



## Memorandum

**Date:** 9/23/2025  
**Meeting of:** City Council Study Session

**File No.** SS 25-059  
**Type:** Study Session

**TO:** Members of the City Council  
**FROM:** Mayor Angela Birney  
**DEPARTMENT DIRECTOR CONTACT(S):**

Executive	Lisa Maher	425-556-2427
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**DEPARTMENT STAFF:**

Executive	Jenny Lybeck	Sustainability Manager
Executive	Micah Bonkowski	Sustainability Program Administrator

**TITLE:**

Environmental Sustainability Action Plan 2025 Refresh - Strategy Review

**OVERVIEW STATEMENT:**

In March 2025, the City of Redmond began the update to 2020 Environmental Sustainability Action Plan (ESAP) with the goal of prioritizing strategies for the next five years and aligning with Redmond 2050. Throughout the summer months, staff conducted outreach to better understand community barriers and priorities as it relates to sustainability and climate action. Similarly, a detailed analysis was completed to quantify pathways to the City's climate and sustainability goals. During the September 23 Study Session, staff will review community feedback, discuss the proposed Five Big Moves and the strategies identified to advance progress towards the City's goals, solicit feedback on the Plan framework, and review next steps.

☒ **Additional Background Information/Description of Proposal Attached**

**REQUESTED ACTION:**

☐ **Receive Information**      ☒ **Provide Direction**      ☐ **Approve**

**REQUEST RATIONALE:**

- **Relevant Plans/Policies:**  
Environmental Sustainability Action Plan (ESAP), Climate Vulnerability Assessment, Climate Emergency Declaration, Redmond 2050 Climate Resiliency and Sustainability Element
- **Required:**  
N/A
- **Council Request:**  
N/A

- **Other Key Facts:**

- The 2020 ESAP commits Redmond to refresh the plan every five years. This allows the City to evaluate new strategies and reprioritize efforts based on key performance indicator progress.
- The City is working with the consulting firm Kim Lundgren Associates (KLA) to complete the update.
- Key objectives for the Plan update include:
  - Align with Redmond 2050 and the Climate Resilience and Sustainability Element.
  - Co-create a prioritized, actionable 5-year workplan in partnership with community.
  - Establish a long-term plan to meet 2040 and 2050 sustainability goals.
  - Strengthen partnerships with stakeholders across the community to accelerate progress.
  - Improve transparency and community understanding of the ESAP in implementation and inspire action.
- The 2025 Refresh builds on years of climate action, including significant advancements towards City's climate and sustainability goals because of Redmond 2050 code changes and the opening of light rail.
- A crosswalk between the 2025 proposed actions and the 2020 ESAP actions is included in Attachment B. A summary of the 168 actions within the 2020 plan includes:
  - 78 actions were removed because they are complete or ongoing
  - 7 actions were removed because they are no longer relevant
  - 55 actions were migrated to 2025 plan
  - 28 actions were identified as 2030+ actions
- Work completed to date, and the 2025 proposed actions put Redmond on a path to achieve 2050 GHG reduction targets.

## **OUTCOMES:**

Outcomes from the Study Session include Council feedback on the proposed strategies and actions.

Staff anticipates the update process will conclude in Q4 2025 and include an updated plan document with tools to effectively communicate the plan. Community engagement and activation throughout the plan update process will support ongoing implementation efforts.

## **COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:**

- **Timeline (previous or planned):**

- June: solicit community feedback on barriers and other sustainability actions via events and community questionnaire.
- July/August: host focus groups and conduct more targeted outreach around possible priority actions.
- September/October: solicit feedback on draft plan framework and priorities
- October/November: solicit feedback on draft 2025 plan
- Ongoing: raise awareness about climate and sustainability work and opportunities to get involved

- **Outreach Methods and Results:**

- Community office hours: April 15, May 20, June 26
- Environmental Sustainability Advisory Committee meetings: April 28, May 22, July 16
- Sustainability Hosted Community Workshops/Events: Flatstick Climate Trivia Night (June 24), ESAP Refresh Community Workshop (July 16), Picnic (August 23)
- Community Events: Beat the Bunny (April 12), CHIME Music Festival (June 14), Sounders Watch Party (June 23), Derby Days (July 12), Rockin on the River (August 13 and 20)

- Informational Presentations: OneRedmond (April 24), Planning Commission (August 27) Human Services Commission (September 8)
- Non-profit partnerships: Indian American Community Services, United Hub, Centro Cultural Mexicano, Sustainability Ambassadors
- Digital and print outreach via social media, FOCUS, and email newsletters
- **Feedback Summary:**  
Reoccurring themes heard across events and stakeholders include:
  - Desire for climate education and resource promotion through accessible (non-social media or email) channels
  - Desire for community programming for climate action
  - Affordability is a barrier, especially for energy efficiency home upgrades
  - Concern about grid capacity and power outages increasing through electrification efforts
  - Desire to make public transit more connected and thus accessible within Redmond

A full summary of engagement efforts and feedback heard is included as Attachment C.

**BUDGET IMPACT:**

**Total Cost:**

2025/2026 budget: \$175,000

**Approved in current biennial budget:**

☒ **Yes**

☐ **No**

☐ **N/A**

**Budget Offer Number:**

2025/2026 Environmental Sustainability

**Budget Priority:**

Healthy and Sustainable

**Other budget impacts or additional costs:**

☐ **Yes**

☐ **No**

☒ **N/A**

**If yes, explain:**

N/A

**Funding source(s):**

Grant funds

General Fund

**Budget/Funding Constraints:**

N/A

☐ **Additional budget details attached**

**COUNCIL REVIEW:**

**Previous Contact(s)**

Date	Meeting	Requested Action
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1/28/2025	Committee of the Whole - Parks and Environmental Sustainability	Provide Direction
3/4/2025	Business Meeting	Approve
4/22/2025	Committee of the Whole - Parks and Environmental Sustainability	Provide Direction
5/27/2025	Study Session	Receive Information

**Proposed Upcoming Contact(s)**

<b>Date</b>	<b>Meeting</b>	<b>Requested Action</b>
10/28/2025	Study Session	Provide Direction
12/2/2025	Business Meeting	Approve

**Time Constraints:**

The City is targeting adoption of the 2025 ESAP Update by the end of the year.

**ANTICIPATED RESULT IF NOT APPROVED:**

Delays in approvals would result in less capacity allocated towards implementation.

**ATTACHMENTS:**

Attachment A: Draft Plan Framework, Strategies, and Actions

Attachment B: 2020 ESAP Action Crosswalk

Attachment C: Engagement Summary

Attachment D: Presentation