



Seattle Finance & Administrative Services

Priority Hire Advisory Committee

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)

July 8, 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

The committee voted to approve the May and June meeting minutes, with an edit to add an N to member Petermann's name.

PHAC Discussions and Recommendations

The City reviewed the 2019 Priority Hire Annual Report with the committee. The discussion yielded questions and comments. The City will follow up at the next PHAC meeting:

- Request: City share to share data for the total number of people who worked in 2019 and ethnicity.
- Questions and follow up:
 - Is there data available on job portability, to learn how successful Priority Hire workers are moving from employer to employer or dispatch to dispatch after reduction in force or job completions?
The City is able to track pre-apprenticeships but we don't always know where they are after they leave City of Seattle projects. The City continues to work with labor and regional public owners to discuss strategies.
 - Is the City going to prioritize the award of projects that include a contract with PH requirements and goals?
Capital departments manage their own budgets but so far the vast majority of covered projects are moving forward, the City will take this question back to have further discussion and report back.
 - How is COVID-19 effecting the Priority Hire labor force?
The City continues to work through this question with many partners including PHAC and welcomes any supply and demand projections you can share to incorporate into analysis and report back.
- Relicensing Q&A
 - Q: In addition to LELO and ULMS do pre-apprenticeship training programs provide relicensing services?
A: Yes, ULMS & LELO primarily serve pre-apprenticeships and pre-apprenticeships also work with clients in house.
 - Q: Are other jurisdictions in sync with diversion as a strategy?
A: City Attorneys Office is limited to Seattle Municipal Court and Code. King County doesn't file DWLS 3. The City has reduced it's filing and increased its prosecutorial discretion but still files cases.



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Relicensing, Fees and Fines Task Force Guest Presentation and Member Comments:

Guest Martha Ramos shared work around driver relicensing and fees and fines taskforce – Martha and task force are working for a halt on driver license suspensions in response to COVID-19 (State level) at least through December and shared national reform efforts regarding relicensing fees and fines.

Member comments:

- Drivers’ license issues impact significant percentage (a purported 90+%) of the incarcerated population. Many have staggering amounts of legal financial obligations for a variety of fines/charges and most are in collection agencies accruing more interest than the original fines.
- PHAC curious about how inequities in policing may have disparate impacts on ticketing, charges and suspensions. These issues may also impact insurability and promotion if worker driver abstracts have numerous infractions/tickets.

PHAC recommended to keep driver/worker relicensing in 2020 focus.

City of Seattle will share Martha’s presentation.

Good of the Order

The next PHAC meeting will be held September 9, 2020.

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

Tali Hairston	Consultant/Facilitator
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City Representatives

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



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Guests
Martha Ramos