



## RESOLUTION NO. 40124

1 BY REQUEST OF MAYOR WOODARDS AND COUNCIL MEMBERS BLOCKER,  
2 HUNTER, AND McCARTHY

3 A RESOLUTION directing the City Manager to prepare a draft Priority Hire  
4 Ordinance (“PHO”) and Community Workforce Agreement (“CWA”) in  
5 order to prioritize the hiring of residents who live in economically  
6 distressed areas for certain public works construction projects which  
7 exceed a substantial threshold cost; and to convene a “CWA Task  
8 Force” to be comprised of leaders from labor unions, private contractors,  
9 minority and women’s business enterprises, and economically distressed  
10 communities, to review, refine, and make recommendations on a final  
11 PHO and CWA for City Council consideration, within six months from the  
12 date of this resolution.

13 WHEREAS, despite a strong regional economy, poverty and under-  
14 employment are growing in the City and the cost of living is rapidly outpacing  
15 wages; in Tacoma, these difficult economic conditions have historically and  
16 continue to disparately impact communities of color and others with social and  
17 economic disadvantages, and

18 WHEREAS one-half of the 80,000 households in the City are living on  
19 less than \$52,000 per year, and nearly 40 percent lack affordable housing, and

20 WHEREAS the 2018 Tacoma Disparity Study identified an  
21 underutilization of Minority and Women's Business Enterprises (“MWBE”) in  
22 City contracting; the City must ensure that economic opportunities that flow  
23 from the expenditure of its public works dollars provide workforce development  
24 and economic opportunity to those residents who need it the most in our  
25 community, and  
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1           WHEREAS Priority Hire Ordinances (“PHO”) and Community Workforce  
2 Agreements (“CWA”) have been effectively utilized in other metropolitan areas  
3 across the nation, including Seattle, Los Angeles, San Francisco, Oakland,  
4 Cleveland, and New York, and

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6           WHEREAS these programs ensure that the public receives a high  
7 quality of construction while advancing social equity, workforce diversity, and  
8 the development of skilled local workers for construction careers, and

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10           WHEREAS the resultant economic opportunity and workforce  
11 development in economically distressed areas is a boon to the affected  
12 communities, as well as the entire community at large, and

13           WHEREAS, for public works construction projects over a threshold  
14 amount (“covered projects”), to be determined based on an evaluation of the  
15 City’s public work contracts and market conditions, the PHO will ensure that a  
16 percentage of the workforce is comprised of journey-level workers and  
17 apprentices from economically distressed areas of our City, and

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19           WHEREAS, complimentary to the PHO, the CWA will ensure that  
20 workers on “covered projects” are guaranteed essential rights governing labor  
21 and employment conditions, while institutionalizing employment diversity and  
22 veteran preference goals, and

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24           WHEREAS the City can learn from the examples and experiences of  
25 other jurisdictions, and can incorporate that information into a unique model  
26 which is tailored to advance the needs of our City, and



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WHEREAS a CWA Task Force shall be established to convene the necessary stakeholders vested in the program objectives and the class of “covered projects” impacted by the PHO and CWA, and will allow for feedback and proposal enhancement from community stakeholders, and

WHEREAS the CWA Task Force will consider the 2018 Tacoma Disparity Study and work with City staff towards developing a PHO and CWA which will result in effective workforce development and promote the appropriate use of MWBE contractors, and

WHEREAS, at the September 18, 2018, Study Session, a Council Consideration Request was shared on this topic, with the recommendation that a resolution be prepared for full City Council consideration; Now, Therefore,

**BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:**

That the City Manager is directed to work with staff to prepare a draft Priority Hire Ordinance (“PHO”) and Community Workforce Agreement (“CWA”) in order to prioritize the hiring of residents who live in economically distressed areas within our City, for certain public works construction projects which exceed a substantial threshold cost; and further, to convene a “CWA Task Force” to be comprised of leaders from labor unions, private contractors, minority and women’s business enterprises, and economically distressed communities, to review, refine,



1 and make recommendations on a final PHO and CWA for City Council consideration  
2 within six months from the date of this resolution.

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4 Adopted \_\_\_\_\_

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7 Mayor

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10 City Clerk

11 Approved as to form:  
12 \_\_\_\_\_  
13 Deputy City Attorney

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