

TO: City Council  
FROM: Lisa Parks, City Administrator  
DATE: November 3, 2025  
SUBJECT: Resolution R2025-014 City of Tumwater Strategic Plan

---

1) Recommended Action:

Place Resolution R2025-014 adopting the 2026-2032 Tumwater Strategic Plan on the **consent/consideration** agenda for the November 18, 2025 City Council Meeting.

---

2) Background:

The strategic plan serves as a blueprint of the City's goals and the planned projects and initiatives to achieve those goals. It is developed to help prioritize initiatives, resources, department operations and projects, and to provide clarity and transparency to the community about those priorities. The strategic plan is a big-picture document directing efforts and resources toward a clearly defined vision.

For Tumwater, strategic priorities and goals that guide work plans and budget processes have been developed, reviewed, and refreshed by Council on a recurring basis for many years. This year's strategic planning efforts by the City's elected officials and management staff was structured to build and capitalize on that history, and to expand on the transparency and accessibility of our efforts. As resources available to deliver more complex infrastructure, programs and services become more constrained, having an easy to read and understand document outlining the City's priorities – including how and why they were derived - is increasingly more important.

The proposed *Tumwater Strategic Plan 2026-2032* helps bring expectations and public service delivery into balance with available resources by:

- Providing clarity for community members and City staff about the projects, programs and initiatives the legislative body has deemed most important – especially for those things that may be in addition to mandated essential services and activities; and,
- Guiding the Mayor and staff in developing the biennial budget, annual work plans and other operational tools to help implement those projects, programs and initiatives.

Development of this strategic plan was supported by several on-going and new projects, such as the periodic update of the City's Comprehensive Plan and the statistically valid and community engagement surveys that were conducted earlier this year. The strategic planning process included the following public meetings of the City Council:

- June 7, 2025 Special Work Session (Saturday Retreat)
- June 28, 2025 Special Work Session (Saturday Retreat)
- September 9, 2025 Regular Work Session
- September 20, 2025 Special Work Session (Saturday Retreat)
- September 23, 2025, Regular Work Session
- October 14, 2024, Regular Work Session
- October 28, 2025, Regular Work Session

Staff is working on making the final edits that we've received from Council Members and on the final formatting. We anticipate having the document completely finalized for inclusion in the November 18, 2025 Regular Council Meeting packet.

---

3) Policy Support:

Refine and sustain a great organization.

---

4) Alternatives:

N/A

---

5) Fiscal Notes:

N/A

---

6) Attachments:

A: Resolution R2025-014

B: Final Draft Strategic Plan