



**Management Coordination Committee (MCC) Meeting Minutes
September 19, 2023**

ATTENDANCE

MCC Members:

- Susan Fife-Ferris, SPU, MCC Chair
- Corina Pfeil, SCA, Kenmore Councilmember, MCC Vice-Chair
- Josh Baldi, KC WLRD
- Ryan Kellogg, PH SKC
- Mo McBroom, KC SWD

Other Attendees:

Maythia Airhart, KC WLRD	Tracee Mayfield, PH SKC	Kathy Thompson, KC WLRD
Marqise Allen, KC WLRD	Kazia Mermel, SCA	Andy Smith, KC SWD
Joy Carpine-Cazzanti, KC WLRD	Dylan Orr, PH SKC	Thanh Truong, KC WLRD
Alice Chapman, KC WLRD	Kristin Pace, KC WLRD	Linda Van Hooser, PH SKC
Katherine Diers, PRR	Kristin Painter, KC WLRD	Dave Ward, KC WLRD
Lauren Foster, PRR	Lakshmi Panikkar, KC WLRD	Steve Whittaker, PH SKC
Pamela Johnson, KC WLRD	Emmanuel Rivera, KC WLRD	Charles Wu, KC WLRD
Celina Kareiva, KC WLRD	Jenny Thacker, PRR	Madelaine Yun, KC WLRD

GENERAL BUSINESS

Announcements

- New MCC member Mo McBroom is stepping in to fill the vacant position left by Lorraine Patterson-Harris, representing the King County Solid Waste Division.
- Introduction of two new staff members as Project/Program Managers on the Communications team, Marqise Allen and Celina Kareiva.

MCC Minutes

MCC reviewed and approved the August 15, 2023, meeting minutes without revisions.

DISCUSSION ITEMS

2024 Proposed Legislative Priorities

Dave Ward gave a briefing on 2024 proposed Haz Waste legislative and regulatory priorities, which includes support for:

- The proposed federal Environmental Justice for All Act
- The proposed federal Railway Safety Act
- The Environmental Protection Agency's chemical regulation work under the Toxic Substances Control Act
- Protection from liability for public managers of landfills and wastewater treatment facilities as it pertains to accumulation and consolidation of persistent toxic materials
- State legislation restricting lead content in all cookware

- State legislation limiting the use of PFAS and other persistent bioaccumulative substances
- “Right to repair” legislation that provides residents and businesses the ability to freely open and repair home electronics, appliances, automobiles, and other products
- Repeal of the 2025 sunset provision in the mercury-containing lights product stewardship program
- Measures that would result in increased blood lead testing for children
- Subject matter expert review of Washington State’s blood lead risk factors to consider additional demographic and cultural criteria, and clearer geographic criteria
- Update of the 2009 Washington State Lead Chemical Action Plan, along with a review of progress made toward each of the plan’s recommendations
- Washington State Department of Ecology chemical regulation work under the Safer Products for Washington Act

Six-Month Reorganization Update

Maythia Airhart shared results of a survey requesting feedback from Haz Waste Program staff about successes, current challenges, and opportunities that have emerged during the first six months of our new organizational structure.

Overall, respondents had a neutral to positive response to all survey questions. Ratings for the questions tended to be higher for staff who are currently in WRLD. Overall, staff indicated they had the support they need from their supervisors to succeed in their positions and understand their roles and responsibilities related to their day-to-day work. Supervisor support and understanding roles and responsibilities were more strongly felt by Asian/Asian American and Black/African American employees. Supervisors tended to agree that the new organizational structure has improved their ability to supervise their employees. Qualitatively, employees indicated that the restructuring has created easier reporting hierarchy, easier workflow navigation, and expressed generally positive sentiment about the new structure. The section manager indicated that she has more streamlined decision-making authority, is able to make decisions faster, and that HR and hiring processes have improved.

Areas for growth include improved collaboration and staff sense of belonging and connection, and continued clarity of organizational objectives.

Haz Waste will complete a more formal review of the new structure in February 2024 after the structure has been in place for one year. This review will likely include interviews with staff and partners and a more robust staff survey. The review will align with the stated goals of the reorganization and additional questions from MCC and agency partner leadership.

Performance and Strategy

Kristin Pace gave an overview of the Haz Waste Program’s performance management framework and associated activities and objectives over the next year. The Program’s racial equity centered results based accountability performance measures include:

- Numbers of people served, people engaged in broad public outreach, and communities we are establishing relationships with
- Investments in communities experiencing disparities
- Projects jointly developed with communities
- Percent of services and information that are culturally- and language-relevant to ratepayers
- Percent of strong and trusted relationships with partners, communities, contractors, industry, associations, and political advocates
- Amount of hazardous products diverted from improper use/disposal
- Percent of residents and businesses who are using a safer alternatives six months after technical assistance visit or 1:1/small group training

- Percent of people and businesses who know what safer alternatives and hazardous waste are
- Haz Waste workforce, including management, reflects the demographic makeup of King County
- Percent of Haz Waste employees whose skills and competencies are consistent with the businesses needs
- Percent of Haz Waste employees who agree the Program lives up to its values and guiding principles

Long-Term Planning Kick Off

In previous MCC meetings, we reviewed the state of the Local Hazardous Waste Fund, the current fund balance, and whether there is a need for fee increases in the near future. There was no fee increase in the 2023-24 biennium and the MCC decided, based on the current fund balance, that a fee increase was not needed for FY2025 (2025 will be a single-year budget followed by a 2026-27 biennial budget).

Current revenue forecasts beyond 2024 assume a status quo budget. However there has been no determination that the work of the Program and its associated costs will remain status quo. In fact, there have been substantial changes that suggest program costs will change.

To get a better sense of any additional costs, beyond the status quo, the Program began a long-term planning process to identify future needs, emerging issues, and associated costs – both personnel and non-personnel. It became apparent that those future needs and emerging issues had program consequences beyond cost, such as:

- Ensuring fidelity to the Management Plan
- Prioritizing upstream approaches
- The future of collections – facilities, EPR for all HHW, PFAS
- Clarity/enhancement of community approaches
- Cultivating strategic relationships – influencing our operating environment
- Balancing countywide reach, equity in service delivery, measurable impact (e.g., Targeted Universalism)

These issues will be addressed at the MCC in-person work planning session on October 17. MCC members will be asked to share, 1) where they and their respective agencies would like to see the Haz Waste Program develop in these areas over the next 5 to 10 years, and 2) any new priorities or shifts in the Program’s direction that their respective agencies would like to see in the future.

UPDATES

Director’s Report

Maythia Airhart presented the September Director’s Report highlighting current areas of interest to MCC, including the look-ahead calendar for the next three months.

Next Meeting: Repurposed for an MCC Work Session, October 17, 2023, 10 a.m.-noon, in-person at King Street Center, Room 8-J