

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

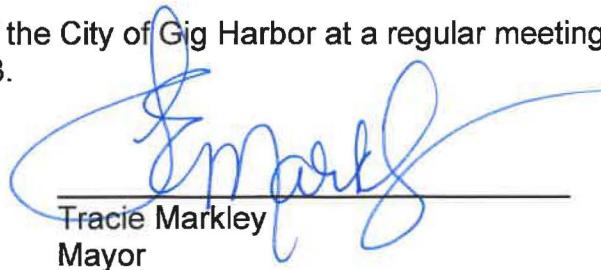
WHEREAS, a facilitated strategic planning retreat for Council was held on March 10, 2023, during which the City Council discussed its priority goals; and

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:

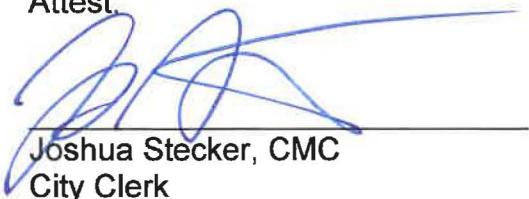
Section 1. The City Council hereby adopts the City of Gig Harbor Two-Year Strategic Plan 2023-24 (attached as Exhibit A).

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 	<input type="checkbox"/> Re-qualify for AWC Well City designation <input type="checkbox"/> Conduct annual employee satisfaction survey	<input type="checkbox"/> Develop a staff retention and attraction program <input type="checkbox"/> Review and update the City's DEI program <input type="checkbox"/> Update Personnel Policies Manual <input type="checkbox"/> Update Safety Manual and Accident Prevention Program <input type="checkbox"/> Revise employee evaluation process <input type="checkbox"/> Develop management training for all new supervisors <input type="checkbox"/> 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 	<input type="checkbox"/> Update utility rates as needed <input type="checkbox"/> Continually improve permit and land use approval processes <input type="checkbox"/> Increase resources for capital projects <input type="checkbox"/> Review/amend TIP to improve motorized and non-motorized transportation	<input type="checkbox"/> Create a City-wide Communications Plan <input type="checkbox"/> Update Public Works Standards <input type="checkbox"/> Conduct HOA fair <input type="checkbox"/> Implement hybrid Court system/electronic case management <input type="checkbox"/> Parks Department Organizational Assessment <input type="checkbox"/> Complete Construction of Public Works Operations Center <input type="checkbox"/> 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 	<input type="checkbox"/> Annually docket specific priorities in the Comprehensive Plan <input type="checkbox"/> Fund Harbor History Museum operations <input type="checkbox"/> Monitor State legislative activity <input type="checkbox"/> Support the Arts Commission <input type="checkbox"/> Develop Sister City program <input type="checkbox"/> Fund Creative Endeavor Grants <input type="checkbox"/> Monitor short-term rentals	<input type="checkbox"/> Prepare 2024 Comprehensive Plan Periodic Update <input type="checkbox"/> Complete annexation study <input type="checkbox"/> Develop Housing Needs and Action Plan <input type="checkbox"/> Create Historic Preservation Committee <input type="checkbox"/> Review businesses and off-street parking requirements <input type="checkbox"/> Develop 4th of July event <input type="checkbox"/> Establish process and procedure for code compliance program <input type="checkbox"/> 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 	<input type="checkbox"/> Annually review Climate & Sustainability Action Plan (once developed) <input type="checkbox"/> Consider possible conservation properties and/or mitigation areas and activities	<input type="checkbox"/> Adopt Climate & Sustainability Action Plan <input type="checkbox"/> Form Climate Action Committee <input type="checkbox"/> Adopt Urban Forest Management Plan/tree retention policies <input type="checkbox"/> Develop recycling program in City parks <input type="checkbox"/> Install Civic Center electric vehicle charging station <input type="checkbox"/> Annex parcels in city's parks system <input type="checkbox"/> Update Stormwater Manual <input type="checkbox"/> 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 	<input type="checkbox"/> Support Downtown Waterfront Alliance <input type="checkbox"/> Support Chamber of Commerce <input type="checkbox"/> Fund tourism with lodging tax grants <input type="checkbox"/> Promote downtown businesses/events <input type="checkbox"/> Collaborate with Pierce Transit for trolley	<input type="checkbox"/> Design and construct Fishermen's Home Port <input type="checkbox"/> Create a Business Retention and Attraction Plan <input type="checkbox"/> Evaluate and amend development regulations and fees <input type="checkbox"/> Develop and implement a small business fair <input type="checkbox"/> 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 	<input type="checkbox"/> Provide funding for senior programming	<input type="checkbox"/> Develop Housing, Health, & Human Services Coordinator position <input type="checkbox"/> Provide funding for Senior Center permanent home <input type="checkbox"/> Develop a plan to support youth and teen activities <input type="checkbox"/> Obtain Police Department accreditation <input type="checkbox"/> Update Emergency Management Plan