



Seattle Finance & Administrative Services

Priority Hire Advisory Committee

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)

March 10, 2021, 9 AM – 10:30 AM

Video Conference and Call-In

Welcome and Purpose

Tali Hairston welcomed the committee and led a common good framework activity. Purpose stated on each agenda.

PHAC Updates/Business

- The committee voted to approve the January meeting minutes with an edit to the date.
- The committee confirmed the attendance policy and confirmed the next meeting will be held May 12. Tali will connect with each stakeholder group to coordinate meetings in between PHAC meetings.
- The City, in partnership with Sound Transit and the Port of Seattle, announced the awardees for the \$1.75 million RFP and shared the announcement with PHAC.
- Seattle Public Schools will implement a Student Community Workforce Agreement (WMBE, prevailing wages, etc.) on a number of large projects. The School Board will vote (3/10/21) on the agreement for staff from Purchasing and Contracting to provide third party administration services.
- Mayor Durkan signed on to a Jobs to the Move America letter to encourage USDOT to allow the use of geographic hiring preferences on USDOT funded projects. In addition, Mayor Durkan sent a letter to USDOT requesting the use of Priority Hire on a new USDOT funded project, West Seattle Bridge Rehabilitation project. Anita shared both letters with PHAC via email 3/10/21.
- Jeanne shared the 2021 Priority Hire goals by project type and explained how they are calculated. The City continues to work with other public agencies with similar programs to better forecast the demand and will share what we learn with PHAC.

PHAC Discussions and Recommendations

PHAC Recommendation- Tali reviewed with the committee, the 2020 community stakeholder recommendation.

- The recommendation is to establish a legacy fund that will allow annual funding for community-based organizations that served as ground zero for priority hire.
- Legacy organizations are defined as BIPOC serving, BIPOC led non-profits, that served as part of the original Priority Hire coalition and have adequately performed and maintained continuous service contracts with the City of Seattle from 2016-2020.
- Another component of the recommendation is for legacy organizations to provide capacity support to smaller community-based organizations.

Anita responded to questions from the committee and confirmed the committee can make any recommendation they wish and shared that the City will have to follow legal requirements for procurement and will take those requirements into consideration during review of any recommendation.



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John and Sonja asked if the \$1.75M announcement changes any of the recommendation from the community stakeholder group. Michael shared the community request precedes the funding announcement as it's been a longstanding need to raise the voices of these organizations to achieve the PH goals. Michael shared the list of example organizations but clarified he understood from PHAC that there was an interest to expand to other organizations that meet the intent of aligned programming and commitment to BIPOC communities.

Michael noted the community stakeholders are increasing the dollar value (\$500 - \$750k), since the discussion at the January meeting to meet community need. John asked where the money would come from and Anna shared that the funding source is unclear since the \$1.75M fund available is fully obligated to the new awardees, which includes many of the example organizations. Steve asked about how the organizations will be chosen, and John suggested the list of the organizations could be well determined by the phrase "historically successful organizations."

John suggested an amendment that the funds not come out of the capital department project budget and it was supported by the committee.

Sonja suggested an amendment to remove "historically" since there may be additional organizations that could be successful but have not received funding in the past and the group agreed. Michael reiterated this recommendation is trying to maintain a consistent, non-competitive fund to avoid the burdensome process of proposal writing – an ongoing fund that is non-competitive. Sonja objected to the fund being non-competitive. The committee voted to recommend the community stakeholder recommendation as amended in the annual report draft.

The committee reviewed the draft PHAC annual report. Steve appreciated the focus on BIPOC and women throughout the report. Marilyn suggested the recommendation on COVID phasing for training be reframed and edits were proposed. The committee voted to approve the content of the annual report.

PHAC will review amendments to the charter at the May 12 meeting.

Public Comment:

One of the biggest barriers for access to apprenticeship is not having a driver's license. Martha Ramos, relicensing task force member shared an update on Washington state Senate Bill 5226 to stop license suspension for failure to pay or appear. Under the bill, over 130,000 people with suspended licenses who don't have the means to go to court or pay will be able to obtain a driver's license. The bill is in the state house of representatives and Martha requested individual letters from members and a collective PHAC letter in support of this bill. PHAC did not agree to write a collective letter of support on this topic.



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PHAC Member Attendees

Joe Carter	United Black Christian Clergy
Karen Dove	ANEW
Abdi Hashi	Community Workforce Advocate
Sonja Foster	AGC
Jerry Jordan	PACT
Marilyn Kennedy	OPCMIA 528
Michelle Merriweather	Urban League of Metropolitan Seattle
Jamal Middlebrooks	PNWRCC
Melanie Parrett	Hot Mix Pavers
Steven Petermann	DOC/CI Construction
John Salinas II	Salinas Construction
Halene Sigmund	CITC
Andrea Ornelas	Laborers Local 242
Melanie Parrett	Hot Mix Pavers
Patrice Thomas	Technical Advisor
Chris McClain	Ironworkers Local 86

Consultation

Tali Hairston	Consultant/Facilitator
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City Representatives

Anita Adams	FAS
Jeanne Fulcher	FAS
Anna Pavlik	FAS
Liz Alzeer	FAS

Public comment	Public guest Martha Ramos
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