



Seattle
Finance &
Administrative Services
Priority Hire Advisory Committee

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)

March 9, 2022, 9 AM – 11:00 AM

Video Conference and Call-In

Welcome and Purpose

Anita Adams welcomed the committee and stated the purpose stated on the agenda.

PHAC Updates/Business

PHAC voted to approve meeting minutes from January 12, 2022, with no edits.

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

The committee voted to meet virtually on a bi-monthly basis. The committee will check back in at the May 11 meeting regarding schedule and resuming in-person meetings.

Updates

The City noted that projects are experiencing impacts due to concrete delays. The West Seattle Bridge has been finding workarounds to keep employees working even though they don't have concrete. ANEW and Urban League have available resources for impacted apprentices.

The Arena project is safely completed. The [project report](#) was sent to the committee. The contractors exceeded their priority hire requirements, WMBE requirements, and other workforce expectations.

The Finance and Administrative Service department anticipates releasing an RFP in partnership with the Office of Sustainability & Environment. The RFP will highlight general construction training and clean energy jobs.

Jon Bersche discussed the mission and purpose of the [Regional Pre-Apprenticeship Collaborative](#).

PHAC Discussion

The committee reviewed the PHAC annual report draft, and the following feedback was provided:

- Revise the non-manual language to say *“Non-manual positions cover career opportunities not currently accessible to priority hire workers, such as administration, human resources, project management and engineering”*
- Revise the second recommendation to say, *“The City requested PHAC provide guidance and recommendations to procure approximately \$450,000 in equitable recovery funds to address outreach, training, and resource supports.”*



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The committee discussed the impacts of lowering the five-million-dollar threshold for projects and agreed to hold time for further conversation.

Members also discussed reaching more community-based organizations that are providing career navigation support and connecting them to jobs and workers. The City asked the committee to email remaining final edits by April 8.

The city will send the updated PHAC calendar.

PHAC Member Attendees

Joe Carter	United Black Christian Clergy	Abdi Hashi	Community Rep.
Karen Dove	ANew	Steve Petermann	DOC TRAC/CTAP
Melanie Parrett	Hot Mix Pavers	Jerry Jordan	PACT
James Faison	NAMC	Jamal Middlebrooks	PNWRCC
Marilyn Kennedy	OPCMIA 528	Halene Sigmund	CITC
Andrea Ornelas	Laborers 242	Sonja Forster	AGC

Consultation

Tali Hairston	Consultant/Facilitator
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City Representatives

Anita Adams	FAS	Jesse Gilliam	FAS
Job Bersche	FAS	Allison Calvert	FAS
Anna Pavlik	FAS	Julianna Tesfu	FAS

Public Attendance

Kwanna Wise	Carpenters
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