

## RESOLUTION 1340

### A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GIG HARBOR, WASHINGTON, ADOPTING THE CITY OF GIG HARBOR THREE-YEAR STRATEGIC PLAN 2025-2027

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**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 allow council to regularly review and benchmark priorities and timelines against the established vision and mission of the city; and

**WHEREAS**, a strategic planning discussion was held at the February 28, 2025, city council retreat, during which the city council discussed its priority goals;

**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 Three-Year Strategic Plan 2025-2027 (attached as Exhibit A).

**ADOPTED** by the City Council of the City of Gig Harbor at a regular meeting thereof, held this 14th day of July, 2025.

  
\_\_\_\_\_  
Mary K. Barber  
Mayor

Attest:

  
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Joshua Stecker, CMC  
City Clerk

# City of Gig Harbor Three-Year Strategic Plan 2025-2027

Adopted by Resolution 1340, July 14, 2025

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

Foundational	Goals	Actions – Routine/Annual	Actions - Project
<b>Foster a healthy city organization</b>	<ul style="list-style-type: none"> <li>Be an exceptional employer</li> <li>Retain existing workforce</li> <li>Attract qualified applicants</li> <li>Ensure safe work environment</li> <li>Prioritize staff training</li> <li>Encourage and obtain employee feedback</li> <li>Fill all vacancies in a timely manner</li> </ul>	<ul style="list-style-type: none"> <li>Re-qualify for AWC Well City designation</li> <li>Conduct biennial employee satisfaction survey</li> <li>Promote and enhance the city's DEI program</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Update personnel regulations</li> <li><input type="checkbox"/> Update safety manual and accident prevention program</li> <li><input checked="" type="checkbox"/> Consider salary &amp; benefits study recommendations</li> <li><input type="checkbox"/> Research and Implement HR Information Systems Improvements</li> </ul>
<b>Ensure sustainable future for public services and facilities</b>	<ul style="list-style-type: none"> <li>Provide effective and efficient municipal services</li> <li>Increase city communication effectiveness</li> <li>Listen to community needs and expectations</li> <li>Source funding for parks, streets, and utilities</li> <li>Ensure infrastructure to support community needs</li> <li>Fund only capital projects the city can afford to maintain into the future</li> </ul>	<ul style="list-style-type: none"> <li>Update utility rates as needed</li> <li>Continually improve permit and land use processes</li> <li>Increase resources for capital projects to move through design and construction</li> <li>Review/amend TIP to improve motorized and non-motorized transportation</li> <li>Maintain excellent bond rating</li> <li>Evaluate and amend city fee schedules</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Create a city-wide communications plan</li> <li><input type="checkbox"/> Update public works standards</li> <li><input type="checkbox"/> Explore options for B&amp;O tax and other revenue sources</li> <li><input checked="" type="checkbox"/> Explore options for Transportation Benefit District Fund uses</li> <li><input type="checkbox"/> Source funding for Sports Complex Phases 2 &amp; 3</li> <li><input type="checkbox"/> Develop permit processing timeline goals and metrics</li> </ul>
Priorities	Goals	Actions – Routine/Annual	Actions - Project
<b>Maintain smalltown character and historic preservation while growing responsibly</b>	<ul style="list-style-type: none"> <li>Promote responsible growth in keeping with small town character</li> <li>Address infrastructure to relieve traffic issues</li> <li>Ensure adequate affordable housing</li> <li>Focus on character retention and historic preservation</li> <li>Decrease distance to get to a park or open space</li> </ul>	<ul style="list-style-type: none"> <li>Annually docket comprehensive plan amendments</li> <li>Fund Harbor History Museum operations</li> <li>Monitor state legislative activity</li> <li>Support the arts commission</li> <li>Support sister city program</li> <li>Fund creative endeavor grants</li> <li>Monitor short-term rentals</li> <li>Conduct HOA fair</li> <li>Support community events and programs</li> </ul>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Complete 2024 Comprehensive Plan periodic update</li> <li><input type="checkbox"/> Establish park standards</li> <li><input type="checkbox"/> Conduct Crescent Creek Park Master Plan</li> <li><input type="checkbox"/> Complete Sports Complex Phase 1</li> <li><input type="checkbox"/> Design and construct fishermen's homeport</li> <li><input type="checkbox"/> Solicit nominations for local historic register</li> </ul>
<b>Promote environmental sustainability and preserve Gig Harbor's natural beauty</b>	<ul style="list-style-type: none"> <li>Address climate change</li> <li>Preserve tree canopy</li> <li>Preserve and enhance natural character</li> <li>Add undeveloped land to parks inventory</li> </ul>	<ul style="list-style-type: none"> <li>Annually review climate action plan</li> <li>Consider possible conservation properties and/or mitigation areas and activities</li> <li>Assess gaps of electric vehicle charging stations</li> <li>Promote commute trip reduction goals</li> <li>Electrify city fleet</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Form climate action committee</li> <li><input type="checkbox"/> Adopt tree retention policies</li> <li><input checked="" type="checkbox"/> Annex parcels in city's parks system</li> <li><input type="checkbox"/> Transition city diesel fleet to R99 renewable diesel fuel</li> <li><input type="checkbox"/> Partner with Harbor WildWatch on environmental education</li> </ul>
<b>Promote and enhance a dynamic and robust economy</b>	<ul style="list-style-type: none"> <li>Increase promotion of local business community</li> <li>Increase vitality of the city's small businesses</li> <li>Attract larger business to industrial zone</li> <li>Maintain and enhance commercial fishing</li> <li>Develop sewer conveyance in unserved/underserved sewer basins</li> </ul>	<ul style="list-style-type: none"> <li>Support Downtown Waterfront Alliance</li> <li>Support Chamber of Commerce</li> <li>Fund tourism with lodging tax grants</li> <li>Promote downtown businesses/events</li> <li>Collaborate with Pierce Transit for trolley</li> <li>Evaluate and amend development regulations</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Create a business retention and attraction plan</li> <li><input type="checkbox"/> Develop and implement small business resources</li> <li><input type="checkbox"/> Develop Cultural Access Program</li> <li><input type="checkbox"/> Support establishment of a Creative District</li> <li><input type="checkbox"/> Review off-street parking requirements for businesses</li> </ul>
<b>Provide a safe, healthy, and inclusive community</b>	<ul style="list-style-type: none"> <li>Foster safe, livable and attractive community</li> <li>Ensure city services are available to all residents</li> <li>Implement DEI in city personnel practices</li> <li>Enhance walkability and pedestrian/cyclist safety</li> </ul>	<ul style="list-style-type: none"> <li>Provide funding for senior programming</li> <li>Develop housing, health, &amp; human services program</li> <li>Support Community Diversity Engagement Committee</li> <li>Ensure high standard of ADA compliance</li> <li>Monitor city water system for possible treatment needs</li> <li>Evaluate needs for rapid flashing beacon crossings</li> <li>Continue partnerships for youth opportunities</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Collaborate on senior center permanent home</li> <li><input checked="" type="checkbox"/> Establish youth council</li> <li><input checked="" type="checkbox"/> Obtain police department accreditation</li> <li><input type="checkbox"/> Update emergency management plan</li> <li><input type="checkbox"/> Install Cushman Trail/Harborview Drive Connector Trail</li> <li><input checked="" type="checkbox"/> Consider installing speed cameras near parks and schools</li> <li><input type="checkbox"/> Establish an ADA parking program for public right of way</li> <li><input type="checkbox"/> Develop manganese treatment options for city water</li> </ul>