



City of Tumwater

Strategic Priorities and Goals 2025 – 2026

Build a Community Recognized for Quality, Compassion, and Humanity

- Support and advance intergenerational housing opportunities.
- Implement the Tumwater Housing Action Plan.
- Work with Regional Housing Authority to support regional programs and affordable housing.
- Explore alternative building materials for housing.
- Continue to streamline permitting processes for development and construction projects.
- Continue to maintain and advance positive Tribal Relations.
- Implement Metropolitan Parks District Commitments including planning for and siting a community center.
- Develop a city-wide trail system.
- Develop innovative partnerships and strategies with community human and social services organizations to improve service delivery to people in need, including senior citizens, low-income residents, and others.
- Review current water shutoff policies through an equity framework.

Be a Leader in Environmental Health and Sustainability

- Engage the community on the benefits of environmentally sustainable practices.
- Promote community involvement in environmental programs, including highlighting local career pathways for students.
- Decarbonize new and existing City buildings whenever practicable.
- Sufficiently resource programs identified in the Thurston Climate Mitigation Plan and Urban Forestry Management Plans and prioritize implementation.
- Evaluate energy savings through resource sharing, recovery, and reuse concepts, including pilot Energy District demonstration projects.
- Assess climate change vulnerabilities of City infrastructure and resources.
- Promote a higher level of environmental and community protection through the integration of ecosystem services and environmental justice for City actions, where feasible.
- Continue to fund and promote septic-to-sewer conversions.
- Continue to ensure ample drinking water supply and support water reuse opportunities.
- Improve overall habitat and water quality by assessing fish passages, removing obstructions, converting urban-density septic systems, and collaborating with area Tribes.

Create and Maintain a Transportation System Safe for All Modes of Travel

- Continue implementation of the Capitol Boulevard Plan.
- Implement transportation components of the Brewery District Plan.
- Continue to improve maintenance and interconnectivity of a bicycle and pedestrian system.
- Continue implementation of and evaluate new funding sources for the Sidewalk Program.
- Update Transportation Impact Fee Program and Transportation Plan.
- Provide a safe, efficient, and cost-effective transportation system.
- Continue improving the maintenance of the transportation system.
- Demonstrate the importance and impact of the Transportation Benefit District.
- Explore opportunities to extend multimodal transportation facilities to areas of the City outside the urban core.

Provide and Sustain Quality Public Safety Services

- Complete and begin implementation of the Law Enforcement Strategic Growth Plan.
- Complete and begin implementation of the Fire Department Strategic Plan.
- Ensure timely, efficient, and effective public safety response in our community.
- Explore and implement partnerships to improve efficiency of service delivery.
- Evaluate and promote City programs to reduce risk to life and property throughout our community.
- Develop innovative initiatives and programs to address growing service demands.

Pursue and Support Targeted Community and Economic Development Opportunities

- Update and Implement the City's Economic Development Plan.
- Support the Tumwater Craft movement.
- Facilitate brownfield revitalization in the Brewery District and Capitol Boulevard Corridor.
- Use strategic targeted public investment to leverage private and other sources of investment.
- Establish a development climate that stimulates economic development, consistent with the comprehensive plan.
- Promote opportunities to implement Town Center/City Square mixed-use concepts.
- Promote economic development strategies with a "triple bottom line" – people, planet, and prosperity - sustainability perspective.
- Complete and implement the Habitat Conservation Plan.

Refine and Sustain a Great Organization

- Be good stewards of public funds by following sustainable financial strategies.
- Update the non-represented employee compensation plan.
- Attract, retain, and promote a talented and diverse workforce.
- Create a dynamic culture of Diversity, Equity, Inclusion, and Belonging.
- Support an environment of continuous learning and improvement, including Council.
- Enhance recruitment through new partnerships.
- Study compensation for commissions and boards.
- Review plans, policies, and documents for potentially racist and biased language.