



# City of Seattle

Office of the Mayor  
City of Seattle  
Edward B. Murray, Mayor

## Executive Order 2017-01: Expanding Training and Career Opportunities in the Construction Trades

*An Executive Order to provide my leadership, as Mayor of the City of Seattle, to expand training and career opportunities created under the Priority Hire program of Seattle Municipal Code 20.37, and the accompanying Community Workforce Agreement, for women, people of color and those in economically disadvantaged neighborhoods of Seattle and our region.*

WHEREAS, Ordinance 124690 (“Priority Hire Ordinance”), codified under Seattle Municipal Code Chapter 20.37, created a program to provide training and meaningful access to high-wage construction jobs for women, people of color and individuals who most need access to full employment work (“Priority Hire”);

WHEREAS, it is my priority as the Mayor of Seattle to expand the reach of the Priority Hire objectives to build a trained construction workforce available for City projects and to provide even more residents with access to pathways to work and to support, services and training for employment in the construction trades;

WHEREAS, it is important to the economic vitality of the City to develop and support career opportunities, particularly for women and people of color who often face disproportionate unemployment and barriers to career opportunities;

WHEREAS, the Priority Hire Ordinance applies to public works projects and has proven substantially successful in providing more women, people of color and those from economically distressed neighborhoods of Seattle and our region, with access to the benefits of high-paying, union-protected, construction trades work;

WHEREAS, Priority Hire and the accompanying Community Workforce Agreement are proving successful at achieving improved opportunities to build careers and access to the construction job market, and both are necessary to the program’s success;

WHEREAS, the City of Seattle explores opportunities for public benefit and to expand the value of City budget resources and leverage investment of other City assets;

WHEREAS, from time-to-time, the City of Seattle enters into agreements with private parties where the City provides a portion of funds for private projects in exchange for public benefit or City use, or where the projects are constructed on City-owned properties, such as tenant improvement projects;

WHEREAS, the labor unions of this region and this state ensure safe, high-wage employment in construction, and support the City's goal to diversify the workforce in the construction trades under Priority Hire and the City of Seattle Community Workforce Agreement;

WHEREAS, Priority Hire recognizes that union and non-union training organizations throughout the region provide increased access and job preparation for women, people of color and those from disadvantaged neighborhoods within Seattle and our region, and such organizations provide a meaningful pipeline of individuals prepared to enter into construction work;

NOW, THEREFORE, I, EDWARD B. MURRAY, Mayor of Seattle, hereby order

**Section 1:** City departments shall notify the Director ("Director") for the Department of Finance and Administrative Services (FAS) if a City department is contemplating an agreement relating to a private project which includes construction, under which the City would pay at least \$5 million dollars or more in exchange for rights or public benefits.

This notification will ensure Director consideration of contract provisions that may appropriately be included to serve the City's social equity policies and/or that further the City's interests and priorities, particularly the need for a properly trained and diverse construction workforce. Such provisions include those consistent with the requirements, monitoring and enforcement of Priority Hire elements, the Community Workforce Agreement, women and minority business, apprenticeship, prevailing wages or other provisions that may protect City interests. After evaluation of such projects, FAS will present a recommendation for my consideration.

**Section 2:** I direct the departments negotiating agreements for Key Arena, Seattle Asian Art Museum and the Seattle Aquarium redevelopment projects to include contract provisions as designated by the Director that are comparable to the requirements, provisions and FAS enforcement responsibilities under the City's Priority Hire Program, including requirements that contractors on these projects are signatory to the City of Seattle Community Workforce Agreement, as well as appropriate provisions for women and minority business requirements and apprenticeship utilization.

**Section 3:** For such private projects that are subject to review by the Director, the Director shall recommend the most robust application of such provisions if: (1) the project shall have at least \$5 million in City dollars invested toward the construction work; (2) the City funding is considered a substantial share of the overall cost for the private project; and (3) the City has an ongoing interest in the project infrastructure, whether that be as a long-term future owner of the property or the building

under construction. Where I determine that the Director's recommended requirements are suitable and appropriate, the managing department shall seek and implement the Director's guidance with respect to agreement provisions for the associated requirements, FAS monitoring and FAS enforcement.

**Section 4:** Further, I have directed FAS to continue pursuit of federal approval as needed to allow application of Priority Hire requirements and the associated Community Workforce Agreement for City projects that would otherwise be subject to Priority Hire, but for federal funding limitations.

All questions may be directed to Fred Podesta, Director of Operations, Office of the Mayor.

Dated this 8th day of February, 2017.



Edward B. Murray  
Mayor of Seattle