



Finance, Budget and Administration

Deb Bell

Council Initiated:

Yes CM Dunn

No

ECAF: 2024-3034
Ordinance: 24-111

Type:

- Contract
- Board Appt.
- Code Amendment
- Budget Action
- Other

Requested Handling:

- Normal
- Expedite
- Urgent

Fund Source:

- General Fund
- Other
- N/A

Executive Rec:

- Approve
- Do Not Approve
- N/A

Approved as to

Form:

- Reviewed by PA
- No
- N/A

Subject: Amending Snohomish County Code Section 3.05 Construction Projects – Apprenticeship and Priority Hire Program.

Scope: The proposed Ordinance 24-104 would delete the specific language within Section 10 that requires sufficient appropriations for two FTEs in order to implement the program. [Chapter 3.05 Construction Projects - Apprenticeship Requirements](#).

The current Apprenticeship program, under Ord. 24-040, scheduled to start January 1, 2025, states that the program cannot be implemented unless county council provides sufficient appropriations for 2.0 additional FTEs, as well as appropriations necessary to fund supplies, interfund rates, professional services, and contracts with community-based organizations that identify, recruit, and provide pre-apprenticeship training. The proposed ordinance would strike this requirement.

It would also strike the definition of an Economically distressed area, the definition of a manager, deletes the language within the definition of a priority hire worker that specifies hiring from an economically distressed area in favor of all of Snohomish County.

The proposed ordinance also changes the requirement that when contractors submit their plan with their bid, that it provides for a minimum of 25% (no longer 20%) of total apprenticeship hours to be performed by a combination of preferred entry and priority hire candidates.

Within the monitoring section of the ordinance, it adds addresses to assist in monitoring the apprentices and priority hire workers and deletes refugees and immigrants as a minority.

It also deletes the requirement of an annual review of program.

Any project where the estimated cost of construction is more than five million dollars will then require Priority Hire Requirements, which is designed similar to the Project Labor Agreements of the Port of Seattle, Sound Transit, Pierce County, City of Seattle and King County.

Duration: NA

Fiscal Impact: Current Year Multi-Year N/A

Authority Granted: NA

Background: Chapter 3.05, Construction Projects – Apprenticeship Requirements, requires apprentices to be used on the construction of all public works projects. Originally established for the campus redevelopment initiative project, the Code was broadened in 2006 to apply to County construction projects estimated to cost one million dollars or more.

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In 2010 the threshold for apprenticeships was lowered to \$250,000 or more, and the goal for apprentices to perform 15% of the total hours on a project was amended.

In 2020 Snohomish County amended the apprentice language to strengthen the apprenticeship program, including requirements and process within Snohomish County Code with the adopted Ordinance 20-028. (The update increased the dollar value of the projects for apprentice use to \$1 million, it kept the labor goal at 15% but required bidders to provide an Apprentice Utilization Plan. ((Purchasing had previously found bidders non-responsive if they failed to meet the apprentice requirements the year prior to the bid solicitation.)) It required contractors to submit monthly or quarterly reports on their utilization of apprentices, which can include veterans to the reporting requirement of apprentice hours and include minorities and women.)

Ordinance 21-046 relocated language from SCC 3.05.040 to SCC 3.05.025 to more accurately reflect County processes for when apprentice requirements are not applicable (i.e. conflict with federal funding opportunities) and amend SCC 3.05.030(2) to clarify the contractor's responsibility to provide an Apprentice Utilization Plan that reflects the 15% labor hour goal.

Ordinance 24-040 amended SCC 3.05 and added the Priority Hire component to code, adding definitions, outlining the use of apprentices and priority hire for public works, the administration of the program, Priority Hire – Managers Duties, Exceptions and Waivers, monitoring, reporting, and remedies.

Action Requested: For Council to move Ordinance 24-111 to GLS on Wednesday November 27, to set time and date for a Public Hearing, suggested date and time of December 18th, 2024, at 10:30 am.