

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
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 ▪ Prioritize 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 biennial employee satisfaction survey • Promote and enhance the city's DEI program 	<input type="checkbox"/> Update personnel regulations <input type="checkbox"/> Update safety manual and accident prevention program <input checked="" type="checkbox"/> Consider salary & benefits study recommendations <input type="checkbox"/> Research and Implement HR Information Systems Improvements
Ensure sustainable future for public services and facilities	<ul style="list-style-type: none"> ▪ Provide effective and efficient municipal services ▪ Increase city communication effectiveness ▪ Listen to community needs and expectations ▪ Source funding for parks, streets, and utilities ▪ Ensure infrastructure to support community needs ▪ Fund only capital projects the city can afford to maintain into the future 	<ul style="list-style-type: none"> • Update utility rates as needed • Continually improve permit and land use processes • Increase resources for capital projects to move through design and construction • Review/amend TIP to improve motorized and non-motorized transportation • Maintain excellent bond rating • Evaluate and amend city fee schedules 	<input type="checkbox"/> Create a city-wide communications plan <input type="checkbox"/> Update public works standards <input type="checkbox"/> Explore options for B&O tax and other revenue sources <input checked="" type="checkbox"/> Explore options for Transportation Benefit District Fund uses <input type="checkbox"/> Source funding for Sports Complex Phases 2 & 3 <input type="checkbox"/> Develop permit processing timeline goals and metrics
Priorities	Goals	Actions – Routine/Annual	Actions - Project
Maintain smalltown 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 	<ul style="list-style-type: none"> • Annually docket comprehensive plan amendments • Fund Harbor History Museum operations • Monitor state legislative activity • Support the arts commission • Support sister city program • Fund creative endeavor grants • Monitor short-term rentals • Conduct HOA fair • Support community events and programs 	<input checked="" type="checkbox"/> Complete 2024 Comprehensive Plan periodic update <input type="checkbox"/> Establish park standards <input type="checkbox"/> Conduct Crescent Creek Park Master Plan <input type="checkbox"/> Complete Sports Complex Phase 1 <input type="checkbox"/> Design and construct fishermen's homeport <input type="checkbox"/> Solicit nominations for local historic register
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 action plan • Consider possible conservation properties and/or mitigation areas and activities • Assess gaps of electric vehicle charging stations • Promote commute trip reduction goals • Electrify city fleet 	<input type="checkbox"/> Form climate action committee <input type="checkbox"/> Adopt tree retention policies <input checked="" type="checkbox"/> Annex parcels in city's parks system <input type="checkbox"/> Transition city diesel fleet to R99 renewable diesel fuel <input type="checkbox"/> Partner with Harbor WildWatch on environmental education
Promote and enhance a dynamic and robust economy	<ul style="list-style-type: none"> ▪ Increase promotion of local business community ▪ Increase vitality of the city's small businesses ▪ Attract larger business to industrial zone ▪ Maintain and enhance commercial fishing ▪ Develop sewer conveyance in unserved/underserved sewer basins 	<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 • Evaluate and amend development regulations 	<input type="checkbox"/> Create a business retention and attraction plan <input type="checkbox"/> Develop and implement small business resources <input type="checkbox"/> Develop Cultural Access Program <input type="checkbox"/> Support establishment of a Creative District <input type="checkbox"/> Review off-street parking requirements for businesses
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 ▪ Enhance walkability and pedestrian/cyclist safety 	<ul style="list-style-type: none"> • Provide funding for senior programming • Develop housing, health, & human services program • Support Community Diversity Engagement Committee • Ensure high standard of ADA compliance • Monitor city water system for possible treatment needs • Evaluate needs for rapid flashing beacon crossings • Continue partnerships for youth opportunities 	<input type="checkbox"/> Collaborate on senior center permanent home <input checked="" type="checkbox"/> Establish youth council <input checked="" type="checkbox"/> Obtain police department accreditation <input type="checkbox"/> Update emergency management plan <input type="checkbox"/> Install Cushman Trail/Harborview Drive Connector Trail <input checked="" type="checkbox"/> Consider installing speed cameras near parks and schools <input type="checkbox"/> Establish an ADA parking program for public right of way <input type="checkbox"/> Develop manganese treatment options for city water

