



Seattle
Finance &
Administrative Services
Priority Hire Advisory Committee

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)

May 11, 2022, 9 AM – 11:00 AM

Video Conference and Call-In

Welcome and Purpose

Anita Adams welcomed the committee and introduced FAS' Department Director Calvin Goings.

PHAC Updates/Business

PHAC voted to approve meeting minutes from March 9, 2022, with no edits.

Job and Training Advisor, Jon Bersche shared the Priority Hire success story of Gerard.

The July 13 PHAC meeting will be held at the Tabor Building. The meeting will be hybrid and PHAC members can also join online.

The City is in the process of appointing new PHAC members. The City thanked those leaving the committee for their time and service.

Updates

The City presented on the 2nd and Mercer project. The City owns the land but a private developer is building on and leasing the property. Considerations are:

- Cost
- Priority Hire outcomes
- WMBE utilization
- Competitive bidding

The City asked PHAC for input on how to balance these priorities when the City determines whether to apply Priority Hire to future affordable housing projects.

PHAC Discussion

Committee members suggested the city look at other quantitative outcomes and policy objectives for low-income residents moving into the city supported low-income projects. An example could be to require the developer to set goals for priority workers to be residents and to be employed in the affordable housing project (e.g. building operations jobs). Committee members asked questions of Office of Housing staff (OH) about whether construction workers could be prioritized or qualify for affordable housing and OH staff shared that tenants in a family of 4 would need to make \$70,000 annually or less to qualify.



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Several committee members suggested the added cost of paying workers commercial wages on residential housing creates a long-term benefit to communities and should be taken into consideration with city subsidization of affordable housing.

Committee members suggested a number of ways to meet Priority Hire objectives on affordable housing projects like incentivizing good contractor performance, rewarding contractors whose workers move out of priority ZIP codes and studying how high performing contractors succeed. A committee member suggested the city interview housing contractors who historically bid on affordable housing to ask how they retain their local BIPOC workforce. Several committee members suggested the city find additional housing dollars to off-set any costs related to Priority Hire.

FAS and Office of Housing staff thanked the committee for their feedback.

PHAC Member Attendees

Michelle Merriweather	ULMS	Abdirahman Omar	Community Rep.
Karen Dove	ANew	Steve Petermann	DOC TRAC/CTAP
Michael Woo	Community	Jerry Jordan	PACT
James Faison	Faison Construction and NMBA	Jamal Middlebrooks	PNWRCC
Marilyn Kennedy	OPCMIA 528	Chris McClain	Ironworkers 86
Andrea Ornelas	Laborers 242	Sonja Forster	AGC

Consultation

Tali Hairston	Consultant/Facilitator
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City Representatives

Anita Adams	FAS	Liz Alzeer	FAS
Job Bersche	FAS	Jeanne Fulcher	FAS
Anna Pavlik	FAS	Julianna Tesfu	FAS
Daniel Murillo	OH	Martin Norman	FAS
Jesse Gilliam	FAS	Elisa Young	FAS
Calvin Goings	FAS	Jessica Gomez	OH