



Meeting Notes

Priority Hire Advisory Committee (PHAC)

July 10, 2024, 9 AM – 11:30 AM

Hybrid Meeting

Welcome and Purpose

Tali Hairston welcomed the committee, reviewed the agenda, and read the Land and Legacy Acknowledgments.

Committee members introduced themselves and new committee members were welcomed. Name tents will be provided at the next meeting.

PHAC Updates/Business

The committee approved the May minutes with no edits.

Osvaldo took the committee through the PHAC dashboard. The committee agreed to receive the number of workers every 6 months, as it is a time-intensive data point to include for each meeting. The City will allocate time to review the data with the committee so it can then be presented to each stakeholder's constituency group. The City invited members to attend the JAC meetings to learn more about project performance.

The City took the committee through the 2024 workplan and reviewed draft remaining topics. The City will request 2025 meeting topics via email. Once received, the City will send a survey for the committee to vote on the topics.

The City will provide a Priority Hire refresher in an upcoming meeting. Tali offered to meet with members outside of PHAC meetings as well.

PHAC Expansion to Regional Group

Jeanne Fulcher presented on regional Priority Hire efforts to the committee. Jeanne will send out the PowerPoint presentation via e-mail.

After the presentation the committee discussed its desired role as Priority Hire expands regionally, and what the City should be considering. The following feedback was provided:

- Create consistency amongst agencies with Priority Hire programs so partners can more easily understand and navigate expectations.
- Provide consistent payroll submittal requirements (i.e., standardized software).
- Include strong language around Priority Hire in all of the CWAs.
- Include Seattle Public Schools in regional Priority Hire discussions.
- Build relationships and involve the community in which a project is located.
 - Identify the key community groups located around each project and provide a list to contractors.
 - Provide a concentrated effort to promote priority hire.
- Include outreach partners in the Apprenticeship Guidebook or in a separate document with a QR code.
- Include young adult representation as part of the community representation for a regional PHAC.



Per the discussion, the following suggestions were provided:

- Work toward alignment to reduce program and policy variance and redundancy.
- Use consistent policy language amongst agencies.
- Include community representation at the regional level.
- Connect with community organizations so they are informed about Priority Hire.

Increase Priority Hire Worker Retention on the Job and Industry

Committee members requested continuing this conversation at a later meeting. Low women performance was suggested as a meeting topic for September. Andrea, Marianna, and Karen will meet with Tali to identify data needs and discussion points to bring to the larger group in September.

Committee members requested that compliance and good faith efforts (what goes into good faith efforts and how the City is monitoring it) be listed as topics for a future PHAC meeting.

FAS Updates

The City announced the awardees of the Construction Training and Clean Energy RFP, which include Emerald Cities Collaborative (both an electrical and an HVAC scope), Pacific NW Ironworkers Apprenticeship, Seattle Colleges PACT and ANEW.

The City will give an ordinance presentation to Seattle City Council's Finance, Native Communities & Tribal Governments Committee on July 17, 2024. An optional invite has been sent to PHAC members.

PHAC Member Attendees

Community	Abdirahman Omar	Partner in Employment
	Gregory Davis	Rainier Beach Action Coalition (RBAC)
	Virginia Owens	Seattle Public Schools
Labor	Tony Butler	IBEW 46
	Marianna Hyke	Western States Regional Council of Carpenters
	Marilyn Kennedy	OPCMIA 528
	Andrea Ornelas	Laborers 242
Training	Jerry Jordan	PACT
	Karen Dove	ANEW
	Steve Petermann	Washington State Correctional Industries (TRAC)
	Eric Sanchez	Ironworkers 86
Contractors	Tamara Harris	YWCF Corporation
	Vicki Puckett	Cornerstone General Contractors, Inc.
	Jim Wilde	Gary Merlino Construction

Facilitator

- Tali Hairston Equitable Development



Seattle
Finance &
Administrative Services

City Representatives

- Jeanne Fulcher FAS
- Osvaldo Guel FAS
- Presley Palmer FAS
- Julianna Tesfu FAS

Guests

- Angel Garcia Western States Regional Council of Carpenters
- Jesse Cervantes Western States Regional Council of Carpenters
- Maurine Karichu King County
- Carl Hugle Port of Seattle