



TO: Hyun Kim, City Manager
FROM: Vice Chair Joe Bushnell
COPY: Economic Development Committee; Debbie Bingham, Committee Executive Liaison
PRESENTER: Vice Chair Joe Bushnell
SUBJECT: \$20 Minimum Wage Proposal Discussion
DATE: July 14, 2026

PRESENTATION TYPE:

Other

SUMMARY:

Vice Chair Joe Bushnell will lead a discussion on policy options for raising the minimum wage in the City of Tacoma.

BACKGROUND:

On June 30, 2026, Vice Chair Bushnell presented his Tacoma Minimum Wage Community and Stakeholder Engagement Report to the Economic Development Committee. The purpose of this outreach was to create space for honest conversations and gather candid feedback from a broad range of stakeholders across Tacoma to better understand how different parts of our community view this issue and ensure the Tacoma City Council had the benefit of hearing from those with lived experience and expertise before considering potential policy changes. The report provides an overview of economic conditions in the City of Tacoma, key themes from stakeholders, and stakeholder policy recommendations.

ISSUE:

For years, Tacoma residents have engaged in conversations about what fair wages mean for workers, families, employers, and the overall health of our local economy. The Tacoma Minimum Wage Community and Stakeholder Engagement Report outlines the broad range of impacts minimum wage policy changes have across the City of Tacoma. Vice Chair Bushnell is seeking feedback on how Tacoma can strike the right balance when considering minimum wage policies.

ALTERNATIVES:

Vice Chair Bushnell will lead a discussion on stakeholder proposals from his minimum wage outreach:

- Adopt a \$20 per hour minimum wage.
- Do not implement wage categories based on size of business.
- Adopt a total compensation policy instead of a higher minimum wage.
- Adopt a higher minimum wage for workers without healthcare benefits.
- Establish a training wage.
- Limit a higher minimum wage to specific industries.
- Take no action.

FISCAL IMPACT:

These policies would have various fiscal impacts, including the need for staff to administer minimum wage changes and increased costs for City projects and contracting.

RECOMMENDATION:

Vice Chair Bushnell is seeking feedback from Economic Development Committee members on what recommendation to move forward to the full Council.