CITY OF SEATTLE

RESOLUTION 31518

A RESOLUTION extending the ad hoc Construction Careers Advisory Committee established under Resolution 31485, to continue its work to develop a report with recommendations to the Mayor and City Council on strategies to improve access to construction careers for women, people of color and otherwise disadvantaged individuals and in particular those who are also Seattle residents, including recommendations for a targeted hire policy and programming.

WHEREAS, on September 23, 2013 the City Council adopted Resolution 31485 convening an ad hoc Construction Careers Advisory Committee (CCAC), recognizing the City would benefit from the experience, perspective and knowledge of contractors, labor unions, construction workers, workforce training providers, community members, and City experts regarding access to careers in the construction industry; and

WHEREAS, under Resolution 31485, City Council requested that the CCAC review the policy approaches of other large cities, King County, and Sound Transit, Seattle employment demographics, pre-apprenticeship, apprenticeship training opportunities and other relevant data; and requested that the CCAC collaboratively explore, consider policy options and develop comprehensive long- term strategies that increase construction career opportunities for women, people of color, and otherwise disadvantaged individuals, particularly Seattle residents, in City-funded construction projects; and

WHEREAS, the City agreed to provide data and research on the demographics of the Seattle and King County construction workforce, the construction workforce working on City-funded projects, and the unemployed construction workforce, current pre- apprenticeship, apprenticeship and workforce training programs (including barriers to participation), estimates of future City of Seattle capital expenditures, projected construction labor demand for Seattle and the nearby jurisdictions by trade, and an analysis of targeted hiring models employed by public agencies across the country; and

WHEREAS, the City has contracted for the research referenced above with the UCLA Labor Center and Community Attributes and the CCAC has received preliminary reports and presentations from these consultants; however, the completion of these reports took longer than originally anticipated and final reports will not be completed until early April; and

WHEREAS, the CCAC has been meeting since October 22, 2013, however in order to facilitate the CCAC's work the City wanted to provide them with more in-depth analysis which

required more time and the CCAC will not complete its work before the end of March; and

WHEREAS, under Resolution 31485, the CCAC expires on March 31, 2014 unless extended by another Resolution, and the City would like the CCAC to complete its work and recommendations; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE, THE MAYOR CONCURRING, THAT:

Section 1. The Construction Careers Advisory Committee (CCAC) convened in accordance with Resolution 31485 shall continue to exist for the purposes outlined in Resolution 31485, including to meet and work to develop a report with recommendations to the Mayor and City Council on strategies to improve access to construction careers for women, people of color and otherwise disadvantaged individuals, in particular those who are also Seattle residents, including a targeted hire policy and pipeline and training programs. The CCAC shall continue until its report has been finalized and submitted to the Mayor and City Council.

Section 2. This resolution is curative and remedial, and is retroactively effective as of April 1, 2014.

Adopted by the City Council the ____ day of _____, 2014, and signed by me in open session in authentication of its adoption this_____ day of _____, 2014.

_____

President _____of the City Council

THE MAYOR CONCURRING:

_____

Edward B. Murray, Mayor

Filed by me this ____ day of _____, 2014.

_____

Monica Martinez Simmons, City Clerk

(Seal)

Form revised: February 26, 2014

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
Legislative	Patricia Lee	

Legislation Title:

A RESOLUTION extending the ad hoc Construction Careers Advisory Committee established under Resolution 31485, to continue its work to develop a report with recommendations to the Mayor and City Council on strategies to improve access to construction careers for women, people of color and otherwise disadvantaged individuals and in particular those who are also Seattle residents, including recommendations for a targeted hire policy and related programming.

Summary of the Legislation:
This Resolution would extend the ad hoc Construction Careers Advisory Committee (CCAC) convened by the Mayor and City Council to review the demographics of the Seattle and King County construction workforce the construction workforce working on City of Seattle funded projects, and the unemployed construction workforce, current pre- apprenticeship, apprenticeship programs and workforce training programs, including barriers to participation, estimates of future City of Seattle capital expenditures, projected construction labor demand for Seattle and the nearby jurisdictions by trade and an analysis of targeted hiring models employed by other public agencies across the country. The CCAC is requested to develop a report with recommendations to the Mayor and City Council on strategies to improve access to construction careers for women, people of color and otherwise disadvantaged individuals and in particular those who are also Seattle residents, including a targeted hire policy and related programming.

Background:
The UCLA Labor Center reviewed 33 public works projects funded by the City of Seattle for the period 2009-2013. They found 6% of the laborforce were City of Seattle residents, 25% resided in King County, 53% resided in Pierce and Snohomish Counties and 16% resided outside these areas.

In 2011 the unemployment rate in Seattle-Tacoma-Bellevue was 8.9%; however, the unemployment rates differed by race and gender; white men were at 8.7%, African American men and women were at 18.1%, Latino men and women were at 13.9%, Asian Pacific Islander men and women were at 6.5%, and women who maintain families were at 10.6%.

The City of Seattle has been a strong supporter of pre-apprenticeship and apprenticeship programs and a strong supporter of women and minority owned businesses.

San Francisco adopted a targeted local hire ordinance in 2010 requiring contractors to hire a percentage of local residents from San Francisco, and their Annual Report states that 34 percent in 2012 and 32 percent in 2013 of all craft hours were worked by San Francisco residents; and 60 percent in 2012 and 56 percent in 2013 of all apprentice hours were worked by San Francisco residents.

The City of Los Angeles adopted another solution to encourage local employment, by covering construction projects totaling $1 billion dollars in value with a targeted hiring Project Labor Agreement (PLA) with Community Workforce provisions for targeted hiring and currently, Los Angeles has 33 percent of total craft hours and 23 percent of apprenticeship hours on these projects performed by local workers.

Please check one of the following:

__x__ This legislation does not have any financial implications.

Other Implications:

a) **Does the legislation have indirect financial implications, or long-term implications?** No

b) **What is the financial cost of not implementing the legislation?** N/A

c) **Does this legislation affect any departments besides the originating department?** The Department of Finance and Administrative Services is staffing and will continue to staff the CCAC.

d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?** None, the CCAC will sunset at the end of March 2014 unless it is extended.

e) **Is a public hearing required for this legislation?**
No

f) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No

g) **Does this legislation affect a piece of property?** No
h) **Other Issues:** N/A

List attachments to the fiscal note below: N/A