

**PRIORITY HIRE ZIP CODES**

King, Pierce, and Snohomish Counties

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

# King County Priority Hire Program



Finance & Business Operation Division  
**Business Development & Contract Compliance**

King County's Priority Hire program improves access to employment and training programs for workers needing family-wages jobs, by supporting the hiring of residents who live in economically distressed areas of King County, and areas of Pierce and Snohomish counties that have King County rate payers.

### Priority Hire Goals

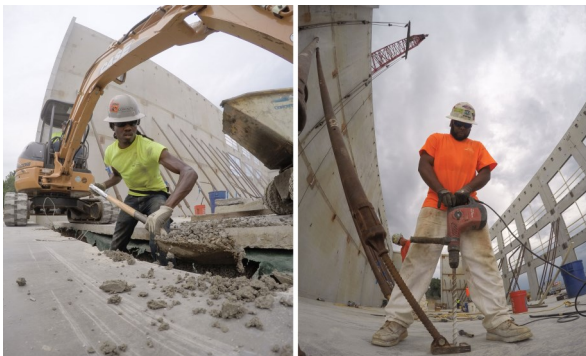
- ◆ Align and champion greater workforce diversity in the trades
- ◆ Increase entry and diversity into the trades
- ◆ Improve retention of workforce diversity in the trades

### Benefits

- ◆ Prioritizes economically disadvantaged local workers for inclusion in King County capital construction projects
- ◆ Supports the hiring of residents who live in King County Priority Hire Zip Codes
- ◆ Training and job opportunities in the construction industry for local residents needing family wage jobs
- ◆ Assist in addressing a widening gap between the demand for construction labor and the supply of skilled trade workers in our regional labor market

### Eligibility

- ◆ Individuals must reside in a Priority Hire ZIP code to be eligible



### Project Requirements

- ◆ Requirements are established on a contract-by-contract basis
- ◆ Attend monthly Project Administrative Committee (PAC) meeting

### Pre-Job Conferences

- ◆ CWA requirement that covers scope of work and workforce trade assignments
- ◆ Signed Letter of Assent

### Workforce Requirements

- ◆ Hire Priority Hire workers and apprentices
- ◆ Hire Preferred Entry candidates from a recognized pre-apprenticeship program
- ◆ Dispatch all workers through union hiring halls
- ◆ Standard Work Hours and weekly pay days
- ◆ Use the King County CARTs online system to report

### Wages and Trust Payments

- ◆ Wage rates and fringe benefits follow local Collective Bargaining Agreements
- ◆ Submit monthly trust remittance forms and hours

### Bid Considerations

- ◆ Annual Wage Escalation
- ◆ Dual Benefit Payments (Open Shop Contractors)
- ◆ Administrative Support (Prime Contractors)

## For additional information

Contact:

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