

AGENDA
GIG HARBOR CITY COUNCIL STUDY SESSION
Thursday, June 15, 2023 – 3:00 p.m.
Community Rooms

*This meeting may also be accessed through Zoom
at <https://zoom.us/j/93216056382> or by calling (253) 215-8782 and entering
Meeting ID 932 1605 6382.*

CALL TO ORDER/ROLL CALL

DISCUSSION ITEMS

1. Planning Commission Appointee Introductions - Robert Soltess and Loreto Tessicini

Mayor Tracie Markley

2. Insightlink Employee Survey Presentation

City Administrator Katrina Knutson

Documents:

[Employee Survey Presentation.pdf](#)

3. Climate Action Plan Update

Senior Planner Roxanne Robles

Documents:

[2023.06.15 CC SS Climate Action Plan.pdf](#)
[Climate Action Plan Presentation.pdf](#)

4. Active CIP Update

Public Works Director Jeff Langhelm

[Capital Improvement Projects Story Map](#)

5. FlashVote Parks Funding Survey Results

City Clerk Josh Stecker

Documents:

[STAFF MEMO FlashVote.pdf](#)

6. Update on Advisory Board Membership

City Clerk Josh Stecker

7. Flag Display Policy

City Administrator Katrina Knutson

Documents:

[STAFF MEMO Flag Display Policy.pdf](#)

ADJOURN

AMERICANS WITH DISABILITIES (ADA) ACCOMMODATIONS

ADA accommodations can be provided upon request. Those requiring special accommodations should contact the City Clerk at cityclerk@gigharborwa.gov or (253) 853-7613 at least 24 hours prior to the meeting.

4Cs Employee Engagement Survey – Summary of Key Findings

Prepared for:

The City Of Gig Harbor

Presented June 15, 2023



The City of Gig Harbor commissioned Insightlink Communications to conduct an employee survey in order to gauge employees' satisfaction on a number of issues, with a particular emphasis on determining the overall climate of the organization, assessing which factors are contributing to employee satisfaction and which are detracting from their satisfaction.

108 employees were invited by email to complete the online survey and a total of 89 employees completed the survey - a participation rate of 82%

All Insightlink reports are structured on the basis of our "4Cs" model

Key benchmark norms are included in this report to give context for Gig Harbor's performance against a norm for all U.S. employees and against a representative norm for local/municipal/city governments.

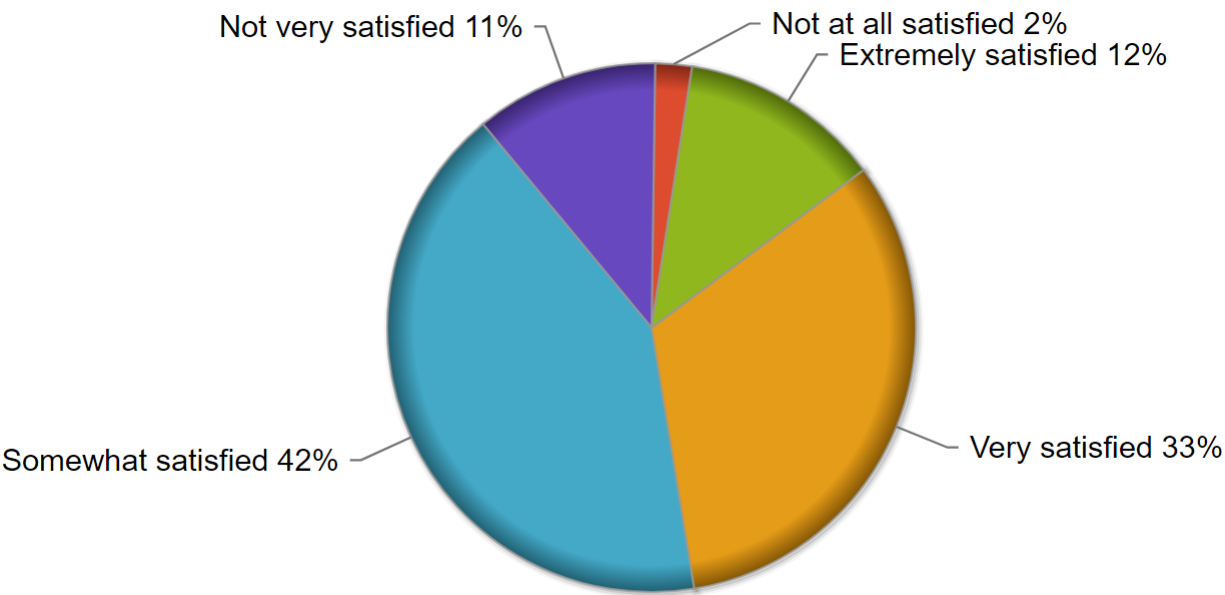
The 4Cs of Employee Engagement



NOTE: *Green* text indicates a result of 5 or more points higher than the 2020 result and *Red* text indicates a result of 5 or more points lower than the 2020 result. Green arrows (↑) show the difference of 5 or more points higher than the industry norm and red arrows (↓) show the difference of 5 or more points lower than the industry norm.



Overall Job Satisfaction



Recommended
Minimum Target for
Employee Satisfaction
65 %

			Benchmark	
			IND. NORM	US NORM
Top 2/Favorable:	2022 45%	2020 28%	56%	59%
Extremely satisfied (11)	12%	7%	18%	19%
Very satisfied (29)	33%	21%	38%	40%
Somewhat satisfied (37)	42%	26%	33%	29%
Not very satisfied (10)	11%	28%	7%	8%
Not at all satisfied (2)	2%	18%	4%	3%

Arrows show difference of +/- 5 points from industry norm

Employee Loyalty Matrix



	2022	2020	IND. NORM	US NORM
Committed Loyalists	41% ↓	28%	52%	54%
Satisfied Opportunists	5%	1%	4%	6%
Change Seekers	25%	32%	12%	15%
Dissatisfied Compromisers	29%	39%	32%	25%

Arrows show difference of +/- 5 points from industry norm

CLASSIFICATIONS

Committed Loyalists:

Satisfied Opportunists:

Dissatisfied Compromisers:

Change Seekers:

DEFINITIONS

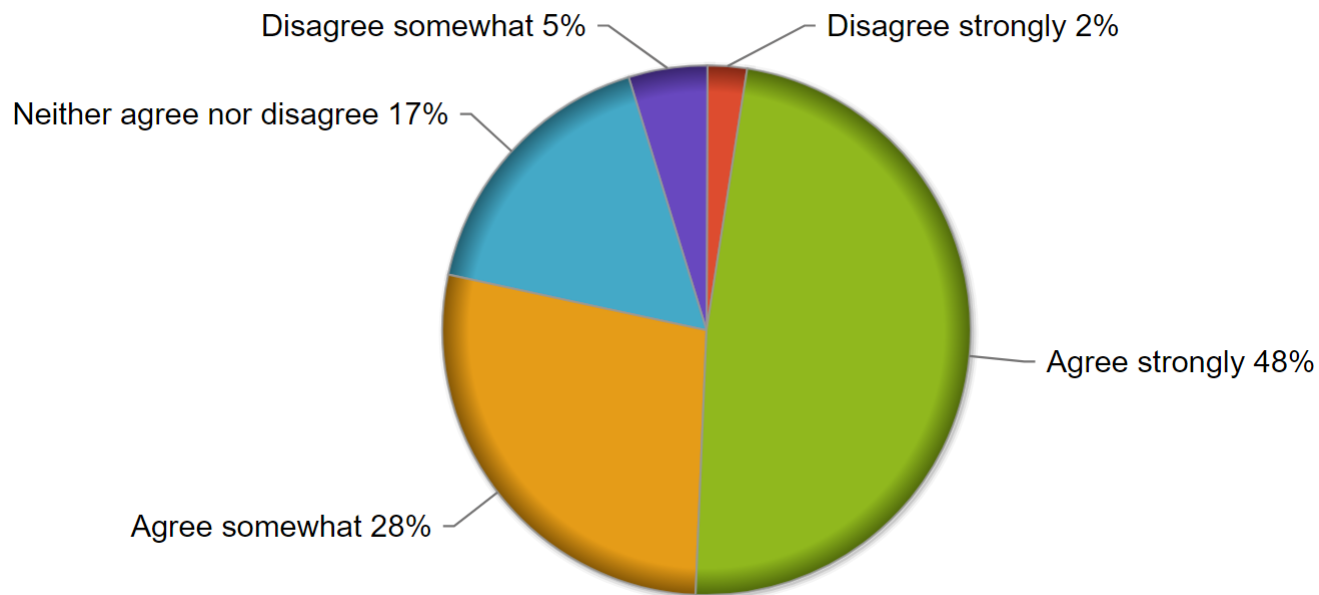
Extremely/very satisfied and plan to stay at least 2 years

Extremely/very satisfied and plan to stay less than 2 years

Somewhat/not very/not at all satisfied and plan to stay at least 2 years

Somewhat/not very/not at all satisfied and plan to stay less than 2 years

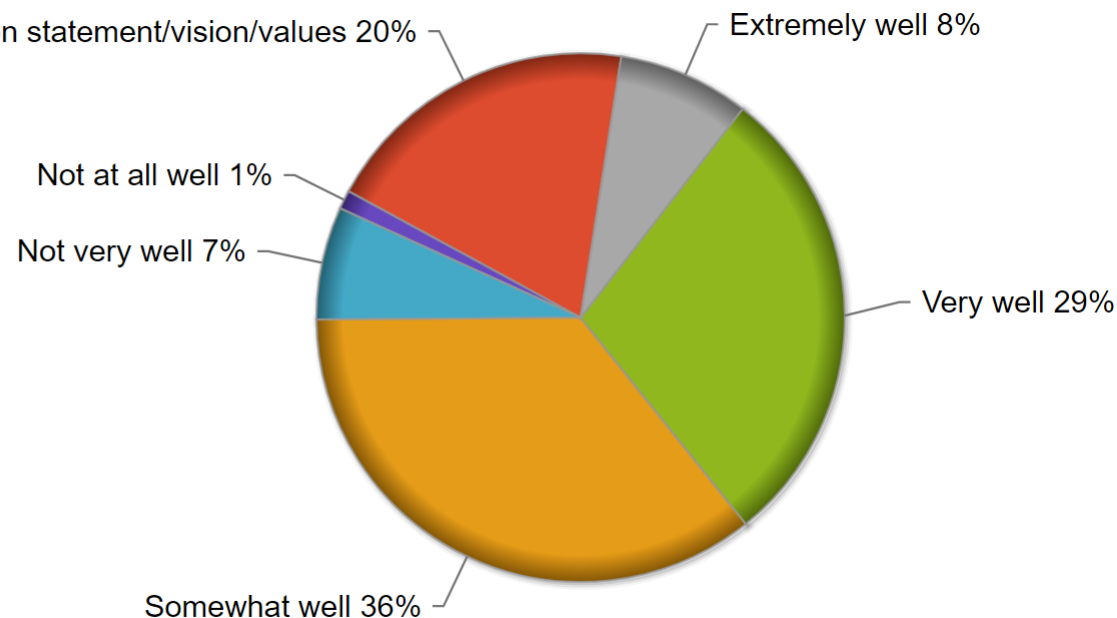
Progress in the Past 12 Months



	2022	2020	Benchmark	
			IND. NORM	US NORM
Top 2/Favorable:	76% ↑	13%	43%	54%
Agree strongly (40)	48%	4%	16%	20%
Agree somewhat (23)	28%	9%	27%	34%
Neither agree nor disagree (14)	17%	12%	29%	26%
Disagree somewhat (4)	5%	19%	13%	12%
Disagree strongly (2)	2%	56%	16%	9%

Arrows show difference of +/- 5 points from industry norm

Fulfillment of Mission, Vision and Values



**Recommended
Minimum Target for
Fulfilling Mission**
75 %

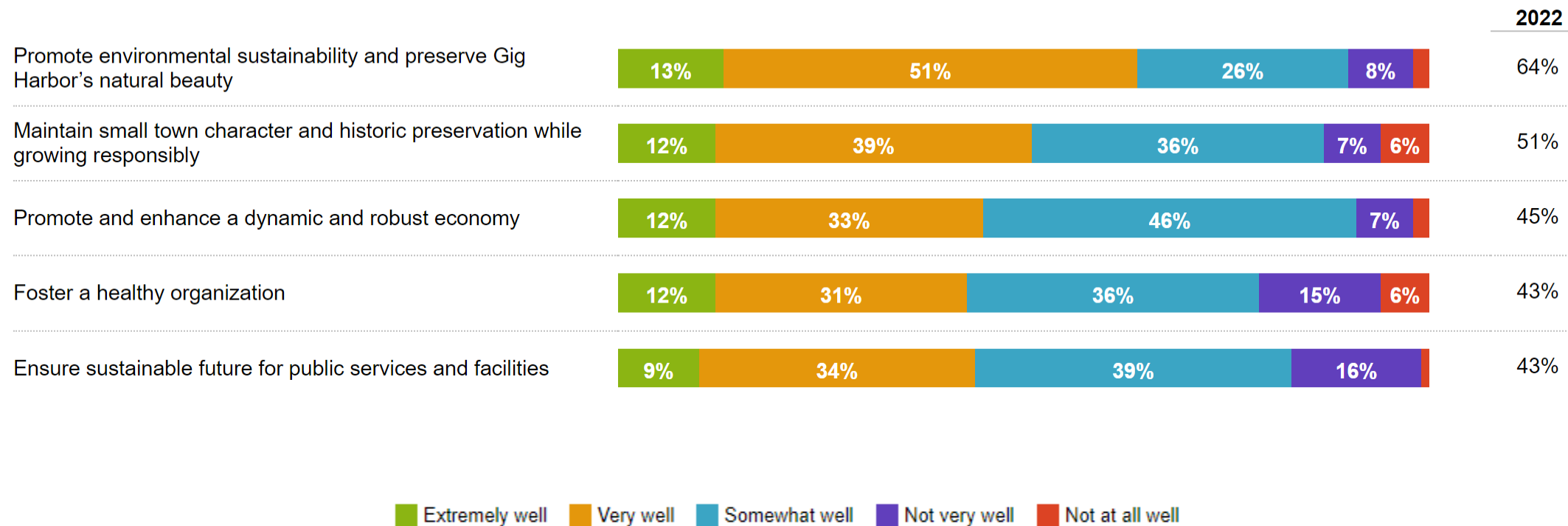
Top 2/Favorable:

	2022	2020	Benchmark	
			IND. NORM	US NORM
Extremely well (7)	8%	5%	12%	17%
Very well (25)	29%	11%	36%	42%
Somewhat well (31)	36%	31%	32%	30%
Not very well (6)	7%	12%	12%	7%
Not at all well (1)	1%	19%	4%	2%
Do not know mission statement/vision/values (17)	20%	22%	3%	2%

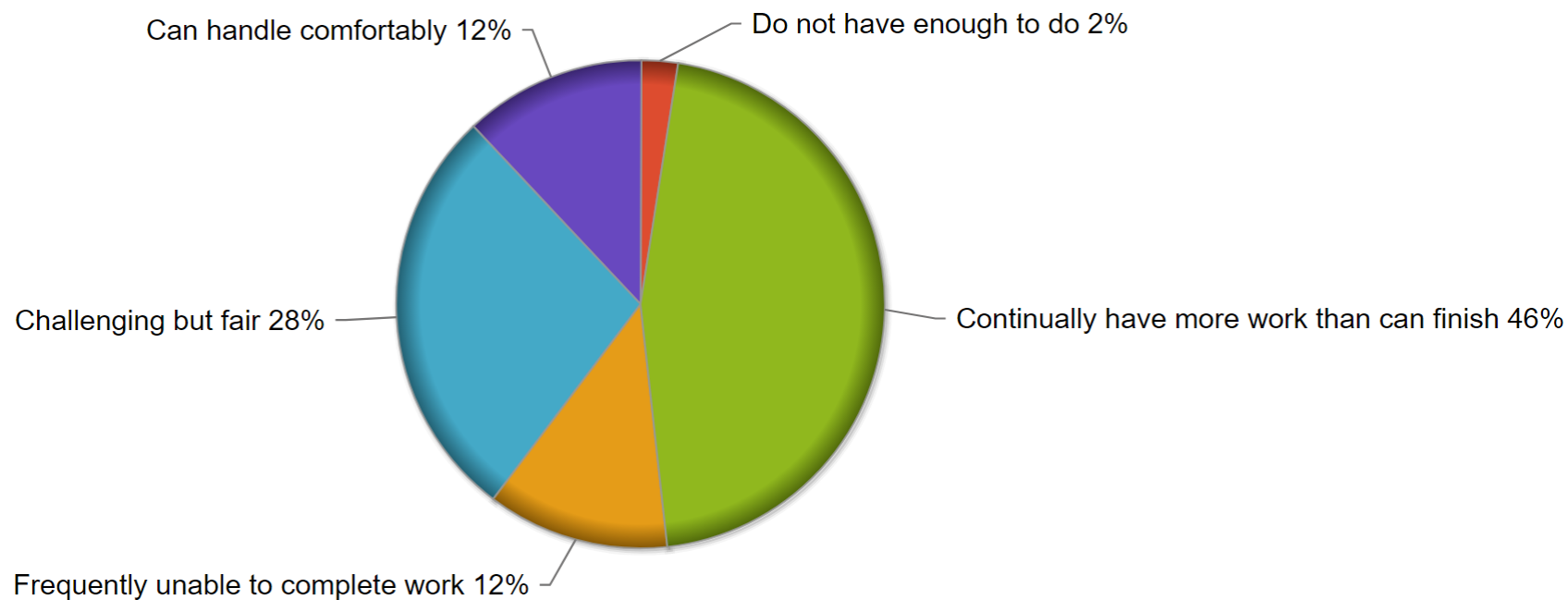
Arrows show difference of +/- 5 points from industry norm

10. In your opinion, which of the following statements best describes how well the City fulfills its mission statement, vision or stated values?

Fulfillment of Vision Statement Components



Perceived Workload



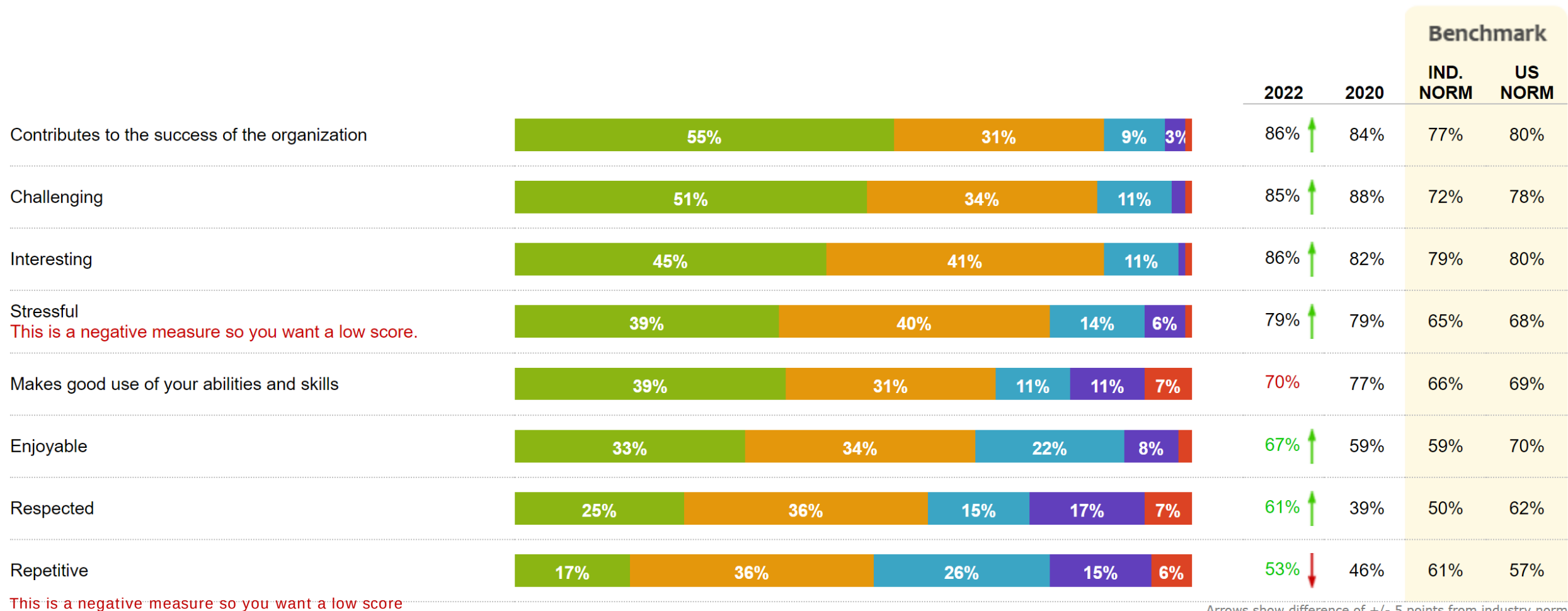
You continually have more work than you can finish (38)	46%	35%	23%	19%
You frequently find you are unable to complete your work during regular working hours (10)	12%	20%	7%	16%
You find your workload to be challenging but fair (23)	28%	40%	47%	42%
You find your workload to be about what you can handle comfortably (10)	12%	5%	17%	18%
You often find that you do not have enough to do (2)	2%	0%	7%	6%

Benchmark

	2022	2020	IND. NORM	US NORM
	46%	35%	23%	19%
	12%	20%	7%	16%
	28%	40%	47%	42%
	12%	5%	17%	18%
	2%	0%	7%	6%



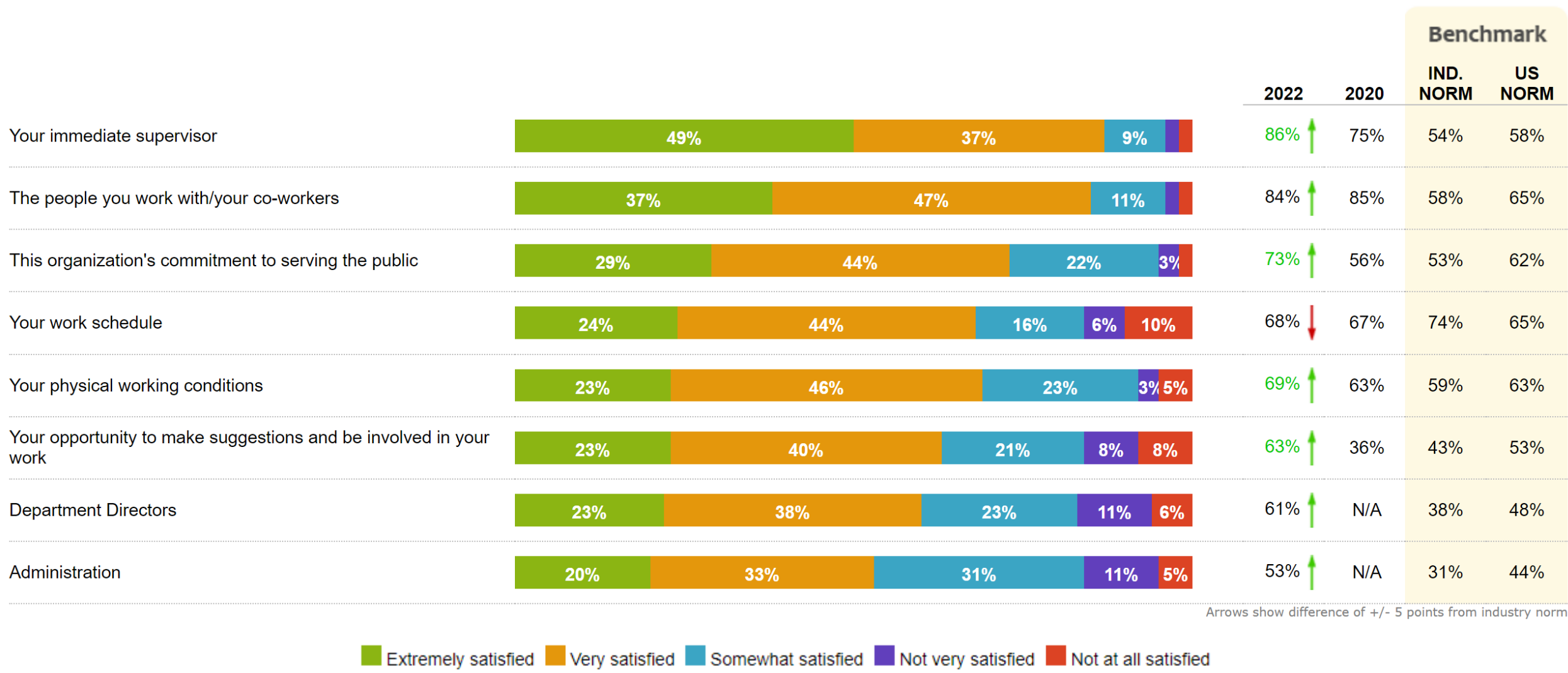
Work Profile



Arrows show difference of +/- 5 points from industry norm

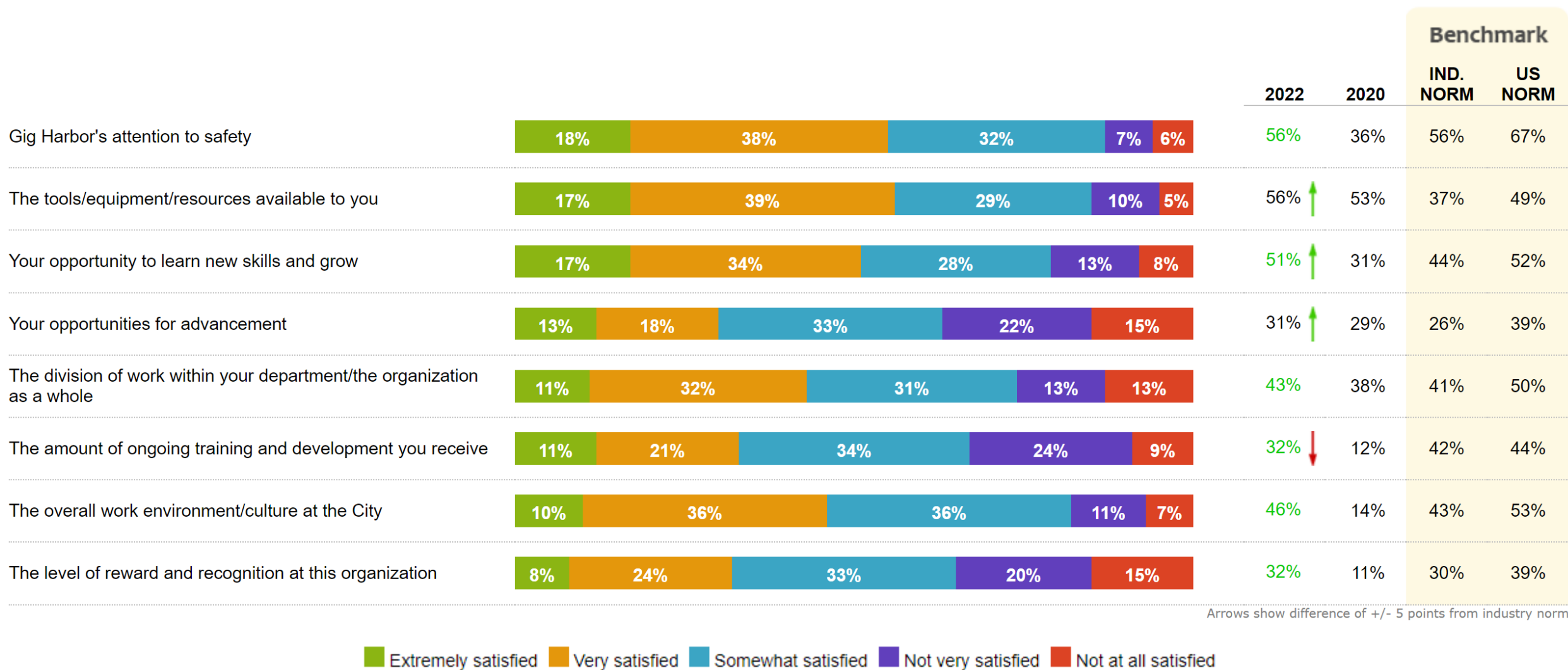
■ Agree strongly
 ■ Agree somewhat
 ■ Neither agree nor disagree
 ■ Disagree somewhat
 ■ Disagree strongly

Satisfaction Profile

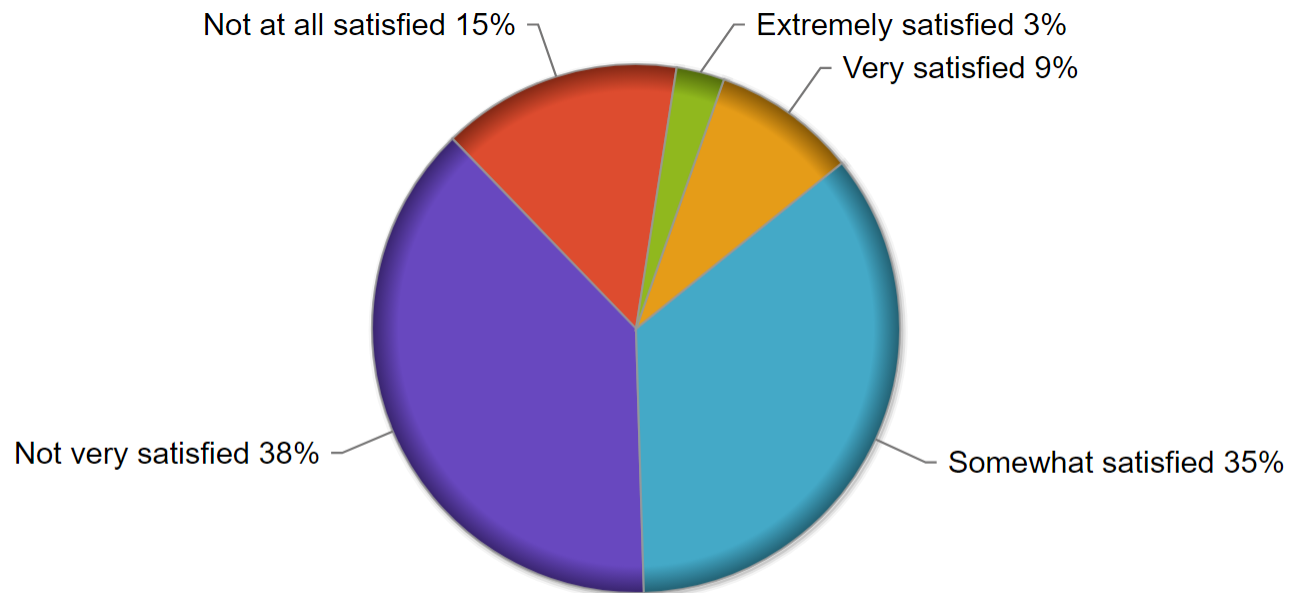




Satisfaction Profile



Satisfaction with Performance Review Program

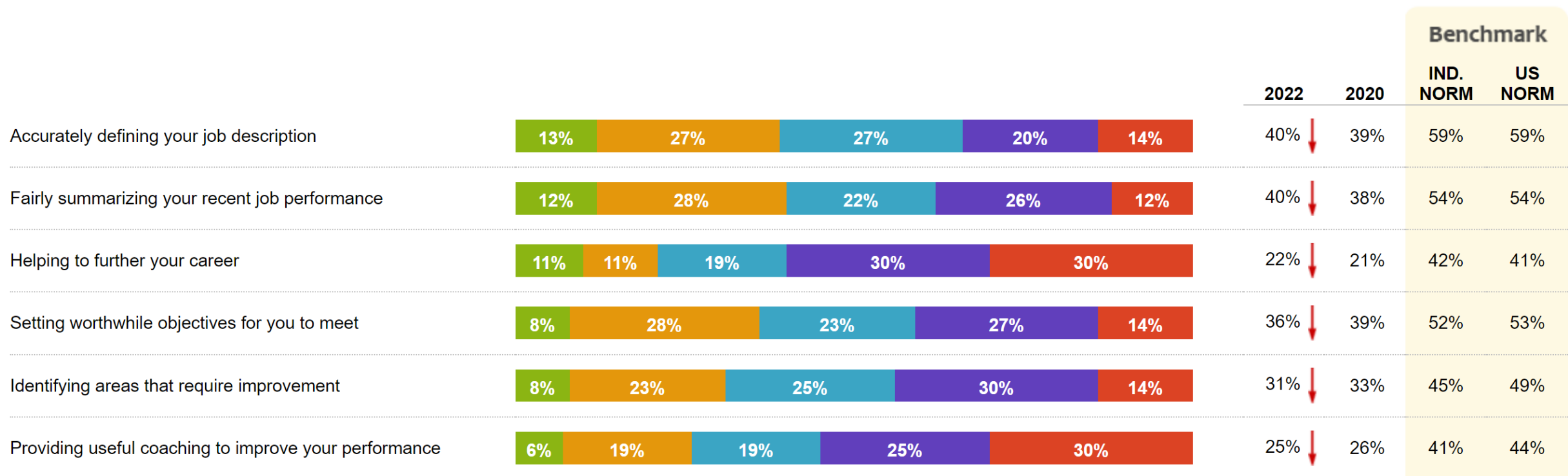


				Benchmark	
				IND. NORM	US NORM
	2022	2020			
Top 2/Favorable:	12%	7%		40%	44%
Extremely satisfied (2)	3%	0%		13%	15%
Very satisfied (6)	9%	7%		27%	29%
Somewhat satisfied (24)	35%	15%		30%	32%
Not very satisfied (26)	38%	33%		16%	15%
Not at all satisfied (10)	15%	45%		14%	10%

Arrows show difference of +/- 5 points from industry norm



Evaluation of Most Recent Performance Review

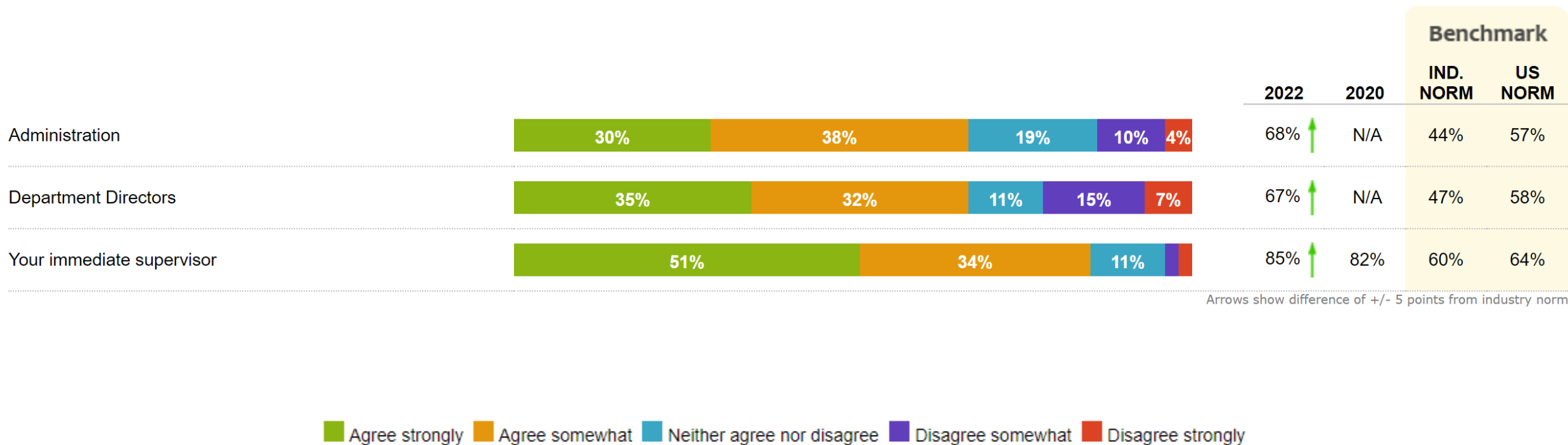


Arrows show difference of +/- 5 points from industry norm

Excellent
Very good
Good
Fair
Poor



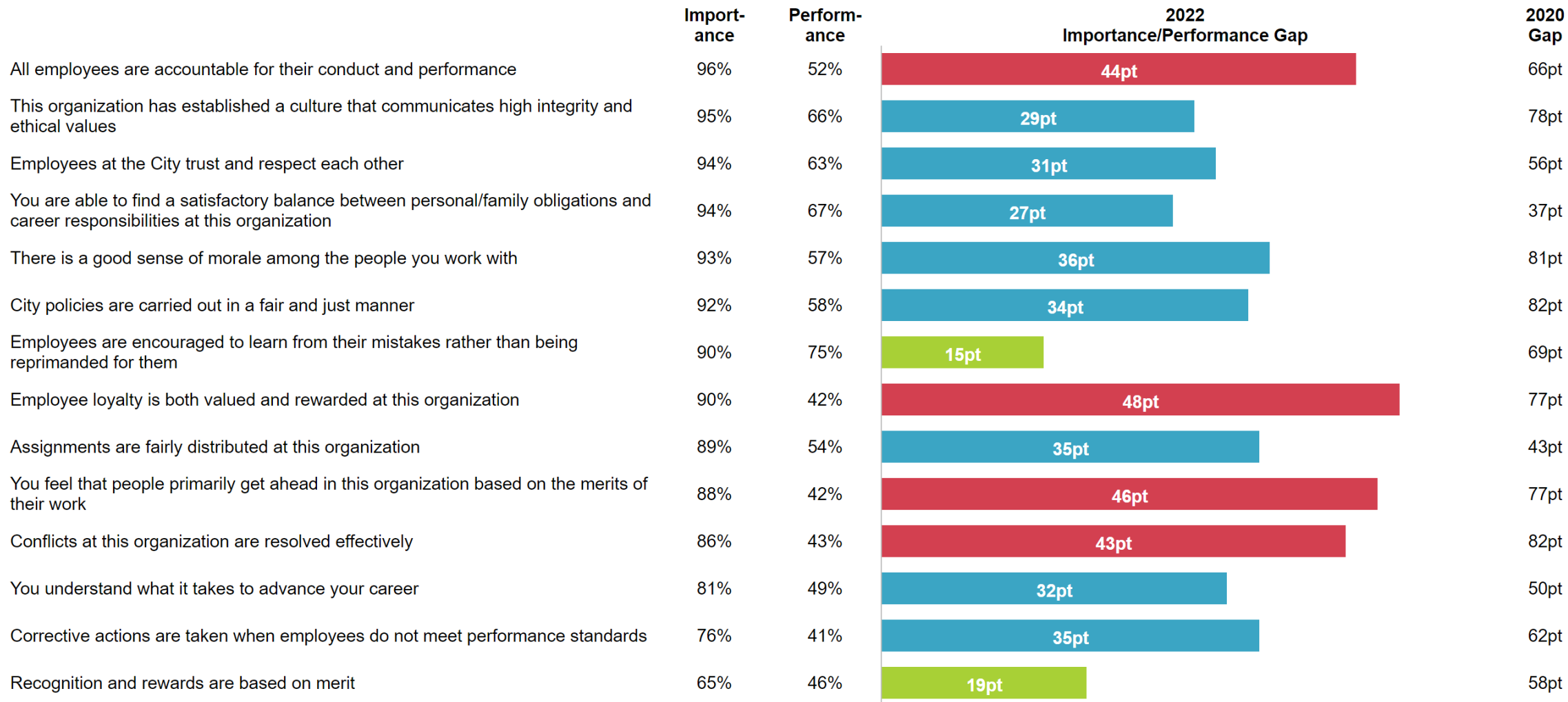
Leadership Effectiveness



Note: In 2020 the score for Admin/Directors was done as a combined question and produced a top two box score of 23%

25. How much do you agree or disagree that you see evidence of effective leadership from:

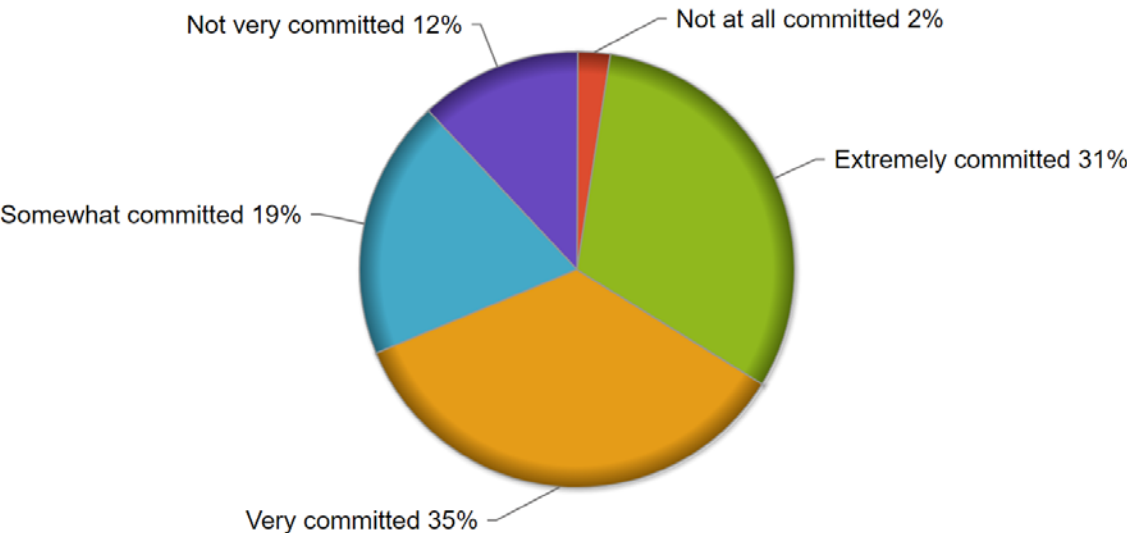
Culture Evaluator - Importance vs. Performance



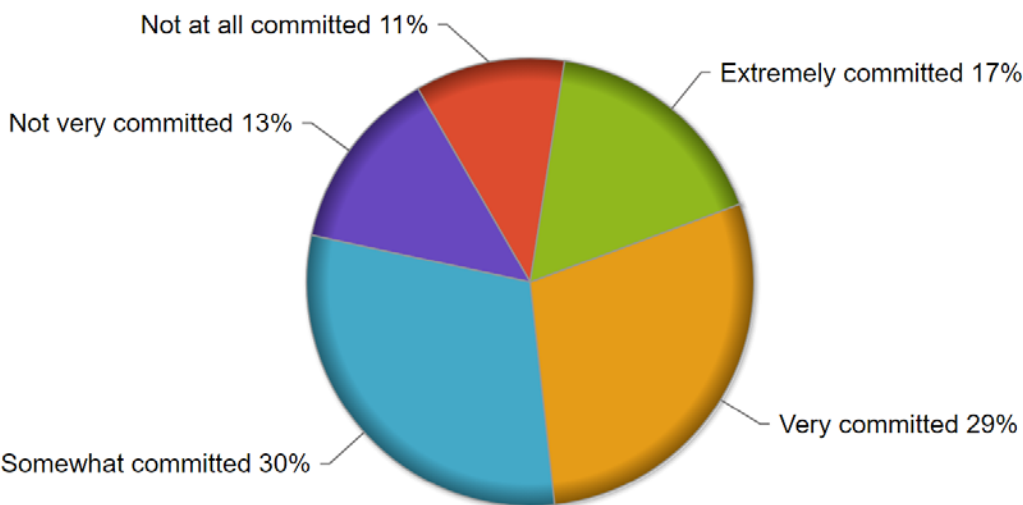
Scores above show the percentage who feel the topic is **Extremely/Very Important** along with the percentage who **Agree Strongly/Agree Somewhat** that the organization is performing well on that topic. The gap is the **difference** between these scores.

Normal Gap Major Gap Critical Gap

Strength of Commitment - To and From Gig Harbor



47. How strong a commitment do you feel toward the City of Gig Harbor? Would you say that you feel...



48. Which of the following statements best describes how committed you feel Gig Harbor is to you as an employee?

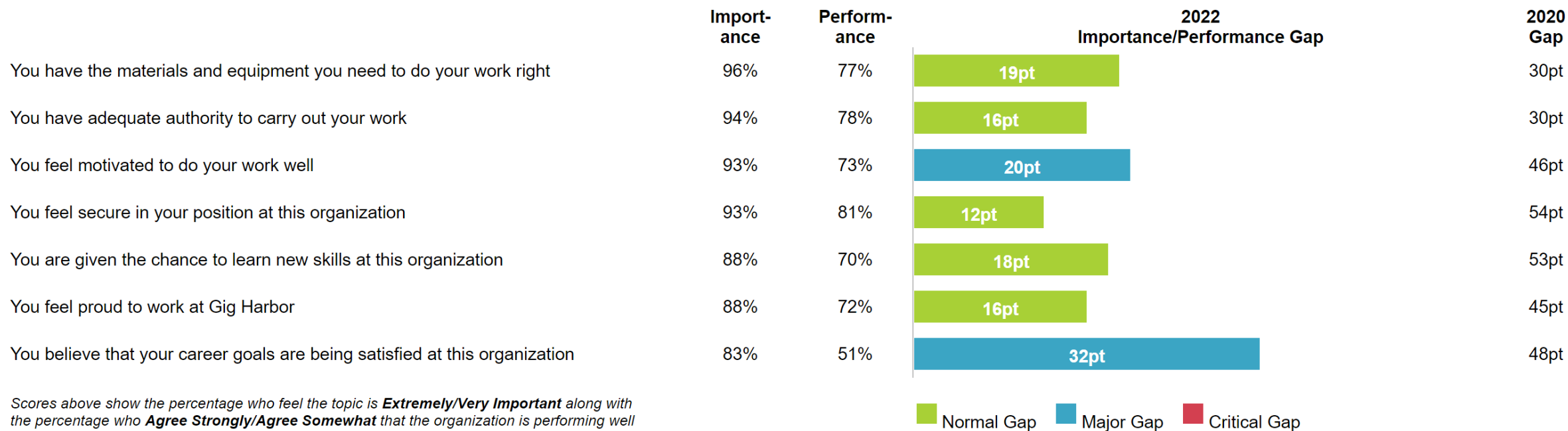
			Benchmark	
	2022	2020	IND. NORM	US NORM
Top 2/Favorable:	66%	52%	56%	61%
Extremely committed (26)	31%	16%	23%	21%
Very committed (29)	35%	36%	33%	40%
Somewhat committed (16)	19%	21%	28%	27%
Not very committed (10)	12%	21%	9%	8%
Not at all committed (2)	2%	5%	7%	4%

Arrows show difference of +/- 5 points from industry norm

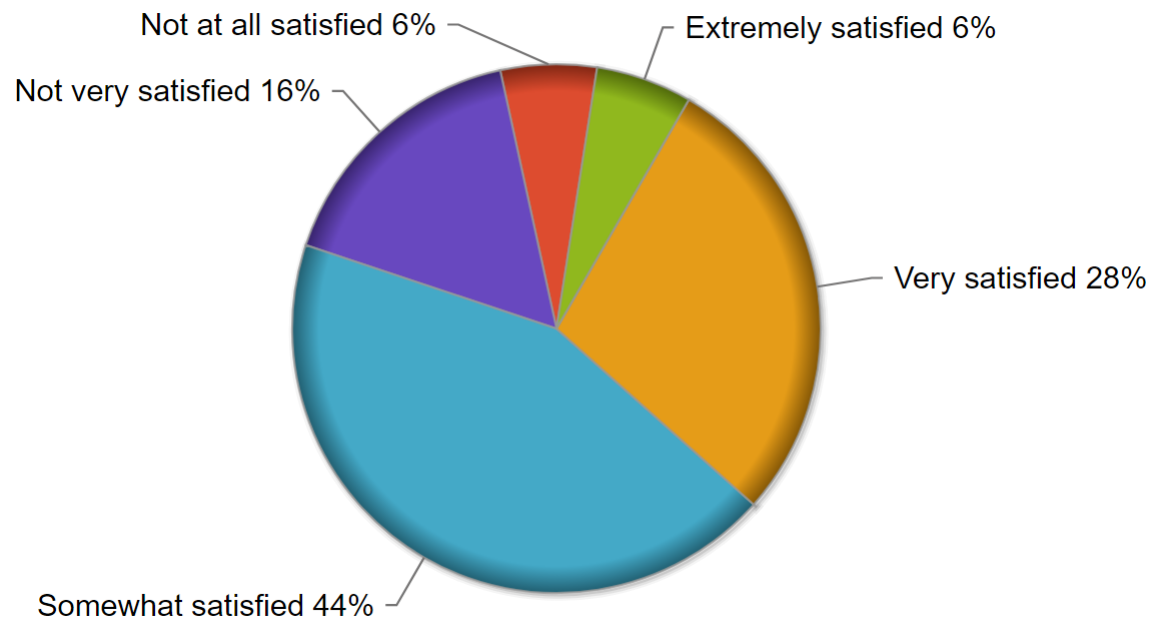
			Benchmark	
	2022	2020	IND. NORM	US NORM
Top 2/Favorable:	46%	16%	38%	47%
Extremely committed (14)	17%	5%	11%	14%
Very committed (24)	29%	11%	27%	33%
Somewhat committed (25)	30%	21%	35%	31%
Not very committed (11)	13%	29%	14%	13%
Not at all committed (9)	11%	34%	13%	8%

Arrows show difference of +/- 5 points from industry norm

Commitment Evaluator - Importance vs. Performance



Satisfaction with Communications

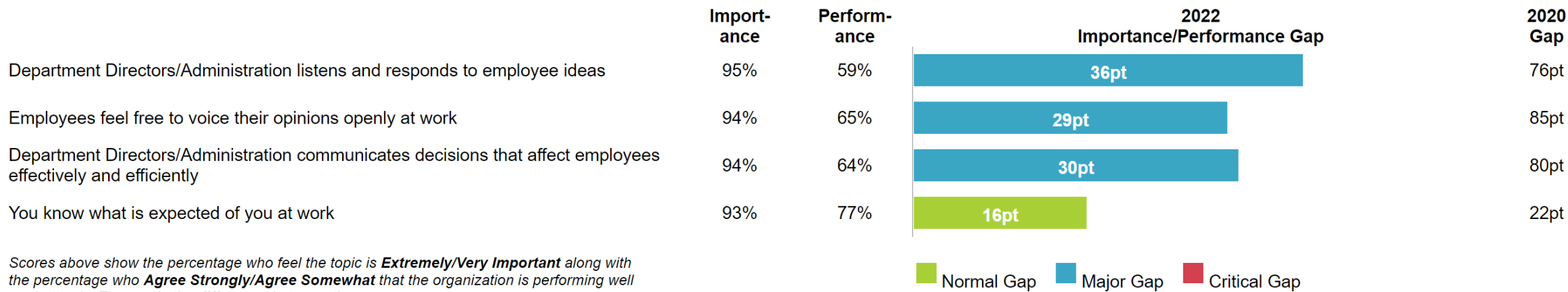


			Benchmark	
	2022	2020	IND. NORM	US NORM
Top 2/Favorable:	34% ↑	8%	29%	43%
Extremely satisfied (5)	6%	1%	6%	11%
Very satisfied (24)	28%	7%	23%	32%
Somewhat satisfied (37)	44%	16%	40%	36%
Not very satisfied (14)	16%	35%	20%	16%
Not at all satisfied (5)	6%	41%	10%	6%

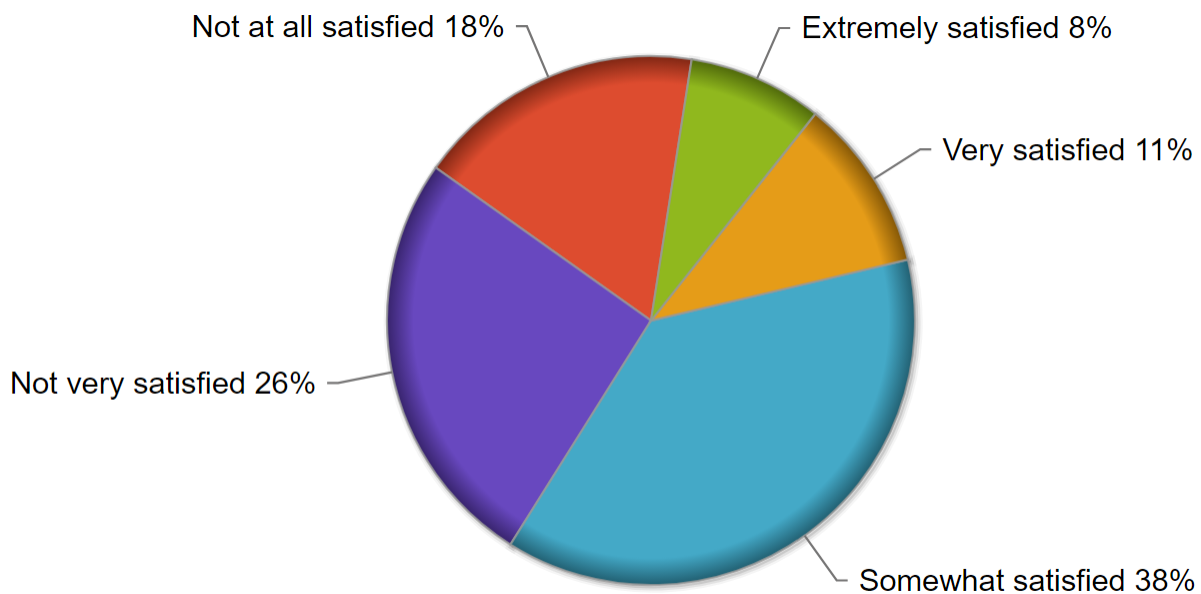
Arrows show difference of +/- 5 points from industry norm



Communications Evaluator - Importance vs. Performance



Satisfaction with Compensation



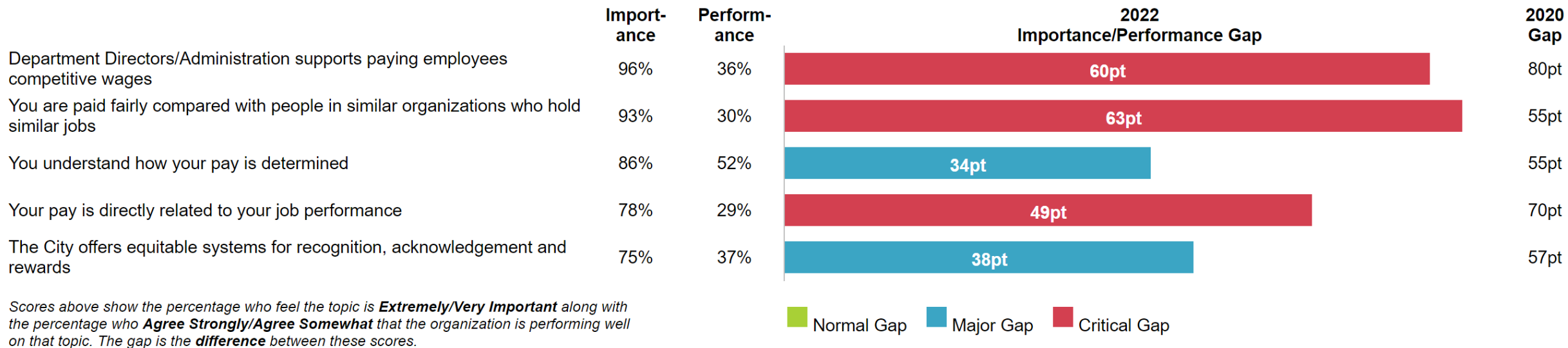
			Benchmark	
	2022	2020	IND. NORM	US NORM
Top 2/Favorable:	19% ↓	35%	42%	45%
Extremely satisfied (7)	8%	5%	7%	12%
Very satisfied (9)	11%	30%	35%	33%
Somewhat satisfied (32)	38%	33%	36%	36%
Not very satisfied (22)	26%	20%	17%	14%
Not at all satisfied (15)	18%	12%	5%	5%

Arrows show difference of +/- 5 points from industry norm

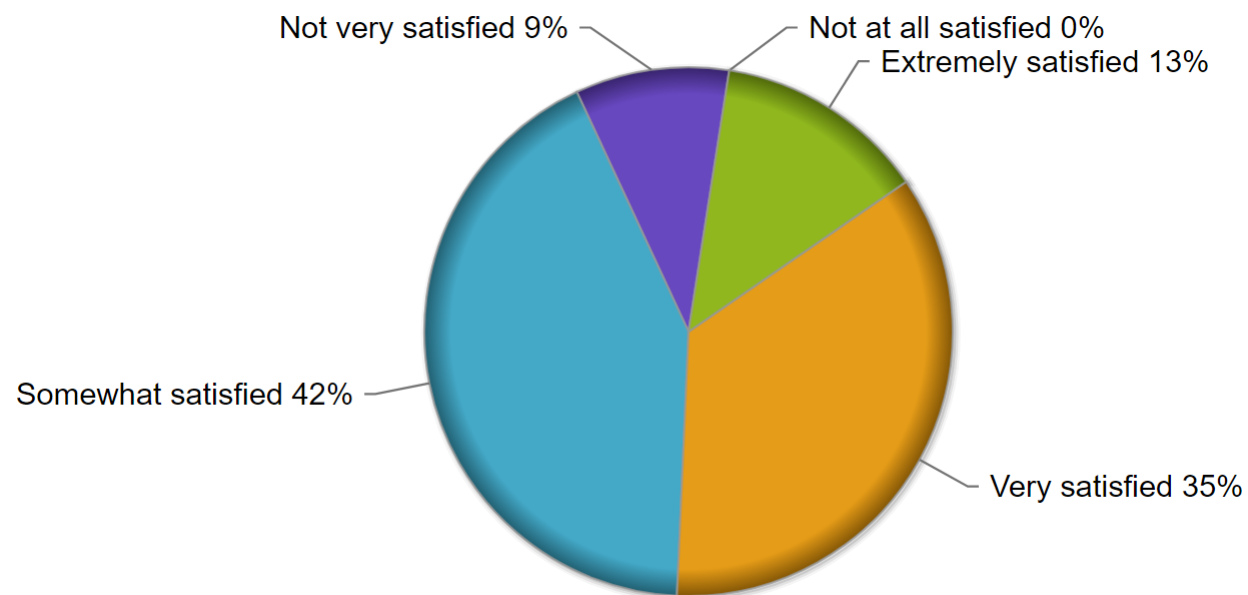
18. How satisfied are you with the pay/salary/ you receive? When answering this question, think about the total amount of compensation you receive but do not include benefits.



Compensation Evaluator - Importance vs. Performance

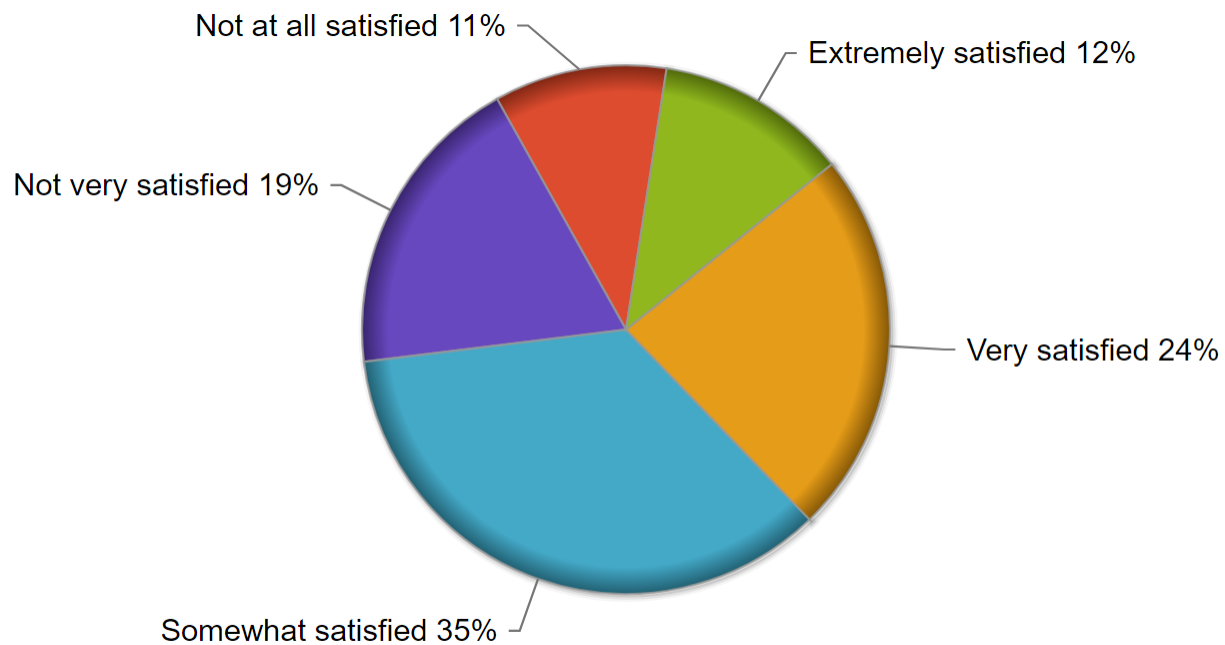


Satisfaction with Benefits



			Benchmark	
	2022	2020	IND. NORM	US NORM
Top 2/Favorable:	48%	54%	57%	55%
Extremely satisfied (11)	13%	12%	18%	17%
Very satisfied (30)	35%	42%	39%	38%
Somewhat satisfied (36)	42%	35%	33%	32%
Not very satisfied (8)	9%	9%	8%	9%
Not at all satisfied (0)	0%	2%	2%	4%

Arrows show difference of +/- 5 points from industry norm



			Benchmark	
	2022	2020	IND. NORM	US NORM
Top 2/Favorable:	36%	23%	62%	64%
Extremely satisfied (10)	12%	8%	28%	27%
Very satisfied (20)	24%	15%	34%	37%
Somewhat satisfied (30)	35%	23%	23%	26%
Not very satisfied (16)	19%	24%	12%	7%
Not at all satisfied (9)	11%	30%	2%	2%

Arrows show difference of +/- 5 points from industry norm

Key takeaway - substantial improvement in employee perceptions since the 2020 survey.

- Progress is not equal across all measures – with great gains in some areas and modest improvement in others. Some scores are now near or above the benchmark norms, though many have considerable room for further improvement.

Large gains on key “big picture” measurements

- *Overall Job Satisfaction* – 45% extremely/very satisfied, up 17 points, but still lags the norms and recommended target (65%).
- *Employee Loyalty Matrix* – 41% now in the *Committed Loyalist* mindset (up from 28%). But 25% are *Change Seekers*, indicating that the City can anticipate future turnover costs higher than most similar organizations
- *Drivers of Job Satisfaction* – Better scores on many key factors that drive job satisfaction. More improvement is needed in listening to differing voices and dissenting opinions in a fair and effective manner, making employees feel the City is committed to them, fairness in terms of pay/benefits and consistent application of policies and training/career development.
- *Workplace Progress* – 76% feel their experience of working at the City has improved over the past year, up from 13% in 2020.
- *Fulfilling the Mission, Vision and Values* – Gig Harbor still lags the norms and the recommended target, but has more than doubled on this measure (37% vs. 16% in 2020).

The pattern of improved scores is repeated in most of the survey's more specific topic areas across the 4Cs of Culture, Commitment, Communications and Compensation.

Areas to focus on to drive further improvement

- *Addressing compensation and related issues* – perceptions that Gig Harbor is not pay competitive are widespread. Many also associate compensation inadequacy with ongoing staffing problems, overwork and burnout.
- *Strengthening the sense of mutual commitment* – employees need a greater sense that the City is committed to them to the same degree that they are committed to it.
- *Striving toward greater fairness* – Employees want consistent application of policies across all departments/work groups, appropriate training opportunities for all, career development/advancement, ensuring that everyone at all departments/levels is held accountable for their conduct and performance, and eliminating all forms of bias, discrimination or favoritism in the workplace.



PUBLIC WORKS DEPARTMENT

MEMORANDUM

TO: City Council

FROM: Roxanne Robles, Senior Planner

DATE: June 6, 2023

SUBJECT: Climate Action Plan

City Council prioritized climate action planning in the City of Gig Harbor Two-Year Strategic Plan 2022-2023 with project actions to form a climate action committee, incorporate climate change into the City's Comprehensive Plan, and adopt a climate action plan. The City completed the former project actions in the summer and fall of 2022, with a Comprehensive Plan amendment incorporating climate change actions being adopted in November 2022.

The City was awarded the Early Implementation Climate Planning Grant in August 2022 and contracted with Cascadia Consulting, Inc. (Cascadia) in December 2022 to complete a climate action plan (CAP) which included several parts:

- Greenhouse gas emissions inventory and analysis
- Recommendation, development and prioritization of strategies and actions
- Public engagement
- Drafting the CAP

Staff have been working closely with Cascadia to develop a robust set of strategies and actions that the City will be able to implement or move towards over the next 10 years. The recommended strategies and actions have been curated and prioritized through a public workshop and an implementation workshop with staff. Cascadia is developing a draft to present to the City and staff would appreciate Council feedback on the recommended strategies and actions. Please consider the following with a 10-year implementation timeframe, whether the recommended strategies and actions are compatible with existing City policy, and whether there are any capacity limitations to any of the strategies or actions:

Cross-cutting & Municipal: Reduce community and municipal GHG emissions through internal City policies and initiatives, and by encouraging community members and City staff to participate in local climate action.

Targets & Metrics	Strategies	Actions
Reduce emissions 45% by 2030.	Engage the community in climate action.	CC1.1: Climate and sustainability in schools
Reduce emissions 70% by 2040.	Reduce GHG emissions from municipal operations.	CC1.2: Climate education and awareness CC1.3: Climate partnerships and collaboration
Reduce emissions 95% by 2050.	Integrate climate change into City planning & decision-making.	CC2.1: City carpool and commute reduction programs CC2.2: Municipal vehicle electrification CC2.3: Municipal solar installation
	Increase participation in regional and local climate outreach and advocacy.	CC3.1: Climate considerations in government CC3.2: Green, affordable housing CC4.1: Collaboration with local tribes

Buildings & Energy: Reduce building emissions through energy efficiency, building electrification, and renewable energy.

Targets & Metrics	Strategies	Actions
Electrify 100% of new buildings by 2030 and 100% of existing buildings by 2050.	Transition to renewable building energy.	BE1.1: Heat pump program expansion BE1.2: Contractor incentive & training program BE1.3: WA State Building Code compliance
Increase local solar 100 MW by 2030.	Reduce energy use in new and existing buildings.	BE1.4: Green Power promotion BE1.5: Solar energy grid resiliency and community solar projects BE2.1: Energy efficiency retrofits BE2.2: Green Infrastructure Policy

Transportation: Reduce greenhouse gas emissions from transportation by expanding the use of electric vehicles, increasing multimodal transportation options, and improving cycling and pedestrian infrastructure

Targets & Metrics	Strategies	Actions
Reduce passenger vehicle miles travelled per capita 10% by 2030 and 25% by 2050.	Transition to non-fossil fuel vehicles & equipment.	TR1.1: Public EV Infrastructure Plan TR1.2: Community EV education TR1.3: Electric trolley TR1.4: Gas powered landscaping equipment phase out
Electrify passenger, freight, and service vehicles 100% by 2050.	Reduce vehicle travel.	TR2.1: Regional public transportation TR2.2: Bike infrastructure TR2.3: Curb management TR2.4: Dense, mixed use, and transit-oriented development
Decarbonize offroad equipment 50% by 2040.	Reduce aviation emissions.	TR3.1: Aviation industry advocacy and education

Consumption & Disposal: Reduce community waste and the greenhouse gas emissions generated from consuming and disposing of goods and materials.

Targets & Metrics	Strategies	Actions
Divert recyclable and compostable materials 50% by 2030 and 95% by 2050.	Reduce waste generation & divert waste from landfills. Produce and consume food sustainably.	CD1.1: Recycling requirements in new buildings CD1.2: Phase-in mandatory composting/recycling CD1.3: Solid waste emissions reduction CD2.1: Garden access and creation CD2.2: Food waste reduction plan

Natural Systems: Foster climate resilient natural landscapes by conserving water resources and preserving and expanding vital habitats, ecosystems, and natural resources.

Targets & Metrics	Strategies	Key Actions
Maintain tree cover and reduce tree loss 50% by 2030 and 102% by 2050.	Increase urban tree canopy and expand community green spaces.	NS1.1: Urban Forestry Plan and tree planting incentive program NS2.1: Native vegetation protection NS2.2: Water-efficient landscape standards NS2.3: Stormwater runoff pollution reduction NS2.4: New stormwater development plan NS2.5: Rainwater reuse program NS3.1: Carbon-sequestering natural resource protection
Protect land carbon sinks 100% by 2030.	Promote water conservation and enhance water system resiliency. Protect and restore valuable natural resources that sequester carbon.	

Community Resilience: Ensure that all Gig Harbor residents are prepared for current and future climate impacts.

Targets & Metrics	Strategies	Actions
Serve all of Gig Harbor's population by climate emergency response services and departments by 2030.	Increase community resilience to climate impacts.	CR1.1: Energy-resilient critical facilities CR1.2: Wildfire smoke and public health awareness CR1.3: Encourage adaptation upgrades CR2.1: Climate emergency communication and resources CR3.1: Sea-level rise and coastal resiliency CR3.2: Coastal wetland and park expansion
Increase participation in community programs focused on climate resilience by 2050.	Prepare infrastructure & services for climate change. Prepare for sea level rise and coastal erosion.	



Climate Action Plan

Gig Harbor Council Study Session

Thursday, June 15, 2023



Project Team



Roxanne
Robles, City of
Gig Harbor



Jenna Decker,
Cascadia
Consulting
Group



Gretchen
Muller,
Cascadia
Consulting
Group



Alyssa
Rodriguez,
Cascadia
Consulting
Group

What is a Climate Action Plan?

A roadmap of key strategies and actions that the City and community can take to manage climate change impacts and risks, reduce emissions, and keep our community strong.



Key climate threats facing Gig Harbor

Higher Temperatures

- More hot days and intense heat waves
- Larger and more frequent wildfires



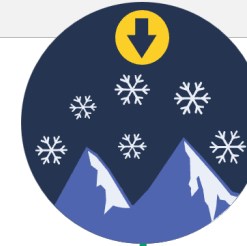
Hotter days and nights threaten health in the form of heat-related illness and diseases from mosquitos and ticks.



Wildfires produce smoke that worsens air quality and can lead to respiratory problems.

Lower Snowpack

- Lower water levels in lakes and streams in the summer
- Less water for human use in dry months



Less snow means less water in dry months for drinking, recreation, agriculture, and hydroelectric power.



Lower stream and lake levels negatively impact fish and wildlife.

Changing Precipitation Patterns

- More frequent, heavy rain in the winter
- Drier summers



Heavy rains increase risk of flooding that can damage homes and businesses.



Rainstorms can cause landslides that can block roads and impair infrastructure.



Plan Development

Key Components of the CAP



Greenhouse gas
(GHG) inventory &
targets



Focus areas,
strategies
& actions



Community
engagement



Implementation
plan & matrix

CAP Timeline

Winter '23

- Identify initial set of strategies and actions
- Conduct and complete GHG inventory
- Launch a community survey

Spring '23

- Draft CAP
- Set targets & metrics
- Host a community workshop
- City staff implementation workshop

Summer '23

- Integrate staff & Council feedback
- Finalize CAP
- Present CAP to City Council for adoption



GHG Emissions Inventory



GHG Inventory

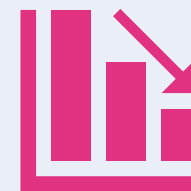
A report that quantifies emissions occurring within a city's geographic boundaries from GHG emitting activities such as driving, heating and cooling homes, and disposing of waste.



Identify highest emitting
sources



Identify where emissions
reductions strategies
should be focused



Track progress of
implemented CAP
strategies

2019 Inventory results



Transportation: 51%



Built Environment: 29%



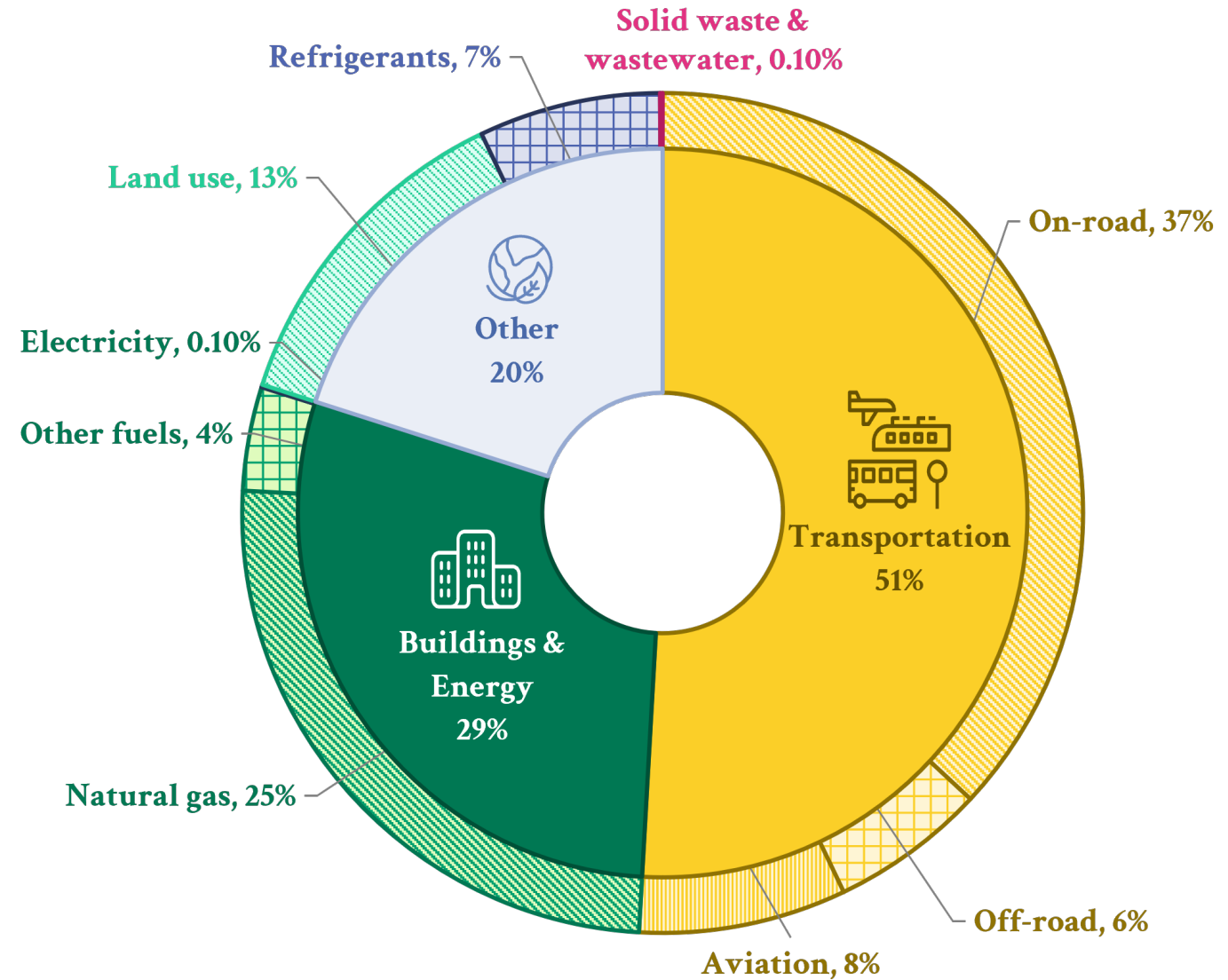
Land Use: 13%



Refrigerants: 7%



Solid Waste &
Wastewater: .1%



EMISSIONS REDUCTION TARGETS



Reduce emissions
45% by 2030, 70%
by 2040, and 95%
by 2050.



Electrify 100% of
new buildings by
2030 and 100% of
existing buildings
by 2050.



Electrify passenger,
freight, and service
vehicles 100% by
2050.



Reduce passenger
vehicle miles
travelled per
capita 10% by 2030
and 25% by 2050.



Increase
participation in
community
programs focused
on climate
resilience by 2050.



Divert recyclable
and compostable
materials 50% by
2030 and 95% by 2050.



Maintain tree
cover and
reduce tree loss
50% by 2030 and
102% by 2050.



Protect land
carbon sinks
100% by 2030.

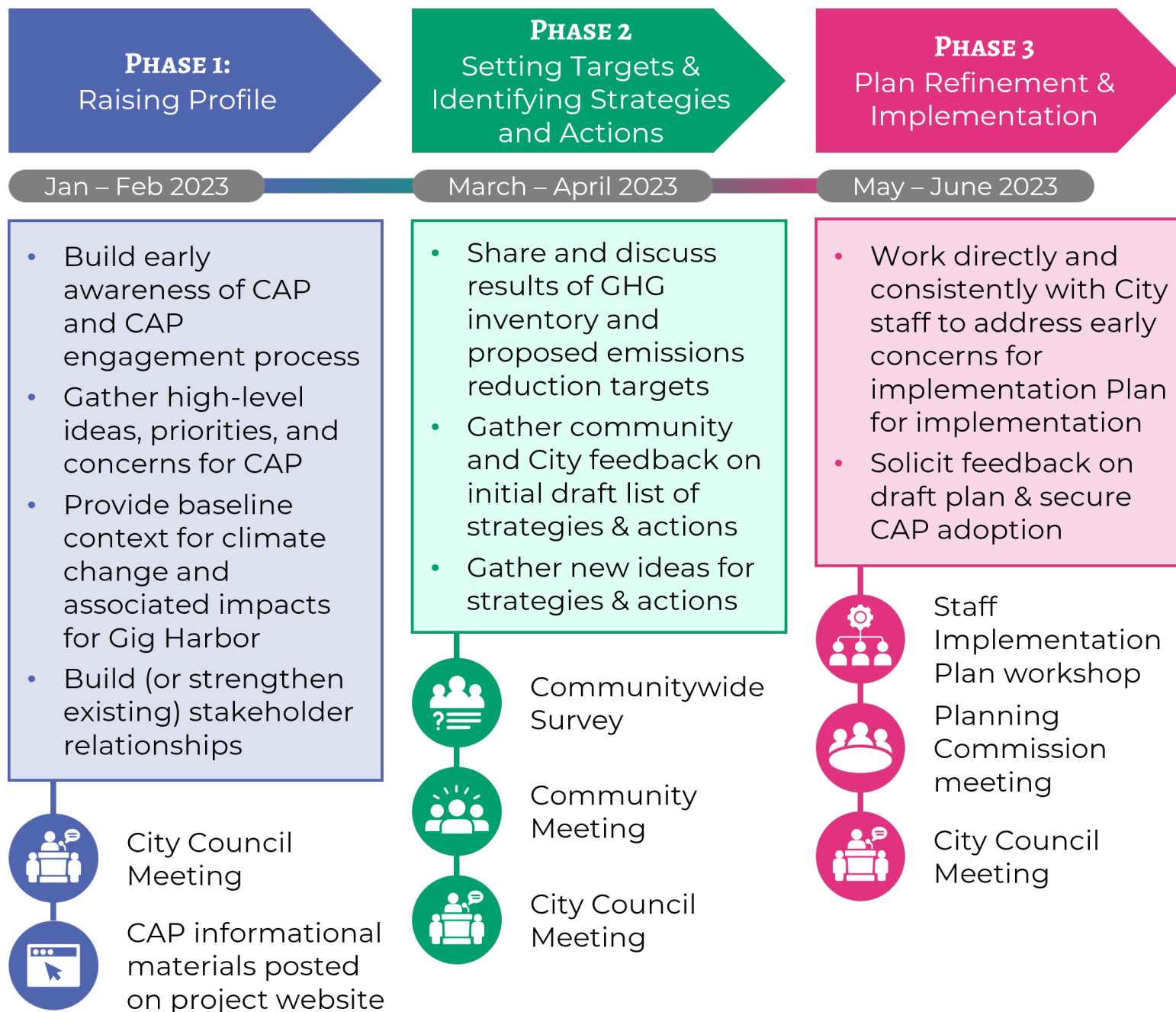


Serve all of Gig
Harbor's population by
climate emergency
response services and
departments by 2030.



Community Engagement

Community Engagement





Community Engagement Takeaways

Informed about climate change and motivated to take action

Prioritize education and incentives for climate action

Support for partnerships for collective climate action

City to provide leadership, guidance, and resources



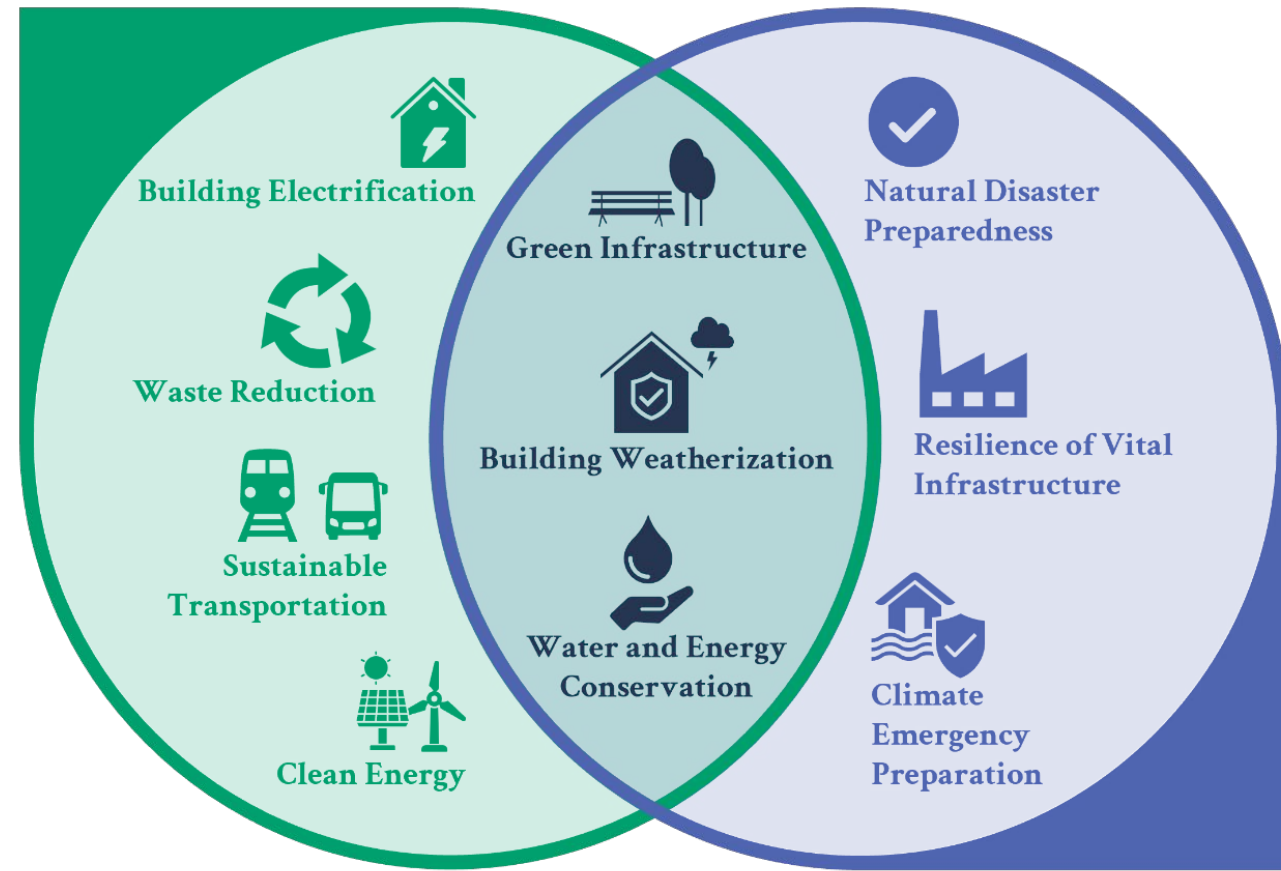
Focus Areas, Strategies, & Actions

Strategy & Action Development

1. Policy scan of internal & regional efforts
2. Identify and define focus areas, develop strategies
3. Revise and refine strategies & actions based on community feedback
4. Staff implementation workshop edits & considerations

Mitigation

Address the cause



Adaptation

Address the impacts

How do these all fit together?



Focus Areas



Crosscutting & Municipal



Buildings & Energy



Transportation



Consumption & Disposal



Natural Systems



Community Resilience

Cross-cutting & Municipal

Goal: Reduce community and municipal GHG emissions through internal City policies and initiatives and by encouraging community members and City staff to participate in local climate action.

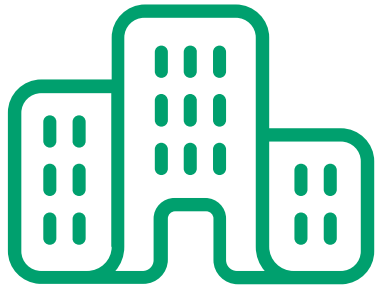


Strategies include:

- Engage the community in climate action.
- Reduce GHG emissions from municipal operations.
- Integrate climate change into City planning & decision-making.
- Increase participation in regional and local climate outreach and advocacy.

Buildings & Energy

Goal: Reduce building emissions through energy efficiency, building electrification, and renewable energy.

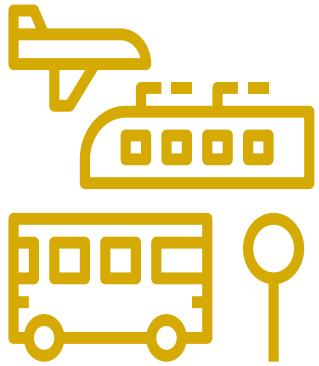


Strategies include:

- Transition to renewable building energy.
- Reduce energy use in new and existing buildings.

Transportation

Goal: Reduce greenhouse gas emissions from transportation by expanding the use of electric vehicles, increasing multimodal transportation options, and improving cycling and pedestrian infrastructure.



Strategies include:

- Transition to non-fossil fuel vehicles & equipment.
- Reduce vehicle travel.
- Reduce aviation emissions.

Consumption & Disposal

Goal: Reduce community waste and greenhouse gas emissions generated from consuming and disposing of goods and materials.



Strategies include:

- Reduce waste generation & divert waste from landfills.
- Produce and consume food sustainably.

Natural Systems

Goal: Foster climate resilient natural landscape by conserving water resources and preserving and expanding vital habitats, ecosystems, and natural resources.



Strategies include:

- Increase urban tree canopy and expand community green spaces.
- Promote water conservation and enhance water system resiliency.
- Protect and restore valuable natural resources that sequester carbon.

Community Resilience

Goal: Ensure that all Gig Harbor residents are prepared for current and future climate impacts.



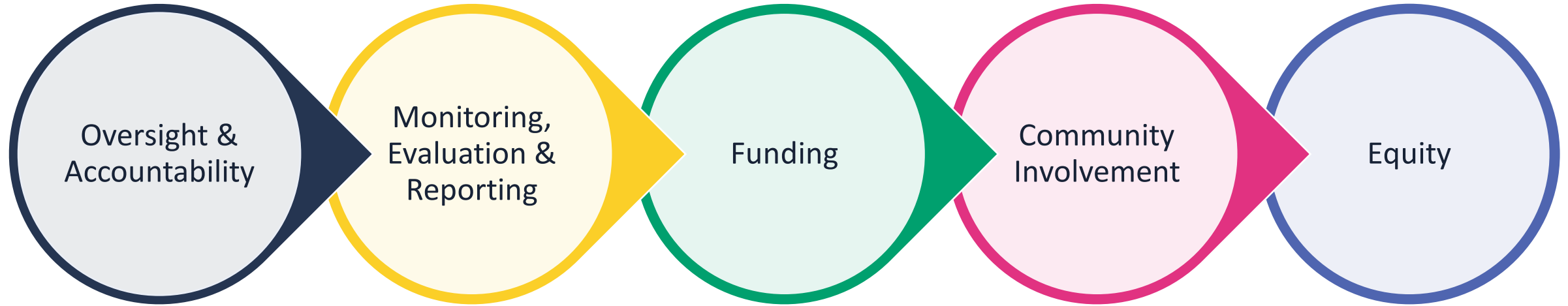
Strategies include:

- Increase community resilience to climate impacts.
- Prepare infrastructure & services for climate change.
- Prepare for sea level rise and coastal erosion.



Implementation Plan & Matrix

Implementation Plan Elements





Implementation Matrix



Impact

Cost

Timeline

Funding Sources

Lead
Implementor

Partnership
Opportunities

Implementation
Considerations

Questions?





MEMORANDUM

DATE: June 9, 2023

TO: Gig Harbor City Council

FROM: City Clerk Josh Stecker

SUBJECT: FlashVote Parks Funding Survey Results

Survey results on parks funding were released on May 25. The full results are available here: <https://www.flashvote.com/gig-harbor-wa/surveys/park-funding-05-23>. The results have filters so you can view the responses by age, property owners, residency status, etc.

First, a few notes on our FlashVote survey pool since this is our first survey with real, useable data. 187 Gig Harbor city residents (people of voting age inside city limits) took the survey. Demographically-speaking, we got a very accurate sample of likely voters represented in the pool.

Gig Harbor “likely” voters are people who voted in either the 2022 November general election or the 2023 February special election (or both). There are approximately 7,500 likely voters based on this data.

- 52% of likely voters are age 61 or older
- 28% are age 46-60
- 20% are age 31-45
- 10% are age 18-30

Our survey responses break down like this:

- 59% of responders were age 61 or older
- 24% were age 46-60
- 15% were age 31-45
- 1% were age 18-30 (this age group is notoriously difficult to represent in surveys and we’ll be working with FlashVote to try to increase this number)

As you can see, the survey results are in the same ballpark as the likely voter results. The survey opinions of voters over 60 are slightly over-emphasized with other voters' opinions being deemphasized the younger they get.

The survey pool size of 187 participants is considered to be a statistically reliable pool with a margin of error around 7%.

What this shows us is that FlashVote is a very useful tool for hearing what voters think, which is great for this survey because we want to hear from voters.

In other types of surveys where we want to hear from *residents* or the *community*, we may need to do a little deeper diving. We know from the 2020 census that 25% of Gig Harbor's population is age 65 or older. We also know that 25% of the population is age 18 or under. The older resident population is doubly represented in the surveys while 25% of the population is virtually unrepresented. Its something to keep in mind when we ask questions about parks usage in the future.

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Since we have established that the survey is a solid representation of likely voters, **what did we learn in this survey?**

- 1. 73% of respondents would support a new 20-year tax levy to replace the expiring \$3.5 million bond.** Only 10% preferred to not have a parks levy going forward. Coincidentally (or not) the February 2023 School District levies and the August 2022 Fire District levy were also approved by Gig Harbor voters at around 73%--roughly 7-8 points higher than the overall district approval ratings.

Roughly half of respondents would support an \$8 million bond. Because a 60% majority is needed to pass the bond, an \$8 million levy may be beyond the support of the community without increased messaging about projects and need.

- 2. Support for funding parks projects by levy is varied.** Only one project (a trail connecting the Cushman Trail to downtown) received a majority of support from the survey respondents.

• Cushman Trail Connector	62% supported
• Senior Center/Community Center	42%*
• Sports Complex Phase 2	41%
• Skate Park Playground	39%
• Maritime Pier	35%
• Cushman Trail Phase 5	28%
• Sports Complex Phase 3	24%
• Commercial Fisherman's Homeport	21%
• Wilkinson Barn Restoration	17%

*Senior Center/Community Center support may be under-represented, as we had a few comments in the survey that implied that responders may have thought that constructing the center would require removal of trees in the forest.

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It's also important to identify **what the survey *didn't* tell us**. This survey only asked responders what they would be willing to pay additional property taxes to fund. If we asked the question "*what parks projects do you support?*" it is almost certain that the support numbers would rise for every project.

These survey results should not be interpreted to mean that the community does not support a given project just because support for additional taxes was low. This list *might* provide a general ranking of project priorities. Some lower support numbers *might* be an indicator that the projects are not widely supported by the community. But these are not the questions asked by this survey.



MEMORANDUM

DATE: June 14, 2023
TO: Gig Harbor City Council
FROM: City Clerk Josh Stecker
SUBJECT: Flag Display Policy

At the June 12 city council meeting, council directed staff to prepare a resolution adopting a flag display policy for the city. For transparency and ease of access, staff recommends adopting the flag policy by ordinance as Chapter 1.22 of the Gig Harbor Municipal Code.

Draft code provisions are attached to this memo that encapsulate the city's current flag policies and provide for the display of the Pride Flag in council chambers during the month of June.

With council's concurrence, the proposed provisions will be brought forward as an ordinance for council to consider at a future meeting.

Chapter 1.22 FLAG DISPLAYS

1.22.010 Intent – Governing law.

1.22.020 Time and occasions for display.

1.22.030 Position and manner of display.

1.22.010 Intent – Governing law.

It is the intent of this chapter to provide guidance for the display of the following flags at city owned or operated facilities within the City of Gig Harbor:

- A. The flag of the United States as defined in [4 U.S.C. 1](#).
- B. The National League of Families' Prisoners of War/Missing in Action (POW-MIA) flag as defined in [36 U.S.C. 902](#).
- C. The flag of the state of Washington as defined in RCW [1.20.010](#).
- D. The Pride Flag
- E. The Puyallup Tribe of Indians Flag

No other flags shall be displayed at city owned or operated facilities. All flags shall be displayed in compliance with the flag code as defined in [4 U.S.C. 1](#).

1.22.020 Time and occasions for display.

- A. The flag of the United States shall be displayed on all days at the following locations:
 - 1. On the flagpole outside of the Civic Center
 - 2. On the flagpole at Skansie Brothers Park
 - 3. On the flagpole at Kenneth Leo Marvin Veterans Memorial Park;
 - 4. On a stanchion in council chambers at Civic Center
- B. The National League of Families' POW-MIA flag shall be displayed along with the flag of the United States on the flagpole outside the Civic Center and on the flagpole at Kenneth Leo Marvin Veterans Memorial Park on the dates designated in RCW 1.20.017. If the designated day falls on a Saturday or Sunday, then the POW-MIA flag will be displayed on the preceding Friday. If the designated day is a city holiday, then the flag will be displayed starting on the last business day preceding the holiday and will be removed on the next business day following the holiday.
- C. The flag of the state of Washington shall be displayed on all days on a stanchion in council chambers
- D. The Pride Flag shall be displayed on a stanchion in council chambers during the month of June.
- E. The Puyallup Tribe of Indians Flag shall be displayed on a stanchion in council chambers during the months of October and November.

1.22.030 Display of Flags at Half-Staff.

Flags on the flagpole outside of the Civic Center, on the flagpole at Skansie Brothers Park, and on the flagpole at Kenneth Leo Marvin Veterans Memorial Park; shall be lowered to half-staff in accordance with any direction issued by the governor of the state of Washington, with the provision that the raising and lowering of flags shall occur during regular business hours.

The mayor may direct flags to be lowered to half-staff in recognition of events of local significance.