

## **Priority Hire Advisory Committee – 2023 Meeting Minutes**

January

March

May

June

July

September

November



## **Meeting Notes**

### **Priority Hire Advisory Committee (PHAC)**

**January 11, 2023, 9 AM – 11:00 AM**

### **Hybrid Meeting**

#### **Welcome and Purpose**

Tali Hairston welcomed the committee and Karen Dove and Steve Petermann shared success stories of how efforts to diversify the trades and trades leaders are working. Brianna Thomas, Labor Liaison for Mayor Harrell joined to introduce herself and meet the committee.

#### **PHAC Updates/Business**

PHAC approved the meeting minutes from November 2022.

#### **PHAC Schedule for 2023**

\*Meeting every other month starting Jan. 11, 2023. No change in time of meeting (9 am-11 am).

\*Meeting is on the 2<sup>nd</sup> Wednesday of the month.

\*PHAC members are welcome to meet in their stakeholder group whenever they like (contractors, training providers, labor, and community advocates) outside of PHAC is an option.

\*Any committee member can call a full PHAC meeting outside the normal schedule.

\*Reminder that the attendance policy requires PHAC members to attend 4 out of the 6 meetings in a year.

#### **PHAC Discussion**

##### Group decision-making

- The group discussed majority vs consensus decision-making and decided to continue with majority vote as long as dissenting viewpoints from a constituency group or groups is included in the report and the report includes a disclaimer as discussed in the Nov. 2022 meeting. "This recommendation is made by the majority and not accepted by all." This disclaimer could be entered in the footnote, in conclusion, in summary, or at the end of the list of names in the report.
- The group decided to 1) Tally votes and 2) Have the votes go on record.
- A committee member suggested to capture the opposing view in a few sentences after each recommendation. The group decided to include the dissenting opinion of a constituency group instead of individual members so as to capture general ideas instead of individual opinions.



### Recommendations – further discussion

- Recommendation E: The City confirmed they will add a standard checkbox “yes/no” to the pre-job paperwork to confirm the contractor has received the ZIP code list and attach the Priority Hire ZIP code list.
- Recommendation F: Committee members agreed that Covid vaccine requirements for City of Seattle contractors is a barrier to some workers and has negatively affected the availability of BIPOC workers and availability of staff at community-based organizations like ANEW. The group decided to remove “construction” from the first sentence and replace with “City” and reference the challenges are not just impacting construction contractors, but also City consultants who provide training for the industry. The committee is aware that there are many challenges surrounding this issue. A committee member suggested to look at Washington State Senate Bill 5139 regarding COVID vaccine requirements. A committee member also shared that the COVID vaccine requirement is not the only challenge to staffing jobs. Harassment of young black and brown pre-apprentices have also contributed to the shortage.
- Recommendation G: A few recommendations were shared regarding wages paid to non-manual employees (entry-level vs living wage). The group discussed changing the non-manual worker credit language to exclude language such as “internship” and or part-time workers as being counted as a Priority Hire to prevent a reduction in good paying jobs in the field. Another committee member suggested to remove the 10% credit cap from the Priority Hire ordinance. A committee member asked that non-manual workers be reported separately in city reports. Jeanne shared PHAC’s non-manual recommendation from the May 2021 PHAC meeting for further clarification. The contractor constituency group will reconvene to further revise recommendation G for finalization at the March 2023 meeting.
- A committee member asked if recommendations from prior years can be revisited in the 2022 report and the City confirmed all recommendations are at the discretion of the committee. The community constituency group will reconvene to further consider the prior legacy organization recommendation from 2020.

### **FAS next steps-**

- Send out invites and agenda for future PHAC meetings to committee members.
- Distribute current charter for March 8 PHAC meeting review.
- Bring Priority Hire ZIP Code list discussion to PHAC in March or May PHAC meetings.



### **FAS UPDATE-**

- New PW project are coming up.
- New school projects are being built.
- RPF reward for new mentorship program design for women of color.

### **PHAC Member Attendees**

- Antonio "Tony" Butler – IBEW – Labor
- Marilyn Kennedy - OPCMIA Local 528 – Labor
- Andrea Ornelas - Laborers Local 242 – Labor
- Abdirahman Omar- King County DCHS – Community
- Michael Woo - Community Advocate
- Claude Burfect - Seattle King County NAACP; RPAC; Coalition of Black Trade Unionist – Community
- Gregory Davis - Rainier Beach Action Coalition – Community
- Sonja Forster - Association of General Contractors (AGC) of Washington – Contractor
  
- Thom Butler - Johansen Construction Company – Contractor
- Jamie Stuart - Valley Electric – Contractor
- Jerry Jordan - Seattle Colleges Pre-Apprenticeship Training – Training Provider
- Karen Dove – Apprenticeship and Non-Traditional Employment for Women – Training Provider
- Steve Petermann - Construction Trades at Washington State Correctional Industries, Lead Instructor Trades Related Apprenticeship Coaching (TRAC) – Training Provider
  
- **Consultation**
- Tali Hairston – Equitable Development
  
- **City Representatives**
- Jeanne Fulcher FAS
- Hong Nguyen FAS
- Anna Pavlik FAS
- Allison Calvert FAS
- Presley Palmer FAS
- Brianna Thomas FAS



**Meeting Notes**  
**Priority Hire Advisory Committee (PHAC)**  
**March 8, 2023, 9 AM – 11:00 AM**  
**Hybrid Meeting**

**Welcome and Purpose**

Tali Hairston welcomed the committee. Kiersten Grove FAS Interim Department Director introduced herself and meet the committee. City staff introduced themselves as well.

**PHAC Updates/Business**

PHAC approved the meeting minutes from January 11, 2023.

**PHAC Schedule for 2023**

\*Meeting is on the 2<sup>nd</sup> Wednesday of every other month (Jan, March, May, July, Sept, Nov). No change in time of meeting (9 am-11 am).

\*PHAC members are welcome to meet in their stakeholder group whenever they like (contractors, training providers, labor, and community advocates) outside of PHAC at any time.

\*Any committee member can call a full PHAC meeting outside the normal schedule.

\*Reminder that the attendance policy requires PHAC members to attend 4 out of the 6 meetings in a year.

**PHAC Discussion**

Group decision-making

- Tali went over the advisory committee charter guidelines for voting and outlined the goal of finalizing the annual report voting in the current meeting.

Recommendation: Create a Functional Non-Manual Credit Option

The committee discussed the following benefits to a non-manual credit:

- Opening the non-manual credit from prime contractor to all contractors (change in existing language) provides community members who are not interested in manual labor work a viable position working as engineers, office administrative positions, and more.
- The non-manual credit can be used to hire and train workers who are new to the industry. Their non-manual credit status could then be carried over and moved to other Priority Hire projects, promoting retention.



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- The non-manual pathway can help BIPOC workers and women obtain a viable career in the construction industry, further supporting Priority Hire's aspirational goals for those underrepresented in the industry.
- A committee member suggested the City report at the JAC on the job classifications used for non-manual positions.

The committee discussed the following challenges to a non-manual credit:

- The non-manual credit could decrease the opportunity for workers who do physical construction work. Priority Hire is designed for those workers specifically.
- The City should continue to focus on racism and jobsite environment in the trades, particularly for Black and African American workers and not get side tracked with office positions.
- Monitoring and enforcing the non-manual credit could be challenging.
- Another committee member recommended that non-manual language be more descriptive and clearer, including defining what jobs count.
- The City would have to negotiate any changes to the Community Workforce Agreement's (CWA's) non-manual credit language with the Seattle-King County Building Trades and the Carpenters. All CWA parties would have to agree on the language. The City can propose amendments at any time.

### Recommendations

- Recommendation A: Affordable Housing  
Majority was thumb-up and one was thumb down.
- Recommendation B: RISE UP Program  
All was thumb-up.
- Recommendation C: Workforce Development Strategies  
All was thumb-up.
- Recommendation D: Priority Hire Zip Code  
All was thumb-up.
- Recommendation E: Eliminate Covid Vaccine Requirement for City of Seattle Contractors (Delete)  
All was thumb-up to delete this recommendation since Mayor Harrell has already eliminated the requirement.
- Recommendation F: Create a Functional Non-Manual Credit Option:  
Majority was thumb-up and one was thumb-down.

### **FAS next steps**

- Send out invites and agenda for future PHAC meetings to committee members.
- Bring Priority Hire ZIP Code list discussion to PHAC in May PHAC meeting.



### **PHAC Member Attendees**

- Antonio "Tony" Butler - IBEW – Labor
- Marilyn Kennedy - OPCMIA Local 528 – Labor
- Andrea Ornelas - Laborers Local 242 – Labor
- Abdirahman Omar- African Careers – Community
- Claude Burfect - Seattle King County NAACP; RPAC; Coalition of Black Trade Unionist – Community
- Gregory Davis - Rainier Beach Action Coalition – Community
- Sonja Forster - Association of General Contractors (AGC) of Washington – Contractor
- Jamie Stuart - Valley Electric – Contractor
- Jerry Jordan - Seattle Colleges Pre-Apprenticeship Training – Training Provider
- Karen Dove - Apprenticeship and Non-Traditional Employment for Women – Training Provider
- Steve Petermann - Construction Trades at Washington State Correctional Industries, Lead Instructor Trades Related Apprenticeship Coaching (TRAC) – Training Provider
- James Faison - Faison Construction – Contractor

### **Facilitator**

- Tali Hairston - Equitable Development

### **City Representatives**

- Jeanne Fulcher FAS
- Hong Nguyen FAS
- Anna Pavlik FAS
- Allison Calvert FAS
- Mark Nakagawara FAS
- Rudy Camacho FAS
- Martin Norman FAS
- Rick Dimmer FAS
- Kiersten Grove FAS

### **Other Attendees**

- Michael Woo - Community Advocate



## **Meeting Notes**

### **Priority Hire Advisory Committee (PHAC)**

**May 10, 2023, 9 AM – 11:00 AM**

### **Hybrid Meeting**

#### **Welcome and Purpose**

Tali Hairston welcomed the committee and reviewed the agenda.

#### **PHAC Updates/Business**

PHAC approved the meeting minutes from March 8, 2023.

The City drafted a workplan for the rest of the year; with the intent to be transparent, share data, and cultivate committee contributions. The workplan will be shared via email.

#### **PHAC Discussion**

##### Topic 1: Should the City use the proposed methodology to update the Priority Hire ZIP code list?

The City proposed a change in the methodology used to update the ZIP codes, in order to reach more communities that live in high poverty, high unemployment, and are over 25 without a college degree. The proposal would change “high density per acre” to “high number or high rate” of those who meet the ZIP code criteria. The three criteria stay the same (i.e., poverty, unemployment, education). Since the last ZIP code update, the City has grown more dense than areas outside the City. As a result, the “high density per acre” methodology skews ZIP codes to include those that have a lot of people in a small area, with less emphasis on communities who meet the criteria.

The City noted that changing the density per acre language to high rate or high number would require a Priority Hire Ordinance change.

The committee discussed the variants in the methodologies, the updated ZIP code list under each methodology, and the advantage and disadvantage of changing the methodology.

Benefits of changing the methodology:

- The new methodology would increase the flexibility to reach more priority hire communities.
- The new ZIP codes that would be added to the list, because of the methodology change, would capture ZIP codes that have traditionally been further out and can assist contractors who want to retain workers that buy homes and move further away from Seattle.
- Responds to gentrification and the growing BIPOC and Immigrant communities in south King County.

There were no reported disadvantages to changing the methodology.

##### Topic 2: Should the City expand the ZIP code list to tri-county or continue with a King County only ZIP code list?



## Seattle Finance & Administrative Services

The City presented on a tri-county priority hire expansion option. The committee discussed the data presented, the origins of priority hire, the impacts of an expansion to Pierce and Snohomish County, existing workforce demographics by area, and priority hire project requirements and goals. The committee then shared the following feedback regarding a tri-county expansion. Committee members:

- Requested to further discuss the recommendation with their constituents.
- Suggested that the tri-county list be used in lieu of good faith efforts.
- Suggested aligning the ZIP codes the City uses (county-wide) with the Port and King County (county-wide with some in Snohomish added).
- Recommended Priority Hire legacy have an element in this work.
- Inquired how the expansion may impact transportation needs for workers.

Upon discussion, the committee requested to postpone the vote for both the methodology and tri-county recommendations. Tali reminded the committee that they can request a stakeholder group meeting, or a special full committee meeting to finalize the recommendations.

King County shared the public agencies have been working on a memorandum of understating for a regional priority hire committee.

The PHAC annual report will be emailed out for final review and approval.

### **PHAC Member Attendees**

- Antonio "Tony" Butler - IBEW – Labor
- Marilyn Kennedy - OPCMIA Local 528 – Labor
- Andrea Ornelas - Laborers Local 242 – Labor
- Abdirahman Omar- African Careers – Community
- Claude Burfect - Seattle King County NAACP; RPAC; Coalition of Black Trade Unionist – Community
- Gregory Davis - Rainier Beach Action Coalition – Community
- Sonja Forster - Association of General Contractors (AGC) of Washington – Contractor
- Jerry Jordan - Seattle Colleges Pre-Apprenticeship Training – Training Provider
- Karen Dove - Apprenticeship and Non-Traditional Employment for Women – Training Provider
- Steve Petermann - Construction Trades at Washington State Correctional Industries, Lead Instructor Trades Related Apprenticeship Coaching (TRAC) – Training Provider
- James Faison - Faison Construction – Contractor
- Jamie Stuart – Valley Electric – Contractor
- Halene Sigmund – CITC – Training Provider

### **Facilitator**

- Tali Hairston - Equitable Development

### **City Representatives**

- Hong Nguyen                      FAS
- Anna Pavlik                        FAS



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- Jeanne Fulcher FAS
- Julianna Tesfu FAS
- Osvaldo Guel FAS
- Nidia Henriquez FAS
- Allison Calvert FAS

**Other Attendees**

- Michael Woo - Community Advocate
- Joe Baca – King County
- Madelina Calen – Community Attributes Inc.
- Michaela Jellicoe – Community Attributes Inc.
- Janice Zahn – Port of Seattle
- Maurine Karichu – King County
- Carl Hugle – King County



**Special Session Meeting Notes**  
**Priority Hire Advisory Committee (PHAC)**  
**June 20, 2023, 1 PM – 3 PM**  
**Hybrid Meeting**

**Welcome and Purpose**

Tali Hairston welcomed the committee, provided a land acknowledgement and reviewed the agenda.

**PHAC Updates/Business**

Meeting notes from the May 10 meeting will be reviewed and approved at the July 12 meeting. Gregory Davis will draft a legacy acknowledgement for the committee to consider.

Tali reminded members of the common good framework, which has two goals. The first is to speak from your own perspective, and respect others. The second is to work together, aiming for consensus. This is included in the PHAC charter.

**PHAC Discussion**

Topic 1: Priority Hire on Affordable Housing Projects

After PHAC drafted recommendations in May 2022, the contractor group wrote a dissent using affordable housing pilot data published in October 2022. Given new information was introduced in the contractor's dissent, the committee reconvened to discuss and update the recommendation.

The community group shared background on their interest in applying Priority Hire to affordable housing projects with significant City resources. These projects, including several coming up in the Rainier Beach community, provide opportunities for Priority Hire workers. Not applying Priority Hire to those projects would be a loss to those communities.

The committee discussed whether the CWA is intrinsic to Priority Hire. The City shared background on how the Construction Careers Advisory Committee (PHAC's precursor) came to the recommendation to require a CWA, which is the basis of Priority Hire. A member of the contractor group shared their concern that contractors are disadvantaged under a CWA, and felt that CWAs negatively affect workers of color and WMBEs. Other members noted that workers, particularly Black and African American workers who are disproportionately underrepresented in the industry, have had positive outcomes under a CWA, and that the workforce outcomes on the affordable housing pilot were positive when considering pandemic impacts.

The committee expressed support for using data to develop recommendations and dissents, and concern for limitations of data and the potential to use it to draw conjectures that could be inaccurate. The committee also discussed whether dissents should directly address the recommendations.

To address those concerns, members suggested reframing the recommendation to include the new data from Oct. 2022, with caveats around drawing conclusions from that data. For example, members noted that the recommendation could include language noting unique challenges the initial 2<sup>nd</sup> and Mercer pilot faced, namely the pandemic, associated dearth of available workers and supply chain delays. Those challenges could have affected workforce and cost outcomes.



The committee agreed to rework the recommendation, with the goal of reaching consensus among members. Tali will start that process via email. The committee will work on the recommendation in July and August if needed, aiming to vote on approving and releasing the report at the September 13 meeting.

Topic 2: Should the City expand the ZIP code list to tri-county or continue with a King County only ZIP code list?

The committee voted to maintain a King County only Priority Hire ZIP code list. Contractor group members in attendance for the vote opted for a tri-county list. Tali will work with the contractor group to see if they have interest in writing a dissent.

The committee voted for a King County only list due to the following:

- Climate change and commute considerations.
- Contractors on Priority Hire projects already have goals to hire women and people of color from any ZIP code.
- The King County only list would also help contractors with meeting hiring goals for people of color.
- Expanding to a tri-county list may hamper community efforts to expand Priority Hire in other parts of the region.

The contractor group voted for tri-county expansion to help contractors meet workforce hiring requirements across the region, or in the interest in removing ZIP code hiring requirements altogether.

**Public Comment**

Representatives from the Northwest Carpenters Institute (NWCi) commented on their efforts and support in applying Priority Hire to affordable housing projects. They noted that their pre-apprenticeship program has benefited from using community workforce agreements (CWAs), specifically around success in engaging underrepresented communities. CWAs have also helped them build relationships with contractors and support their workforce needs.

They also mentioned that expanding to a tri-county list would increase the number of opportunities for workers.

**PHAC Member Attendees**

Community	Claude Burfect	Seattle King County NAACP; RPAC; Coalition of Black Trade Unionist
	Gregory Davis	Rainier Beach Action Coalition
	Abdirahman Omar	African Careers
Contractor	Thom Butler	KPG Psomas
	James Faison	Faison Construction
	Sonja Forster	Association of General Contractors (AGC) of Washington
	Jamie Stuart	Valley Electric
Labor	Tony Butler	IBEW 46
	Marilyn Kennedy	OPCMIA 528



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Training	Andrea Ornelas Karen Dove Jerry Jordan Steve Petermann	Laborers 242 ANEW Seattle Colleges – PACT Washington State Correctional Industries – TRAC
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**Facilitator**

Tali Hairston	Equitable Development
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**City Representatives**

Jeanne Fulcher	FAS
Anna Pavlik	FAS

**Other Attendees**

Marianna Hyke	NWCI
Paula Resa	NWCI



## **Meeting Notes**

### **Priority Hire Advisory Committee (PHAC)**

**July 12, 2023, 9 AM – 11:00 AM**

#### **Hybrid Meeting**

#### **Welcome and Purpose**

Tali Hairston welcomed the committee and reviewed the agenda.

The committee reviewed the draft legacy acknowledgment, with the request to add related history with the Rainier Beach Community Center, and how workers from outside the region built the project. The committee opted to have a subgroup work on the legacy language, to bring back to the full committee for a vote.

#### **PHAC Updates/Business**

PHAC approved the meeting minutes from May 10 and the June 20 special session.

The City shared a draft public works project dashboard, and walked members through it. The City will update the dashboard to change the pie chart showing people of color utilization to a table with past performance comparisons. The City will send out the draft dashboard and accept additional questions via email.

The City will share the updated workplan, with a survey to identify priority topics for future meetings. The September meeting agenda will include finalizing the 2022 report.

#### **PHAC Discussion on Construction Workforce Investments**

The City presented on construction workforce investments, focusing on how the City and stakeholder groups could improve outcomes.

#### General

- Two upcoming megaprojects present workforce planning challenges. Conversations around workforce investments would be easier if the committee had those projections, as those projects may entice many workers in the region to work in other parts of the state.
- More Black and Indigenous organizations could be interested in construction workforce investments, but lack industry background and experience. These organizations need to be engaged with and supported to do the work.
- Non-profits would be more effective with higher and regular staff wage increases, paid for by the funder.
- Existing outreach, training and retention partners would benefit from quarterly meetings that focus on best practices, partnership and sustainability.

#### Outreach

- Updated Apprenticeship Guidebooks, both online and hardcopy, are important for outreach efforts. This is particularly helpful when computers or internet are less accessible, and also helps construction apprenticeships compete with brochures for college in high schools.



## Seattle Finance & Administrative Services

- Providing outreach in person is important to build interest and relationships with those entering the trades.
- The committee could support and organize bi-annual outreach events. Currently, the City's outreach investments support individuals doing the work, but lacks support with event funding and planning events.
- Yard signs generate interest, particularly if they are put in areas with young people who are looking for good career opportunities. The trick is to find those areas, such as at alternative schools.
- Immigrant and refugee communities would benefit from more outreach on construction careers. There isn't a strong pathway for many communities, due to lack of awareness. One example of a quick and easy pathway is through Commercial Driver License (CDL) training.

### Training

- Stipends and/or support services attract pre-apprenticeship students, plus help them complete training programs. Pre-apprenticeship programs have differing perspectives on whether stipends or support services are more effective. For some, it would allow students to focus on training. Others are concerned that stipends would attract students that don't have long-term interest in construction, and that support services instead addresses financial and other barriers.
- Apprenticeship standards should have stronger and expanded preferred entry/direct entry language to support the pre-apprenticeship pathway.

### Retention

- Support services are critical to support those entering and staying in construction. Common types of support services include rental assistance, gas cards, tools, and more. Support services should be provided for at least a year.
- The City should support regular site visits to ensure pre-apprenticeship graduates have what the need for support services.
- Childcare is still a significant challenge for apprentices. It can be cost, but also availability. These challenges can occur at any stage of a construction worker's career. The industry has an ebb and flow, so if someone works less due to winter conditions, they may not be able to afford to keep their childcare spot.
- Providers should have flexible emergency support service funds. These funds could help people who don't have the time to go through an application process for support services. One example is to make a payment to obtain or retain childcare.
- Provider success with retention requires experience doing this work, having relationships with partners and knowing available resources. It would be hard for new providers to start this type of work from scratch; there is a learning curve.
- Providers could look at streamlining support service applications. They can be challenging due to length, information required and limited access to appointments to receive these services.

It was noted that seeing a breakout of support services by demographic could target the approach and help contractors, union reps and training providers streamline request processes on behalf of apprentices. The City will look at putting that data together for the requester.



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**PHAC Member Attendees**

Community	Gregory Davis Abdirahman Omar	Rainier Beach Action Coalition African Careers
Contractor	Sonja Forster	Association of General Contractors (AGC) of Washington
Labor	Marilyn Kennedy Andrea Ornelas	OPCMIA 528 Laborers 242
Training	Karen Dove Jerry Jordan Halene Sigmund	ANEW Seattle Colleges – PACT CITC

**Facilitator**

- Tali Hairston - Equitable Development

**City Representatives**

- Lylianna Allala Office of Sustainability and Environment (OSE)
- Jon Bersche Finance and Administrative Services (FAS)
- Allison Calvert FAS
- Jeanne Fulcher FAS
- Osvaldo Guel FAS
- Julianna Tesfu FAS
- Stella Wayman Office of Economic Development
- Gus Williams OSE

**Other Attendees**

- Joe Baca – King County
- Sandy Hanks – King County
- Maurine Karichu – King County
- Xianyu Li – King County

**Meeting Notes**  
**Priority Hire Advisory Committee (PHAC)**  
**September 13, 2023, 9 AM – 11:00 AM**  
**Hybrid Meeting**

**Welcome and Purpose**

Tali Hairston welcomed the committee and reviewed the agenda.

**PHAC Updates/Business**

The committee approved the July minutes with no edits.

Rick Dimmer organized for PHAC members to tour City waterfront construction projects. The tour will take place on September 27, from 10am-1pm.

**PHAC Discussion**

Gregory Davis introduced a legacy acknowledgement to the committee and recommended it be a standard acknowledgement on meeting agendas. The committee voted and all were in favor.

Anna Pavlik reviewed the priority hire performance dashboard with the committee. The committee held discussion about including the number of people in the people of color table, including a multiracial option, and removing the white category from the demographics.

Annual Report Recommendations

The committee held discussion about the 2022 Annual report. Initially, the following options were presented to the committee.

Option 1: Discuss the challenges with the 2<sup>nd</sup> version of recommendations sent out last week.

Option 2: Hear more from the office of housing.

Option 3: Approve the original draft report recommendations that was voted on, with the dissenting opinion.

The committee discussed the options and assessed whether to move forward with the original report or the updated version. The majority of the committee voted to accept the updated version, with edits to the 2<sup>nd</sup> and 5<sup>th</sup> recommendations and no dissenting opinion, and one committee member opposed. Additional discussion was held, and the committee ultimately voted to approve the updated version of the 2022 report with the following specifications under the Affordable Housing and Priority Hire section:

- A dissenting opinion will be included from the AGC. The other contractor stakeholders approved of the recommendations as is.



- The 2<sup>nd</sup> recommendation will add language noting the challenges of delivering projects at that time.
- The 2<sup>nd</sup> recommendation language will be revised to either say “an average of” or add “14% and 16%” versus “up to 31%.”
- The 5<sup>th</sup> recommendation will add a footnote that iterates PHAC is not encouraging people to leave the neighborhood.

The report is estimated to be completed by September 30.

Anna shared that there are 3 affordable housing projects moving forward, and there’s a request for qualifications through the City’s Office of Housing right now.

2023 recommendations

The committee will begin working on the 2023 recommendations at the November 2023 meeting. The City intends to reintroduce the non-manual conversation to propose alternate ideas, and the committee can decide if they would like to discuss them. The committee will aim to complete the 2023 recommendations by March 2024 at the latest.

2024 Discussion Topics

The committee reviewed the existing 2024 discussion topics and added the following potential agenda items:

- Review and update the PHAC charter in January 2024.
- Affordable housing projects’ evaluation for success was moved up on the list with the intent to be discussed in March 2024.
- Acceptable Worksite update.
- How to support people coming out of prison prepared for construction careers.
- Priority Hire ZIP code expansion.

**FAS next steps**

The labor equity team provided the Mayor’s Office with the advisory committee nominations for the open community and labor positions and are waiting to hear back.

The housing levy that goes on the ballot in November has a stipulation that, if it passes, 4-6 projects would be covered by Priority Hire/CWA.

**PHAC Member Attendees**

Community	Claude Burfect	Seattle King County NAACP; RPAC; Coalition of Black Trade Unionists
	Gregory Davis	Rainier Beach Action Coalition (RBAC)
Contractor	Thom Butler	KPG Psomas
	James Faison	Faison Construction
	Sonja Forster	Association of General Contractors (AGC) of Washington
	Jamie Stuart	Valley Electric
Labor	Tony Butler	IBEW 46



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	Marilyn Kennedy	OPCMIA 528
	Andrea Ornelas	Laborers 242
Training	Karen Dove	ANEW
	Jerry Jordan	Seattle Colleges – PACT
	Steve Petermann	Washington State Correctional Industries – TRAC

**Facilitator**

- Tali Hairston - Equitable Development

**City Representatives**

- Anna Pavlik FAS
- Martin Norman FAS
- Rick Dimmer FAS
- Latraia Daniel FAS
- Jon Bersche FAS

**Guest Attendees**

- Myles Howard RBAC
- Jessica Gomez OH

## **Meeting Notes**

### **Priority Hire Advisory Committee (PHAC)**

**November 8, 2023, 9 AM – 11:00 AM**

### **Hybrid Meeting**

#### **Welcome and Purpose**

Tali Hairston welcomed the committee and reviewed the agenda.

#### **PHAC Updates/Business**

The committee approved the September minutes with no edits. Marianna Hyke and Virginia Owens were introduced as newly appointed PHAC members. They will represent the labor and community stakeholder groups, respectively.

The January 10, 2024, PHAC meeting will be in person. The committee will vote again on the hybrid model at the January meeting. The meeting will be held at Tabor.

#### **PHAC Discussion**

The committee reviewed the PHAC dashboard. The committee requested the dashboard be updated to include hours worked by race, to help inform retention on jobs. The City agreed to update the dashboard for the January meeting.

The committee revisited PHAC's 2022 recommendation to expand the use of non-manual credit. Rick Dimmer shared that the non-manual credit was recently utilized for the first time, and the committee discussed potential unintended consequences of the credit on Priority Hire workers.

The City proposed to use the City's Seattle Youth Employment Program (SYEP) for the non-manual credit because of its alignment with the Priority Hire program. SYEP increases career access for youth and young adults ages 16-24 from households and communities that experience racial, social and economic disparities. Ron Mirabueno and Madison Stehle presented on the SYEP program, including the existing structure and participant demographics.

Upon discussion, the majority of the committee voted to add a 2023 recommendation to use SYEP for the non-manual credit. This recommendation would replace the 2022 non-manual credit recommendation. Rick Dimmer suggested adding pre-apprentices, alongside SYEP, for the non-manual credit. Tali agreed to add the 2023 recommendation and make note of the pre-apprentice addition. Tali will send out the updated recommendation to the committee via email and request individual member votes. A dissenting opinion is allowed.

#### **FAS next steps**

The updated density definition for Priority Hire ZIP codes will be a separate 2023 recommendation.



### **PHAC Member Attendees**

Community	Gregory Davis	Rainier Beach Action Coalition (RBAC)
	Virginia Owens	Seattle Public Schools
Contractor	Thom Butler	KPG Psomas
	Sonja Forster	Association of General Contractors (AGC) of Washington
	Jamie Stuart	Valley Electric
Labor	Tony Butler	IBEW 46
	Marianna Hyke	NWCI
	Marilyn Kennedy	OPCMIA 528
	Andrea Ornelas	Laborers 242
Training	Karen Dove	ANEW
	Steve Petermann	Washington State Correctional Industries – TRAC

### **Facilitator**

- Tali Hairston - Equitable Development

### **City Representatives**

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

### **Guest Attendees**

- Selina Chambliss FAS
- Ron Mirabueno HSD
- Madison Stehle HSD