



## **Meeting Notes**

### **Priority Hire Advisory Committee (PHAC)**

**May 10, 2023, 9 AM – 11:00 AM**

### **Hybrid Meeting**

#### **Welcome and Purpose**

Tali Hairston welcomed the committee and reviewed the agenda.

#### **PHAC Updates/Business**

PHAC approved the meeting minutes from March 8, 2023.

The City drafted a workplan for the rest of the year; with the intent to be transparent, share data, and cultivate committee contributions. The workplan will be shared via email.

#### **PHAC Discussion**

##### Topic 1: Should the City use the proposed methodology to update the Priority Hire ZIP code list?

The City proposed a change in the methodology used to update the ZIP codes, in order to reach more communities that live in high poverty, high unemployment, and are over 25 without a college degree. The proposal would change “high density per acre” to “high number or high rate” of those who meet the ZIP code criteria. The three criteria stay the same (i.e., poverty, unemployment, education). Since the last ZIP code update, the City has grown more dense than areas outside the City. As a result, the “high density per acre” methodology skews ZIP codes to include those that have a lot of people in a small area, with less emphasis on communities who meet the criteria.

The City noted that changing the density per acre language to high rate or high number would require a Priority Hire Ordinance change.

The committee discussed the variants in the methodologies, the updated ZIP code list under each methodology, and the advantage and disadvantage of changing the methodology.

Benefits of changing the methodology:

- The new methodology would increase the flexibility to reach more priority hire communities.
- The new ZIP codes that would be added to the list, because of the methodology change, would capture ZIP codes that have traditionally been further out and can assist contractors who want to retain workers that buy homes and move further away from Seattle.
- Responds to gentrification and the growing BIPOC and Immigrant communities in south King County.

There were no reported disadvantages to changing the methodology.

##### Topic 2: Should the City expand the ZIP code list to tri-county or continue with a King County only ZIP code list?



## Seattle Finance & Administrative Services

The City presented on a tri-county priority hire expansion option. The committee discussed the data presented, the origins of priority hire, the impacts of an expansion to Pierce and Snohomish County, existing workforce demographics by area, and priority hire project requirements and goals. The committee then shared the following feedback regarding a tri-county expansion. Committee members:

- Requested to further discuss the recommendation with their constituents.
- Suggested that the tri-county list be used in lieu of good faith efforts.
- Suggested aligning the ZIP codes the City uses (county-wide) with the Port and King County (county-wide with some in Snohomish added).
- Recommended Priority Hire legacy have an element in this work.
- Inquired how the expansion may impact transportation needs for workers.

Upon discussion, the committee requested to postpone the vote for both the methodology and tri-county recommendations. Tali reminded the committee that they can request a stakeholder group meeting, or a special full committee meeting to finalize the recommendations.

King County shared the public agencies have been working on a memorandum of understating for a regional priority hire committee.

The PHAC annual report will be emailed out for final review and approval.

### **PHAC Member Attendees**

- Antonio "Tony" Butler - IBEW – Labor
- Marilyn Kennedy - OPCMIA Local 528 – Labor
- Andrea Ornelas - Laborers Local 242 – Labor
- Abdirahman Omar- African Careers – Community
- Claude Burfect - Seattle King County NAACP; RPAC; Coalition of Black Trade Unionist – Community
- Gregory Davis - Rainier Beach Action Coalition – Community
- Sonja Forster - Association of General Contractors (AGC) of Washington – Contractor
- Jerry Jordan - Seattle Colleges Pre-Apprenticeship Training – Training Provider
- Karen Dove - Apprenticeship and Non-Traditional Employment for Women – Training Provider
- Steve Petermann - Construction Trades at Washington State Correctional Industries, Lead Instructor Trades Related Apprenticeship Coaching (TRAC) – Training Provider
- James Faison - Faison Construction – Contractor
- Jamie Stuart – Valley Electric – Contractor
- Halene Sigmund – CITC – Training Provider

### **Facilitator**

- Tali Hairston - Equitable Development

### **City Representatives**

- Hong Nguyen                      FAS
- Anna Pavlik                        FAS



**Seattle**  
Finance &  
Administrative Services

- Jeanne Fulcher FAS
- Julianna Tesfu FAS
- Osvaldo Guel FAS
- Nidia Henriquez FAS
- Allison Calvert FAS

**Other Attendees**

- Michael Woo - Community Advocate
- Joe Baca – King County
- Madelina Calen – Community Attributes Inc.
- Michaela Jellicoe – Community Attributes Inc.
- Janice Zahn – Port of Seattle
- Maurine Karichu – King County
- Carl Hugle – King County