



TO: Hyun Kim, City Manager
FROM: Council Member Olgy Diaz
COPY: Economic Development Committee; Debbie Bingham, Committee Executive Liaison
PRESENTER: Council Member Olgy Diaz
SUBJECT: Update on outreach efforts to discuss Community Workforce Agreements
DATE: June 23, 2026

PRESENTATION TYPE:
Informational Briefing

SUMMARY:

Mayor Anders Ibsen and Council Member Olgy Diaz held three outreach roundtables to discuss the potential for a Community Workforce Agreement policy in Tacoma. Past and aspiring prime contractors were invited to attend a meeting on May 29, past and aspiring subcontractors were invited to attend a conversation on June 10, and labor organizations were invited to attend a meeting on June 17, 2026. This presentation will share out notes and learnings from these meetings and provide an overview of next steps.

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 2019. 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. A minority 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. On February 10, 2026, Council Member Diaz presented on Community Workforce Agreement History and Policy Review and articulated her plans for future outreach on this subject.

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.