



**CITY OF TACOMA, WASHINGTON
OFFICE OF THE CITY COUNCIL
COUNCIL CONSIDERATION REQUEST (CCR)**

TO: Mayor & City Council

FROM: Council Member Keith Blocker and Council Member Conor McCarthy and Council Member Lillian Hunter and Mayor Victoria Woodards

COPIES TO: Elizabeth Pauli, City Manager; Tadd Wille, Assistant City Manager; Bill Fosbre, City Attorney; Executive Leadership Team; File

SUBJECT: **Priority Hire Ordinance and Community Work Force Agreement**

DATE: September 18, 2018

ITEM/ISSUE PROPOSED FOR COUNCIL CONSIDERATION:

We ask for your support for the inclusion of the following item on the agenda at the earliest available meeting of the Study Session:

We respectfully request City Council concurrence to direct the City Manager to: (1) prepare a draft Priority Hire Ordinance (PHO) and Community Workforce Agreement (CWA) in order to prioritize the hiring of residents that live in economically distressed areas for certain public works construction projects which exceed a substantial threshold cost; and (2) convene a 'CWA Task Force' comprised of leaders from Labor Unions, Private Contractors, WMBE's, and Economically Distressed Communities, to review, refine, and make recommendation on a final PHO and CWA for Council consideration within the next six months.

BRIEF BACKGROUND:

Half of the 80,000 households in Tacoma are living on less than \$52,000 per year and nearly 40% lack affordable housing. Despite a strong regional economy, poverty and under-employment are growing in Tacoma and the cost of living is rapidly outpacing wages. In Tacoma, these difficult economic conditions have historically and continue to disparately impact communities of color and others with social and economic disadvantages. In addition, the 2018 Tacoma Disparity Study identified an underutilization of Minority and Women's Business Enterprises (MWBE) in City contracting. Tacoma must ensure that the economic opportunities that flow from the expenditure of its public works dollars provide work force development and economic opportunity to those residents who need it the most in our community.

Priority Hire Ordinances and Community Workforce Agreements have been effectively utilized in metropolitan areas across the nation, including Seattle, Los Angeles, San Francisco, Oakland, Cleveland and New York. These programs ensure that the public receives a high quality of construction while advancing social equity, workforce diversity, and the development of skilled local workers for construction careers. The resultant economic opportunity and workforce development in economically distressed areas is a boon to the affected communities as well as the entire community at large.

For public works construction projects over a threshold amount (to be determined based on an evaluation of the City's public work contracts and market conditions), the PHO will ensure that a percentage of the workforce is comprised of journey level workers and apprentices from economically distressed areas in our City. Complimentary to the PHO, the CWA will ensure that workers on 'covered projects' are guaranteed essential rights governing labor

and employment conditions, while institutionalizing employment diversity and veteran preference goals. Overall, other jurisdictions offer many PHO and CWA examples and experiences, from which the City can learn and incorporate into a unique model which is tailored to advance the needs of our City. The CWA Task Force will be established to convene the necessary stakeholders vested in the program objectives and the class of 'covered projects' impacted by the PHO and CWA. The CWA Task Force will consider the 2018 Tacoma Disparity Study, and work with City staff towards crafting a PHO and CWA which will result in effective workforce development, and promote appropriate use of MWBE contractors. Subsequently, the Council will take into consideration the recommendations from the CWA Task Force on the future legislation to be proposed.

STRATEGIC POLICY PRIORITY:

State and briefly explain which strategic policy priority is best aligned to this action. Please remove the statements below you are not directly addressing.

- Assure outstanding stewardship of the natural and built environment.
- Strengthen and support a safe city with healthy residents.
- Ensure all Tacoma residents are valued and have access to resources to meet their needs.
- Foster a vibrant and diverse economy with good jobs for all Tacoma residents.
- Encourage thriving residents with abundant opportunities for life-long learning.
- Cultivate a vibrant cultural sector that fosters a creative, cohesive community.
- Encourage and promote an efficient and effective government, which is fiscally sustainable and guided by engaged residents

POLICY DEVELOPMENT PATH:

☐ **Request for policy development and legislation**

This item is best aligned with the purview of the following Council Standing Committee (refer to Council Standing Committee Process Manual):

☐ Community Vitality and Safety

☐ Economic Development

☐ Government Performance and Finance ☐ Infrastructure, Planning and Sustainability

☒ **Request for Resolution**

In you have a question related to the Council Consideration Request, please contact Lynda Foster at (253) 591.5166 or Lynda.Foster@cityoftacoma.org.

SUBMITTED FOR COUNCIL CONSIDERATION BY:


Council Member McCarthy

SUPPORTING COUNCILMEMBERS SIGNATURES (2 SIGNATURES ONLY)

(Signatures demonstrate support to initiate discussion and consideration of the subject matter by City Council for potential policy development and staff guidance/direction.)

1.  POS # 3

2.  POS# 6

3.  POS# Mayor