

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 | <ul style="list-style-type: none"> <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 | <ul style="list-style-type: none"> <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 | <ul style="list-style-type: none"> <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 | <ul style="list-style-type: none"> <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 | <ul style="list-style-type: none"> <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 | <ul style="list-style-type: none"> <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 |

