



## RESOLUTION NO. 41735

1 BY REQUEST OF MAYOR WOODARDS

2 A RESOLUTION creating a 15-member task force to be named the Tacoma Labor  
3 Standards Task Force, and authorizing the use of Council Contingency  
4 Funds, in the amount of \$50,000, for staffing and facilitation.

5 WHEREAS on July 9, 2025, the Tacoma City Clerk received and notified the  
6 City Council of an initiative petition certified by the Pierce County Auditor titled  
7 Initiative No. 2 ("Initiative"), Labor Standards for Certain Employees, and

8 WHEREAS per the City Charter, Section 2.20, the City Council had 30 days  
9 to review the Initiative to enact it or reject it; and if the City Council rejects it, or fails  
10 to take final action on it within 30 days, the City Council shall submit the proposal to  
11 the people at the next Municipal or General Election, and  
12

13 WHEREAS at the City Council's next regular meeting on July 15, 2025, staff  
14 presented on the Initiative, reviewing the language of the Initiative and taking  
15 questions from the City Council, and  
16

17 WHEREAS at the City Council's direction, staff returned two weeks later to  
18 provide responses to those questions and provide additional collected information  
19 to give the City Council a better understanding of the Initiative, and  
20

21 WHEREAS with many questions still outstanding and new concerns  
22 coming to light at that time, the City Council asked staff to return once more on  
23 August 5, 2025, and

24 WHEREAS in order to meet the City Charter deadline of 30 days to act, the  
25 City Council scheduled a Special Meeting for Friday, August 8, 2025, where they  
26 would take final action, and



1 WHEREAS even with the City Charter allowing for 30 days to act, there are  
2 far too many outstanding questions to be able to reasonably understand the full  
3 impact of the Initiative, and

4  
5 WHEREAS the concerns and questions raised about labor standards  
6 warrant further discussion and consideration , and

7 WHEREAS, Mayor Woodards proposes the creation of a 15-member task  
8 force named the Tacoma Labor Standards Task Force ("Task Force") that would  
9 focus on the various labor standards identified in the Initiative and bring back  
10 recommendations to the City Council for adoption, and

11  
12 WHEREAS the Task Force will be expected to bring a recommendation on  
13 minimum wage and for all other labor standards to the City Council, and

14 WHEREAS the Task Force shall review the following topics as brought  
15 forward in the Initiative to bring back recommendations to the City Council:

- 16  
17 (1) Minimum wage;  
18 (2) Access to hours;  
19 (3) Predictable schedules; and  
20 (4) Workplace safety, and

21 WHEREAS for the 15-member Task Force, each City Council Member will  
22 nominate one person, preferably from their district, to ensure geographic and  
23 cultural diversity that represents the City's community, and the remaining members  
24 and two alternates shall be nominated by the Mayor with input from the City  
25 Council, to represent business interests and community organizations and will  
26



1 strive to represent the following views that are not already included in the City  
2 Council nominations: (1) large, medium, and small businesses in various fields,  
3 (2) local Chambers of Commerce, (3) workforce development agencies,  
4 (4) apprenticeship programs, (5) human resource and legal experts, (6) union  
5 advocates, (7) current minimum wage workers (unionized and non-unionized),  
6 (8) human resources experts, (9) educational leaders (university, community,  
7 technical college), (10) youth voices, (11) equity focused viewpoints (for example:  
8 disability, gender and orientation, racial), and (12) cultural organizations, and  
9

10 WHEREAS the Task Force will hold public meetings supported by relevant  
11 staff, with regular reports being given to the City Council and formal  
12 recommendations will be transmitted to the City Council; there will be opportunities  
13 for additional engagement with the Task Force to provide feedback and discussion  
14 items for consideration, and  
15

16 WHEREAS the City Council heard directly from a broad range of businesses,  
17 industry groups, and nonprofit organizations about the practical realities they may  
18 face in implementing labor standards identified in the Initiative, and many shared  
19 thoughtful concerns about how new requirements could impact their operations,  
20 particularly around compliance timelines, administrative capacity, as well as  
21 potential costs, and this feedback influenced the decision to slow down and bring  
22 forward a more thoughtful approach to labor standards for the City, and  
23  
24  
25  
26



1 WHEREAS this Task Force will bring together diverse viewpoints to  
2 thoughtfully explore future legislation that advances a thriving economy by raising  
3 wages and expanding work hours for those most impacted by low-wage jobs, and  
4

5 WHEREAS by reviewing options for prioritizing fair pay and fair scheduling,  
6 future policy can support income stability, reduce reliance on public assistance, and  
7 promote greater access to housing, healthcare, and opportunity, aligns with the  
8 City's commitment to equity and inclusion, and helps build a more inclusive local  
9 economy, and  
10

11 WHEREAS the Task Force will be disbanded once its last recommendation  
12 to the City Council is complete, and

13 WHEREAS, at the August 5, 2025, Study Session, Mayor Woodards shared  
14 a Council Consideration Request to authorize the one-time use of \$50,000 from the  
15 Council Contingency Fund to create and administer the Task Force, and  
16

17 WHEREAS RCW 35.34.250 and 35.34.260 authorize a withdrawal from the  
18 Council Contingency fund for any municipal expense, the necessity or extent of  
19 which could not have been foreseen or reasonably evaluated at the time of  
20 adopting the budget, and

21 WHEREAS Ordinance No. 22569 requires an affirmative vote of not less  
22 than six members of the Council in order to withdraw moneys from this fund; Now,  
23 Therefore,  
24  
25  
26



1 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

2 Section 1. That the foregoing Recitals are hereby adopted as the City  
3 Council's legislative findings.  
4

5 Section 2. That the City Manager is authorized to direct and coordinate the  
6 creation of the Tacoma Labor Standards Task Force, with the following purpose,  
7 membership and duties:

8 1. The Task Force shall be 15-members. Each City Council Member will  
9 nominate one person, preferably from their district, to ensure geographic and  
10 cultural diversity that represents the City's community, and the remaining  
11 members and two alternates shall be nominated by the Mayor with input from  
12 the City Council.  
13

14 2. The Task Force will focus on the various labor standards identified in the  
15 Initiative and bring back recommendations to the City Council for adoption.  
16

17 Specifically, they will focus on:

- 18 a. Minimum wage;  
19 b. Access to hours;  
20 c. Predictable schedules; and  
21 d. Workplace safety, and  
22

23 3. The Task Force will hold public meetings supported by relevant staff, with  
24 regular reports being given to the City Council before formal  
25 recommendations, described below, will be transmitted to the City Council.  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

4. The Task Force will be expected to bring a recommendation on minimum wage for the City Council to consider, along with recommendations on all other labor standards.

5. The Task Force will be disbanded once it provides its last recommendation to the City Council.

Section 3. That one-time funding in the amount of \$50,000, budgeted from the Council Contingency Fund, is hereby approved for the purpose of creating the Tacoma Labor Standards Task Force.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney