



**Seattle
Finance &
Administrative Services**
Priority Hire Advisory Committee

**PHAC Meeting Notes
Priority Hire Advisory Committee (PHAC)
October 14, 2020, 9 AM – 10:30 AM
Conference Call-In**

Welcome and Purpose

Tali Hairston welcomed the committee and led an icebreaker.

PHAC Updates/Business

The committee voted to approve the September meeting minutes and introduced newly appointed PHAC member, Jerry Jordan. Jerry is the program director of PACT and will represent for training providers on PHAC.

Report Back and Updates

Seattle Public Schools (SPS) recently signed a Student Community Workforce Agreement (SCWA). The SPS SCWA will cover a number of large projects, including those in Priority Hire ZIP codes. Nancy Locke, SPS Consultant, presented on their efforts to PHAC. An SPS taskforce met every two weeks over the span of five months, formulating the SCWA. Harvey Wright is coordinating a pre-apprenticeship advisory board and offered to introduce interested PHAC members to the board. PHAC discussed the incorporation of core craft training and addressing drivers licensing barriers. Nancy noted that driver's license has been discussed and can be continued in the work of the advisory board.

PHAC Discussions and Recommendations

The 2020 PHAC Report is unique due to COVID-19 impact. Tali asked the committee if there are any primary or secondary recommendations from the 2019 report for PHAC to keep in focus for 2020 recommendations. PHAC provided the following suggestions:

- Connect with impacted populations and incorporate their impacts and stories.
 - Frame the report as a pictorial, with an opening summary and stories that engage community and include PHAC contact information for interested readers.
 - Marilyn offered to conduct member interviews of individuals placed in their union.
- Long term tracking of pre-apprentice graduates and priority hire workers.
- Challenges related to mentorship, such as mentorship implementation during the pandemic.
- Hiring incentives through winter months, in response to less apprenticeship slots in winter months.
- Anecdotal stories as data to convey impact and ensure alignment with the ordinance.

Anita Adams reiterated there are two reports produced annually, a City issued Priority Hire Annual Program Report with annual data on performance. There is a separate independent report to the City by the Priority Hire Advisory Committee. The PHAC report is subject to the committee's perspective, with the goal for the committee to provide the City with recommendations towards the successful implementation of Priority Hire.



Seattle Finance & Administrative Services

Priority Hire Advisory Committee

PHAC Member Attendees

Dale Bright	Laborers 242
Joe Carter	United Black Christian Clergy
Karen Dove	ANew
James Faison	NAMC
Sonja Forster	Associated General Contractors of Washington
Jerry Jordan	PACT
Marilyn Kennedy	OPCMIA 528
Michelle Merriweather	Urban League of Metropolitan Seattle
Melanie Parrett	Hot Mix Pavers
Steven Petermann	DOC/CI Construction
John Salinas II	Salinas Construction
Halene Sigmund	CITC
Patrice Thomas	City of Seattle – OPCD
Michael Woo	Community Representative

Consultation

Tali Hairston	Consultant/Facilitator
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City Representatives

Anita Adams	FAS
Liz Alzeer	FAS
Jeanne Fulcher	FAS
Anna Pavlik	FAS
Kylie Rolf	Mayor's Office
Dominique Stephens	Mayor's Office

Guests

Ron Dahl	IUOE 302
Nancy Locke	Consultant