



Seattle Finance & Administrative Services

Priority Hire Advisory Committee

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)

June 10, 2020- 9 AM - 10:30 AM

Conference Call-In

Welcome and Purpose

Tali Hairston welcomed the committee and reviewed the agenda. Committee members shared thoughts on the current climate of the City.

PHAC Updates/Business

A virtual vote, via email, will occur to approve the May meeting minutes.

The City confirmed the new 2020 PHAC schedule. Abdirahman Hashi, Steven Petermann, and Jamal Middlebrooks were introduced to the PHAC as new committee members. They will represent the community, training, and labor stakeholder groups, respectively.

PHAC's initial recommendation for the City to use its leverage to move up workforce training from phase four to phase two does not require further action items, as the colleges and workforce training have begun to open again.

The Laborers and Carpenters have not opened yet. SSCC and RTC are not open for business as of yet. The Plasterers, Cement Masons, Painters, and Brick Layers are also slow to reopen.

PHAC Discussions and Recommendations

PHAC requested consideration to open the priority hire ZIP code list to all of King County for the remainder of 2020, in response to COVID-19, the City prepared data to share with PHAC. The data included priority hire performance before and after COVID-19, priority hire performance with the existing ZIP list versus all of King County, and women and people of color utilization for existing priority hire ZIP codes. Jeanne Fulcher reviewed the ZIP Code analysis with PHAC. Discussion was held around impact and good faith efforts. The City clarified that when a worker request is not filled, the contractor can send the dispatch to the City and document it for good faith efforts. If a priority hire worker is not available, the hall will send a non-priority hire worker. A committee member also shared that daycare is a continual challenge for women workers amidst COVID-19.

Upon discussion, the committee voted by majority rule to not move forward with a recommendation to open the priority hire ZIP code list to all of King County, for the remainder of 2020.

Good of the Order

The next PHAC meeting will be held July 8, 2020.



Seattle Finance & Administrative Services

Priority Hire Advisory Committee

PHAC Member Attendees

| | |
|-----------------------|--|
| Dale Bright | Laborers 242 |
| Joe Carter | United Black Christian Clergy |
| Karen Dove | ANEW |
| Sonja Forster | Associated General Contractors of Washington |
| Abdirahman Hashi | Community Representative |
| Marilyn Kennedy | OPCMIA 528 |
| Michelle Merriweather | Urban League of Metropolitan Seattle |
| Jamal Middlebrooks | PNWRCC |
| Marge Newgent | IUOE 302 |
| 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

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|---------------|------------------------|
| Tali Hairston | Consultant/Facilitator |
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City Representatives

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|----------------|-----------------------|
| Anita Adams | City of Seattle – FAS |
| Jeanne Fulcher | City of Seattle – FAS |
| Anna Pavlik | City of Seattle – FAS |
| Julianna Tesfu | City of Seattle – FAS |