



**CITY OF TACOMA, WASHINGTON
OFFICE OF THE CITY COUNCIL
COUNCIL CONSIDERATION REQUEST**

TO: Tacoma City Council

FROM: Mayor Victoria Woodards and Chief Policy Analyst Bucoda Warren

COPIES TO: Elizabeth Pauli, City Manager; Chris Bacha, City Attorney

SUBJECT: A resolution declaring support for good, quality jobs in Tacoma and prioritizing good, quality jobs in workforce development; defining good, quality jobs and establishing Tacoma Good Jobs Principles; and directing the City Manager to incorporate these principles into economic development and city strategic plans and prioritize good jobs in evaluation criteria when appropriate. - Requested for April 8, 2025.

DATE: February 26, 2025

I ask for your support for a resolution declaring support for good, quality jobs in Tacoma and prioritizing good, quality jobs in workforce development; defining Good, quality jobs and establishing Tacoma Good Jobs Principles; and directing the City Manager to incorporate these principles into economic development and city strategic plans and prioritize good jobs in evaluation criteria when appropriate.

LEGISLATIVE INTENT:

Resolution/Ordinance Request:

The purpose of this legislation is to redefine job creation in Tacoma by recognizing and supporting employers who go beyond the minimum to provide meaningful, high-quality jobs for residents. By adopting the Tacoma Good Jobs Principles, we establish clear standards for what constitutes a good job and lay the groundwork for future policies that prioritize these jobs in city programs or link them to incentives for private organizations committed to equitable and sustainable employment practices.

Good jobs are the foundation of an equitable economy that lifts up workers and families and makes businesses more competitive globally. They allow everyone to share in the prosperity of our community and help Tacoma thrive. Workers know the value of a good job that provides stability and security for them and their families. All work is important and deserving of dignity. Many companies recognize that providing good quality jobs – that make them an employer of choice – creates a clear competitive advantage when it comes to recruitment, retention, and execution of a company's mission.

Building on the Department of Labor's eight good jobs principles, Tacoma has created its own framework that advances good jobs for residents across Tacoma, especially workers from historically excluded populations, to build a safe, welcoming, and thriving community for all. Companies who create jobs that meet these principles are recognized for going beyond just giving the bare minimum for a job but providing good quality jobs in our community.

The eight principles that will define a good job in Tacoma will include:



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1. Equitable Access and Representative Workforce
2. Empowerment and Representation
3. Transparent and Equitable Recruitment and Hiring Practices
4. Job Security and Flexible Working Conditions
5. Comprehensive Benefits
6. Organizational Culture
7. Self-Sufficient Wages
8. Career Training and Advancement Opportunities

This work evolved from the Mayor's Office participation in the Good Jobs, Great Cities initiative in 2023 and 2024. This initiative was a partnership between the National League of Cities and the U.S. Department of Labor aimed at spurring innovative and scalable city-supported solutions that upskill and reskill workers into quality, high-demand jobs in infrastructure, clean energy, and advanced manufacturing jobs. The intention by establishing these principles to support the advancement of good, quality jobs in Tacoma and set the foundation for future enhancements for workers in Tacoma. This legislation will also direct the City Manager to incorporate these principles into economic development and city strategic plans and prioritize good jobs in evaluation criteria when appropriate. Such evaluation may include property and programs in which the city owns or pays for services, and can prioritize businesses and organizations that provide jobs that include at least four of the eight principles that make a good, quality job.

DESIRED RESOLUTION DATE: April 8, 2025

COMMUNITY ENGAGEMENT/ (CUSTOMER RESEARCH):

The Mayor's Office has engaged with leaders across the workforce community from the workforce development board, economic development staff, labor partners, community colleges, and private employers. These leaders provided feedback and guidance on what definitions they have already been using, and how to best position these definitions for widespread support with various organizations and employers.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

This legislation supports equity and accessibility by ensuring that job creation in Tacoma prioritizes fair wages, stable employment, and inclusive opportunities for all residents, particularly those from historically marginalized communities. By defining and promoting good, quality jobs, the policy encourages employers to provide livable wages, benefits, career growth opportunities, and safe working conditions, helping to close wage gaps and reduce employment disparities.

Additionally, by laying the groundwork for linking these job standards to city programs and potential incentives, the legislation creates a pathway for underrepresented groups, such as women, people of color, and individuals with disabilities, to access meaningful employment. This approach fosters a more inclusive economy where all workers have the opportunity to thrive, not just survive.

Economy/Workforce: *Equity Index Score:* Moderate Opportunity

Increase the number of diverse livable wage jobs.

Increase the number of Tacoma households that have livable wage jobs within proximity to the city.

Livability: Equity Index Score: Moderate Opportunity

Decrease the percentage of individuals who are spending more than 45% of income on housing and transportation costs.

Explain how your legislation will affect the selected indicator(s)?

By supporting and defining good, quality jobs and laying the foundation for future efforts this legislation helps to support creation of more livable wage jobs in Tacoma. By pushing for more meaningful employment, we are creating better pathways to wealth development and decreasing the burden on residents paying for housing and transportation.

ALTERNATIVES:

Alternative	Positive Impacts	Negative Impacts
1.Do not pass resolution	NA	No definition between job creation and good job creation; lack of support for good, quality jobs and those principles
2.Pass resolution	Sets foundation for future actions and clarifies the job principles that Tacoma prioritizes in job creation.	NA

EVALUATIONS AND FOLLOW UP:

Following adoption of the Tacoma Good Jobs Principles staff will be working with partners on the Tacoma-Pierce County Workforce Development Board to share these principles and explore ways for Workforce Central to incorporate good jobs into how jobs are tracked and reported in workforce development and job creation. Partnership and engagement with Workforce Central and Pierce County will also aim to share principles more broadly to support good, quality jobs county-wide.

SPONSOR RECOMMENDATION:

We recommend the adoption of this resolution to establish the Tacoma Good Jobs Principles and declare our support for good, quality jobs in Tacoma.

FISCAL IMPACT:

There is no fiscal impact to the City of Tacoma in passing this resolution.

ATTACHMENTS:

- Tacoma Good Jobs Principles 1-pager

If you have a question related to the Council Consideration Request, please contact Chief Policy Analyst Bucoda Warren at 253-318-0594 or bwarren@cityoftacoma.org.

SUBMITTED FOR COUNCIL CONSIDERATION BY Mayor Victoria Woodards.

SUPPORTING COUNCIL MEMBERS SIGNATURES

1.  POS# 6

2.  POS# 8