

2015 - 2016 Seattle City Council Green Sheet

Ready for Notebook

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**Budget Action Title:** Increase appropriations to FAS by \$100,000 in 2015 and \$100,000 in 2016 for Priority Hire community based outreach and education

Has CIP Amendment: No Has Budget Proviso: Yes

Councilmembers: Clark; Harrell; O'Brien

Staff Analyst: Esther Handy; Patricia Lee

Council Bill or Resolution:

Date		Total	SB	BH	SC	TR	NL	TB	JG	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

**Summary of Dollar Effect**

See the following pages for detailed technical information

	2015 Increase (Decrease)	2016 Increase (Decrease)
<b>General Subfund</b>		
<i>General Subfund Revenues</i>	\$0	\$0
<i>General Subfund Expenditures</i>	\$0	\$0
<i>Net Balance Effect</i>	\$0	\$0
<b>Other Funds</b>		
<i>Finance and Administrative Services Fund (50300)</i>		
<i>Revenues</i>	\$0	\$0
<i>Expenditures</i>	\$100,000	\$100,000
<i>Net Balance Effect</i>	(\$100,000)	(\$100,000)
<b>Total Budget Balance Effect</b>	<b>(\$100,000)</b>	<b>(\$100,000)</b>

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**Budget Action description:**

This green sheet would increase appropriations to FAS by \$100,000 in 2015 and \$100,000 in 2016 (drawn from FAS' fund balance and to be repaid via FAS rates to CIP departments in 2016) for Priority Hire community based outreach and education, and impose the following budget proviso:

“Of the appropriation in the 2015 budget for the Department of Finance and Administrative Services, City Purchasing and Contracting Services BCL, \$100,000 is appropriated (and of the amount endorsed for 2016 \$100,000 is expected to be appropriated) solely for outreach and education by community based organizations for Priority Hire and may be spent for no other purpose.”

The goal of the proposed Priority Hire Program is to increase access to employment and careers in the construction industry for those individuals who have historically faced barriers in obtaining this work, such as women, people of color and otherwise disadvantaged individuals, particularly those who are also Seattle residents.

The Mayor transmitted an ordinance in September 2014 which encompasses several strategies to increase construction career opportunities for those historically underrepresented individuals. These strategies include:

- investments in pre-apprenticeship programs and assistance to participants,
- investments in outreach and recruitment to potential workers
- staff to implement the requirement that new City-funded construction projects over \$5 million have a project labor agreement that includes a requirement that a certain percentage of work be performed by priority workers (*i.e.*, those living in economically distressed areas). It is estimated that the City will have 17 projects in 2015 covered by this requirement.

The Council's Housing Affordability, Human Services and Economic Resiliency Committee had an initial briefing on the proposed ordinance at its September 18 meeting and will resume its analysis, discussion and legislative action in December.

The Mayor's Proposed 2015-2016 budget includes \$727,162 in 2015 and \$679,000 in 2016 to begin implementation of this program and 4.0 FTEs in FAS, one of whom will be responsible for worker recruitment and referral.

The success of the Priority Hire program depends in part on identifying potential workers from populations that have historically faced barriers in accessing construction career opportunities. Community based organizations that have worked with these populations have both the trust and experience to do effective recruitment and are a complement to the work City staff can provide.

To ensure this funding is used effectively, community-based organizations receiving these contracts should have experience working with these populations, particularly in the area of worker outreach and engagement. If more than one organization is funded, the amount of funding per organization should be enough to cover sufficient staffing, administrative and outreach costs for the organizations to be successful in carrying out the deliverables of the contract. The contracting process should also require organizations to

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coordinate in their outreach efforts to workers, potential workers and or specific communities so as to not duplicate efforts.

FAS will adjust rates in 2016 to the supporting CIP departments to cover use of fund balance in 2015 and 2016.

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**Budget Action Transactions**

**Budget Action Title:** Increase appropriations to FAS by \$100,000 in 2015 and \$100,000 in 2016 for Priority Hire community based outreach and education

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Increase community based outreach and education for Priority Hire				FAS	City Purchasing and Contracting Services	A4540	50300	2015		\$100,000
2	Increase use of fund balance for Priority Hire community based outreach and education				FAS	Use of Fund Balance	379100	50300	2015	\$100,000	
3	Increase community based outreach and education for Priority Hire				FAS	City Purchasing and Contracting Services	A4540	50300	2016		\$100,000
4	Increase use of fund balance for Priority Hire community based outreach and education				FAS	Use of Fund Balance	379100	50300	2016	\$100,000	