

King County Wastewater Treatment Division

CONSTRUCTION PRIORITY HIRE ANALYSIS

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OUTLINE

1 PRIORITY ZIP CODES

- Background, Research Questions, Terms, and Concepts
- Priority Hire Metrics in the Study Region

BACKGROUND

King County uses a priority hire ZIP code list to prioritize hiring of workers living in economically-distressed ZIP codes in the region.

RESEARCH QUESTIONS

Which ZIP codes in Seattle and elsewhere in the study region have high concentrations of:

- > Unemployed people
- > People without a college degree
- > People living under 200% of the federal poverty line. Exhibit 1 shows the 200% poverty threshold for various household sizes.

TERMS AND CONCEPTS

Ratepayers are residents who pay King County Wastewater Treatment division for sewer and wastewater treatment services.

The **study region** covers all of King County in addition to ZIP Codes in Pierce and Snohomish Counties that have rate payers.

Census Tracts are small subdivisions of counties that often span multiple ZIP codes. For the purposes of this analysis, data by Census Tracts were summed into the relevant ZIP codes according to the share of each Census Tract that overlaps each relevant ZIP code. For example, if 80% of the area of a Census Tract is in one ZIP code and 20% is in another, 80% of the Census Tract’s population is attributed to the first ZIP code and 20% to the second.

Tier I ZIP Codes are priority ZIP Codes within Seattle.

Tier II ZIP Codes are priority ZIP Codes elsewhere in the study region.

The study time period is the year 2014. This report makes use of data published in the Census Bureau's 5-year estimates (2010-2014).

EXHIBIT 1. FEDERAL POVERTY THRESHOLDS

U.S., 2014

Household Size	200% Federal Poverty Threshold
1	\$22,708
2	\$28,618
3	\$37,036
4	\$48,836
5	\$58,894
6	\$67,738
7	\$77,942
8	\$87,172
9 or More	\$104,860

Source: U.S. Census Bureau, 2015
 Note: these thresholds vary by household composition; the thresholds presented here are representative of that range.

Example: (share or density in the top 30%)

DATA

ZIP Code 98101 (Seattle)

- 564 Acres
- 561 Unemployed
- 3,292 People under 200% of the poverty line
- 3,597 People 25 or older with less than a college degree



ANALYSIS

Step One: Determine share and density (per acre) for each metric.



Step Two: Determine which metrics are in the top 30% of all ZIP codes.

Step Three: If Density or Share are in the top 30% of all ZIP codes for at least two of the three metrics, it is a priority ZIP Code.



Unemployed:

- 1 person per acre 
- 6% 

People under 200% of the poverty line:

- 6 people per acre 
- 33% 

People 25 or older with less than a college degree:

- 6 people per acre 
- 42% 

Density (per acre) is in the top 30%.

Density (per acre) and share are in the top 30%.

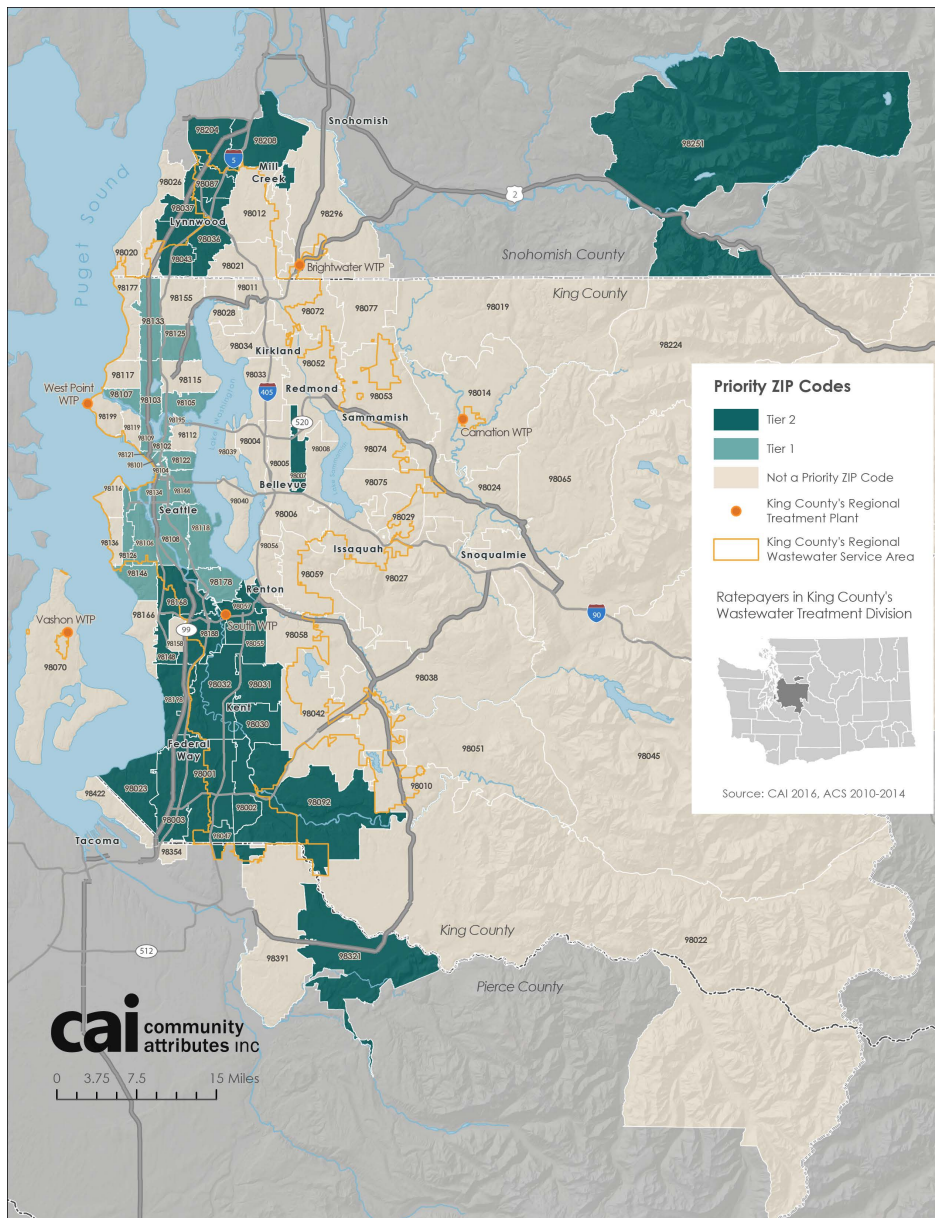
Density (per acre) is in the top 30%.

In this case, all three metrics had density or share in the top 30% of all ZIP codes.

1 PRIORITY ZIP CODES

EXHIBIT 2. PRIORITY ZIP CODES

King, Pierce, and Snohomish Counties; 2010-2014



Using the top 30% for each metric in terms of share and density (per acre) results in the following list of ZIP codes. This results in greater access to the region's rural ZIP codes than previous analyses. Together, these priority ZIP codes cover 55% of the region's construction workforce.

EXHIBIT 3. PRIORITY ZIP CODES BY TIER

2014

ZIP Code	Neighborhood or City	Tier	Rate Payers	City of Seattle Analysis Tier
98101	Downtown	Tier I		Tier I
98121	Belletown	Tier I		Tier I
98104	Downtown/ID	Tier I		Tier I
98102	Capitol Hill/Eastlake	Tier I		Tier I
98109	Queen Anne	Tier I		Tier I
98107	Ballard	Tier I		Tier I
98122	Central District	Tier I		Tier I
98126	Delridge	Tier I		Tier I
98134	Industrial District	Tier I		
98144	Mount Baker	Tier I		Tier I
98103	Green Lake	Tier I		
98105	Laurelhurst/University District	Tier I		
98178	Rainier Beach	Tier I		Tier I
98106	Delridge	Tier I		Tier I
98125	Lake City	Tier I		Tier I
98133	Bitter Lake	Tier I		Tier I
98108	S. Beacon Hill/South Park	Tier I		Tier I
98118	Rainier Valley/Rainier Beach	Tier I		Tier I
98146	White Center	Tier I		Tier I
98047	Pacific	Tier II		Tier II
98148	Burien	Tier II		Tier II
98043	Mountlake Terrace	Tier II	Rate Payers	
98007	Bellevue	Tier II		Tier II
98055	Renton	Tier II		Tier II
98087	Lynnwood	Tier II	Rate Payers	
98037	Lynnwood	Tier II	Rate Payers	
98057	Renton	Tier II		Tier II
98030	Kent	Tier II		Tier II
98002	Auburn	Tier II		Tier II
98188	SeaTac/Tukwila	Tier II		Tier II
98031	Kent	Tier II		Tier II
98204	Everett	Tier II	Rate Payers	
98168	SeaTac/Tukwila	Tier II		Tier II
98036	Lynnwood	Tier II	Rate Payers	
98003	Federal Way	Tier II		Tier II
98198	Des Moines	Tier II		Tier II
98208	Everett	Tier II	Rate Payers	
98032	Kent	Tier II		Tier II
98023	Federal Way	Tier II		Tier II
98001	Auburn	Tier II		
98321	Buckley	Tier II	Rate Payers	
98092	Auburn	Tier II		
98251	Gold Bar	Tier II		

Sources: American Community Survey Five-Year Estimates, 2010-2014; Community Attributes Inc., 2016.

EXHIBIT 4. PRIORITY HIRE ZIP CODES

King, Pierce, and Snohomish Counties; 2010-2014

ZIP	Neighborhood	Population Under 200% Federal Poverty Line		Unemployed Population		Population 25 or Older Without a College Degree		Priority
		Per 1,000	Share of	Per 1,000	Share of	Per 1,000	Share of	
		Acres	Population	Acres	Population	Acres	Population	
Priority ZIP Codes								
98101	Downtown	5,832	33%	995	6%	6,373	42%	Tier I
98121	Belltown	5,182	26%	826	4%	6,757	39%	Tier I
98104	Downtown/ID	6,334	52%	1,142	9%	7,013	62%	Tier I
98102	Capitol Hill/Eastlake	4,510	20%	1,038	5%	5,687	30%	Tier I
98109	Queen Anne	2,932	20%	627	5%	3,772	31%	Tier I
98107	Ballard	2,267	15%	756	6%	3,951	33%	Tier I
98122	Central District	5,359	33%	963	6%	4,496	37%	Tier I
98126	Delridge/High Point	2,420	29%	481	7%	3,315	54%	Tier I
98134	Industrial District	49	34%	12	9%	74	61%	Tier I
98144	N. Beacon Hill	2,939	34%	534	7%	3,424	51%	Tier I
98103	Green Lake	2,753	19%	612	5%	3,186	29%	Tier I
98105	Laurelhurst/University District	4,171	42%	1,170	11%	1,468	26%	Tier I
98178	Rainier Beach/Skyway	2,195	34%	423	8%	3,300	72%	Tier I
98106	Delridge	2,665	37%	543	9%	3,458	69%	Tier I
98125	Lake City/Northgate	2,515	29%	542	7%	3,184	49%	Tier I
98133	Bitter Lake/NW Seattle	3,026	30%	756	9%	4,387	57%	Tier I
98108	S. Beacon Hill/South Park	1,925	41%	327	9%	2,337	72%	Tier I
98118	Rainier Valley/Rainier Beach	3,158	43%	667	11%	3,408	67%	Tier I
98146	White Center	1,470	34%	303	9%	2,242	73%	Tier I
98047	Pacific	1,700	41%	461	14%	2,375	89%	Tier II
98148	Burien	2,079	36%	375	8%	3,077	80%	Tier II
98043	Mountlake Terrace	1,877	25%	439	7%	4,051	73%	Tier II
98007	Bellevue	2,059	21%	547	7%	2,623	37%	Tier II
98055	Renton	2,096	29%	391	7%	3,725	70%	Tier II
98087	Lynnwood	2,655	29%	668	9%	4,336	72%	Tier II
98037	Lynnwood	1,763	27%	435	8%	3,239	72%	Tier II
98057	Renton	1,259	40%	275	11%	1,569	71%	Tier II
98030	Kent	3,199	42%	545	10%	3,771	81%	Tier II
98002	Auburn	3,367	47%	620	11%	4,046	88%	Tier II
98188	SeaTac/Tukwila	2,082	46%	348	10%	2,474	80%	Tier II
98031	Kent	1,942	28%	519	10%	3,232	72%	Tier II
98204	Everett	3,151	45%	616	11%	3,608	81%	Tier II
98168	SeaTac/Tukwila	2,612	47%	467	11%	2,971	83%	Tier II
98036	Lynnwood	1,594	28%	393	9%	2,700	68%	Tier II
98003	Federal Way	2,456	40%	443	9%	3,164	78%	Tier II
98198	Des Moines	1,743	37%	342	9%	2,596	78%	Tier II
98208	Everett	1,462	23%	419	8%	2,879	69%	Tier II
98032	Kent	1,207	39%	253	10%	1,562	77%	Tier II
98023	Federal Way	1,137	31%	277	9%	1,730	71%	Tier II
98001	Auburn	639	25%	167	8%	1,317	76%	Tier II
98321	Buckley	156	27%	46	10%	323	83%	Tier II
98092	Auburn	328	23%	95	8%	655	70%	Tier II
98251	Gold Bar	37	24%	15	12%	86	81%	Tier II

PRIORITY HIRE CRITERIA

The top 30% of ZIP codes by each metric are determined by the following cutoffs:

Unemployed Residents

- 8% of residents or 39 residents per 1,000 acres

Under 200% Federal Poverty Line

- 28% of residents or 176 residents per 1,000 acres

Population 25 or Older without a College Degree

- 70% of residents or 262 residents per 1,000 acres

PRIORITY HIRE ZIP CODES

Using the top 30% of ZIP codes for each metric results in a list of 19 Tier I and 24 Tier II priority hire ZIP codes.

69% of construction workers who live in Seattle live in these Tier I ZIP codes.

More broadly, 55% of construction workers who live within the study area live in a Tier I or Tier II priority hire ZIP code.

Seven of the Tier II ZIP codes are located outside of King County, but are home to King County Wastewater Treatment Division rate payers. These ZIP codes include:

- 98043 (Mountlake Terrace)
- 98036, 98087, and 98037 (Lynnwood)
- 98204 and 98208 (Everett)
- 98321 (Buckley)

EXHIBIT 5. OTHER ZIP CODES

King, Pierce, and Snohomish Counties; 2010-2014

OTHER ZIP CODES

The remaining 55 ZIP codes in the study region were not priority hire ZIP codes.

ZIP	Neighborhood	Population Under 200% Federal Poverty Line		Unemployed Population		Population 25 or Older Without a College Degree		Priority
		Per 1,000	Share of	Per 1,000	Share of	Per 1,000	Share of	
		Acres	Population	Acres	Population	Acres	Population	
Other ZIP Codes								
98195	University District	-	0%	-	0%	-	0%	NA
98158	SeaTac	-	0%	-	0%	-	0%	NA
98354	Milton	746	17%	292	8%	2,296	78%	NA
98119	West Queen Anne	1,492	18%	375	5%	1,839	29%	NA
98112	Madison Park	953	15%	347	6%	1,232	25%	NA
98039	Medina	47	5%	14	2%	103	18%	NA
98117	Ballard	1,005	14%	313	5%	1,971	35%	NA
98011	Bothell	1,054	21%	294	7%	1,851	53%	NA
98028	Kenmore	972	20%	275	7%	1,656	50%	NA
98005	Bellevue	639	20%	244	9%	854	38%	NA
98008	Bellevue	848	19%	276	7%	1,573	48%	NA
98155	Lake Forest Park	1,377	22%	516	10%	2,596	55%	NA
98056	Renton	1,644	27%	384	8%	2,944	67%	NA
98136	West Seattle	439	16%	107	5%	1,016	47%	NA
98115	Wedgwood	1,630	19%	366	5%	1,837	29%	NA
98004	Bellevue	808	15%	293	6%	1,266	31%	NA
98021	Bothell	465	10%	268	7%	1,664	53%	NA
98029	Issaquah	348	8%	231	7%	1,043	36%	NA
98422	Tacoma	553	18%	187	8%	1,318	63%	NA
98034	Kirkland	1,090	17%	387	7%	2,400	51%	NA
98033	Kirkland	538	12%	240	7%	1,173	36%	NA
98006	Bellevue	617	13%	253	7%	1,258	37%	NA
98075	Sammamish	177	6%	83	4%	536	30%	NA
98040	Mercer Island	238	8%	103	5%	504	24%	NA
98116	West Seattle	448	15%	109	4%	948	42%	NA
98074	Sammamish	222	7%	101	5%	522	27%	NA
98199	Magnolia	256	13%	88	5%	474	32%	NA
98166	Burien	570	28%	116	7%	939	64%	NA
98012	Bothell	821	14%	296	6%	2,220	55%	NA
98059	Renton	533	16%	176	7%	1,279	56%	NA
98026	Edmonds	595	18%	189	7%	1,391	56%	NA
98077	Woodinville	121	11%	46	5%	352	46%	NA
98020	Edmonds	307	19%	91	7%	617	50%	NA
98177	Broadview	269	17%	87	6%	495	41%	NA
98010	Black Diamond	62	15%	20	6%	191	72%	NA
98072	Woodinville	238	13%	79	5%	616	48%	NA
98052	Redmond	703	15%	211	6%	1,243	37%	NA
98058	Renton	605	21%	147	6%	1,252	63%	NA
98042	Kent	472	19%	138	7%	1,216	70%	NA
98053	Redmond	82	7%	54	6%	276	33%	NA
98296	Snohomish	114	11%	48	6%	412	59%	NA
98391	Bonney Lake	316	18%	93	7%	880	77%	NA
98051	Ravensdale	29	16%	10	7%	96	77%	NA
98014	Carnation	37	14%	14	7%	101	57%	NA
98038	Maple Valley	94	11%	52	8%	382	67%	NA
98027	Issaquah	97	15%	28	5%	210	43%	NA
98224	Baring	-	0%	-	0%	-	0%	NA
98068	Snoqualmie Pass	-	0%	-	0%	-	0%	NA
98024	Fall City	14	15%	3	4%	38	56%	NA
98070	Vashon	26	13%	10	6%	65	43%	NA
98065	Snoqualmie	18	7%	8	5%	71	45%	NA
98019	Duvall	17	11%	9	8%	59	62%	NA
98045	North Bend	15	19%	3	5%	35	64%	NA
98288	Skykomish	-	0%	-	0%	-	0%	NA
98022	Enumclaw	17	25%	4	8%	38	80%	NA

EXHIBIT 6. DENSITY OF POPULATION UNDER 200% OF THE FEDERAL POVERTY LINE

King, Pierce, and Snohomish Counties; 2010-2014

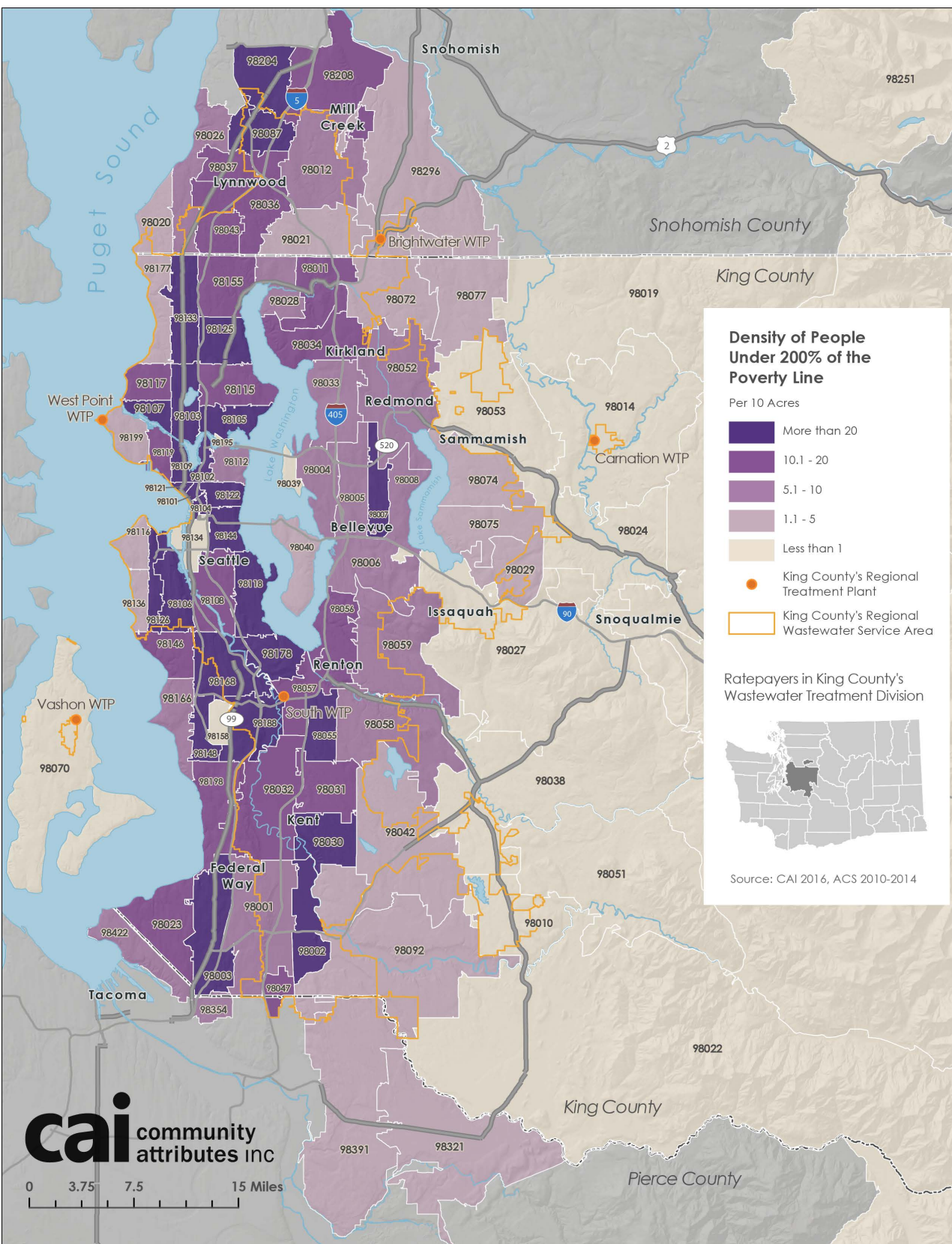


EXHIBIT 7. SHARE OF POPULATION UNDER 200% OF THE FEDERAL POVERTY LINE King, Pierce, and Snohomish Counties; 2010-2014

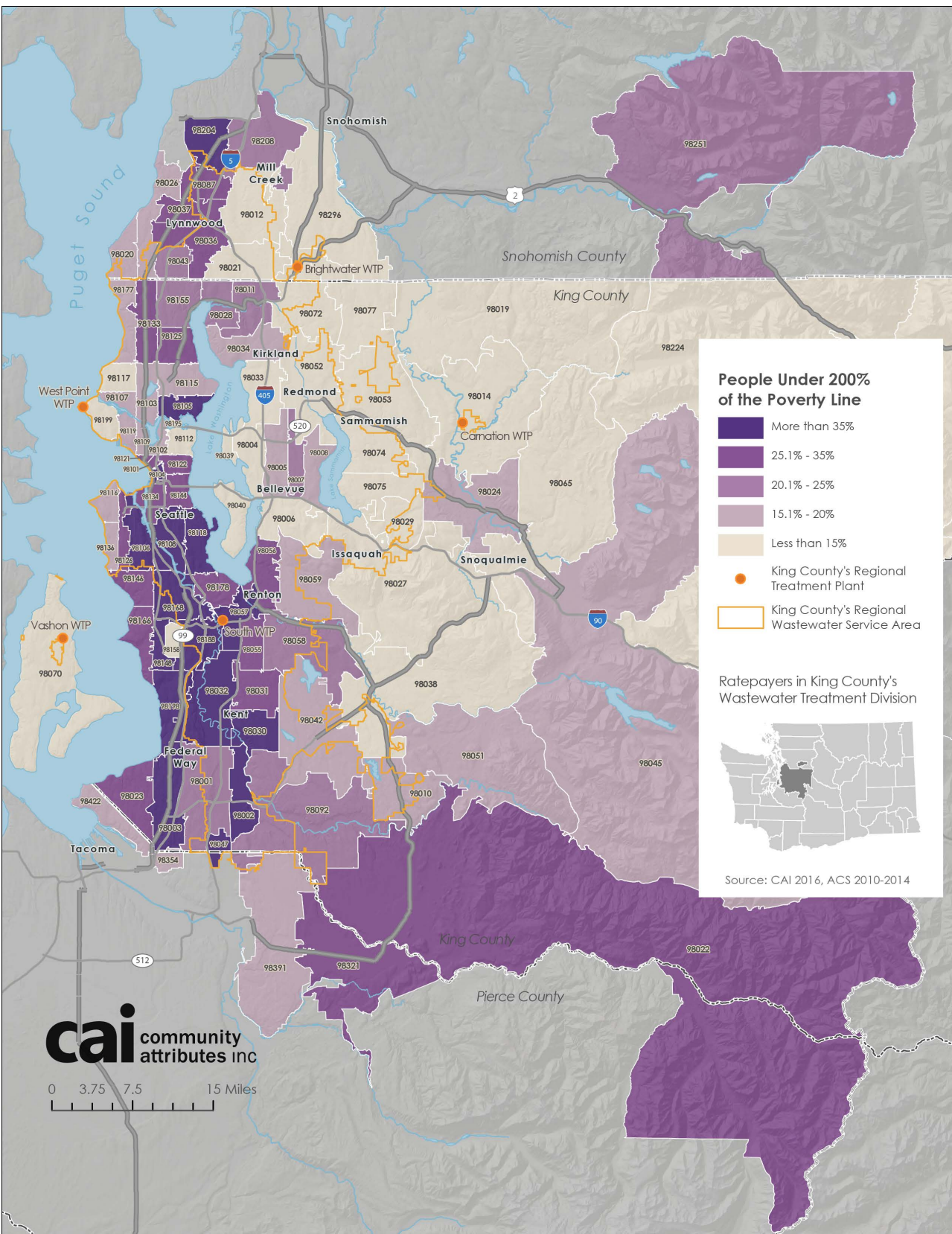


EXHIBIT 8. DENSITY OF UNEMPLOYED PERSONS King, Pierce, and Snohomish Counties; 2010-2014

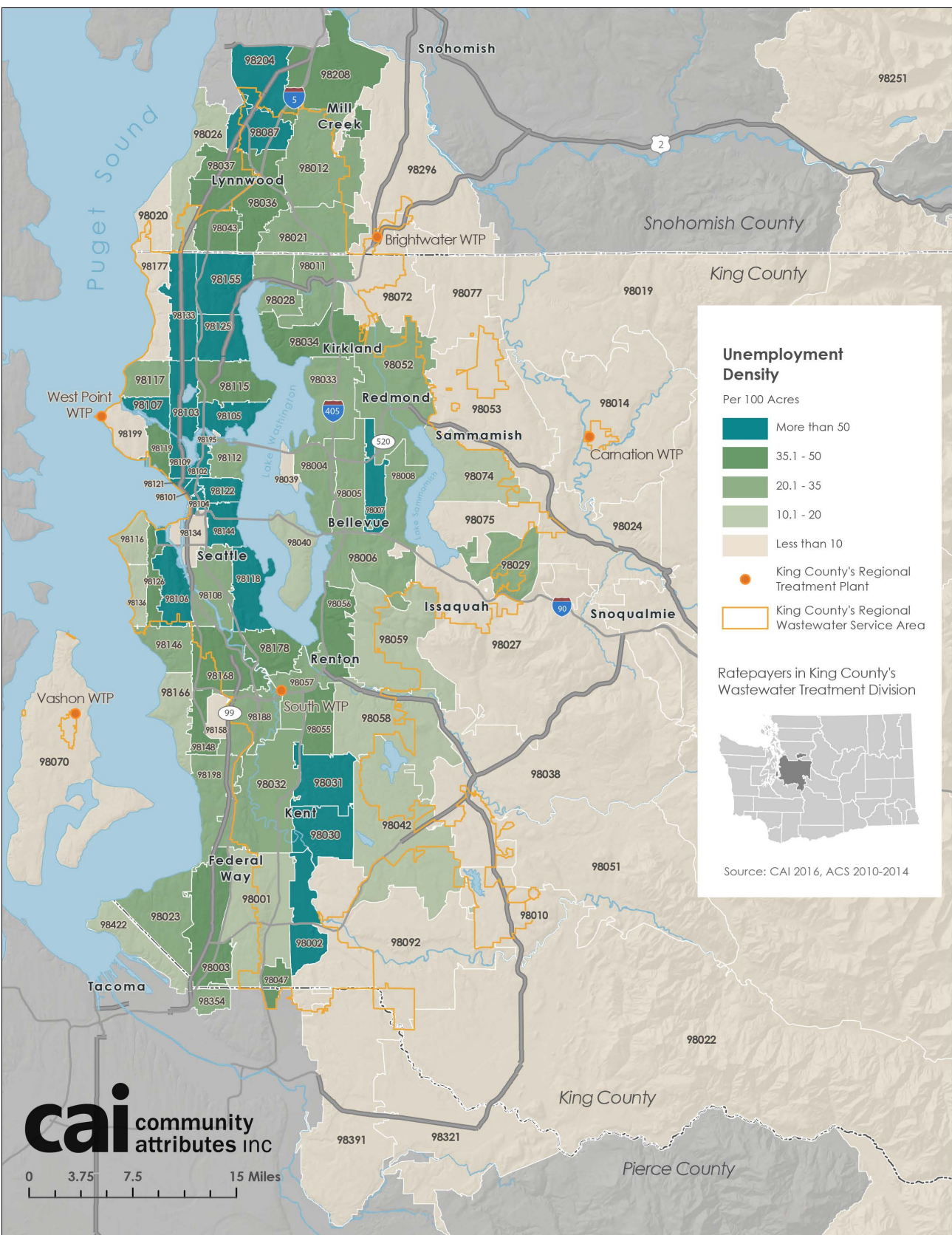


EXHIBIT 9. SHARE OF UNEMPLOYED PERSONS

King, Pierce, and Snohomish Counties; 2010-2014

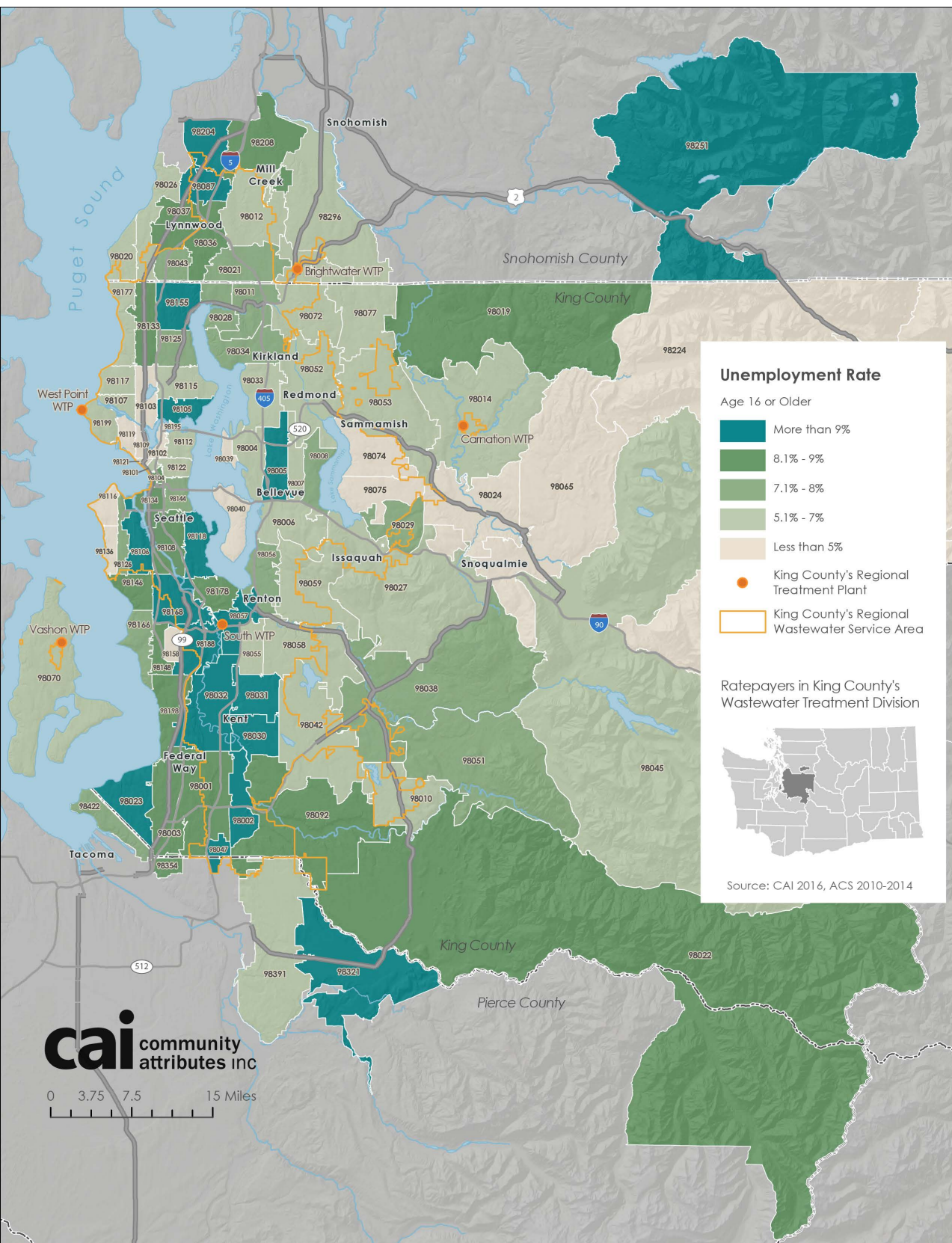


EXHIBIT 10. DENSITY OF PEOPLE AGE 25 OR OLDER WITHOUT A COLLEGE DEGREE King, Pierce, and Snohomish Counties; 2010-2014

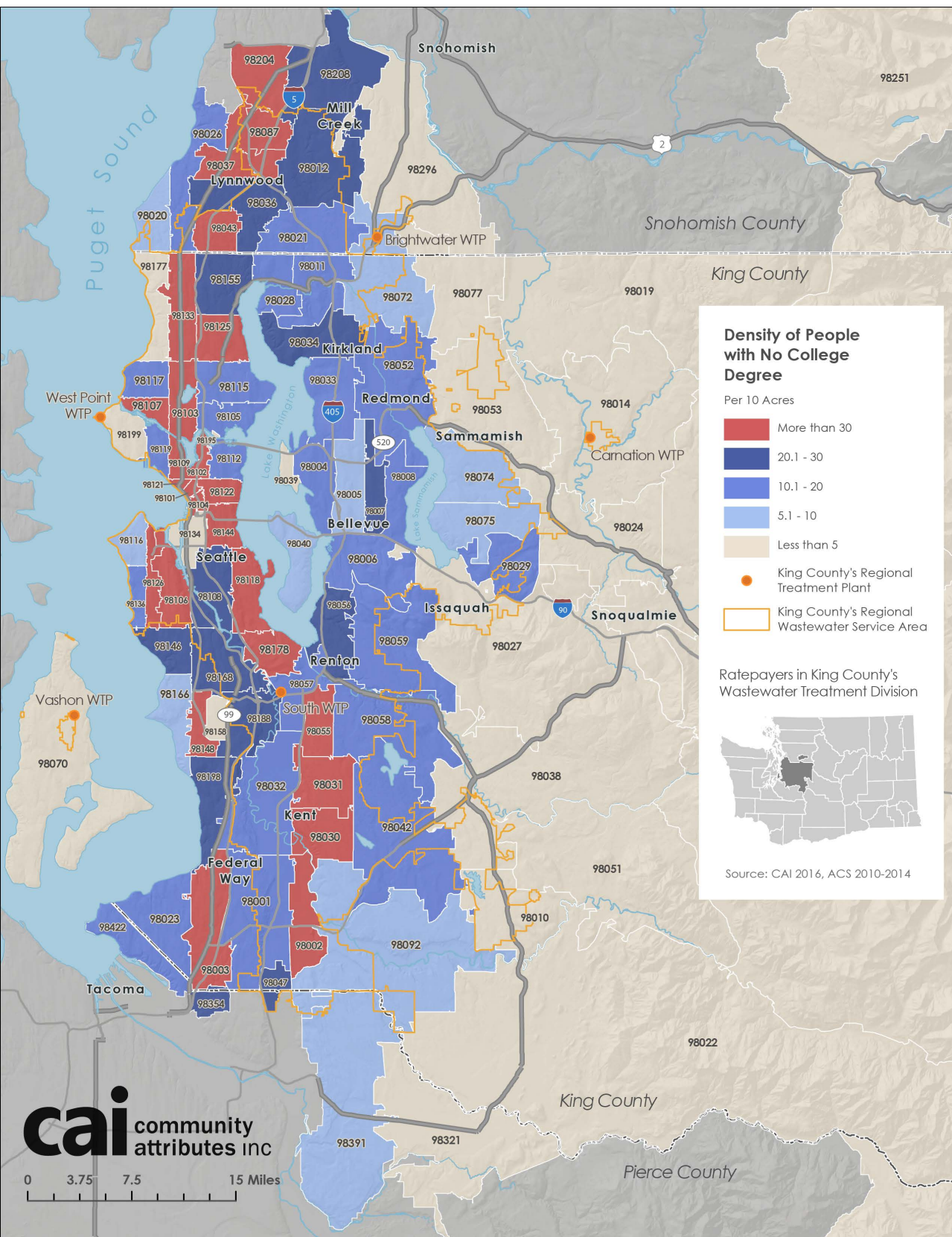
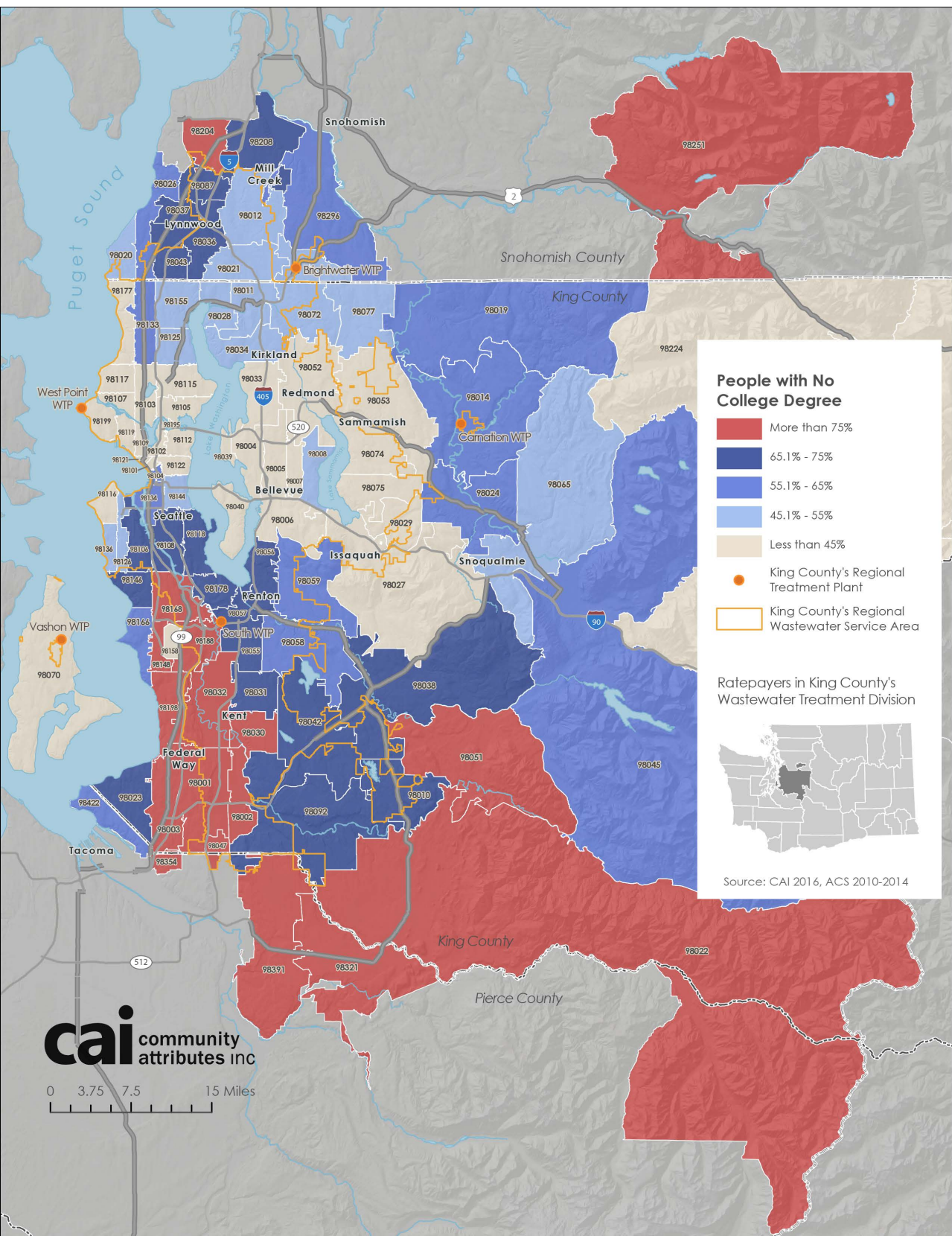


EXHIBIT 11. SHARE OF PEOPLE AGE 25 OR OLDER WITHOUT A COLLEGE DEGREE King, Pierce, and Snohomish Counties; 2010-2014



APPENDIX

1 METHODOLOGY

2 SUPPLEMENTAL MAPS

AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

This analysis leverages the Census Bureau's American Community Survey 5-year estimates for 2014. This data is based on a rolling survey from 2010 through 2014. As of the time this report was written, the Census Bureau's 5-year estimates for 2015 were not yet made available.

CENSUS TRACTS AND ZIP CODES

The United States Census Bureau reports valuable data at the census tract level. Census Tracts are small statistical subdivisions of counties. They usually follow visible and identifiable geographic boundaries, such as bodies of water, and typically cover populations of 1,200 to 8,000 people.

These tracts often span multiple ZIP codes. For the purposes of this analysis, data by Census Tracts are summed into the relevant ZIP codes according to the share of each Census Tract that overlaps each relevant ZIP code.

- > For example, if 80% of the area of a Census Tract is in one ZIP code and 20% is in another, 80% of the Census Tract's population is attributed to the first ZIP code and 20% to the second.

CONSTRUCTION OCCUPATIONS

For the purpose of this analysis, construction occupations do not include management positions at construction companies.

PRIORITY ZIP CODE CRITERIA

Priority Hire ZIP Codes in the study region are ZIP codes that are above the benchmark percentile in two of the following three criteria:

1. High concentrations of unemployed people in terms of persons per acre or share of total residents (top 30%)
2. High concentrations of people 25 years or older without a college degree in terms of persons per acre or share of total residents (top 30%)
3. High concentrations of people living under 200% of the federal poverty line in terms of persons per acre or share of total residents (top 30%)

The relevant percentile for each metric was calculated from all non-PO box ZIP codes in King County in addition to ZIP codes in Pierce and Snohomish Counties that had King County Wastewater Treatment rate payers.

RECENT PRIORITY HIRE ANALYSES

Over the past several years, multiple priority hire analyses have been undertaken on behalf of King County and the City of Seattle:

- **City of Seattle Construction Industry Labor Market Assessment (2014).** The City of Seattle has a density requirement for determining priority hire ZIP codes. This analysis determined priority hire ZIP codes based on the following criteria:
 1. High concentrations of unemployed people in terms of **density** (top 25%)
 2. High concentrations of people 25 years or older without a college degree in terms of **density (per acre)** (top 25%)
 3. High concentrations of people living under 200% of the federal poverty line in terms of **density (per acre)** (top 25%).

- **Construction Workforce Analysis for King County and the Region (2016).** This analysis determined priority hire ZIP codes based on the following criteria:
 1. High concentrations of unemployed people in terms of **density (per acre) or share** (top 20%)
 2. High concentrations of people 25 years or older without a college degree in terms of **density (per acre) or share** (top 20%)
 3. High concentrations of people living under 200% of the federal poverty line in terms of **density (per acre) or share** (top 20%).

- **City of Seattle Construction Hiring Analysis (2016–In progress).** The City of Seattle has a density requirement for determining priority hire ZIP codes. This analysis determined priority hire ZIP codes based on the following criteria:
 1. High concentrations of unemployed people in terms of **density (per acre)** (top 55%)
 2. High concentrations of people 25 years or older without a college degree in terms of **density (per acre)** (top 25%)
 3. High concentrations of people living under 200% of the federal poverty line in terms of **density (per acre)** (top 31%).

EXHIBIT A-1. PRIORITY HIRE ZIP CODES

King, Pierce, and Snohomish Counties; 2014

ZIP	Neighborhood	Population Under 200% Federal Poverty Line		Unemployed Population		Population 25 or Older Without a College Degree		Priority	Rate Payers
		Per 1,000 Acres	Share of Population	Per 1,000 Acres	Share of Population	Per 1,000 Acres	Share of Population		
Priority ZIP Codes									
98101	Downtown	5,832	33%	995	6%	6,373	42%	Tier I	
98121	Belldtown	5,182	26%	826	4%	6,757	39%	Tier I	
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98003	Federal Way	2,456	40%	443	9%	3,164	78%	Tier II	
98198	Des Moines	1,743	37%	342	9%	2,596	78%	Tier II	
98208	Everett	1,462	23%	419	8%	2,879	69%	Tier II	Yes
98032	Kent	1,207	39%	253	10%	1,562	77%	Tier II	
98023	Federal Way	1,137	31%	277	9%	1,730	71%	Tier II	
98001	Auburn	639	25%	167	8%	1,317	76%	Tier II	
98321	Buckley	156	27%	46	10%	323	83%	Tier II	Yes
98092	Auburn	328	23%	95	8%	655	70%	Tier II	
98251	Gold Bar	37	24%	15	12%	86	81%	Tier II	

PRIORITY HIRE CRITERIA

Metrics that fall in the top 30% of ZIP codes are highlighted in orange.

The top 30% of ZIP codes by each metric are determined by the following cutoffs:

Unemployed Residents

- 8% of residents or 39 residents per 1,000 acres

Under 200% Federal Poverty Line

- 28% of residents or 176 residents per 1,000 acres

Population 25 or Older without a College Degree

- 70% of residents or 262 residents per 1,000 acres

EXHIBIT A-2. OTHER ZIP CODES

King, Pierce, and Snohomish Counties; 2014

ZIP	Neighborhood	Population Under 200% Federal Poverty Line		Unemployed Population		Population 25 or Older Without a College Degree		Priority	Rate Payers
		Per 1,000 Acres	Share of Population	Per 1,000 Acres	Share of Population	Per 1,000 Acres	Share of Population		
Other ZIP Codes									
98195	University District	-	0%	-	0%	-	0%	NA	
98158	SeaTac	-	0%	-	0%	-	0%	NA	
98354	Milton	746	17%	292	8%	2,296	78%	NA	
98119	West Queen Anne	1,492	18%	375	5%	1,839	29%	NA	
98112	Madison Park	953	15%	347	6%	1,232	25%	NA	
98039	Medina	47	5%	14	2%	103	18%	NA	
98117	Ballard	1,005	14%	313	5%	1,971	35%	NA	
98011	Bothell	1,054	21%	294	7%	1,851	53%	NA	
98028	Kenmore	972	20%	275	7%	1,656	50%	NA	
98005	Bellevue	639	20%	244	9%	854	38%	NA	
98008	Bellevue	848	19%	276	7%	1,573	48%	NA	
98155	Lake Forest Park	1,377	22%	516	10%	2,596	55%	NA	
98056	Renton	1,644	27%	384	8%	2,944	67%	NA	
98136	West Seattle	439	16%	107	5%	1,016	47%	NA	
98115	Wedgwood	1,630	19%	366	5%	1,837	29%	NA	
98004	Bellevue	808	15%	293	6%	1,266	31%	NA	
98021	Bothell	465	10%	268	7%	1,664	53%	NA	Yes
98029	Issaquah	348	8%	231	7%	1,043	36%	NA	
98422	Tacoma	553	18%	187	8%	1,318	63%	NA	
98034	Kirkland	1,090	17%	387	7%	2,400	51%	NA	
98033	Kirkland	538	12%	240	7%	1,173	36%	NA	
98006	Bellevue	617	13%	253	7%	1,258	37%	NA	
98075	Sammamish	177	6%	83	4%	536	30%	NA	
98040	Mercer Island	238	8%	103	5%	504	24%	NA	
98116	West Seattle	448	15%	109	4%	948	42%	NA	
98074	Sammamish	222	7%	101	5%	522	27%	NA	
98199	Magnolia	256	13%	88	5%	474	32%	NA	
98166	Burien	570	28%	116	7%	939	64%	NA	
98012	Bothell	821	14%	296	6%	2,220	55%	NA	Yes
98059	Renton	533	16%	176	7%	1,279	56%	NA	
98026	Edmonds	595	18%	189	7%	1,391	56%	NA	Yes
98077	Woodinville	121	11%	46	5%	352	46%	NA	
98020	Edmonds	307	19%	91	7%	617	50%	NA	Yes
98177	Broadview	269	17%	87	6%	495	41%	NA	
98010	Black Diamond	62	15%	20	6%	191	72%	NA	
98072	Woodinville	238	13%	79	5%	616	48%	NA	
98052	Redmond	703	15%	211	6%	1,243	37%	NA	
98058	Renton	605	21%	147	6%	1,252	63%	NA	
98042	Kent	472	19%	138	7%	1,216	70%	NA	
98053	Redmond	82	7%	54	6%	276	33%	NA	
98296	Snohomish	114	11%	48	6%	412	59%	NA	Yes
98391	Bonney Lake	316	18%	93	7%	880	77%	NA	Yes
98051	Ravensdale	29	16%	10	7%	96	77%	NA	
98014	Carnation	37	14%	14	7%	101	57%	NA	
98038	Maple Valley	94	11%	52	8%	382	67%	NA	
98027	Issaquah	97	15%	28	5%	210	43%	NA	
98224	Baring	-	0%	-	0%	-	0%	NA	
98068	Snoqualmie Pass	-	0%	-	0%	-	0%	NA	
98024	Fall City	14	15%	3	4%	38	56%	NA	
98070	Vashon	26	13%	10	6%	65	43%	NA	
98065	Snoqualmie	18	7%	8	5%	71	45%	NA	
98019	Duvall	17	11%	9	8%	59	62%	NA	
98045	North Bend	15	19%	3	5%	35	64%	NA	
98288	Skykomish	-	0%	-	0%	-	0%	NA	
98022	Enumclaw	17	25%	4	8%	38	80%	NA	

PRIORITY HIRE CRITERIA

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EXHIBIT A-3. DENSITY OF POPULATION UNDER 200% OF THE FEDERAL POVERTY LINE

King, Pierce, and Snohomish Counties; 2010-2014

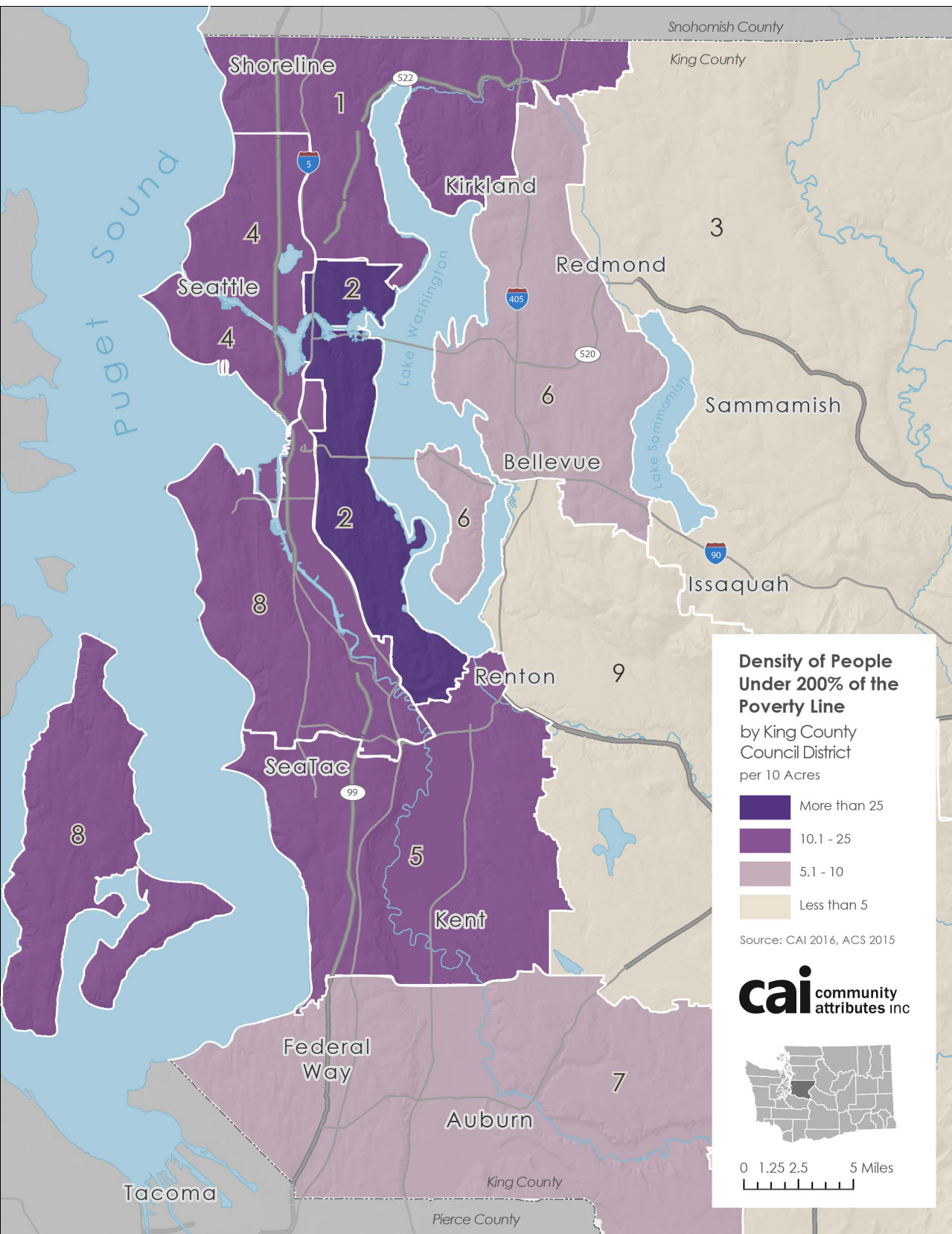


EXHIBIT A-4. SHARE OF POPULATION UNDER 200% OF THE FEDERAL POVERTY LINE King, Pierce, and Snohomish Counties; 2010-2014

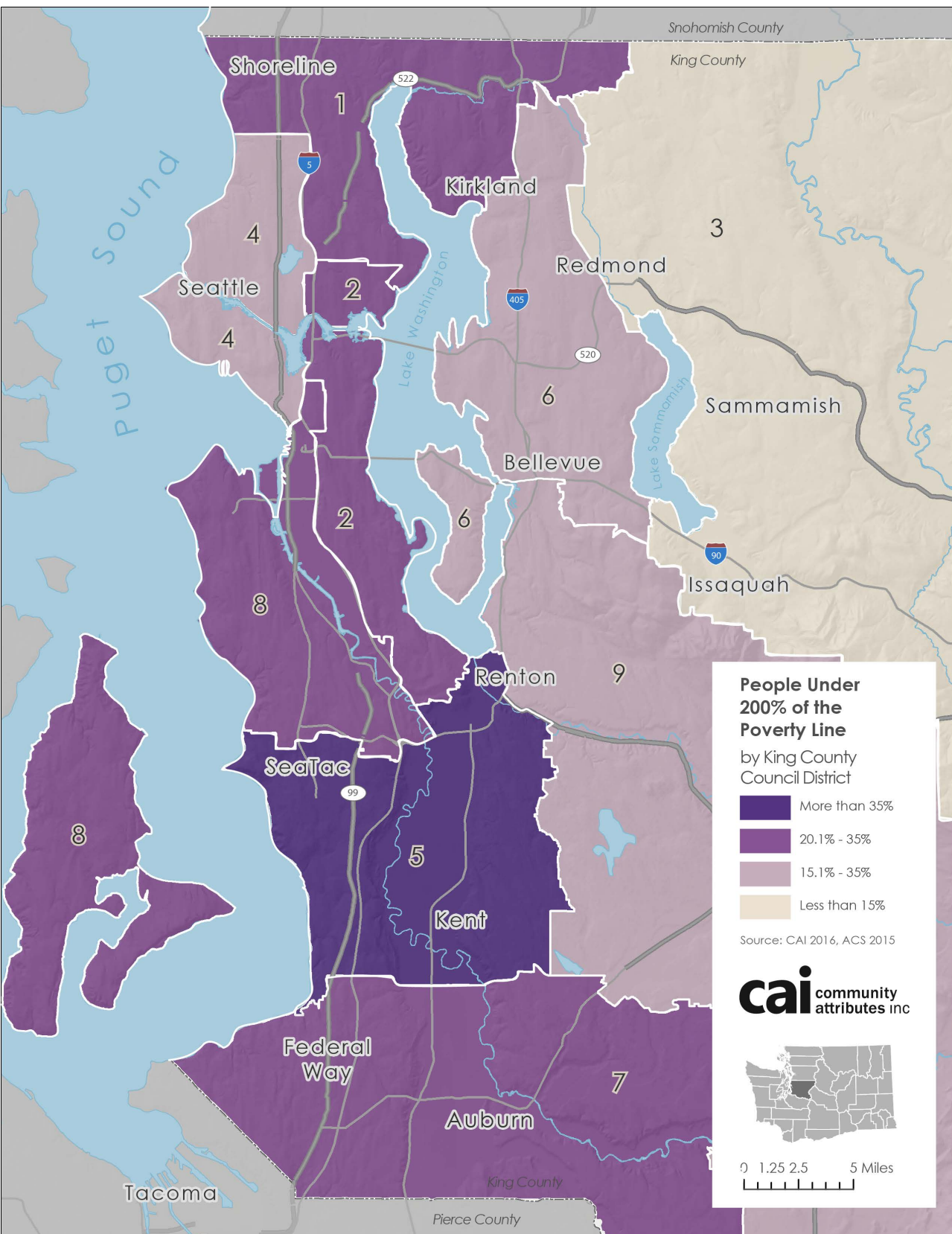


EXHIBIT A-5. DENSITY OF UNEMPLOYED PERSONS

King, Pierce, and Snohomish Counties; 2010-2014

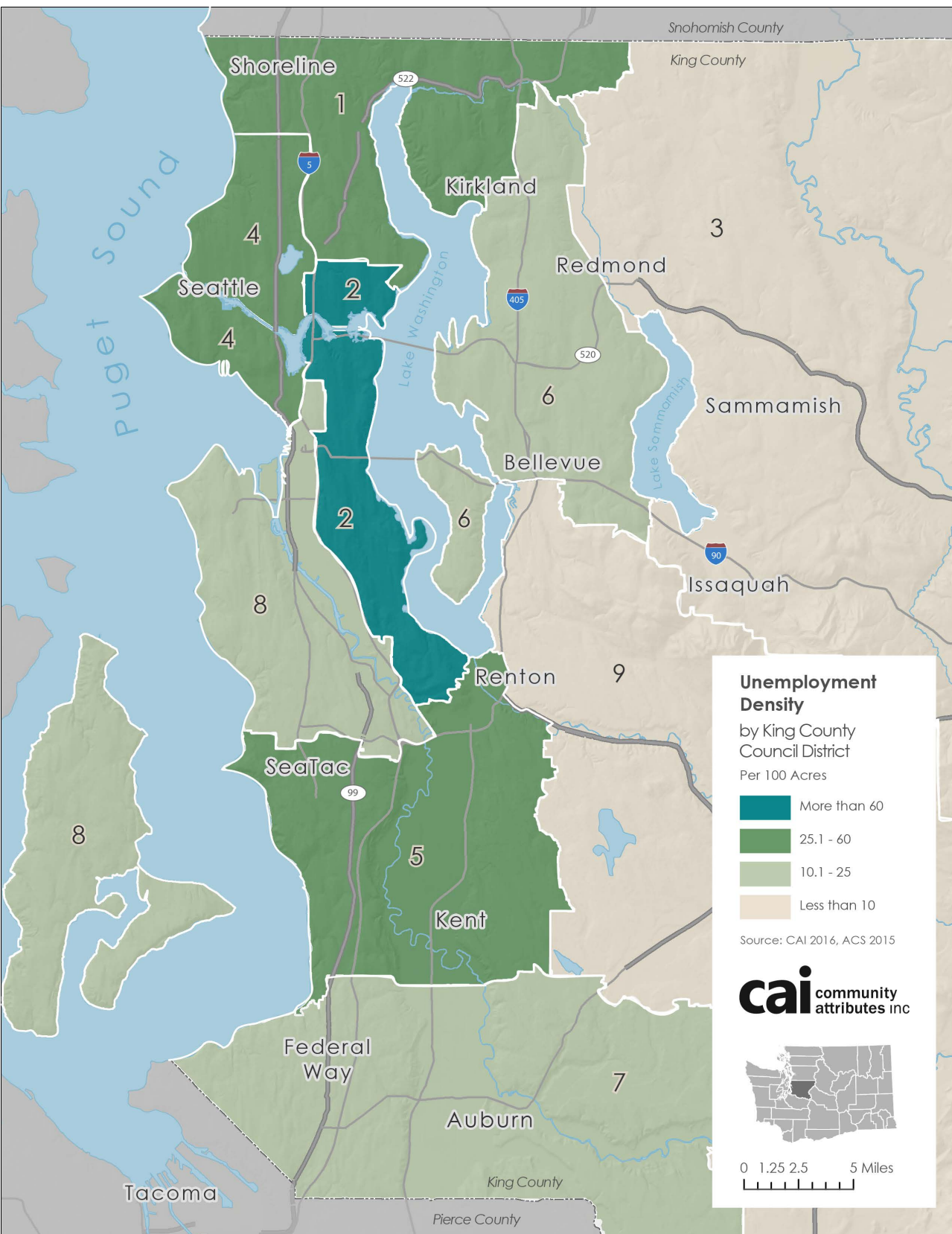


EXHIBIT A-6. SHARE OF UNEMPLOYED PERSONS

King, Pierce, and Snohomish Counties; 2010-2014

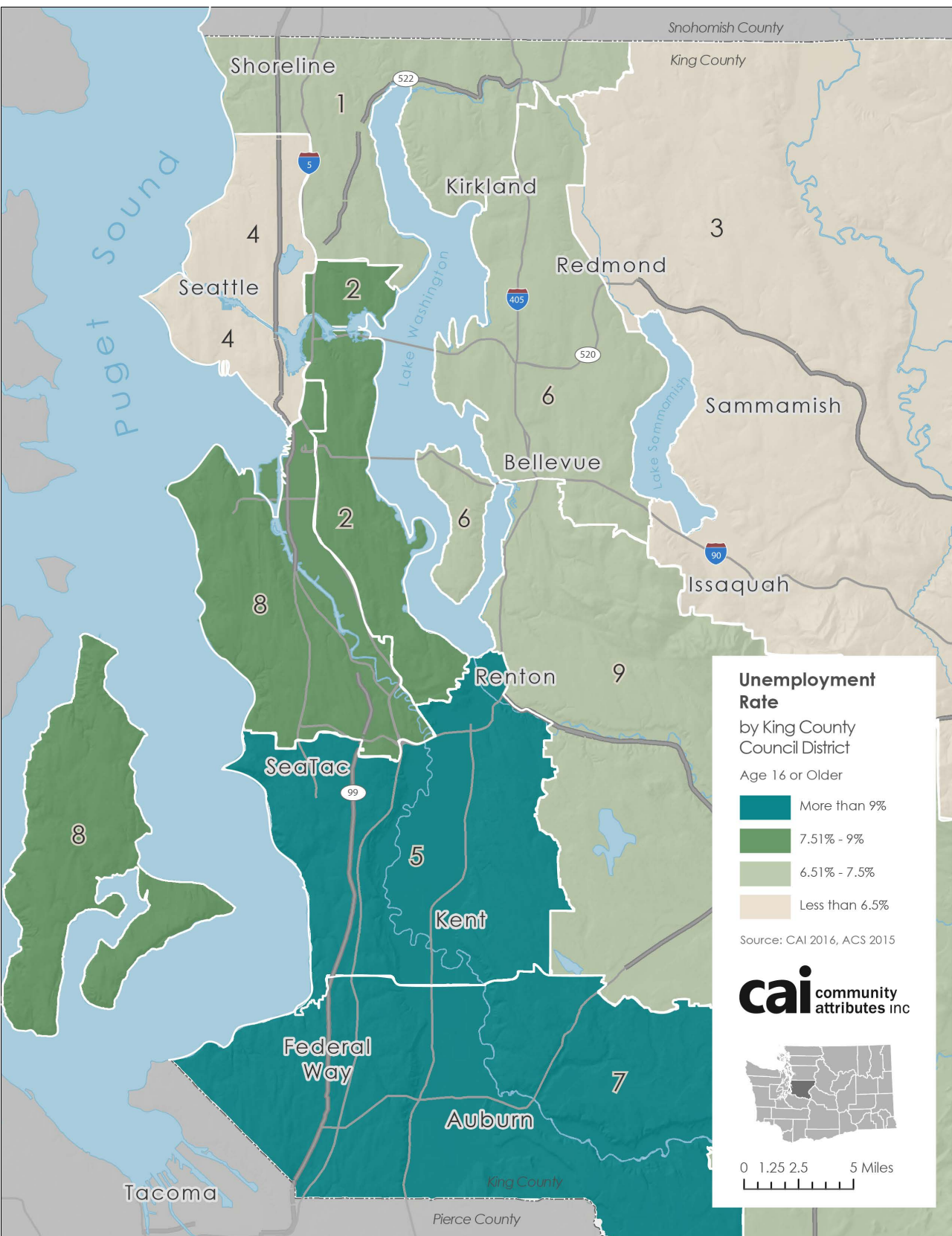


EXHIBIT A-7. DENSITY OF PEOPLE AGE 25 OR OLDER WITHOUT A COLLEGE DEGREE King, Pierce, and Snohomish Counties; 2010-2014

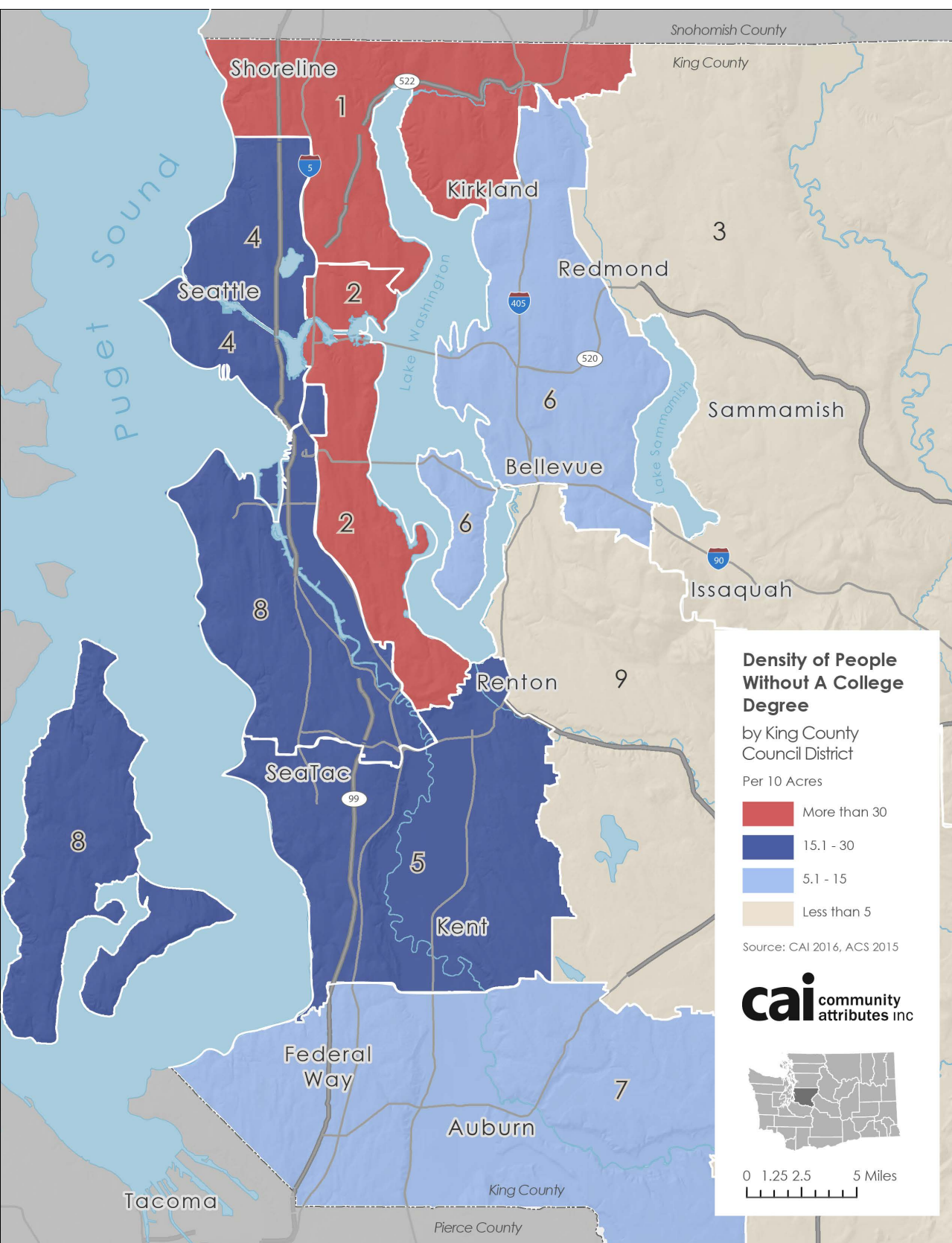


EXHIBIT A-8. SHARE OF PEOPLE AGE 25 OR OLDER WITHOUT A COLLEGE DEGREE

King, Pierce, and Snohomish Counties; 2010-2014

