



Seattle
Finance &
Administrative Services
Priority Hire Advisory Committee

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

Welcome and Purpose

Tali Hairston welcomed the committee and discussed the common good framework.

PHAC Updates/Business

The committee voted to approve the November meeting minutes. The committee confirmed the 2021 PHAC schedule, which is to meet virtually, on the second Wednesday of every other month, from 9am – 11am.

PHAC Discussions and Recommendations

The committee reviewed the PHAC annual report and discussed the report process. Upon discussion, the committee requested each stakeholder group meet with Tali to further discuss and finalize the 2020 report draft. The City will coordinate the group meetings.

The committee discussed 2020 business items which included adjusting the PHAC meeting schedule in response to COVID-19, the reprioritization of the 2019 recommendations, continuing to focus on driver licensing in 2020 recommendations and continual updates.

The committee broke out into stakeholder groups and discussed licensing efforts, the impact of COVID-19, PHAC report stories, assessment of long-term tracking of pre-apprentice graduates and priority hire workers, mentorship, etc. Upon reconvening, the groups shared the following in full committee:

Driver's Relicensing: Individuals coming from certain pathways can be successful in apprenticeship without a license up front. Recommendation is to identify and further support those pathways in 2021.

COVID-19: Training programs have a larger pool of applicants from other sectors that have been heavily impacted, such as service sectors.

Assessment Recommendations: 1) Visit data in 2021 to see what we're missing or what could be refined to further identify impact and return on investment for PH, pre-apps and apps. 2) Report on subcontractor performance in addition to project performance so labor partners can proactively reach out to and help them to meet or exceed workforce goals.

Community Support: The community stakeholder group proposed a recommendation to establish a legacy fund that will dedicate annual funding for community-based organizations that served as ground zero for priority hire. The committee agreed to vote on the recommendation at the next PHAC meeting.



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PHAC Member Attendees

Joe Carter	United Black Christian Clergy
Karen Dove	ANEW
James Faison	NAMC
Jerry Jordan	PACT
Abdi Rahman-Hashi	Community Representative
Marilyn Kennedy	OPCMIA 528
Michelle Merriweather	Urban League of Metropolitan Seattle
Jamal Middlebrooks	PNWRCC
Melanie Parrett	Hot Mix Pavers
Steven Petermann	DOC/CI Construction
Michael Woo	Community Representative

Consultation

Tali Hairston	Consultant/Facilitator
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City Representatives

Anita Adams	FAS
Liz Alzeer	FAS
Jeanne Fulcher	FAS
Jesse Gilliam	FAS
Julianna Tesfu	FAS