

# 2025

## *Annual Report*



  
GIG HARBOR  
THE MARITIME CITY

## Message from the city administrator

I am pleased to share the City of Gig Harbor's 2025 Annual Report, a reflection of the work accomplished over the past year in service to our community.

Gig Harbor is a full-service city, and while our organization is modest in size, the scope of work delivered each year is significant. With a relatively small and dedicated staff, the city continues to provide essential public services, advance major infrastructure projects, maintain public safety, steward public resources responsibly, and strengthen the community we are proud to serve.

The 2025 Annual Report highlights a year of meaningful progress and important milestones. Among them is the opening of Doris Heritage Park and construction of the first fields at the Sports Complex, expanding recreational opportunities and investing in spaces that bring our community together. The city also launched its first-ever Youth Council, creating a formal platform for young residents to engage in civic leadership and help shape Gig Harbor's future.

Internally, the city made a significant investment in its people through the inaugural year of Harbor Rising, our internal leadership development program designed to strengthen organizational capacity, prepare emerging leaders, and support long-term succession planning. A further investment was establishing our communications office, with the aim of increasing engagement with our residents and supporting transparency in how the city tells its story. At the policy level, the city adopted an updated Comprehensive Plan, setting a clear vision for growth, sustainability, and community priorities for years to come.

Public safety remained a top priority in 2025, with the city adding police officers to better serve and protect the community, while continuing to emphasize professionalism, training, and community trust. Across the organization, the city also expanded partnerships with regional agencies, community organizations, and local stakeholders, recognizing that collaboration is essential to delivering effective and efficient public service.

What stands out most in this report is not just what was accomplished, but how it was accomplished. City staff consistently step beyond traditional job descriptions, collaborate across departments, and problem-solve with creativity and care. Their work is supported by strong partnerships with the mayor and city council and by residents who are deeply invested in Gig Harbor's success.

I am incredibly proud of our employees and grateful for their professionalism, dedication, and commitment to public service. The 2025 Annual Report is ultimately a story about people who serve the community every day, and those who place their trust in us.

Thank you for taking the time to review this report and for your continued engagement with the City of Gig Harbor.



Sincerely,  
**Katrina Knutson**  
City Administrator, City of Gig Harbor

## Quick facts

### LOCATION



Pierce County, just across the Narrows Bridge from Tacoma.

### ALTITUDE



sea level to 440 feet

### AVERAGE TEMPERATURE



55.3° F  
high 76.9° F, low 36.9° F  
Jan—Nov 2025  
source: [NOAA](#)

### YEAR OF INCORPORATION



1946

### POPULATION



12,643  
source: [U.S. Census Bureau](#), 2024 est.

### AVERAGE HOUSEHOLD SIZE



2.27  
source: [U.S. Census Bureau](#), 2019-23

### MEDIAN HOUSEHOLD INCOME



\$106,042  
source: [U.S. Census Bureau](#), in 2023 dollars

### MISSION

Dedicated to our community through teamwork, public service, safety, and respect.

### VISION

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

# 2025 elected officials



## **MAYOR**

Mary Barber  
(253) 853-7611  
mbarber@gigharborwa.gov



## **POSITION 1 COUNCILMEMBER**

Jeni Woock  
jwoock@gigharborwa.gov  
*Term ended 12/31/2025*



## **POSITION 2 COUNCILMEMBER**

Roger Henderson  
rhenderson@gigharborwa.gov  
*Term ended 12/31/2025*



## **POSITION 3 COUNCILMEMBER**

Emily Stone  
estone@gigharborwa.gov



## **POSITION 4 COUNCILMEMBER**

Reid Ekberg  
rekberg@gigharborwa.gov  
*Term ended 11/25/2025*



## **POSITION 4 COUNCILMEMBER**

Julie Martin  
jmartin@gigharborwa.gov  
*Term began 11/25/2025*



## **POSITION 5 COUNCILMEMBER**

Ben Coronado  
bcoronado@gigharborwa.gov



## **POSITION 6 COUNCILMEMBER**

Le Rodenberg  
lrodenberg@gigharborwa.gov



## **POSITION 7 COUNCILMEMBER**

Seth Storset  
sstorset@gigharborwa.gov  
*Term ended 12/31/2025*

# About Gig Harbor

The City of Gig Harbor is a vibrant community on the shores of Puget Sound known for its maritime heritage, natural beauty, and commonly held high quality of life. Gig Harbor's historic waterfront area features locally owned shops, restaurants, and tourism-oriented businesses. Scenic parks, waterfront walkways, and nearby forests offer ample opportunities for outdoor recreation. Signature community events such as the Maritime Gig Festival, Holiday Tree Lighting, and summer concert series reflect the city's small-town charm and strong civic pride. The city is also tied to maritime activity, including fishing heritage and recreational boating.

Residents of Gig Harbor benefit from a responsive and transparent city government and a deep culture of volunteerism and neighborliness. The city remains committed to environmental stewardship, sustainable development, and economic vitality. Gig Harbor offers top-rated schools and easy access to the greater Tacoma and Seattle metro areas while maintaining a peaceful, small-town atmosphere. With its safe neighborhoods, strong sense of community, and exceptional natural setting, Gig Harbor is consistently ranked among the most desirable places to live in Washington state.

# DEPARTMENT REPORTS

## Administration

FTE: 5

**Department head:**

City Administrator Katrina Knutson

While the city council sets policy and direction, the administration oversees day-to-day operations and implements council-approved policies. This department provides leadership in coordinating transparent and responsive municipal services that build public trust, strengthen civic engagement, and advance Gig Harbor's long-term vision.

The administration department is made up of the following offices:

**City administrator**

**City clerk**

**Communications**

**Housing, health, and human services**

### City clerk

The clerk's office supports the city council and serves as the official record keeper for the city. The department ensures meetings, elections, and public records are conducted in accordance with state law and city policy.

### Metrics



48

CITY  
COUNCIL  
MEETINGS  
STAFFED  
55 in 2024



1,400+

PUBLIC  
RECORDS  
REQUESTS  
1,237 in 2024



1,500+

BUSINESS  
LICENSES  
PROCESSED  
1,003 in 2024



\$880k

LODGING  
TAX GRANTS  
AWARDED  
taxes reinvested  
locally



Gig Harbor City Council

### Key initiatives

**Public engagement** – Development of city-wide ADA policy and implementation of public comment procedures for city council study sessions to expand public access, strengthen transparency, and support more inclusive community engagement.

**Arts and cultural activities** have long-shaped Gig Harbor's visual identity. In 2025, the city awarded \$35,000 in grants through its Creative Endeavors Grant Program, which increases public access to the arts and enriches the local cultural landscape.

The City of Gig Harbor has been recognized for its commitment to proactive risk management and community safety, earning the **Risk Management Achievement Award** from the [Association of Washington Cities](#) Risk Management Service Agency (RMSA). This success demonstrates a citywide dedication to preventing issues before they occur, protecting both city resources and the people who rely on them.

## Housing, health, and human services

*(program launched in October 2023)*

The housing, health, and human services (H3) office works to support community well-being by advancing housing stability, public health, and access to essential human services.

H3 leads the city's implementation of **opioid settlement funds**, establishing Gig Harbor as a regional leader, a model for other jurisdictions in Pierce County, and actively contributed to county-wide opioid abatement and access to treatment efforts.

### Metrics



35

UNHOUSED PEOPLE  
REACHED



24

COMMUNITY  
ENGAGEMENT EVENTS\*



44

PARTNER AGENCY  
COLLABORATIONS

*\*to improve awareness of services and strengthen trust between the city and residents.*

### Highlights

The H3 program launched several new initiatives to strengthen community well-being and access to services. These include the establishment of the **Gig Harbor Youth Council**, implementation of the city's first homelessness policy, coordination of opioid settlement fund initiatives, and expanded homelessness outreach and resource navigation, as well as launching the first citywide community survey measuring the city's welcomeness.

**Gig Harbor Gives** – In November, the first citywide coordinated food drive mobilized 30 community organizations, to collect and distribute over 8,500 pounds of food to address local food insecurity.

## Communications

*(office established in 2025)*

The communications office focuses on building public trust, increasing civic engagement, and improving understanding of complex issues.

### Highlights

**Strategic communications focus** –

Aligning the city's communications with consistent writing and branding standards has strengthened the city's ability to clearly share its values, connect residents with information, encourage engagement, and build stronger relationships with the media.

### Metrics

#### Gig-a-byte newsletter

Subscribers: 8,414

Issues published: 49

Avg open rate: 49%

Email deliveries: 403,717

#### Website

Views: 427,169

*Top 5 pages: Home, Employment Opportunities, Search, Summer Sounds Concert Series, News*

#### Social media

Total Followers: 9,344

Facebook: 7,117

LinkedIn: 1,472

Instagram (Mayor): 752

*15% growth in social media audiences from March 2025*



## Challenges and opportunities

**Working smarter in response to growing demand** – Administration continues to manage demands across multiple functional areas. The clerk's office performs the duties of the risk and safety manager position. Partnerships through MOUs could streamline collaboration and reduce administrative burden, while pursuing targeted grant funding could support sustainable H3 program growth and improved service delivery.

**Administrative priorities will remain responsive** to city council direction and emerging policy objectives. Administration continues to coordinate the city's legislative agenda, monitoring state and federal legislation that may impact Gig Harbor, and engaging with the city's 26th Legislative District representatives and senator to ensure the city's interests are represented.

Read the Legislative Agenda for 2026:  
<https://www.gigharborwa.gov/ArchiveCenter/ViewFile/Item/3897>

## Goals for next year

**Upgrading digital content management systems** would improve internal service and enhance transparency for residents. The city will continue build-out of the employee intranet to better connect staff and improve internal coordination, and continue modernizing and streamlining electronic content management systems.

The city will initiate **coordinated communication planning** with public safety partners, including the police department and local fire district.

**To support growing community needs**, the H3 program will pursue external funding opportunities, strengthen data-informed decision-making, and continue to advance services with a focus on housing stability, behavioral health, food access, youth engagement, and support of the police department.



# Community Development

**FTE:** 14

**Department head:** Community Development Director Eric Baker

The community development department oversees council-adopted planning, permitting, code enforcement, and historic preservation to ensure growth aligns with community values and council policies. Guided by the Comprehensive Plan and city code, the department provides efficient permitting, public outreach, and collaboration with boards, commissions, and local partners, to protect Gig Harbor's character while supporting housing options, local businesses, and a healthy, inclusive community.

The community development department is made up of the following divisions:

- Building and fire safety
- Code compliance
- Planning

## Code compliance

The code compliance division is responsible for enforcement of zoning, building, environmental, historic preservation, and many public works codes within the city limits. The city's outreach approach is education first in hopes of voluntary compliance in more than 90% of all cases (achieved 91% voluntary compliance in 2025).

### Metrics



**Common investigations** – The most investigated complaints were tree clearing or landscaping concerns, structures or development without permits, illegal signage, FOG (fats, oils and grease), and roadway work without permits.

## Building and fire safety

The building and fire safety division reviews construction plans and conducts inspections to ensure development meets building and fire safety standards.

The division has over 75 years of combined experience with over 30 national certifications, maintaining a high level of customer service including inspections within 24 hours and often on the same day based on workload.

### Metrics



## Planning

The planning division reviews private development proposals (related to single-family and multifamily residential, commercial, and industrial development, as well as park uses) and administers the Planning Commission, Design Review Board, and Historic Preservation Commission, which are all recommending bodies to the department and city council. The division leads updates to the Comprehensive Plan and development regulations through public engagement.

### Metrics

Most permits for significant development receive full noticing, with all comments considered in the proposal review. Full noticing refers to meeting all public notice requirements so affected residents and stakeholders are informed and have opportunity to review and

comment. Data reported here represents complete permit applications submitted that are reviewed and approved by staff. Individual projects or development proposals often include multiple permits.

**155 APPLICATIONS SUBMITTED IN 2025**  
209 in 2024

*To improve efficiency, in 2025, the department combined several review processes thus reducing the number of permits per project. This impacts the comparison with 2024 data.*



## Highlights

The planning division adopted and certified the **Comprehensive Plan and Capital Facilities Plan**; updated zoning maps, development codes, and implemented state-mandated permit timeline changes; and adopted updated accessory dwelling unit code.

The **Waterfront Parking Study Existing Conditions** report was completed and the **Hazard Mitigation Plan** submitted to Pierce County Emergency Management.

## Challenges and opportunities

**State mandates** regarding local planning requirements to increase densities and housing diversity are a considerable challenge that have impacted the Comprehensive Plan policies and other planning initiatives. Developing code updates and public outreach to have this difficult discussion with residents will continue to be a focus for the city.

**Property values, rental rates continue to increase** – An increasing cost of living makes it harder for people to live where they are employed, get medical or other services, and shop for necessities. This means more people driving to and from the city, often during peak hours, contributing to impacts on our road



Homeowners Association Fair Sept. 30.

systems without commensurate additional revenue. Programs and code revisions will be proposed to begin addressing this issue in the coming year.

## Goals for next year

**To inform potential future city council actions**, operational priorities include improving permit processing, establishing the scope and schedule for the Judson Subarea Plan, and presenting a Waterfront Parking Study. Work will include consideration of updates to the Critical Areas Ordinance and consideration of establishing a Climate Element within the Comprehensive Plan to support long-term planning objectives.

**To align the city's code with recent state mandates**, the city will consider potential code changes related to housing density and diversity. Robust public outreach continues to encourage public participation with both policy updates and permit applications. This will be a key element to continuing a proposal for a multifamily tax exemption incentive. The Affordable Housing Townhall in July was a crucial first step forward.

# Court

**FTE:** 3.6

**Department head:**

The Honorable Sandy Allen, Judge

Gig Harbor Municipal Court serves as an independent branch of government. Its mission is to uphold the laws and ensure just, fair, timely, and accessible resolution of legal matters. Through impartial adjudication and efficient operations, the court helps maintain a stable and well-functioning community while ensuring residents are treated with dignity, respect, and equal access to justice.

## Metrics

**Total cases filed (criminal and civil):**

1,290 projected cases

*31% projected increased caseload from 2024.*

*Traffic Infractions trended up 40% from 2024.*

**Number of hearings:** 3,773 projected

includes remote hearings

*15% increase from 2024.*

**Two-year diversion success rates:**

109 criminal cases entered diversion.

87% success rate.

*The trend is consistent from year-to-year, ranging in the high 80 percentile.*

*Diversion is a rehabilitation-focused alternative to jail or prosecution to resolve certain cases by completing treatment or services instead.*

## Major achievements

Created and implemented an online fully **automated payment plan application** process for added efficiency and to better serve all court customers.

Updates to the **Language Assistance Plan** capture current performance metrics and enrollment in the **Language Reimbursement**

**Program** allow the city to recoup 50% of interpreter and translation costs from the state, with an estimated cost savings of \$2,000.

Implementation of **video hearings** at the Pierce County Jail eliminated the need to transport inmates to and from the courthouse. This increased safety in the courtroom and eliminated security risks associated with transporting inmates. Video hearings also ensure court proceedings can continue during public emergencies such as a pandemic or natural disaster.

## Challenges and opportunities

**The Washington Supreme Court mandated changes** to court rule CrRLJ 4.1 requiring a defendant held in custody on pending charges to be arraigned within three (3) days after arrest excluding weekends and holidays. At the arraignment, the defendant has the opportunity to argue bail and conditions of release. To comply with this significant change, the court added an additional arraignment calendar each week. This change impacted our justice partners including the city prosecutor, public defenders, law enforcement officers, and jails.

**The court continues to manage demands across multiple functional areas.** Staffing transitions in the municipal court can lead to significant processing delays, increased errors, case backlogs, and work for remaining staff. By shifting workload, the court was able to absorb duties and still meet mandatory reporting deadlines without impact on the public.

## Goals for next year

**To improve access to justice**, the court will update and translate court forms.

**Implementation of a new case management system** and network solutions will provide staff with upgrades to digital tools and ensure a sustainable future for public services and facilities.

# Finance

FTE: 8

**Department head:**

Finance Director Dave Rodenbach

The finance department is responsible for managing the city's financial resources and providing support for city operations. The department oversees budgeting, accounting, treasury, and investments, plus capital project financing and grants.

Finance department includes the following office:

## Utilities billing

## Major achievements

The accounts payable team successfully **transitioned the city to digital vouchers** for the tracking and payments for goods and services, which saves time for all departments.

**Utility billing** – Previously administrated under public works, in 2025 utilities invoicing was reorganized under finance. This included physically relocating the cash receipting and utility invoicing workstations to the civic center lobby to increase visibility and public access. This office provides customer service for resident's water, sewer, and stormwater accounts.

## Challenges and opportunities

Transitioning to a new enterprise resource planning (ERP) that will better serve the growing city's needs will further advance the department's capacity to support effective, high-level municipal services.

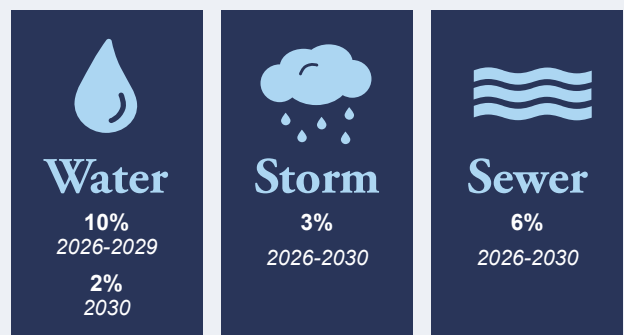
Staff transitions and a redistribution of duties based on department needs and staff strengths has allowed the department to maintain continuity of operations.

## Goals for next year

**My water bill might go down, you say?**

In November, the Gig Harbor City Council approved Ordinance 1555, adjusting the city's utility rate structure. Informed by a comprehensive utility rate study completed in October, the city will implement gradual, annual adjustments beginning in March 2026 for water, sewer, and stormwater utilities over the next five years, rather than larger, less frequent increases. This approach helps keep pace with rising operational and maintenance costs while minimizing financial impact on residents. The ordinance introduces a new tiered water rate structure to encourage conservation and reduce costs for low-use customers. For example, based on residents who use 8 centum cubic feet (CCF, a unit of measurement for water usage) of water in a month, those customers would see their bills go down by about 11% with the tiered rate structure. Together, these updates help the city maintain high-quality utility services and plan responsibly for future needs.

## City utility rates approved through 2030



The proposed water utility rate adjustments begin March 1, 2026, and then January 1 of the next five years. Learn more about the 2026 utility rate updates on the city's Utility Rates web page at [www.gigharborwa.gov/320/Utility-Rates](http://www.gigharborwa.gov/320/Utility-Rates).

# Human Resources

**FTE:** 5

**Department head:**

Human Resources Director Shannon Costanti

Human resources (HR) supports the city's most valuable resource: its workforce. The HR team develops personnel policies, provides tools and training, and fosters a respectful, inclusive workplace. Investing in professional development and employee recognition builds an engaged and diverse team, and equips staff to serve residents with professionalism, consistency, and care, strengthening public trust and organizational resilience.



**Metrics**

**NEW HIRES : 23**  
**TRANSFERS: 1**  
**PROMOTIONS: 23**

High number of promotions reflects our continued focus on developing and advancing talent from within.

**Diversity, equity, inclusion, and belonging workshops:** Optional training available for staff with strong total participation throughout the year.

**30% PARTICIPATION**

## Major achievements

Implementation of Paylocity, the city's new **Human Resources Information System (HRIS)**, supports key functions, including timekeeping, payroll processing, leave management, applicant tracking, and critical report writing for more effective decision making. The new system equips staff and their supervisors with direct access to information in support of the employee experience.

## Developing and equipping current and emerging leaders

is a continued priority. Highlights include two graduates from the Northwest Women's Leadership Academy, three newly promoted supervisors completing fundamentals of supervision, and 11 staff recently graduating as the inaugural Harbor Rising cohort. Investing in professional development enables the city to achieve its goal of promoting staff internally whenever possible.

The city fully implemented recommendations from the **2024 comprehensive wage study**, including a full redesign of the city's wage schedule and reclassification of several positions to more appropriately align duties with functional needs of their respective department. These changes support being an exceptional employer and attracting qualified applicants in the market.

**Contract negotiations** — The city successfully negotiated and ratified three-year collective bargaining agreements for the supervisor and general work groups. This was achieved by balancing the needs of both staff and management, ensuring labor stability and continued collaboration.

## Challenges and opportunities

The department managed a significant transition with the retirement of a long-tenured, single-source subject matter expert on the team requiring extensive planning, cross-training, and deliberate knowledge transfer to mitigate risk and ensure continuity. These efforts strengthened internal capacity and positioned the department for greater resilience and sustainability in the future.

## Goals for next year

**Support public works accreditation**, which will advance service delivery and sustainability. HR will be a critical partner in achieving this goal. Accreditation will strengthen the city's credibility, improve internal processes, and enhance community trust in our public infrastructure services.

# Information Technology Services

**FTE:** 3

**Department head:** Information Technology Services Manager Logan Rosenstiel

Information Technology Services (ITS) manages the city's technology infrastructure, cybersecurity, digital tools, and internal customer service to ensure secure, reliable systems that support efficient operations, resilient operations, and help ensure residents can access services easily.

## Metrics



837

**PROJECT AND SERVICE REQUESTS**  
918 closed requests in 2024

## Major achievements

**New infrastructure, firewalls** — All city virtual server and on-premise storage infrastructure was upgraded. These new servers and data storage installed at Civic Center, public works operations center, and wastewater treatment plant ensure continued robust and resilient service to support city staff. In addition, new firewalls were installed at public works and wastewater facilities.

**Free public Wi-Fi** was installed at Doris Heritage Park.

**Citywide telecom and data services audit** — Based on the recommendation of the finance team and through a partnership with third-party telecom auditor Spyglass, ITS completed a comprehensive audit of all city telecom, data, and wireless services. This audit has identified up to \$100,000 in annual savings that can be achieved by eliminating unnecessary services, migrating to new services, and making other infrastructure changes. ITS has implemented changes that will save the city an additional

\$40,000 per year in operating costs and plans to continue implementing changes throughout 2026.

The city conducted a series of **cybersecurity tests** from both inside and outside the Gig Harbor city network. Overall, results were very strong and ITS will continue strengthening security to keep the city's technology and data assets safe.

## Challenges and opportunities

A new ITS manager joined in 2025, strengthening internal customer service and maintaining robust, resilient city services. In addition, ITS developed a comprehensive plan for 2026 which will continue to maximize the value of the city's technology investments.



## Goals for next year

**To maximize the value** of the city's software and subscription investments, ITS will work throughout 2026 to consolidate vendor software services. Proposed changes will improve user experience and enhance the city's cybersecurity posture.

**ITS will transition the city's wireless services to FirstNet**, a wireless provider dedicated to providing robust and reliable service to first responders and critical government services. This transition will provide the police, public works and leadership staff with prioritized, reliable and faster wireless service.

**To provide faster and more reliable connectivity to remote sites**, further upgrades to citywide area network infrastructure will also save the city approximately \$30,000 per year. ITS will also upgrade all city workstation operating systems to improve our endpoint security.

# Police Department

**FTE:** 29

**C.O.P.S. Volunteers:** 7

**Department head:** Chief of Police Tray Federici

The Gig Harbor Police Department prides itself on providing high-quality public safety services while emphasizing professionalism, respect, and community trust. The department's vision to provide the Best Possible public safety and Service (BPS), guides every interaction, from patrol operations to public outreach. Through patrol, outreach, and proactive problem-solving, the department works to ensure residents, businesses, and visitors feel safe and supported, contributing to a secure and resilient community.

## Metrics



*As of Dec. 23, 2025, more data is published annually in the department's Crime Statistics report.*

## Major achievements

**Officer recruitment** — The city made progress toward its full sworn roster of 26 officers by advancing multiple entry-level and lateral hiring processes and implementing improved recruiting strategies despite prolonged regional staffing challenges.

**The department achieved state accreditation** in May from the Washington Association of Sheriffs and Police Chiefs. This voluntary process took over two years of focused effort and reinforces professional standards, accountability, and continuous improvement.

**Chief of police** — Following the retirement of Chief Kelly Busey in June, the department successfully transitioned executive leadership while maintaining continuity and stability of operations. Tray Federici was appointed as the next chief of police in September.

**Leadership for better public safety** — The department implemented leadership expectations and Operational Authority Plans for sergeants and lieutenants, clearly defining roles, responsibilities, and decision-making authority. These updates ensure sergeants function as leaders and managers of day-to-day operations and empower lieutenants as operational commanders who ensure the department runs effectively and consistently with the vision of providing the Best Possible Service to the community.



Gig Harbor Police Department accreditation team.

## Challenges and opportunities

**Officer and staff development** — Limited pathways to promotion, lack of lateral assignment options, and limited access to specialty units can impact employee development, retention, and long-term engagement. To address this, the department expanded access to regional task force and specialty assignments. Internally, the department filled a third detective position and completed promotions of a sergeant and a lieutenant.

Sustained staffing shortages placed increased demands on existing personnel and resulted in higher overtime and double-time usage. These staffing pressures were compounded by executive-level transitions. The department's refreshed recruiting strategy has substantially increased the number of applicants, despite historically limited applicant pools and a highly competitive law enforcement labor market.

## Goals for next year



**Implementation of the Domestic Violence High Risk Team (DVHRT)** program to enhance response to domestic violence cases, particularly those involving elevated risk factors. The DVHRT program will provide a coordinated, multidisciplinary approach focused on offender accountability, victim safety, and risk mitigation through early intervention and information sharing. By integrating law enforcement, advocacy, and partner agencies, this initiative is intended to improve case management, strengthen protective strategies, and reduce the likelihood of repeat offenses while supporting victims through consistent and informed engagement.

**Modernizing speed signs and potential camera implementation** will continue to help slow vehicles and improve roadway safety. This includes evaluating whether speed camera technology could be a future option in areas with high pedestrian activity.

**Establishing a two-officer Directed Enforcement Team (DET)** will further shift the enforcement posture from primarily reactive to intentionally proactive. DET members will focus on targeted crime suppression and specialized enforcement efforts. The team will serve as a force multiplier by supporting investigative functions and assisting detectives as operational needs allow, enhancing overall departmental effectiveness.



# Public Works

**FTE:** 55

**Department head:** Public Works Director  
Jeff Langhelm, PE

The public works department maintains and improves the city's critical infrastructure and facilities, delivers reliable high-quality services, and advances environmental stewardship to protect public safety and support Gig Harbor's exceptional quality of life.

The public works department is made up of the following divisions:

- Engineering
- Facilities operations
- Parks operations
- Public works administration
- Stormwater operations
- Streets operations
- Wastewater operations
- Water operations

## Engineering

Engineering plans, designs, and oversees public infrastructure projects to ensure safe, reliable, and sustainable facilities and services for the community.

## Metrics



**CAPITAL IMPROVEMENT PROJECTS** (totaling \$22.5 million)  
*substantial or physical completion*

## Key initiatives

The city completed nine capital improvement projects, which is more than in 2024. Most of these projects are paid for out of utility funds, awarded grants, or funds that are exclusive to transportation.

- 1 Sports Complex – Phase 1B
- 2 Prentice Fennimore ½ Width Improvements
- 3 Soundview Drive Watermain
- 4 Skansie Netshed Improvements
- 5 Public Works Operations Center (physical completion)
- 6 Wagner/Wollochet Signal
- 7 Burnham Drive Phase 1A, including Burnham Drive Bridge
- 8 Shurgard Tank Repainting
- 9 Harborview/Stinson Sidewalk Art

Public works participated in seven community outreach events that helped connect residents with city services, promote environmental stewardship, and strengthen relationships across the community.

**Washington State's NPDES** (National Pollutant Discharge Elimination System) Program, run by the Department of Ecology, implements the federal Clean Water Act to control pollution and regulate stormwater and wastewater discharges to state waters. The city continued to meet its stormwater permit requirements while also improving public education and expanding community engagement in partnership with Harbor WildWatch.

## Facilities operations

Facilities operations maintains and repairs city-owned buildings and facilities to ensure they are safe and functional for staff and the public.

## Metrics

**City buildings maintenance and custodial cleaning hours:** 886

*Increase of 372 hours from 2024. Increase due to improved task and internal request tracking.*

## Highlights

**Key maintenance** included HVAC repairs, window cleaning, furniture purchases, Civic Center office remodels (court and utility billing/cashier), police department evidence and meeting spaces, lift and elevator repairs, roof cleaning, septic inspections, and boiler inspections. The crew created new maintenance cycles in most city-owned buildings for HVAC maintenance.

## Parks operations

Parks operations maintains city parks, open spaces, and recreational facilities to provide safe, welcoming, and well-kept spaces for community use.

### Metrics

#### **Weekday Restroom Cleaning:**

5,680 staff hours

*Increase of 1,680 hours over 2024.*

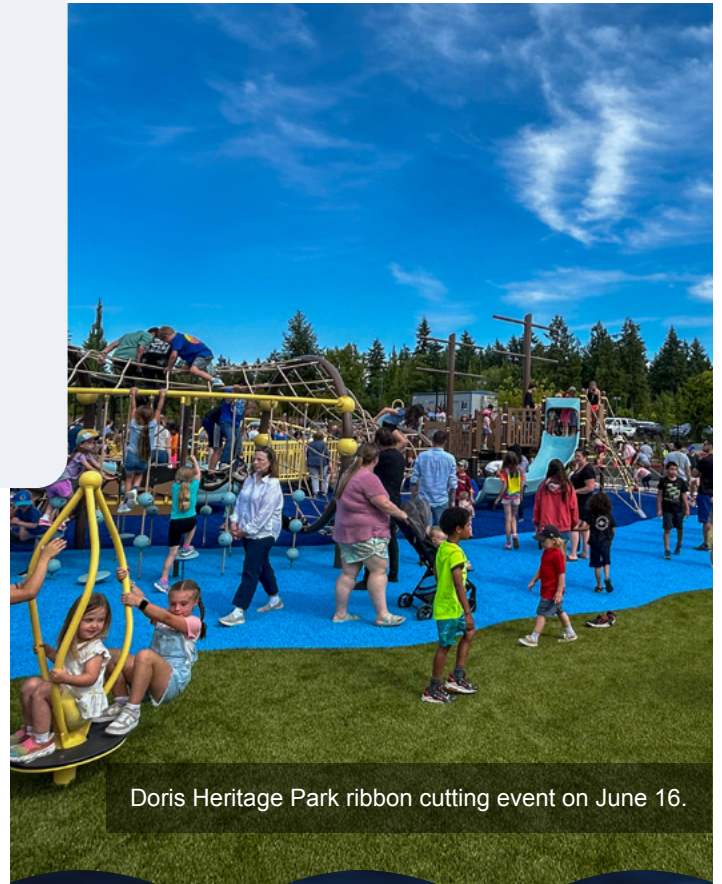
### Key initiatives

**Doris Heritage Park opened**, with the largest playground in the parks system and popular pickleball courts.

Staff also hosted multiple community events and open houses throughout the year.

The city launched a **landscape restoration program** to restore previously-removed or neglected planter and landscape beds, and installing native plants at the Civic Center, Crescent Creek Park, and the Public Works Operations Center. The program established regular maintenance schedules to ensure planter beds are consistently weeded and pruned.

**The city replaced four playground play structures** between the skate park and Kenneth Leo Marvin Veterans Park.



Doris Heritage Park ribbon cutting event on June 16.

## Street operations

Street operations maintains city streets, sidewalks, and right-of-way infrastructure to support safe and efficient travel for everyone.

### Metrics

#### **Street-related maintenance requests:**

312 citizen requests

*Increase of 82 requests from 2024*

## Highlights

Installation of a new battery backup system at the Olympic Drive and Point Fosdick Drive traffic signal to increase traffic safety during power outages; replacement of LED streetlights across four major roadways, making 220 streetlight repairs citywide in 2025; updated street sweeping and snowplow routes to maximize efficiency; and installation of a new vehicle detection system at the intersection of 38th Avenue and 56th Street.

## Public works administration

Public works administration provides oversight, financial management, and coordination of the department, including permitting and master planning, that supports efficient delivery of public works services.

92

PUBLIC  
REQUESTS

### Metrics

Resident Reporter since August 2025 implementation

*Savings of nearly \$17,000 from the transition of this tool from another service provider.*

### Key initiatives

**Strengthening parks policies, partnerships** – The city updated its parks code, approved management plans for the txʷaalqəl Conservation Area, updated its sports complex lease with Gig Harbor Little League to generate revenue, and finalized a Homeport donation agreement with the Commercial Fishermen's Club.

Public works staff and utility billing technicians completed a **comprehensive utility rate study**. This study spanned five years' worth of rate adjustments and implemented a new tiered water system rate structure, which will be implemented beginning March 2026. (See finance section for more information)

## Wastewater operations

Wastewater operations runs and maintains the wastewater collection and treatment systems to protect public health and the environment.

### Metrics

**Treated wastewater volume:**  
411 million gallons

*Successfully treated volume with no violations of the city's NDPES permit. In 2024, only 38% of Washington's treatment plants had zero permit violations for the entire year.*

## Key initiatives

**The city improved reliability and safety** across the wastewater system by completing repairs at lift station 10, electrical upgrade designs for lift stations 13 and 16, and construction work at lift station 16. Crews completed major upgrades at the treatment plant including a new water system safeguard, removing sand and debris from treatment tanks, cleaning air piping, and replacing all 430 air diffusers.

The city's wastewater team continues to ensure that water released from the treatment plant is clean enough to safely return to Puget Sound. Once again, the city has been recognized by the Washington State Department of Ecology with its **Outstanding Performance Award**. This achievement reflects the dedication and expertise of the wastewater staff, whose work protects both public health and the marine environment.

## Stormwater operations

Stormwater operations manages the city's stormwater systems to reduce flooding, protect water quality, and meet environmental and regulatory requirements.

### Metrics

**Storm inlet-related maintenance requests:** 1,133

*Increase of 453 storm inlet cleaning and inspections from 2024*

### Highlights

Flood control mitigation in the Fairway Estates neighborhood; ditch cleaning and erosion control repairs along Point Fosdick Drive, Burnham Drive, and Sehmel Drive; annual retention pond maintenance and inspection of 19 ponds; and erosion improvements at the 112th Street retention pond. These activities contribute to protecting local waterways, reducing erosion, and greater peace of mind for residents during storm events.

## Water operations

Water operations manages the city's drinking water system to provide safe, reliable, and high-quality water to the community.

### Metrics

**Water production:** 514.5 million gallons

*478.6 million gallons produced in 2024.*

*An increase of 7% in 2025.*

### Key initiatives

**All city watermainns were inspected.** Five leaks were detected and repaired, with an estimated 3.1 million gallons of water saved.

**No lead pipes** – Since 2006, the city has been testing its water service lines for the presence of lead or pipe fittings that may contain lead (Governor's directive, <https://doh.wa.gov/community-and-environment/drinking-water/contaminants/lead>). This work involves inventorying, assessing, and performing a statistical evaluation. The city has no lead in public and private service lines in the street and leading up to each building.

The city is required by federal and state laws to **test drinking water for the presence of Per- and Polyfluoroalkyl Substances (PFAS)**, <https://www.epa.gov/sdwa/and-polyfluoroalkyl-substances-pfas>). While some water purveyors in the region have found PFAS in their water, the city's water samples continue to have no detectable levels of PFAS in the city's water.

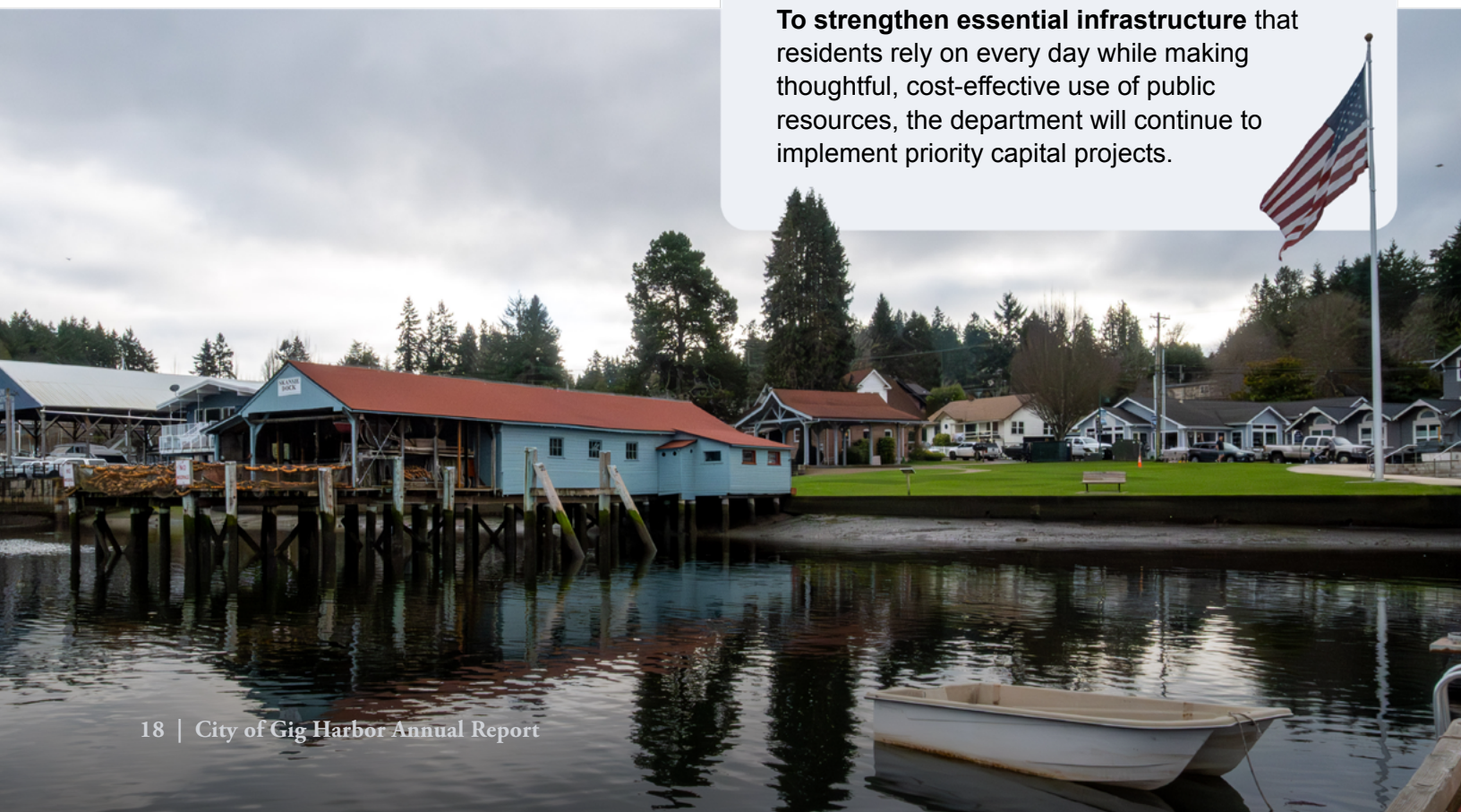
Completed the installation and commissioning of the **emergency backup generator at well #3**.

## Goals for next year

**The department will initiate public works accreditation** through the American Public Works Association (APWA). This accreditation is a national benchmark that will ensure a sustainable future for public services and facilities.

**To continue alignment with standards of best practice**, the department will prepare and present updates to the city's public works standards to city council, with the request for their approval before the end of 2026.

**To strengthen essential infrastructure** that residents rely on every day while making thoughtful, cost-effective use of public resources, the department will continue to implement priority capital projects.



# Finance report

## 2025-2026 biennial budget

The city follows a biennial budget process. This is a financial plan created for a two-year period and allows the city to be more efficient with its planning and decision-making processes.

These figures reflect the two-year budget and may differ from 2025 data elsewhere in this report.

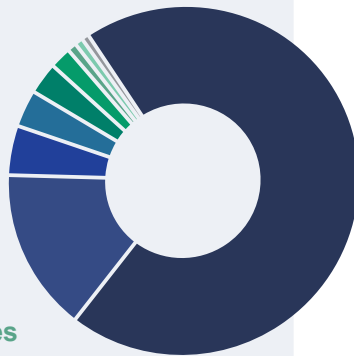
Access complete biennial budget details at:

<https://www.gigharborwa.gov/196/City-Budgets>



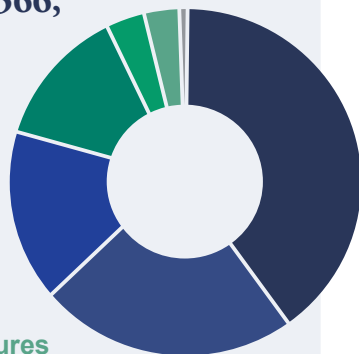
### Resources: \$44,510,958

- 71% Taxes
- 14.7% Beginning balance
- 5.4% Licenses, permits
- 3.2% Transfers in
- 2.5% Miscellaneous
- 1.7% Intergovernmental revenues
- 0.8% Charges for services
- 0.5% Fines, forfeits
- 0.1% Other



### Expenses: \$41,235,366, by type

- 38.5% Salaries
- 22.4% Services
- 18.4% Transfers out
- 14.1% Benefits
- 3.2% Supplies
- 3.2% Capital expenditures
- 0.1% Intergovernmental charges



### Property Taxes



28.5% State of Washington

26.3% Fire

21.6% Local School

8.6% County Tax

8.1% City

3.9% Library

1.6% Port

1.1% Flood

0.3% Conservation Futures

For every \$1 that a property owner pays in property tax, the city receives 8¢.

The levy for collection in 2025 was \$3,446,132 with a levy rate of \$0.67635 per \$1,000 of assessed valuation.

The regular levy for collection in 2026 is \$3,498,646 with a levy rate of \$0.66774 per \$1,000 of assessed valuation.

# Advisory boards

**Arts Commission:** Sonja Johnson (chair), Carolyn Vranjes (vice chair), Joanne Brandani, Deborah Breneman, Suzanne Gillman, Stephanie Killilea, Kris Robinson

**Civil Service Commission:** Charles Perry (chair), David Steingraber (vice chair), Larry Bleich

**Design Review Board:** Darrin Filand (chair), Jon Ashlock (vice chair), Hugh Hochberg, Kristine Isberg, Dean Wilder

**Historic Preservation Commission:** Jon Ashlock, Gina Brais, Mark Brown, Guy Hoppen, Stephanie Lile

**Lodging Tax Advisory Committee:** Councilmember Seth Storset (chair); Collectors: Sue Braaten, Patsy Irwin, Jannae Mitton, Kara Sandvik; Receivers: Miriam Battson, Carrienne Ekberg, Stephanie Lile, Lindsey Stover

**Parks Commission:** Louise Tieman (chair), Hanley Bonyng (vice chair), Kim Anderson, Stace Gordon, Larry Johns, Guy Magnus, Andrew Peabody

**Planning Commission:** Mark Burcar (chair), Jason Jordan, Julie Martin, Bizhan Nasseh, Alison Snodgrass, Loreto Tessicini, Rosey Zhou

**Salary Commission:** Kim Anderson, Larry Bradbury, Nate Campen, Julie Martin, Matt Munkres

**Youth Council:** Maksim Booth, Kim Bornt, Tres Clements, Riley Conklin, Jordan Cunningham, Sophie Ekern-Martin, Zoie Ewald, Jace Garre, Avery Gottschalk, Madeleine Harding, Lola Lezcano, Derek Liu, Dominic McDermott, Alexis Morgan, William Park, Lainey Robuck, Ella Rodriguez, Natalie Rogers, George Will

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