King County
Finance & Business Operations Division

Meeting Agenda

Priority Hire Advisory Committee

September 17, 2026

Time: 1:00pm-3:00pm
Location: Tabor 100, 7100 Fort Dent Way, Tukwila
Attendees: Joey Bolden (for BT), Thom Butler, Andrew Constantini, Karen Dove, Kathleen Dunham, Sonja Forster, Drew Gibson, Dave Johnson, Jimmy Matta, Catina Patton (for Song Consulting), Halene Sigmund, Robin Strom
King County: Joe Baca, Ken Guy, Jessica Summerton-Moore

I. Welcome

II. Introductions & Ice Breaker

- What is something that surprised you in your work on Priority Hire projects?
- If you had to pivot your career, which trade/craft would you learn?

III. Review of PHAC Accomplishments

- Ken, Jessica, and Joe each spoke on the impact of priority hire over the years and the importance of increasing access to King County projects for minority and women workers.
- Joe additionally spoke on the valuable role of contractors and other partners in implementing priority hire on our projects. The success of the agreement is also a testament to the role of the PH committee and conversations with negotiating partners in ensuring that the agreement works for the contractors and signatories to support our committee.
- Thank you to Monty, Sonja, and Karen for their commitment to the PH committee over the years and for sharing their expertise, time, and resources.

IV. Review of May meeting minutes

- May meeting minutes approved without comment.

V. Ongoing work

- Dual Benefit Reimbursement pilot program
  - Joe provided an overview of the intent and structure of dual benefit reimbursement program which supports open shop contractors who are required to pay into the union benefit trust, per the MCWA, and who also pay into their own employee benefit structure. King County would create a fund, it would not be included in the contractor's bid schedule, to reimburse contractors for the benefits paid into the trust and maintain their own benefits. We are in conversation with WTD, Metro, and the Haborview bond division to establish a pilot on large capital projects. We are looking to have 2 pilot projects in 2027 that are between $5m and $35m without high equipment costs.
  - Dave spoke on the use of a dual benefit reimbursement fund on a Brightwater Treatment Plant program. Of the $300m project cost, the total reimbursement was around $50-100k. A key piece is to make it easy for the contractors to submit for reimbursement and reduce the burden of requesting funds.
  - Sonja spoke on the cost of the program as a means of delaying the program and questions about if the fund was required. But it is important to establish the fund, and we have demonstrated the effectiveness and relatively low cost of the program with Brightwater project and with the City of Seattle program as examples. It is aligned with the Executive's public focus on diversity and access to King County and should be made a priority.
- CWA/PLA outreach training sessions
  - Thank you to Andersen Construction and Mortenson Construction for calling us to participate in their outreach sessions for small contractors. This is a great opportunity to share the requirements of the MCWA with contractors who have not worked on a priority hire project before.

- We are also working with City of Seattle, Port of Seattle, and Sound Transit to provide CWA/PLA informational sessions hosted at Tabor 100. We are scheduling 4 presentations a year and share the invite with small business associations, Tabor, and our contractors to share the invite. We have had good attendance in-person and online so far and have one scheduled for next week, September 24th from 12-1pm.
- Joey highlighted the importance of these training sessions and the benefit they can have for contractors who are not familiar with the agreements. It also provides an opportunity to share some of the differences between the agency's agreements.
- Sonja offered the use of the AGC building to host in-person meetings with their members who are working on KC projects. There is a key timeframe in alternative public works projects to educate prospective subcontractors after contract execution with the owner and before signing subcontractor agreements to make sure that the subs can price their bids appropriately.
- Thom expressed a desire to schedule training sessions with their engineers who are scheduling pre-job meetings with subcontractors and will need to explain the requirements of the agreement.
- Jimmy shared the challenge of small contractors managing the overhead of tracking and participating in these training sessions and reviewing the overhead costs. Often only the owner of the small firm will attend such training sessions and then there is a disconnect with the back of house staff who are reporting on the requirements.

• Preferred Entry tracking updates

- Jessica shared an updated process to track preferred entry utilization on PH projects that were less than 60% complete on the March Monthly Equity

Summary Report. Overall, tracking is administratively heavy but has been effective in tracking preferred entry utilization and we are working on ways to further streamline the process.

- Jimmy notes the limited availably of support for pre-apprentices and young apprentices. It is a challenge to navigate generational and cultural differences.
- ANEW will be doing monthly alumni sessions to support retention and provide continuing education.
- Sound Transit just launched Sound Futures, a mentorship program for apprentices to provide non-technical training support to apprentices struggling in their craft.
- Pre-apprenticeships are highly valuable prior to apprenticeship training programs.

VI. Subcommittee updates

- Prompt Pay
  - Working to access and review standard work processes for change orders to KC agencies
  - King County is partnering with AGC on how to also support prompt pay. Separate from the subcommittee and valuable perspective. Trying to establish continuity between agencies to make it easier for our contractors.
- King County Code Review
- Respectful Worksite Program

VII. Committee nominations

- Seats representing Labor, AGC, and pre-apprenticeship

VIII. Good of the Order

- Follow up on alternative procurement outreach timelines and support for CWA compliance that can better support contractors developing bids.

IX. Adjournment

- Adjourned at 3:10pm
- Next meeting: November 12th, 2-3pm virtual