

City of Gig Harbor Two-Year Strategic Plan 2022-2023

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 	<ul style="list-style-type: none"> <input type="checkbox"/> Fill all vacancies in a timely manner <input type="checkbox"/> Maintain effective procedures to respond to ADA, FMLA, etc. issues and situations <input type="checkbox"/> Maintain collaborative relationships with union representatives <input type="checkbox"/> Re-qualify for AWC Well City designation 	<ul style="list-style-type: none"> <input type="checkbox"/> Develop a staff retention and attraction program* <input type="checkbox"/> Review and update the City's DEI program* <input type="checkbox"/> Develop an employee recognition and appreciation program <input type="checkbox"/> Update Personnel Policies Manual <input type="checkbox"/> Update Safety Manual and Accident Prevention Program <input type="checkbox"/> Conduct employee satisfaction survey <input type="checkbox"/> Revise employee evaluation process <input type="checkbox"/> Develop management training for all new supervisors*
Ensure sustainable future for public services and facilities	<ul style="list-style-type: none"> ▪ Provide more efficient and effective municipal services ▪ Improve public outreach on capital projects ▪ Increase communications between the City and residents ▪ Better understand community needs and service expectations ▪ Make city meetings more accessible to residents online ▪ Source funding and implement plans for City Parks & Rec, streets/transportation options, utilities ▪ Ensure adequate infrastructure to support community needs 	<ul style="list-style-type: none"> <input type="checkbox"/> Update utility rates as needed <input type="checkbox"/> Support free vessel pump-out service <input type="checkbox"/> Continue implementing permit and land use approval process improvements <input type="checkbox"/> Continue and when possible, increase resources dedicated to capital improvement projects <input type="checkbox"/> Review/amend TIP to improve motorized and non-motorized transportation 	<ul style="list-style-type: none"> <input type="checkbox"/> Develop an online citizen comment/reporting form <input type="checkbox"/> Conduct a citizen satisfaction survey* <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"/> Implement hybrid city meetings platform <input type="checkbox"/> Develop neighborhood traffic calming policy
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 issues to relieve traffic issues ▪ Ensure adequate affordable housing ▪ Focus on character retention and historic preservation ▪ Foster safe, livable and attractive community ▪ Decrease distance to get to a park or open space ▪ Enhance walkability and pedestrian/cyclist safety 	<ul style="list-style-type: none"> <input type="checkbox"/> Annually docket specific priorities in the Comprehensive Plan <input type="checkbox"/> Provide funding support for Harbor History Museum <input type="checkbox"/> Monitor State legislative activity <input type="checkbox"/> Provide funding support for Senior Center programming <input type="checkbox"/> Maintain/expand support for the Arts Commission and the arts in the city <input type="checkbox"/> Implement and support Sister City program* <input type="checkbox"/> Continue to fund Creative Endeavor Grants <input type="checkbox"/> Implement pedestrian and bicycle projects consistent with adopted Transportation Element 	<ul style="list-style-type: none"> <input type="checkbox"/> Revise Municipal Code for short term rentals <input type="checkbox"/> Prepare 2024 Comprehensive Plan Periodic Update <input type="checkbox"/> Provide funding for Harbor History Museum Maritime Gallery project <input type="checkbox"/> Provide funding for Senior Center permanent home <input type="checkbox"/> Complete annexation study <input type="checkbox"/> Review Design Manual <input type="checkbox"/> Develop Housing Needs and Action Plan <input type="checkbox"/> Create Historic Preservation Committee <input type="checkbox"/> Review parking requirements for businesses and off-street parking <input type="checkbox"/> Support funding for youth and teen activities*
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"> <input type="checkbox"/> Support free vessel pump-out service <input type="checkbox"/> Annually review Climate & Sustainability Action Plan (once developed)* 	<ul style="list-style-type: none"> <input type="checkbox"/> Adopt Climate & Sustainability Action Plan* <input type="checkbox"/> Incorporate climate change into the City's Comprehensive Plan <input type="checkbox"/> Form Climate Action Committee* <input type="checkbox"/> Adopt Urban Forest Management Plan and update 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"/> Pursue opportunities to buy conservation parcels* <input type="checkbox"/> Annex parcels in City's park system <input type="checkbox"/> Update Stormwater Management and Site Development Manual <input type="checkbox"/> Assess gaps in public charging stations in the ROW 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 	<ul style="list-style-type: none"> <input type="checkbox"/> Support Downtown Waterfront Alliance and Chamber of Commerce <input type="checkbox"/> Promote tourism-related activities through lodging tax grants <input type="checkbox"/> Promote downtown businesses and events to bring in visitors <input type="checkbox"/> Continue collaboration with Pierce Transit for downtown trolley service <input type="checkbox"/> Produce annual Visitor's Guide <input type="checkbox"/> Annually evaluate effectiveness of tourism promotion and lodging tax <input type="checkbox"/> Continue supporting visitor-oriented media relations 	<ul style="list-style-type: none"> <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 (if necessary) development regulations and fees <input type="checkbox"/> Develop and implement a small business fair*