2025 Environmental Sustainability Action Plan Refresh

Draft - 5 Big Moves and Actions

This document outlines the draft strategies and actions for the 2025-2030 Environmental Sustainability Action Plan. Specifically -

- The 5 Big Moves the City is prioritizing to reduce greenhouse gas emissions and increase community and environmental resilience to climate impacts.
- The 10 strategies guiding how Redmond will accomplish the Five Big Moves.
- And the actions we're proposing to advance implementation.

The updated framework proposes to approach equity not as a single action, but as the foundation for how each sustainability and climate initiative is designed and implemented, in alignment with Redmond 2050 Policy CR-2.

These strategies and actions are draft, and comments are being accepted at sustainability@redmond.gov through October 3, 2025.

5 Big Moves to Meet our Climate Goals

The proposed 5 Big Moves represent the greatest opportunities for action to substantially reduce greenhouse gas emissions and meaningfully enhance resilience to climate hazards. They were identified through data analysis, community feedback, implementation trends and accomplishments, best practices, and to support implementation of Redmond 2050. The proposed Big Moves include:

1. Make Existing Buildings Better
2. Build Efficient and Resilient Buildings
3. Provide Safe and Sustainable Transportation
4. Achieve Zero Waste of Resources
5. Foster a Resilient Community and Environment

10 Strategies to Achieve the Big Moves

The Strategies guide how Redmond will accomplish the five Big Moves. They include:

1. **Reduce the direct use of fossil fuels across the community.**
   In Redmond, ~52% of our greenhouse gas emissions come from the direct use of fossil fuels, such as natural gas and gasoline. Eliminating fossil fuels use in buildings and transportation and transitioning to electricity created from renewable sources represents our biggest opportunity to mitigate Redmond's contribution to climate change.

2. **Increase energy efficiency and performance in existing buildings.**

In addition to transitioning existing buildings to run on electricity or onsite renewable energy instead of fossil fuels, we also need to reduce our overall energy usage through efficiency and performance measures. Reducing our need for energy will reduce our utility bills, the demand placed on the electrical grid, and enable us to reach 100% clean electricity more quickly.

3. **Manage growing electricity demand and support grid resilience.**
   The need to "electrify everything" goes hand-in-hand with the need to ensure our electrical grid can handle the increase in demand. In addition, while State- and utility-level policies are putting our region on a path to achieve 100% clean electricity, this transition will be difficult and slow-moving. Our buildings must be smart and adaptive to ensure we can stay on track for our GHG targets while providing services to an integrated electric grid that can match power demand with clean energy resources.

4. **Support high performance building standards and climate policies.**
   Redmond is set to add over 39 million square feet of new buildings by 2050, a 75% increase from what exists today. These new buildings are projected to increase electricity usage 40% - even with state buildings codes. Redmond must ensure that new development is built to be energy efficient and with low-carbon materials from the start while supporting policies and standards that reinforce this approach.

5. **Level the playing field for non-vehicle transportation modes.**
   To develop a sustainable transportation system with diverse options, we must make it easy, safe, and convenient to get around without a car. Redmond can encourage this by completing connections across transit, pedestrian, and bicycle networks while de-emphasizing accommodations for single occupancy vehicles. All of these strategies become more effective as smarter land use decisions cut down the time and distance that it takes for community members to get around.

6. **Encourage community members to choose low-carbon transportation options.**
   As our built environment evolves to facilitate diverse modes of transportation, ensuring that community members utilize those modes means ensuring that they can access and afford them. Accessible ride services, incentives, secure storage for e-bikes, and confidence in available EV charging infrastructure will all help Redmond community members make the shift.

7. **Reduce consumption.**
   The waste we send to landfill creates greenhouse gases like methane and expanding composting and recycling opportunities is one piece of the puzzle to reduce GHGs. But the emissions associated with producing what we consume can be even higher. Replacing the consumption of materials with reusable and durable goods can reduce emissions from both angles, while working to conserve resources and ecosystems globally.

8. **Create a circular economy.**

Instead of the traditional "take-make-waste" linear model, circular systems focus on designing out waste, reusing products, and regenerating natural systems. We're taking steps to understand the resource potential in today's waste stream while nurturing the businesses and doers that will drive value creation from materials that are increasingly costly to throw away.

9. **Provide resources to support community members before, during, and after climate hazards.**
   We are seeing climate hazards increase in frequency and intensity across the Redmond community. All community members should have equitable access to the tools and information needed to prepare for, respond to, and recover from climate-related events, such as extreme heat, intense storms, and flooding.

10. **Maintain infrastructure and healthy ecosystems to mitigate the impacts of climate change.**
    Ensuring that our infrastructure and ecosystems are resilient to climate hazards will help ensure that all living beings in our community can enjoy the benefits they provide. This involves protecting and restoring natural features like tree canopy and streams as well as upgrading essential systems like our water and stormwater infrastructure to manage drought, flooding and extreme weather events.

Actions We'll Pursue to Support our 10 Strategies

Specific actions proposed to be implemented over the next five years have been identified for each Big Move, for the community and city operations. These actions will be accompanied alongside metrics and targets that can be tracked to demonstrate progress. Long term actions to be evaluated with the 2030 plan update will be included as an appendix. They are currently identified in the *2020 ESAP Action Crosswalk* document.

Big Move #1: Make Existing Buildings Better

Vision: Redmond's existing homes and commercial buildings are high performing, energy efficient, and climate-read.

Big Move 1: Make Existing Building Better **Community Actions**		**Lead Dept.**	**Associated Strategies**	**Relative Cost** $ - staff time only $$ - up to $250,000 $$$ - $250,000+	**2020 ESAP Reference**
1.1	Expand Energy Smart Eastside with a focus on weatherization, resident education, technical assistance, and financing.	Executive	1, 2, 3	$$$	B1.3, B1.6, B3.3, B3.5, B3.6

Big Move 1: Make Existing Building Better **Community Actions**		**Lead Dept.**	**Associated Strategies**	**Relative Cost** $ - staff time only $$ - up to $250,000 $$$ - $250,000+	**2020 ESAP Reference**
1.2	Implement technical support programs to assist compliance with Building Performance Standards with targeted support for multifamily and nonprofit buildings.	Executive	2	$$$	B5.1
1.3	Support expansion of Washington State's benchmarking requirement and advocating for future program growth to include emissions reporting requirements.	Executive	2	$	B5.2
1.4	Partner with PSE and the community to advance grid modernization and resilience opportunities in Redmond.	Executive	2	$	B4.1
1.5	Develop HOA and building management guidance for solar and other energy infrastructure on multifamily buildings.	Executive	2	$	New
1.6	Explore partnerships and opportunities to integrate home energy disclosure information into home listings.	Executive	2	$	New

Big Move 1: Make Existing Building Better **City Operations Actions**		**Lead Dept.**	**Associated Strategies**	**Relative Cost** $ - staff time only $$ - up to $250,000 $$$ - $250,000+	**2020 ESAP Reference**
1.7	Develop preventative maintenance and staffing plan and funding strategy for critical building systems and infrastructure.	Parks	2	$$	B2.3, CED1
1.8	Establish policy to guide decarbonization in City maintenance and retrofit projects.	Parks	1	$	CED 1
1.9	Develop decarbonization plans for five City facilities, including solar assessments and evaluation of electrical capacity.	Parks	1	$$	CED 1

Big Move 1: Make Existing Building Better **City Operations Actions**		**Lead Dept.**	**Associated Strategies**	**Relative Cost** $ - staff time only $$ - up to $250,000 $$$ - $250,000+	**2020 ESAP Reference**
1.10	Advance findings from solar and energy storage feasibility study.	Parks	1	$$	C1.4, CED 1

Big Move #2: Build Resilient and Efficient Buildings

Vision: Redmond constructs new homes and commercial buildings that are resilient to climate hazards and produce zero emissions.

Big Move 2: Build Resilient and Efficient Buildings **Community Actions**		**Lead Dept.**	**Associated Strategies**	**Relative Cost** $ - staff time only $$ - up to $250,000 $$$ - $250,000+	**2020 ESAP Reference**
2.1	Develop a handbook, training, and case studies for the City's green building and resilience codes and standards to reduce adoption barriers among developers.	Executive	4	$	B1.5, B3.4
2.2	Explore expanded incentives for grid flexibility technologies, resilience hubs, and leading green building certifications in the Redmond Zoning Code.	Executive/Planning	3	$	B2.2
2.3	Identify opportunities for thermal networks or micro-grids in retail redevelopment and other neighborhood plans.	Executive/Planning	1, 3	$$	New
2.4	Explore additional incentives and/or technical support for affordable and middle housing to advance green building techniques.	Executive/Planning	4	$$	B1.5
2.5	Identify grid capacity gaps and implement solutions that enable timely upgrades and support the City's decarbonization, density, and natural systems goals.	Executive/Planning	3	$$	New

Big Move 2: Build Resilient and Efficient Buildings **Community Actions**		Lead Dept.	Associated Strategies	Relative Cost $ - staff time only $$ - up to $250,000 $$$ - $250,000+	2020 ESAP Reference
2.6	Support state and regional policies that preserve and advance clean energy and climate goals, including incentives for renewable energy production and adoption of advanced energy codes.	Executive	4	$	T3.2, B1.1, B1.2, B1.9, C4.5
2.7	Develop a cross-departmental team that works to address challenges related to land use code in siting renewable energy and other green economy facilities.	Executive	4	$	B3.2

Big Move 2: Build Resilient and Efficient Buildings **Municipal Actions**		Lead Dept.	Associated Strategies	Relative Cost $ - staff time only $$ - up to $250,000 $$$ - $250,000+	2020 ESAP Reference
2.8	Pilot tools to integrate life-cycle cost information into capital expense budgeting processes for new facilities.	Public Works	4	$$	C3.9
2.9	Establish a policy for identifying sustainable best practices for municipal facilities and infrastructure to reduce operational and embodied carbon.	Executive/Parks/Public Works	4	$	B2.6, CED 1, CED 6
2.10	Adopt a standard specification to procure low embodied carbon concrete.	Executive/Parks/Public Works	4, 8	$$	B2.8, CED 1

Big Move #3: Provide Accessible and Sustainable Transportation

Vision: Redmond accelerates the transition to electric vehicles and connected, low-carbon mobility options.

Big Move 3: Provide Accessible and Sustainable Transportation **Community Actions**		**Lead Dept.**	**Associated Strategies**	**Relative Cost** $ - staff time only $$ - up to $250,000 $$$ - $250,000+	**2020 ESAP Reference**
3.1	Design and construct complete bicycle spine network within a mile of light rail stations	Planning/Public Works	5	$$$	T1.9, T1.10, T2.6, CED 8
3.2	Seek increased transit service and frequency by advocating to King County Metro, the Washington State Legislature, and exploring the potential for Redmond to directly fund more frequent Metro bus service using local revenue sources	Planning	5	$$$	New, CED 8
3.3	Actively manage existing parking and minimize new parking through a combination of regulations and incentives.	Planning	5	$$$	T2.1, T2.5, T3.3
3.4	Provide subsidies for e-bikes, scooter shares, and other shuttle options to mitigate first/last mile barriers for commuters who utilize public transit.	Planning	3, 6	$$$	T1.8, CED 8
3.5	Expand Commute Trip Reduction and other Transportation Demand Management efforts to include all employers.	Planning	6	$$	New, CED 8
3.6	Advocate for and connect existing multifamily housing properties and HOAs with resources, grants, and technical assistance to install EV charging.	Executive	6	$$	T3.3, T3.5
3.7	Launch an EV car share pilot.	Executive	1, 6	$$	New

Big Move 3: Provide Accessible and Sustainable Transportation **Municipal Actions**		**Lead Dept.**	**Associated Strategies**	**Relative Cost** $ - staff time only $$ - up to $250,000 $$$ - $250,000+	**2020 ESAP Reference**
3.8	Expand the commute trip reduction program for City staff.	Planning	6	$$	New
3.9	Review City Green Fleet Policy and develop a fleet transition and funding approach that prioritizes right-sizing and electrification to meet the 2030 emissions reduction goal, while establishing decision criteria for when fuel-efficient internal combustion vehicles are still required.	Public Works	1	$$$	T4.1

Big Move #4: Achieve Zero Waste of Resources

Vision: Redmond reduces consumption and diverts as much waste as possible from the landfill while promoting a circular economy.

Big Move 4: Achieve Zero Waste of Resources **Community Actions**		**Lead Dept.**	**Associated Strategies**	**Relative Cost** $ - staff time only $$ - up to $250,000 $$$ - $250,000+	**2020 ESAP Reference**
4.1	Launch a public education campaign focused on waste reduction and resources for recycling and composting.	Public Works	7	$	M1.2, M2.1, M2.3
4.2	Develop a pilot program to incentivize local food service establishments to use durable and reusable dishware.	Public Works	7	$$	M1.5
4.3	Amend the Construction and Demolition Ordinance to establish a required diversion rate and evaluate a deconstruction requirement.	Public Works	8	$	M4.2
4.4	Develop a solid waste strategic plan informed by stakeholder outreach and a waste characterization study.	Public Works	7, 8	$$	New

Big Move 4: Achieve Zero Waste of Resources **Community Actions**		**Lead Dept.**	**Associated Strategies**	**Relative Cost** $ - staff time only $$ - up to $250,000 $$$ - $250,000+	**2020 ESAP Reference**
4.5	Support state implementation of Extended Producer Responsibility program.	Public Works	8	$	M1.7

Big Move 4: Achieve Zero Waste of Resources **Municipal Actions**		**Lead Dept.**	**Associated Strategies**	**Relative Cost** $ - staff time only $$ - up to $250,000 $$$ - $250,000+	**2020 ESAP Reference**
4.6	Achieve TRUE Zero Waste certification for large City facilities.	Public Works	7, 8	$$	New, CED 3
4.7	Develop zero waste guidelines for all City-sponsored events.	Public Works	7, 8	$$	M1.8, CED 3
4.8	Implement a sustainable purchasing program.	Finance	7, 8	$$	M1.8, M3.3, CED 3
4.9	Create public-facing resources and case studies to highlight how the City has reused materials and promote circular economy principles.	Public Works	8	$$	New, CED 3

Big Move #5: Foster a Resilient Community and Environment

Vision: Redmond cultivates thriving natural environments and neighborhoods that are resilient to the impacts of climate change.

Big Move 5: Foster a Resilient Community and Environment **Community Actions**		**Lead Dept.**	**Associated Strategies**	**Relative Cost** $ - staff time only $$ - up to $250,000 $$$ - $250,000+	**2020 ESAP Reference**
5.1	Create a robust communications network that leverages trusted messengers and various tactics to reach a wide audience, including those with limited English proficiency.	Executive/Fire	9	$	C4.6

Big Move 5: Foster a Resilient Community and Environment **Community Actions**		**Lead Dept.**	**Associated Strategies**	**Relative Cost** $ - staff time only $$ - up to $250,000 $$$ - $250,000+	**2020 ESAP Reference**
5.2	Implement a City-managed emergency alert system.	Executive/Fire	9	$$	New
5.3	Establish formal partnerships with nonprofits and other organizations to reach broader audiences and build capacity across the community for climate initiatives and programming.	Executive	9	$$	C2.4, C4.4
5.4	Develop comprehensive educational materials and programming to increase understanding, engagement, and awareness about sustainability and resilience opportunities.	Executive/Fire	9	$	New
5.5	Support the growth of resilience hubs in Redmond, exploring opportunities at City facilities, neighborhood hubs, multifamily properties, schools, and nonprofits.	Executive/Fire	9	$$	C2.7
5.6	Establish a rapid response program to distribute fans, air purifiers, and other resources to vulnerable community members during extreme heat and smoke events.	Executive/Fire	9	$$	New
5.7	Develop and implement a community wildfire protection plan.	Fire	10	$$	New
5.8	Evaluate reflective pavement and cool roofs to reduce urban heat island effect.	Public Works/Parks	10	$$	New
5.9	Update local floodplain maps to inform future development and potential policies.	Public Works	10	$$	N1.8
5.10	Develop a community water resilience and reduction strategy that guides programs and planning to protect both water quantity and supply.	Public Works	10	$$	W1.2, W2.5
5.11	Create and disseminate outreach materials to educate the community about proper tree care and sustainable landscaping practices.	Planning/Parks	10	$	N1.5

Big Move 5: Foster a Resilient Community and Environment **Community Actions**		Lead Dept.	Associated Strategies	Relative Cost $ - staff time only $$ - up to $250,000 $$$ - $250,000+	2020 ESAP Reference
5.12	Form partnerships to increase tree canopy plantings and habitat restoration on private land.	Parks	10	$$	N2.1, N4.1

Big Move 5: Foster a Resilient Community and Environment **Municipal Actions**		Lead Dept.	Associated Strategies	Relative Cost $ - staff time only $$ - up to $250,000 $$$ - $250,000+	2020 ESAP Reference
5.13	Implement advanced metering infrastructure (AMI) for Redmond's water system, to improve data and management practices.	Public Works	10	$$$	New
5.14	Leverage best available climate impacts data to inform sizing of new City stormwater infrastructure projects and advocate regionally for updated standards.	Public Works	10	$$	N3.10, W2.4,
5.15	Update regional facilities plans and basin plans to inform and advance regional stormwater management policies.	Public Works	10	$$$	New
5.16	Hire an urban forestry position that unifies and manages tree canopy programs, policies, and community engagement.	Parks	10	$$$	N1.6