



Park Board Study Session Notes

2:00 p.m. Thursday, June 11, 2026

In-person: Tribal Conference Room, first-floor City Hall

Park Board Members

- X Bob Anderson – President
- X Barb Richey – Vice President
- X Garrett Jones – Secretary
 - Greta Gilman (*absent/excused*)
 - Sally Lodato (*absent/excused*)
- X Gerry Sperling
- X Doug Kelley
- X Lindsey Shaw (2:08)
 - Lee Williams (*Absent/Excused*)
 - [Vacant]
 - [Vacant]
- X Paul Dillon – City Council liaison (2:05)

Parks Staff

Sarah Deatrich
Briana Ruffing
Jason Conley
Fianna Dickson
Rich Lentz
Nick Hamad
Jonathan Moog

Guests

Steve Winkler, Spokane Alliance
Scott Holstrom, Spokane Alliance
Cheryl Stewart, INW AGC
Jamie Welsh, Garco Construction
Cathy Gunderson

Add'l City Staff

Adam McDaniel
Megan Kapaun

NOTES

1. **Call to order / Roll call:** Bob Anderson
The meeting was called to order at 2:00 p.m. See above for attendance.
2. **Special discussion items:**
 - A. Community Workforce Agreement – Adam McDaniel (City Policy Advisor), Steve Winkler & Scott Holstrom (Spokane Alliance), Cheryl Stewart & Jamie Welsh (AGC)

Garrett introduced the guests. The goal is for Park Board to learn about the Community Workforce Agreement (CWA).

Adam McDaniels, City Policy Advisor, provided background information regarding the CWA. The draft is not final but will be soon. The ordinance adopted by the Council last year requires the city to execute a model workforce agreement. As part of that, the city is required to make good faith negotiations with building trades as part of it. This is basically a master agreement for workforce agreement for public works projects over \$5 million, except for Parks and Libraries. A minimum of 25% of labor hours would come from priority hire. Mayor Brown vetoed two sections ([policy attached](#)).

Members from Spokane Alliance began. Steve Winkler voiced concern about non-local contractors doing work in the city and taking tax dollars out of the city. When work is insufficient, the city pays more tax dollars to review, and he'd rather see tax dollars stay within the community and fuel new businesses. He states that quality work, done by local union members, would not require frequent revisiting or wasting tax dollars. Scott Holstrom added that there have been several instances where workers haven't been paid for their work on government projects. He said that hiring union apprentices ensures the workers get paid correctly because they can track it. Steve added that the Spokane Alliance requires out-of-state contractors to hire 25% local workers, which is the priority hiring standard.

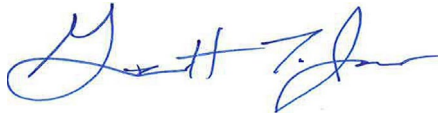
Associated General Contractors (AGC) represents over 400 local companies throughout Eastern Washington and north Idaho. Cheryl Stewart stated that the majority of work being done in Spokane is by local contractors. For example, 75% of public works projects were done with local contractors and are already required to pay prevailing wage. These wages are tracked and there are already apprenticeship mandates in place. The AGC feels there is no need for additional tracking. The Project Labor Agreement (PLA) is the required union representation piece of the CWA and is concerning to AGC because most of the contractors in Eastern Washington are non-union. Jamie Welsh says there are many quality non-union contractors, and he is concerned about the CWA because it would mean less available workers and less competition which translates to higher costs. He argues that local dollars are staying local and gave an example that total contracted dollars for One Stadium was \$44.8 million, of which \$31.7 million was in the city of Spokane. The same project had 212,000 hours worked, with 85,000 – about 40% - having been from Spokane. This is well over the priority hiring goal of 25%.

Bob Anderson asked for clarification on the PLA. A CWA has many standards attached to it, and the PLA says that the plumber, HVAC tech, etc., must be signatory with the union. Jamie feels that the biggest advantage to a PLA is the no strike clause.

Both Spokane Alliance and AGC agree they want to keep local tax dollars invested in the community. Both agencies are concerned with safety, hiring local, and priority hire.

Garrett encouraged the board members to work through Bob and Barb if they have questions or want additional information. They will connect with staff to relay what next steps the board would like to see.

3. **Adjournment:** The meeting was adjourned at 3:00 p.m.



Minutes approved by: _____
Garrett Jones, Park Board Secretary



Agenda Sheet for City Council:

Committee: Finance & Administration **Date:** 06/23/2025

Committee Agenda type: Discussion

Council Meeting Date: 07/14/2025

		Date Rec'd	6/19/2025
		Clerk's File #	ORD C36723
		Cross Ref #	
		Project #	
Submitting Dept	CITY COUNCIL	Bid #	
Contact Name/Phone	PAUL DILLON 625-6254	Requisition #	
Contact E-Mail	PDILLON@SPOKANECITY.ORG		
Agenda Item Type	First Reading Ordinance		
Council Sponsor(s)	PDILLON ZZAPPONE		
Sponsoring at Administrators Request	NO		
Lease? NO	Grant Related? NO	Public Works? YES	
Agenda Item Name	0320 ORDINANCE RELATING PUBLIC WORKS PROJECTS ABOVE \$5 MILLION		

Agenda Wording

Ordinance titled "Public Dollars For Public Benefit," relating to City public works; enacting a new Article XI, Chapter 07.06.800 of the Spokane Municipal Code, and setting an effective date.

Summary (Background)

This ordinance is titled "Public Dollars For Public Benefit," and relates to City public works projects, develops a model community workforce agreement and priority hiring policy to promote training and career opportunities for individuals in the construction trades; establishes priorities for the hiring of residents in economically distressed areas; and directs the Finance Department to execute a project labor agreement for public works projects estimated to cost \$5 million or more.

FIRST READING OF THE ABOVE
ORDINANCE HELD ON

8/18/2025

AND FURTHER ACTION WAS DEFERRED

Leni Hoffste

CITY CLERK

PASSED BY
SPOKANE CITY COUNCIL:

8/25/2025

Leni Hoffste

CITY CLERK

What impacts would the proposal have on historically excluded communities?

Not yet analyzed, although the ordinance is expected to improve job opportunities among individuals in historically excluded communities on public works projects.

How will data be collected, analyzed, and reported concerning the effect of the program/policy by racial, ethnic, gender identity, national origin, income level, disability, sexual orientation, or other existing disparities?

Not fully analyzed, although the ordinance calls for annual reporting to the Mayor and council that will presumably include such data.

How will data be collected regarding the effectiveness of this program, policy, or product to ensure it is the right solution?

Not fully analyzed, although the ordinance calls for annual reporting to the Mayor and council that will presumably include such data.

Describe how this proposal aligns with current City Policies, including the Comprehensive Plan, Sustainability Action Plan, Capital Improvement Program, Neighborhood Master Plans, Council Resolutions, and others?

Not yet analyzed

Council Subcommittee Review

Not applicable

<u>Fiscal Impact</u>			
Approved in Current Year Budget? NO			
Total Cost		\$	
Current Year Cost		\$	
Subsequent Year(s) Cost		\$	
<u>Narrative</u>			
There is anticipated to be administrative costs associated with this ordinance, but those costs have not been analyzed as yet			
<u>Amount</u>		<u>Budget Account</u>	
Select	\$	#	
Select	\$	#	
Select	\$	#	
Select	\$	#	
Select	\$	#	
Select	\$	#	
<u>Funding Source</u>		N/A	
<u>Funding Source Type</u>		Select	
Is this funding source sustainable for future years, months, etc?			
<u>Expense Occurrence</u>			
Other budget impacts (revenue generating, match requirements, etc.)			
<u>Approvals</u>		<u>Additional Approvals</u>	
<u>Dept Head</u>			
<u>Division Director</u>			
<u>Accounting Manager</u>	BUSTOS, KIM		
<u>Legal</u>	SCHOEDEL, ELIZABETH		
<u>For the Mayor</u>			
<u>Distribution List</u>			
		mboston@spokanecity.org	
jnechanicky@spokanecity.org			

ORDINANCE NO. C-36723

An ordinance titled "Public Dollars For Public Benefit," relating to City public works; enacting a new Article XI, Chapter 07.06.800 of the Spokane Municipal Code, and setting an effective date.

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

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

WHEREAS, Washington is facing a critical workforce gap in an economy where the state is poised to see growing demand for eligible employees trained in industry sectors, specifically construction and skilled trades; and

WHEREAS, the City of Spokane 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 vulnerable individuals, particularly those who are Spokane residents, can acquire the necessary job skills and be prepared to successfully pursue construction careers; and

WHEREAS the City of Spokane supports the aspirations and wellbeing of all our families and creating increased opportunities for all of our children to work, play and stay in Spokane; and

WHEREAS, the City of Spokane commits to the participating in the training of the workforce of tomorrow, ensuring equal opportunity and access for underrepresented communities seeking to develop job skills in the building trades, and creating and building a sustainable environment that improves the health of our families, our workforce, and our community; and

WHEREAS, the City of Spokane is committed to strengthening the promise of providing increased employment opportunities for veterans; and

WHEREAS, the City Council seeks to increase and enhance the skilled construction labor force for City public works, utilizing a Community Workforce Agreement ("CWA") and strategies to recruit individuals who are underrepresented in the construction trades into training and job placements especially those individuals residing in economically distressed areas of Spokane; and

WHEREAS, the city will not mandate that other entities comply with the Public Dollars for Public Benefit ordinance, but encourages the Spokane Park Board, the Spokane Library Board, and the Spokane Public School Board to adopt the community workforce agreement and priority hire program; and

WHEREAS, Community Workforce Agreements and Project Labor Agreements are known to prevent waste, maximize public return, ensure equity while delivering measurable benefits to workers, communities, and taxpayers.

NOW THEREFORE, the City of Spokane does ordain:

Section 1. That a new Article XI, Chapter 07.06.800 of the Spokane Municipal Code is created to read as follows:

Article XI – Priority Hire Program

Section 07.06.800 Title and Intent

Section 07.06.810 Definitions

Section 07.06.820 Procurement Authority and Competitive Bidding

Section 07.06.830 Public Benefit Hiring

Section 07.06.840 Model Community Workforce Agreement

Section 07.06.850 Specific Community Workforce Agreements

Section 07.06.860 Program Evaluation

Section 07.06.870 Program Compliance

Section 07.06.880 Exceptions and Waivers

Section 07.06.890 Penalty

Section 07.06.800 Title and Intent

This Chapter 07.06.800 shall be known as the "Public Dollars For Public Benefit Act". The intent of this act is to develop a model community workforce agreement and priority hire policy to promote training and career opportunities for individuals in the construction

trades and to establish priorities for the hiring of residents in economically distressed areas. The City is directed to execute a project labor agreement for public works projects estimated to cost \$5 million or more.

Section 07.06.810 Definitions

Where used in this chapter, unless the context clearly requires otherwise, the following terms shall have the meaning and construction set forth herein:

- A. "Apprentice" means, a person who has signed a written apprenticeship agreement and is an active participating apprentice in good standing, with and enrolled in an active registered apprenticeship program approved by the Washington State Apprenticeship and Training Council.
- B. "Community workforce agreement" means an executed agreement signed by the City of Spokane, and representatives of the NE Washington/N Idaho Building & Construction Trades Council, and other labor organizations, as applicable, under this chapter. The community workforce agreement is a project labor agreement for a single construction project that contains terms and conditions for social impact as directed by city policy including but not limited to priority hiring requirements, as well as, standards for work hours, wages, working conditions, safety conditions, union recognition and representation, apprenticeship requirements, and settlement of both jurisdictional and other dispute procedures.
- C. "Contractor" means a person or business entity that enters into a contract with the city or a subcontractor performing services under such a contract. A contractor employs individuals to perform work on construction projects, including general contractors, subcontractors of all tiers without regard to union status.
- D. "Competitive bidding compliance" means all procurement under this ordinance shall comply with competitive bidding requirements of RCW 39.04. The city may establish supplemental responsible bidder criteria under RCW 39.04.350 that includes workforce development commitments, apprenticeship utilization plans, and local hiring good faith efforts. Such criteria shall be objective, clearly defined, and related to the contractor's ability to perform the work efficiently and effectively.
- E. "Economically distressed area" means a geographic area within the City of Spokane, as defined by the federally recognized economically disadvantaged markers identified in this section, and found by the city to be in the top thirty percent of all zip codes in the City of Spokane in terms of the concentration of individuals who meet at least two of the following criteria:
 - a. have income at or below two hundred percent of the federal poverty level;

- b. are unemployed; or
- c. are at least twenty-five years old and without a college degree.

The City may add zip codes that meet these criteria for construction projects that are part of the city's wastewater service area in the City of Spokane. The City may adjust the list of economically distressed areas in order to enhance regional uniformity with other local jurisdictions implementing priority hire programs.

- F. "Good faith efforts" means a reasonable and sincere effort made by the contractor and its subcontractor to meet the established apprentice requirement, priority hiring requirement and other hiring goals. This effort will be documented using a standardized method, signed by the contractor representative and craft labor representatives(s).
- G. "Journey level" means that an individual has successfully completed a State approved Registered Apprenticeship program and has the necessary skills and knowledge of an occupation, or documented on-the-job work experience, that is recognized by any combination of a State registration agency or a Federal registration agency.
- H. "Labor hours" refers to the total number of hours worked by all workers receiving an hourly wage who are directly employed at the site of a City Public Works project including hours performed by workers employed by the contractor and all subcontractors working on the project, but excluding hours worked by superintendents, owners and workers who are not subject to prevailing wage requirements.
- I. "Market participation authority" means the city's proprietary capacity to establish terms and conditions for public works contracts that serve legitimate governmental interests while maintaining competitive processes open to all qualified contractors.
- J. "Model community workforce agreement" means a template agreement that would be anticipated to serve as a starting point for all construction projects required to utilize economic impact criteria under this chapter and sets forth terms and conditions for hiring requirements to include priority hire workers and similar policies, signed by the city and representatives of the NE Washington/N. Idaho Building & Construction Trades Council, and other labor organizations, as applicable.
- K. "Open-shop contractor" means a construction employer that is not already signatory with an affiliate of the NE Washington/N Idaho Building & Construction Trades Council, or other, similar labor organization.
- L. "Pre-apprentice graduate" means an individual who successfully completed a State recognized pre-apprenticeship program and is readily available to enter a

registered apprenticeship program or has been accepted into a Washington State registered apprenticeship program, including individuals who are completing the first or second year of apprenticeship training.

- M. "Pre-apprenticeship program" means an education-based apprenticeship preparation program that is formally recognized by the Washington State Apprenticeship and Training Council and endorsed by one or more registered apprenticeship sponsors with a focus on educating and training students to meet or exceed minimum qualifications for entry into a registered apprenticeship program.
- N. "Pre-construction meeting" means a meeting held between the City, builders, contractors, subcontractors, and other essential personnel prior to a construction project's start date to go over important information, such as, but not limited to project timelines, permits, goals, establishing of authority, communication, responsibility clarification, schedules, cost estimates, quality control, key stakeholders, and job site safety.
- O. "Pre-job meeting" means a meeting held between general contractor(s), relevant subcontractors, the NE Washington/N. Idaho Building & Construction Trades Council, and other labor organizations, as applicable where work assignments are discussed and made.
- P. "Priority hire program" means the program created in this chapter to prioritize the recruitment and placement of qualified priority hire workers for training and employment in the construction trades on public works projects where the estimated cost to construct is over five (\$5) million dollars.
- Q. "Priority hire worker" means an individual prioritized for recruitment, training, and employment opportunities because the individual meets any one or more of the following criteria:
 - 1. a resident of an economically distressed area;
 - 2. A graduate of a state recognized pre-apprenticeship program; or
 - 3. An individual who demonstrates barriers to stable employment or training access, such as prior justice involvement, unstable housing history, limited workforce participation due to historical exclusion, or transition from military service.
- R. "Public works" or "public works project", for the purpose of this portion of code, refers to city construction projects with an estimated cost to construct of five million dollars (\$5,000,000) or more, including all phases of multi-phase projects. Contracts for public works projects shall not be fragmented to avoid the requirements of this chapter.

- S. "Registered apprenticeship program" means an apprenticeship program that is approved by the Washington State Apprenticeship and Training Council. Registered apprenticeship programs may include both union and non-union programs.
- T. "Responsible bidder" means a contractor that meets all qualification requirements established under RCW 39.04.350, including technical competence, financial capability, workforce development capacity, and commitment to apprenticeship utilization goals.

Section 07.06.820 Procurement Authority and Competitive Bidding

- A. All procurement under this chapter shall comply with competitive bidding requirements of RCW 39.04. Competitive bidding processes shall remain open to all qualified contractors, with workforce development goals serving as performance criteria rather than bidder exclusions.
- B. The city may establish responsible bidder criteria under RCW 39.04.350 that includes workforce development commitments, provided such criteria are objective, clearly defined, and related to the contractor's ability to perform the work efficiently and effectively.

Section 07.06.830 Public Benefit Hiring

To administer the priority hire program, the City of Spokane shall:

- A. Analyze the indicators for economically distressed areas and prepare a list of zip codes that are found to be economically distressed areas and update that list at least once every five years. Any changes proposed by the manager to the criteria for determining economically distressed areas are subject to approval by public rule.
- B. Provide technical assistance to contractors on the recruitment and reporting requirements of the priority hire program to promote participation in the priority hire programs.

Section 07.06.840 Model Community Workforce Agreement

- A. The City of Spokane shall develop, via good faith negotiations with NE Washington/N Idaho Building & Construction Trades Council, its affiliates, and any other labor organization performing work covered by a CWA, a model CWA to serve as a template for each public works project requiring the utilization of priority hire and similar social impact requirements under this chapter. The model community workforce agreement shall:

1. Include terms and conditions for the utilization of priority hire workers;

2. Include a provision that the NE Washington/N Idaho Building & Construction Trades Council, its affiliates, and any other labor organization performing work covered by a CWA, are the exclusive representatives for workers on applicable projects;
3. Include a dispute resolution procedure;
4. Require that a minimum twenty-five (25%) percent of all labor hours in each trade on a construction project requiring the utilization of priority hire under this chapter be performed by priority hire workers. Labor hours completed by priority hire apprentices pursuant to a community workforce agreement may also be counted towards fulfillment of apprenticeship labor hour requirements under an apprentice utilization plan as described in SMC 07.06.750;
5. Include provisions for pre-construction meetings;
6. Include provisions for pre-job meetings;
7. Include provisions to ensure a respectful workplace that is inclusive and focuses on nondiscrimination and antiharassment behaviors and provides procedures for workers to address concerns;
8. Include provision for the recruitment, retention and mentoring of construction workers, including priority hire workers, and workers who reside in the City of Spokane as they advance from apprentice positions into journey level positions;
9. Include an order of precedence provision that includes any applicable collective bargaining agreements in the order of precedence after the model community workforce agreement;
10. Where free and ample parking is not available at a public works construction project, include provisions to ensure vehicle parking at or nearby, or alternatively, at a dedicated parking area from which the contractor provides transportation, all at no cost to workers;
11. Be structured to streamline paperwork and reporting requirements;
12. Include a requirement that all contractors provide full-family health care benefits and company-paid retirement benefits under an established plan in accordance with the Employee Retirement Income Security Act (ERISA) that is adequate and commensurate with industry standards;
13. Ensure full prevailing wage compliance. Design a model that allows for the verification of employer contributions of the benefit requirements

listed above and allows the city the ability to track the contributions for compliance reporting;

- B. If the City of Spokane is unable to negotiate and execute a model community workforce agreement despite good faith efforts, the City will develop and execute a community workforce agreement specific to each public works project, which must contain terms and conditions for the use of priority hire workers as well as provisions related to a respectful workplace.
- C. Contractors who submit work bids on public works construction projects requiring the utilization of priority hire under this chapter shall evidence good faith efforts that the contractor can reasonably make to meet the requirements of this chapter, including the percentage labor hour requirements, that are consistent with the terms and conditions set forth in the applicable community workforce agreement.

Section 07.06.850 Specific Community Workforce Agreements (CWA)

*Veto
JLB*
The City of Spokane shall negotiate in good faith and execute CWA's that are applicable to covered public works projects, with the NE Washington/N Idaho Building & Construction Trades Council, its affiliates, and any other labor organization performing work covered by a CWA. Each CWA shall comply with and include the applicable terms of this ordinance and any applicable rules and standards developed by the City of Spokane, and will include, at minimum, the requirements described in SMC 07.06.830. Each CWA shall require that all contractors agree to abide by the terms of the CWA to compete and serve on the covered public works project.

The following shall be considered during negotiations.

- A. The City of Spokane shall include a requirement in each CWA that a minimum twenty-five (25%) percent of all labor hours in each trade on a construction project requiring the utilization of priority hire under this chapter be performed by priority hire candidates.
- B. The City of Spokane shall establish provisions within the CWA that encourage open-shop subcontractors to compete and participate in covered projects. This may include a mechanism to reimburse open-shop contractors for documented, employer-sponsored health and pension contributions that qualify as dual-benefit costs, provided such costs are verified as a double payment of benefits for the same employee during the period of their participation in work covered by the CWA. Such reimbursement shall only apply to benefit payments that the city determines to be compliant with the definition of usual benefits under WAC 296-127-014 and shall not exceed the amount paid into the corresponding trust funds under the CWA.
- C. The CWA may include a provision allowing a waiver from the trust fund contribution requirements for contractors who demonstrate that they maintain a bona fide, ongoing employer-sponsored benefit plan that provides health and/or pension benefits substantially equivalent to those required under the CWA. To be eligible

for such a waiver, the contractor must submit: (1) sufficient documentation verifying that the benefit plan is ERISA-compliant or otherwise meets the definition of usual benefits under WAC 296-127-014; (2) proof that the plan has been in continuous operation for a minimum of twelve (12) months prior to the date of contract award; and (3) a sworn attestation that the plan is not established solely to meet CWA obligations. The city or its designated CWA administrator shall have sole discretion to approve or deny such waivers based on the criteria established herein.

- D. The CWA may permit an open shop contractor to employ as many as five core employees on each contract in a covered project, provided the core employees meet the core employee criteria set forth in the CWA. Open shop contractors are allowed to select and hire up to five core employees before filling any further hiring needs through dispatch. Open shop contractors must notify the union and identify their core employees. The City of Spokane has authority, at any time, to verify that the employees meet the definition of core employee as established in the CWA.
- E. The CWA shall include full family healthcare and multi-employer retirement for all workers.
- F. No contractor shall be required to become affiliated with a union to be eligible for work on a project under a CWA with the City of Spokane.
- G. The City of Spokane may provide technical assistance to a Women or Minority Business Enterprise (WMBE) and open shop contractors in transitioning to a CWA environment.
- H. All craft jurisdictions under the CWA will be governed by the decisions of the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry, and agreements therein.

Section 07.06.860 Program Evaluation

- A. The City of Spokane shall establish benchmarks and metrics to evaluate the priority hire program, such as project costs; completion times; workplace safety; utilization rates and graduation rates of priority workers, women and racial minorities from pre apprentice and apprentice training programs; and changes in the percentage of dollars paid to WMBE contractors working on covered projects. Metrics should also include the economic impact and the return on investment resulting from implementing the Community Workforce Agreement.
- B. The City of Spokane shall report findings to the Mayor and the Spokane City Council annually and make these findings available on a public dashboard.
- C. The Mayor and City Council will review program results during 2028 to determine if the program should be expanded or amended by increasing or decreasing thresholds.

Section 07.06.870 Program Compliance

The Administration shall implement a system for monitoring the use of apprentices and priority hire workers in construction projects subject to this chapter. Such monitoring may include identifying individual apprentices and priority hire workers by apprenticeship registration number, reviewing standardized documents provided by the contractor, determining the apprentice and priority hire hours worked by minorities, women, and veterans; and assessing whether the contractor has complied with the apprenticeship or priority hire requirement established in the negotiated contract.

Section 07.06.880 Exceptions and Waivers

A. During the term of a construction contract subject to this chapter, the City of Spokane may reduce or waive the apprentice and/or priority hire labor hour goals upon their determination that at least three of the below conditions are met as documented by the contractor and reviewed by the executive or designee:

1. The contractor has demonstrated that it has utilized good faith efforts to meet the established percentage requirement but remains unable to fulfill the goal;
2. In order to meet the requirement, the contractor will be forced to displace members of its workforce;
3. The reasonable and necessary requirements of the contract render apprentice or priority hire utilization infeasible at the required levels;
4. The contractor has demonstrated in writing that it has contacted the trade-specific registered apprenticeship program or attempted to hire priority hire workers, yet an insufficient number of apprentices or priority hire workers are available to meet the contract requirements; or
5. The contractor has demonstrated that it has met or is meeting apprenticeship or priority hire requirements on all existing city construction projects during the 12 months prior to execution of a new contract with the city.

Section 07.06.890 Penalty

A. For each unmet labor hour required by this Article XI there shall be imposed a penalty equal to thirty percent (30%) of the highest paid craft hourly rate on the Public Works project as determined by prevailing wages on each contractor who violates the provisions of this article. For a second violation within five years of the first violation, the penalty shall be sixty percent (60%), and for a third or subsequent violation within five years of the first violation, the penalty shall be ninety percent (90%). General contractors shall only be liable for penalties based on their failure to meet the "per craft" requirements established in SMC 07.06.720(A).

Veto
LJB

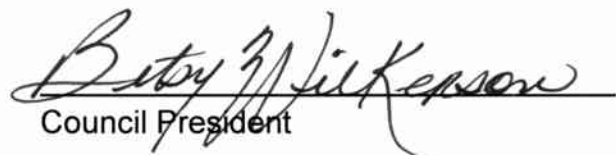
- B. The specific facts and circumstances and the existence and extent of any good faith efforts to comply shall be considered when determining whether a contractor is subject to debarment under SMC 07.06.610(B).
- C. The City Administrator shall dedicate all revenues derived from penalties imposed for violation of this Article XI for grants to state-recognized pre-apprenticeship programs to assist priority hire workers as defined in this Article XI.

Section 2. Severability. If any section, subsection, sentence, clause, phrase or word of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality thereof shall not affect the validity or constitutionality of any other section, subsection, sentence, clause, phrase or word of this ordinance. In the event of conflict between this ordinance and any other provision of the Spokane Municipal Code, with respect to employee information, this ordinance shall control. This ordinance shall not be construed or applied with any conflicting federal or state law.

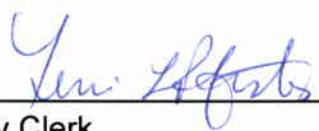
Section 3. Clerical Errors. Upon approval by the city attorney, the city clerk is authorized to make necessary corrections to this ordinance, including scrivener's errors or clerical mistakes; references to other local, state, or federal laws, rules, or regulations; or numbering or referencing of ordinances or their sections and subsections.

Section 4. Effective Date. This ordinance shall be effective October 12, 2025 or on that date set forth in Section 19.B of the Spokane City Charter, whichever is later.

PASSED by the City Council on August 25, 2025.


Council President

Attest:



City Clerk

Approved as to form:



Assistant City Attorney

Lisa Brown
Mayor

Sept. 12, 2025
Date

I veto
section 07.06.850
and
section 07.06.890

