be invalid or unconstitutional by any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this ordinance.

Section 3. This ordinance shall be in force and effect five days from and after its passage by the Kirkland City Council and publication pursuant to Section 1.08.017, Kirkland Municipal Code in the summary form attached to the original of this ordinance and by this reference approved by the City Council.

Passed by majority vote of the Kirkland City Council in open meeting this 7th day of February, 2012.

Signed in authentication thereof this 7th day of February, 2012.



MAYOR

Attest:



City Clerk

Approved as to Form:



City Attorney

EXHIBIT A

Chapter 3.14 CODE OF ETHICS

3.14.010 - POLICY

(a) *Purpose.* The Kirkland City Council has adopted a Code of Ethics for members of the City Council and the City's boards and commissions to promote public confidence in the integrity of local government and its fair operation. This Code of Ethics will provide the basis for education and training for city officials, both elected and appointed, to ensure that the highest standards and best practices with regard to ethics will be followed.

(b) *Intent.* The citizens and businesses of Kirkland are entitled to have fair, ethical and accountable local government that has earned the public's full confidence. In keeping with the City of Kirkland's commitment to excellence, the effective functioning of democratic government therefore requires that:

- (1) public officials, both elected and appointed, comply with the laws and policies affecting the operations of government;
- (2) public officials be independent, impartial and fair in their judgment and actions;
- (3) public office be used for the public good, not for personal gain; and
- (4) public deliberations and processes be conducted openly, unless legally confidential, in an atmosphere of respect and civility.

3.14.020 - DEFINITIONS

(a) **"Official"** means a member of the City Council or a member of Council-appointed City boards and commissions and other Council-appointed task groups or committees, including youth members.

(b) **"Relative"** means spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in law, brother- or sister-in law.

3.14.030 - PROHIBITED CONDUCT

(a) *Conflicts of Interest.* In order to ensure their independence and impartiality on behalf of the common good, Officials shall not participate in government decisions in which any of the following has a financial interest: (i) the Official, (ii) a Relative, (iii) an individual with whom the Official resides, or (iv) an entity that the Official serves as an officer, director, trustee, partner or employee. Officials shall abstain from participating in deliberations and decision-making where conflicts exist. This section shall not apply (i) to decisions regarding taxes or fees, (ii) if the financial interest is shared with more than ten percent of the City's population, or (iii) if the financial interest exists solely because of the Official's ownership of less than one percent of the outstanding shares of a publicly traded corporation.

(b) *Appearance of Conflict.* If it could appear to a reasonable person, having knowledge of the relevant circumstances, that the Official's judgment is impaired because of either (1) a personal or business relationship not covered under the foregoing paragraph, or (2) a transaction or activity engaged in by the Official, the Official shall make a public, written

disclosure of the facts giving rise to the appearance of a conflict before participating in the matter.

(c) *Misuse of Public Position or Resources.* Except for infrequent use at little or no cost to the City, Officials shall not use public resources that are not available to the public in general, such as City staff time, equipment, supplies or facilities, for other than a City purpose.

(d) *Representation of Third Parties.* Except in the course of official duties, Officials shall not appear on behalf of the financial interests of third parties before the bodies on which the Officials serve or in interaction with assigned staff. However, the members of the City Council shall not appear on behalf of the financial interest of third parties before the Council or any board, commission or proceeding of the City, or in interaction with staff.

(e) *Solicitations of Charitable Contributions.* No Official may make direct personal solicitations for charitable contributions from City employees.

(f) *Gifts and Favors.* Officials shall not take any special advantage of services or opportunities for personal gain, by virtue of their public office, which are not available to the public in general. They may not solicit or receive any thing of monetary value from any person or entity where the thing of monetary value has been solicited, or received or given or, to a reasonable person, would appear to have been solicited, received or given with intent to give or obtain special consideration or influence as to any action by the Official in his or her official capacity; provided, that nothing shall prohibit campaign contributions which are solicited or received and reported in accordance with applicable law. They shall not accept or solicit any gifts, favors or promises of future benefits except as allowed by Kirkland Municipal Code 3.80.140.

(g) *Confidential information.* Officials shall not disclose or use any confidential information gained by reason of their official position for other than a City purpose. "Confidential Information" means (i) specific information, rather than generalized knowledge, that is not available to a person who files a public records request, and (ii) information made confidential by law.

3.14.040 – FINANCIAL DISCLOSURE STATEMENTS

All Officials, except members of the City Council, shall file a City of Kirkland Disclosure Statement annually. In accordance with Chapter 42.17 RCW, members of the Kirkland City Council shall disclose investments, interests in real property, sources of income, and creditors through the filing of a Public Disclosure Commission Form F-1, "Personal Financial Affairs Statement." Members of boards and commissions shall be advised, as part of the application process, that they will be required to file the applicable City of Kirkland Disclosure Statement within ten days of appointment.

3.14.050 – ETHICAL STANDARDS

In addition to Section 3.14.030 of the Code of Ethics, which shall be administered by the Ethics Officer, Officials are also encouraged to comply with the following standards:

(1) *Compliance with other laws.* Officials shall comply with Federal, State and City laws in the performance of their public duties. These laws include, but are not limited to: the United States and Washington constitutions; laws pertaining to conflicts of interest, election campaigns, financial disclosures and open processes of government; and City ordinances and policies. See Appendix A. As required by RCW 42.17.750, no Official shall knowingly solicit or encourage, directly or indirectly, any political contribution from any City employee. Except under limited circumstances described in RCW 42.17.130, no Official may use or authorize the use of the facilities of the City for the purpose of assisting a campaign for the election of any

person to any office, or for the promotion of or opposition to any ballot proposition in a manner not available to the general public on the same terms.

(2) *Personal integrity.* The professional and personal conduct of Officials must be above reproach and avoid even the appearance of impropriety. Officials shall refrain from abusive conduct, threats of official action, personal accusations or verbal attacks upon the character or motives of other members of Council, boards and commissions, the staff or public. Officials shall maintain truthfulness and honesty and not compromise themselves for advancement, honor, or personal gain. Additionally, Officials shall not directly or indirectly induce, encourage or aid anyone to violate the Code of Ethics and it is incumbent upon Officials to make a good faith effort to address apparent violations of this Code of Ethics.

(3) *Working for the Common Good.* Recognizing that stewardship of the public interest must be their primary concern, Officials will work for the common good of the people of Kirkland and not for any private or personal interest, and they will ensure fair and equal treatment of all persons, claims and transactions coming before the City Council, boards and commissions. Officials need to be mindful that making special requests of staff – even when the response does not benefit the Official personally, puts staff in an awkward position.

(4) *Respect for Process.* Officials shall perform their duties in accordance with the processes and rules of order established by the City Council and board and commissions governing the deliberation of public policy issues, meaningful involvement of the public, and implementation of policy decisions of the City Council by City staff.

(5) *Commitment to Transparency.* Transparency, openness, and accountability are fundamental values of the City – and are also required by the laws of the state of Washington. The public has a right to inspect and copy public records unless exempt by law from disclosure. All materials relating to the conduct of City government that are prepared, possessed, used or retained by any Official, including email and other electronic records, are subject to requirements for retention, protection, and disclosure. Officials may assume that all copies of materials received from City staff have already been archived and do not need to be retained. Officials shall not discard, damage, or destroy the original copy of any public record unless directed by the City Public Records Officer (the City Clerk), who has responsibility to ensure that the City complies with the record retention schedules established under Chapter 40.14 RCW. Officials shall promptly provide any records requested by the Public Records Officer in response to a disclosure request under the Public Records Act, Chapter 42.56 RCW. It is the responsibility for the Public Records Officer, together with the City Attorney, to decide which records meet the definition of “public record” and whether or not they are exempt from disclosure; Officials must not take it upon themselves to decide whether a record meets the definition of a public record, that a record is exempt from disclosure, or to otherwise conceal a record.

(6) *Conduct of Public Meetings.* Officials shall prepare themselves for public issues; listen courteously and attentively to all public discussions before the body; and focus on the business at hand. They shall refrain from interrupting other speakers; making personal comments not germane to the business of the body; or otherwise interfering with the orderly conduct of meetings.

(7) *Decisions Based on Merit.* Officials shall base their decisions on the merits and substance of the matter at hand, rather than on unrelated considerations.

(8) *Ex parte Communications.* In quasi-judicial matters, Officials shall publicly disclose substantive information that is relevant to a matter under consideration by the Council or boards and commissions, which they may have received from sources outside of the public decision-making process.

(9) *Attendance.* As provided in RCW 35A.12.060, a Council Member shall forfeit his or her office by failing to attend three consecutive regular meetings of the Council without being excused by the Council. Unless excused, members of boards and commissions are expected to attend all meetings.

(10) *Nepotism.* The City Council will not appoint Relatives of City Council Members to boards or commissions or other appointed positions.

(11) *Advocacy.* When acting in an official capacity as a City Official representing the City, Officials shall represent the official policies or positions of the City Council, board or commission to the best of their ability when the City Council, board or commission has taken a position or given an instruction. When presenting their individual opinions and positions, members shall explicitly state they do not represent their body or the City of Kirkland, nor will they allow the inference that they do. Officials have the right to endorse candidates for all Council seats or other elected offices. It is inappropriate to make or display endorsements during Council meetings, board/commission meetings, or other official City meetings. However, this does not preclude Officials from participating in ceremonial occasions, community events, or other events sponsored by civic groups.

(12) *Policy Role of Officials.* Officials shall respect and adhere to the council-manager structure of Kirkland City government as outlined by Chapter 35A.13 RCW. In this structure, the City Council determines the policies of the City with the advice, information and analysis provided by the public, boards and commissions, and City staff. Except as provided by State law, Officials shall not interfere with the administrative functions of the City or the professional duties of City staff; nor shall they impair the ability of staff to implement Council policy decisions.

APPENDIX A

Ch. 9A.72 RCW	Perjury and interference with official proceedings
RCW 35A.12.060	Vacancy for nonattendance
Ch. 35A. 13 RCW	Council-manager plan of government
RCW 35A.13.020	Incompatible offices
Ch. 40.14 RCW	Preservation and destruction of public records
RCW 42.17.130	Use of public office or agency facilities in campaigns – prohibition - exceptions
RCW 42.17.750	Solicitation of contributions by public officials or employees
Ch. 42.23 RCW	Code of ethics for municipal officers – contract interests
Ch. 42.36 RCW	Appearance of fairness doctrine - limitations
Ch. 42.56 RCW	Public records act
KMC 3.80.140	Kirkland code on acceptance of gifts
Ch. 3.12 KMC	Limitations on campaign contribution

3.14.060 – ETHICS OFFICER

(a) The City Council creates the position of Ethics Officer. The City Manager will contract with one or more agencies to fill this position. The Ethics Officer will provide for annual review of the Code of Ethics, review of training materials provided for education regarding the Code of Ethics, and advisory opinions concerning the Code of Ethics. The Ethics Officer shall also be responsible for the prompt and fair enforcement of its provisions when necessary.

(b) The Ethics Officer, in addition to other duties, may recommend changes or additions to this Code of Ethics to the City Council. The Ethics Officer shall provide input into and review the training materials and program developed for this Code of Ethics.

3.14.070 – ADVISORY OPINIONS

(a) Upon request of any Official, the Ethics Officer shall render written advisory opinions concerning the applicability of Sections 3.14.030 and 3.14.040 of this Code to hypothetical circumstances and/or situations solely related to the persons making the request. The Ethics Officer will not render opinions on matters that are the purview of other government agencies or officials, e.g., the Public Disclosure Commission, the City Public Records Officer, etc.

(b) Upon request of any Official, the Ethics Officer may also render written advisory opinions concerning the applicability of the Code of Ethics to hypothetical circumstances and/or situations related to a matter of city-wide interest or policy.

(c) The Ethics Officer will endeavor to respond to requests for advisory opinions within forty-five (45) days of submission of the request, or more rapidly if the requester expresses urgency in the request.

(d) A person's conduct based in reasonable reliance on an advisory opinion rendered by the Ethics Officer shall not be found to violate this Code of Ethics, as long as all material facts have been fully, completely, accurately presented in a written request for an advisory opinion, the Ethics Office issues an advisory opinion that the described conduct would not violate the Code of Ethics, and the person's conduct is consistent with the advisory opinion. The Ethics Officer reserves the right to reconsider the questions and issues raised in an advisory opinion and, where the public interest requires, rescind, modify, or terminate the opinion, but a modified or terminated advisory opinion will not form the basis of a retroactive enforcement action against the original requestor. Advisory opinions will contain severability clauses indicating that should portions of the opinion be found to be unenforceable or not within the Ethics Officer's authority, the remainder of the opinion shall remain intact.

3.14.080 – COMPLAINTS, INVESTIGATIONS, HEARINGS AND ENFORCEMENT

The Ethics Officer shall resolve inadvertent and minor violations of the Code of Ethics informally and may resolve inadvertent or minor violations informally, unless the Ethics Officer determines that doing so would not serve the public interest. When a violation is neither inadvertent nor minor, the Ethics Officer may initiate an action in accordance with this section.

(1) COMPLAINT PROCESS

(A) *Complaint Requirements – Service.* Any person may submit a written complaint to the Ethics Officer alleging one or more violations of this Code of Ethics by an Official. The complaint must set forth specific facts with enough precision and detail for the Ethics Officer to make a determination of sufficiency. It must be signed under penalty of perjury by the person(s) submitting it in a manner consistent with Chapter 9A.72 RCW.

(B) *Finding of Sufficiency.* The Ethics Officer shall make a determination of sufficiency within thirty (30) days of receipt of the written complaint. A complaint shall be sufficient if the allegations, if established, would violate Section 3.14.030 or 3.14.040 of this Code. The Ethics Officer's determination is not reviewable. If the finding is one of sufficiency of the complaint, then the Ethics Officer shall investigate the complaint as set forth below.

(C) *Dismissal.* The Ethics Officer shall dismiss the complaint if the Ethics Officer determines that the violation was inadvertent and minor; or a violation occurred, but appropriate actions have been taken to fully address the allegedly unethical conduct.

(D) *Notice.* Notice of action by the Ethics Officer shall be provided as follows:

1. Notice of a finding of insufficiency or dismissal of a complaint by the Ethics Officer shall be sent to the person who made the complaint and the person complained against within seven (7) days of the decision by the Ethics Officer. A finding of insufficiency or dismissal of a

complaint by the Ethics Officer is final and binding, and no administrative or other legal appeal is available through the Ethics Officer.

2. Within seven (7) days of the Ethics Officer rendering a finding of sufficiency, the City Clerk shall send notice to the person who made the complaint and the person complained against, of the Ethics Officer's determination. If, after investigation, the Ethics Officer has reason to believe that a material violation of Section 3.14.030 or 3.14.040 has occurred, the City Clerk shall give notice of the public hearing which will be held to determine if a violation has occurred. Notice shall be provided at least thirty (30) days prior to the date set for the hearing. The person complained against shall have the right to file a written answer to the charge and to appear at the hearing with or without legal counsel, submit testimony, be fully heard, and to examine and cross examine witnesses.

(E) *Stipulations.* At any time after a complaint has been filed with the Ethics Officer, the Ethics Officer may seek and make recommendations that the City Council enter into a stipulation with the person complained against. The recommended stipulation will include the nature of the complaint, relevant facts, the reasons the Ethics Officer thinks a stipulation is appropriate, an admission of the violation by the person complained against, a promise by the person complained against not to repeat the violation, and if appropriate, a recommended remedy or penalty. The recommended stipulation shall be sent to the person who made the complaint and the person complained against and forwarded to the City Council for action.

(2) CONDUCT OF HEARINGS

(A) All hearings on complaints found to be sufficient by the Ethics Officer shall be conducted by the Hearing Examiner. The hearing shall be informal, meaning that the Hearing Examiner shall not be bound by the strict rules of evidence prevailing in courts of law or equity. The Hearing Examiner may call witnesses on his or her own motion and compel the production of books, records, papers, or other evidence as needed. To that end, the Hearing Examiner shall issue subpoenas and subpoenas duces tecum. All testimony shall be under oath administered by the Hearing Examiner. The Hearing Examiner may adjourn the hearing from time to time to allow for the orderly presentation of evidence. The Hearing Examiner shall prepare an official record of the hearing, including all testimony, which shall be recorded by mechanical device, and exhibits; provided that the Hearing Examiner shall not be required to transcribe such records unless presented with a request accompanied by payment of the cost of transcription.

(B) Within thirty (30) days after the conclusion of the hearing, the Hearing Examiner shall, based upon a preponderance of the evidence, make and fully record in his or her permanent records, findings of fact, conclusions of law, and his or her recommended disposition. A copy of the findings, conclusions, and recommended disposition shall be sent to the person who made the complaint and to the person complained. Additional copies of the findings, conclusions, and recommendations shall be forwarded to the Ethics Officer and City Council.

(3) CITY COUNCIL ACTION

Final City Council action to decide upon stipulations and recommendations from the Ethics Officer and findings, conclusions, and recommendations from the Hearing Examiner shall be by majority vote in a public meeting. If the proceeding involves a member of the City Council, deliberations by the Council may be in executive session. The member of the Council against whom the complaint was made, will not participate in any executive session and shall not vote on any matter involving him or herself. However, upon request of the member of the Council against whom the complaint was made, a public hearing or public meeting before the Council will be held on the issue of penalties.

(4) DISPOSITION

In the event the Hearing Examiner finds that the person against whom the complaint was made has violated the Code of Ethics, then the City Council may take any of the following actions by a majority vote of the Council. The action of the City Council shall be final and not subject to further review or appeal except as may be otherwise provided by law or as provided in Subsection 5 below.

(A) *Dismissal*. Dismissal of the complaint without penalties.

(B) *Referral*. A complaint may be referred to another agency with jurisdiction over the violation, such as the Public Disclosure Commission. Final action on the complaint may be stayed pending resolution of the matter by the agency to which it was referred.

(C) *Admonition*. An admonition shall be an oral non-public statement made by the Mayor, or his/her designee, or if the complaint is against the Mayor, the Deputy Mayor or his/her designee to the Official.

(D) *Reprimand*. A reprimand shall be administered to the Official by a resolution of reprimand by the City Council. The resolution shall be prepared by the City Council and shall be signed by the Mayor or, if the complaint is against the Mayor, the Deputy Mayor.

(E) *Censure*. A resolution of censure shall be a resolution read personally to the person in public. The resolution shall be prepared by the City Council and shall be signed by the Mayor or if the complaint is against the Mayor, the Deputy Mayor. The person shall appear at a City Council meeting at a time and place directed by the City Council to receive the resolution of censure. Notice shall be given at least twenty (20) calendar days before the scheduled appearance at which time a copy of the proposed resolution of censure shall be provided to the person. The resolution of censure shall be read publicly, and the person shall not make any statement in support of, or in opposition thereto, or in mitigation thereof. The resolution of censure shall be read at the time it is scheduled whether or not the Official appears as required.

(F) *Removal*. Member of Board or Commission or Other Appointed Task Group or Committee. In the event the individual against whom the complaint was made is currently a member of a City board or commission or other task group or committee, appointed by the City Council, the City Council may, in addition to other possible penalties set forth in this section, and notwithstanding any other provision of the Kirkland Municipal Code, by a majority vote remove the individual from such board or commission effective immediately.

(G) *Civil Penalties*. The City Council may assess a civil penalty of up to One Thousand Dollar (\$1,000.00) or three (3) times the economic value of anything received in violation of this Code of Ethics or three times (3) the economic value of any loss to the City, whichever is greater. Any monetary penalty assessed civilly shall be placed in the City's general fund.

(H) *Contract void*. As provided by RCW 42.23.050, any contract made in violation of Chapter 42.23 RCW, "Code of ethics for municipal officers – contract interests," is void.

(I) *Other penalties*. The City Council may impose a restriction, loss of a committee assignment, or loss of appointment as a representative of the City for any regional or multi-jurisdictional body or membership on any board or commission which requires an appointment or confirmation of an appointment by the City Council.

(5) REVIEW OF CIVIL PENALTIES

If the City Council orders an Official to pay a civil penalty, the Official may seek a writ of review from the superior court pursuant to Ch. 7.16 RCW, within thirty (30) days of the City Council's order.

(6) PROTECTION AGAINST RETALIATION

Neither the City nor any Official may take or threaten to take, directly or indirectly, official or personal action, including but not limited to discharge, discipline, personal attack, harassment,

intimidation, or change in job, salary, or responsibilities, against any person because that person files a complaint with the Ethics Officer.

(7) PUBLIC RECORDS

Records filed with the Ethics Officer become public records that may be subject to inspection and copying by members of the public, unless an exemption in law exists. To the extent required to prevent an unreasonable invasion of personal privacy interests protected by RCW 42.56.230(2), identity information may be redacted when an unsubstantiated complaint is made available in response to a public records request; however, in each case, the justification for the redaction shall be explained fully in writing. A finding by the Ethics Officer determining that a complaint is sufficient shall contain at the beginning the following specific language:

NOTICE: ANY PORTION OF THIS FINDING DETERMINING SUFFICIENCY OF ANY PORTION OF A COMPLAINT DOES NOT DETERMINE THE TRUTH OR FALSITY OF THE ALLEGATIONS CONTAINED IN THE COMPLAINT FILED WITH THE ETHICS OFFICER. THE ETHICS OFFICER HAS ONLY DETERMINED THAT IF CERTAIN FACTS CONTAINED IN THE COMPLAINT ARE FOUND TO BE TRUE DURING A LATER HEARING TO BE CONDUCTED BY THE HEARING EXAMINER, THEN VIOLATION(S) OF THE CODE OF ETHICS MAY BE FOUND TO HAVE OCCURRED.

The City shall release copies of any written reports resulting from an investigation of a sustained complaint, any Hearing Examiner orders, and any written censures or reprimands issued by the City Council, in response to public records requests consistent with Chapter 42.56 RCW and any other applicable public disclosure laws.

(8) LIBERAL CONSTRUCTION – LIMITATION PERIOD – EFFECTIVE DATE

(A) This Code of Ethics shall be liberally construed to effectuate its purpose and policy and to supplement existing laws that relate to the same subject.

(B) Any action taken under this Code of Ethics must be commenced within three years from the date of violation.

(C) This Code of Ethics shall take effect February 18, 2012.

DISCLOSURE STATEMENT
City of Kirkland Boards and Commissions

For help completing this form, refer to the Disclosure Statement Worksheet.

MEMBER NAME: _____

BOARD OR COMMISSION: _____

I acknowledge that I have received, read, and understand the City of Kirkland Code of Ethics. I understand that the purpose of the Code of Ethics is to ensure the public's trust in government by requiring the disclosure of any conflicts an elected or appointed official has between their personal and/or financial interests and their service to City of Kirkland residents

I agree to abide by the Code of Ethics as a member of the _____
(board or commission) and I will timely disclose any real or potential conflicts I may have as a board or commission member for matters coming before the advisory body on which I serve by so stating such conflicts at an open meeting of the advisory body.

Signature: _____ Date: _____

Signed at _____, Washington
(City or other location must be filled in.)

This form is subject to disclosure under the Public Records Act, Chapter 42.56 RCW.

DISCLOSURE STATEMENT

WORKSHEET

The Code of Ethics requires board and commission members to disclose real or potential conflicts of interest prior to participating in decision making. The following worksheet is intended to assist board and commission members in identifying conflicts that need to be disclosed to fellow board or commission members and the public. Disclosures are made verbally at an open meeting of the board or commission. The disclosure worksheet does not need to be filed with the disclosure.

A. Compensation, Gifts and Things of Value

You or a relative¹ receive compensation, gifts, or things of value from any individual, partnership, association, corporation, firm, institution or other entity engaged in any transaction with the City of Kirkland in which you participated or for which you had or will have responsibility as a board or commission member.

No Yes **If yes,** please disclose the following information at an open meeting of the board or commission on which you serve.

Name of each individual, partnership, association, corporation, firm, institution; or other entity engaged in any transaction with the City of Kirkland from whom the compensation, gift, or thing of value was received	Name of individual who received the compensation, gift, or thing of value and their relationship to you

B. Financial Interests

You or a relative possess a financial interest in any partnership, association, corporation, firm, institution or other entity engaged in any transaction with the City of Kirkland in which you participated or for which you had or will have a responsibility as a board or commission member.

No Yes **If yes,** please disclose the following information at an open meeting of the board or commission on which you serve.

Name of each partnership, association, corporation, firm, institution or other entity engaged in any transaction with the City of Kirkland in whom a financial interest was possessed	Name of individual who possessed the financial interest and their relationship to you

C. Real Estate

¹ "Relative" is defined in the Code of Ethics to mean "spouse or domestic partner, child, step-child, parent, step-parent, parent-in-law, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, son- or daughter-in-law, brother- or sister-in-law."

You or a relative own or have a financial interest in that is the subject of a transaction or that is materially impacted by any transaction in which you participated or which you had or will have responsibility as a board or commission member

No Yes **If yes** please disclose the address or, if there is no address or if the address provides insufficient information to describe a large piece of property, description of each piece of Kirkland real property that you or a relative own or have a financial interest in at an open meeting of the board or commission on which you serve.

Address or description of real estate	Name of individual who possessed the financial interest and their relationship to you/type of financial interest

D. Outside Employers or Businesses

You or a relative are a member, official, or employee that engaged in any transaction with the City of Kirkland in which you participated or for which you had or will have responsibility as a board or commission member

No Yes **If yes**, disclose the names and address of the principal or local office of any outside employers or businesses from which you receive compensation for services rendered or goods sold or produced.

Name of each outside employer or business	Address of principal or local office



CITY OF KIRKLAND
Department of Parks & Community Services
123 5th Avenue, Kirkland, WA 98033 425.587.3300
www.kirklandwa.gov

MEMORANDUM

To: Human Services Commission

From: Jen Boone, Human Services Manager
Antoinette Smith, Human Services Coordinator, Equity

Date: May 13, 2024

Subject: 2025-2026 GOAL AREA 5 AND 4 GRANT APPLICATION REVIEW

RECOMMENDATION

That the Human Services Commission review application submissions that meet Goal Area 5 and 4 objectives in preparation for the May 28, 2024 meeting.

BACKGROUND DISCUSSION

The City of Kirkland has five community goal areas that all community members should be able to achieve. First developed by the United Way of King County, and later adopted by several local jurisdictions including Bellevue, Redmond, Seattle, King County, and Kirkland, these Community Goal Areas reflect the belief that all people should have:

1. Food to Eat and a Roof Overhead
2. Supportive Relationships within Families, Neighborhoods and Communities
3. Safe Haven from All Forms of Violence and Abuse
4. **Health Care to be Physically and Mentally Fit as Possible**
5. **Education and Job Skills to Lead an Independent Life**

At the May 28th, 2024 meeting, Commissioners will continue their discussion of applications in **Goal Area 5: Education and Job Skills to Lead an Independent Life** and begin discussing **Goal Area 4: Health Care to be Physically and Mentally Fit as Possible**. Applications in **Goal Area 5** are programs focused on education, job skills, and other supports to help individuals reach their full potential. **Goal Area 4** programs and services are focused on providing health care services that include dental, medical, and behavioral/mental health services.

For the 2025-26 funding cycle, 14 applications are in Goal Area 5 (seven of which were reviewed at the May 14th meeting) and 18 applications fall under Goal Area 4 (nine of which will be reviewed May 28th). Please reference **Attachments A and B** for a comprehensive list of agency name, program name, and brief description of the program under each goal area. Of these applications, one application is a first-time request. First-time requests are bolded in the attachment.

The Commission is requested to do the following in preparation of the May 28, 2024 meeting.

1. Complete review of the 16 applications assigned in the Share One app review portal.

Goal Area 5:

- Hopelink - Employment
- IKRON of Greater Seattle - Integrated Employment Services
- Kindering Center - ParentChild+
- Old Friends Club - Dementia Social Respite Program
- Urban ArtWorks - Mural Apprentice Program
- Washington Autism Alliance & Advocacy - Autism Multi-System Navigation
- YWCA Seattle | King | Snohomish - Eastside Employment Services (EES)

Goal Area 4:

- 4 Tomorrow - Mental Health Coordination & Gap Therapy
- Asian Counseling and Referral Service - Whole Health Oriented Mental Health Program
- Asian Counseling and Referral Service - Children, Youth, & Families (CYF)
- Boys & Girls Club of King County - Kirkland Mental Wellness Program Partnership with Youth Eastside Services
- Bridge Disability Ministries - Meyer Medical Equipment Center
- Friends of Youth - Mental Health and Substance Use Disorder Services
- HealthPoint - Dental Care Program
- HealthPoint - Medical Care Program
- IKRON of Greater Seattle - Behavioral Health Services

2. Submit individual ratings in the ShareOne app review portal **by noon on May 28th**
3. Email application questions to Human Services Coordinator, Antoinette Smith at amsmith@kirklandwa.gov or call 425-587-3307 for more urgent concerns.

The grant review tools, group expectations, and funding priorities are included in the attachments listed below. For a summary of agency programs currently funded for the 23-24 cycle, please refer to the [Kirkland Human Services Dashboard](#).

- ATTACHMENT A:** 2025-2026 Goal Area 5 Application Summary
- ATTACHMENT B:** 2025-2026 Goal Area 4 Application Summary
- ATTACHMENT C:** ShareOne Review Portal Login Instructions
- ATTACHMENT D:** Stoplight Equity Tool
- ATTACHMENT E:** Group Expectations
- ATTACHMENT F:** 2025-26 Human Services Funding Priorities

Goal Area 5: Education, Job, Skills, and Supports

ATTACHMENT A

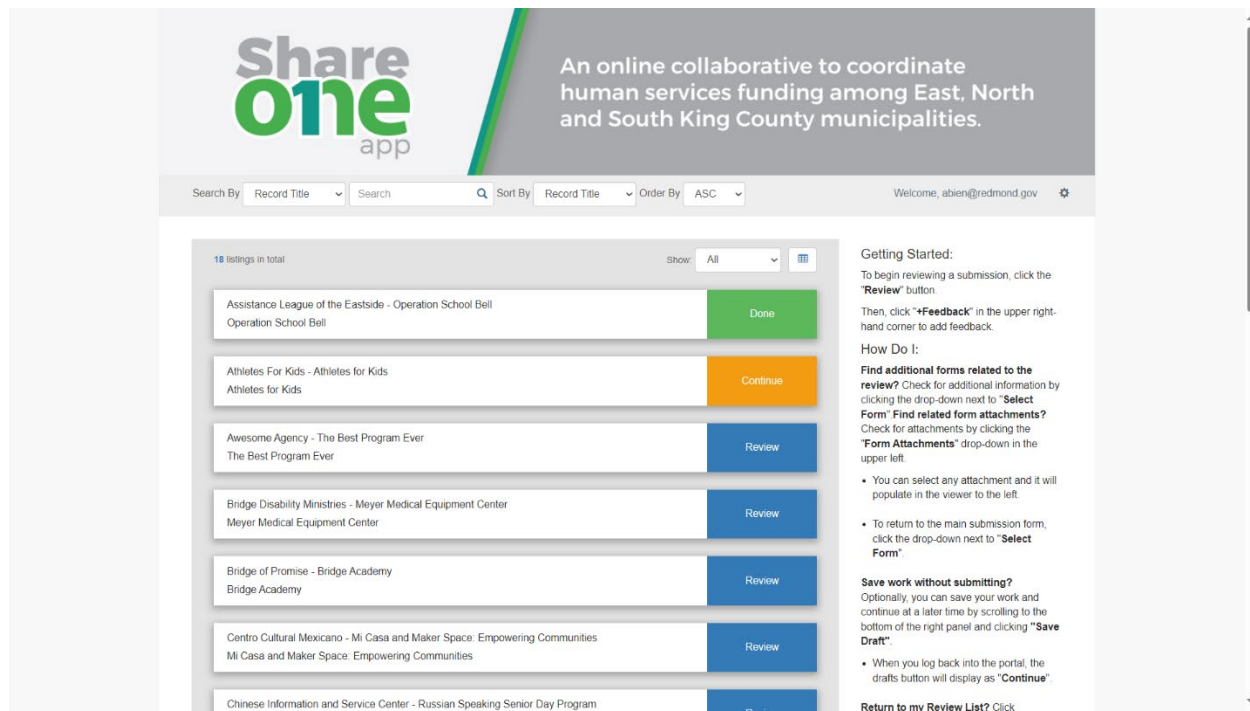
Organization Name	Program Name	Brief Description
Hopelink	Employment	Employment coaching, counseling, and job search support for no/low-income adults.
IKRON of Greater Seattle	Integrated Employment Services	Combines employment readiness activities, job placement and job sustainment services, with behavioral health supports to low-income individuals with disabilities to achieve the ultimate goal of successful integration in the community through employment sustainability.
Kinderling Center	ParentChild+	School readiness program for low-income, immigrant/refugee families with children 16 to 48 months.
Old Friends Club	Dementia Social Respite Program	Dementia social respite program for seniors
Urban ArtWorks	Mural Apprentice Program	Paid Mural Apprentice Program for BIPOC, LGBTQIA+, and Low-Income Teens
Washington Autism Alliance & Advocacy	Autism Multi-System Navigation	Works across systems to improve gaps in services and to connect children and youth with Autism Spectrum Disorder (ASD) and other intellectual developmental disabilities (I/DDs) and their families (including parents, guardians, and caregivers) with the necessary tools and resources to achieve optimal quality of life, positive identity development, and healthy relationships with peers.
YWCA Seattle King Snohomish	Eastside Employment Services (EES)	Provides culturally-specific services aimed at fostering economic independence & advancement, including: career navigation, soft skills, vocational training, financial capability, and job placement/ job retention services for BIPOC individuals and those communities positioned furthest from opportunity.

Goal Area 4: Health Care to be Physically and Mentally Fit as Possible

ATTACHMENT B

Organization Name	Program Name	Brief Description
4 Tomorrow	Mental Health Coordination & Gap Therapy	Free short-term therapy for those experiencing the most barriers to accessing culturally sensitive mental health care, while also providing coordination & a safe space for anyone experiencing mental health challenges.
Asian Counseling & Referral Service	Whole Health Oriented Mental Health Program	Whole health oriented mental health services for Asian, Native Hawaiian and Pacific Islander (ANH&PI) individuals living with chronic mental illness.
Asian Counseling & Referral Service	Children, Youth & Families (CYF)	Provides multilingual/multicultural mental health services for low-income Asian & Native Hawaiian/Pacific Islander (A&NH/PI) youth and their families.
Boys & Girls Clubs of King County	Mental Wellness Partnership w/YES	Kirkland Boys & Girls Club Mental Wellness Programming in Partnership with Youth Eastside Services
Bridge Disability Ministries	Meyer Medical Equipment Center	Medical and mobility equipment provision at low to no cost to folks who are predominantly under-resourced.
Friends of Youth	Mental Health & Substance Use	Mental health counseling for children and youth
HealthPoint	Dental Care Program	Provides city residents with medical treatment and care for preventive, urgent, acute and chronic health conditions, distinguished by our mission to community, quality of care, affordability and accessibility for all residents.
HealthPoint	Medical Care Program	Provides city residents with diagnostic, preventive, restorative, urgent and emergency dental care, distinguished by our focus on quality of care, affordability and accessibility for all residents.
IKRON of Greater Seattle	Behavioral Health Services	Mental health counseling, substance use counseling, and medication management/psychiatric treatment to low income and homeless individuals with the ultimate goal of establishing a solid foundation for emotional well-being and successful integration in the community.




1. Go to <https://webportalapp.com/portal/review25-26>
2. Enter your email (associated with your Commission correspondence) and click Continue.
 - a. You will receive an email from Web Portal App no-reply@webportalapp.com.
 - b. Click the **Confirm Your Email To Get Started** link.
 - c. Create a password following the rules listed.
 - d. Click **Create Account**.
 - e. In the future, just log in with your email and password.
3. The home screen will display applications that have been submitted to your city.



4. You can sort All applications in the **Show** drop down menu: Review (you have not viewed the application), Continue (you have viewed the application), and Done (you have successfully submitted feedback).
5. Click on a record.
6. To make comments, click the blue **+Comments** button.
7. Use the drop down to **Select Form** to view: Application Narrative or Agency Profiles.
8. Click the **Form Attachments** drop down to view attachments related to that form.
9. Click **Save Draft** unless you are completely done with the review. When you log back in, the draft will have an orange **Continue** button.
10. When review is complete, click **Submit**.
11. Use the blue **Listings** hyperlink to go back to the listing of all applications.

“How do we, as individual reviewers and as a group, advance equity?”



 Red Light	 Yellow Light	 Green Light
<p>I am reading this application as a judge looking for reasons that they should not be funded.</p>	<p>I am reviewing this application as both a judge and an advocate.</p>	<p>I am reading this application as an advocate of this organization and the community it represents.</p>
<p>I am unaware of what my implicit biases are as I begin this application review process.</p>	<p>I am just beginning to or practicing my skills in identifying and discussing my implicit biases.</p>	<p>I am aware of and can name to my peers how my implicit biases may impact my analysis of an application.</p>
<p>I am judging a program’s effectiveness on their prior ability to attain grants.</p>	<p>I am starting to recognize some systemic reasons for an organization’s lack of prior funding.</p>	<p>I am able to recognize the systemic reasons that a program may have been historically excluded from funding opportunities.</p>
<p>I am assuming mainstream solutions are the best way to solve the issue being addressed in this application.</p>	<p>I prioritize mainstream solutions but am open to additional ideas.</p>	<p>I am open to new ideas and solutions and recognize that organizations that are closest to the issue are best suited to solve it.</p>
<p>I am looking for only weaknesses represented in this application.</p>	<p>I catch myself looking critically at an application and push myself to look to identify strengths.</p>	<p>I am looking for strengths represented in this application.</p>
<p>I am looking for a broad overarching solution to meet the needs of our community.</p>	<p>I prefer broad solutions but am interested in adding on a few additional approaches.</p>	<p>I recognize the importance of multiple approaches and community-specific tailored approaches in working to collectively meet the needs of our community.</p>
<p>I am basing my assessment of the organization’s competency on their ability to communicate in written English.</p>	<p>My assessment of competency is influenced by how well or poorly this application is written.</p>	<p>I am not factoring in the writing style to my assessment of organizational competency.</p>

ATTACHMENT D

<p>I am basing program evaluation and effectiveness exclusively on an organization's ability to collect comprehensive data.</p>	<p>I am basing program evaluation and effectiveness on connection with their community, but require data to support it.</p>	<p>I am basing program evaluation and effectiveness on an organization's connection with their community.</p>
<p>My review of applications results in a collective pool of grantees that does not reflect our target focus areas and goals.</p>	<p>My review of applications results in a collective pool of grantees that somewhat reflects our target focus areas and goals.</p>	<p>My review of applications results in a collective pool of grantees that reflects our target focus areas and goals.</p>
<p><i>(add your own!)</i></p>		

Equity Statements and Shared Funding Priorities

Redmond Human Services: “When we support well-being, we make sure that everyone can reach their potential and fully contribute to our community”

Issaquah Human Services: “Our work in Human Services is centered around the vision of Issaquah as a welcoming, inclusive, equitable and just community, with a broad range of social services where every person is respected, and where meeting basic human needs is a shared responsibility.”

Kirkland Human Services: “The City of Kirkland’s Human Services Division serves as coordinator, collaborator, facilitator, and funder for support systems that help people through economic and personal crises and provide low-and moderate-income persons with opportunities to succeed.”

Sammamish Human Services: “The City of Sammamish promotes a healthy community where every person is considered essential. Meeting basic human needs is considered a shared responsibility.”



Human Services Commission Group Expectations

Updated 05-14-2024

- Be curious, don't be afraid to ask questions
- Share ideas with respect
- Respect others' boundaries
- Reiterate goals to ensure we are on the same page
- Be open to constructive feedback
- Take care of yourself, take time and space as appropriate.
- Show compassion to others and yourself
- Assume positive intent and reflect back understanding with grace
- Be honest
- Speak your truth, and acknowledge there may be multiple truths
- Acknowledge feedback through verbal or nonverbal cues
- Receive feedback without taking it personally.
- Keep feedback focused on the idea not the person
- Agree to disagree
- Work together to find a solution
- Listen to understand, don't listen to respond
- Reflect back what you heard to ensure understanding
- Be open to taking a collective break as needed

**CITY OF KIRKLAND**

Department of Parks & Community Services
123 5th Avenue, Kirkland, WA 98033 425.587.3300
www.kirklandwa.gov

MEMORANDUM

To: Human Services Commission

From: Lynn Zwaagstra, Director
Jen Boone, Human Services Manager
Antoinette Smith, Human Services Coordinator, Equity

Date: January 29, 2024

Subject: 2025-26 HUMAN SERVICES FUNDING PRIORITIES

RECOMMENDATION

That the Human Services Commission review the City's community goal areas and the most recent needs assessment to help inform and finalize the priorities discussed at last month's meeting.

BACKGROUND DISCUSSION

The City of Kirkland seeks to enhance the quality of life for all citizens in the community, regardless of race, nationality, creed, ethnic background, socioeconomic status, sexual orientation, gender, or age. The City recognizes that each person needs to have a sense of belonging, support in their community, and access to opportunities that fulfill the basic needs of life. The City has made a commitment to providing services and programs to those considered more vulnerable and/or at risk, including youth, seniors, and those with financial need, special needs, and disabilities.

The [City's Comprehensive Plan](#) specifies that Human Services are those efforts targeted directly to individuals and families to meet basic human needs, and can be represented on a continuum of services including intervention, prevention, and enhancement. To address these needs, the City of Kirkland has five community goal areas that all community members should be able to achieve. First developed by the United Way of King County, and later adopted by several local jurisdictions including Bellevue, Redmond, Seattle, King County, and Kirkland, these Community Goal Areas reflect the belief that all people should have:

Goal #1: Food to Eat and a Roof Overhead

- Food Security
- Emergency services if unhoused or experiencing housing instability

Goal #2: Supportive Relationships within Families, Neighborhoods and Communities

- Social Support
- Legal Assistance
- Access to services

Goal #3: Safe Haven from All Forms of Violence and Abuse

- Domestic Violence Survivor Support
- Support to Address Child Abuse & Neglect
- Sexual Assault, Rape, and Child Sexual Abuse Survivor Services

Goal #4: Health Care to Be as Physically and Mentally Fit as Possible

- Medical Care
- Dental Care
- Behavioral Health Care

Goal #5: Education and Job Skills to Lead an Independent Life

- Employment/Training
- Education
- Childcare

To learn how grant awards are reported out under the community goals, visit the [Human Services Dashboard](#).

Needs Assessment Data

The Community Needs Assessment released by Hopelink in June 2022 identifies four overarching themes of program and service needs on the Eastside. The needs all stem from having insufficient financial resources to meet one's needs in North and East King County. The themes are interrelated, and intersect with race, ethnicity, nativity, and personal history to shape the experience of poverty in the region. While the assessment uses the latest available data and reports, some data is based on pre-COVID findings and therefore is already outdated in assessing a hyper-current snapshot of needs. The themes are as follows:

1. Community members are challenged to meet their basic needs.
2. Lack of affordable housing is undermining household security and leading to displacement.
3. There are insufficient transit and transportation options for people with low incomes, particularly outside of urban centers.
4. There is persistent evidence of food insecurity and hunger.

In response to the request for data at the January 2024 HSC meeting, staff encourage the Commission to review the Needs Assessment to understand current trends and needs that impact the human services landscape. The full report released by Hopelink can be found [here](#) with the corresponding memo prepared for City Council in Fall 2022.

Human Services Commission Current Priorities:

The Human Services Commission (HSC) discusses the specific needs of the community emerging at the time of considering the next cycle of human services grants. Making recommendations on what programs to fund is difficult, recognizing the valuable services each respective organization provides to the community. Unfortunately, not all grant requests can be funded. Understanding current community needs and developing priorities helps guide the HSC in making their recommendations. The tentative priorities were identified at the [January 2024 HSC meeting](#) for use with the 2025-2026 grant application review process.

- Homelessness and Affordable Housing
 - Includes emergency shelter and associated wrap-around services
 - Affordable housing supports
 - Emergency financial assistance

- Access to Basic Needs
 - Food assistance
 - Healthcare access
 - Domestic Violence/Sexual assault survivors support and services
 - Legal assistance-of all kinds

- Behavioral Health/Mental Health services
 - Adults
 - Youth
 - Including Substance Use Disorder supports and treatment services

- Prioritizing programs and services offered by organizations and agencies that are new, small, and/or Black, Indigenous and People of Color (BIPOC)-led and serving. There will be an emphasis on funding programs focused on services and support to BIPOC community members, and/or those who identify as part of groups who have been historically marginalized.