



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

March 7, 2018

Ordinance 18672

Proposed No. 2017-0450.3

Sponsors Gossett, Dembowski and Kohl-
Welles

1 AN ORDINANCE relating to county public works
2 projects; creating a county priority hire program;
3 authorizing the finance and business operations division of
4 the department of executive services to implement and
5 administer the priority hire program; incorporating
6 reporting for the priority hire program into the Contracting
7 Opportunities Program Report and the Apprenticeship
8 Annual Report; amending Ordinance 17652, Section 16, as
9 amended, and K.C.C. 2.97.090; amending Ordinance
10 12787, Section 6, as amended, and K.C.C. 12.16.175 and
11 adding a new chapter to K.C.C. Title 12.

12 PREAMBLE:

13 1. A priority hire program is designed to prioritize the recruitment and
14 placement of economically disadvantaged local workers on designated
15 King County public works projects. The program is intended to help
16 address construction workforce shortages, diversify the construction
17 workforce and improve the well-being of individuals who live in
18 geographic areas of economic distress.
19 2. The priority hire program focuses on workforce participation by apprentices

20 and journey level construction workers and is therefore directly connected to the
21 county's existing apprenticeship program. King County is committed to
22 achieving its apprenticeship hiring goals set in county policy and remedying the
23 disproportionately low involvement by minority groups and women in the
24 construction workforce.

25 3. This ordinance builds on the vision from Ordinance 17973, adopted in
26 February 2015, that created an economic opportunity and empowerment program
27 and advisory board for the Children and Family Justice Center. The advisory
28 board developed a general plan and recommendations that provide a framework
29 for implementing a priority hire program, as well as providing support for
30 apprentices and small business participation.

31 4. A priority hire program is aligned with actions in King County's 2016 equity
32 and social justice strategic plan, co-created with employees and community
33 partners. Priority hiring expands opportunities for disadvantaged populations and
34 ensures that county public works projects are planned and implemented in a way
35 that improves equity in local communities.

36 5. In 2016, the county published the results of two commissioned studies
37 documenting construction workforce shortages and identifying economically
38 distressed areas. The first study, completed in January 2016, is titled
39 Construction Workforce Analysis for King County and the Region, and estimates
40 a gap of four thousand six hundred workers by 2020 between the demand for
41 construction labor and the supply of skilled trade workers in the regional labor
42 market. The study also uses economic data involving poverty levels,
43 employment and educational attainment to determine economically distressed
44 areas, which are identified by ZIP code. The second study, completed in

45 December 2016, is titled Construction Occupational Demand Analysis and
46 Construction Priority Hire Analysis. The study uses more recent economic data
47 to update the list of economically distressed ZIP codes in anticipation of several
48 large wastewater construction projects. Because the county's wastewater service
49 area includes portions of Snohomish and Pierce counties, the analysis was
50 expanded beyond King County's boundaries to include ZIP codes from these two
51 other counties that border King County.

52 6. In May 2016, the executive directed county agencies to implement a priority
53 hire pilot program to prioritize economically disadvantaged local workers for
54 inclusion on large King County capital construction projects that were twenty-
55 five million dollars or more. The county has initiated the priority hire pilot
56 program for three large construction projects: Georgetown wet weather
57 treatment station; the Sunset Heathfield pump station; and the Cedar Hills
58 regional landfill area 7 and 8 closure project. The executive has also
59 recommended transitioning the priority hire pilot program into a long-term
60 county program.

61 7. For each of the priority hire pilot program projects, a community workforce
62 agreement has been successfully negotiated between King County and labor
63 unions representing trades workers. A community workforce agreement is a
64 project labor agreement with targeted priority hiring requirements. A community
65 workforce agreement has proven to be an effective tool to provide needed
66 economic investment in traditionally disadvantaged communities and to manage
67 public works projects in a way that reduces the risk of project delays, reduces
68 labor disruptions and labor shortages, improves job-site safety, creates local jobs,
69 and enhances workforce diversity.

70 8. In 2017, a regional public owners group, comprised of staff from King
71 County, Sound Transit, the Port of Seattle, the city of Seattle and other entities
72 estimated there will be over sixty-seven billion dollars in public construction
73 projects by 2042 with over seventy million labor hours needed to fulfill this
74 demand for projects. This growing demand for public infrastructure projects
75 creates a compelling need for a permanent King County priority hire program.

76 9. Based on the commissioned studies, the King County region has geographic
77 areas of economic distress as evidenced by factors including poverty levels,
78 concentrated unemployment and gaps in educational attainment. The council
79 seeks to act effectively and expeditiously to encourage solutions that will benefit
80 disadvantaged communities and result in economic growth and job creation in
81 areas of King County, and, for wastewater projects, in areas of Snohomish
82 County and Pierce County that border King County, that are defined in the
83 commissioned studies as economically distressed.

84 10. King County has taken a community-based approach to achieve more
85 equitable community conditions through the communities of opportunity
86 program. This program, which grew from King County's equity and social
87 justice strategic plan, seeks to achieve affordable housing, local employment and
88 quality education through community-led strategies and solutions. A priority
89 hire program that is based on geographic areas of economic distress would
90 enhance this place-based approach to increased economic opportunity.

91 11. Based on the commissioned studies, recommendations of the economic
92 opportunity and empowerment program advisory board and input from
93 community stakeholders, it is in the best interest of the county to increase the
94 supply of qualified construction workers via a priority hire program, particularly

95 the supply of workers who have been historically underrepresented in the
96 construction industry, including minorities, women, veterans and those who live
97 in economically distressed areas of King County.

98 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

99 SECTION 1. Sections 2 through 6 of this ordinance should constitute a new chapter in
100 K.C.C. Title 12.

101 NEW SECTION. SECTION 2. The definitions in this section apply throughout this
102 chapter unless the context clearly requires otherwise.

103 A. "Apprentice" means a person who has signed a written apprenticeship agreement with
104 and enrolled in an active state-registered apprenticeship training program approved by the
105 Washington state Apprenticeship and Training Council.

106 B. "Apprenticeship training program" means an active program registered and in
107 compliance with the Washington state Apprenticeship and Training Council as defined by chapter
108 49.04 RCW and WAC 296-05-011 and WAC 296-05-013.

109 C. "Community workforce agreement" means an executed agreement signed by the
110 executive, or the executive's designee, on behalf of the county, and representatives of the Seattle-
111 King County Building Trades Council, the Northwest National Construction Alliance II and other
112 labor organizations, as applicable, for a covered project. The community workforce agreement is
113 a project labor agreement for a single covered project that contains terms and conditions for
114 priority hiring requirements.

115 D. "Contractor" means a person or business entity that enters into a contract with the
116 county or that is a subcontractor performing services under such a contract. A contractor employs
117 individuals to perform work on covered projects, including general contractors, subcontractors of
118 all tiers and both union and nonunion entities.

119 E. "Covered project" means a county public works project with project construction

120 costs estimated to equal fifteen million dollars or greater, and such other criteria established by
121 the executive, upon enactment of this ordinance. This threshold of fifteen million dollars may be
122 lowered to five million dollars by December 31, 2020, at the discretion of the executive.

123 F. "Division" means the department of executive services, finance and business
124 operations division or its successor.

125 G. "Economically distressed area" means a geographic area within King County, defined
126 by ZIP code, and found by the manager to be in the top thirty percent of all ZIP codes in King
127 County in terms of the concentration of individuals who meet at least two of the following three
128 criteria: have income at or below two hundred percent of the federal poverty level; are
129 unemployed; or are at least twenty-five years old and without a college degree. The manager
130 may add ZIP codes that meet this criteria for construction projects that are part of the county's
131 wastewater service area in Pierce and Snohomish counties. Also, the manager may adjust the list
132 of economically distressed areas within King County in order to enhance regional uniformity with
133 other local jurisdictions implementing priority hire programs.

134 H. "Good faith efforts" means the strongest possible efforts that the contractor and its
135 subcontractor can reasonably make to meet the established apprentice requirement, priority hiring
136 requirement and other hiring goals.

137 I. "Helmets to Hardhats" means the nationwide program that is administered by the
138 Center for Military Recruitment, Assessment and Veterans Employment, a nonprofit corporation
139 that connects National Guard, Reserve, retired and transitioning active-duty military service
140 members with skilled training and quality career opportunities in the construction industry.

141 J. "Journey level" means that an individual has sufficient skills and knowledge of an
142 occupation, either through a formal apprenticeship training program or through practical on-the-
143 job work experience, to be recognized by any combination of a state registration agency, a federal
144 registration agency or an industry, as being fully qualified to perform the work of the occupation.

145 To be "journey level," practical experience must be equal to or greater than the term of
146 apprenticeship.

147 K. "Labor hours" means hours performed on covered projects by workers who are
148 subject to prevailing wages under chapter 39.12 RCW.

149 L. "Manager" means the manager of the finance and business operations division, or its
150 successor, or the manager's designee.

151 M. "Master community workforce agreement" means a standardized project labor
152 agreement that would be anticipated to apply to all covered projects and sets forth terms and
153 conditions for hiring requirements to include priority hire workers, signed by the executive or the
154 executive's designee on behalf of the county, and representatives of the Seattle-King County
155 Building Trades Council, the Northwest National Construction Alliance II and other labor
156 organizations, as applicable.

157 N. "Open shop contractor" means a contractor that is not a signatory to a collective
158 bargaining agreement with a union representing the trade or trades of the contractor's workers,
159 also known as a nonunion contractor.

160 O. "Pre-apprentice" means a student enrolled in a construction pre-apprenticeship
161 training program that is recognized by the Washington state Apprenticeship and Training
162 Council.

163 P. "Pre-apprentice graduate" means an individual who successfully completed a pre-
164 apprenticeship training program and is readily available to enter an apprenticeship training
165 program or has been accepted into an apprenticeship training program, including individuals who
166 are completing the first or second year of apprenticeship training.

167 Q. "Pre-apprenticeship training program" means an education-based apprenticeship
168 preparation program that is formally recognized by the Washington state Apprenticeship and
169 Training Council and endorsed by one or more registered apprenticeship sponsors, with a focus

170 on educating and training students to meet or exceed minimum qualifications for entry into an
171 apprenticeship training program.

172 R. "Preferred entry" means a program provided as part of a project labor agreement or a
173 community workforce agreement that allows pre-apprentice graduates and Helmets to Hardhats
174 veterans, entry into an apprenticeship training program ahead of other applicants.

175 S. "Priority hire program" means a program implemented by King County that prioritizes
176 the recruitment and placement of priority hire workers for training and employment in the
177 construction trades on covered projects.

178 T. "Priority hire worker" means an individual prioritized for recruitment, training and
179 employment opportunities because the individual is a resident in an economically distressed area.

180 U. "Project labor agreement" means an executed agreement between the executive or
181 designee, on behalf of the county, and one or more labor unions that represent workers who
182 typically perform on county public works projects, that provides standards for work hours, wages,
183 working conditions, safety conditions, union representation, apprenticeship requirements and
184 settlement of disputes procedures.

185 V. "Resident" means a person who provides evidence to the satisfaction of the manager
186 demonstrating that the person lives at a particular address.

187 W. "Small contractor and supplier" means a contractor that meets the eligibility criteria
188 for King County's small contractor and supplier program under K.C.C. chapter 2.97 and is
189 certified as a small contractor and supplier company in the online directory maintained by the
190 business development and contract compliance section of the division.

191 X. "Union" means a representative labor organization whose members collectively
192 bargain with employers to set the wages and working conditions in their respective trade or
193 covered scope of work.

194 Y. "Women-owned or minority-owned business" means a business that has been

195 certified by the state of Washington to be at least fifty-one-percent owned by either women or
196 minority group members. For the purposes of this subsection, "minority" means African
197 American/Black, Hispanic/Latino, Asian American, Pacific Islander, Native Hawaiian, Alaska
198 Native or Native American.

199 NEW SECTION. SECTION 3. A. The priority hire program is hereby created.

200 B. The executive shall make a good faith effort to negotiate and execute a master
201 community workforce agreement to streamline implementation of the priority hire program and
202 promote efficiency and consistency in priority hire practices. The master community workforce
203 agreement shall be used for all covered projects unless the master community workforce
204 agreement is not executed or the executive determines that use of an individual community
205 workforce agreement is more appropriate for a covered project. The master community
206 workforce agreement shall:

207 1. Include terms and conditions for priority hire workers. The executive or designee
208 shall determine the percentage of labor hours to be performed by priority hire workers in each
209 contract for a covered project;

210 2. Require that twenty percent of apprentice labor hours on covered projects be
211 performed by preferred entry candidates;

212 3. Include provisions to ensure a respectful workplace that is inclusive and focuses on
213 nondiscrimination and antiharassment behaviors and provides procedures for workers to address
214 concerns;

215 4. Include provisions to increase access for women-owned or minority-owned
216 businesses, open shop contractors and small contractors and suppliers, and expand placements for
217 both open shop and union apprentices;

218 5. Include provisions for the recruitment, retention and mentoring of construction
219 workers, including priority hire workers and workers who reside in other areas of King County,

220 as they advance from apprentice positions into journey level positions;

221 6. Be structured so as to streamline paperwork and reporting requirements; and

222 7. Be signed by the executive or the executive's designee on behalf of the county, and
223 representatives of the Seattle-King County Building Trades Council, the Northwest National
224 Construction Alliance II and other labor organizations, as appropriate, before its implementation.

225 C. Before execution of the master community workforce agreement, the executive shall
226 provide a copy of the master community workforce agreement in the form of a paper original and
227 an electronic copy to the clerk of the council, who shall retain the original and provide an
228 electronic copy to all councilmembers, the council chief of staff and the lead staff for the
229 transportation, economy and environment committee, or its successor. The master community
230 workforce agreement may then be executed, unless an ordinance rejecting it is introduced within
231 thirty days of receipt of the electronic copy of the agreement and is enacted within seventy-five
232 days of the introduction of the ordinance.

233 D. If the master community workforce agreement is not negotiated or executed, or if the
234 executive determines that the use of the master community workforce agreement is not
235 appropriate for a specific covered project, the executive is authorized to develop and execute a
236 community workforce agreement specific to that project, which must contain terms and
237 conditions for the use of priority hire workers and preferred entry workers, as well as provisions
238 related to a respectful workplace and access for women-owned or minority-owned businesses,
239 open shop contractors and small contractors and suppliers and to expand placements for both
240 open shop and union apprentices.

241 E. Contractors who make public work bids on covered projects shall evidence good faith
242 efforts that the contractor can reasonably make to meet any established apprentice requirements,
243 priority hiring requirements and hiring goals including the percentage hour requirements that are
244 consistent with the terms and conditions set forth in an applicable community workforce

245 agreement or master community workforce agreement.

246 NEW SECTION. SECTION 4. A. To administer the priority hire program, the manager
247 shall:

248 1. Analyze the indicators for economically distressed areas and prepare a list of ZIP
249 codes that are found by the manager to be economically distressed areas and update that list at
250 least once every five years. Any changes proposed by the manager to the criteria for determining
251 economically distressed areas are subject to approval by ordinance;

252 2. Establish a methodology using data from local sources for determining the required
253 percentage of labor hours to be performed by priority hire workers on covered projects and
254 review and adjust the methodology annually, as needed. The methodology for determining the
255 required percentage of labor hours shall separately address apprentices and journey level workers
256 on a contract-by-contract basis;

257 3. Partner with pre-apprenticeship or apprenticeship training programs to encourage
258 programs, classes and curriculum that are intended to increase outreach, training, graduation,
259 retention, and employment rates of women, racial minorities, other pre-apprentice program
260 participants and priority hire workers;

261 4. Provide technical assistance to women-owned or minority-owned businesses, small
262 contractor and supplier firms and open shop contractors on the recruitment and reporting
263 requirements of the priority hire program to promote participation in the priority hire program;

264 5. Within one year after adoption of the master community workforce agreement,
265 develop a pilot program to include as eligible for the priority hire program individuals who are
266 being served by an organization that serves people who are living in poverty, unemployed or
267 lacking educational opportunities;

268 6. Develop a prompt-payment program for subcontractors performing services for a
269 contractor to lower the burden of participation in the priority hire program, based on an

270 assessment of the effectiveness of existing payment programs. The prompt-payment program
271 may include features such as a revolving fund or other mechanism to provide cash flow relief for
272 payments to the union trust fund;

273 7. At least annually, determine whether the percentage of priority hiring requirements
274 has been achieved by calculating the labor hours performed by residents of the state of
275 Washington and separately calculate the labor hours performed by residents from states other
276 than the state of Washington. Labor hours performed by residents from states other than the state
277 of Washington shall be excluded from the total labor hours used to determine priority hire
278 requirements;

279 8. Determine whether to waive or reduce priority hire requirements on covered projects.
280 The circumstances for waiving or reducing the requirements must be justified in writing and may
281 include but are not limited to reductions in construction worker availability due to economic
282 downturn cycles, emergency projects or circumstances, sole source projects or federal funding
283 restrictions. Any such waivers or reductions shall be documented in the report created in
284 accordance with section 6 of this ordinance; and

285 9. Consult with a priority hire advisory committee as set forth in section 5 of this
286 ordinance.

287 NEW SECTION. SECTION 5. A. The manager shall establish a priority hire advisory
288 committee, consisting of eight to twelve members, to be appointed by the executive and
289 confirmed by the council. A good faith effort shall be made to include representatives with
290 experience in the construction industry from: contractors; the Associated General Contractors of
291 Washington; labor union representatives; small contractor and supplier businesses; pre-apprentice
292 and apprentice training providers; and local community or business organizations.

293 B. The committee shall operate in an advisory role to the county for implementation and
294 effectiveness of this chapter. The committee shall advise the division on planning, input prior to

295 the development of the master community workforce agreement, administration and reporting.
296 The committee shall consult with the King County's immigrant and refugee commission, women's
297 advisory board and communities of opportunity - best starts for kids advisory board to identify
298 ways to recruit and retain people in apprenticeships who have historically not been involved in
299 the construction trades or who are from economically disadvantaged communities or are
300 immigrants or refugees. In addition, the committee shall advise the division on the program's
301 performance in serving economically disadvantaged communities and the program's impacts on
302 women-owned or minority-owned businesses, open shop contractors and small contractors and
303 suppliers, and shall make recommendations, as necessary, to the division to make adjustments to
304 the program to maximize its responsiveness to these communities. The manager shall assign at
305 least one staff member from the division to support the work of the committee. The division shall
306 convene the committee at least twice per year, and shall provide the committee with information
307 regarding program performance. The committee shall make recommendations regarding program
308 implementation and this information shall be incorporated into an appendix to the report created
309 in accordance with section 6 of this ordinance. The committee shall also establish rules for its
310 procedure.

311 C. The manager shall consult with the advisory committee regarding the methodology
312 for determining the required percentage of labor hours to be performed by priority hire workers
313 on covered projects; and the baseline percentages established for apprentices and journey
314 workers. The manager shall also review with the advisory committee the annual labor hours
315 performed by residents of states other than the state of Washington.

316 D. In lieu of establishing a priority hire advisory committee under subsection A. of this
317 section, the manager may negotiate a memorandum of understanding, subject to approval by
318 ordinance, with the city of Seattle or one or more other government entities with priority hire
319 programs in order to use a previously established or to jointly create a multijurisdictional priority

320 hire advisory committee. The memorandum of understanding shall:

321 1. Provide a process for the contracted advisory committee to make recommendations
322 regarding program implementation and this information shall be incorporated into an appendix to
323 the report created in accordance with section 6 of this ordinance;

324 2. Provide a process for the manager to consult with the contracted advisory committee
325 regarding the methodology for determining the required percentage of labor hours to be
326 performed by priority hire workers on covered projects, as well as the baseline percentages
327 established for apprentices and journey workers; and

328 3. Provide a process for the manager to review with the contracted advisory committee
329 the annual labor hours performed by residents of states other than the state of Washington.

330 NEW SECTION. SECTION 6. A. The division shall establish performance benchmarks
331 and metrics to evaluate the priority hire program.

332 B. The manager shall submit an annual report to the executive detailing performance of
333 the program. The report shall be incorporated into the annual apprenticeship report required
334 under K.C.C. 12.16.175. The report shall include, but not be limited to, the same performance
335 measures for priority hire workers that are identified in K.C.C. 12.16.175 for apprentices.

336 C. The manager shall also submit an annual report to the executive detailing the barriers
337 and impacts on women-owned and minority-owned businesses, open shop contractors and small
338 contractors and suppliers when evaluating the priority hire program under section 6 of this
339 ordinance. The report shall be incorporated into the annual contracting opportunities program
340 report required under K.C.C. 2.97.090.

341 D. The executive shall review program results annually to determine if the program
342 should be expanded or amended to meet the purpose of the program.

343 SECTION 7. Ordinance 17652, Section 16, and K.C.C. 2.97.090 are hereby
344 amended to read as follows:

345 The manager shall by June 30 of every year, file, in the form of a paper original
346 and an electronic copy with the clerk of the council, who shall retain the original and
347 provide an electronic copy to all councilmembers and the lead staff for the government
348 accountability and oversight committee or its successor, a report to council on the
349 progress of the program during the previous year, January through December. The report
350 shall include:

351 A. The total amounts awarded by contract category, identifying contracts
352 completed for covered projects under the priority hire program under K.C.C. chapter
353 12.XX (the chapter created under section 1 of this ordinance);

354 B. The total amount awarded by contract category for which an incentive was
355 available;

356 C. The total amounts awarded to small contractors and suppliers reported by
357 contract category and by race and gender, to the extent businesses voluntarily provide this
358 race and gender information;

359 D. For goods and services contracts, the total amount awarded to small
360 contractors and suppliers by race and gender to the extent businesses voluntarily provide
361 this race and gender information, for those contractors for which the small contractor or
362 supplier was not the low bidder;

363 E. For goods and services, the total amount paid by the county;

364 F. A listing of all participating small contractors and suppliers by contract
365 category, race and gender to the extent businesses voluntarily provide this race and
366 gender information, their location by city and ZIP code, and the specific contracts
367 including dollar amounts awarded;

368 G. A listing of the number of small contractors and suppliers by race and gender,
369 to the extent businesses voluntarily provide this race and gender information, in each of
370 the following revenue categories that was certified in the program and, separately, that
371 was awarded a contract:

372 1. For goods and services:

373 a. zero to five hundred thousand dollars;

374 b. five hundred thousand to one million dollars;

375 c. one million to two million dollars; and

376 d. two million dollars to the maximum revenue amount allowed by the

377 program rules;

378 2. For consulting:

379 a. zero to two hundred fifty thousand dollars;

380 b. two hundred fifty thousand to five hundred thousand dollars;

381 c. five hundred thousand to one million dollars; and

382 d. one million dollars to the maximum revenue amount allowed under the

383 program rules;

384 3. For construction:

385 a. zero to five hundred thousand dollars;

386 b. five hundred thousand to three million dollars;

387 c. three million to eight million dollars; and

388 d. eight million dollars to the maximum revenue amount allowed under the

389 program rules; ~~((and))~~

390 H. A listing of the number and firm name of certified small contractors and

391 suppliers by race and gender, to the extent businesses voluntarily provide this race and
392 gender information, awarded contracts through the small business accelerator program
393 under K.C.C. 2.97.070.C. by contract category, their location by city and ZIP code and
394 the specific contracts including dollar amounts awarded; and

395 I. Information about the priority hire program, including:

396 1. Contracts completed under the priority hire program by women-owned and
397 minority-owned businesses, open shop contractors and small contractors and suppliers;

398 2. A description of barriers encountered by women-owned and minority-owned
399 businesses, open shop contractors and small contractors and suppliers that participate or
400 attempt to participate in the priority hire program;

401 3. The share of work on priority hire contracts that was awarded to women-
402 owned and minority-owned businesses, open shop contractors and small contractors and
403 suppliers;

404 4. Changes to the bid response rate as compared to the period prior to the
405 institution of the priority hire program;

406 5. Changes in prime contractor bid prices as compared to the period prior to the
407 institution of the priority hire program; and

408 6. Administrative costs for the division related to the priority hire program.

409 SECTION 8. Ordinance 12787, Section 6, and K.C.C. 12.16.175 are hereby
410 amended to read as follows:

411 The administrator shall submit an annual report to the executive detailing performance of
412 the apprenticeship program under this chapter, and the priority hire program as required under
413 section 6 of this ordinance, by April 15 of each year. (~~This~~) The report shall be forwarded to

414 the council no later than April 30. The report shall include, but not be limited to the following:

415 A. The number and kinds of public works projects and contracts on which apprenticeship
416 and priority hire requirements were established;

417 B. The percentage of labor hours actually worked by apprentices and priority hire
418 workers on each such project and the total number of labor hours on each project;

419 C. The number of apprentices and priority hire workers by contractor broken down by
420 trade and craft category, home ZIP codes for priority hire workers, the wages paid by
421 category of work or trade, the number and percentage of minorities, women, persons with
422 disabilities, veterans and disadvantaged youth utilized as apprentices and priority hire workers,
423 and the degree of compliance with the percentage goals to be established ((pursuant to)) under
424 K.C.C. ((~~12.16.150~~)) 12.16.155 through 12.16.180;

425 D. A description of problems encountered in the implementation of the requirements of
426 K.C.C. ((~~12.16.150~~)) 12.16.155 through 12.16.180, which shall include, but not be limited to,
427 access by open shop contractors to state-approved training program apprentices and the resolution
428 of any problems arising therefrom;

429 E. A description of barriers encountered by participating apprentices and priority hire
430 workers and steps taken to resolve those problems and to insure their continued participation in
431 the program;

432 F. The number of new apprentices indentured during the reporting year as ((~~a result of~~
433 ~~the county's apprenticeship training requirements for its construction contracts~~)) reported by the
434 Washington state Department of Labor and Industries; and

435 G. The percentage of apprentices in training who have graduated to journey level during
436 the reporting year.

437 SECTION 9. Severability. If any provision of this ordinance or its application to any

438 person or circumstance is held invalid, the remainder of the ordinance or the application of the
439 provision to other persons or circumstances is not affected.

440

Ordinance 18672 was introduced on 11/13/2017 and passed as amended by the Metropolitan King County Council on 3/5/2018, by the following vote:

Yes: 9 - Mr. von Reichbauer, Mr. Gossett, Ms. Lambert, Mr. Dunn,
Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles
and Ms. Balducci
No: 0
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

J. Joseph McDermott, Chair

ATTEST:

Melani Pedroza, Clerk of the Council



RECEIVED
2018 MAR 16 PM 3:56
KING COUNTY COUNCIL CLERK

APPROVED this 15 day of MARCH, 2018.

Dow Constantine, County Executive

Attachments: None