

RESOLUTION 1280

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GIG HARBOR, WASHINGTON, ADOPTING THE CITY OF GIG HARBOR TWO-YEAR STRATEGIC PLAN 2023-24

WHEREAS, the City Council has identified the need for an overall strategic plan to address major mandatory projects as well as other long and short-term desired objectives; and

WHEREAS, the City Council recognizes this is not a complete list and acknowledges that the Strategic Plan is a priority list constrained by staff and council time; and

WHEREAS, an overall strategic plan will assist the Council to regularly review and benchmark priorities and timelines against the established vision and mission of the City; and

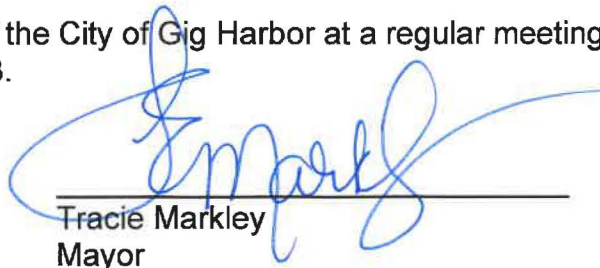
WHEREAS, a facilitated strategic planning retreat for Council was held on March 10, 2023, during which the City Council discussed its priority goals; and

WHEREAS, Council refined its priorities and goals during a study session on March 30, 2023;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Gig Harbor:

Section 1. The City Council hereby adopts the City of Gig Harbor Two-Year Strategic Plan 2023-24 (attached as Exhibit A).

ADOPTED by the City Council of the City of Gig Harbor at a regular meeting thereof, held this 12th day of June, 2023.



Tracie Markley
Mayor

Attest:



Joshua Stecker, CMC
City Clerk

City of Gig Harbor Two-Year Strategic Plan 2023-2024

Adopted by Resolution 1280 on June 12, 2023

Vision Statement: *The City of Gig Harbor leads the way in livability, environmental stewardship, economic vitality, and municipal services.*

Priorities	Goals	Actions – Routine/Annual	Actions - Project
Foster a healthy City organization	<ul style="list-style-type: none"> Be an exceptional employer Retain existing workforce Attract qualified applicants Ensure safe work environment Encourage staff training Encourage and obtain employee feedback Fill all vacancies in a timely manner 	<ul style="list-style-type: none"> Re-qualify for AWC Well City designation Conduct annual employee satisfaction survey 	<ul style="list-style-type: none"> Develop a staff retention and attraction program Review and update the City's DEI program Update Personnel Policies Manual Update Safety Manual and Accident Prevention Program Revise employee evaluation process Develop management training for all new supervisors Update Job Descriptions and conduct Salary & Benefits Study
Ensure sustainable future for public services and facilities	<ul style="list-style-type: none"> Provide more effective municipal services Increase city communication effectiveness Listen to community needs and expectations Source funding for parks, streets/transportation, and utilities Ensure infrastructure to support community needs 	<ul style="list-style-type: none"> Update utility rates as needed Continually improve permit and land use approval processes Increase resources for capital projects Review/amend TIP to improve motorized and non-motorized transportation 	<ul style="list-style-type: none"> Create a City-wide Communications Plan Update Public Works Standards Conduct HOA fair Implement hybrid Court system/electronic case management Parks Department Organizational Assessment Complete Construction of Public Works Operations Center Place Parks Bond on ballot
Maintain small town character and historic preservation while growing responsibly	<ul style="list-style-type: none"> Promote responsible growth in keeping with small town character Address infrastructure to relieve traffic issues Ensure adequate affordable housing Focus on character retention and historic preservation Decrease distance to get to a park or open space Enhance walkability and pedestrian/cyclist safety 	<ul style="list-style-type: none"> Annually docket specific priorities in the Comprehensive Plan Fund Harbor History Museum operations Monitor State legislative activity Support the Arts Commission Develop Sister City program Fund Creative Endeavor Grants Monitor short-term rentals 	<ul style="list-style-type: none"> Prepare 2024 Comprehensive Plan Periodic Update Complete annexation study Develop Housing Needs and Action Plan Create Historic Preservation Committee Review businesses and off-street parking requirements Develop 4th of July event Establish process and procedure for code compliance program Establish Park Standards
Promote environmental sustainability and preserve Gig Harbor's natural beauty	<ul style="list-style-type: none"> Address climate change Preserve tree canopy Preserve and enhance natural character Add undeveloped land to parks inventory 	<ul style="list-style-type: none"> Annually review Climate & Sustainability Action Plan (once developed) Consider possible conservation properties and/or mitigation areas and activities 	<ul style="list-style-type: none"> Adopt Climate & Sustainability Action Plan Form Climate Action Committee Adopt Urban Forest Management Plan/tree retention policies Develop recycling program in City parks Install Civic Center electric vehicle charging station Annex parcels in city's parks system Update Stormwater Manual Assess gaps in public charging stations for electric vehicles
Promote and enhance a dynamic and robust economy	<ul style="list-style-type: none"> Develop a plan to increase promotion of our local business community Increase vitality of the city's small businesses Attract larger business to industrial zone Maintain and enhance commercial fishing 	<ul style="list-style-type: none"> Support Downtown Waterfront Alliance Support Chamber of Commerce Fund tourism with lodging tax grants Promote downtown businesses/events Collaborate with Pierce Transit for trolley 	<ul style="list-style-type: none"> Design and construct Fishermen's Home Port Create a Business Retention and Attraction Plan Evaluate and amend development regulations and fees Develop and implement a small business fair Develop Holiday Display Attractions
Provide a safe, healthy, and inclusive community	<ul style="list-style-type: none"> Foster safe, livable and attractive community Ensure City services are available to all residents Implement DEI in City personnel practices 	<ul style="list-style-type: none"> Provide funding for senior programming 	<ul style="list-style-type: none"> Develop Housing, Health, & Human Services Coordinator position Provide funding for Senior Center permanent home Develop a plan to support youth and teen activities Obtain Police Department accreditation Update Emergency Management Plan