



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

**PHAC Meeting Notes**

**Priority Hire Advisory Committee (PHAC)**

**February 28, 2018 – 9 a.m. - Noon**

**South Seattle College Georgetown Campus**

**6737 Corson Ave. S., Seattle, 98108, Building C, Room 110/111**

**Welcome and Purpose**

Wendy Watanabe welcomed the committee and reviewed the agenda.

**Common Good Frame & Priority Hire Snapshot**

Tali Hairston led an activity centered around perspective building and identifying common good items amongst the committee.

FAS shared the challenges and successes pertaining to a past CWA project and that collaboration that occurred to foster a successful project. PHAC and FAS discussed the challenges and successes and noted the importance of contractor educational training, up-front support, transparency and proper enforcement. The committee noted that the common good items from the discussion, in relation to CWA projects, were communication, cooperation and evaluation. Community benefits from common good in quality employment, skill building and economic health of community.

**Discussion & Guidance**

FAS led the committee through priority hire's annual goal setting methodology for priority hire projects. FAS asked the committee to provide a recommendation on whether the City should increase the priority hire requirement for 2019 by 4% using CWA project's past performance. FAS held a full group discussion and convened a vote to obtain PHAC's recommendations.

*Vote Outcome*

PHAC recommended that the City should increase the priority hire requirement for 2019 by 4% using CWA project's past performance (8 yes, 1 no and 1 abstain).

The member who voted in the minority noted that there was not enough information to declare that a 7% increase is not achievable. The member who abstained from voting expressed wanting additional data.

**Acceptable Work Sites**

FAS led the committee through two potential training approaches being considered for Acceptable Work Sites. The committee described two potential trainings approached being considered for AWS. The committee separated into groups and held discussion on the presented approaches. Upon discussion, the committee reconvened and shares the following feedback

*Option A: Training by Consultant*

- Potential Benefits
  - May be easier
  - Possibly more oversight
- Potential Impact
  - Might be less effective
  - Might yield higher job specific cost

*Option B: Training Consultant trains Contractor + Training Consultant supports contractor implementation*



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- Potential Benefits
  - Employer defines expectations
  - Might be quicker and more direct
  - Message might be heard better coming from the contractor vs. the City
  - Job box talks will create peer impact
  - Less direct job impact with respect to scheduling
  - Helps retain workers
  
- Potential Impact
  - Possible deterrent to future bidding
  - May be additional cost to contractor
  - May add undefined burden on contractor

**2019 PHAC Priorities & Topics**

Committee members shared the following agenda items for future meetings.

- Priority hire demographic data
  - Understand the impact of policy on race
- Coordination and cross tracking of priority hire workers across entities
- Impact on business and communities
- Barriers and barrier removal rationale
- Share program successes

**Priority Hire Updates**

The Key Arena project has begun. Mortenson is the general contractor.

The City hired a consultant to facilitate three WMBE focus groups for prime contractors, minority contractors and women contractors to learn more about the wMBE experience working under a CWA. The City will provide additional updates and seek PHAC input during the next PHAC meeting.

**Good of the Order**

The meeting minutes were approved with an edit to align the attendee list and add a Jr. to John Salinas.

The City will send John Salinas Jr. the priority hire ordinance and the CWA.

**PHAC Member Attendees**

Joe Carter	United Black Christian Clergy
Karen Dove	ANEW
James Faison	National Association of Minority Contractors
Marilyn Kennedy	IUOE 302
Sonja Forster	Associated General Contractors of Washington
Marge Newgent	Operating Engineers 302
Krishna Richardson- Daniels	PACT
John Salinas Jr.	Salinas Construction
Rodney Williams	Northwest Carpenter Institute
Michael Woo	Community Representative

**Consultation**



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Tali Hairston	Consultant/Facilitator
Wendy Watanabe	Consultant/Facilitator

**City Representatives**

Anita Adams	City of Seattle – FAS
Liz Alzeer	City of Seattle – FAS
Jon Bersche	City of Seattle – FAS
Allison Calvert	City of Seattle – FAS
Jeanne Fulcher	City of Seattle – FAS
Jesse Gilliam	City of Seattle – FAS
Chris Gregorich	City of Seattle – FAS
Anna Pavlik	City of Seattle – FAS
Rick Dimmer	City of Seattle – FAS
Julianna Tesfu	City of Seattle – FAS
Edson Zavala	City of Seattle – Mayor’s Office

**Other Attendees**

Joe Baca	King County
Sandy Hanks	King County
Samantha Kealoha	King County