Resolution No. 31485

The City of Seattle – Legislative Department

Resolution sponsored by: Sally J. Clark

A RESOLUTION concerning the City of Seattle's interest in expanding access to economic opportunity by increasing construction employment and providing career ladders for those historically facing barriers to jobs in the construction industry, including women, people of color, and otherwise disadvantaged individuals, particularly those who are also Seattle residents; creating the ad hoc Construction Careers Advisory Committee to develop a report with recommendations to the Mayor and City Council on strategies to improve access to construction careers, including a targeted hire policy and pipeline and training programs; establishing membership criteria for the Committee; and setting forth a Committee process and schedule.

Committee Action:

Date	Recommendation	Vote
9-12-13	APPROVE	SC, MOB, NL 3-0

Related Legislation File:

Date Introduced and Referred: 9.9.13	To: (committee): Economic Resiliency and Regional Relations
Date Re-referred:	To: (committee):
Date Re-referred:	To: (committee):
Date of Final Action: 9/23/13	Date Presented to Mayor: 9/25/13
Date Signed by Mayor: 10.1.13	Date Returned to City Clerk: 10.1.13
Published by Title Only X Published in Full Text	Date Returned Without Concurrence:

This file is complete and ready for presentation to Full Council.

Full Council Action:

Date	Decision	Vote
Sept. 23, 2013	Adopted	8-0 (excused: Godden)

Law Department

CITY OF SEATTLE
RESOLUTION 31485

A RESOLUTION concerning the City of Seattle's interest in expanding access to economic opportunity by increasing construction employment and providing career ladders for those historically facing barriers to jobs in the construction industry, including women, people of color, and otherwise disadvantaged individuals, particularly those who are also Seattle residents; creating the ad hoc Construction Careers Advisory Committee to develop a report with recommendations to the Mayor and City Council on strategies to improve access to construction careers, including a targeted hire policy and pipeline and training programs; establishing membership criteria for the Committee; and setting forth a Committee process and schedule.

WHEREAS, the 2011 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%; and

WHEREAS, the City of Seattle funds and contracts for construction projects to construct, repair and maintain municipal facilities and infrastructure; and

WHEREAS, the City of Seattle protects the City and public interest by ensuring all such projects under its purview are constructed and administered in accordance with plans, specifications, contract provisions, and provisions protecting the social and economic justice policies of the City; and

WHEREAS, in 2012 the City of Seattle spent approximately $220 million on public work contracts through payments to private construction companies; and

WHEREAS, the City's capital investment dollars create the equivalent work hours of 2 jobs per million dollars spent, providing enough total hours to equal approximately 446 full time construction jobs in 2012, with a similar number of total hours in most years; and

WHEREAS, the City of Seattle will continue major construction project bids and awards in future years; and

WHEREAS, the City of Seattle is a strong supporter of and has found construction job training programs, including apprentice and pre-apprenticeship programs to be an effective way to prepare individuals for entry into construction jobs, and to ensure women, people of color, and otherwise disadvantaged individuals, particularly those who are Seattle

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residents, can acquire the necessary job skills and be prepared to successfully pursue construction careers; and

WHEREAS, under Seattle Municipal Code Chapter 20.38, the City requires a percentage of contract labor hours on public works to be performed by apprentices enrolled in registered apprentice training programs, and pre-apprentice and apprentice training programs have successfully established a meaningful diversity of apprentice workers; and

WHEREAS, apprentices on City projects in 2013 include 38 percent people of color and more than 13 percent women representing a greater percentage of worker hours on City projects than the percentage of people of color and women in journey level craft hours; and

WHEREAS, the City intends to continue employment gains for women, people of color, and otherwise disadvantaged individuals, in particular those who are also Seattle residents, through pre-apprentice and apprentice training, but also through other meaningful policies adopted by the City; and

WHEREAS, since 2002 the City of Seattle has pursued aspirational programs for women and minority business participation in City funded construction work, and established pursuit of aspirational goals for such businesses beginning in 2005 through Seattle Municipal Code Chapter 20.42; and

WHEREAS, the City's Women and Minority Business (WMBE) aspirational goals have increased the share of dollars spent with underutilized women and minority businesses for construction of City funded projects; and

WHEREAS, the City's progress in WMBE business utilization evidences the opportunity to develop similar improvements for women and minority workers in construction, and also recognizes that the gains made by WMBE firms need to be specifically considered, protected and not harmed by any new hiring policies for construction firms performing public works for the City; and

WHEREAS, the City has executed a Community Workforce Agreement, (CWA) on the Elliott Bay Waterfront Seawall Project with aspirational goals to increase employment of women, people of color, and otherwise disadvantaged individuals that face barriers to employment in construction from the local region; and

WHEREAS, San Francisco, the City of Los Angeles, and other jurisdictions, have found comprehensive policies, rather than project by project solutions, to be the most effective means to establish a consistent worker pipeline and continuous job opportunities; and that

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creating a steady flow of jobs for workers is ideal because it provides workers with experience and training, along with continuity for contractors and labor unions; and

WHEREAS, San Francisco adopted a targeted local hire ordinance in 2010 requiring contractors to hire a percentage of local residents from San Francisco, and its 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; and

WHEREAS, 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; and

WHEREAS, the City of Los Angeles has more than 1.2 million local work hours being performed by Los Angeles residents, including 10 percent by disadvantaged workers, and an estimated $41 million in wages and benefits were earned by Los Angeles residents; and

WHEREAS, it is important that the City understand contractor, labor union and craft hiring practices, the demographics of the City's unemployed and barriers to construction employment faced by women, people of color, and disadvantaged individuals, particularly those who are City residents; and

WHEREAS, the City would benefit from the experience, perspective and knowledge contractors, labor unions, construction workers, workforce training providers, community members, and City experts have to review the policy approaches of other large cities, King County and Sound Transit, review information about Seattle employment demographics, training opportunities, and other data, to collaboratively explore, consider impacts and benefits of various 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 therefore the City will create an ad hoc Construction Careers Advisory Committee (Committee) to develop a report with recommendations to the Mayor and City Council; and

WHEREAS, the City Council and Mayor intend to consider the recommendations in the Committee's report in determining how to increase construction career opportunities for women, people of color, and otherwise disadvantaged individuals, in particular those that are also Seattle residents, in City funded projects; and NOW, THEREFORE,

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

Section 1. Definitions.

A. Advisory Committee: Construction Careers Advisory Committee.

B. Disadvantaged: individuals who are economically or socially disadvantaged, such as low income, unemployed, veterans, residents with criminal backgrounds, homeless, single head of household, and individuals with limited English proficiency.

C. Report: the report of the Construction Careers Advisory Committee as more fully described in Section 4.

D. Seattle resident: those reporting to reside within the City limits.

Section 2. Purpose. The City intends to consider the Report of the Advisory Committee, established in Section 4 of this Resolution and the experience of other jurisdictions, and to work collaboratively with contractors, labor unions, workforce training providers, and the community to craft comprehensive long term strategies to use in the City's contracting process to deliver the best possible product for the public while also working toward the City's social equity goal of building an economy that can provide shared prosperity for everyone.

Section 3. Guiding principles. The following principles will guide the Advisory Committee and the City's analysis and planning of strategies, programs or policies that may improve construction career opportunities for women, people of color, and otherwise disadvantaged individuals, particularly Seattle residents:

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1. Seek policies that are as adaptable as reasonably possible without compromising the effectiveness of such policies for the City, so that other public agencies across the region can adapt similar policies or join with the City in a collaborative effort, and City policies can set an example for other agencies in the region.
2. Develop a permanent, durable policy that may be enhanced over time.
3. Provide solutions and opportunities that benefit women, people of color and other disadvantaged individuals, in particular those who are also Seattle residents.
4. Support and further the City's utilization of and dollars paid to woman and minority businesses.
5. Protect and support the gains people of color and women have made in working on City projects.
6. Support the workforce pipeline including pre-apprenticeship and apprenticeship training, and continuous employment through the apprenticeship training years leading to journey-level work, as it is critical to the success of bringing and retaining new individuals into construction employment.
7. Support and enhance the City's responsibility to competitively bid, manage, and complete City funded projects on schedule and within budget.
8. Consider and protect City projects from unwarranted risk exposure, ensuring the policy recommendations are legally appropriate.
9. Recognize that City resources are limited and the resources to effectively study, analyze and support the Advisory Committee, as well as resultant recommendations, are limited and require trade-offs that the City must make for those dollars.
10. Recognize that community leadership and input is important, as is input and leadership from all stakeholders, including general contractors whose company strength and economic stability provides local capacity and economic investment to

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Seattle; the woman and minority businesses who take the risks to establish businesses despite challenges, and the union and labor leaders, who support these policies and social needs while representing the employment practices that support all their members.

Section 4. Ad Hoc Construction Careers Advisory Committee

A. Ad Hoc Advisory Committee. The City will create and staff an ad hoc committee called the Construction Careers Advisory Committee to develop recommendations to the Mayor and City Council on strategies to improve construction career opportunities for women, people of color, and otherwise disadvantaged individuals, and in particular those who are also Seattle residents. The Committee will be jointly selected by the Mayor and City Council and will sunset on March 31, 2014 unless its continued existence is authorized by future resolution.

B. Work Requested of the Advisory Committee. The Committee is requested to:

1. Identify and agree to the principles that should underlie any policies or programs to increase access to construction career opportunities for women, people of color, and otherwise disadvantaged individuals, and in particular those who are also Seattle residents; and
2. Submit a written Report to the City, to be written by the Committee facilitator, that answers the following questions:
   a. What are existing barriers to construction careers for women, people of color, and those otherwise disadvantaged individuals, and in particular those who are also Seattle residents, that any new program or policy intervention should address? What barriers are specific to public works contracting?

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b. What could an effective targeted local hire approach be for the City of Seattle and what outcomes does the Advisory Committee expect it could achieve?

c. How else could the City use public works contracting to improve access to construction careers for women, people of color, and otherwise disadvantaged individuals, and in particular those who are also Seattle residents?

d. Does the committee recommend advancing a targeted local hire approach in Seattle and if so, in what form?

e. Does the committee recommend additional program or policy changes and/or partnerships?

3. Identify Resources. The Committee should identify and recommend resources needed to support any policy approaches they recommend, including but not limited to staffing for monitoring and enforcing any target hire program, pre-apprentice and/or apprentice program funding, and other related resource needs.

4. The Committee's work on items (1), (2) and (3) above should be informed by information on:

a. The current workforce pipeline, including apprenticeship, pre-apprenticeship and workforce training programs that prepare individuals for construction careers,

b. The current and projected demand for workers on City of Seattle capital construction projects, and potential to influence the same through adaptable policies for other capital construction projects by public agencies in the region,

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c. Dispatch rules and processes for the construction trades and other non-union processes,

d. The experience of workers in the construction industry as expressed directly by those workers,

e. The City's current public works programs, including woman and minority business aspirational goals and apprenticeship requirements,

f. The demographics of the current regional construction workforce and public works construction workforce,

g. Gaps in the current data and potential sources to fill those data gaps,

h. Demographics of the unemployed population in Seattle,

i. Current barriers to employment in the construction industry,

j. The experience and models of other jurisdictions,

k. The Guiding Principles in Section 3.

C. Committee Appointment and Membership.

1. The Committee will consist of fifteen members to equitably represent the interests important to a successful solution. Each member may also name one alternate member:

(5) Contractors (2 General, 2 Minority, 1 Subcontractor)

(3) Union representatives (Building Trades and NW Regional Council of the National Construction Alliance)

(3) Coalition/community representatives

(3) Training or pipeline program providers

(1) Representative with policy expertise (labor economics or construction workforce research.)

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2. All committee members must be open to changing, modifying or retaining City policies related to contracting, training and apprenticeships. Advisory Committee members should agree to participate from interests, not from fixed positions.

3. Committee members must also recognize that the City will evaluate the Committee recommendations in light of the City's legal, fiscal, business, construction and contract responsibilities and needs for the City of Seattle, as well as local and regional business and workers, to determine which recommendations are appropriate to implement, and any adjustments needed to do so, and the resources available to successfully implement.

D. Committee Staffing. The Department of Finance and Administrative Services (FAS) shall staff the Committee. Committee meetings will be facilitated by a consultant hired by FAS.

E. Committee Duration. The Committee shall sunset March 31, 2014 unless its continued existence is authorized by future resolution.

Section 5. Data Collection and Research The City will compile or commission, to the extent available resources allow, and supply to the Advisory Committee all available results by November 2013, on the following information:

A. Construction workforce demographics for Seattle and King County, both union and non-union, including race, gender, age, employment status, geography of residence (by zip code if possible) by trade,

B. Existing construction workforce demographics for City of Seattle projects, including race, gender, age, geography of residence (by zip code if possible), by trade and by work hours;

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C. Existing unemployed construction workforce demographics for Seattle and King County including race, gender, age and geography of residence (by zip code if possible), by trade,

D. Studies or analysis about barriers to pre-apprenticeship, apprenticeship and construction work, for women, people of color, or those otherwise disadvantaged individuals, and in particular those who are also Seattle residents,

E. Estimates of likely expenditures in City capital construction in the next ten years, by type (roadway, facilities, underground utilities, electrical utilities, parks development), given available data to extrapolate such estimates, and associated projected work-hours by type,

F. Analysis of the current construction workforce pipeline in Seattle, including apprenticeship, pre-apprenticeship and workforce training programs of the City of Seattle, building trades unions, non-profits and the private sector, to understand gaps in current programs that a new policy is needed to address.

G. Comparative analysis of target hiring models used by other cities,

H. Demographics about the unemployed workforce in Seattle and King County including race, gender, age and geography of residence (by zip code if possible), and each demographics' likely availability in each construction trade.

I. Forecast of supply and demand by trade to focus and identify training and pipeline needed areas.

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Section 6. Schedule for Developing the Advisory Committee Report with Recommendations.

Date	Action
October 2013- February 28, 2014	Advisory Committee meets and develops recommendations. Meeting times, frequency will be determined at a later date but it is anticipated the Committee will meet twice a month for five months.
February 28, 2014	Advisory Committee submits its recommendations in a written Report to the Mayor and City Council.
April 30, 2014	City Council and Mayor's Office to respond to the recommendations in the Advisory Committee Report and/or introduce policy.

Adopted by the City Council the 23rd day of September, 2013, and signed by me in open session in authentication of its adoption this 23rd day of September, 2013.

President _____ of the City Council

THE MAYOR CONCURRING:

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Michael McGinn, Mayor

Filed by me this 1st day of October, 2013.

Monica Martinez Simmons, City Clerk

(Seal)

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Form revised: December 12, 2012

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
LEG	Patricia Lee 386-0078	

Legislation Title:
A RESOLUTION concerning the City of Seattle's interest in expanding access to economic opportunity by increasing construction employment and providing career ladders for those historically facing barriers to jobs in the construction industry, including women, people of color, and otherwise disadvantaged individuals, particularly those who are also Seattle residents; creating the ad hoc Construction Careers Advisory Committee to develop a report with recommendations to the Mayor and City Council on strategies to improve access to construction careers, including a targeted hire policy and pipeline and training programs; establishing membership criteria for the Committee; and setting forth a Committee process and schedule.

Summary of the Legislation:
The City will create and staff an Ad Hoc Construction Careers Advisory Committee (Committee) to develop recommendations for the Mayor and City Council on strategies to improve construction career opportunities for women, people of color, and otherwise disadvantaged individuals, in particular those who are also Seattle residents. The Committee will be jointly selected by the Mayor and City Council and will sunset on March 31, 2014, unless its continued existence is authorized by future resolution. "Disadvantaged" is defined in this Resolution as individuals who are economically or socially disadvantaged, such as low-income, unemployed, veterans, residents with criminal backgrounds, homeless, single head of household and individuals with limited English proficiency. "Seattle resident" is defined in the Resolution as those reporting to reside within the city limits.

The Committee will consist of 15 members to equitably represent the interests important to a successful solution. Each member may also name one alternate member:

(5) Contractors (2 General, 2 Minority, 1 Subcontractor)
(3) Union representatives (Building Trades and NW Regional Council of the National Construction Alliance)
(3) Coalition/community representatives
(3) Training or pipeline program providers
(1) Representative with policy expertise (labor economics or construction work force research.)

The Committee will be staffed by the Department of Finance and Administration Services (FAS) and committee meetings will be facilitated by a consultant hired by FAS. The Committee will meet from October 2013 through February 2014. Meeting times and frequency will be determined at a later date but it is anticipated the Committee will meet twice a month for five

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months. The committee recommendations will be submitted in a written report to the Mayor and City Council. The Committee will sunset on March 31, 2014, unless extended by future Council Resolution.

Background:

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

The City of Seattle funds and contracts for construction projects to construct, repair and maintain municipal facilities and infrastructure. In 2012 the City of Seattle spent approximately $220 million on public works contracts through payments to private construction companies. The City's capital investment dollars create the equivalent work hours of 2 jobs per million dollars spent, providing enough total hours to equal approximately 446 full time construction jobs in 2012, with a similar number of total hours in most years. It is anticipated the City of Seattle will continue major construction project bids and awards in future years.

The City of Seattle is interested in expanding access to economic opportunity by increasing construction employment and providing career ladders for those historically facing barriers to jobs in the construction industry, including women, people of color, and otherwise disadvantaged individuals, particularly those who are also Seattle residents.

The City of Seattle is a strong supporter of and has found construction job training programs, including apprentice and pre-apprentice programs, to be an effective way to prepare individuals for entry into construction jobs, and to ensure women, people of color, and otherwise disadvantaged individuals, particularly those who are Seattle residents, acquire necessary job skills and are prepared to successfully pursue construction careers. Seattle Municipal Code Chapter 20.38 requires contractors to hire apprentices enrolled in registered apprentice training programs. Pre-apprentice and apprentice training programs have successfully established strong diversity among apprentices. Apprentices on City projects in 2013 include 38 percent people of color and more than 13 percent women, providing greater diversity among the apprentice workforce than among journey level craft hours.

Since 2002 the City of Seattle has pursued aspirational programs for women and minority business participation in City funded construction work, and established pursuit of aspirational goals for such businesses, beginning in 2005 through Seattle Municipal Code Chapter 20.42. The City's Women and Minority Business (WMBE) aspirational goals have increased the share of dollars spent with underutilized women and minority businesses for construction of City funded projects. The City's progress in WMBE business utilization evidences the opportunity to develop similar improvement for women and minority workers in construction. The City also recognizes that gains made by

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WMBE firms need to be protected and not harmed by any hiring policies directed to construction firms performing City public works.

San Francisco, the City of Los Angeles, and other jurisdictions have found comprehensive policies, rather than project by project solutions, to be effective at creating a consistent worker pipeline and continuous job opportunities. Creating a steady flow of jobs for workers is ideal because it provides workers experience and training programs, contractors and labor unions continuity.

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 a different solution to encourage local employment. Los Angeles executed a Project Labor Agreement (PLA) with a Community Workforce provision for target hire, on construction projects worth a total of $1 billion. Currently, Los Angeles has 33 percent of total journey hours and 23 percent of apprentice hours performed by local workers. More than 1.2 million local work hours are performed by Los Angeles residents, including 10 percent by disadvantaged workers, and an estimated $41 million in wages and benefits were earned by Los Angeles residents.

The City of Seattle would benefit from the experience, perspective and knowledge of these experiences in other cities as well as the experience of King County and Sound Transit. Contractors, labor unions, construction workers, work force training providers, community members, and City experts would benefit from a collaborative review of such policies, as well as review of Seattle employment demographics, training opportunities, and other data. The City would benefit from a collaborative exploration to consider impacts and benefits of various policy options and recommendations that can provide comprehensive long-term strategies which increase construction career opportunities for women, people of color, and otherwise disadvantaged individuals, particularly Seattle residents, in City funded construction projects. Therefore, the City will create an Ad Hoc Advisory Committee to develop a Report with recommendations to the Mayor and City Council.

The City Council and Mayor intend to consider the recommendations in the Advisory Committee's Report to determine how to increase construction career opportunities for women, people of color, and otherwise disadvantaged individuals, in particular those that are also Seattle residents, for City-funded projects.

__X__ This legislation has financial implications.

Appropriations
Appropriations are not made by Resolution.

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However, this project was unanticipated when FAS submitted its 2013 budget and the Mayor and Council would like the Advisory Committee to be formed and begin work in autumn 2013 before the 2014 budget is adopted. Below is an outline of anticipated costs for the Advisory Committee work that would begin in 2013 (Phase 1) and continue through early 2014 (Phase 2), and provides an estimate of future costs to implement potential recommendations (Phase 3). The costs below are organized by phase and are additive. To fund the full program through to a likely implementation, Phase 1, Phase 2 and Phase 3 would be added together for a total. To fund only the Advisory Committee, Phase 1 and Phase 2 would be added together.

The costs are listed separately to reflect the decision points and because 2013 funds needed will be requested through 2Q Supplemental General Fund and 2014/2015 funds will be requested through a Budget Issue Paper. A summary by FAS is Attachment A to this Fiscal Note.

Phase 1: 2013 Immediate Advisory Committee Needs - Costs for the Advisory Committee ($100,000):
FAS can absorb $50,000 of the costs to staff and support the Advisory Committee, but requires an additional $100,000 in 2013. This additional $100,000 allows FAS to staff the Advisory Committee, complete payroll sampling data analysis and comparative analysis of targeted hiring models called for in the Resolution, and contract for the Advisory Committee facilitator.

A request to amend the 2013 General Fund 2nd Quarter Supplemental Budget will be made by City Council for these costs.

Phase 2: 2014 Required for Advisory Committee ($126,000): This phase supports the Advisory Committee functions, researching and preparing recommendations for Mayor and Council decision by midyear 2014. This phase includes an Administrative Staff Analyst (ASA) who would continuously staff the Committee through June ($66,000) and consultant costs of $60,000 for research. The total cost in 2014 for Phase 2 would be $126,000. Phase 2 assumes (1) the Advisory Committee is thereafter terminated and no further program work is desired, or (2) appropriate funding would be secured as needed at that time, such as emergency legislation or supplemental budget actions.

Phase 3: 2014 Potential Target Hire Program ($340,000): This phase includes costs to staff and support a program, should Mayor and Council decide to enact a Target Hire program without interruption. $240,000 would be needed to (1) continue the Administrative Staff Analyst for program design and support full-time through 2014, (2) add two additional ASA staff starting in April 2014 for enforcement, monitoring and support; and (3) adds $100,000 for worker training and support programs. The total costs in 2014 under this phase would be $340,000.

Staffing:
To recap, FAS needs one new FTE in 2013 to conduct the work called for in this Resolution, to manage Committee logistics, data compilation, research and analysis. Depending on Advisory Committee recommendations, this staff person would provide ongoing support and enforcement into 2014 and thereafter. For example, demographics are not static and demographic analysis would be an ongoing need to support the program measures and goals. Policies will need to be

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developed and maintained; forms, boilerplates and contract language will be required and must be maintained and updated as the program gets underway and continues.

FAS anticipates needing 2 additional FTEs (Administrative Staff Analysts) to provide ongoing on-site enforcement, monitoring, document verifications, and similar work for any program or policy adopted as a result of the Committee's recommendations.

Program Changes
The City would likely need to invest in established training programs which help individuals, particularly women and people of color with economically or socially disadvantaged backgrounds, access construction careers. FAS has estimated costs for such an investment in worker pipeline training and support programs as a likely strategy the Committee would recommend.

Other Implications:

a) **Does the legislation have indirect financial implications, or long-term implications?**
Please see summary above.

b) **What is the financial cost of not implementing the legislation?** Seattle has an opportunity to prepare and assist more individuals, particularly those who have historically not been able to access careers in the construction industry, such as women, people of color and otherwise disadvantaged individuals, particularly Seattle residents. Providing construction career opportunities will help stabilize workers, neighborhoods and the city's economic base; and reduce the social service costs that result from chronic unemployment and under-employment.

If the supply of new workers is not increased, the City may incur increased labor costs due to a limited supply of qualified construction workers during a time of increasing demand. The older work force is retiring yet few new workers are being systematically developed to backfill the demand for workers. This projected workforce shortage will likely cause increased labor costs on City construction contracts. Data supports this conclusion; local construction prevailing wage patterns in the past 10 years follow supply/demand patterns.

c) **Does this legislation affect any departments besides the originating department?**
Yes, FAS

d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?**
An Advisory Committee is being convened specifically to explore alternatives.

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?**

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No.

g) Does this legislation affect a piece of property?
No.

h) Other Issues:

List attachments to the fiscal note below:
Attachment A: Project Funding Needs as Estimated by FAS

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Attachment A to the Construction Careers Resolution
PROJECT FUNDING NEEDS
Estimated by the Finance and Administrative Services Department - August 16, 2013

The costs described below are organized by phase and are additive in nature. To do a continuous and complete program, all costs named in each of the three Phases will need to be added together. To fund only through the Advisory Committee work, only Phase 1 and Phase 2 costs would be added together. They are listed separately to allow transparency around costs associated with each potential decision point and because Phase I 2013 funds are requested through 2Q Supplemental General Fund and Phase 2 and Phase 3 are 2014/2015 funds requested through Budget Issue Paper.

	Project Name	Purpose	Timing	Cost	Funding Source	Bottom Line Must haves
Phase 1: 2013 Immediate Committee Needs	Payroll Data Sampling	Establish baseline of current worker utilization on City projects by ZIP code, race, gender, project type, trade. Show profile for union contractors and non-union, total.	Under way Deliverable due September 2013	$15,000 +/-	2013 FAS	FAS will fund
	Analysis of Targeted Hire Models	Independent analysis of project labor agreement, ordinance, and worker pipeline training methods to improve worker diversity.	ASAP, 2013	$50,000 +/-	FAS can fund $15,000; 2nd Q 2013 Supplemental General Fund request	**Need $35,000 in 2013**
	2013 FAS Staff	Admin Staff Analyst to support Advisory Committee. Can be TES until permanent possible. For support, logistics, data, technical assistance, reporting.	2013: Start September 1, 2013, Admin Staff Analyst position	2013: $35,000 ($22,000 salary & benefits + $13,000 for supplies and set up)	2013: TBD – 2nd Quarter 2013 Supplemental General Fund request	**Need $35,000 for 2013**
	Advisory Group Facilitation	Facilitate 8-10 meetings, write findings report.	Need for Advisory Committee in 2013	$50,000 confirmed quote.	FAS can pay about $20,000 of this amount **IF** FAS uses Rhonda Hilyer; 2nd Quarter 2013 Supplemental General Fund request	**Need $30,000 in 2013**
					Phase 1: 2013 Immediate Committee Needs TOTAL	**$100,000**

Attachment A to the Construction Careers Resolution
PROJECT FUNDING NEEDS
Estimated by the Finance and Administrative Services Department - August 16, 2013

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Phase 2: 2014 Required for Advisory Committee	FAS Staff	Admin Staff Analyst to support Advisory Committee. Can be TES until permanent possible. For support, logistics, data, technical assistance, reporting.	2014: Continue ASA position	2014: $66,000 ($61,000 salary & benefits + $5,000 supplies)	2014: BIP	**Need $66,000 for 2014**
	Labor Market Analysis	Forecast supply and demand by trade, to focus worker training and pipeline into needed areas.	2014	$25,000+	2014: BIP	**Need $25,000 for 2014**
	Additional Payroll Data	Collecting data from more sources to predict current work force by residence with greater accuracy.	2014	$20,000	2014: BIP	**Need $20,000 for 2014**
	Demographic Analysis	Determine which ZIP codes and/or eligibility requirements would be appropriate for future priorities. Too late for Seawall. Can wait until a final decision that the City will adopt ordinance.	2014	$15,000 +/-	2014: BIP	**Need $15,000 for 2014**
					Phase 2: 2014 Required for Advisory Committee TOTAL	**$126,000**
Phase 3: 2014 Potential Target Hire Program	Pipeline Support Program	Expect that City will need significant funds to support training programs (e.g. ANEW, SVI, AGC etc), sponsor classes, resolve worker needs.	2014 Q2 - Q4 and thereafter	$100,000+ annually, depending on Mayor/Council decision	2014: BIP	**$100,000**
	FAS Staff - Enforcement	Would expect 2 staff depending on reach of final policy, to do enforcement, monitoring and support.	2014 Q2 - Q4 and thereafter	$240,000 for 2014, depending on Mayor/Council decision	2014: BIP	**$240,000**
					Phase 3: 2014 Potential Target Hire Program	**$340,000**

STATE OF WASHINGTON -- KING COUNTY

--ss.

303563 No.

CITY OF SEATTLE,CLERKS OFFICE

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:31478&31485 TITLE ONLY

was published on

10/16/13

The amount of the fee charged for the foregoing publication is the sum of $57.75 which amount has been paid in full.

Subscribed and sworn to before me on

10/16/2013

Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

City of Seattle

The full text of the following legislation, passed by the City Council on September 23, 2013, and published below by title only, will be mailed upon request, or can be accessed at http://clerk.seattle.gov. For information on upcoming meetings of the Seattle City Council, please visit http://www.seattle.gov/council/calendar. Contact: Office of the City Clerk at (206) 684-8344.

RESOLUTION NO. 31478

A RESOLUTION establishing the City Council's goal of making voluntary high-quality preschool available and affordable to all of Seattle's children and outlining an initial plan toward achieving this goal.

RESOLUTION NO. 31485

A RESOLUTION concerning the City of Seattle's interest in expanding access to economic opportunity by increasing construction employment and providing career ladders for those historically facing barriers to jobs in the construction industry, including women, people of color, and otherwise disadvantaged individuals, particularly those who are also Seattle residents; creating the ad hoc Construction Careers Advisory Committee to develop a report with recommendations to the Mayor and City Council on strategies to improve access to construction careers, including a targeted hire policy and pipeline and training programs; establishing membership criteria for the Committee; and setting forth a Committee process and schedule.

Date of publication in the Seattle Daily Journal of Commerce, October 16, 2013.

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