



King County

Priority Hire Advisory Committee

Advisory Committee Meeting
King County Chinook Building,
3rd Floor
Commons Area

December 20, 2018
9am to 11am

Meeting Minutes

Priority Hire Advisory Committee Attendance			
Monty Anderson	√	Dave Johnson	√
Karen Dove	√	Jason Nakamura	√
Sonja Forster	√	Larry Nettekoven	
Michael J. Fox	√	Melinda Nichols	
Leanne Guier	√	Krishna Richardson-Daniels	
Michelle Helmholz	√	Halene Sigmund	√

Other Attendees: Ken Guy, Sandy Hanks, Samantha Kealoha, Joe Baca, Jeff Turner

Facilitator: Jeff Turner

Welcome/Plan for the Day: Samantha Kealoha welcomed the newly established Committee and went briefly over the plan for the day

Committee Ground Rules: Jeff Turner reviewed the ground rules.

Committee Member Introductions: Each Committee member introduced themselves by answering who they are, what they do and why this work is important to them. King County staff also participated in the introductions.

Committee's Purpose, Role and Operation: The Committee reviewed its purpose with Jeff Turner.

Purpose

1. To advise Executive and Council on implementation and effectiveness of recruitment, retention and overall success of placement of priority hires, women owned businesses, minority owned businesses, small contractors, suppliers and open shop contractors.
2. Elements of CWA – advise on the implementation and effectiveness of the program.

King County Staff – Roles and Responsibilities, background information and specific needs

Ken Guy handed out a document that lists the key excerpts from the Priority Hire Ordinance 18672. Laid out the intent of the Committee. Talked about the role of the Committee and their role is to advise the FBOD division and King County staff executes the ordinance. Once the Committee has recommendations and advice, input is provided to the Council and the Executive via the Apprenticeship and Priority Hire Annual Report. King County staff attends meetings to provide information that can help the Committee move forward in their work.

Review of CWA process and timelines

Joe Baca described the path to the CWA. Committee members had some questions and some of those questions became part of the Advisory Committee's Information needs..

Advisory Committee Information Needs – Inventory and Prioritization

- Expectation around data: How many apprentices, women and minorities are being brought in? How many small businesses? Would like the data a week prior to meeting for better discussions.
- Apprenticeship Utilization Data
- Priority Hire Data: How are we doing relative to the benchmarks that are set?
- Data on out-of-state workers on the project
- Terms/Definitions:
 - Core Workers
 - DBE firms/WMBE
 - Dual Benefit
 - Reimbursement
 - Trust payments in general
 - Small Business
 - Preferred Entry
 - Pre-Apprenticeship
 - Definition for Success
 - Priority Hire Program
 - Apprentice (who it covers)
 - Priority Worker
- Where do priority hire apprentices come from/which trades?
- What are the other agencies impact with their provisions
 - Small and minority owned businesses
 - Preferred Entry
- Is there data from the first 3 years that someone is a journey worker, are those workers getting an adequate number of hours

Advisory Committee Work Plan

Where to start:

- Alignment with City and County Priority Hire programs (would like a comparison matrix) and a matrix of the CWA – areas that need input from the Committee
- Define terms/definitions
- Wants a draft of CWA – (sent out prior to this meeting)
- Dispatch process – understand the different dispatch processes
- Majority vote or Fist or 5 Technique are the recommendations for voting.
 - Sonja Forster asked if dissenting opinions can be captured. It was determined that providing a dissenting opinion takes away from the recommendations, but that a person could look back on Meeting minutes to determine the issues.

Next Meeting and Steps: Next meeting will be on Wednesday, January 23, 2019 from 9am – 11am at the King County Chinook Building, 2nd Floor, Rhododendron. Samantha Kealoha will send out the meeting minutes and agenda for the next meeting. Halene will provide an overview about Apprenticeship and how it works/ties in with pre-apprenticeship regulations,

WAC, etc. Leanne Guier to provide an overview about the dispatch process.

Items to be sent out to Committee prior to next meeting.

- Develop CWA/Priority Hire ordinance Matrix that compares City of Seattle and King County's CWA and ordinance. Matrix will include terms and definitions.
- Send out draft CWA
- Send out Priority Hire available data
- Invite City of Seattle to the next meeting to be available for questions related to CWA and ordinance.
- List of upcoming projects for 2019 and 2020

King County Priority Hire Advisory Committee Meeting

Thursday, December 20, 2018 – 9:00 a.m. – 11:00 a.m.

Location: King County, Chinook Building, 3rd Floor, Dahlia Room/Commons

Facilitator: Jeff Turner – Praxis HR

Agenda

Topic	Time	Lead
Welcome/Plan for the Day	9:00 a.m. – 9:10 a.m.	Samantha Kealoha
Committee Ground Rules Review	9:10 a.m. – 9:15 a.m.	All
Review Advisory Committee Purpose	9:15 a.m. – 9:20 a.m.	All
King County Staff – Roles and Responsibilities, background information, specific needs	9:20 a.m. – 9: 35 a.m.	Ken Guy
Review/Presentation of development of CWA process and timeline	9:35 a.m. – 9:55 a.m.	Joe Baca
Advisory Committee Information Needs – Inventory and Prioritization	9:55 a.m. – 10:15 a.m.	Samantha Kealoha
Advisory Committee Work Plan	10:15 a.m. – 10:55 a.m.	All
Wrap-Up/Next Steps	10:55a.m. – 11:00a.m.	All

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