



Meeting Location:
Meeting is being held via Zoom

Contact us:
Phone (360) 874-5533
Email planning@portorchardwa.gov
www.portorchardwa.gov

**Economic Development and Tourism Committee
Regular Meeting
Monday, September 14, 2026
11:00 AM**

Remote Access

Link: <https://us02web.zoom.us/j/83306625864>

Webinar ID: 833.0662.5864

Zoom Call-In: 1 253 215 8782

- 1. Call to Order**
- 2. Discussion Items**
(No Action to Be Taken.)
 - A.** KEDA Quarterly Report
 - B.** Sound Credit Union Development Agreement
 - C.** Pre-application meetings
- 3. Next Economic Development & Tourism Committee Meeting: October 12, 2026**
- 4. Adjournment**



Operations Report

FY 2025–2026 | Q3

**Economic Vitality for All
in One Spectacular Place**

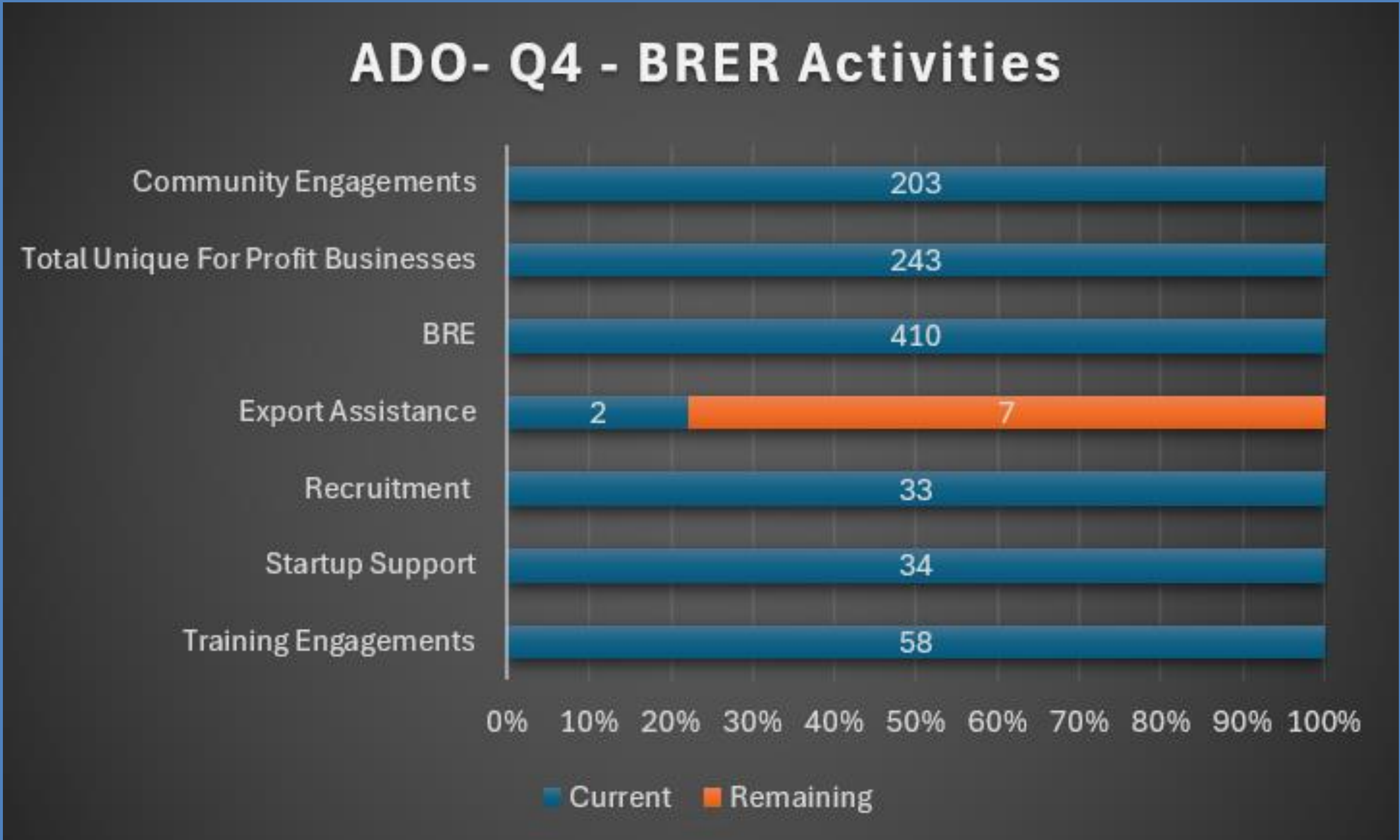
kitsapeda.org



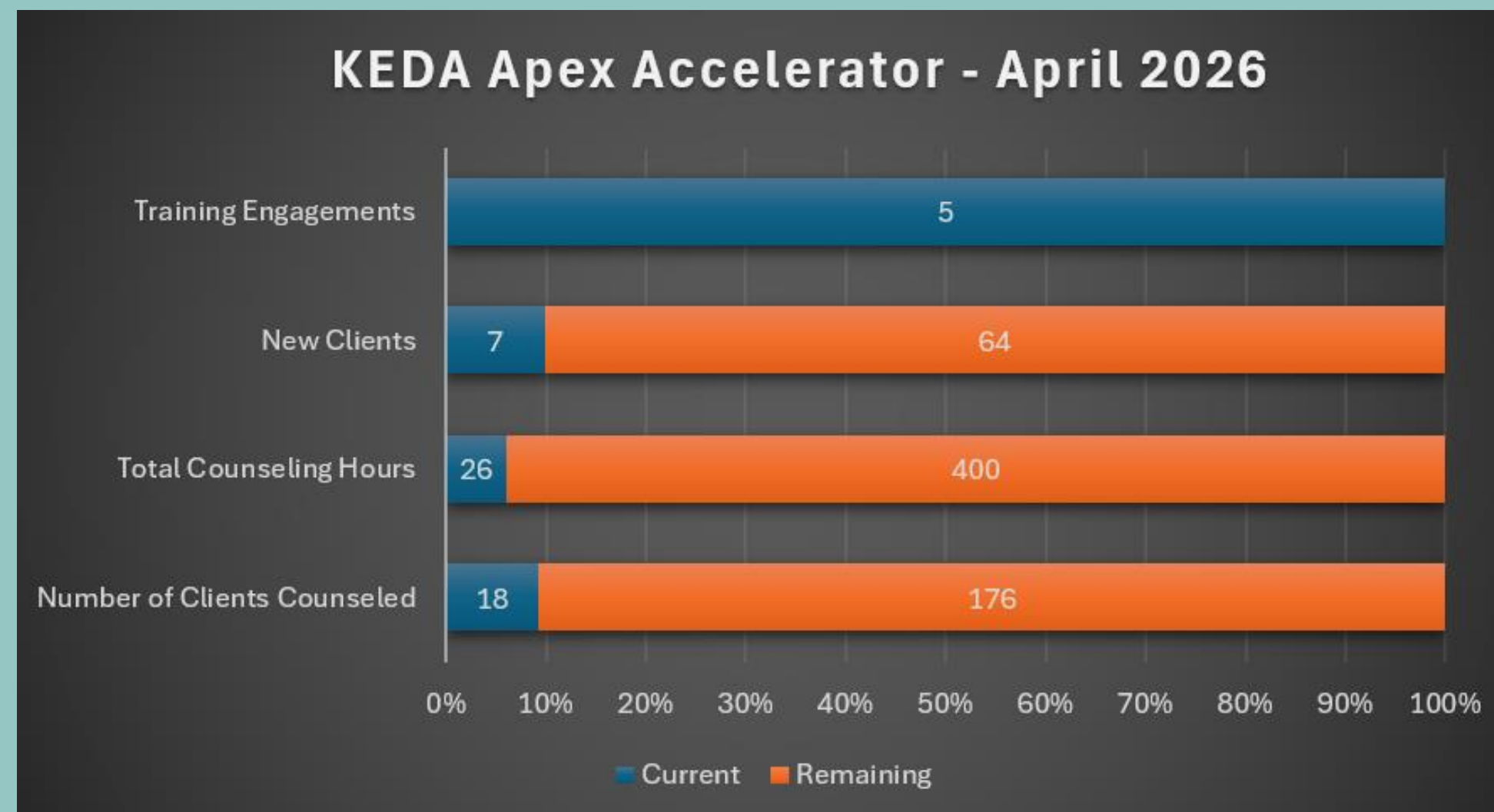
ADO Q4 COM Metrics Interaction KPIs



Current FY
2025-2026



Apex Accelerator



APEX Corner



Get help with your government contracting questions

CONTRACTING COFFEE HOUR

1st Weds of the Month
8-10 am - online



HENSEL PHELPS

Plan. Build. Manage.

APEX Classes

- Federal Contracting Lexicon
- Federal Acquisition Regulations (FAR)
- Ethics in Federal Government Contracting

MEET KEDA'S
GOVERNMENT
CONTRACTING EXPERTS

KITSAP WASHINGTON
ECONOMIC DEVELOPMENT ALLIANCE
APEX
ACCELERATOR



TERRY HOMBURG



MARY JO JUAREZ

Unlock insider knowledge with former Naval contracting officers Terry Homburg and Mary Jo Juarez. Their unique backgrounds and expertise make them invaluable guides, equipped to help businesses navigate the complexities of government contracting.

Recruitment



- Project Ellie
- Project Horseshoe
- Project Tangledwood
- 22 outbound calls



Listening Session #3



Community Partnership and Outreach

- Matchstick Lab Spring Fling
- Puget Sound Energy – PSIC-B Infrastructure
- Business of Childcare Task Force
- Puget Sound Region Council
- Defense Regional EcDev
- FIFA / GKC / Team Bremerton
- BrightNight – Agate Project
- Econ Dev Week Pod Cast Collaboration
- PO, Bainbridge EDC Meetings
- KRCC LUTAC
- NCMS Site Visit
- KBA Contractor Training Collab

WORKFORCE

RESEARCH

**COMMUNITY
OUTREACH**

May-2026

KITSAP 



WORKFORCE



- **Veterans Support for JOB TRAINING**
Washington State Veterans Administration
- **Construction in Motion -Kitsap Builders Association Trades Taskforce – May 2 All Day**
- **Workforce Development Internship Applications**
- **Olympic Workforce Development Council**
- **KCHP Healthcare System Workgroup**
- **West Sound STEM Network – US Chamber Grant Application**
- **July Workforce Roundtable**

RESEARCH



- Top Employers Project 2025
- Quarterly Employment Report - completed
- NKU and Kingston Stakeholders FIFA presentation
- Vacant Storefronts Study
- Mason County Sewer Extension
- WSSN Q1 2026 Report – Completed
- Permits and Housing report underway

COMMUNITY OUTREACH



- Regional Transpiration Meeting / FIFA Economic Impact
- City Research Requests
- Bainbridge Economic Development Team – Community and Housing Update
- Kingston Economic Development Team follow up
- Individual Services

KEDA Annual Meeting & Economic Forecast



Thanks to our presenters and to our generous sponsors!



New Website Resources

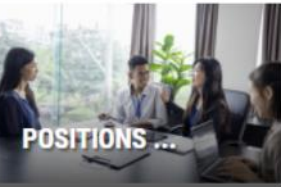
Launch Your Healthcare Career HERE.

BUILD YOUR HEALTHCARE CAREER IN KITSAP COUNTY

Kitsap County offers the rare balance many healthcare professionals seek: a place where you can deliver meaningful, community-centered care while enjoying a high quality of life. With a growing and diverse population, Kitsap provides a dynamic clinical environment allowing clinicians to practice at the top of their license and make a visible impact on community health outcomes. Collaboration is part of the culture here, with local organizations, schools, Tribes, and healthcare partners working together to support whole-person care.

For those entering the healthcare workforce, Kitsap County also provides strong healthcare education programs and career-launching support, including healthcare training programs at Olympic College and clear career pathways offered by multiple local employers.

FIND OPEN POSITIONS



HEALTHCARE EDUCATION AND ADVANCE PLACEMENTS



Kitsap Community Health Priorities

Developed by a Kitsap Community Health Priorities (KCHP) workgroup and implemented & hosted by KEDA **KitsapHealthCareers.org** provides a platform for healthcare organizations to jointly promote job postings and educational pathways, while highlighting the many benefits of living and working in the West Sound region.

RESEARCH AND REPORTS

KITSAP EMPLOYMENT & ECONOMY REPORTS

2025 KEDA ECONOMIC IMPACT REPORT

KITSAP QUICK FACTS

INDUSTRIAL ASSETS

KITSAP COUNTY PROFILE

TOP EMPLOYERS

2019-2024 PERMIT DATA

2025 KITSAP COUNTY COST OF LIVING

NORTH KITSAP UNITED ECONOMIC ACTIVITY ANALYSIS



kitsapeda.org/doing-business/research-and-report

KitsapHealthCareers.org

Featured News

April featured story

NEW WEBSITE RAMPS UP EFFORTS TO ATTRACT HEALTHCARE PROFESSIONALS TO KITSAP

30 APR 2026 Featured Story, Featured Content, Healthcare, Allied Health

KITSAP COMMUNITY HEALTH PRIORITIES (KCHP) AND KEDA RECENTLY JOINED FORCES TO LAUNCH A NEW WEBSITE, [KITSAPHEALTHCAREERS.ORG](https://kitsaphealthcareers.org), IN AN EFFORT TO SHOWCASE AND STRENGTHEN KITSAP COUNTY'S HEALTHCARE WORKFORCE.

Kitsap Community Health Priorities (KCHP) and **Kitsap Economic Development Alliance (KEDA)** recently joined forces to launch a new website, [KitsapHealthCareers.org](https://kitsaphealthcareers.org), in an effort to showcase and strengthen Kitsap County's healthcare workforce.

"The kitsaphealthcareers.org webpage is a result of the collective work happening as part of KCHP, led by Kitsap Public Health District. KCHP is a multiyear process that engages partners and leaders in reviewing data, identifying community health priorities, and implementing strategies to address them," said Leah Neff Warner, an epidemiologist in the Assessment and Epidemiology Program at Kitsap Public Health District.

At the heart of this work is the belief that Kitsap's health systems are connected and dependent on one another, she added.

"Everyone benefits when healthcare professionals join the workforce here," she said.

KEDA Executive Director Joe Morrison echoed that sentiment.

"KitsapHealthCareers.org is a powerful example of what's possible when partners come together around a shared priority," Morrison said. "At KEDA, we see workforce as the foundation of a strong economy, and healthcare is one of the most critical sectors for our region's future. We're proud to partner with Kitsap Community Health Priorities and our healthcare leaders to help build a more connected, accessible pipeline of talent—one that not only supports providers, but ensures our residents continue to receive high-quality care close to home."

ENGAGING AND PROMOTING KITSAP'S HEALTHCARE JOB POSTINGS

The goal was to design a user-friendly platform to engage and promote local job postings and educational pathways, enabling healthcare professionals to easily explore a wide range of careers with hospitals, schools, tribes, and various healthcare systems.

As an added bonus, they also get a glimpse of the many benefits of living and working in the West Sound region.

"I am most excited about the collaborative process that got us to this point. Over the past two years, the Health District and healthcare leaders have consistently come together to create and realize the vision for the webpage. Along the way, we discussed impacts of federal health policy changes and brainstormed potential mitigation strategies. The webpage is a result of this broader effort to work



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FIND OPEN POSITIONS



HEALTHCARE EDUCATION AND ADVANCE PLACEMENTS

Kitsap Sun –

SO... IS THE ECONOMY ACTUALLY OKAY?

9 APR 2026 Economy, AI, Economic Forecast, Featured Story

Originally published in the Kitsap Sun, this article was updated with information from KEDA's Annual Meeting and Economic Forecast on April 9.



Joe Morrison, KEDA Executive Director
morrison@kitsapeda.org

My new favorite pastime is filling up my gas tank whenever it's half full. That and monitoring prices per gallon like I never have before.

WARNING SIGNS ARE HARD TO IGNORE

Related, on Tuesday Goldman Sachs increased their probability of the US entering a recession this year to 30 percent. That same day Mark Zandi, chief economist at Moody's Analytics, said his firm's model now forecasts recession risk at 49 percent, "pointing to stagnant retail sales, declining vehicle purchases, and weak home sales as evidence that consumers are struggling," according to Seeking Alpha.

While Moody's is the most bearish of them all, they are something of an outlier. Despite increasing risk, most economists believe it remains unlikely the US will enter into recession this year. Remarkable. It's amazing the body blows our economy can take and keep barreling along.





Congratulations!

JAMES DAVIS, CEcD
Certified Economic Developer
Kitsap Economic Development Alliance

Big congratulations to James Davis, Economic Development Manager at Kitsap Economic Development Alliance, on earning his **Certified Economic Developer (CEcD)** designation from the International Economic Development Council!

This certification highlights his dedication to advancing economic growth in Kitsap County.





CHAD MELTON NAMED WEDA 2026 ECONOMIC DEVELOPMENT ADVOCATE OF THE YEAR

MAR 9 2026

KEDA Vice Chair and Healthcare Leader Recognized for Advancing Workforce Development, Regional Investment, and Healthcare Expansion in Kitsap County

KITSAP COUNTY, WA – Chad Melton, Interim President, Puget Sound Market and President of St. Michael Medical Center, has been named the 2026 Economic Development Advocate of the Year by the Washington...



Operations Report

FY 2025–2026 | Q4

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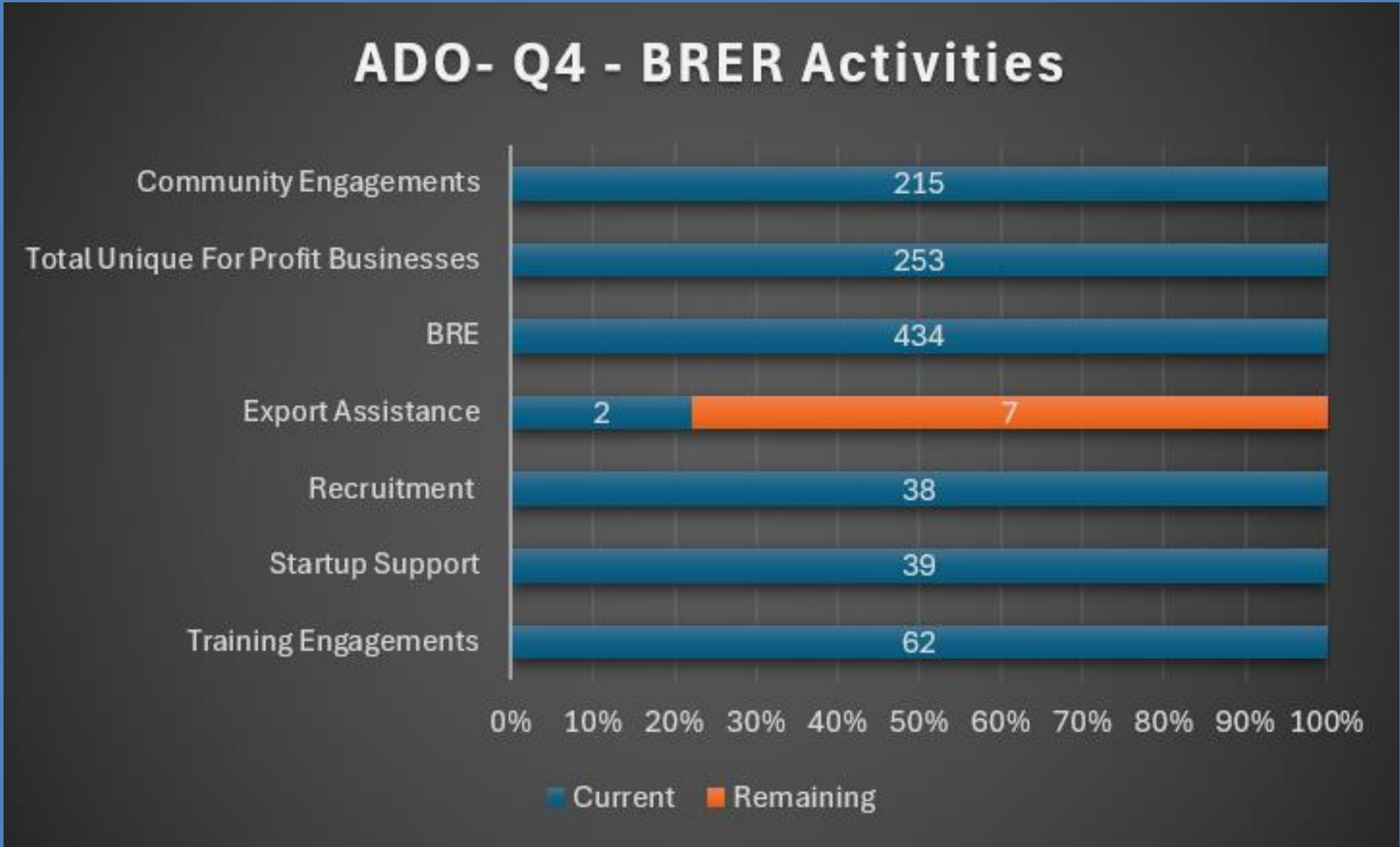
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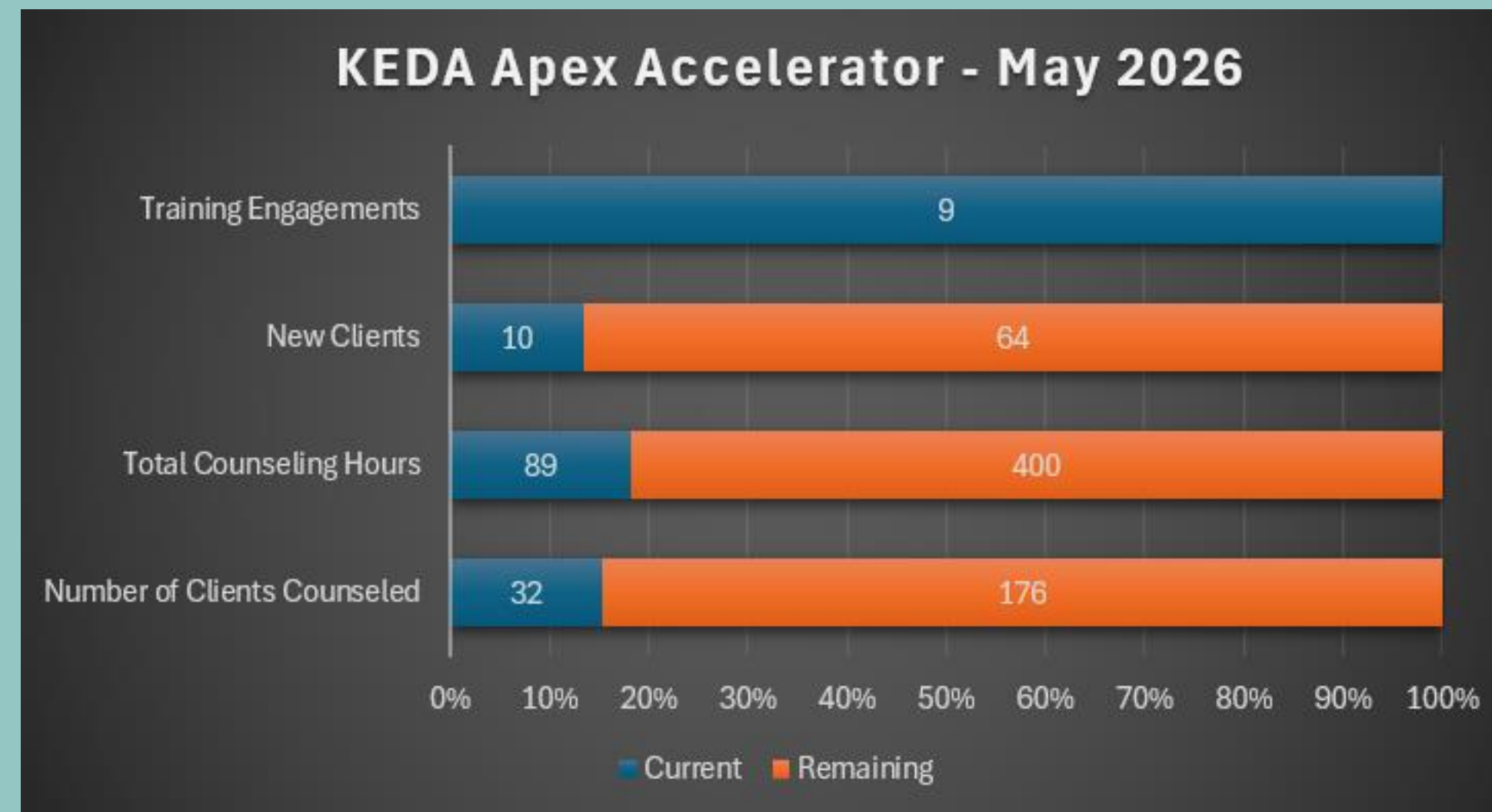
ADO Q4 COM Metrics Interaction KPIs



Current FY
2025-2026



Apex Accelerator



APEX Corner



Get help with your government contracting questions

CONTRACTING COFFEE HOUR

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PRIME
CONNECT



APEX Classes

MEET KEDA'S
GOVERNMENT
CONTRACTING EXPERTS

KITSAP ECONOMIC
DEVELOPMENT
ALLIANCE WASHINGTON
APEX
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TERRY HOMBURG **MARY JO JUAREZ**

Unlock insider knowledge with former Naval contracting officers Terry Homburg and Mary Jo Juarez. Their unique backgrounds and expertise make them invaluable guides, equipped to help businesses navigate the complexities of government contracting.

- Steps Leading to a Federal Contract
- Steps Leading to a WA State Contract



Listening Session #3



Community Partnership and Outreach

- Flywheel Investment Conference
- State Treasurer | GKC | KEDA | IMS
- KRCC LUTAC
- PRSC- Regional Strategy
- Defense Regional EcDev
- FIFA / GKC / Team Bremerton
- Challenge Seattle
- HD CAV | Apex collaboration on CMMC Reqs
- PO, Bainbridge EDC Meetings
- Business of Childcare Task Force
- Childcare Spaces Resource
- Matchstick Lab
- Tacoma Chamber DC Trip

WORKFORCE



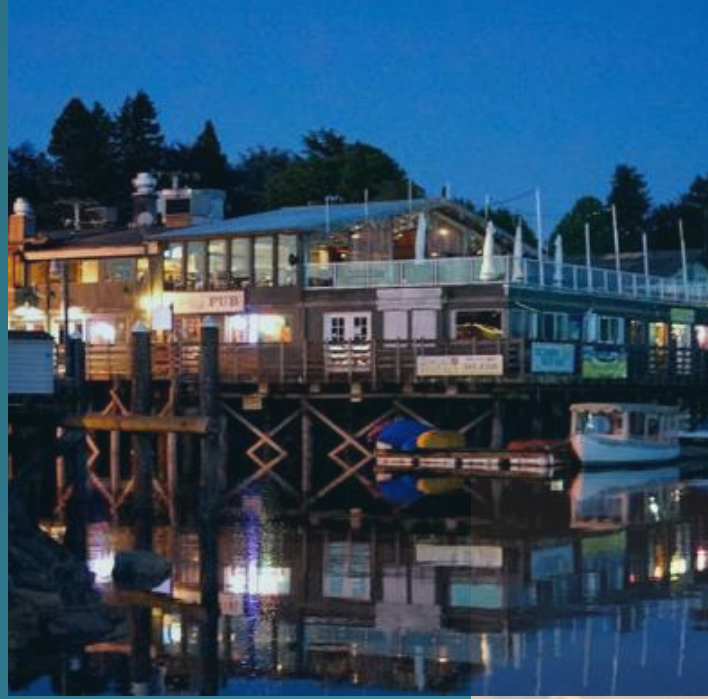
- Vet Tribe
- American Legion Networking
- Puget Sound Regional Council Regional Staff Meeting re Workforce Transportation
- Healthcare Pathways in Kitsap
- Internship Interviews
- Olympic Workforce Development Council
- KBA Workforce Committee
- KCHP Healthcare System Workgroup
- July Workforce Roundtable Planning
- Client Services – 2 Manufacturing Firms

RESEARCH



- Top Employers Project 2025
- Quarterly Employment Report
- Vacant Storefronts Study - Starting
- Sewer Investment Study Completed*
- COLI Report Started
- Permits and Housing report underway

COMMUNITY OUTREACH



- BREs
- Research Requests – PSE for Bainbridge
- Bainbridge Economic Development Team – Community and Housing Update
- Kingston Economic Development Team
- Kitsap Commercial and Industrial Lands Realtor Group
- Individual Services

New & Updated Website *Resources* (Refreshed site coming soon)



KITSAP INDUSTRIAL ASSETS



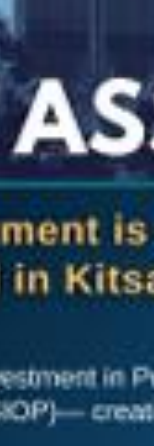
KITSAP
ECONOMIC
DEVELOPMENT
ALLIANCE

\$10+ billion in federal investment is driving long-term industrial demand in Kitsap County.

RECENT MARKET SIGNALS:

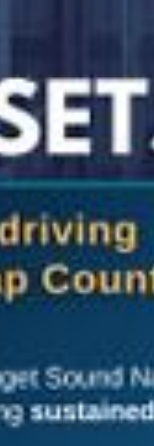
The U.S. Navy is making a once in a century investment in Puget Sound Naval Shipyard through its Shipyard Infrastructure Optimization Program (SIOP)— creating **sustained demand** for modern industrial, logistics, and supplier facilities.

- **2026:** Navy seeks 140,000 sq. ft. of warehouse space
- **2025:** Navy seeks:
 - a. 270,000 sq. ft. of industrial/warehouse space
 - b. 350,000 sq ft of laydown space
- Two Bremerton industrial buildings (49,000 sq ft) sell for \$9.2M, a 3x premium over 2016 price.



Twelve Trees Industrial Park
www.twelvetrees.com

- North Kitsap's largest industrial park with regional Navy access
- 260,000+ sq. ft. near SR-3, ferry routes, & major freight carriers



Port of Bremerton
portofbremerton.org

- Largest greenfield industrial site west of Puget Sound
- Paid ready sites, Foreign Trade Zone, rail access, airport
- Established industrial employee base



Puget Sound West
pugetsoundwest.com

- Proposed 1.4M+ sq. ft. Class A industrial
- Easy access on SR 3 for regional logistics and freight mobility
- Flexible industrial layout with build-to-suit opportunities for large-scale operations



Joe Morrison, KEDA Executive Director | morrison@kitespedc.org | 360.377.0599
kitespedc.org

RESEARCH AND REPORTS

KITSAP EMPLOYMENT & ECONOMY REPORTS



kitsapeda.org/doing-business/research-and-report

Partnering: Kitsap Healthcare Initiative

Launch Your Healthcare Career HERE.

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FIND OPEN POSITIONS



HEALTHCARE EDUCATION AND ADVANCE PLACEMENTS



[KitsapHealthCareers.org](https://www.kitsaphealthcareers.org)

Led by Kitsap Public Health/Kitsap Community Health Priorities (KCPH)

APRIL FEATURED CONTENT

NEW WEBSITE RAMPS UP EFFORTS TO ATTRACT HEALTHCARE PROFESSIONALS TO KITSAP

Thursday, April 30, 2025

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ENGAGING AND PROMOTING KITSAP'S HEALTHCARE JOB POSTINGS

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SOCIAL MEDIA

Find *your* path in
Kitsap County.



Annual Meeting Highlights



ECONOMIC CHAMPIONS



EVENT RESOURCES:



Trending on Social Media *(Please like and share KEDA social media posts)*

KUDOS & AWARDS



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Certified Economic Developer
Kitsap Economic Development Alliance

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Thank You TO OUR FOUNDING INVESTOR



Thank you to the Washington State Department of Commerce for your vision, leadership, and unwavering commitment to Kitsap County's economic future.

Your partnership helps build stronger communities, expand opportunity, and create lasting impact across our region.



Thank You TO OUR CHAMPION INVESTORS



KITSAP COUNTY

Working together to strengthen our community and support a thriving Kitsap County.



CITY OF BREMERTON

Investing in our economy and creating opportunities for a vibrant and resilient community.



KITSAP CREDIT UNION

Empowering businesses and people to achieve their financial goals and build stronger futures.



PORT MADISON ENTERPRISES

Driving innovation and economic growth to build a stronger and more prosperous region.



VIRGINIA MASON FRANCISCAN HEALTH

Improving the health and well-being of our community and supporting a strong, healthy workforce.



These organizations are championing economic vitality, opportunity, and a bright future for Kitsap County.

We are grateful for your partnership!



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FY 2025–2026 | Q4

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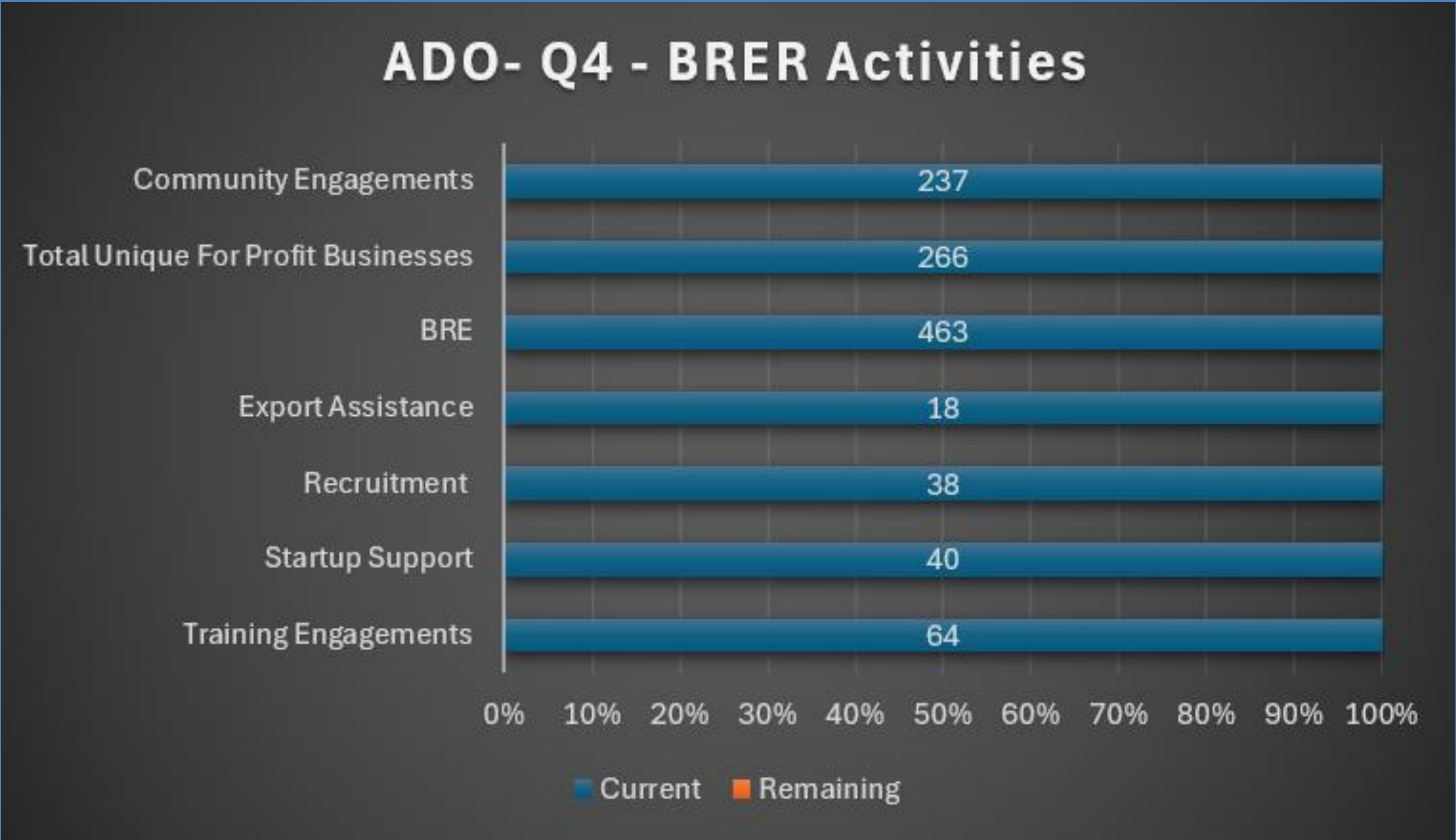
kitsapeda.org



ADO Q4 COM Metrics Interaction KPIs



Current FY
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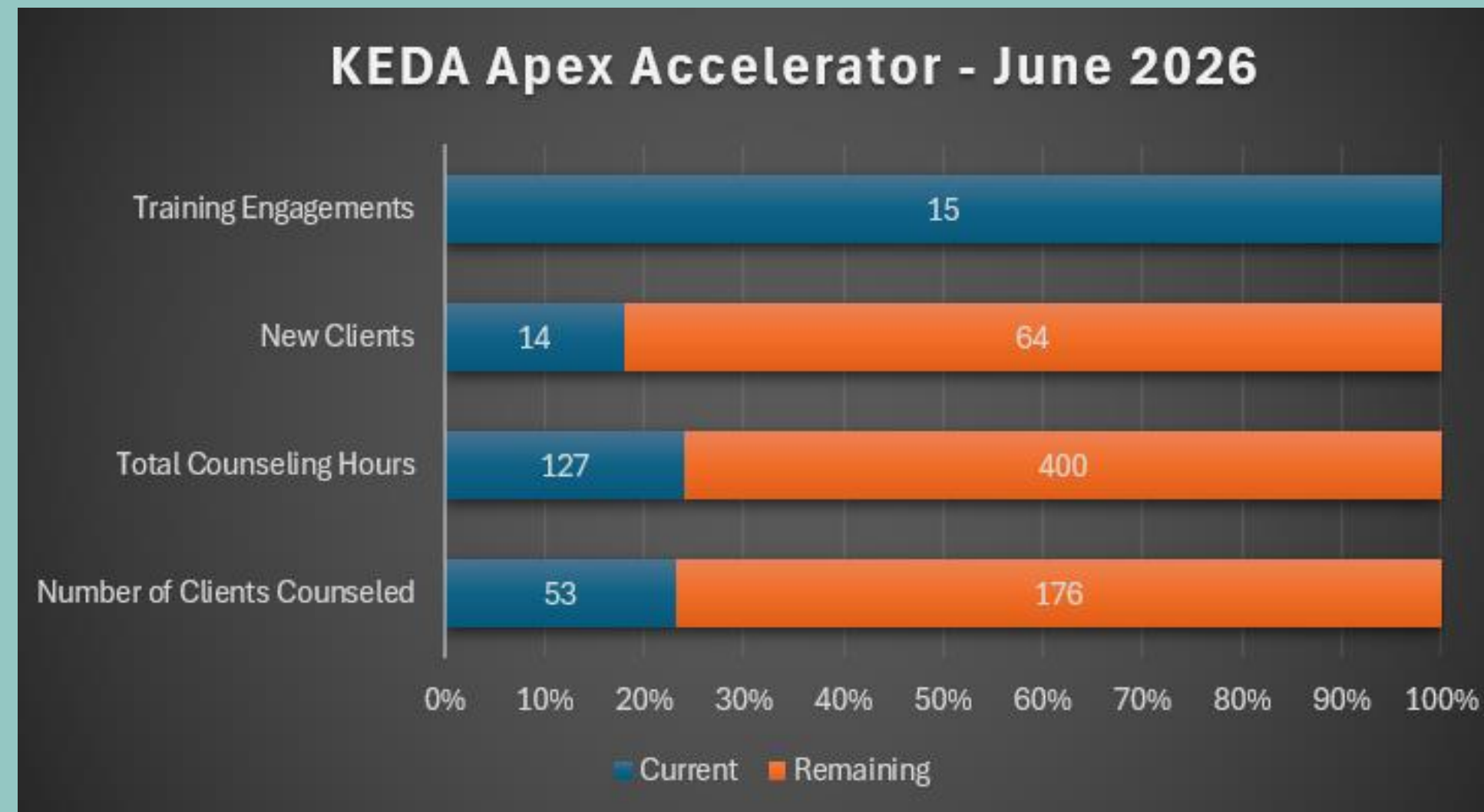




Community Partnership and Outreach

- KEDA Intern Program
- Business of Childcare Task Force
- Upwards Childcare Capacity Strategy
- Kitsap DCD on Childcare
- Navigational Toolkit Complete
- Matchstick Lab
- Defense Economy Panel- Seattle
- NUWC Industry Day
- KEDA Visits Port Orchard
- Export resource kit
- Kitsap Commissioners Briefing

Apex Accelerator



APEX Corner



Get help with your government contracting questions

CONTRACTING COFFEE HOUR

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Kiewit

APEX Classes

- Understanding Capabilities Statements - Federal & WA State
- NUWC Industry Day Presentation

MEET KEDA'S
GOVERNMENT
CONTRACTING EXPERTS

KITSAP WASHINGTON
ECONOMIC DEVELOPMENT ALLIANCE
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WORKFORCE



Career and Technical Education

- Healthcare Pathways
- KCHP Healthcare System Workgroup
- Trades including KBA Workforce Committee
- Olympic Workforce Development Council

Veterans

- Navy Retirees
- Separating Service Members
- Military Spouses

Internship Projects

Workforce Roundtable

RESEARCH



- Quarterly Employment Report
- Vacant Storefronts
- Study Mason County Sewer Op-Ed
- COLI Report Started
- Kitsap 2026 Profile started
- PSRC Regional Staff Meeting
- Permits and Housing reports underway

COMMUNITY OUTREACH



- Research Requests
- Bainbridge Economic Development Team
- Kingston Economic Development Team
- Poulsbo Chamber of Commerce
- Kitsap Commercial and Industrial Lands Realtor Group
- Employers' Resources Fair Event

M2D2 Procurement Awareness



Kitsap Economic Development Alliance
Published by Theresa Mangrum · June 17 at 3:00 PM ·

A major federal contracting opportunity is coming to Kitsap.... See more





Kitsap Economic Development Alliance
Published by Theresa Mangrum · 22h ·

Suquamish Tribe-Navy Agreement Marks Key Step for Major Dry Dock Project... See more



SOUTHSOUNDMAG.COM

Suquamish Tribe, Navy Agreement Honors Tribal Treaty Rights While Advancing Naval Readiness



NAVSEA.NAVY.MIL

CNO briefed on shipyard operations during his command visit to PSNS & IMF

FIFA @ Quincy Square

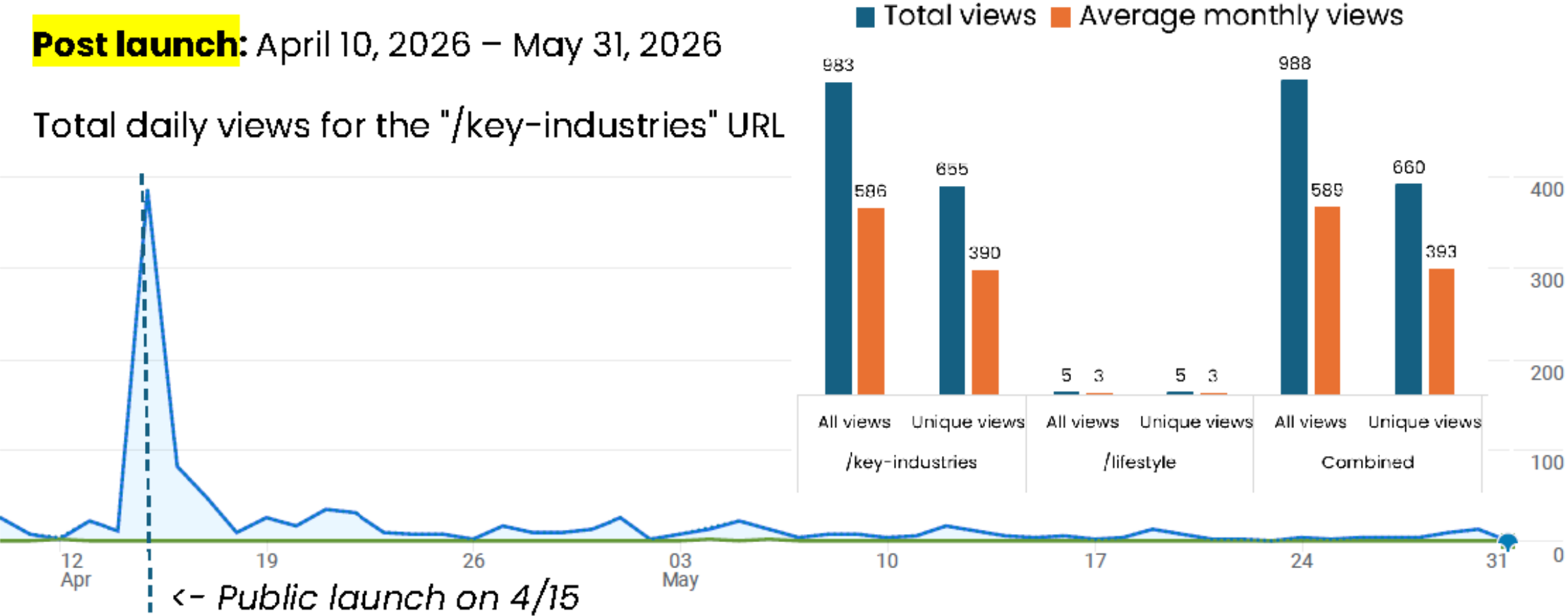


Healthcare Page – Initial Results

Has website traffic increased on KEDA's healthcare page since the launch?

Post launch: April 10, 2026 – May 31, 2026

Total daily views for the "/key-industries" URL



KitsapHealthCareers.org

Data provided by KEDA's web developer, Golden Shovel Agency

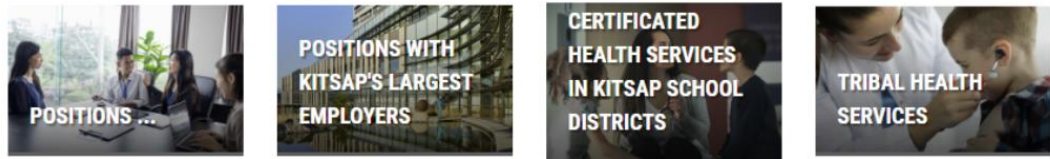


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FIND OPEN POSITIONS



HEALTHCARE EDUCATION AND ADVANCE PLACEMENTS



KitsapHealthCareers.org

Investor Appreciation Campaign

Thank You
★ TO OUR ★
FOUNDING INVESTOR

Washington State
Department of
Commerce

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★

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Thank You TO OUR **CHAMPION INVESTORS** ★

 KITSAP COUNTY Working together to strengthen our community and support a thriving Kitsap County.	 CITY OF BREMERTON Investing in our economy and creating opportunities for a vibrant and resilient community.	 KITSAP CREDIT UNION Empowering businesses and people to achieve their financial goals and build stronger futures.	 PORT MADISON ENTERPRISES Driving innovation and economic growth to build a stronger and more prosperous region.	 VIRGINIA MASON FRANCISCAN HEALTH Improving the health and well-being of our community and supporting a strong, healthy workforce.
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KITSAP ECONOMIC DEVELOPMENT ALLIANCE

These organizations are championing economic vitality, opportunity, and a bright future for Kitsap County.

We are grateful for your partnership! ♥

Thank You,
★
KITSAP COUNTY
— CHAMPION INVESTOR —

18 57 WASHINGTON

Your leadership and commitment to economic development help advance a stronger future for all who call Kitsap home.

Thank you for investing in Kitsap's future.

KITSAP ECONOMIC DEVELOPMENT ALLIANCE

★ — ECONOMIC VITALITY FOR ALL - IN ONE SPECTACULAR PLACE — ★

UP NEXT:

- PORT MADISON ENT.
- KITSAP CREDIT UNION
- VMFH ST MICHAEL MED
- CITY OF BREMERTON

Fiscal YTD –				
BRER Assistance	Q 2 (ADO-Q4)	Total	%	Annual Goal
Companies assisted (BRE)	158	463	386%	120
Recruitment follow-up	30	38	119%	32
Start-up assistance	7	40	182%	22
Export Assistance	16	18	200%	9
Training / Support Events	12	64	168%	38
Community Engagements	119	237	395%	60

*ADO Contract period 7/1/25—6/30/26

Major Initiatives	Trainings	Outreach
APEX Accelerator ★ Government Contract Assistance ★ NUWC Industry Day ★ Wednesdays with the Deputies One Kitsap ★ FIFA World Cup ★ Regional Economic Development Strategy ★ Healthcare Careers Page Research ★ Mason County Sewer Extension ★ Top Employers ★ Kitsap Economic Profile Kitsap Business of Childcare Taskforce ★ 5 Taskforce meetings ★ Navigation Toolkit Complete Business Retention, Recruitment, and Expansion (BRER)	Apex Accelerator Classes x 6 ★ Steps Leading to a Federal Contract ★ Steps Leading to a WA State Contract ★ Federal Contracting Lexicon ★ Federal Acquisition Regulations (FAR) ★ Ethics in Federal Government Contracting ★ Understanding Capabilities Statements - Federal & WA State Contractor Coffee Hour x 3	Newsletters x5 Monthly Featured Content ★ The US Economy is Resilient. Risks Abound. ★ Multi-Mission Dry Dock: A Generational Opportunity for Contractors ★ Robust Job Creation and Economic Opportunity Anchor Kitsap for a Future of Endless Opportunity Partnerships: ★ Defense Regional Dev ★ Matchstick Lab ★ Tacoma Chamber DC Trip ★ PSRC- Regional Strategy ★ KCHP Workgroup ★ GKC/DBA/FIFA ★ Kingston Stakeholders

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*ADO Contract period 7/1/25—6/30/26

Major Initiatives	Trainings	Outreach
APEX Accelerator ★ Government Contract Assistance ★ NUWC Industry Day ★ Wednesdays with the Deputies One Kitsap ★ FIFA World Cup ★ Regional Economic Development Strategy ★ Healthcare Careers Page Research ★ Mason County Sewer Extension ★ Top Employers ★ Kitsap Economic Profile Kitsap Business of Childcare Taskforce ★ 5 Taskforce meetings ★ Navigation Toolkit Complete Business Retention, Recruitment, and Expansion (BRER)	Apex Accelerator Classes x 6 ★ Steps Leading to a Federal Contract ★ Steps Leading to a WA State Contract ★ Federal Contracting Lexicon ★ Federal Acquisition Regulations (FAR) ★ Ethics in Federal Government Contracting ★ Understanding Capabilities Statements - Federal & WA State Contractor Coffee Hour x 3	Newsletters x5 Monthly Featured Content ★ The US Economy is Resilient. Risks Abound. ★ Multi-Mission Dry Dock: A Generational Opportunity for Contractors ★ Robust Job Creation and Economic Opportunity Anchor Kitsap for a Future of Endless Opportunity Partnerships: ★ Defense Regional Dev ★ Matchstick Lab ★ Tacoma Chamber DC Trip ★ PSRC- Regional Strategy ★ KCHP Workgroup ★ GKC/DBA/FIFA ★ Kingston Stakeholders



Operations Report

FY 2025–2026 | Q3

**Economic Vitality for All
in One Spectacular Place**

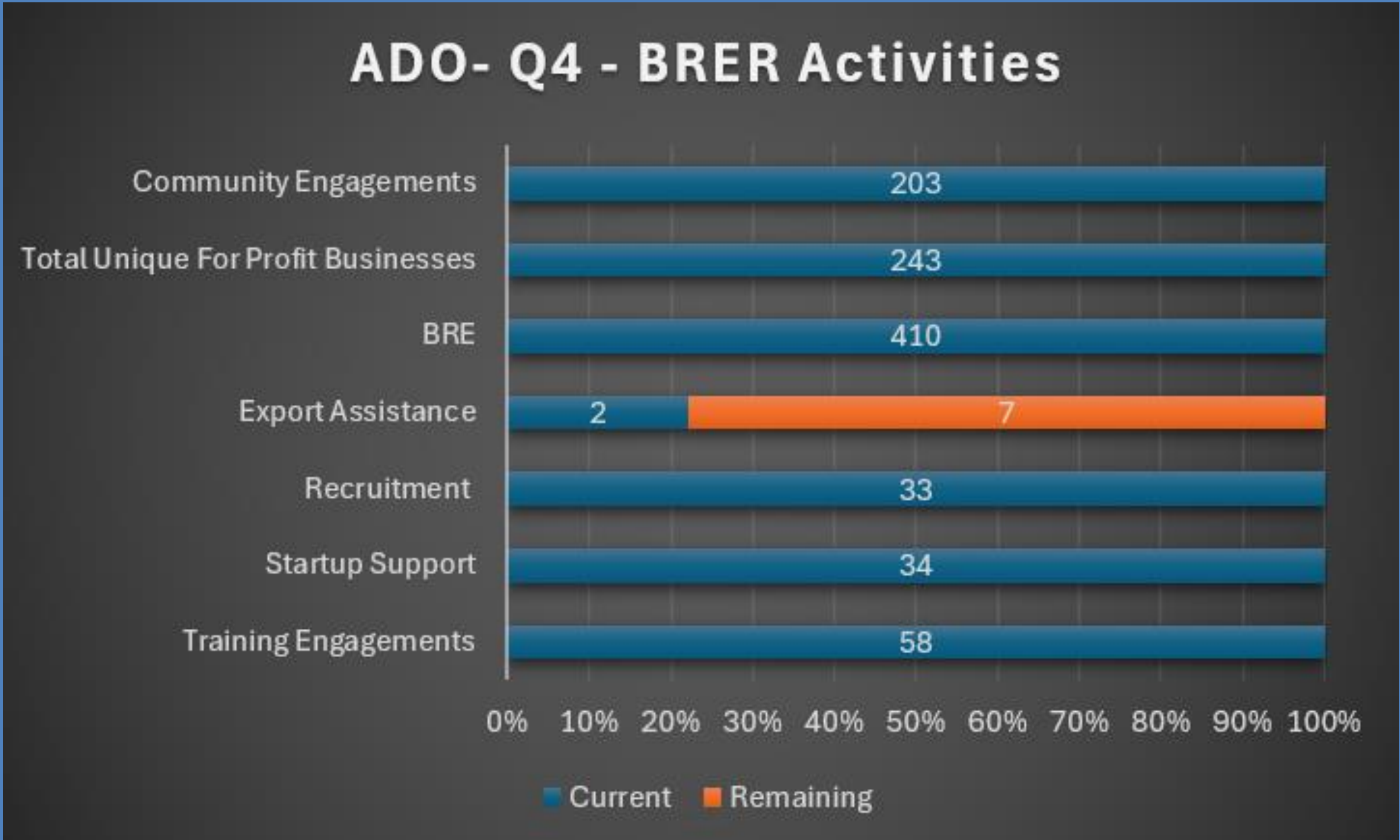
kitsapeda.org



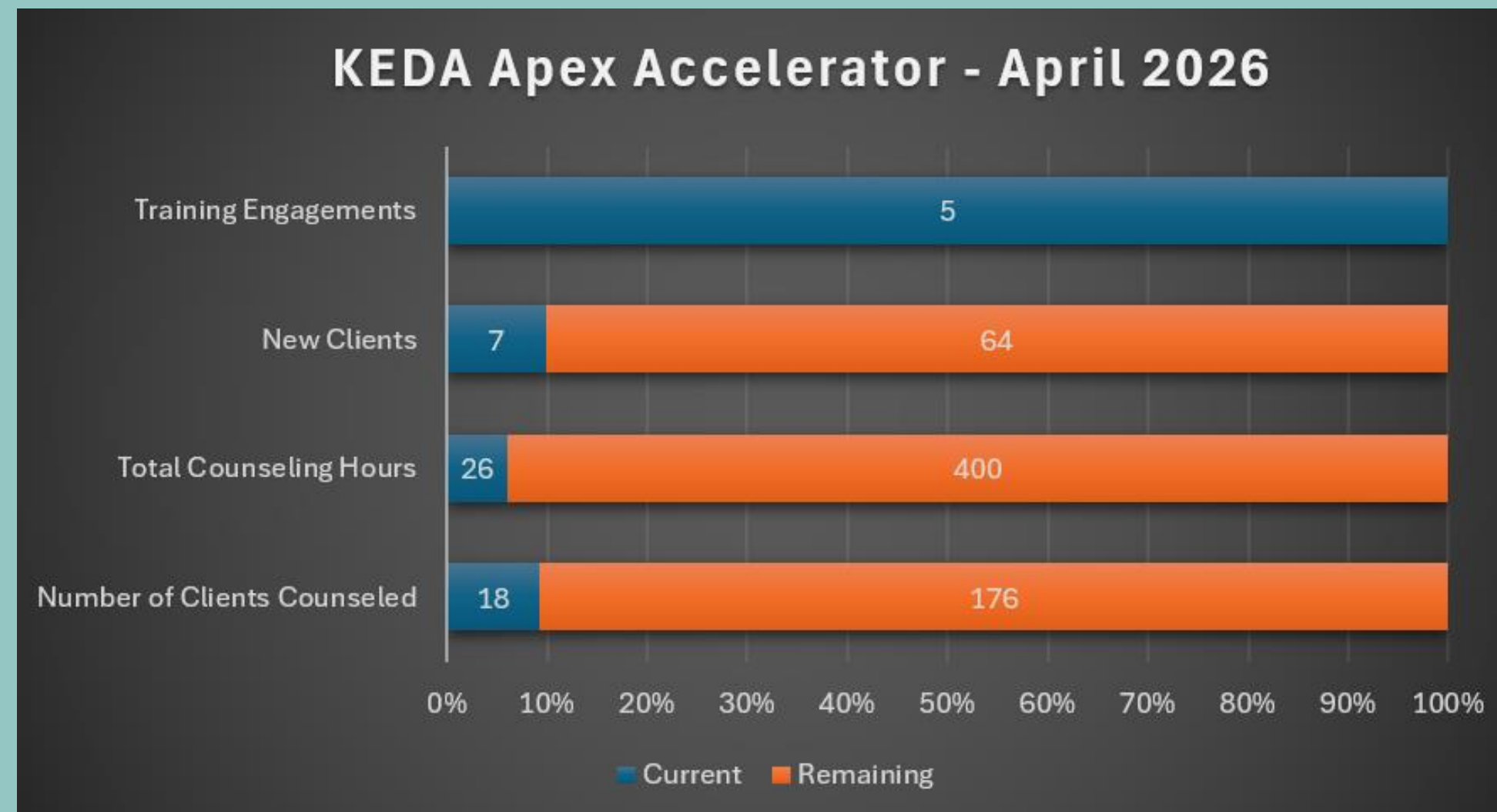
ADO Q4 COM Metrics Interaction KPIs



Current FY
2025-2026



Apex Accelerator



APEX Corner



Get help with your government contracting questions

CONTRACTING COFFEE HOUR

1st Weds of the Month
8-10 am - online



HENSEL PHELPS

Plan. Build. Manage.

APEX Classes

- Federal Contracting Lexicon
- Federal Acquisition Regulations (FAR)
- Ethics in Federal Government Contracting

MEET KEDA'S
GOVERNMENT
CONTRACTING EXPERTS

KITSAP WASHINGTON
ECONOMIC DEVELOPMENT ALLIANCE
APEX
ACCELERATOR



TERRY HOMBURG



MARY JO JUAREZ

Unlock insider knowledge with former Naval contracting officers Terry Homburg and Mary Jo Juarez. Their unique backgrounds and expertise make them invaluable guides, equipped to help businesses navigate the complexities of government contracting.

Recruitment



- Project Ellie
- Project Horseshoe
- Project Tangledwood
- 22 outbound calls



Listening Session #3



Community Partnership and Outreach

- Matchstick Lab Spring Fling
- Puget Sound Energy – PSIC-B Infrastructure
- Business of Childcare Task Force
- Puget Sound Region Council
- Defense Regional EcDev
- FIFA / GKC / Team Bremerton
- BrightNight – Agate Project
- Econ Dev Week Pod Cast Collaboration
- PO, Bainbridge EDC Meetings
- KRCC LUTAC
- NCMS Site Visit
- KBA Contractor Training Collab

WORKFORCE

RESEARCH

**COMMUNITY
OUTREACH**

May-2026

KITSAP 



WORKFORCE



- **Veterans Support for JOB TRAINING**
Washington State Veterans Administration
- **Construction in Motion -Kitsap Builders Association Trades Taskforce – May 2 All Day**
- **Workforce Development Internship Applications**
- **Olympic Workforce Development Council**
- **KCHP Healthcare System Workgroup**
- **West Sound STEM Network – US Chamber Grant Application**
- **July Workforce Roundtable**

RESEARCH



- Top Employers Project 2025
- Quarterly Employment Report - completed
- NKU and Kingston Stakeholders FIFA presentation
- Vacant Storefronts Study
- Mason County Sewer Extension
- WSSN Q1 2026 Report – Completed
- Permits and Housing report underway

COMMUNITY OUTREACH



- Regional Transpiration Meeting / FIFA Economic Impact
- City Research Requests
- Bainbridge Economic Development Team – Community and Housing Update
- Kingston Economic Development Team follow up
- Individual Services

KEDA Annual Meeting & Economic Forecast



Thanks to our presenters and to our generous sponsors!



New Website Resources

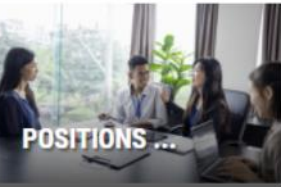
Launch Your Healthcare Career HERE.

BUILD YOUR HEALTHCARE CAREER IN KITSAP COUNTY

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For those entering the healthcare workforce, Kitsap County also provides strong healthcare education programs and career-launching support, including healthcare training programs at Olympic College and clear career pathways offered by multiple local employers.

FIND OPEN POSITIONS



HEALTHCARE EDUCATION AND ADVANCE PLACEMENTS



Kitsap Community Health Priorities

Developed by a Kitsap Community Health Priorities (KCHP) workgroup and implemented & hosted by KEDA **KitsapHealthCareers.org** provides a platform for healthcare organizations to jointly promote job postings and educational pathways, while highlighting the many benefits of living and working in the West Sound region.

KitsapHealthCareers.org

RESEARCH AND REPORTS

KITSAP EMPLOYMENT & ECONOMY REPORTS

2025 KEDA ECONOMIC IMPACT REPORT

KITSAP QUICK FACTS

INDUSTRIAL ASSETS

KITSAP COUNTY PROFILE

TOP EMPLOYERS

2019-2024 PERMIT DATA

2025 KITSAP COUNTY COST OF LIVING

NORTH KITSAP UNITED ECONOMIC ACTIVITY ANALYSIS



kitsapeda.org/doing-business/research-and-report

Featured News

April featured story

NEW WEBSITE RAMPS UP EFFORTS TO ATTRACT HEALTHCARE PROFESSIONALS TO KITSAP

30 APR 2026 Featured Story, Featured Content, Healthcare, Allied Health

KITSAP COMMUNITY HEALTH PRIORITIES (KCHP) AND KEDA RECENTLY JOINED FORCES TO LAUNCH A NEW WEBSITE, [KITSAPHEALTHCAREERS.ORG](https://www.kitsaphealthcareers.org), IN AN EFFORT TO SHOWCASE AND STRENGTHEN KITSAP COUNTY'S HEALTHCARE WORKFORCE.

Kitsap Community Health Priorities (KCHP) and **Kitsap Economic Development Alliance (KEDA)** recently joined forces to launch a new website, [KitsapHealthCareers.org](https://www.kitsaphealthcareers.org), in an effort to showcase and strengthen Kitsap County's healthcare workforce.

"The [kitsaphealthcareers.org](https://www.kitsaphealthcareers.org) webpage is a result of the collective work happening as part of KCHP, led by Kitsap Public Health District. KCHP is a multiyear process that engages partners and leaders in reviewing data, identifying community health priorities, and implementing strategies to address them," said Leah Neff Warner, an epidemiologist in the Assessment and Epidemiology Program at Kitsap Public Health District.

At the heart of this work is the belief that Kitsap's health systems are connected and dependent on one another, she added.

"Everyone benefits when healthcare professionals join the workforce here," she said.

KEDA Executive Director Joe Morrison echoed that sentiment.

"KitsapHealthCareers.org is a powerful example of what's possible when partners come together around a shared priority," Morrison said. "At KEDA, we see workforce as the foundation of a strong economy, and healthcare is one of the most critical sectors for our region's future. We're proud to partner with Kitsap Community Health Priorities and our healthcare leaders to help build a more connected, accessible pipeline of talent—one that not only supports providers, but ensures our residents continue to receive high-quality care close to home."

ENGAGING AND PROMOTING KITSAP'S HEALTHCARE JOB POSTINGS

The goal was to design a user-friendly platform to engage and promote local job postings and educational pathways, enabling healthcare professionals to easily explore a wide range of careers with hospitals, schools, tribes, and various healthcare systems.

As an added bonus, they also get a glimpse of the many benefits of living and working in the West Sound region.

"I am most excited about the collaborative process that got us to this point. Over the past two years, the Health District and healthcare leaders have consistently come together to create and realize the vision for the webpage. Along the way, we discussed impacts of federal health policy changes and brainstormed potential mitigation strategies. The webpage is a result of this broader effort to work



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FIND OPEN POSITIONS



HEALTHCARE EDUCATION AND ADVANCE PLACEMENTS

Kitsap Sun –

SO... IS THE ECONOMY ACTUALLY OKAY?

9 APR 2026 Economy, AI, Economic Forecast, Featured Story

Originally published in the Kitsap Sun, this article was updated with information from KEDA's Annual Meeting and Economic Forecast on April 9.



Joe Morrison, KEDA Executive Director
morrison@kitsapeda.org

My new favorite pastime is filling up my gas tank whenever it's half full. That and monitoring prices per gallon like I never have before.

WARNING SIGNS ARE HARD TO IGNORE

Related, on Tuesday Goldman Sachs increased their probability of the US entering a recession this year to 30 percent. That same day Mark Zandi, chief economist at Moody's Analytics, said his firm's model now forecasts recession risk at 49 percent, "pointing to stagnant retail sales, declining vehicle purchases, and weak home sales as evidence that consumers are struggling," according to Seeking Alpha.

While Moody's is the most bearish of them all, they are something of an outlier. Despite increasing risk, most economists believe it remains unlikely the US will enter into recession this year. Remarkable. It's amazing the body blows our economy can take and keep barreling along.





Congratulations!

JAMES DAVIS, CEcD
Certified Economic Developer
Kitsap Economic Development Alliance

Big congratulations to James Davis, Economic Development Manager at Kitsap Economic Development Alliance, on earning his **Certified Economic Developer (CEcD)** designation from the International Economic Development Council!

This certification highlights his dedication to advancing economic growth in Kitsap County.





CHAD MELTON NAMED WEDA 2026 ECONOMIC DEVELOPMENT ADVOCATE OF THE YEAR

MAR 9 2026

KEDA Vice Chair and Healthcare Leader Recognized for Advancing Workforce Development, Regional Investment, and Healthcare Expansion in Kitsap County

KITSAP COUNTY, WA – Chad Melton, Interim President, Puget Sound Market and President of St. Michael Medical Center, has been named the 2026 Economic Development Advocate of the Year by the Washington...



Operations Report

FY 2025–2026 | Q4

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in One Spectacular Place**

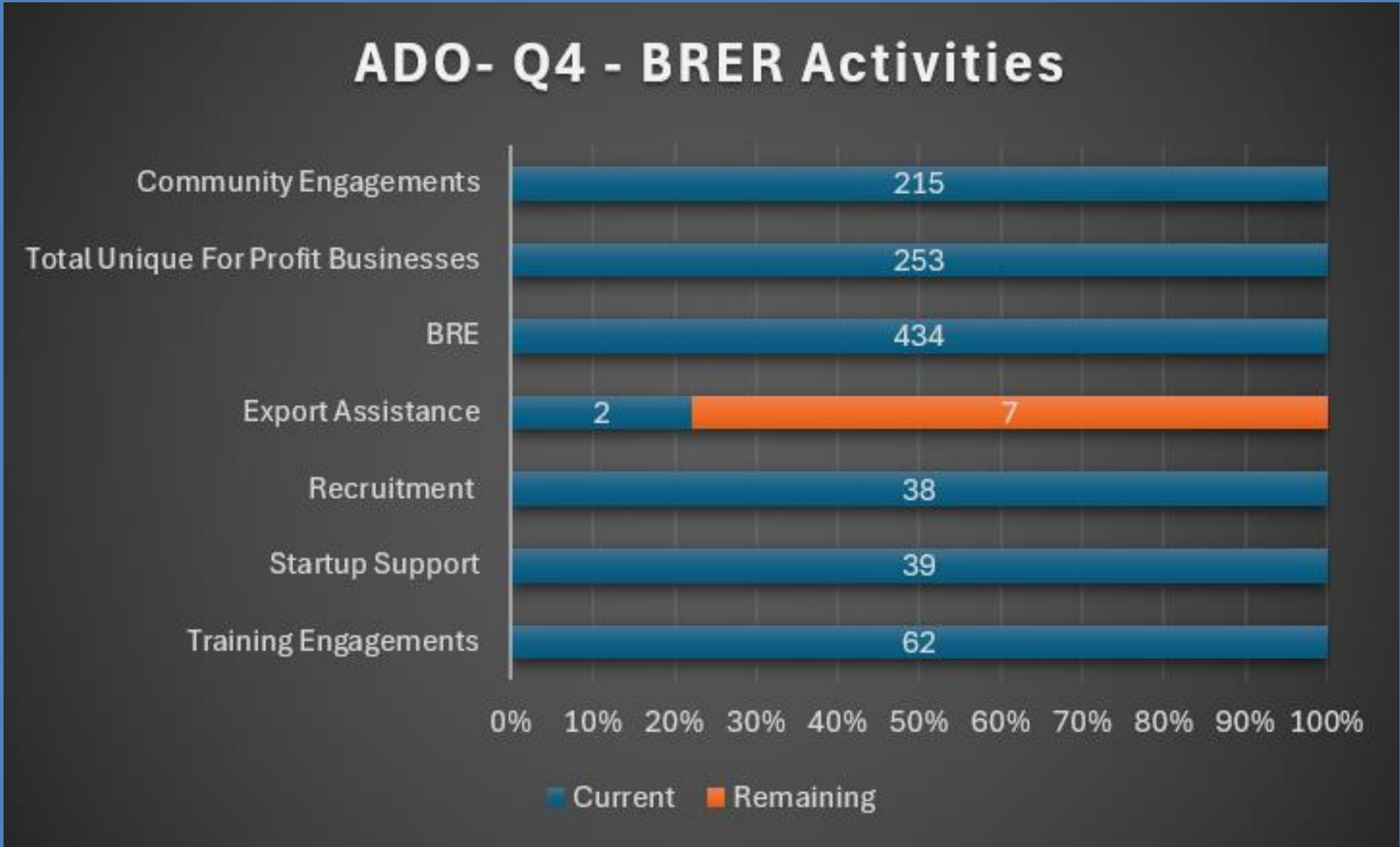
kitsapeda.org



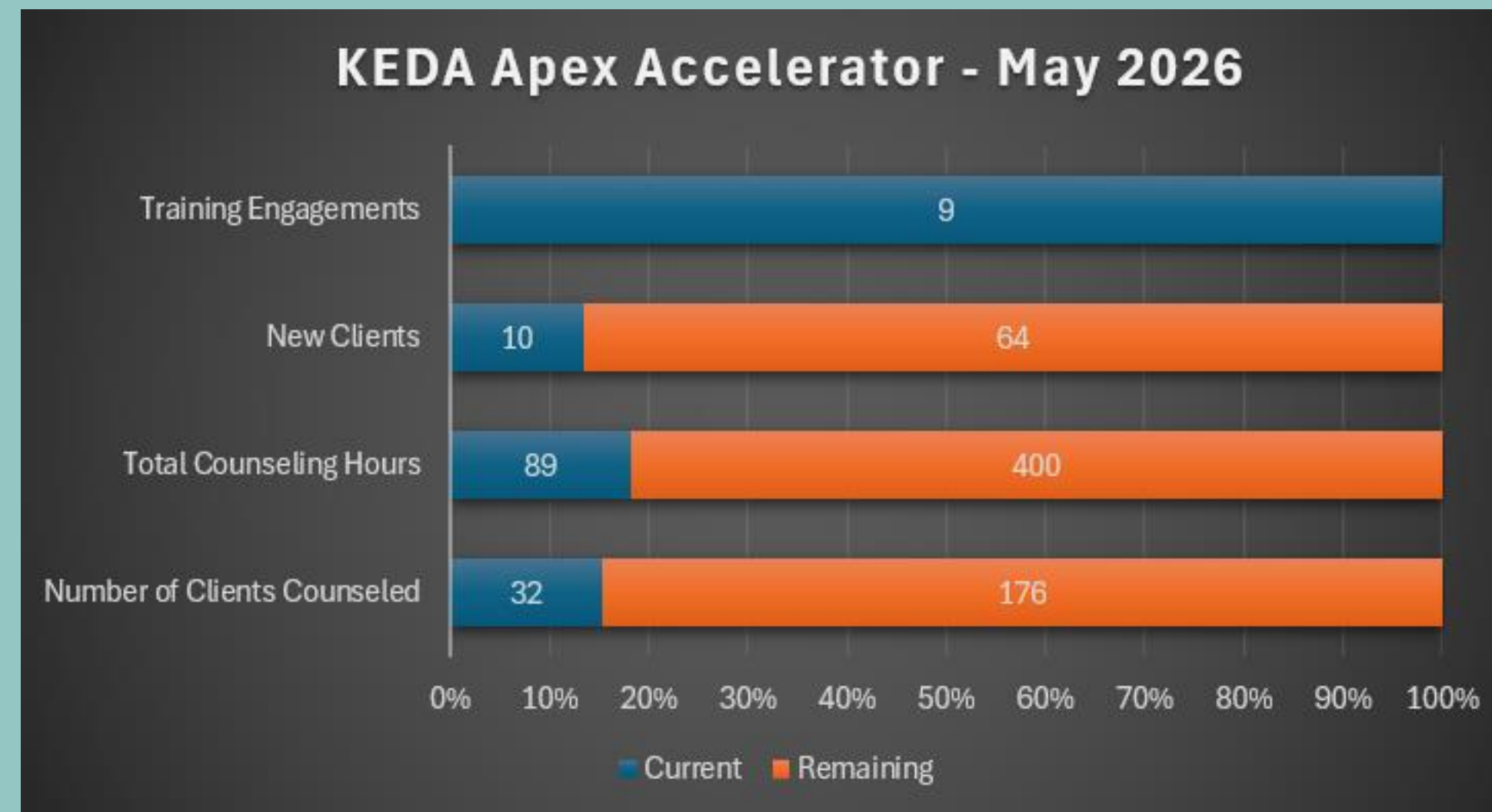
ADO Q4 COM Metrics Interaction KPIs



Current FY
2025-2026



Apex Accelerator



APEX Corner



Get help with your government contracting questions

CONTRACTING COFFEE HOUR

1st Weds of the Month
8-10 am - online

PRIME
CONNECT



APEX Classes

- Steps Leading to a Federal Contract
- Steps Leading to a WA State Contract

MEET KEDA'S
GOVERNMENT
CONTRACTING EXPERTS

KITSAP WASHINGTON
ECONOMIC DEVELOPMENT ALLIANCE
APEX
ACCELERATOR



TERRY HOMBURG



MARY JO JUAREZ

Unlock insider knowledge with former Naval contracting officers Terry Homburg and Mary Jo Juarez. Their unique backgrounds and expertise make them invaluable guides, equipped to help businesses navigate the complexities of government contracting.



Listening Session #3



Community Partnership and Outreach

- Flywheel Investment Conference
- State Treasurer | GKC | KEDA | IMS
- KRCC LUTAC
- PRSC- Regional Strategy
- Defense Regional EcDev
- FIFA / GKC / Team Bremerton
- Challenge Seattle
- HD CAV | Apex collaboration on CMMC Reqs
- PO, Bainbridge EDC Meetings
- Business of Childcare Task Force
- Childcare Spaces Resource
- Matchstick Lab
- Tacoma Chamber DC Trip

WORKFORCE



- Vet Tribe
- American Legion Networking
- Puget Sound Regional Council Regional Staff Meeting re Workforce Transportation
- Healthcare Pathways in Kitsap
- Internship Interviews
- Olympic Workforce Development Council
- KBA Workforce Committee
- KCHP Healthcare System Workgroup
- July Workforce Roundtable Planning
- Client Services – 2 Manufacturing Firms

RESEARCH



- Top Employers Project 2025
- Quarterly Employment Report
- Vacant Storefronts Study - Starting
- Sewer Investment Study Completed*
- COLI Report Started
- Permits and Housing report underway

COMMUNITY OUTREACH



- BREs
- Research Requests – PSE for Bainbridge
- Bainbridge Economic Development Team – Community and Housing Update
- Kingston Economic Development Team
- Kitsap Commercial and Industrial Lands Realtor Group
- Individual Services

New & Updated Website *Resources* (Refreshed site coming soon)



KITSAP INDUSTRIAL ASSETS



\$10+ billion in federal investment is driving long-term industrial demand in Kitsap County.

RECENT MARKET SIGNALS:

The U.S. Navy is making a once in a century investment in Puget Sound Naval Shipyard through its Shipyard Infrastructure Optimization Program (SIOP)—creating **sustained demand** for modern industrial, logistics, and supplier facilities.

- 2026: Navy seeks 140,000 sq. ft. of warehouse space
- 2025: Navy seeks:
 - 270,000 sq. ft. of industrial/warehouse space
 - 350,000 sq ft of laydown space
- Two Bremerton industrial buildings (49,000 sq ft) sell for \$9.2M, a 3x premium over 2016 price.





Twelve Trees Industrial Park
www.twelvetrees.com

- North Kitsap's largest industrial park with regional Navy access
- 260,000+ sq. ft. near SR-3, ferry routes, & major freight carriers

Port of Bremerton
portofbremerton.org

- Largest greenfield industrial site west of Puget Sound
- Flat ready sites, Foreign Trade Zone, rail access, airport
- Established industrial employee base

Puget Sound West
pugetsoundwest.com

- Proposed 1.4M+ sq. ft. Class A industrial
- Easy access on SR 3 for regional logistics and freight mobility
- Flexible industrial layout with build-to-suit opportunities for large-scale operations



Joe Morrison, KEDA Executive Director | morrison@kisspeck.org | 360.377-5599
kisspeck.org

RESEARCH AND REPORTS

KITSAP EMPLOYMENT & ECONOMY REPORTS



kitsapeda.org/doing-business/research-and-report

Partnering: Kitsap Healthcare Initiative

Launch Your Healthcare Career HERE.

BUILD YOUR HEALTHCARE CAREER IN KITSAP COUNTY

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FIND OPEN POSITIONS



HEALTHCARE EDUCATION AND ADVANCE PLACEMENTS



[KitsapHealthCareers.org](https://www.kitsaphealthcareers.org)

Led by Kitsap Public Health/Kitsap Community Health Priorities (KCPH)

APRIL FEATURED CONTENT

NEW WEBSITE RAMPS UP EFFORTS TO ATTRACT HEALTHCARE PROFESSIONALS TO KITSAP

Thursday, April 30, 2025

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SOCIAL MEDIA

Find *your* path in
Kitsap County.



Annual Meeting Highlights



ECONOMIC CHAMPIONS



EVENT RESOURCES:



Trending on Social Media *(Please like and share KEDA social media posts)*

KUDOS & AWARDS



Congratulations!

JAMES DAVIS, CEcD

Certified Economic Developer
Kitsap Economic Development Alliance

Big congratulations to James Davis, Economic Development Manager at Kitsap Economic Development Alliance, on earning his **Certified Economic Developer (CEcD)** designation from the International Economic Development Council!

This certification highlights his dedication to advancing economic growth in Kitsap County.



Thank You TO OUR FOUNDING INVESTOR



Thank you to the Washington State Department of Commerce for your vision, leadership, and unwavering commitment to Kitsap County's economic future.

Your partnership helps build stronger communities, expand opportunity, and create lasting impact across our region.



Thank You TO OUR CHAMPION INVESTORS



KITSAP COUNTY

Working together to strengthen our community and support a thriving Kitsap County.



CITY OF BREMERTON

Investing in our economy and creating opportunities for a vibrant and resilient community.



KITSAP CREDIT UNION

Empowering businesses and people to achieve their financial goals and build stronger futures.



PORT MADISON ENTERPRISES

Driving innovation and economic growth to build a stronger and more prosperous region.



VIRGINIA MASON FRANCISCAN HEALTH

Improving the health and well-being of our community and supporting a strong, healthy workforce.



These organizations are championing economic vitality, opportunity, and a bright future for Kitsap County.

We are grateful for your partnership!



Operations Report

FY 2025–2026 | Q4

**Economic Vitality for All
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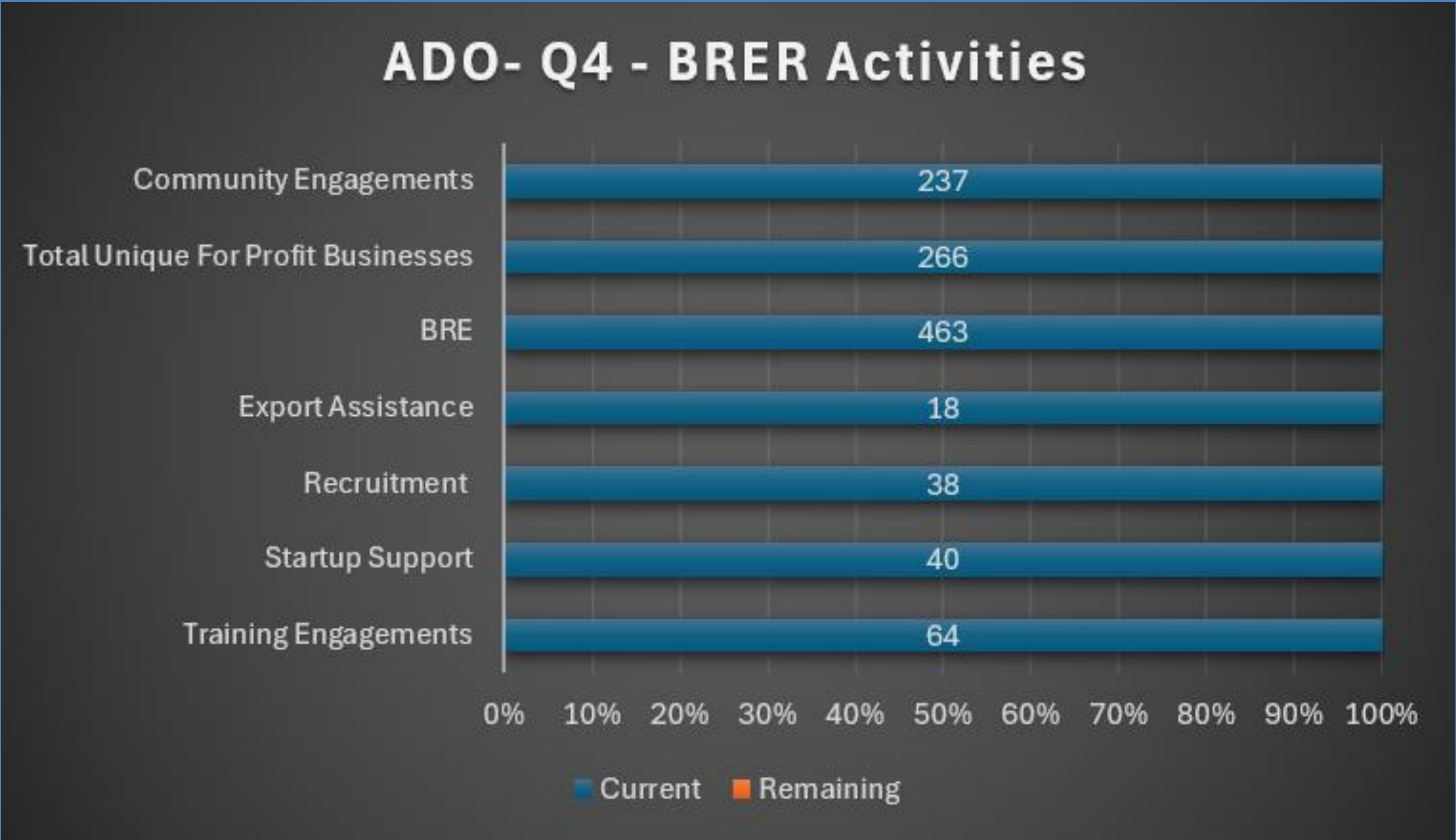
kitsapeda.org



ADO Q4 COM Metrics Interaction KPIs



Current FY
2025-2026

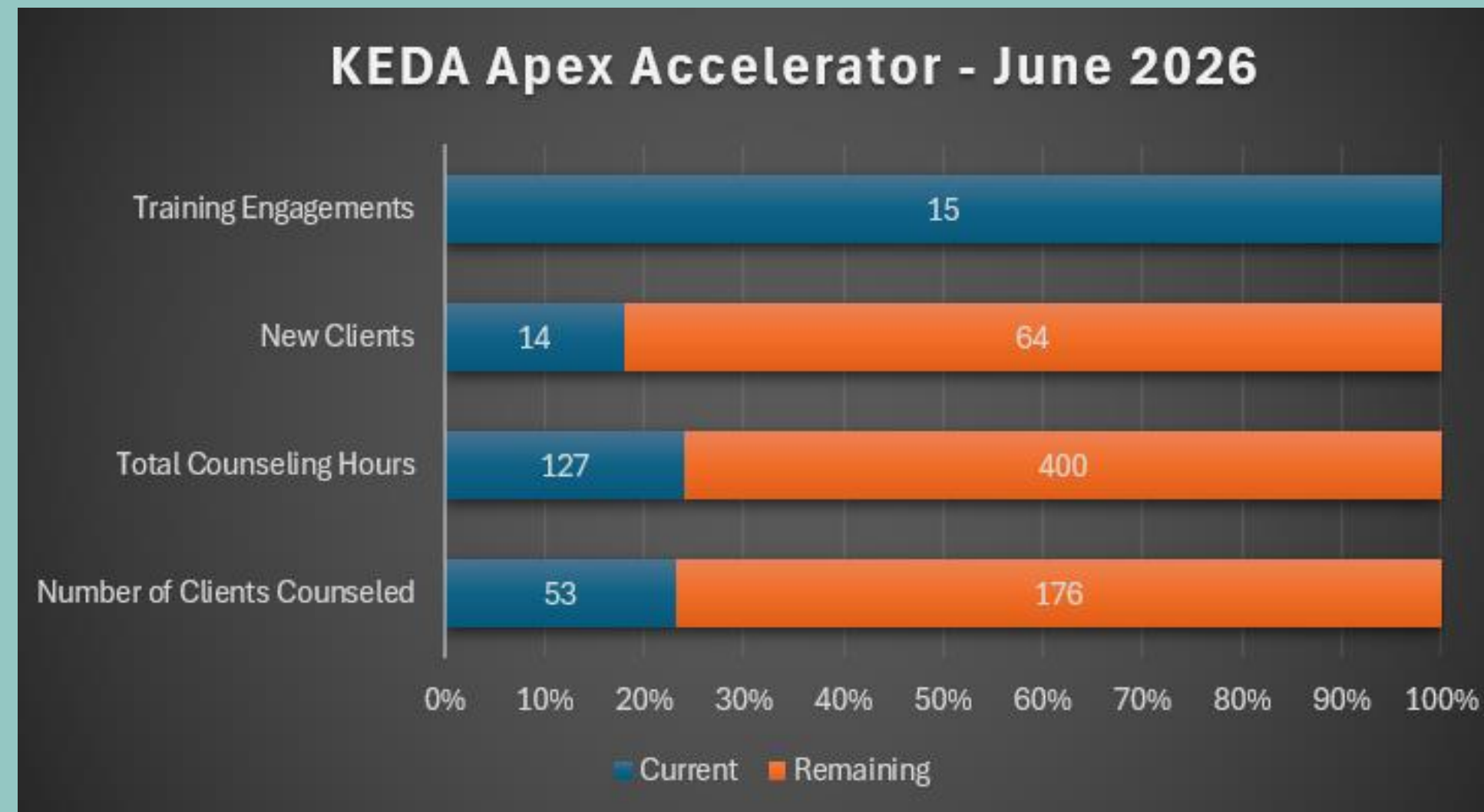




Community Partnership and Outreach

- KEDA Intern Program
- Business of Childcare Task Force
- Upwards Childcare Capacity Strategy
- Kitsap DCD on Childcare
- Navigational Toolkit Complete
- Matchstick Lab
- Defense Economy Panel- Seattle
- NUWC Industry Day
- KEDA Visits Port Orchard
- Export resource kit
- Kitsap Commissioners Briefing

Apex Accelerator



APEX Corner



Get help with your government contracting questions

CONTRACTING COFFEE HOUR

1st Weds of the Month
8-10 am - online



Kiewit

APEX Classes

- Understanding Capabilities Statements - Federal & WA State
- NUWC Industry Day Presentation

MEET KEDA'S
GOVERNMENT
CONTRACTING EXPERTS

KITSAP WASHINGTON
ECONOMIC DEVELOPMENT ALLIANCE
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TERRY HOMBURG



MARY JO JUAREZ

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WORKFORCE



Career and Technical Education

- Healthcare Pathways
- KCHP Healthcare System Workgroup
- Trades including KBA Workforce Committee
- Olympic Workforce Development Council

Veterans

- Navy Retirees
- Separating Service Members
- Military Spouses

Internship Projects

Workforce Roundtable

RESEARCH



- Quarterly Employment Report
- Vacant Storefronts
- Study Mason County Sewer Op-Ed
- COLI Report Started
- Kitsap 2026 Profile started
- PSRC Regional Staff Meeting
- Permits and Housing reports underway

COMMUNITY OUTREACH



- Research Requests
- Bainbridge Economic Development Team
- Kingston Economic Development Team
- Poulsbo Chamber of Commerce
- Kitsap Commercial and Industrial Lands Realtor Group
- Employers' Resources Fair Event

M2D2 Procurement Awareness



Kitsap Economic Development Alliance
Published by Theresa Mangrum · June 17 at 3:00 PM ·

A major federal contracting opportunity is coming to Kitsap.... See more





Kitsap Economic Development Alliance
Published by Theresa Mangrum · 22h ·

Suquamish Tribe-Navy Agreement Marks Key Step for Major Dry Dock Project... See more



SOUTHSOUNDMAG.COM

Suquamish Tribe, Navy Agreement Honors Tribal Treaty Rights While Advancing Naval Readiness



NAVSEA.NAVY.MIL

CNO briefed on shipyard operations during his command visit to PSNS & IMF

FIFA @ Quincy Square

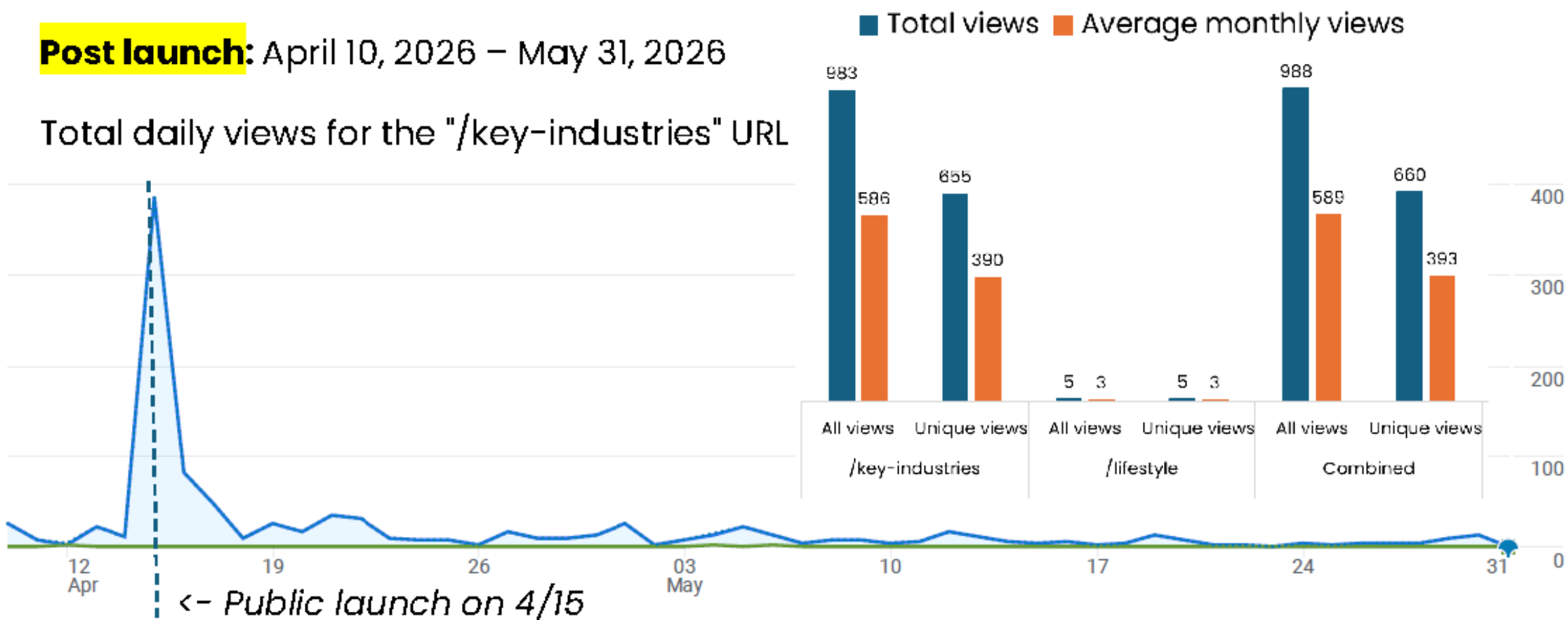


Healthcare Page – Initial Results

Has website traffic increased on KEDA's healthcare page since the launch?

Post launch: April 10, 2026 – May 31, 2026

Total daily views for the "/key-industries" URL



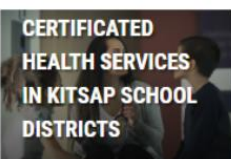
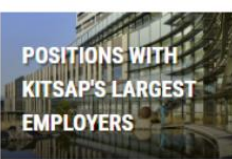
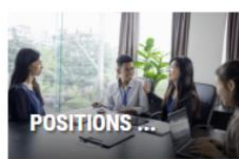
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FIND OPEN POSITIONS



HEALTHCARE EDUCATION AND ADVANCE PLACEMENTS



[KitsapHealthCareers.org](https://www.kitsaphealthcareers.org)



[KitsapHealthCareers.org](https://www.kitsaphealthcareers.org)

Data provided by KEDA's web developer, Golden Shovel Agency



Investor Appreciation Campaign

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FOUNDING INVESTOR



Washington State
Department of
Commerce

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★
KITSAP COUNTY
— CHAMPION INVESTOR —



Your leadership and commitment to economic development help advance a stronger future for all who call Kitsap home.

Thank you for investing in Kitsap's future.



★ — ECONOMIC VITALITY FOR ALL - IN ONE SPECTACULAR PLACE — ★

UP NEXT:

- PORT MADISON ENT.
- KITSAP CREDIT UNION
- VMFH ST MICHAEL MED
- CITY OF BREMERTON



Operations Report

January – August+ 2026

**Economic Vitality for All
in One Spectacular Place**

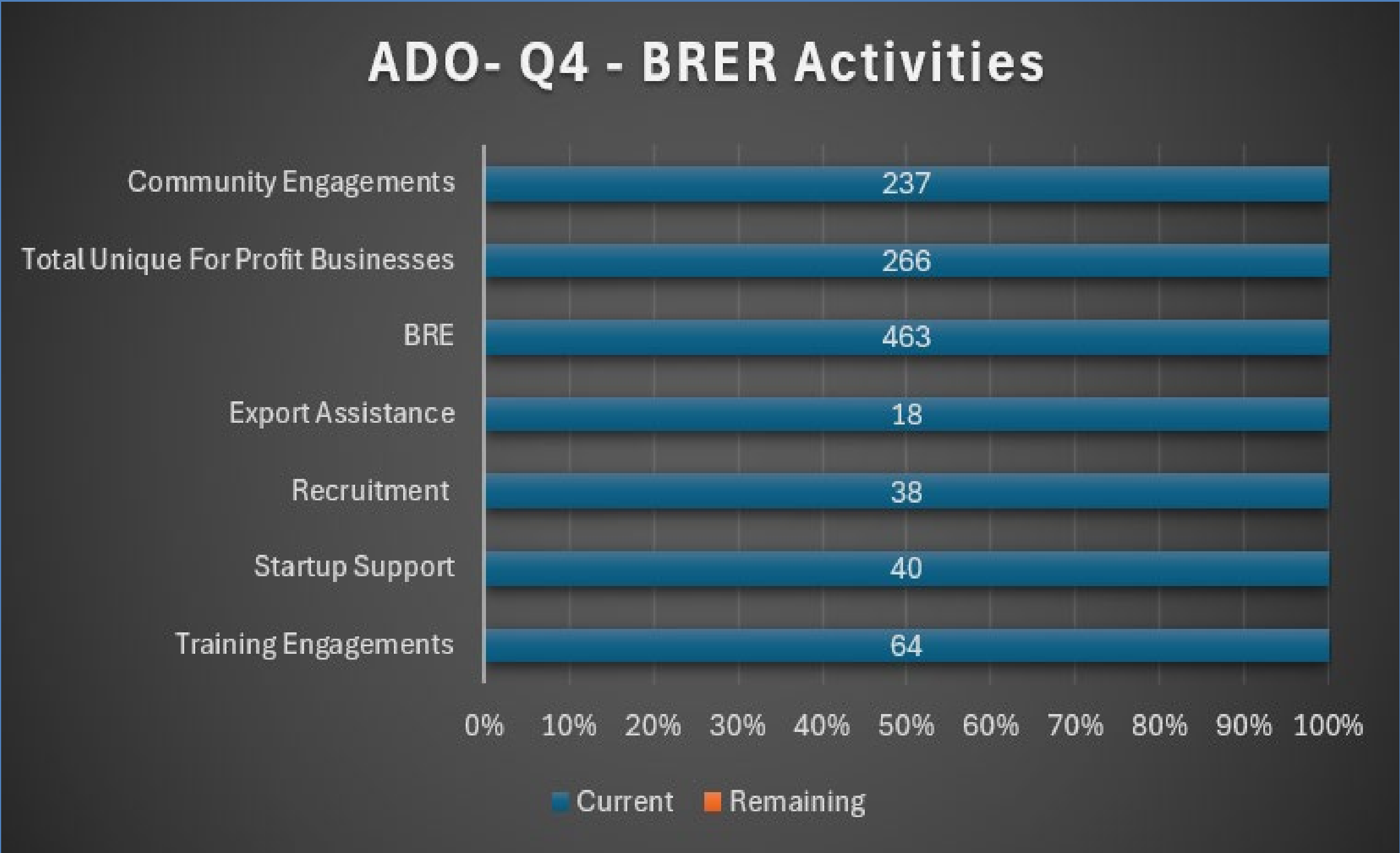
kitsapeda.org



ADO COM Metrics Interaction KPIs



Fiscal Year
2025-2026



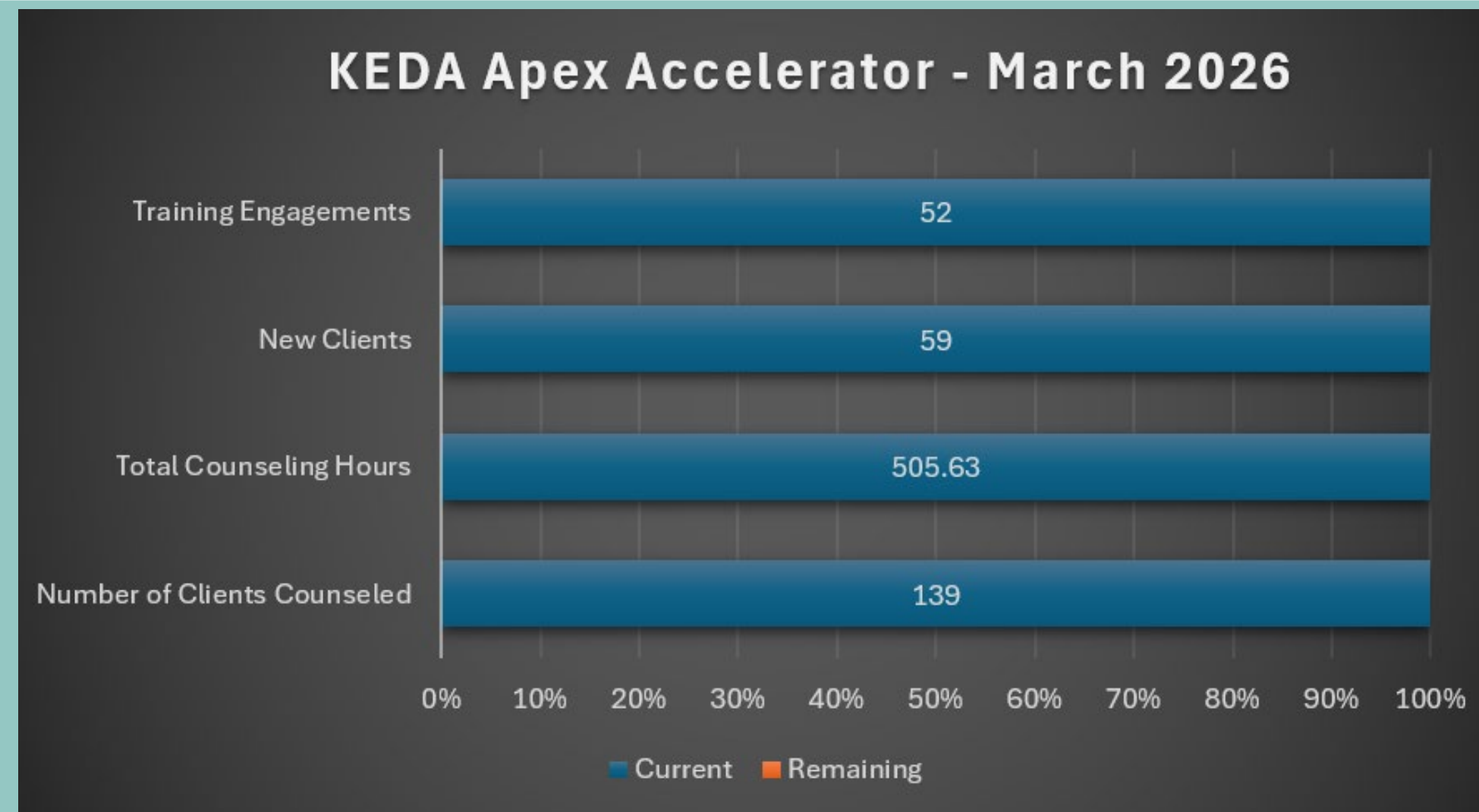
Partnership and Engagement Highlights



- SIOP HUB (kitsapeda.me/SIOP)
- Advance marine manufacturing industry cluster
- Partnerships with Navy and key stakeholders
- New Apex Accelerator Volunteer
- Congress / Senate staff engagement (Murray)
- Puget Sound Economic Development Planning

Apex Accelerator

FY 2025-2026



APEX Classes

- 27+ Classes
- Pre-Solicitation to Post Award
- Special consideration training (Gov Shutdown, CMMC changes, handling uncertainty)
- Contracting Coffee Hour

MEET KEDA'S
GOVERNMENT
CONTRACTING EXPERTS

KITSAP WASHINGTON
ECONOMIC DEVELOPMENT ALLIANCE
APEX
ACCELERATOR



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Apex Accelerator



KITSAP TOOLS FOR SUCCESS



A Comprehensive Toolkit for the
Aspiring Child Care Business Owner



WORKFORCE DEVELOPMENT

Career and Technical Education

- CTE Certificates Up in Kitsap (OSPI Data)
- Career and Technical Education
- Olympic College Allied Healthcare Center
- West Sound Tech
- Olympic Workforce Development Council
- Kitsap Builders Association Workforce Programs

Veterans

- Navy Retirees
- Separating Service Members
- Military Spouses

RESEARCH

🌐 <https://www.kitsapeda.org/doing-business/research-and-reports>

ECONOMIC
DEVELOPMENT
ALLIANCE

KEY INDUSTRIES

DOING BUSINESS

PROPERTIES

WORKFORCE

GOVERNMENT CONTRACTING

LIFESTYLE

ABOUT

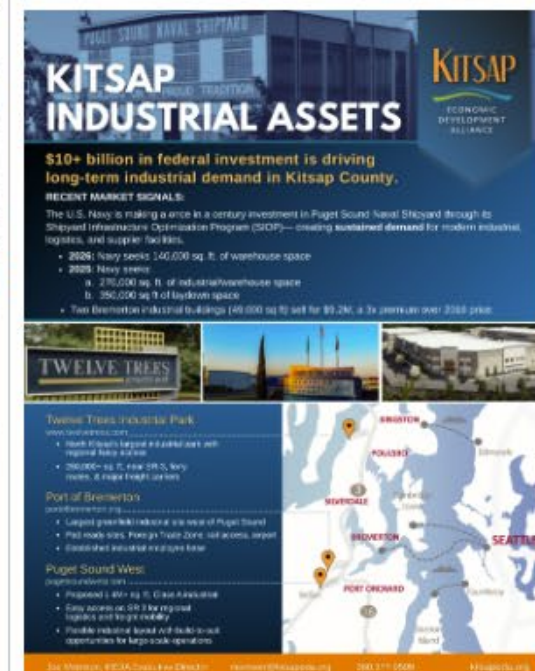
NEWS

- Cost of Living Index Report - Completed
- Permitting (Housing) Report - Completed
- Permitting (Commercial) Report In Progress
- Bainbridge Island Tourism Impact Study - Completed
- Kitsap 2026 Profile In Progress
- 2025 Kitsap Top Employers

KITSAP QUICK FACTS



INDUSTRIAL ASSETS



ECONOMIC ACTIVITY ANALYSIS



KITSAP COUNTY PROFILE

County Profile Kitsap County

Page 92 of 125

RESEARCH cont.

- Quarterly Employment Reports
- Biannual Housing Cost Reports
- AI's Impact on Economic Development and Land Use Planning for The American Planning Association Washington Chapter
- Year of the Rural 2026 – Analysis and Recommendations
- Silverdale Center Comprehensive Plan Review and Recommendations
- North Kitsap United Economic Analysis of YMCA
- Economic Impact of Agriculture in Kitsap

Coming up: Preview of Healthcare Pathways Project



KITSAP COUNTY
Healthcare Careers A–Z

DirectoryLocal CollegesAbout This Guide

— 80 CAREERS · A TO Z

Chart a course into healthcare, right here in Kitsap.

From Acupuncturist to Veterinarian, this directory maps every stop on the healthcare career path — what the job duties are, what training it takes, and where in Kitsap County (or nearby) you can actually get there.

 Many college programs listed here can be covered by a combination of the **GI Bill** and the **Yellow Ribbon Program** for enlisted and veteran Navy members.

COLLEGES SERVING KITSAP COUNTY

- Olympic College — Bremerton & Poulsbo campuses
- Western Washington University — Bremerton & Poulsbo campuses
- Washington State University — Bremerton campus
- UMass Global — Naval Base Kitsap-Bangor
- Old Dominion University — Hybrid / Online

80
CAREERS MAPPED

40
IN KITSAP NOW

1
COMING SOON

Q

Search job titles, skills, or programs (e.g. “sonograp

All Careers

Available in Kitsap

Coming Soon

Regional Only

Sort: A → Z

Showing 80 of 80 careers

Acupuncturist

Acupuncturists diagnose and treat patients using traditional Chinese medicine techniques- primarily

Administrative Services Manager

Administrative services managers supervise clerical and administrative staff, develop and manage records,

Anesthesia Technician

Anesthesia technicians assist anesthesiologists, nurses, and other medical staff working on anesthesia

Page 94 of 125

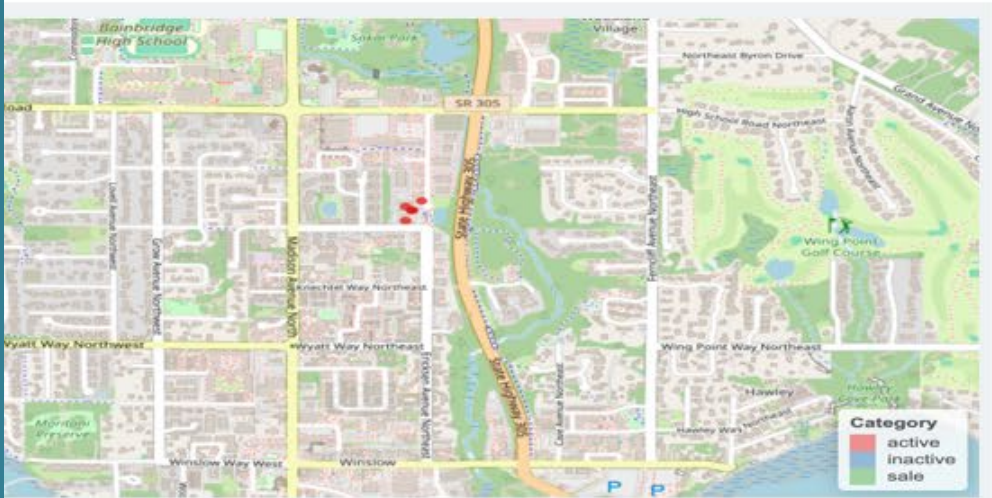
Coming up: Preview of Vacant Storefronts Project

Build a live vacancy database across six Kitsap cities

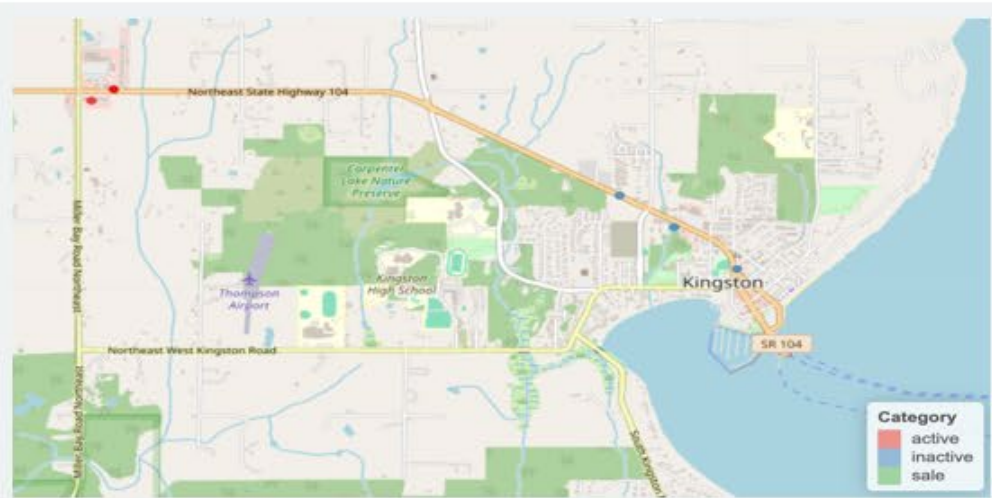
Ground-truth listings with a boots-on-the-ground survey

Survey 50+ commercial Brokers on causes

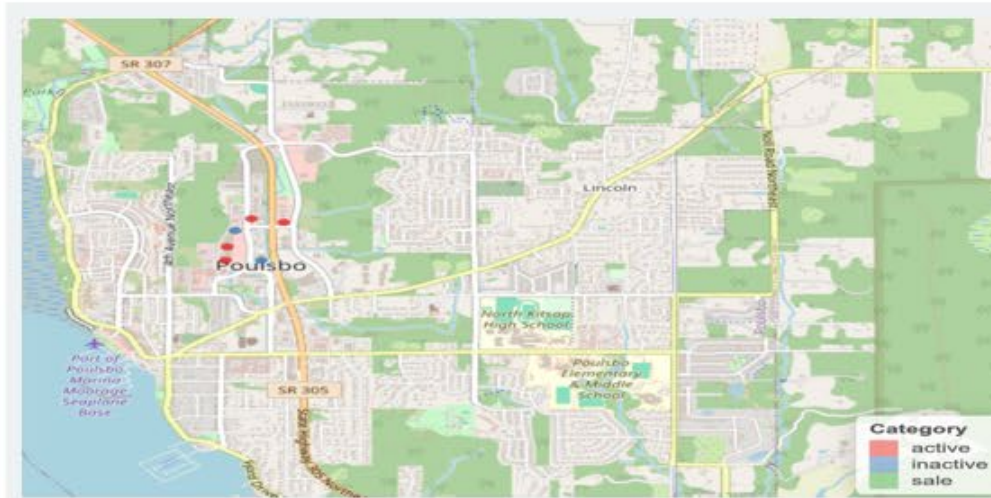
Where the vacant storefronts are



Bainbridge Island — Hildebrand Corridor



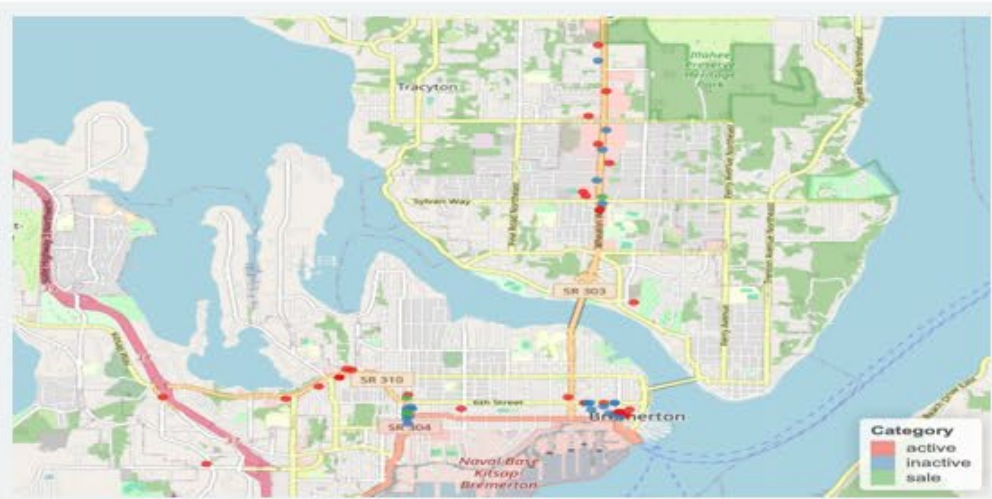
Kingston — SR-104 Corridor



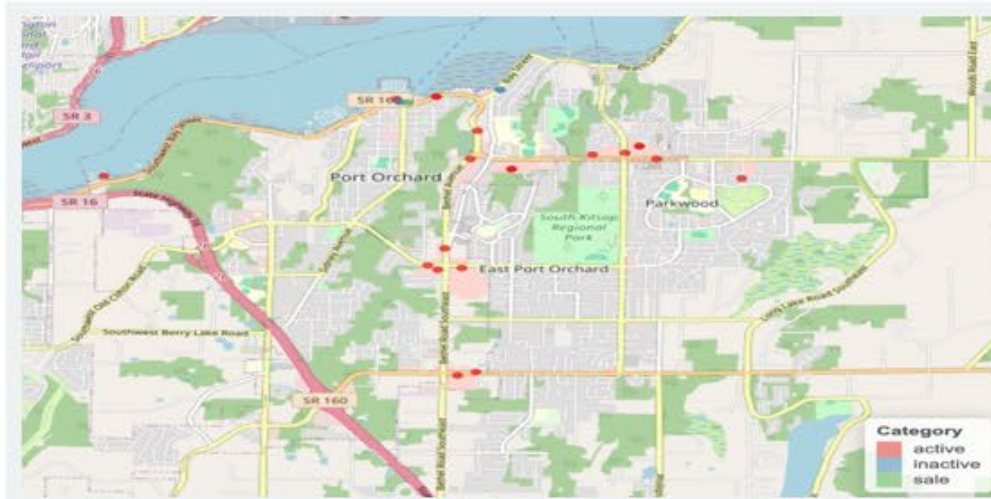
Poulsbo Village & Historic Downtown



Silverdale Commercial Core



Bremerton — Downtown & SR-303



Port Orchard — Bay St & Bethel Ave

April's Annual Meeting & Economic Forecast



Thanks to our presenters and to our generous sponsors



KITSAP INDUSTRIAL READINESS SUMMIT NAVFAC/SIOP/APEX

 **SAVE THE DATE!**

2026 Kitsap Industrial Readiness Summit

Aug 20th | 8a - 12:15p

Kitsap Conference Center Bremerton

Hear directly from Shipyard and Navy Facilities leadership about updates on SIOP work at PSNS & IMF, including the Multi-Mission Dry Dock — the largest single infrastructure modernization project in Navy history.

 **Followed by NAVFAC hosted:
SIOP INDUSTRY DAY!**

RSVP Required: kitsapeda.me/KIRS2026



KITSAP  ECONOMIC
DEVELOPMENT
ALLIANCE



KITSAP  ECONOMIC
DEVELOPMENT
ALLIANCE

ADDITIONAL AUGUST EVENTS

 **SOUTH KITSAP**

2026 Infrastructure Day

 **Aug 21st | 9a - 12:15**

Bremerton National Airport
8850 WA-3, Bremerton

This focused briefing will bring together elected officials, public agencies and regional partners to discuss the infrastructure investments needed to support future growth at the Puget Sound Industrial Center–Bremerton and surrounding areas.



RSVP Required: kitsapeda.me/infrastructure

 **KITSAP** ECONOMIC DEVELOPMENT ALLIANCE



NCMS SUSTAINMENT ACCELERATOR:
PUGET SOUND NAVAL SHIPYARD

Event Overview

NCMS is partnering with PSNS & IMF to host a Sustainment Accelerator. Previously known as Technology Showcases, our Sustainment Accelerators emphasize that the CTMA Program is designed to implement new technology solutions through the DoW at a rapid pace. This event will offer government attendees an intimate look at emerging technologies in a select number of **maintenance focus areas**.

- Advanced Manufacturing
- Digitalization & Smart Technologies
- Environmental, Health & Safety
- Fiber Optics

- Inspection & Quality Control
- Maintenance & Reliability
- Naval Specialization
- Unmanned Systems



SEWER IS THE KEY TO GROWTH ALONG HIGHWAY 3

Tuesday, July 28, 2026

THE ECONOMIC OPPORTUNITY ALONG HIGHWAY 3 CROSSES COUNTY LINES—AND REALIZING IT WILL REQUIRE INFRASTRUCTURE, COORDINATION, AND LONG-TERM VISION.

In the classic 1985 film Back to the Future, Doc Brown told Marty McFly that where they were going, they didn't need roads. Doc was an innovator, not an economic developer. Where our region is going, we most certainly need roads—and sewer. Most importantly, we need strong partnerships to get there.

Along those lines, our organizations recently released a joint economic impact study on what enhanced sewer service along Highway 3 could do for Belfair and Kitsap. Broadly, every \$1 invested in sewer returns an estimated \$2.50 to \$2.80. The details show even greater opportunity for Mason and Kitsap if sewer service is expanded.

EXPANDING OPPORTUNITY IN BELFAIR

In Belfair, providing sewer to another 77 parcels could support up to 4,150 jobs, \$190 million in employee compensation, more than \$1.4 billion in...



Joe Morrison
Executive Director, KEDA



Kevin Shutty

FEATURED STORY: ROBUST JOB CREATION AND ECONOMIC OPPORTUNITY ANCHOR KITSAP FOR A FUTURE OF ENDLESS OPPORTUNITY

Friday, July 10, 2026

THE KITSAP ECONOMIC DEVELOPMENT ALLIANCE (KEDA) RECENTLY ANNOUNCED ITS 2025 ECONOMIC IMPACT RESULTS, HIGHLIGHTING A POWERFUL RETURN ON INVESTMENT OF \$11.75 FOR EVERY DOLLAR INVESTED IN ITS CORE ACTIVITIES.

Those combined efforts, which include its APEX Accelerator government contracting program, supported 1,605 total jobs and generated \$330.4 million in total economic output for Kitsap County.

"Our goal remains to conduct economically impactful work, helping generate wealth, jobs and investment for all our community members in this spectacular place we call home," said Joe Morrison, KEDA's Executive Director.



SUBSTANTIAL PROGRESS MADE TOWARDS FIVE YEAR STRATEGIC GOALS



Thu Aug 20, 9:55am

4,079

Views



Thu Aug 20, 11:40am

474

Views

Coming up: Preview of Matchstick Labs Accelerator Weekend



|

SeaTac

Contact SalesCreate EventsHelp Center ▾Find my ticketsLog InSign Up

SMALL BUSINESS

ACCELERATOR

WEEKEND

OCTOBER 2 - 4, 2026

VIBE COWORKS





Matchstick Lab



Coming up: Preview of BIPOC and Fall Forum

JOIN US FOR KEDA'S

2026 Fall Forum

*Small businesses.
Big resources.*

Oct 21, 2026

8:30 AM – 5:00 PM
Kitsap Conference Center
100 Washington Ave, Bremerton

Tickets at kitsapeda.me/FF26

Premier Sponsor



TWO EVENTS. ONE DAY. MAXIMUM OPPORTUNITY.

Open to Kitsap small business owners, entrepreneurs, and community partners – join us for morning, afternoon or full day sessions!

Spend the day with us – ALL are welcome!

- | | |
|--|--|
| 8:30–12:00
MORNING
EVENT | BIPOC Business Forum
Connecting BIPOC entrepreneurs and small business owners with tools and partners to help you grow. |
| 12:00–1:00
LUNCH
KEYNOTE | Building a Washington Where Small Business Wins
A candid look at what it takes to help small businesses start, grow, and succeed — and what we can all do to build it. |
| 1:00–5:00
AFTERNOON
EVENT | Business Forward 2026
Discussions, connections and resources to help your business thrive. |

THANKING KEDA INVESTORS

Thank You

TO OUR

FOUNDING INVESTOR



Thank you to the Washington State Department of Commerce for your vision, leadership, and unwavering commitment to Kitsap County's economic future.

Your partnership helps build stronger communities, expand opportunity, and create lasting impact across our region.



Thank You

TO OUR

CHAMPION INVESTORS



KITSAP COUNTY

Working together to strengthen our community and support a thriving Kitsap County.



CITY OF BREMERTON

Investing in our economy and creating opportunities for a vibrant and resilient community.



KITSAP CREDIT UNION

Empowering businesses and people to achieve their financial goals and build stronger futures.



PORT MADISON ENTERPRISES

Driving innovation and economic growth to build a stronger and more prosperous region.



VIRGINIA MASON FRANCISCAN HEALTH

Improving the health and well-being of our community and supporting a strong, healthy workforce.



These organizations are championing economic vitality, opportunity, and a bright future for Kitsap County.

We are grateful for your partnership! 



Thank You,

PORT MADISON ENTERPRISES

CHAMPION INVESTOR



Rooted in the Suquamish Tribe's tradition of stewardship and community, Port Madison Enterprises champions sustainable economic development that strengthens Kitsap County. Your leadership and investment create lasting opportunities while helping preserve the region for future generations.

Thank you for your partnership and commitment to Kitsap's future.



ECONOMIC VITALITY FOR ALL - IN ONE SPECTACULAR PLACE

Thank You,

KITSAP COUNTY

CHAMPION INVESTOR



Your leadership and commitment to economic development help advance a stronger future for all who call Kitsap home.

Thank you for investing in Kitsap's future.



ECONOMIC VITALITY FOR ALL - IN ONE SPECTACULAR PLACE



Thank You,

KITSAP CREDIT UNION



Kitsap Credit Union's commitment to improving financial well-being and strengthening local communities makes a lasting difference across our region.

As a KEDA Champion Investor, your partnership helps create opportunity for businesses, families, and future generations.

Thank you for investing in our community.



CHAMPION INVESTOR

UP NEXT:

- VMFH ST MICHAEL MED
- CITY OF BREMERTON

New Website Resources

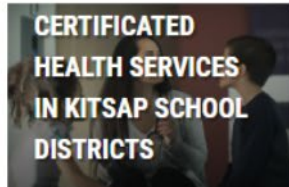
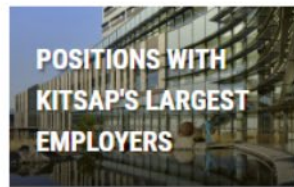
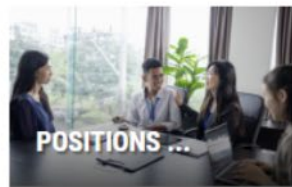
Launch Your Healthcare Career HERE.

BUILD YOUR HEALTHCARE CAREER IN KITSAP COUNTY

Kitsap County offers the rare balance many healthcare professionals seek: a place where you can deliver meaningful, community-centered care while enjoying a high quality of life. With a growing and diverse population, Kitsap provides a dynamic clinical environment allowing clinicians to practice at the top of their license and make a visible impact on community health outcomes. Collaboration is part of the culture here, with local organizations, schools, Tribes, and healthcare partners working together to support whole-person care.

For those entering the healthcare workforce, Kitsap County also provides strong healthcare education programs and career-launching support, including healthcare training programs at Olympic College and clear career pathways offered by multiple local employers.

FIND OPEN POSITIONS



HEALTHCARE EDUCATION AND ADVANCE PLACEMENTS



Kitsap Community Health Priorities

Developed by Kitsap Community Health Priorities (KCHP) workgroup and implemented & hosted by KEDA KitsapHealthCareers.org provides a platform for healthcare organizations to jointly promote job postings and educational pathways, while highlighting the many benefits of living and working in the West Sound region.

Work on refreshed website now underway!

RESEARCH AND REPORTS

KITSAP EMPLOYMENT & ECONOMY REPORTS

2025 KEDA ECONOMIC IMPACT REPORT

KITSAP QUICK FACTS

INDUSTRIAL ASSETS

KITSAP COUNTY PROFILE

TOP EMPLOYERS

2019-2024 PERMIT DATA

2025 KITSAP COUNTY COST OF LIVING

NORTH KITSAP UNITED ECONOMIC ACTIVITY ANALYSIS

*Economic Vitality for all—
in One Spectacular Place*



 Kitsapeda.org



**DEVELOPMENT AGREEMENT
BY AND BETWEEN THE CITY OF PORT ORCHARD AND SOUND CREDIT UNION
FOR THE DEVELOPMENT AND FUNDING OF CERTAIN TRANSPORTATION
IMPROVEMENTS AND THE DEDICATION OF CERTAIN TRANSPORTATION
IMPROVEMENT PROJECT PROPERTY**

This Development Agreement (this “**Agreement**”) is made and entered into as of [REDACTED], 2026 by and between the City of Port Orchard, a non-charter, optional code Washington municipal corporation hereinafter the “**City**,” and Sound Credit Union, a Washington state-chartered credit union hereinafter the “**Owner**” individually, a “**Party**” and collectively, the “**Parties**”.

RECITALS

WHEREAS, the Washington State Legislature has authorized the execution of a development agreement between a local government and a person having ownership or control of real property within its jurisdiction (RCW 36.70B.170(1)); and

WHEREAS, a development agreement must set forth the development standards and other provisions that shall apply to, govern, and vest the development, use and mitigation of the development of the real property for the duration specified in the agreement (RCW 36.70B.170(1)); and

WHEREAS, a pursuant to RCW 36.70B.170(1), development agreement must be consistent with the applicable development regulations adopted by a local government planning under chapter 36.70A RCW; and

WHEREAS, Port Orchard adopted Chapter 20.26 of the Port Orchard Municipal Code (“**POMC**” or the “**Code**”) which establishes the standards and procedures for Development Agreements in Port Orchard; and

WHEREAS, Chapter 20.26 POMC is consistent with the laws of the State of Washington (“**State Law**”); and

WHEREAS, the Owner has applied for a Development Agreement under Chapter 20.26 POMC on June 22, 2026, and such Agreement has been processed consistently with the POMC and State Law; and

WHEREAS, this Agreement relates primarily to the development of certain real property owned by Owner at 1600 SE Vallair Ct, Port Orchard, Washington 98366 (Kitsap County Tax Parcel Number 4737-000-001-0001) (hereinafter, the “**Property**”); and

WHEREAS, the Owner proposes to develop the Property with a development consisting of (1) the construction of a new credit union building for general banking purposes, with associated drive-through automated teller machine (ATM), facilities, and utility installations; and (2) the development of associated parking, landscaping, outdoor amenity areas, and other aesthetic and functional site improvements (collectively, the **“Development Project”** which includes **“City Permit No. PW25-007”** and **“Building Permit No. 26-095”**); and

WHEREAS, the City is undertaking review of the Development Project pursuant to the POMC and has undertaken State Environmental Policy Act (**“SEPA”**) review for the Development Project with the issuance of a Determination of Non-significance issued on August 15, 2025 (**“DNS”**). The DNS for the Development Project was not timely appealed; and

WHEREAS, the Owner is required to complete certain frontage improvements and has applied for a Land Disturbing Activity Permit (PW25-007); and

WHEREAS, the Owner will also be undertaking certain Transportation Improvements which are included in the City’s transportation improvement plan as **“TIF 1.7”** (**“Transportation Improvement Project”**); and

WHEREAS, construction of the Transportation Improvement Project entitles the Owner to impact fee credit; and

WHEREAS, associated with the Development Project, Owner proposes to dedicate certain property (**“Transportation Improvement Project Property”**) to the City for the purpose of the City’s construction of a portion of a City transportation improvement defined as **“TIF 1.7”** on the impact fee study as defined herein as the **“Transportation Improvement Project”** which property dedication is eligible for a transportation impact fee credit pursuant to RCW 82.02.060(5) and POMC 20.182.080; and

WHEREAS, prior to dedicating the Transportation Improvement Project Property, the Owner will install the Transportation Improvement Project on the Transportation Improvement Project Property; and

WHEREAS, the Transportation Improvement Project Property dedication is necessary for the City’s development of the Transportation Improvement Project which will benefit the Development Project and the general public; and

WHEREAS, this Agreement governs both construction of the Transportation Improvement Project and the dedication of the Transportation Improvement Project Property to the City and the respective transportation impact fee credits that will result from Owner constructing the Transportation Improvement Project and for dedicating the Transportation Improvement Project Property; and

WHEREAS, except with regard to the applicable transportation impact fee credits granted for construction of the Transportation Improvement Project and dedication of the Transportation Improvement Project Property, this Agreement does not establish nor modify the standards or conditions for the underlying Development Project which is being undertaken in accordance with applicable code and regulations; and

WHEREAS, in consideration of the benefits conferred by this Agreement, which reflect the current plans of both the City and Owner and include a transportation impact fee credit calculation, the Parties deem it in their best interests to enter into this Agreement; and

WHEREAS, the City Council held a public hearing on September 22, 2026 regarding this Agreement; and

WHEREAS, after a public hearing, by Ordinance No. #####, the City Council authorized the Mayor of Port Orchard to sign this Agreement with Owner; and

In consideration set forth in the foregoing recitals, the mutual promises and other good and valuable consideration set forth in this Agreement, the Parties agree as follows:

AGREEMENT

1. The Property. The Property is located at 1570 and 1600 SE Vallair Ct, Port Orchard, Washington 98366 (Kitsap County Tax Parcel Number 4737-000-002-0000 and 4737-000-001-0001). The Property is described on **Exhibit A**, attached hereto and incorporated herein by this reference as if set forth in full. A map of the Property is shown **Exhibit B**, attached hereto and incorporated herein by this reference as if set forth in full.

2. Transportation Improvement Project. The Transportation Improvement Project described in the Recitals above and known as TIF 1.7 is further described in **Section 9** below and shown on **Exhibit C**. The Transportation Improvement Project will be constructed upon the Transportation Improvement Project Property prior to the dedication of such property to the City. The Transportation Improvement Project will serve the Owner's Property as well as provide connectivity and capacity for the City. Owner will finance, design, and construct the Transportation Improvement Project to comply with City standards, including obtaining all necessary permits. The City will approve the plans before construction begins, which shall not be unreasonably withheld, conditioned, or delayed; and the City will accept responsibility for the operation of the Transportation Improvement Project once construction is completed and a two-year warranty and maintenance bond is in place.

The Transportation Improvement Project will be deemed completed only after all of the following occur:

- a.** The City reasonably deems it substantially complete;

- b. All punch list items are finished;
- c. The City releases the performance bond;
- d. Owner has caused a 2-year warranty and maintenance bond to be put in place;
- e. Owner has completed all property dedications; and
- f. Owner has provided the City with a Bill of Sale for the improvements containing the certified construction costs (stamped by licensed engineer) to the City for determination of the maximum credits available under this Agreement.

The City will confirm completeness of the Transportation Improvement Project by issuing a Final Notice of Completeness to Owner.

3. Transportation Improvement Project Property. Pursuant to this Agreement, Owner shall be responsible for the dedication of the Transportation Improvement Project Property to the City following completion of the Transportation Improvement Project as described herein.

a. Transportation Improvement Project Property and Dedication. Following completion of the Transportation Improvement Project, the Owner shall dedicate certain property necessary for the City to construct a future road on the western portion of the Property to connect SE Vallair Court with SE Bethel Valley Lane and other improvements on the eastern portion of the Property located near the intersection of SE Vallair Court and Bethel Road SE, identified as Project TIF 1.7 on the City impact fee study (defined herein as the “**Transportation Improvement Project Property**”) as shown in **Exhibit D** and as set forth in **Section 8** of this Agreement. The roadway portion will be constructed by the City or other parties at a future date. The dedication of the Transportation Improvement Project Property shall be eligible for transportation impact fee credits as provided in **Section 9** of this Agreement.

b. Transportation Impact Fee Credit Applicability. The transportation impact fee credits authorized by this Agreement shall be applicable to the pending City Building Permit No. 26-095 for the Property identified on **Exhibit B**.

4. Definitions. As used in this Agreement, the following terms, phrases, and words shall have the meanings and be interpreted as set forth in this Section.

- a. “**Adopting Ordinance**” means the Ordinance which approves this Agreement, as required by RCW 36.70B.200 and Chapter 20.26 POMC.
- b. “**Council**” or “**City Council**” means the duly elected legislative body governing the City of Port Orchard.
- c. “**Development Project**” means the development of the Property with a new credit union building for general banking purposes, with associated drive-through

automated teller machine (ATM), facilities, and utility installations; and (2) the development of associated parking, landscaping, outdoor amenity areas, and site improvements, as shown in **Exhibit B** and approved by the City under City Permit No. PW25-007 and associated with Building Permit No. 26-095.

- d. **“Director”** means the City’s Public Works Director.
 - e. **“Effective Date”** means the effective date of the Adopting Ordinance.
 - f. **“Maximum credit”** means the maximum amount of transportation impact fee credits to be provided by the City to the Owner for both the Transportation Improvement Project and the Transportation Improvement Project Property dedication pursuant this Agreement.
 - g. **“Transportation Improvement Project”** means the Transportation Improvement Project described above which serves both the Property and the greater community which will be undertaken by the Owner in accordance with this Agreement.
5. **Exhibits.** Exhibits to this Agreement are as follows:
- a. Exhibit A. Legal Description of the Property.
 - b. Exhibit B. Map of the Property and the Development Project and with permits listed in Section 2 identified.
 - c. Exhibit C. Transportation Improvement Project description.
 - d. Exhibit D. Transportation Improvement Project Property showing the location of property to be dedicated by Owner.
 - e. Exhibit E. Right of Way Dedication Deed for Transfer of the Transportation Improvement Project Property.
6. **Parties to Development Agreement.** The Parties to this Agreement are:
- a. The **“City”** is the City of Port Orchard, whose office is located at 216 Prospect Street, Port Orchard, WA 98366.
 - b. **“Owner”** is a private Washington state-chartered credit union, which owns the Property in fee, and whose principal office is located at 1331 Broadway, Tacoma, WA 98402, and whose mailing address is PO Box 1595, Tacoma, WA 98401-1595.
7. **Term of Agreement; No Vesting to Fees.** This Agreement shall commence upon the Effective Date and shall continue in force for a period of five (5) years unless extended or

terminated as provided herein. Provided, however, that Owner shall complete the dedication of the Transportation Improvement Project Property as set forth in **Section 8** below which shall be prior to expiration of this Agreement. The requirement to dedicate the Transportation Improvement Project Property shall survive expiration or termination of this Agreement. This Agreement does not vest the Owner to any fees. Fees shall be charged in accordance with the fee schedule that is in effect at the time that the building permits for the Development Project are issued and all permit fees have been paid. Following the expiration of the term or extension thereof, or if sooner terminated, this Agreement shall have no force and effect except for such sections which by their terms expressly survive expiration or termination.

8. Property Dedication Schedule. Owner will dedicate the Transportation Improvement Project Property, shown on **Exhibit D**, to the City in the form attached to this Agreement as **Exhibit E** only after completion of the Transportation Improvement Project and the City's approval thereof in accordance with **Section 2**. Such dedication shall be completed within twelve (12) months of the Effective Date of this Agreement. Owner agrees that the City may withhold issuance of any Certificate of Occupancy for the Development Project until such time as the dedication has been completed. If the dedication is not exempt from real estate excise tax, then the City shall pay any real estate excise tax due on this transfer. This Section shall survive termination of the Agreement.

9. Impact Fee Credits for Transportation Improvement Project and Transportation Improvement Project Property Dedication.

a. Transportation Impact Fee Credit. The maximum amount of the transportation impact fee credit for construction of the Transportation Improvement Project and the dedication of the Transportation Improvement Project Property to be made by Owner under this Agreement shall be limited to the lesser of: (i) the total transportation impact fees due on the Development Project (currently estimated as \$241,651.06), (ii) the cost of the Transportation Improvement Project constructed by the Owner plus the value of the Transportation Improvement Project Property to be dedicated as determined in **Section 10** which together amount to \$409,649.13, or (iii) the appraised value of the portion of property needed for Project 1.10; Bethel Phase 4a: Vallair Ct in the amount of \$276,890.32 ("**Maximum Transportation Impact Fee Credit**"). The credits provided under this **Section 9(a)** are limited to this Maximum Transportation Impact Fee Credit. Once the Maximum Transportation Impact Fee Credit has been achieved through credits applied to Owner for the Development Project, Owner will be required to comply with the impact fee provisions of the Code for any further development of the Property that requires payment of transportation impact fees, including payment of any transportation impact fees incurred over and above the Maximum Transportation Impact Fee Credit.

b. Calculation of Credits Due for Construction of the Transportation Improvement Project. The credit granted by the City against transportation impact fees includes Owner's costs to finance, design, and construct the Transportation Improvement Project on the

Transportation Improvement Project Property. The Parties agree that this amount shall be limited to no more than \$231,594.88 for the cost of the improvements, plus the value of the land, up to the Maximum Transportation Impact Fee Credit as set forth in Section 9(a) above.

c. Grant of Credit. The City hereby grants Owner a credit against transportation impact fees for both the cost of the Transportation Improvement Project plus the fair market value of the Transportation Improvement Project Property as set forth in this Agreement and as calculated under the provisions contained **Sections 9 and 10**. The total estimated transportation impact fee required for the Development Project is currently estimated as \$241,651.06. If any net transportation impact fees are due, Owner shall pay the transportation impact fees based on the rate schedule in effect at the time payment has been made to the City for City Building Permit No. 26-095. The Parties agree that the estimated transportation impact fees credit granted by the City for the completion of the Transportation Improvement Project plus the dedication of the Transportation Improvement Project Property will likely exceed the transportation impact fees due. For the purposes of this subsection, the Parties agree that the projected net transportation impact fees due will be zero dollars (\$0-). Therefore, the Parties agree that Owner shall not be required to remit payment for the any transportation impact fees prior to the issuance of City Permit No. PW25-007 or Building Permit No. 26-095. After completion of the Transportation Improvement Project and the Dedication of the Transportation Improvement Project Property, if the Parties determine that Owner owes any transportation impact fees, then such amount shall be due and payable to the City prior to issuance of any certificate of occupancy for the Development Project. If the transportation impact fee credits exceed the total amount of impact fees due for the Development Project, there shall be no refund or payment for such excess credits due to the Owner.

d. Final Configuration of Transportation Improvement Project Property. Owner shall dedicate the Transportation Improvement Project Property to the City generally as shown on **Exhibit D**, but in the final configuration as determined following the final design of the Transportation Improvement Project by the City. Such dedication shall be substantially in the form of the Right of Way Dedication Deed attached as **Exhibit E**. Owner shall complete such dedication no later than twelve (12) months after the Effective Date of this Agreement or prior to the City's issuance of a Certificate of Occupancy for the first building permit for the Development Project, whichever time period is shorter.

e. Default and Remedies. In the event Owner defaults on any requirement under this Agreement, or defaults on dedicating the Transportation Improvement Project Property, the City's remedies shall include holding any outstanding Certificates of Occupancy until such time the Transportation Improvement Project Property dedication is completed, including the Parties' agreement on valuation, and until after any outstanding impact fees are paid in full or credited.

f. Consistency with the Code and State Law. The City and Owner agree that the transportation impact fee credit is consistent with RCW 82.02.060(5) and POMC 20.182.080.

10. Agreed Valuation of Transportation Improvement Project plus Transportation Improvement Project Property Dedication. The Parties agree that the value the Transportation Improvement Project Property to be dedicated shall be \$409,648.24, which includes the cost of the Transportation Improvement Project in the amount of \$231,594.88 plus \$178,053.36 for the value of the land dedicated to the City based on a calculation of \$18.96 per square foot. The Parties agree that this is the correct and fair market value for the Transportation Improvement Project Property.

11. Other Impact Fees. The Development Project is subject to the City's impact fee requirements of POMC Ch. 20.182. Owner shall pay the applicable impact fees for the Development Project at the rates in effect at the time each fully complete building permit application is submitted.

12. Default and Remedies.

a. Default and Notice. Subject to extensions of time by mutual consent in writing, failure or delay by either Party to perform any term or provision of this Agreement shall constitute a default. In the event of alleged default or breach of any terms or conditions of this Agreement, the Party alleging such default or breach shall give the other Party not less than thirty (30) days' notice in writing, specifying the nature of the alleged default and the manner in which said default may be cured. During this thirty (30) day period, the Party charged shall not be considered in default for purposes of termination or institution of legal proceedings.

b. Remedies and Enforcement. After notice and expiration of the thirty (30) day period, if such default has not been cured or is not being diligently cured in the manner set forth in the notice, the other Party to this Agreement may, at its option, institute legal proceedings pursuant to this Agreement. In addition, the City may decide to file an action to enforce the Code, and to obtain penalties and costs as provided in the POMC for violations of this Agreement and the Code.

13. Termination. This Agreement shall terminate five (5) years after Effective Date. Upon termination and upon the request of Owner, the City shall record a notice of such termination in a form satisfactory to the Parties that the Agreement has been terminated.

14. Extension and Modification. Any request for extension or modification, if allowed under the Code, shall be subject to the provisions contained in POMC Chapter 20.26 POMC.

15. Effect of Termination on Owner. Termination of this Agreement as to Owner shall not affect any of Owner's respective obligations to comply with the terms and conditions or any applicable zoning code(s) or other land use entitlements approved with respect to the Property,

or obligations to pay assessments, liens, fees, or taxes. Furthermore, if the Agreement expires without the cost of the Transportation Improvement Project Improvement plus the value of the Transportation Improvement Project Property being fully recovered by impact fee credit, the Owner will no longer be eligible to receive such credits.

16. Effect of Termination on the City. Upon any termination of this Agreement as to the Property, or any portion thereof, the City will be under no obligation to provide any additional credits or reimbursement to Owner even if the Transportation Improvement Project costs have not been fully recovered at the time of expiration or termination.

17. Assignment and Assumption. Owner shall have the right to sell, assign or transfer this Agreement with all rights, title, and interests herein to any person, firm, or corporation at any time during the term of this Agreement with a sale, assignment, or transfer of the Property. Owner shall provide the City with written notice of any intent to sell, assign, or transfer all or a portion of the Property, at least 30 calendar days in advance of such action; provided; however, failure to strictly comply with the 30 calendar-day notice provision shall not be considered a breach of this Agreement.

18. Binding of Successors; Covenants Running with the Land. The conditions and covenants set forth in this Agreement and incorporated herein by the Exhibits shall run with the land and the benefits and burdens shall bind and inure to the benefit of the Parties. Owner and every purchaser, assignee or transferee of an interest in the Property, or any portion thereof, shall be obligated and bound by the terms and conditions of this Agreement, and shall be the beneficiary thereof and a Party thereto, but only with respect to the Property, or such portion thereof, sold, assigned or transferred to it. Any such purchaser, assignee or transferee shall observe and fully perform all of the duties and obligations of the Owner contained in this Agreement, as such duties and obligations pertain to the portion of the Property sold, assigned, or transferred to it.

19. Amendment to Agreement; Effect of Agreement on Future Actions. No waiver, alteration, or modification to any of the provisions of this Agreement shall be binding unless in writing, signed by the duly authorized representatives of the Parties, be consistent with Chapter 20.26 POMC, and, where considered substantive as determined by the Director, follow the same procedures set forth in Chapter 20.26 POMC. Nothing in this Agreement shall prevent the City Council from making any amendment to its Comprehensive Plan, Zoning Code, Official Zoning Map or development regulations after the Effective Date of this Agreement.

20. General Release. Owner may free itself from further obligations relating to the sold, assigned, or transferred property, provided that the buyer, assignee, or transferee expressly assumes the obligations under this Agreement as provided herein, including the obligation to timely dedicate the Transportation Improvement Project Property.

21. Notices. Notices, demands, correspondence to the City and/or Owner (as applicable) shall be sufficiently given if dispatched by pre-paid first-class mail to the addresses of

the Parties as designated in **Section 32** below. Notice to the City shall be to the attention of both the City Clerk and the City Attorney. Notices to successors-in-interest of the Owner shall be required to be given by the City only for those successors-in-interest who have given the City written notice of their address for such notice. The parties hereto may, from time to time, advise the other of new addresses for such notices, demands or correspondence.

22. Reimbursement for Agreement Expenses of the City. Owner agrees to reimburse the City for actual expenses incurred over and above fees paid by Owner as an applicant incurred by City directly relating to this Agreement, including recording fees, publishing fees, attorneys' fees, and reasonable staff and consultant costs not otherwise included within application fees; provided however, the City shall provide written notice to Owner if the expenses to the City are anticipated to exceed \$25,000.00 and the Parties shall meet and confer regarding the City's anticipated costs. Upon payment of all expenses, Owner may request written acknowledgement of all fees. Such payment of all fees shall be remitted to the City, at the latest, within thirty (30) days from the City's presentation of a written statement of charges to the Owner.

23. Applicable Law, Resolution of Disputes, and Attorneys' Fees. It is the Parties' intent to work cooperatively and to resolve disputes in an efficient and cost-effective manner. All disputes arising out of or relating to this Agreement shall be resolved as follows:

24. No Third-Party Beneficiaries. Except as otherwise provided herein, this Agreement shall not create any rights enforceable by any party who is not a Party to this Agreement.

25. City's Right to Breach. The Parties agree that the City may, without incurring any liability, engage in action that would otherwise be a breach if the City makes a determination on the record that the action is necessary to avoid a serious threat to public health and safety, or if the action is required by federal or state law.

26. Owner's Compliance. The City's duties under the Agreement are expressly conditioned upon the Owner's substantial compliance with each and every term, condition, provision, and/or covenant in this Agreement, including all applicable federal, state, and local laws and regulations and the Owner's obligations as identified in any approval or project permit for the property identified in this Agreement.

27. Limitation on City's Liability for Breach. Any breach of this Agreement by the City shall give right only to damages under state contract law and shall not give rise to any liability under Chapter 64.40 RCW, the Fifth and Fourteenth Amendments to the U.S. Constitution, including but not limited to 42 U.S.C. §1983, or similar state constitutional provisions.

28. Third Party Legal Challenge. In the event any legal action or special proceeding is commenced by any person or entity other than a Party to challenge this Agreement or any provision herein, the City may elect to tender the defense of such lawsuit or individual claims in

the lawsuit to Owner. In such event, Owner shall hold the City harmless from and defend the City from all costs and expenses incurred in the defense of such lawsuit or individual claims in the lawsuit, including but not limited to, attorneys' fees and expenses of litigation. The Owner shall not settle any lawsuit without the consent of the City. The City shall act in good faith and shall not unreasonably withhold consent to settle.

29. Specific Performance. The Parties specifically agree that damages are not an adequate remedy for breach of this Agreement, and that the Parties are entitled to compel specific performance of all material terms of this Agreement by any Party in default hereof.

30. Recording. This Agreement shall be recorded against the Property with the real property records of the Kitsap County Auditor. During the term of the Agreement, it is binding upon the owners of the property and any successors in interest to such property. After the expiration or earlier termination of the term of this Agreement, the provisions of this Agreement shall expire and be of no further force or effect except to the extent of any provisions that expressly, by their terms, survive termination. Upon request of Owner, the City agrees to execute for recording any documents to reflect the fulfillment, expiration, or termination of this Agreement.

31. Severability. This Agreement does not violate any federal or state statute, rule, regulation or common law known; but any provision which is found to be invalid or in violation of any statute, rule, regulation or common law shall be considered null and void, with the remaining provisions in the Agreement remaining viable and in effect.

32. Non-Waiver of Breach. The failure of a Party to insist upon strict performance of any of the covenants and agreements contained herein, or to exercise any option herein conferred in one or more instances shall not be construed to be a waiver or relinquishment of said covenants, agreements, or options, and the same shall be and remain in full force and effect.

33. Written Notice. All written communications regarding enforcement or alleged breach of this Agreement shall be sent to the parties at the addresses listed below, unless notified to the contrary. Unless otherwise specified, any written notice hereunder shall become effective upon the date of both emailing and mailing by registered or certified mail, and shall be deemed sufficiently given if sent to the addressee at the address stated below:

OWNER:

THE CITY:

Sound Credit Union
Attn: Robyn LaChance or Kyle Nix
PO Box 1595
Tacoma, WA 98401-1595
knix@soundcu.com
rlachance@soundcu.com

Mayor
City of Port Orchard
216 Prospect Street
Port Orchard WA 98366
rputaansuu@portorchardwa.gov

Copies shall also be transmitted to the
City Clerk and City Attorney at the
above address.

34. Time is of the essence. All time limits set forth herein are of the essence. The Parties agree to perform all obligations under this Agreement with due diligence.

35. Covenant of Good Faith and Cooperation. The Parties agree to take further actions and execute further documents, either jointly or within their respective power and authority, to implement the intent of this Agreement. Each Party covenants to use its best efforts and work cooperatively in order to secure the benefits and rights under this Agreement. The Parties shall not unreasonably withhold approvals or consents provided for in this Agreement. Each Party shall execute and deliver to the other all further documents as are reasonably necessary to carry out this Agreement, including the Transportation Improvement Project, the property dedications, and Development Project, as may be necessary to provide a Party with a full and complete enjoyment of its rights and privileges under this Agreement.

36. Interpretation. This Agreement has been reviewed and revised by legal counsel for both Parties, and no presumption or rule construing ambiguity against the drafter of the document shall apply to the interpretation or enforcement of this Agreement.

37. Counterparts. The Agreement may be signed in two or more counterpart copies, with the same effect as if the signature of each counterpart copy were on a single instrument. Each counterpart shall be deemed as an original as to the Party whose signature it bears, and all such counterparts shall constitute one document.

38. Entire Agreement. The written provisions and terms of this Agreement, together with the Exhibits attached hereto, shall supersede all prior verbal statements of any officer or other representative of the Parties, and such statements shall not be effective or be construed as entering into or forming a part of or altering in any manner whatsoever, this Agreement. The entire agreement between the Parties with respect to the subject matter hereunder is contained in this Agreement and exhibits thereto.

{Signature Page Follows}

SIGNATURE PAGE OF DEVELOPMENT AGREEMENT

OWNER:

Sound Credit Union,
a Washington state-chartered
credit union

By: _____
Title: _____

APPROVED AS TO FORM:

By: Shad O. McOmber
Title: Attorney for Owner

THE CITY:

The City of Port Orchard, a non-charter,
optional code Washington municipal
corporation

By: _____
Title: Mayor

APPROVED AS TO FORM:

By: Jennifer S. Robertson
Title: Attorney for Port Orchard

ATTEST:

By: Brandy Wallace
Title: Port Orchard City Clerk

{Notary Acknowledgments Appear on the Following Pages}

NOTARY BLOCK FOR PORT ORCHARD

[illegible]

I certify that I know or have satisfactory evidence that **Robert Putaansuu** is the person who appeared before me, and said person acknowledged that he signed this instrument, on oath stated that he was authorized to execute the instrument and acknowledged it as the **Mayor of Port Orchard** to be the free and voluntary act of such Party for the uses and purposes mentioned in the instrument.

Dated: _____

Print Name: _____
 Notary Public in and for the State of Washington
 Residing at: _____
 My Commission expires: _____

NOTARY BLOCK FOR SOUND CREDIT UNION

STATE OF WASHINGTON)
) ss.
COUNTY OF _____)

I certify that I know or have satisfactory evidence that _____
is the person who appeared before me, and said person acknowledged that he/she signed this
instrument, on oath stated that he was authorized to execute the instrument and acknowledged it
as the _____ of **Sound Credit Union** to be the free and voluntary act of
such Party for the uses and purposes mentioned in the instrument.

Dated: _____

Print Name: _____
Notary Public in and for the State of Washington
Residing at: _____
My Commission expires: _____

EXHIBIT A

LEGAL DESCRIPTION OF THE PROPERTY

LOTS 1 AND 2, VALLAIR, ACCORDING TO THE PLAT THEREOF, RECORDED IN VOLUME 20 OF
PLATS, PAGES 140, 141 AND 142, RECORDS OF
KITSAP COUNTY, WASHINGTON.

EXHIBIT B

Map of the Property and the Development Project and with Permits Listed in Section 2 Identified

(attached)

EXHIBIT C
Transportation Improvement Project Description and Drawing
(attached)

EXHIBIT D

Transportation Improvement Project Property Showing the Location of Property to be Dedicated by Owner

(attached)

EXHIBIT E

**Right of Way Dedication Deed for Transfer of the
Transportation Improvement Project Property**

(attached)