



TO: Hyun Kim, Interim City Manager
FROM: Council Member Olgy Diaz and Senior Council Policy Analyst Lynda Foster
COPY: Economic Development Committee, Tanja Carter, Executive Liaison
PRESENTER: Council Member Olgy Diaz
SUBJECT: Community Workforce Agreement History & Policy Review
DATE: February 10, 2026

PRESENTATION TYPE:

Please select the type of presentation you will be making to the Council Committee.
Informational Briefing

SUMMARY:

Council Member Olgy Diaz will provide an overview of the 2018-2019 Tacoma Community Workforce Advisory Committee's consideration of creating a Priority Hire Ordinance and Community Workforce Agreement. Council Member Diaz will present her plan to review implementation of the Committee recommendations and the recommendations' effectiveness in achieving priority hire and apprenticeship goals. Council Member Diaz will share and seek feedback on her outreach plan to discuss whether a community workforce agreement would be an effective tool for Tacoma at this time.

BACKGROUND:

In 2018, the City Council passed [Resolution 40124](#), directing the City Manager 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 for certain public works construction projects which exceed a substantive threshold cost; and 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, and make recommendations on a final PHO and CWA for City Council Consideration.

The Tacoma Community Workforce Advisory Committee met seven times between December 2018 and March 19. The final committee recommendation was, rather than pursue a dual-purpose CWA, to recommend strengthening City policies on Women- and Minority-Owned Businesses (WMBE) and priority hire goals by ordinance while continuing to explore ways to resolve identified challenges. The Community and Economic Development team will present on the outcomes of these 25 recommendations (found on pages 20 – 22 of the report) at the February 24, 2026, Economic and Development Committee meeting.

A minority report (found on page 75 of the report) was submitted along with the recommendation that shared the perspective that the committee was unbalanced and downplayed the need to help local residents into meaningful careers in the construction industry.

On February 11, 2025, the Economic Development Committee hosted a Labor Roundtable Discussion on Worker Safety and Wage Theft. Recommendations from that discussion included considering creation of a CWA in Tacoma.

With nearly 7 years passed, Council Member Olgy Diaz seeks to review whether actions taken since the Committee's recommendation have been effective or if further policy action is needed.



ISSUE:

Community members have advocated that the City must ensure that economic opportunities that flow from the expenditure of its public works dollars provide workforce development and economic opportunity to those residents who need it the most in our community. On February 11, 2025, the Economic Development Committee hosted a Labor Roundtable Discussion on Worker Safety and Wage Theft and presenters shared examples of wage theft occurring within the City of Tacoma.

ALTERNATIVES:

This is an information briefing only. There are no alternatives presented.

FISCAL IMPACT:

This is an information briefing only. There is no fiscal impact.

RECOMMENDATION:

This is an information briefing only. There is no recommendation.