



City of Seattle
Department of Finance and Administrative Services

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)
November 18, 2015 – 9:00 a.m. - 12:00 p.m.
South Seattle College Georgetown Campus
6737 Corson Avenue South, Seattle, 98108, Building C, Room 111

Welcome and Purpose

Wendy Watanabe covered the meeting goals, including providing guidance on targeted percent point increase, regional collaboration next steps and a contractor education concept.

Agreements and Updates

Meeting minutes from the October 14 meeting were reviewed and approved. A suggestion was made to replace the word goal with requirement when describing certain project updates.

Anna Pavlik introduced the new Labor Equity Supervisor Anita Adams.

The Priority Hire Construction Training and Outreach Funds Request for Proposal has been released. The City held two pre-submittal workshops on November 4 and November 16. The deadline to submit a proposal deadline is November 25.

Anna Pavlik announced that the City, along with South Seattle College, Wash DOT, Labor and Industries, the Port of Seattle and Sound Transit met to discuss regional collaboration. The group plans to invite other partners and reconvene in January to talk about how they can better align strategies and resources regionally, using the recommendations of the Priority Hire Advisory Committee as a resource.

Michael Woo stated the importance of including demand for workers and worker retention strategies in regional collaboration. Anna Pavlik responded that the group plans to discuss demand and retention strategies as well as capacity issues regionally.

Marge Newgent stated that the Operators had ten priority hire apprentice that were only placed on the Seawall for three weeks due to phase three being postponed. The Operators were not notified in advance and, as a result, the priority hire apprentices are out of work.

Project Assessment

The committee reviewed the workforce diversity project goals and past performance reports of the Seawall and Buried Reservoir project.

Jeanne Fulcher reported that J.W. Fowler is meeting goals for hours performed by people of color. JW Fowler's apprentice utilization is continuing to improve as well. JW Fowler hired their first priority hire journey level worker from Laborers 440 and recently hired a second priority hire worker. The Prime's performance is exceeding subcontractor performance.

The City has notified the subcontractors regarding priority worker hours and will continue to work with the Prime to resolve the issue.



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A committee member expressed concern around preferred entry in that not everyone needs to attend pre-apprenticeship to be hired on to a job site. A fellow committee member stated that preferred entry is vital because it provides the certifications one needs to be competitive.

Committee members raised concern about out of state workers not being required to adhere to the same priority ZIP code requirements as in state core workers. Committee members moved and approved a request that the City reconsider the decision to exclude hours performed by out-of-state workers in the City Priority Hire ordinance and instead include those hours in priority worker calculations.

The committee discussed options for recommending a revision to the core worker requirements in the Priority Hire ordinance. The committee identified three options agreed to table the conversation and requested additional information from the City to better guide the discussion. The City agreed to provide as much information as available in January. A committee member asked for data on Buried Reservoir performance which included out-of-state hours in the calculations.

The three core worker options discussed were:

- reduce it from five to a lesser number, such as three
- Set the number of core workers in relation to the size of the project
- require that all core workers, in and out of state, be held to the same priority hire standards

A representative from the Mayor's office stated that the City plans to report all recommendations to Mayor and Council in 2016 and that committee recommendations would need to be prepared in Q1 2016.

Key Issue Discussion/Regional Vision

Percent Point Increase

The committee voted and approved the modification of targeted percent point increases to require the additional percentage point increases from the beginning of the project. Projects going out to bid after November will no longer have a separate year 1 and year 2 goal.

Non manual position

The committee agreed to table the discussion regarding non-manual positions.

A committee member requests that the City provide a scope of considered non manual positions. The City agrees to provide this information.

Diversity Inclusion Competency

The City requested input from the Committee regarding diversity inclusion training for contractors. Below is the input provided by the Committee:

- Focus on company owners embracing the mission
- Provide contractual language
- Hold owners accountable
- Make the training appealing, to attract interest
- Withhold pay if an EEO grievance is in process



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- Include worker treatment, dignity and work environment in all paperwork specifications
- Incorporate a parallel mentoring program

Regional Collaboration

Wendy Watanabe revisits regional collaboration and asks committee member to think about next steps for the December meeting.

PHAC Operations

The City requested input from the Committee regarding meeting topics for next. Below are topics suggested by the Committee:

- Private sector involvement
- Revisiting core worker number
- Dispatch inventory and mapping
- Preferred entry
- Meeting with regional partners
- RFP progress update

Starting January 2016 the Committee agreed to meet every other month for the first 3 meetings and quarterly the last two meetings.

Anna Pavlik announced that Ruth Blaw, Executive Director of the James W. Ray Orion Center, will fill Jon Bersche's advisory committee seat.

Anna Pavlik announced that Nicole Ferrer's seat will be filled by the new Executive Director of ANEW and the remaining will be by meeting with representatives from different stakeholders.

Good of the Order

A committee member suggests holding the meetings in a different room, with better acoustics.

A committee member suggested that members go to preconference meetings to meet with the primes beforehand. The City said they will take the idea back to the project management team.

Next PHAC Meeting

December 9, 2015 – 9:00 a.m. - 12:00 p.m.
South Seattle College Georgetown Campus
6737 Corson Avenue South, Seattle, WA 98108

PHAC Member Attendees

Greg Christiansen	Ironworker Management Progressive Action Cooperative Trust
Glenn Davis	Seattle Office of Immigrant and Refugee Affairs
Jon Green	Metro Painting
Leanne Guier	Plumbers & Pipefitters
Ray Hall	Electrician



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Tom Peterson Hoffman Construction
Michael Woo Community Representative

Watanabe Consultation

Wendy Watanabe Process consultant/facilitator

City Representatives

Anita Adams City of Seattle - SPU
Jon Bersche City of Seattle – FAS
Allison Calvert City of Seattle – FAS
Yemaya Hall-Ruiz City of Seattle – FAS
Jeanne Fulcher City of Seattle – FAS
Steve Lee Mayor’s Office
Anna Pavlik City of Seattle – FAS
Julianna Tesfu City of Seattle – FAS