

Tacoma Community Workforce Advisory Committee

DRAFT Meeting Summary from December 21, 2018

Action items are underlined; follow up tasks are noted in ***bold font italicized text***.

MEETING ATTENDANCE					
Advisory Committee Members:					
Tim Attebery	√	Frank Lemos		Billie Otto	√
Yolanda Brooks	√	Mark Martinez	√	Loren Pease	
Martha Cerna		Michael Mirra	√	Lyle Quasim	√
James Faison		Marilynn Moch	√	Justin Satiacum	
Eric Frank		Korbett Moseley	√	Halene Sigmund	√
Nathaniel Lawver	√	Arti O'Brien	√	Michael Tucci	√
Darling Nava (Alt.)	√				
Staff and Others:					
Tadd Wille	√	Steve Victor	√	Reid Bennion	√
Jeff Jenkins	√	Martha Lantz	√	Nick Anderson	
Daniel Murillo	√	Clifford Armstrong	√	Karen Reed	√
Terry Ryan	√	Patsy Best		Samantha Kaauamo	√

Welcome; Introductions. Mayor Victoria Woodards welcomed the group and asked all to introduce themselves. Mayor Woodards spoke to the importance of the Advisory Committee’s mission to the City and outlined the City’s three goals in this effort: (1) benefits of city contracts should go to local residents who need them; (2) the City should support building and construction careers for its residents; and (3) City public works projects should promote the use of small business enterprise and women and minority owned businesses. She is looking for something that will work for Tacoma.

Working Group Organization. Karen Reed, facilitator for the Advisory Committee, reviewed the Mission Statement for the Advisory Committee and the six-meeting work plan that is proposed. Karen reviewed proposed ground rules with the group. Clifford Armstrong spoke to the definition of “*residents of economically distressed communities*,” a term that is foundational to the mission statement. Daniel Murillo spoke to the definition of “*Women and Minority Business Enterprises*” (WMBE), another key term. Questions posed by Advisory Committee members included:

- What is the definition of poverty level?
- Can you update the 2010 data on economically distressed communities with the American Community Survey data and note any trends by comparing the data.
- Also consider data from the American Community
- How will minority positions be addressed? A: This is covered in the charter we will discuss later today.

Staff will follow up on these data requests.

Overview of the Griffin and Strong Study; Introduction to Community Workforce Agreements and Priority Hire Ordinances, and State Initiative 200. Daniel Murillo, the City’s Community and Economic Development Division Manager, presented an overview of the WMBE hiring disparity study commissioned by Tacoma in 2017 and conducted by the firm of Griffin & Strong in 2018. Discussion items included:

- Has Griffin & Strong ever not found a disparity?
- Only agencies that are concerned that a disparity exists are likely to commission a disparity study.

Steve Victor, Deputy City Attorney, gave an overview of the scope of project labor agreements and community workforce agreements, and the limitations imposed by Initiative 200. Discussion points included:

- Signatures on I-1000 which would repeal I-200, are due to the state in early January.
- Please provide a summary of HB1328
- Seattle’s “point system” seems to work well.

Presentation and Q&A. Public works hiring in Tacoma: current situation. Martha Lantz, Deputy City Attorney, presented information on the public works process in Tacoma and the recent number and size of public works contracts in the City. She noted that Community Workforce Agreements would typically apply to City-only funded projects. Discussion points included:

- There are not very many large public works contracts let by the City.
- Is it clear that CWAs may run afoul of federal funding requirements? What might those conflicts be? **Staff will follow up.**
- Please look at Sections 7 and 8 of the National Labor Relations Act. AGC is looking at this and feels that community workforce agreements may conflict with federal law.

Clifford Armstrong, Contract and Program Auditor and Manager of the City’s LEAP program gave a presentation on the purpose and scope of the City’s Local Employment and Apprenticeship Program (LEAP) and the Small Business Enterprise (SBE) program. Discussion points included:

- Does one have to be a Tacoma resident to qualify under LEAP? A: No.
- Please look at the goals of the City’s visioning document, Tacoma 2024—there may be goals applicable to this effort. **Staff will follow up.**
- We should fix the loopholes in the SBE program.
- Can you provide data on Tacoma residents being hired pursuant to the LEAP program, versus non Tacoma residents?
- The difficulty with the SBE program targets are that they add cost and make it more difficult to win the bid; also it can be difficult to find SBEs.
- The SBEs are out there.
- Tacoma Housing Authority deployed a very successful local hire program in a recent large project—we should look at that. **Staff will follow up.**

Advisory Committee Roundtable. Each member of the Advisory Committee offered his or her thoughts about their takeaways from today’s presentations and their hopes for this process. Comments included:

- I want to focus on the goal of getting community members to work.
- Focus on breaking down barriers.
- Thank you; this is a great opportunity.
- I want to make sure as we develop goals/ policies that they are realistic and we consider how to be compliant in recognition of economic realities.
- Thanks for the patience on getting the group up to speed on remedial requirements, want to make sure we understand that construction is a risky business, and to keep that in mind.
- Need to balance philosophical and economic models.
- Thanks for this opportunity. The Tacoma Housing Authority has had good success in how they have approached these challenges and is happy to lend advice.
- I would like for everyone to come in open-minded.
- Avoid false comparisons and labels
- This is a great opportunity.
- Interested in changes which will result in a better community.
- Referring back to the summit that Mayor Strickland held and what came from it, that was positive and I am committed to this effort.
- Recruiting employees to the trades in Tacoma helps put people to work. City has hardworking but underemployed residents.
- The devil is in the details and I am concerned that the time will not be there to get into the details.
- There is lots of work to be done
- I am interested in how the City attorneys will work any community workforce agreement into the existing law, specifically NLRA Section 7, 8 and how this group's recommendations mesh with I-200.
- There is a potential work around on I-200. The City should change the city code to close the SBE loophole in order to require a goal. The City needs to do better outreach to DBE's and SBE's.
- The number one issue right now for folks in construction is finding qualified staffing. Increase apprentice programs to allow participation in construction projects close to where workers live.

Re-cap of Questions. Karen noted the list of questions that had been asked by Committee members that remain unanswered: staff will keep a list of these questions and respond as soon as they can.

Review of Draft Committee Charter. Karen began the discussion by asking for approval of the proposed ground rules. The ground rules were approved as proposed. Karen then reviewed the terms of the proposed Committee Charter; she will ask the Committee to approve this at the next meeting.

The website for the Panel will be posted next week; it will include the names of the committee members and their affiliations, our meeting schedule, and all agendas and materials circulated to the committee.

A "doodle poll" will be sent to identify the times for future meetings.

The meeting was adjourned at 2:15 p.m.