

Meeting Notes

Priority Hire Advisory Committee (PHAC)

January 10, 2024, 9 AM – 11:00 AM

Hybrid Meeting

Welcome and Purpose

Tali Hairston welcomed the committee, reviewed the agenda and read the Land and Legacy Acknowledgements.

PHAC Updates/Business

The committee approved the November minutes with an edit to add Marianna Hyke as an attendee.

The committee voted to extend the meeting length from 2 to 2 ½ hours. The committee also voted to hold all PHAC meetings in person. A hybrid option may be provided for members who would otherwise be unable to attend in person, such as if they're traveling or are caring for a sick family member at home. In-person meetings will allow for more breakout group work to discuss agenda items in more detail.

PHAC Discussion

Jeanne Fulcher will send an email to the committee asking members to confirm interested in continuing on the PHAC. Jeanne will route confirmations to the Mayor's office and anticipate confirmation of members by July 2024.

Osvalda Guel walked the committee through the project dashboard. People of color by hours table and people of color by project share tables were added per committee recommendation. The committee asked the City to add the overall goal on the dashboard.

The committee requested to revisit the priority hire tri-county expansion to this year's agenda. The City agreed to add the agenda item to the May PHAC meeting.

PHAC Charter

The committee discussed proposed edits to the charter. The following changes were made.

Added language to Section 3.:

- Dissent for annual reports must be issued if the constituent group (at least 3 of 4 representatives) has consensus, not individuals.
- Dissenting statements must speak directly to the recommendation.
- Dissent will be displayed as an appendix in the report, separate from the majority opinion.

Added language to Section 2.:

Add "The dissenting statement will be an alternative to c.

Language revisions to "PHAC roles and responsibilities":

- Add "If a member misses more than 75% of meetings. The City will send a letter asking the members to resign or submit a response to PHAC on why their



membership should be maintained. If PHAC would like to request a replacement, they may issue a request to the Mayor’s Office for a new appointment.”

- Delete 1.
- Revise 2. To say a meeting rescheduled by the City

Language revisions to “Vision”

Revise 5. To say “Making investment recommendations to the City about barrier remediation for people of color and women in the trades and top tier language populations.

The committee voted yes to all the above changes.

PHAC Updates

The City shared general updates.

- The affordable housing levy passed and will add 4-6 covered projects.
- The City is reviewing the bidder responsiveness process and will look to hear from the committee at the March PHAC meeting. The City will provide a draft performance template for the discussion.
- The City is going to be performing the acceptable worksites training in-house temporarily.
- The City did a regional analysis and released a resultant infographic region wide.
- The City is working on the 2024 guidebook.
- SYEP will attend the February and March JAC to connect with contractors.
- The Teamsters are developing a pre-apprenticeship program.

FAS next steps

The City will reach out to Lisa Bogardus to add the priority hire ZIP codes to the pre-job paperwork.

The committee voted to move the PHAC expansion topic to July/September and use the May agenda to discuss retention.

The City released a construction training and clean energy jobs RFP on December 18.

The MLK March and Rally will be held January 15 at Garfield high school. Trades and contractors are invited to participate in hosting a table.

PHAC Member Attendees

Community	Abdirahman Omar	Partner in Employment
	Gregory Davis	Rainier Beach Action Coalition (RBAC)
	Claude Burfect	Seattle-King County NAACP; Coalition of Black Trade Unionists
Contractor	Thom Butler	KPG Psomas
	Jamie Stuart	Valley Electric
Labor	Marianna Hyke	NWCI



Seattle
Finance &
Administrative Services

	Marilyn Kennedy	OPCMIA 528
	Andrea Ornelas	Laborers 242
Training	Jerry Jordan	PACT
	Karen Dove	ANEW

Facilitator

- Tali Hairston - Equitable Development

City Representatives

- Rick Dimmer FAS
- Jeanne Fulcher FAS
- Osvaldo Guel FAS
- Anna Pavlik FAS
- Julianna Tesfu FAS